Mozilla's contribution to UN High Commissioner report on "ways to bridge the gender digital divide from a human rights perspective"

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Research shows that women living in Least Developed Countries are 31% less likely to be connected online than men, a gap that has grown between 2013 and 2016, and will continue on this trajectory without intervention. The web is a way for women to use their voices, and a way to keep their voices from being silenced.

Mozilla believes that the internet is a human right. Individuals who don't have access to technology or digital skills will not be represented online and left behind in the digital economy.

Information and communication technologies -- and the Internet in particular -- are increasingly influential across all aspects of life today. When used and promoted properly, the Internet can have a positive impact in the lives of women. However, the Internet can also be used to reproduce offline inequalities. Today, half of the world's population -- women and girls -- still face barriers in accessing and participating on the Web in an equal way. If women are left out of these revolutions, substantive gender equality will not be achieved.

Mozilla sees an opportunity to amplify these efforts by focusing on the spaces where the work intersects. Mozilla is driven to build and support an equitable and inclusive online world for everyone. We have unique expertise in teaching the web through locally relevant curriculum and hands-on learning in community settings. Mozilla's values, commitment and practical experience allow the organization to advance these goals in a collaborative space focused on Women and Web Literacy.

Women and Web Literacy

Mozilla's Women and Web Literacy Program seeks to advance diversity, inclusion and digital equity through learning on the web for women.

With a network of allies, executives and young leaders, we are fueling the movement for a healthy internet to ensure equal opportunity for all online. We connect organizations and local leaders committed to guarding the open nature of the internet and developing a more digitally inclusive web that is accessible, open and equal to women. Together we develop educational resources, organize local learning clubs, support the skill development of leaders and build meaningful collaborations that will help enable more women to be online and be active participants of online communities.

We want to help shift the default to one where women have a strong, equitable role in reading, writing and participating on the web—and, ultimately, help lead the next wave of openness, innovation and opportunity online. To support this and bridge the gender divide we must:

    I.   **Create resources, curriculum and programs** that teach Web Literacy principles to girls and women.
    II.   **Develop a strong network** of people who are actively working in tech, gender equality and inclusion or web literacy and to advance the principles of the open internet.
    III.   **Continue advocating** for gender equality and inclusion on a global level across global organizations, policies and governments.
    IV.   **Increase skill-development convenings and funding opportunities** that develop the skills of local female leaders and further the agenda with stakeholders.

Mozilla Clubs for Women and Girls

UN Women and Mozilla teamed up in March 2016 to form the Women's Digital Literacy and Leadership Project (the Project) in South Africa and Kenya. The Project engaged local women tech leaders, local educational systems, and gender equality advocates to design and pilot a unique Club model for women and girls that addresses commonly described barriers between women and their proficiency and agency online.

The Project's Clubs are organized by region with one paid Regional Coordinator at the helm. Regional Coordinators support several volunteer Club Captains, who are responsible for leading and sustaining their own Clubs, including by inviting participants to join, preparing activities, sending communications, and motivating participants.

To date, 20 Clubs continue to thrive and grow in Capetown and Nairobi, serving more than 200 women and girls, ranging from 9-55 years of age. The Project's Club model for women has captured global interest and catalyzed the growth of 10 more Clubs serving more than an additional 100 women and girls in Mexico, Gambia, Cameroon and Nigeria.

The Project's Clubs remix Mozilla's existing Club model into public, inclusive, safe and empowering spaces where women and girls in Capetown and Nairobi become web literate by Mozilla standards. This include:
- **reading** (basic skills, navigation)
- **writing** (content creation and coding)
- **participating** (active and meaningful engagement online)
- **digital citizenship** (helping women understand digital footprints, rights, safety, privacy and inclusive ownership of the web).

To reinforce learnings, Mozilla enlisted **Every1mobile.net,** a community engagement platform designed to help young people - particularly girls - become digitally literate at scale. They

designed and launched a test mobile app called [MyMoz.Club](#) so girls can connect and continue learning outside the "classroom."

Different from other coding programs for women, the Project positions leadership development, not just technical training, as a central element. It empowers women to effectively use technology by designing Clubs around barriers for women such as access (affordability, quality, safety, inclusion), capacities and skills, and availability of relevant content, product, and services.

Unique Value of Mozilla Clubs for Women and Girls (in addition to those of [Mozilla Clubs](#)):
- For women-by-women model. **No other gender-focused web literacy program is funded, created, designed, and organized by and for women, or includes women and their specific needs from top to bottom.**
- Each Club's design aligns with issues relevant to women locally and teaches them to use the web to benefit their unique needs.
- Local, **trusted,** female leaders and/or community members serve as role models for learners
- High engagement by women and girls occurs because learning takes place in **safe, trusted, comfortable environments** with women-focused curriculum and resources
- **No other program** allows for Club participants to engage in the breadth of **opportunity Mozilla offers** through internal and external gender-based campaigns and events

In less than a year, the Project has developed a localized plan for a building robust and thriving ecosystem for women and web literacy.This work focuses on underserved communities and under-developed countries and links them better to a global network of like-minded people. Local support networks of aligned funders and community-based organizations have moved quickly to unify, to support the work, and to secure the future for Clubs.

Reports and Links

[Digital Skills in Kenya Research Program and Report](#)
[Case Study: Developing a Learning Platform for Women and Girls](#)
[Mozilla's Women and Web Literacy Site](#)
[Mozilla Curriculum on Cyber Safety for Women online](#)

Mozilla Club Case Studies

Meet some of our Regional Coordinators, Club Captains and Club Learners

Hildah Nyakwaka, Regional Coordinator for Mozilla Clubs Nairobi, described Kariobangi Club, whose members meet daily in a slum area of Nairobi: "We are slowly creating an online web of strong women and girls and unbreakable sisterhood," she said, adding that "the joy and delight I get at the end of a long working day is all I need to know that slowly and surely we are getting to what we will one day call success."
Many of Hildah's club captains and participants are new users of social media, and all have

experienced "some form of online bullying, undue attention from prying men, insulting comments because they wore what they liked, and threatening messages from people because they did not "follow back." They were surprised (to learn that) they could protect themselves and join other online platforms with women globally to talk resolutely about what bothered. They learned they did not have to quiet their strong voices because others were uncomfortable. This even more inspiring to them." As a Regional Coordinator, Hildah has been able to build a local network in Nairobi of organizations and people dedicated to gender work locally. As a result of her efforts, Hildah was offered and accepted a position as Executive Director of Jamlab, an open leadership organization. Pictured above is Kariobangi Club members in Nairobi creating their own magazine on the benefits of web literacy that they shared with their communities. [Read more about Hildah's story as a Regional Coordinator](#).

Mmaki Jantjies is a senior lecturer at the university of Western Cape and a member of Peo Ya Phetogo, a female led non-profit organisation that empowers young South Africans through initiatives and technology to gain STEM education.She is the South African regional co-ordinator of the 5 Mozilla clubs based in Khayelitsha, Bishop-Lavis, and Crossroads. Capitalizing on her experience, mentorship, and skills in the IT field, she helps club captains attain goals and organize events in the local community. Mozilla, Mmaki, and her team are studying the impact of the University's work on the local community, and how regular outreach impacts future pathways of Club participants. Mmaki's

University has recognized her work with Mozilla Clubs and deemed her a leader of gender and ICT. She is also a 2016 [finalist for the Women in ICT awards](#) in South Africa.

Baratang Miya is the co-founder of GirlHype; an NGO started in 2004 that empowers girls through STEM, integrating arts, science, technology, and career skills. Her 15 years of contribution to education access and equity in a diversity of settings makes her a perfect fit forMozilla Regional Coordinator. She oversees 5 Mozilla Clubs in Cape Town which focus on digital literacy for marginalized women such as mothers, elders, and women with disabilities. Because of Mozilla Clubs, Baratang has mentored and supported more women to become web literate. She was also a 2016 [finalist for the Women in ICT awards](#) in South Africa

Joy Chebet Bii, 20, a Mozilla Club captain at Victory Club in Nairobi, Kenya, loves teaching digital skills to women and girls "who may not get the opportunity to learn." She hopes to see the day when every girl in Kibera is web literate. "A girl-focused club … creates a relaxed and safe environment for the girls to share life experiences, complement each other' skills and receive mentorship from their Club Captain and other female teachers … I used to think that through the current educational system,

students have adequate access to ICT skills and learning resources, but the reality on the ground is quite different. Some schools, especially those in low-income areas don't even have a single computer nor a computer teacher." [Read more about Joy's story as Club Captain](#) and [her Club](#).

Deane Skenjana, a participant at Mozilla Club Lookout Hill in Capetown, South Africa, owns a local goods shop in Lookout Hill (pictures here). She has little experience with the web and computers and joined the Club to grow her business. Recently, she learned to use email for the first time to connect with others and manage details of her store. She is hoping that with a

greater digital presence, more people will learn about the neighborhood and her story, and as a result, increase her sales.

Peggy Pakama Mpahlwa, Lookout Hill Club Captain in Capetown, South Africa, is employed by the Bandwidth Barn, a community tech space in Khayelitsha. Her club consists of older women in the community who own small businesses and want to learn how the web can benefit their businesses. Most of these women are new to the web, and computers.. Peggy teaches basic computer skills - typing, using a mouse and keyboard, email, Excel, etc. - to improve their small businesses. Peggy has personally and professionally advanced during her tenure as Club Captain, and even earned a raise at her job. Read more about Peggy and her Mozilla Club.

Patience Lunika, is Club Captain at a community school in Gugulethu, Capetown, South Africa, for disabled youth. Her club focuses on teaching women and girls with disabilities how to use computers and learn skills that will help sustain them economically. According to Patience, women with disabilities are particularly vulnerable to being digitally excluded because of the lack of awareness, support, access, and cost of equipment. Read more about Patience and her club.

Sharon Njagi and Buyaki Nyatichi are local university students who are serving as Club Captains at Mozilla Web Titans Club in Nairobi. They are excited to share their knowledge and learn leadership skills. When not studying, Sharon "wants to learn and volunteer" and believes that clubs must be welcoming spaces for women and girls to ask questions openly. Michelle believes it's important to "teach women how to stand up for themselves in a world with so many men". Read more about Sharon and Buyaki and their club.

Mozilla Club Cosat in Khayelitsha, Cape Town brings together 12 students, ages 11 to 16, from the Center of Science and Technology High School (COSAT). These bright students are pursuing science and/or technology careers, and are learning web literacy from Club Captain **Asisipho Fente**, a fellow COSAT student. Club members express excitement about what they can build for themselves and women in technology. [Read more about Asisipho and her club](#).

Chante Jansen is an honours student from the University of the Western Cape in South Africa and a Club Captain of Mozilla Club Kika in Khayelitsha, Cape Town. She runs her club weekly at a local high school for 15 girls in grade 9. Chante is amazed that she can teach girls to change their daily lives, and create a positive environment for each other. [Read more about Chante and her club](#).

Pozisa Lucia Manisi is a student at the University of the Western Cape (UWC) and Mozilla Club Captain of Club Inkwenkwezi. Pozisa has returned to teach girls, aged 9 to 16, in her under-resourced high school in a high crime area of Cape Town (Cross Roads). She studies Information Systems at University and is eager to use her skills and knowledge to teach and change girls' lives. She feels she is giving them unique opportunities to grow their confidence and participate in technology. Throughout her journey, she realized her passion for helping people, particularly women, and teaching. [Read more about Pozisa and her club](#).