

**The Honourable Grisha Heyliger-Marten,
Deputy Prime Minister and Minister of Tourism,
Economic Affairs, Transport and Telecommunication
Government of Sint Maarten**

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IN THE K-NOW

**Caribbean Telecommunications Union
(CTU) Network of Women (CTU-NoW)**

Contents



- 03** CTU-NoW New Organisational Structure
- 08** Bridging the Gap: Women Prototyping the Future of Digital Services
- 11** Meet Grisha Heyliger-Marten, Deputy Prime Minister of Sint Maarten
- 14** First CTU Women's Leadership Seminar Focuses on Gender Equity in Digital Governance
- 16** EU-LAC Network of Women Leaders in Digital Policy Annual Meeting Santiago, Chile
- 17** Bridging the digital divide: 4 key strategies to realise meaningful participation in our societies
- 23** Women in ICANN Global Leadership on DNS Security and Inclusion
- 25** Youth in Focus
- 26** Digital Gender Divide: Nicole Pitter Patterson and the Caribbean's Girls-in-Tech Movement
- 32** iamtheCODE Launches in the Caribbean with the CTU Member State of Jamaica as its Hub
- 35** Rooted in the Region, Connected to the World
- 39** CTU-NoW Quarterly Podcast with ECTEL Bytes: Showcasing Women and Girls in ICT
- 41** Calendar of Events



CTU-NoW New Organisational Structure

As we navigate a rapidly evolving digital landscape, the importance of inclusive governance cannot be overstated. The CTU Network of Women (CTU-NoW), under the stewardship of our new Chairperson, Dr. Maria Myers-Hamilton and dedicated women across our Member States, continues to champion equity and innovation in the Caribbean's ICT sector. With the revised Terms of Reference as our guide, we are taking definitive steps to ensure women's voices shape the future of digital transformation—locally, regionally and internationally. Together, we are building a more connected, resilient and equitable digital Caribbean for all."

**— FRANCOLA JOHN, STAKEHOLDER ENGAGEMENT
SPECIALIST AND CTU-NOW COORDINATOR**





THE WAY FORWARD

The Caribbean Telecommunications Union Network of Women (CTU-NoW) stands as a unifying force driving gender equality across the region's ICT landscape. With the adoption of its revised Terms of Reference, the Network reaffirms its commitment to empowering women in ICT leadership and shaping inclusive digital policies for all Caribbean Member States.

STRENGTHENING LEADERSHIP AND GOVERNANCE

The revised framework introduces a strengthened governance model that ensures equitable participation and transparent leadership across the region. The rotational appointment of the Chair and Vice-Chair every two years allows each Member State the opportunity to guide the Network's strategic direction. This approach not only encourages collaboration but also ensures continuity, enabling successive leaders to build on the progress of their predecessors.

The process, anchored in consultation and consensus, highlights the CTU's dedication to inclusivity and partnership. National Focal Points (NFPs) will now play a central role in decision-making, bringing national perspectives to regional deliberations and ensuring that women in ICT policymaking have a powerful collective voice.

EMPOWERING WOMEN THROUGH COLLABORATION AND CAPACITY DEVELOPMENT

The Network's technical secretariat, housed within the CTU Secretariat, will continue to provide administrative and technical coordination. Guided by the CTU-NoW Coordinator, the Secretariat will ensure seamless communication among Member States and global partners such as the ITU Network of Women (NoW), CITEL/OAS and the EU-LAC Network of Women Leaders in Digital Policy.

Central to CTU-NoW's mission is mentorship and knowledge exchange. The revised Terms of Reference elevate these priorities, calling for structured mentorship and capacity-building initiatives aimed at nurturing the next generation of female ICT leaders. Through training, networking and peer learning, women and girls across the region will be better positioned to lead transformation across digital ecosystems.



At the heart of CTU-NoW's objectives is the promotion of gender mainstreaming across national ICT policies and programmes. The revised Terms of Reference reaffirm that parity, equity and inclusion are not abstract ideals but measurable policy goals requiring deliberate action.

By integrating gender perspectives into policy design, governance and implementation, Member States move closer to realising a digital space where opportunities are shared equitably. CTU-NoW's advocacy role will ensure that regional voices inform international negotiations at the ITU, CITELE and other global fora.



ITU, CITELE and other global fora.

BUILDING SUSTAINABLE NETWORKS AND MEASURING IMPACT

The sustainability of CTU-NoW is supported through a diversified funding model that mobilises grants, sponsorships and in-kind contributions from partners across sectors. Additionally, the introduction of a Monitoring and Evaluation framework ensures that the Network's progress is systematically assessed through clear Key Performance Indicators (KPIs).

Annual reports will help track achievements, identify gaps and capture valuable lessons learned. This evidence-based approach reflects CTU's growing emphasis on accountability and impact-driven programming.

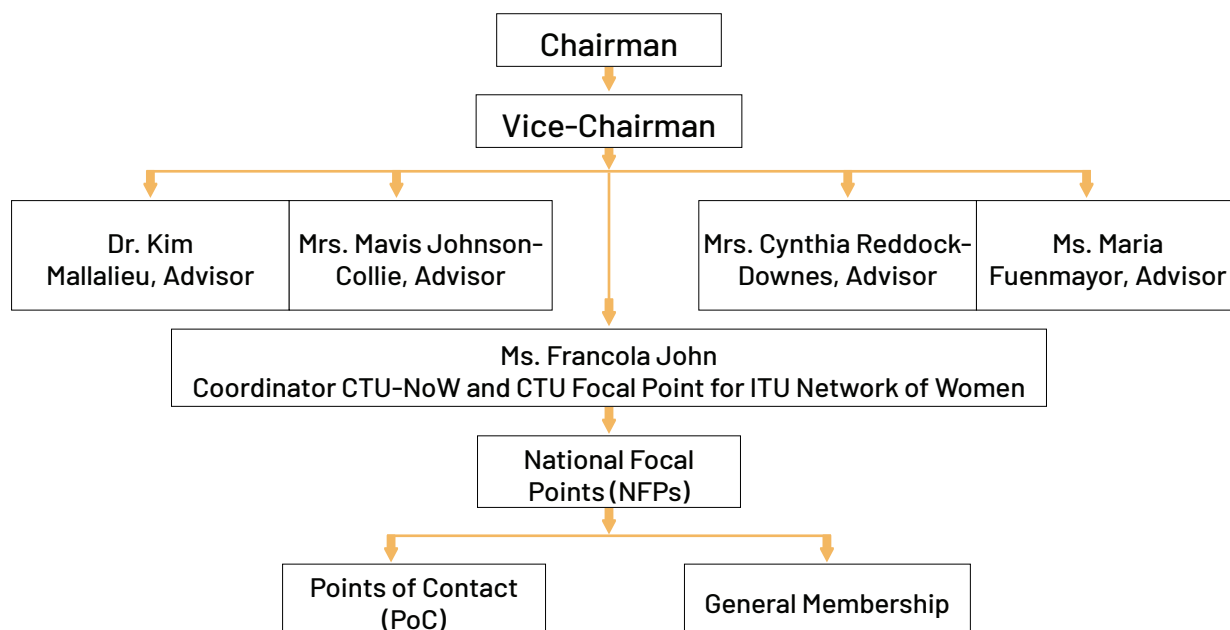
CHARTING THE FUTURE

The way forward for CTU-NoW is defined by connection, collaboration and courage. As the Network matures, it offers a model for how the Caribbean can lead with equity, leveraging the talents and perspectives of women to navigate the challenges and possibilities of digital transformation.

With the revised Terms of Reference as its guide, the CTU Network of Women stands ready to influence both policy and practice—ensuring that the Caribbean’s digital future is equitable, inclusive and forward-looking.



Caribbean Telecommunications Union (CTU) Network of Women Structure



GovStack Women in GovTech Challenge



2026

BRIDGING THE GAP

Women Prototyping the Future of Digital Services

The global GovStack Women in GovTech Challenge (WiGTC) returns for its third cohort, building on the success of its previous editions that together trained **319 women** from **over 50 countries**. Building on this growing network of digital innovators, the 2026 edition takes the Challenge a step further — empowering women to go beyond service design and **develop full digital service prototypes**. In partnership with the **World Bank**, the DPI Safeguards Initiative (stewarded by the UN Office for Digital and Emerging Technologies and UNDP), and academic partner UCL IIPP and communication partner GovInsider, WiGTC 2026 offers a hands-on journey to design and build inclusive, citizen-centric digital government services using the **GovStack approach** and **Digital Public Infrastructure (DPI) Safeguards**. Women professionals from diverse backgrounds are invited to join as mentees or mentors to learn, collaborate, and lead the next generation of GovTech innovation.

What's New in This Cohort

- ▶ **Potentially Work on Real Implementation Use Cases:** Participants will have the chance to pick ongoing, real-world digital government implementations to base their prototypes on.
- ▶ **Pitch to Ecosystem Partners:** During **Demo Day**, teams will have the chance to pitch their functional prototypes to ecosystem partners, potentially creating opportunities for their solutions to be selected for **pilot implementation**.
- ▶ **Open-Source Prototype Listing in the GovStack Library:** Teams can choose to open-source their prototypes. Open-licensed solutions will be featured in the **GovStack Library**, making them accessible to the global GovTech community.

Program Highlights

- ▶ **Capacity Building:** Comprehensive training on the GovStack building block approach, safe and inclusive Digital Public Infrastructure (DPI) through the Universal DPI Safeguards

Framework and best practices for digital service design.

- ▶ **Mentorship:** Tailored guidance from a diverse pool of female technical mentors.
- ▶ **Collaboration:** Teamwork on real-world use cases, supported by facilitators.
- ▶ **Prototype Opportunities:** Teams will create prototypes which they will pitch during a Demo Day that may be selected by international partners for further development after the Challenge.
- ▶ **Showcase Opportunities:** Presentation of top solutions at an international high-level event i.e. WSIS 2026 in Geneva.

Key Dates

- ▶ **Applications Launch:** 3 November 2025 (at DPI Summit)
- ▶ **Application Deadline:** 7 December 2025
- ▶ **Participant Confirmations:** 15 January 2026
- ▶ **Training Period:** February – March 2026 (6 weeks)
- ▶ **Demo Day:** End of March 2026

Participants will engage in

- ▶ Weekly lectures and office hours across 6 weeks.
- ▶ Team-based assignments leading to a final pitch.
- ▶ E-learning powered by atingi.
- ▶ Mentoring sessions and dedicated technical support.
- ▶ Team-based prototype development with mentorship support
- ▶ Potentially work on Real-world Use cases proposed by global partners
- ▶ Exposure to GovStack experts and international networks

What Participants will Gain:

- ▶ Mastery of interoperable and reusable software components, GovStack Building Blocks principles and agile service design.
- ▶ Potential experience working on real implementation use cases.
- ▶ A comprehensive understanding of DPI Safeguards and the centrality of safeguards into service design and delivery.
- ▶ Access to an international community of digital leaders.
- ▶ Recognition through certificates and opportunities to showcase solutions globally.

The WiGTC amplifies its focus on **gender equality** and **digital leadership**, offering a platform for women to drive innovation in public service delivery.



The Honourable **Grisha Heyliger-Marten**
Deputy Prime Minister and Minister of Tourism, Economic
Affairs, Transport and Telecommunication
Government of Sint Maarten

MEET GRISHA HEYLIGER-MARTEN,

Deputy Prime Minister of Sint Maarten

You may say she married into politics, but whatever her path to the fray, Grisha Heyliger-Marten is driven by her devotion to service and a passion for contributing tangibly to the growth of her island home.

Backed by her family and especially by her faith, she has taken the proverbial bull by the horns. The self-described “little engine that could” has embarked on a mission to deliver on her promises to the 60, 000 population while fulfilling a passion to advance the development of the tropical paradise of St Maarten which birthed her. It was on that 16 square mile island, a constituent island of the Netherlands, that young Heyliger-Marten was schooled up to her Associates degree at the University of Sint Maarten. She then ventured off to complete her Bachelor’s degree in Business Admin and Marketing from the Florida Metropolitan University in Fort Lauderdale and a Masters in International Business at the HAN University of Applied Sciences in Holland.

When she returned to her homeland, she picked up where she had left off with her job in marketing and sales with the international company SmitComs, which serviced the telecommunications needs of the country. Along with honing her marketing craft, she gained extensive experience in matters telecom and was part of the launch of fibre optic technology working on the introductory campaign that showcased this whole new world to Sint Maarten. That phase in marketing lasted for nine years from the year 2000.

But, her other passion was to own and operate her own business and in 2009, she left her job to launch her own marketing company and thereby exposed her skills to a wider community. She spent the next five years concentrating on building the business and her own brand.

In 2014, she returned to the corporate world as a consultant marketing and sales manager.

“SmitCom had merged with TelEm and the TelEm group and I were doing the marketing and sales for all four of the companies,” she recalled.

But then another bug bit.

“Fast forward to 2020, I got into politics,” she recalled. “It’s a long story and it’s deep,” she added with a laugh. It was a hard decision stepping away from her company for this new frontier, but for her, it was about country above self.

Heyliger-Marten acknowledged the influence of her husband of more than 30 years, Theodore Heyliger, who had been in politics all his life and who boasted an impressive political lineage. His grandfather was Dr. Claude Wathey one of the founding fathers of St Maarten.

However, her own story of the journey in politics sometimes followed a different path to her husband's.

"When my husband started to go through some legal battles in 2019, I decided to take over. And in 2020 I got in at number four in his party and at 44, I became an MP.

"During that four-year tenure as a Member of Parliament I was even President of Parliament and then we had a few political rumblings and I went independent from his party. Not that I left my husband because my husband was right there by my side," recalled the proud mother to three boys, ages 22, 18 and 12.

The budding politician, in those four "short" years has cultivated an impressive job resume as Minister of Tourism, Economic Affairs, Transportation, Telecommunications and Deputy Prime Minister of Sint Maarten and all before her 50th birthday.

"I get it all done by the grace of God," she is quick to admit.

"Sometimes I ask myself how, because it isn't easy but I love to multi-task and I just get it done. And I know what I want. If you read the governing programme of Sint Maarten, it is all there. Everything is planned out. I know what I need to get done between now and 2028 and I keep pushing like the little engine that could, chug, chug," she said in response to how she juggles the diversity in ministerial portfolios, home life and staying true to her religious grounding.

Although she is still relatively new to elective politics even if very familiar with the political machinery, a casual onlooker may be tempted to cast her in a stereotypical mould or label her as just another pretty face, youthful-looking and naturally exuberant. What they may take for granted is her steely reserve that continues to be fueled by a deep spirituality and dedication to the many and varied tasks before her.

With so many areas under her purview, Heyliger-Marten said she is guided by careful planning and a sharp focus, but always with St Maarten at the forefront. In the recent past that has meant a fight for St Maarten at another level and against the Dutch to maintain her island's autonomy during and after COVID. She is always ready to do what it takes.

"Getting everything done is mainly about the sustainability of the country. St Maarten is eons behind when it comes to agriculture so we're in the process of setting up an ALF agency, an Agriculture, Livestock and Fisheries Agency and empowering our farmers with setting up the best practices for our farmers and fishermen.

"I'm also busy setting up an STA, a Sint Maarten Tourism Authority, something that we haven't been able to establish as well," pointing to another on her "to-do" list.

She is also working on putting in place cannabis legislation to govern both recreational and medicinal use as the country looks to this “brand new” area as potentially its third highest grossing industry after salt and tourism. “We will try to find a way to merge that into our tourism economy and take it from there,” she explained.

Heyliger-Marten’s full plate also manages telecommunications which she promises will get equal focus and attention. In addition to regulating the transportation sector, a possible airport expansion and consideration being given to implementing preclearance guidelines, she has her eyes firmly set on ensuring that Sint Maarten maintains a robust and reliable telecommunications network.

“Telecommunications is going to be at the forefront of it all because St Maarten is a 16 square mile island and we can’t do much growing here. I want us to do everything technology-based. We want to ensure that our internet platform is up to par.

“We’ve signed with Starlink and want to make sure that service wise we have the level of Internet. Our national company TelEm also laid some fibre optic cable and is also in the process of launching 5G. We want to make sure that this little unique island has the best to offer for all our visitors and all of our people.”

She looks forward to a time when her nation is truly independent, when she enjoys more than observer status at CARICOM or in the OECS and when St Maarten can control its own financial freedom unfettered from the Dutch Kingdom. Until then she works towards her goals. I am at peace with what I’m doing, she adds, crediting her thick skin for her resilience and whatever success she has so far achieved.

Will she be facing the polls when the election bell is rung in 2028? Who knows, she said, while adding it will be a decision she makes along with her husband.

“I leave it in God’s hands. Wherever the spirit takes me is where I go. I know that God placed me in this position because it was never on my radar to do it and if God placed me here, I know I’m going to do good things for my country in His time.”

FIRST CTU WOMEN'S Leadership Seminar Focuses on Gender Equity in Digital Governance

A high-level discussion on the important role of women in bridging the digital divide was a highlight of the inaugural CTU Network of Women (CTU-NoW) Leadership Seminar held during CTU ICT Week 2025.



The October 1st event brought together women leaders, practitioners, policymakers, and regional stakeholders for interactive panel discussions, peer dialogues and capacity-building sessions aimed at examining the contribution of women to ICT and strengthening their leadership position in the sector.

“Ensuring that women are not just beneficiaries but leaders and decision-makers in digital transformation is essential to a truly inclusive Caribbean future,” said Dr. Kim Mallalieu, Chair of the Network of Women in CITEL’s PCC.I and Vice Chair of the Advisory Board for the Network of Women (NOW) in the Development Sector of the ITU (ITU-D). “Women represent a critical part of the development of our region’s future in ICT and our success is very much dependent on their



participation, not only as academic voices, but as hands-on partners at every level of the current global expansion drive.”

A focus of the spirited discussions was the establishment of a road map for a Women in ICT Policy Guide which would assist Member States in mainstreaming gender considerations in digital transformation strategies.

The inaugural CTU Network of Women Leadership Seminar: A central theme of the seminar was the advancement of women’s leadership in digital policy. Specialised working groups such as Women in AI, Cybersecurity, Satellite Connectivity and Internet Governance were emphasised as key mechanisms to elevate women’s participation in shaping global ICT agendas. The seminar reinforced the importance of equipping women with practical tools, mentorship and platforms to ensure their perspectives are fully integrated into international decision-making processes.



EU-LAC NETWORK OF WOMEN LEADERS IN DIGITAL POLICY ANNUAL MEETING

Santiago, Chile



Representatives from the CTU Member States of Belize, Jamaica and St. Vincent and the Grenadines along with Francola John, Stakeholder Engagement Specialist and Coordinator of the Caribbean Telecommunications Union Network of Women attended the EU-LAC Network of Women Leaders in Digital Policy Annual Meeting held on 11-12 September 2025 at ECLAC, Santiago, Chile.

Meeting Overview

The formal proceedings opened with sessions focusing on a bi-regional vision for digital policies that prioritise gender equity. Key interventions included statements from governments and institutions such as ECLAC, CTU, CENIA and the EU Digital Alliance.

Key Sessions and Discussions

Participants reviewed and validated the Network's Call to Action, exploring its vision, approach and three pillars: closing the gender digital divide, fostering female leadership in

digital governance and advancing artificial intelligence with a gender focus. Group dynamics sessions encouraged delegates to identify practical actions and coordination strategies to further these aims within the Network.

Additional agenda items covered the institutional consolidation of the Network, plans for expanding affiliate membership, stronger EU member involvement, rotating governance and discussions on thematic priorities and activities for 2025-26.

Outcomes and Closing

The meeting solidified commitment to strengthening bi-regional cooperation, with participants agreeing on key thematic priorities and proposals for upcoming activities. The event concluded with a cultural visit underscoring women's contributions to art and culture in the region, further enriching the collaborative spirit of the Network.

BRIDGING THE DIGITAL DIVIDE:

4 key strategies to realise meaningful participation in our societies

Longstanding strategies to narrow the digital divide across Caribbean societies have achieved limited success. Although generally, citizens may have easier access to the internet, some groups remain digitally excluded as they do not have the wherewithal to fully capitalise on the opportunities that can be realised by having access to the internet and ICT-enabled services to improve their lives and livelihoods. The situation is especially pronounced among groups that are considered outside of the mainstream population, such as those towards the bottom of the socioeconomic pyramid, youth, the elderly, persons with disabilities, women and girls.

Addressing the needs of these and other groups in our societies requires a clear intention by policymakers to create and maintain an inclusive space through which the needs of all citizens can be heard and considered. It also requires programmes to be established to facilitate lifelong digital learning, which must become the foundation of and precede digital skills development. Finally, a more comprehensive drive to facilitate greater digital innovation and entrepreneurship will allow citizens to appreciate the possibilities of technology, whilst also better equipping and empowering them to navigate their digital future.

Since the early 2000s and the liberalisation of telecommunications sectors across the Caribbean region, the 'narrowing of the



Michele Marius – ICT Consultant

digital divide' has been a frequently cited goal, which has shaped some aspects of the national policies and strategies that have been established. In telecommunications and ICT sector regulation, and in countries that have implemented and have functioning Universal Service frameworks, some provision has been made to include constituencies or groups that may not have ready access to telecommunications or ICT-enabled services.

To date, relatively few Caribbean countries, specifically, Dominica, Grenada, Jamaica, Saint Kitts and Nevis, Saint Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, have successfully established and are operating

a Universal Service Fund that supports projects aligned with the Fund's objectives and goals. However, the frameworks governing many of these Funds are dated, having been conceptualised in the early 2000s, and thus are not adequately addressing the needs on the ground in terms of the entities or the circumstances that ought to be supported.



The types of divides

Historically, whenever reference was made to the digital divide, the focus was primarily on infrastructure, and to a lesser degree, device access. Hence, communities, particularly those in rural or remote areas, for which network deployment costs were prohibitive, or select socio-economic groups that could not afford the services available or the devices needed to use the service, were generally recognised as the 'have-nots' that required special consideration. That construct shaped the Universal Service frameworks established in the region, but since that time, other divides have emerged, the key ones of which are outlined below.

- **Affordability.** Although the Caribbean region is generally considered to have relatively high internet connectivity, with most countries enjoying well over 90% mobile broadband internet subscriptions or usership, service affordability is still a challenge. This affordability challenge may be inextricably linked to the state of poverty across the region, which the United Nations Development Programme estimates at around 30%¹, and would be reflected in the fact that the rates payable in most Caribbean countries for basic internet service still exceed the Broadband Commission for Sustainable Development's target of 2% of Gross National Income (GNI) per capita in low- and middle-income countries.

¹ United Nations Development Programme, Poverty and Governance

- ▶ **Youth.** The youth cohort, that is, individuals under the age of 30, has been estimated at 60% of the Caribbean's population, but experiences unemployment levels as high as 50% in some countries and with over 20% of that demographic also being affected by poverty².

Paradoxically, although the youth are inherently considered digital natives, they can still have limited access to the internet and suitable computing devices, resulting in underdeveloped digital skills and being unable to fully leverage current and emerging technologies and opportunities.

- ▶ **The Elderly.** In past decades, the Caribbean region was considered to have a young population, but by 2040, persons 65 years and older are projected to reach 2.5 million, from less than 1 million in 2000³. Similar to youth, our elderly population often has limited exposure to the internet, which tends to be due to not having access to or being able to afford suitable computing devices or internet service that would allow them to easily engage with technology. Further, most of the computer and digital literacy programmes that have been conducted across the region have been geared towards children, youth, or the working population, resulting in our senior citizens being left behind.
- ▶ **Gender.** Although the gender divide might not appear as severe in the Caribbean region compared to other countries or regions, it does exist. Typically, women and girls become digitally excluded due to the still-continuing cultural and social mores regarding gender roles and the still-existing economic disparity in income between men and women. Although initiatives to celebrate Girls in ICT and women in tech have been on the rise, traditional stereotypes persist. At tertiary level institutions across the region, female to male enrolment is about 2:1 generally and across most faculties, but in the Computer Science, IT and Engineering disciplines, the enrolment ratio is about 1:4^{4,5}.
- ▶ **Persons with disabilities.** It has long been recognised that the disabled community requires special consideration to allow its members to successfully access and use the internet and other telecommunications services. As a result, Universal Service frameworks across the region have already identified the disabled constituency as requiring specific support. However, based on media reports as well as the topics being discussed at regional and international Internet Governance forums, the needs of this group are still being overlooked and are not being actively considered as the internet and internet-enabled services evolve.

² Caribbean Development Bank (2024), CDB's Youth Outreach Gives Voice and Opportunity to the Next Generation

³ Economic Commission for Latin America and the Caribbean (2024), A progress report on the implementation of measures for older persons in the Caribbean, 2022 to 2024

⁴ University of Technology, Annual Report 2019–2020

⁵ UWI Mona Campus, Annual Report 2022/2023



FROM BRIDGING THE DIVIDES to meaningful digital participation

A key goal of most countries is the digital inclusion of all its citizens, but to do so successfully requires the needs of all marginalised constituencies, including those outlined earlier, to be specifically addressed so that they can be meaningfully connected to the internet to access digital services.

To a considerable degree, the efforts to bridge the digital divide have been narrow: focusing on improving access to hardware and infrastructure via extending existing networks into underserved areas, increasing service take-up and occasionally addressing some affordability issues through subsidies and other means. However, bridging the digital divide does not necessarily mean or automatically guarantee that the affected individuals or constituencies are digitally included, meaningfully connected and can engage in meaningful digital participation. Proactive and intentional policies, examples of which are outlined below, are essential to drive the desired behaviour and create the more inclusive and empowered societies we envisage.

1. Adopting a Multistakeholder Approach

Although it is essential that existing initiatives continue to address ongoing and fundamental gaps, today's digital and internet governance spaces have adopted a multistakeholder posture, where all constituencies, including government, private sector, NGOs, and civil society, are brought together to collaborate in addressing issues and formulating policies. At this juncture,

and having enjoyed over twenty years of open and competitive telecommunications markets, Caribbean countries ought to be actively fostering a culture of multistakeholderism across all digital issues. In the first instance, policies that require diverse groups of stakeholders to be engaged to encourage greater dialogue, transparency, and representation are a crucial step in realising more inclusive and equitable participation by those who tend to be overlooked or are part of minority groups in society.

A powerful example of the consequences that can occur when a cohort of society has been overlooked was reported in Saint Lucia when both of the regional mobile/cellular communications carriers shut down their 2G networks in 2024. Though arguably necessary to improve operating costs, improve service quality and better manage spectrum utilisation, when the network was decommissioned, older mobile phones and feature phones that only have basic functionalities no longer worked. These devices tend to be budget-friendly and are more prevalent in rural areas where service availability might be limited. They are also preferred by visually impaired persons who require a physical, tactile keypad, but (virtually overnight) found themselves digitally excluded.

While it could be argued that the carriers could have continued maintaining their 2G networks, that is not feasible indefinitely. The bigger issue is how to better manage changes in the status quo that inevitably will occur, which require: identifying those who are likely to be adversely affected and the nature of the impact, and determining ways to mitigate the anticipated difficulties, which means that stakeholders must be actively and proactively engaged.

2. Adopting Web Content Accessibility Guidelines

Another transformative policy that could be implemented is the adoption of Web Content Accessibility Guidelines (WCAG), which are international technical standards for making web content more accessible to people with disabilities. Although the first version of WCAG was released over 25 years ago, in 1999, its adoption has been limited across the region. However, similar to ramps and elevators that have become standard in government buildings to better accommodate wheelchair users and persons with mobility issues, it is high time that Caribbean countries implement WCAG to accommodate persons who are visually or hearing impaired, or those requiring assistive technologies.

3. Implementing Comprehensive Digital Literacy Programmes

To varying degrees, Caribbean countries have implemented ICT skills development programmes. Some computer-based subjects are offered as part of the Caribbean Secondary Examination Certificate offered by the Caribbean Examination Council, but they are not compulsory, and their availability usually depends on whether schools are adequately resourced to offer those subjects. It should thus not come as a surprise that a 2023 study conducted by the CARICOM Digital Skills Task Force found that digital skills are still considerably underdeveloped across the region. There is a digital skills shortage for jobs in the labour market, but no strategy has been established to address immediate, medium, and long-term demand.

However, separate from digital skills

development, which tends to focus on the technical abilities needed to use digital devices and software programmes, Caribbean countries also ought to be focusing on improving digital literacy, which encompasses more than digital skills. In our increasingly digital world, citizens must be able to evaluate information, understand its context, and engage with digital content ethically, responsibly and safely. Hence, areas covered under digital literacy include information and data literacy, digital content creation, digital etiquette, digital security, and digital health and wellness, to name a few.

Essentially, and as a matter of policy, digital literacy ought to be the foundation upon which all digital skills are built. It would equip individuals with the tools to not only prudently navigate the digital spaces they encounter but would also support lifelong digital learning. It should thus begin as part of the Early Childhood Education curriculum and continue at least throughout the primary and secondary education levels as one of the core subjects that impart skills for life.

4. Accelerating digital entrepreneurship and innovation

Finally, noting that ICT is recognised as a key driver of countries' economic and social development and for fostering wealth creation among citizens, consistently implementing more programmes that are sustainable and aimed at increasing digital innovation and entrepreneurship would be a bold and strategic move by Caribbean countries. Although many of our countries have set the goal of "...becoming the next Silicon Valley" or "a digital powerhouse", for example, their respective digital innovation and entrepreneurship policies and ecosystems remain underdeveloped.

Creating a more enabling environment will require private sector participation, but a framework to guide those efforts is recommended to coordinate all of the moving parts and to leverage emerging synergies. Among other things, countries ought to have more tech start-up incubators, accelerators and other vehicles that provide mentorship, seed funding, and co-working spaces. Additionally, courses in digital marketing, e-commerce, content creation, entrepreneurship, etc., should also be offered and encouraged to empower small businesses, women, youth, the elderly, and other marginalised groups and facilitate their involvement in countries' growing digital economies.

Conclusion

It has become increasingly vital for our Caribbean countries to ensure that all citizens are equipped to participate and capitalise on the digital revolution. Access to the internet and ICT-enabled services is not enough to bridge the digital divide, as already evident in our societies, where some gaps persist and marginalised. Minority constituencies must be given a seat at the table, and their needs considered and accommodated.

More importantly, we have to move beyond access to facilitating greater digital participation. To that end, citizens must not only feel empowered but also possess fundamental skills essential for Caribbean countries and the region as a whole to become true digital societies.



WOMEN IN ICANN

Global Leadership on DNS Security and Inclusion

Women leaders from across the global Internet governance community convened for a dedicated Women in ICANN – DNS Discussion session, reaffirming their collective commitment to advancing gender representation, technical expertise, and collaborative action in the areas of DNS security and abuse mitigation. The meeting, held during the ICANN84 proceedings, brought together ICANN Board members, registry operators, DNS security researchers and long-standing advocates for women’s participation in the Internet ecosystem.

The ICANN DNS Women network, founded in 2009, is now recognised as a respected global community of practice. Founding member Cheryl Langdon-Orr reflected on the origins of the initiative, noting that it began as a way to “[build confidence, share success stories, and help more women see themselves in leadership roles.](#)” She further highlighted that many of the network’s early participants have since risen to senior positions across Internet governance institutions worldwide.

Several ICANN Board members commended the continued impact of the network, describing it as a space that “[inspires, connects, and advocates for gender balance across the technical community.](#)” They also emphasised the need for sustained mentorship, intergenerational leadership, and inclusive participation to ensure the future of a safe, open and trusted Internet.

A Call for Continued Cooperation

The session concluded with a unified call for deeper inter-regional collaboration, particularly among DNS Women chapters, ICANN At-Large Structures, country code operators, and security research teams. Participants underscored that **DNS abuse is borderless**, and that gender-inclusive cooperation, knowledge-sharing and capacity-building are critical to addressing evolving risks.

A group photo marked the close of the session — a visual reminder of how the network has grown from a single breakfast meeting in 2009 into a global platform advancing women’s leadership in one of the most technical and strategically significant areas of Internet governance.



“It is about confidence and community. Women do not join this space alone — they arrive, they learn, and then they lead.”

YOUTH IN FOCUS

Jennifer Persaud-Boodhoo

Outreach Officer, Industry
and Innovation Unit, Office of
the Prime Minister – Guyana



As an Outreach Officer within Guyana's Industry and Innovation Unit at the Office of the Prime Minister, I have the honour of working at the intersection of technology, creativity, and community development. My role centres on promoting digital awareness and innovation across the country through a series of national initiatives, including the Innovation Challenge (Hackathon), ICT Roadshow, and Technology Concept Sprint (ICT Ideathon). Each of these programmes aims to foster digital inclusion and innovation, empowering young people, novices, seasoned ICT professionals and entrepreneurs to transform their ideas into practical, tech-driven solutions. Whether it's coordinating a regional roadshow or supporting a hackathon team as they build a prototype for seventy-two hours, I find deep purpose in creating opportunities that help others grow in this ever-evolving digital landscape.

Beyond logistics and event management, my work also extends into public sensitisation and awareness, ensuring that the average citizen understands how technology can improve their lives and communities. From panel discussions and media appearances to on the ground engagements across Guyana's 10 administrative regions, I strive to make technology accessible and relatable to everyone.

My journey in communications and ICT outreach began more than a decade ago, and each experience has strengthened my passion for digital transformation as a tool for empowerment. I believe that innovation flourishes where access, education, and encouragement meet, and it's my mission to bridge that digital divide through every initiative I have the pleasure of being part of. When I'm not creating social media content or moderating events, I enjoy working with young communicators and innovators eager to make a difference in Guyana and, of course, worldwide. I am especially inspired by the increasing number of women entering ICT-related fields across Guyana and the Caribbean, and I am proud to be part of a movement that advocates for their inclusion, creativity, and leadership. As always, 'I believe, who run the world, GIRLS!'

Finally, for me, innovation is not just about technology; it's about people, purpose, and possibility. Witnessing Guyana advance its digital agenda gives me joy to be a part of the change. For that, I look forward to helping shape a future where everyone, regardless of their creed, race, age, or gender, can participate, contribute, and thrive in the digital world as we build One Guyana!

DIGITAL GENDER DIVIDE:

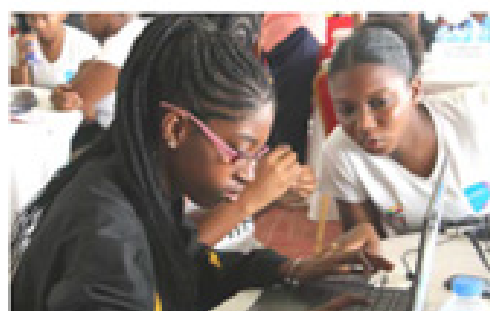
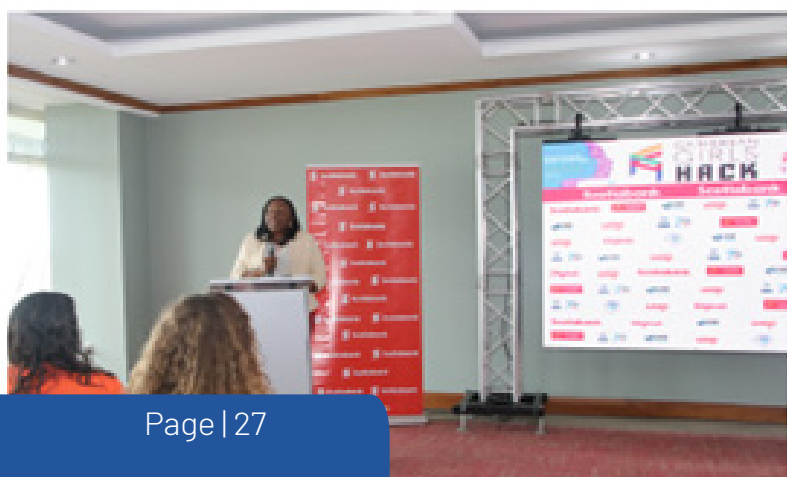
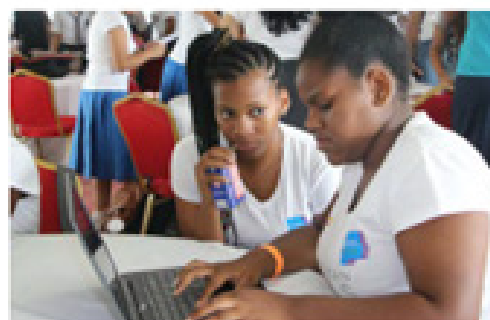
Nicole Pitter Patterson and the Caribbean's Girls-in-Tech Movement



Nicole Pitter Patterson

When a young woman gets the right skills and a community that believes in her, she doesn't just learn to code—she learns to lead.

Nicole Pitter Patterson has spent years turning that belief into a regional reality, as a seasoned development advocate (20+ years) and co-founder of SheLeadsIT, which runs Caribbean Girls Hack since 2017. She has positioned Caribbean Girls Hack (CGH) as a long-standing technical member of the **ITU EQUALS Global Partnership**, contributing to building one of the Caribbean's most consistent pipelines for girls and young women to access hands-on digital skills, real mentors, and visible platforms. From island classrooms and hackathon stages to online e-mentoring workshops, her work threads together partners across the region and beyond—CTU, ministries of education and ICT, RSC Tech Clubs, and global allies aligned to the **EQUALS Her Digital Skills (HDS)**—to move girls from tech curious to tech capable to tech leaders.



Since 2022, **Her Digital Skills** – co-founded by EY, ITU, GSMA and W4 – has offered free online workshops and 8-week mentorship cycles to build soft skills and tech confidence for young ladies globally. Through CGH’s network, dozens of Caribbean girls have joined HDS cycles. Participants like Abriana credit the program with a critical boost: it “[showed me that it is not impossible to be a young woman in tech](#)” and gave her “[the motivation I needed when I felt like giving up](#)”. Other alumni tell a similar story: Twana Barrett, a CGH ambassador from Jamaica, said her EQUALS HDS mentor taught her **teamwork, leadership and self-confidence** – transforming how she saw herself as a leader.

The approach is simple but powerful: **meet girls where they are and keep the door open**. CGH starts with accessible, high-energy moments—hackathons, expos, Girls in ICT Day activations—where teams ideate around real Caribbean challenges: climate adaptation, gender-based violence, financial inclusion, tourism and culture sectors, digital trade. Events are both a skills sprint and a confidence clinic. Girls storyboard and prototype apps, websites, games or chatbots; they present their ideas; get feedback from ICT pros; and they **feel** what it’s like to be taken seriously in the tech arena. Today many CGH/HDS graduates continue working with Nicole as ambassadors or interns, passing on what they learned to the next cohort —creating the virtuous cycle that every successful talent pipeline needs.



This HDS program delivered across the region, has helped embed HDS e-mentoring as a standing pathway for Caribbean participants. That means structured cycles focused on career clarity, leadership, and work-readiness, layered on top of technical content (including AI literacy and practical use-cases). The result? Young women build soft skills alongside tech skills, learn how to self-advocate, and map their next steps—scholarships, internships, certifications, or early careers.

In Nicole’s words, the goal is nothing less than transformative empowerment – putting “the power of tech into girls’ and women’s hands” so they can “participate equally in the digital transformation” bringing high-value skills (AI, data, cloud, product build) into a brighter future of well-paid work, entrepreneurship, and upward mobility.

For Caribbean economies, the prospective payoff is immense. Skilled young women can become entrepreneurs, researchers and ICT professionals, fueling innovation and growth. In CGH alumni surveys, girls talk about newfound leadership and initiative, others have parlayed CGH experience into internships and awards – from national innovation internships to IBM and Huawei fellowships.

Spotlight on Abriana Cooper: From Mentee to Movement-Builder

Ask Nicole why this work matters and she'll point you to the stories—like Abriana Cooper, 2025 BSc. Computer Science Graduate of the University of Technology, whose story embodies the transformation of technical talent with leadership.

Abriana first encountered CGH as a student who loved tech but wasn't sure where she fit. Through CGH workshops and HDS mentoring, she found structure, community and a clear sense of direction. She learned how to turn project ideas into presentations, pitching her ideas, leading tech teams, speaking on international panels with confidence, and co-designing and leading tech sessions for younger cohorts from across the region. With these opportunities, Abriana has blossomed into a leadership role, technical speaker and facilitator, from being an HDS mentee herself, and now supporting the Caribbean's involvement in HDS cycles for multiple years, innovating on dynamic content, student outreach and administration; modelling her growth mindset fostered through her experience.

Abriana has presented Caribbean youth perspectives on technology at regional forums (like the CTU Youth Internet Governance Forum) and led work on AI-related projects. Now Abriana also coaches younger girls, echoing the mentors she had. ["It showed me that it is not impossible to be a young woman in tech,"](#) she says, and she lives that belief by guiding a new wave of tech girls.

This steady exposure also consolidated her horizon. With CGH's emphasis on practical, industry-relevant skills, Abriana is ready to step into her first professional role—bringing a toolkit that spans problem framing, responsible prompting, dataset design, error analysis, and lightweight app deployment. That blend of communication, facilitation, and technical expertise has opened doors: student speaking engagements, peer-to-peer training roles, and readiness to make a



confident transition into the workforce. Her trajectory—**participant** → **mentee** → **intern** → **organizer** → **speaker**—is the CGH promise, delivered.

Why This Model Works for the Caribbean

It's local and lived. Projects are framed around island realities—hurricane seasons, MSMEs, blue economy opportunities and community safety. Girls aren't solving hypothetical problems; they're designing for home.

It's relational, not transactional. Hackathons are starts, not stops. The HDS e-mentoring layer provides continuity, accountability and role models—especially valuable in contexts where women are still under-represented across ICT careers and leadership. Many of the CGH community have benefited from industry mentors: virtual sessions with technologists from Google, Microsoft, LinkedIn, NASA, IBM, MIT, and others have become “incredible inspiration[s]” for Caribbean students

It's ecosystem-first. Nicole continues to focus on cultivating partnerships that create on-ramps:

- ▶ **Public institutions** (ministries, regulators, schools) facilitate access and embed programs.
- ▶ **Regional bodies** like CTU reinforce standards, convene networks (e.g., CTU-NoW, Girls in ICT Day), and spotlight success across member states.
- ▶ **Private-sector allies** donate time and tech: workshops in AI, data, cloud, cybersecurity; career talks; internships; and “try-it” demo labs so girls can innovate.

- ▶ **Civil society partners** (and tech collaborators like RSC Tech Clubs) drive the development of technical skills, fueling technically qualified young people for the workforce.

It's tuned to the future of work. The content has evolved from “basic digital literacy” to project-based, problem-solving practice with AI, data, and design threaded through. Girls leave not just with a certificate, but with portfolio artefacts and presentation reps—the currency of early-career readiness.

“From consumers to creators: the Caribbean's girls don't need permission—they need pathways.”

What's Next—and How to Engage

Keep widening the circle. The region needs more mentors, judges, and role-model speakers to reflect its diversity—women in software, networks, policy, fintech, creative tech, and blue economy tech. Five hours per cycle can change a life.

Invest in practical exposure. Small grants for AI labs, micro-credentials, and travel to present prototypes will multiply impact. So will paid internships—even short stints build résumés and networks.

Integrate with policy. Align CGH cohorts to national digital strategies and TVET pathways; invite top student teams to CTU showcases; and recognize outstanding girls publicly. Visibility fuels velocity.

Design for persistence. The young women who stay engaged—like Abriana—nearly always have a clear next step. Partners can sponsor cohort-to-cohort bridges: alumni facilitation roles, peer-mentoring tiers, or small project grants to

take one solution a step further.

Let's Keep the Momentum Going – Join the Movement

- ▶ **Mentor** an HDS cycle or speak at a CGH and other girls tech session.
- ▶ **Host** a demo day, lab visit, or micro-internship.
- ▶ **Sponsor** AI-ready kits (laptops, connectivity, credits) for students to apply their knowledge and readiness for the work world through internship programs.
- ▶ **Invite** CGH alumnae and girls in tech from communities across the region to your national or regional ICT events.

The Caribbean can't afford to leave talent on the table. Nicole is committed to continue the work of Caribbean Girls Hack, with initiatives like Equals Her Digital Skills and other international and regional partners. The transformation is proof that when you pair skills with mentorship and community, girls don't just catch up—they pull the future forward.

Government agencies, telecom companies and educators can scale these successes by funding hackathons, opening mentorship pipelines, and inviting girls into ICT policymaking, and practical internships. We are thrilled that the CTU continues to drive this vision.

The stories are already here: a first pitch, a first panel, a first internship; a young woman like Abriana stepping up to lead. After all, every empowered girl is a potential engineer, coder or policymaker. Let's scale these stories, and together we can scale the region's digital future.



iamthe CODE

Launches in the Caribbean with the CTU Member State of Jamaica as its Hub



Senegalese-born British businesswoman Lady Marième Jamme, Founder and CEO of the iamtheCODE Foundation, officially launched iamtheCODE Caribbean at Kingston, Jamaica in October 2025. Established in partnership with Jamaican World Economic Forum Young Global Leaders, the initiative aimed to accelerate digital and artificial intelligence (AI) skills development across Jamaica and the wider English-speaking Caribbean.

Since its inception in 2015, iamtheCODE had transformed the lives of more than 550,000 people in 88 countries. The foundation had delivered over 65,000 free courses in 19 languages, underpinned by global partnerships with the United Nations, Unilever, Microsoft, Mastercard Foundation, BTU, Coursera, Skillsoft and the World Economic Forum. Fully funded through 2030, the movement ensures free access to world-class training for women, girls, and marginalised communities worldwide.

Lady Marième Jamme reflected on the symbolic importance of Jamaica as the newest chapter for the initiative.

“Inspired by Bob Marley, I believe our launch in Jamaica will emancipate and free many young women and girls, including boys. We all know that when you have skills, you are free. Giving people skills is social justice and at iamtheCODE, we are committed to doing this with all of our partners around the world. As an African woman, I am very proud to support Jamaica in reaching its goals, giving young people exposure, and ensuring no one is left behind.”



Why Jamaica? A Historic and Symbolic Launch

Jamaica became the 89th country to join the iamtheCODE movement, selected on the strength of the World Economic Forum's Young Global Leader network. Jamaican alumni Mariame McIntosh Robinson, Chair of TEACH Caribbean and Managing Director of Global Triangle Advisors and Nadeen Matthews Blair, CEO of Crescent Advisory Group and Chairperson of the Jamaica Artificial Intelligence Association both prominent business leaders with a passion for education and youth empowerment, spearheaded the introduction of the programme to the Caribbean.

Co-Founder Nadeen Matthews Blair, urged the audience **to**

“Imagine a new story for Jamaica – a nation of skilled, high-earning citizens leveraging technology not only as consumers, but as creators, innovators, and leaders. Imagine critical thinkers who are emotionally intelligent with strong values. Imagine our young people using digital and AI skills to improve their outcomes, change their communities, our nation, and the world. This is the vision that fuels our mission.”

Empowering Youth for the Future

- ▶ In partnership with TEACH Caribbean, a registered Jamaican charity, iamtheCODE Caribbean committed to providing:
- ▶ A 12-week intensive digital and AI curriculum for economically disadvantaged post-secondary youth, with no prerequisites other than a device and willingness to learn.
- ▶ Free access to more than 65,000 global courses, including premium digital and AI content from Coursera.
- ▶ Support for 150,000 learners annually across multiple learning pathways.
- ▶ Alignment with the United Nations Sustainable Development Goals (SDGs) 4, 5 and 8.
- ▶ Job placement support, entrepreneurship opportunities, and community mentorship.

The first cohort of learners is scheduled to commence in January 2026.

Commenting on the partnership, **Co-Founder Mariame McIntosh Robinson** stated,

“Through this collaboration, digital, AI and life skills courses will be made available free of cost to target beneficiaries, ensuring that no young person is left behind in the digital and AI age due to financial barriers.”



ROOTED IN THE REGION, Connected to the World

with CTU, USTTI and the Global Cybersecurity Forum (GCF)
Empowering Women to Leadership in Cyber Program 2025
by **Kristerbella Sookdeo – Participant**



June 2025 marked one of the most transformative milestones in my professional journey — participating in the United States Telecommunications Training Institute (USTTI) and Global Cybersecurity Forum (GCF) Empowering Women to Leadership in Cybersecurity Program, the first cohort held in Washington, D.C. The program featured 23 selected women from around the world, including participants from the Caribbean, Kenya, Nigeria, Saudi Arabia, Tunisia, Nepal, and more. Looking back, I am filled with gratitude to the USTTI, GCF, and the Caribbean Telecommunications Union (CTU) for creating such a powerful platform for regional and global growth. This program didn't just expand my knowledge, it redefined how I view leadership, diplomacy, and the boundless potential of women in technology and cybersecurity.

I want to make special mention of my gratitude to Jim O'Connor, the Chairman and CEO of USTTI, and his amazing team who worked tirelessly to make our experience impactful, purposeful, and action oriented.

Over the course of the training, I was reminded that the Caribbean region is rich with talent, innovation, and purpose. Collaborating with my fellow participants, Judith Sarjeant of Barbados (who went on to represent the cohort at the GCF Forum in Riyadh in October), Sue Tania James of Saint Lucia, and Rhea Lewis of St. Vincent and the Grenadines, reinforced this even more. I think what we often need most is connection and the ability to link people, ideas, and opportunities across borders. I truly believe that in the rise of the digital world, our greatest strength lies in our ability to demonstrate and lead with our humanity.

The sessions from leadership and systems thinking to cyber diplomacy and resilience, reinforced that progress happens when collaboration meets courage. The site visits to Apple, Intel, Nokia, and Ericsson opened my eyes to how innovation thrives when ecosystems align around shared goals. A personal highlight was meeting Bill Woodcock, a pillar of global cyber development, which further deepened my understanding of why maintaining a trusted global network is essential to safeguarding national interests in an increasingly digital world.

But perhaps the most profound moments came through the human connections, the late evening reflections, the open and vulnerable conversations among women from around the world who share similar aspirations and challenges. We spoke not only as professionals, but as sisters in technology, building something greater than ourselves, a borderless network of women committed to co-creation, mutual support, and empowerment. Those discussions reminded me that growth is not only technical but deeply personal. It is about empathy, shared resilience, and the collective vision to strengthen our nations through cybersecurity and even digital sovereignty.

Beyond the technical knowledge, what truly stood out to me was the way this program intertwined leadership, diplomacy, and human connection. We didn't just learn how to respond to cyber incidents through tabletop exercises, we explored how to think systemically, lead with empathy, and communicate with purpose. Each workshop challenged us to step beyond our comfort zones, to see cybersecurity not as isolated silos of technology, but as an interconnected ecosystem of people, policies, and trust.



Our tabletop exercise with Cyber Ranges was one of the defining moments of the program. It showed us how fragile digital systems can be, and how critical it is to build resilience not just through tools, but through teamwork, playbooks, and strategy. Working through simulated attacks, we learned the importance of staying calm under pressure, the power of collaboration across borders, and the need to cultivate trust long before a crisis ever occurs. It became clear that cyber resilience is not a technical function alone but a leadership function, built on preparedness, adaptability, and, most importantly to me, communication.

Equally impactful were the sessions on cyber diplomacy, where we explored how global cooperation, negotiation, and representation shape the future of cybersecurity. Hearing from experts like Grace Koh and Bill Woodcock reinforced the reality that cyber threats are borderless and so must be our defenses. We discussed how small states, particularly in regions like the Caribbean, can use diplomacy to assert their voices in global cyber governance, ensuring that our digital sovereignty is protected while still being connected to the wider world. These lessons gave me a renewed sense of responsibility beyond cybersecurity, to advocate for the region, to build stronger networks, and to contribute in any way I can to aligning our digital strategies with both global standards and local realities.

As the program came to a close, I found myself reflecting on how much this experience had transformed me not just as a professional, but as a woman, a leader, and a Caribbean advocate for digital development. I left the USTTI and GCF program with more than just knowledge, I left with a community, a network of brilliant, passionate women from every corner of the world who are now part of my extended sisterhood. Together, we've created something truly borderless, a support system rooted in trust, understanding, and the shared mission to shape a more secure and inclusive digital future.

This journey reaffirmed my belief that the Caribbean has immense potential in the global technology ecosystem. The right people, tools, working groups and resources are already within our reach. **What we must continue to do is stay connected.** By collaborating, co-creating, and uplifting one another, we can transform our regional ambitions into sustainable global impact. The conversations we had, the shared challenges we unpacked, and the vulnerabilities we embraced as women all reminded me that growth begins when we show up authentically and lead with both depth and compassion.

As I look ahead, I carry forward the lessons of diplomacy, the discipline of resilience, and the spirit of community that this program so powerfully ignited. The USTTI and GCF experience was not just a milestone, **it truly was my turning point.** It reminded me that our people matter, our region matters, sustainability matters and that when people come together with purpose, innovation, and integrity, there are truly no borders to what we can achieve. As I continue to grow, I will always carry the reminder that real change begins when we dare to learn, lead, share, and lift each other along the way.

CTU-NOW QUARTERLY PODCAST

Podcast with ECTEL Bytes: Showcasing Women and Girls in ICT

The Caribbean Telecommunications Union Network of Women (CTU-NoW) is delighted to announce the launch of a new quarterly podcast in partnership with ECTEL Bytes, hosted by Karetta Crooks Charles. This innovative series seeks to strengthen the voices of women and girls in Information and Communication Technology across the region.

Each quarter, the podcast will highlight the experiences, achievements and aspirations of a featured woman or girl in ICT, providing a platform to share journeys, challenges, success stories and expert advice. The aim is to foster community, inspire personal and professional growth and recognise the transformative role women and girls continue to play in shaping our digital future.

Listeners can anticipate engaging interviews, topical discussions relevant to the regional ICT sector and dynamic features connecting Members States and stakeholders. This collaboration brings a Caribbean focus to digital leadership and celebrates the diversity and resilience of women making an impact at every level.

We are currently inviting expressions of interest from those wishing to be featured or to nominate inspiring women and girls who are contributing to the advancement of ICT in their country or community. If you, or someone you know, would like to share a story on the CTU NoW Quarterly Podcast, please contact the CTU-NoW team at now@ctu.int.

Together, let us ensure that the stories of Caribbean women and girls in ICT are heard, valued and continue to light the path for others to follow.

ABOUT THE PODCAST

ECTEL Bytes is a dynamic communications programme produced by the Eastern Caribbean Telecommunications Authority (ECTEL), airing on the fourth Wednesday of each month across social media platforms such as Facebook, YouTube, Instagram and Twitter. The initiative delivers insightful episodes that explore key developments, challenges and opportunities within the telecommunications and ICT sectors of the Eastern Caribbean. Recent episodes have provided exclusive coverage of regional conferences, expert interviews and policy-focused discussions—including features on CTU ICT Week, regulatory innovation and the empowerment of women and girls in the digital space. As an accessible platform, ECTEL Bytes fosters community engagement, keeps stakeholders informed and elevates voices shaping the future of Caribbean connectivity.



Spotlight on the Caribbean ICT Youth Network



GUEST:

GABRIELLE JOHNSON

ICT Relations Professional

WEDNESDAY 29TH OCTOBER 2025

2:00 PM EASTERN CARIBBEAN TIME



HOST:

KARETTA CROOKS CHARLES

ECTEL's Communications &
Media Relations Manager

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this episode now:



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CALENDAR OF EVENTS

ITU's World Telecommunications Development Conference (WTDC)	17th-28th November	Azerbaijan
2025 Annual Session of the Caribbean Meterological Council	20th - 21st November	Saint Lucia
Connected Caribbean Summit	2nd - 5th December	Grenada
11th Caribbean Peering and Interconnection Forum (CarPIF)	2nd - 5th December	Grenada

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IN THE K-NOW

The Official Publication of the CTU Network of Women (CTU-NOW)

About

The Caribbean Telecommunications Union (CTU) invites you to place your brand at the forefront of regional and international conversations on women in ICT Distributed across twenty (20) CTU Member States and shared with global ICT stakeholders, each issue reaches a high-level readership of government ministries, telecommunication regulators, private sector leaders, academic institutions and international development agencies.

Why Choose Us?

- ▶ Targeted Reach - Connect directly with ICT decision-makers, policy influencers and innovators.
- ▶ Brand Association - Align your organisation with a powerful movement promoting gender equity and digital advancement
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VISION OF CTU NETWORK OF WOMEN

To lead the charge in creating a strong community of Caribbean Women in ICT to drive profound and impactful transformation across the region. We envision women being equally represented and actively shaping the industry's future.

MISSION OF THE CTU NETWORK OF WOMEN

Our mission is to cultivate a supportive and collaborative community that empowers and advances Caribbean Women in ICT and STEM. Through networking, mentoring and professional development opportunities, we strive to promote gender equality, equity and parity by amplifying women's voices, and driving positive change in the industry.

OBJECTIVES OF In The k-NoW

The Caribbean has a staggering record of potent women leaders in telecommunications, yet there is no channel for the sharing of experiences, mentoring and encouraging women across the region to take on leadership roles in the longitudinal processes associated with ITU's statutory meetings and study groups. ITU's networks of women are available to fill this gap. At the same time, CTU In the k-NoW provides information on key supporting resources with a Caribbean focus.

Women are a key CTU Stakeholder group. We engage them through In the k-NoW to share updates, inform on activities, data, announcements and successes of Women in ICT in our Member States and the wider Caribbean Community.

CTU Focal Point for ITU's Network of Women.

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CTU IN THE K-NOW



SCAN ME