# Changing men's attitudes and behaviours to women & technology

## 1 Education

- Confronting girls at a very early stage with technology
- Possibly separating girls and boys in early education (Iceland? example)
- Knowledge is power
- Redefine gender terms as used in education
- Address gender stereotypes
- Reducing communication barriers
- Ensure equality
- Collaboration between genders in groups
- Education being gender sensitive
- Neutral gender view in education
- Unconsious bias training for teachers
- Raise women's awareness and consciousness about their own worth

## 2 Family (early life)

- How parents raise their sons
  - Mothers — Don't place the burden on women
  - Fathers — Involve fathers as well
- Begins in the family
- Training men from very early age - not dividing roles
- Stop sisters laying the tables for their brothers

## 3 Resocialisation of men

- Values men are taught from childhood
- We are the problem
- This is part of all other efforts

## 4 Tech industry issues and employment

- Problems at the top-deck level — How can we improve it so more women's voices are at the top level decision making processes
- Job adverts - one source of bias — See the TEQtogether Guidance Note
- Employment portals can target tech jobs - so that higher jobs are for me, and lower for women - need to change the algorithms
- Workshops for senior management in tech sector
- Gender neutral performance reviews — See the TEQtogether Guidance Note

## Cultural change takes time

- Gender conventions in lnguage are very deep - fundamental change necessary
- Issue has existed for years, so it will take a lot of effort to change the mind-set of culture in the home and in schools
- It is important to change power structures

## Diversity and inclusion

- involve men when we do gender action initiatives and see what they can bring
- Men sometimes feel they are excluded from gender issues

## Role models

- Women
  - Successful women examples - not only as teachers but more broadly
  - Female role models
  - Raise awareness about women in Tech
  - Include more women than just Ada Lovelace - and have them from different countries - diversity
- Men
  - Highlight examples of good men
  - Need to talk more about cases where men support women
  - Also models where men do the right things

## Awareness

- Many men who are not predators do not realise what is going on
- Women to whom this happens know this; but many women also do not know it happens

## Virtual Reality so that men can have experience of being a woman

## Practical women's empowerment

- We need consciously to let women who are growing up have a "do attitude" and build confidence
- Consciously encourage women so they know they can do it

## Other issues

- Equal opportunities — Use of "equal opportunities" is often added in things such as job descriptions after discriminatory comments
- Child pornography
- Ladies are seen and not heard

## Legislation

- Need for legislation
- Sometime you have to write laws that forcer people to do things
- But must be aware of potential backlash iossues