

WOMEN AND COMPUTERS

- **A topic that highlights both challenges faced in the tech industry and progress made in closing the digital gender gap.**
- **COUNTRY FOCUSED,KENYA**

Background and current status.



WHILE KENYA'S TECH INDUSTRY IS GROWING RAPIDLY, WOMEN REMAIN UNDERREPRESENTED IN BOTH DIGITAL AND TECH CAREERS.



HISTORICALLY CULTURAL NORMS AND LIMITED ACCESS TO EDUCATION KEPT MANY WOMEN AWAY FROM COMPUTER-RELATED FIELDS.



EVEN TODAY IN RURAL AREAS ,FEWER WOMEN HAVE ACCESS TO COMPUTERS OR RELIABLE INTERNET .



HOWEVER EFFORTS LIKE THE DIGITAL LITERACY PROGRAM AND COMMUNITY TECH HUBS HAVE STARTED TO CHANGE THAT.

Challenges faced by women today

- **Gender Bias:** Kenya's technology industry being a male-dominated, it has often led to gender bias against women,
- **Limited Access to Funding:** Women in the technology sector in Kenya often need help securing funding for their ventures. Investors may be biased towards male-led businesses less likely to take women's ideas more seriously.
- **Lack of Support Networks:** Women in the technology sector may need access to the same support networks as their male counterparts. Such as mentorship programs, networking events, and other opportunities to help them build their careers.
- **Lack of Role Models:** Seeing few visible role models for women in the Kenyan technology industry, has and is still a demotivating factor for women looking to build careers in this sector.

Steps taken to redresses to this challenges include:

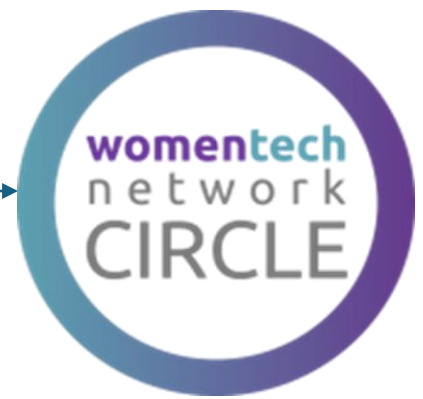
- Organizations have been created to raise awareness about the challenges women face in the technology industry ,to Promote Gender Diversity by actively recruiting and hiring women for leadership positions, providing women with access to funding.
- This has been possible through;
 1. public campaigns,
 2. training programs,
 3. partnerships with financial institutions and governments
 4. Networking events.

Some of The organizations Include;

- Akirachix was established to provide training, mentorship, and outreach programs with the goal of increasing the number of skilled women in technology.
- Safaricom's Women in Tech
- African Women in Tech-Kenya
- She hacks KE's.
- KamiLimu
- Women Tech Maker
- Standard Chartered Women in Tech Incubator
- Women in Tech circle.(dominant)



Women in
Technology



SHEHACKS KE



AkiraChix
SHE BUILDS • SHE SERVES • SHE LEADS



Women In Tech Kenya (dominant org)

- MISSION
- **Women in Tech Kenya** is to empower, uplift, and inspire women in technology across Kenya by fostering an inclusive and supportive environment.



FOUNDER OF WOMEN IN TECH ORG (shiphrah wairima)

- “My purpose for starting this org, was and still is all about protecting women, empowering them, and creating opportunities where they don’t exist .”



AIM'S OF THE CIRCLE,



ACCOUNTABILITY Every year an inaugural tech women festival is organized to bring together digital practitioners, innovators, and industry leaders to celebrate achievements, address policy gaps, and foster connections within the tech ecosystem.

ACHIEVEMENTS: The organizations in total impacted 10,000 girls from universities and organized youth groups across all counties by equipping them with skills and knowledge to identify the right career and establish tech startups









CONCLUSION

EFFORTS: Mentorship & Networking, Women's Leadership, STEM Education, Career Paths, Emerging Technologies, Diversity and Inclusion, Community Outreach and Mental Health Resources.

“I believe through these efforts; positive change will be driven by ensuring that women are well-represented and influential in shaping the future of technology in Kenya and beyond. For, Together, we are not just participants in the tech revolution—we are leaders, creators, and innovators driving meaningful change for the betterment of our society” by MARY ODUOR

Resources

- ACCESSING THE DIFFERENT ORGANIZATIONS.

1.  <https://akirachix.com>
2.  https://www.safaricom.co.ke/annualreport_2018/women-in-technology.php
3.  <https://africanwomenintech.com>
4.  <https://www.shehackske.com>
5.  <https://www.kamilimu.org>
6.  <https://www.womenintech.ke>
7.  <https://developers.google.com/womentechmakers>
8.  <https://womentechcircles.org>

THE LAST INAUGURAL FESTIVAL HELD AT UNIVERSITY OF NAIROBI

- <https://www.uonbi.ac.ke/node/4780>