



CYBER &  
CRITICAL TECH  
COOPERATION  
PROGRAM



**CYBER  
COOPERATION  
SUPPORT UNIT**

# **GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) STRATEGY**

Prepared for the Cyber and Critical Tech  
Cooperation Program



Australian Government

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## Document Information

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## Abbreviations and Acronyms

ASEAN	Association of Southeast Asian Nations
CCSU	Cyber Cooperation Support Unit
COVID-19	Coronavirus disease caused by the SARS-CoV-2 virus
CCTCP	Cyber and Critical Tech Cooperation Program
DFAT	Department of Foreign Affairs and Trade (Australia)
GEDSI	Gender equality, disability and social inclusion
ICT	Information and Communications Technology
STEM	Science, Technology, Engineering and Mathematics
UN	United Nations

## Key Concepts

**Gender equality, disability and social inclusion (GEDSI):** In this context, Gender equality, disability and social inclusion (GEDSI) refers to efforts to ensure people from all backgrounds, including women and gender diverse people, people with a disability and people facing another form of marginalisation, can equitably access, use, contribute to, influence and benefit from the design, development and governance of cyber and critical technology. Cyber and critical technology, both in design and output, tend to mirror existing biases and discriminatory practices rather than reflect the diversity of people in the world that we live. A GEDSI lens is used to prevent unintended harm, exclusion and further marginalisation of at risk groups, and to promote their rights, equitable opportunities and benefits.

**Gender and sexual orientation:** Technology is often associated with cis-men<sup>1</sup> and heteronormative masculinity<sup>2</sup>, limiting the engagement, opportunity and benefits of other genders and people of different sexual orientations in the sector as users, designers, developers, or in cyber security or governance. If designed and regulated appropriately, cyber and critical technology can offer safe community building, collaboration, activism and empowerment opportunities for people of diverse genders and sexual orientations to overcome existing stigma and discrimination – leading to a more equitable world.

**Disability:** Cyber and critical tech present profound new opportunities for people with disabilities to access social and economic life, however, unless designed with a disability lens, many features and benefits can be inaccessible and/or can entrench exclusion and harm. AI generated profiling, screening and decision making, for example, can negatively impact on the work and education opportunities of people with disabilities and their access to critical services due to in-built bias. Many people with disability will have difficulty accessing new tech jobs unless there is commitment to reasonable accommodations. To ensure the internet is open and safe for all, policy makers need to consider accessibility of e-governance services and information, and particular risks faced by people with disability to online abuse.

**Socio-economic context:** Poverty is a significant barrier to internet access and cyber literacy, with flow-on effects for accessing future economic and social opportunities. Women, particularly those facing multiple forms of exclusion such as disability, represent the majority of the world's poor and face significant social and cultural barriers to accessing work opportunities and equal pay for equal work.

**Age:** Developing cyber literacy is critical at a young age, but many young people in Asia and the Pacific have limited safe access to a device or STEM education, and may face cyber bullying, harassment, grooming and radicalisation with limited protection, social support or legal recourse. Girls, young women and people with disability face multiple intersecting risks. Many cultural practices emphasize respect for elders, limiting the voice and decision making opportunities of young people particularly in policy forums and workplaces. This may have particular implications for the responsiveness of cyber security approaches and protocols, and policy and standards to the unique needs of young people.

**Ethnicity and religion:** People from different ethnicities and religions may face particular challenges in safely accessing the internet, online forums, services and cyber and critical tech work opportunities due to existing discrimination, language barriers, and social and economic

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1 Cis-man (short for cisgender man) refers to a man whose assigned sex at birth and gender identity is male, as opposed to a transgender man, whose assigned sex at birth was not male.

2 Heteronormative masculinity describes masculine ideals and behaviours that see heterosexuality as the default, and therefore superior, expression of sexuality

exclusion. They are also likely to have limited access to policy making forums to advocate for more equitable access, voice and benefits.

**Intersectionality:** 'Intersectionality' refers to the ways in which different aspects of a person's social and political identity can expose them to overlapping and compounding forms of discrimination and marginalisation and on the other hand, privilege. Various aspects of identity can be both empowering and oppressing. In the context of cyber and critical technology, a woman may face additional barriers to access and benefit technology for example, if she is poorer, from a minority ethnic group or has a disability.

## 1 Introduction

The Australian Government's Department of Foreign Affairs and Trade (DFAT), through the Cyber and Critical Tech Cooperation Program (CCTCP), works with Southeast Asian and Pacific countries to improve cyber resilience within the region. The CCTCP aims to equip countries with the capacity to respond to the opportunities and challenges that cyberspace and critical technology present.

The CCTCP supports the implementation of the Australia's International Cyber Engagement Strategy. The programmatic goal of the CCTCP is for 'a safe, secure and prosperous Australia, Indo-Pacific and world enabled by cyberspace and critical technology.'<sup>3</sup> By 2024, the end-of-investment outcomes will show that selected states in ASEAN and the Pacific region increase awareness, commitment, action and international engagement to strengthen cyber resilience and build sustainable partners with Australia.

Gender equality, disability and social inclusion (GEDSI) is a Values Pillar of the International Cyber & Critical Tech Engagement Strategy and a cross cutting theme of the CCTCP. DFAT, through CCTCP, is committed to ensuring that all its investments and diplomatic activities progress GEDSI outcomes, in line with the Australian Government's international commitments to sustainable development, gender equality and disability rights.<sup>4</sup>

This document outlines five GEDSI strategies that set the direction for how CCTCP will:

1. Highlight the importance of GEDSI to good program outcomes;
2. Engage a twin track approach to promoting GEDSI outcomes;
3. Encourage incremental improvements to GEDSI mainstreaming;
4. Resource partners to mainstream GEDSI across the project management cycle, and;
5. Facilitate knowledge exchange, collaboration and peer-to-peer learning between Program partners, celebrating and strengthening GEDSI practice.

## 2 Why focus on GEDSI in cyber and critical technology?

Australia's vision is for a safe, secure and prosperous Australia, Indo-Pacific region and world enabled by cyberspace and critical technology. The empowerment of all stakeholders to shape and maximise the benefits of cyberspace and critical technology is critical to achieving this vision. A GEDSI lens drives empowerment and equitable opportunity and benefit, upholding and protecting liberal democratic values, human rights and the ethical design, development

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<sup>3</sup> Commonwealth of Australia Department of Foreign Affairs and Trade, Australia's International Cyber and Critical Technology Engagement Strategy, 2021.

<sup>4</sup> Sustainable Development Goals, the Beijing Declaration and Platform for Action, UN Security Council resolution 1325 and the United Nations Convention on the Rights of Persons with Disabilities

and use of critical technologies. Work to progress gender equality, disability and social inclusion in CCTCP also delivers:

- more responsive, effective and equitable cyber governance, e-government, and smart cities
- increased accessibility, meaningful connectivity<sup>5</sup> and safe use of technologies that underpin sustainable development and inclusive economic recovery from COVID-19
- improved diplomacy and stronger relationships with countries, delivery partners and other stakeholders
- a focus on cyber and critical technology for all – closing the global digital divide and ensuring no one is left behind.

Cyber and critical technologies replicate and amplify existing social and gender norms and inequalities; marginalised groups typically have less access to digital resources, lower cyber literacy and limited input and control over the design, development and use of these critical tools and resources.

In the Pacific and South East Asia only 61% of the population has access to the internet<sup>6</sup>. The gap in internet access between women and men is closing, however, this parity is not reflected in cyber literacy rates, cybersecurity workforce statistics or online content or culture. Whilst many CCTCP partners aim for strong representation of women and people with disability in their projects, identifying candidates and promoting their meaningful participation in training, policy dialogue and cyber security interventions remains an ongoing and significant challenge.

Women, people of diverse genders and sexualities, and people with disabilities face disproportionate levels of cyber and tech facilitated violence, and targeted cyber-crime, disinformation, and radicalisation campaigns – challenges amplified when facing multiple intersecting forms of disadvantage. Negative online experiences have a direct impact on career choices, as evident in the limited diversity of cybersecurity and technology development workforces; a situation compounded by inflexible, unresponsive and sexist workplace cultures.

With growing use of technology in households, businesses and government, the risk of worsening gender and social relations is ever present. The Internet of Things is used to cyber stalk, control and gaslight<sup>7</sup> women. Routine decisions about educational and employment opportunities, insurance premiums and access to social protection benefits are being made by artificial intelligence, using algorithms, data sets and screening tools that can unintentionally marginalise women, people with disability and other minority groups. Increasing emphasis on smart cities presents an important opportunity to better serve people at risk of exclusion, but also raises ethical issues over the collection and use of health data, and can result in poor planning choices and risks of harm to those most marginalised if data is not disaggregated or analysed using a GEDSI lens. As governments move more services online, population groups with lower cyber access and cyber literacy are likely to be disadvantaged.

The lack of diverse representation and consultation in the design, development, and governance of cyber and critical tech, combined with a lack of GEDSI data globally, results in difficulties of policy makers understanding, valuing, and acting on these challenges.

Technology and its governance mechanisms must respond to the differential risks, priorities and needs of diverse population groups to promote equality and avoid causing harm. GEDSI-

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5 The term 'meaningful connectivity' refers to regularity of access to the internet, the type of device, data and the speed of connection. This term highlights that access in of itself is not sufficient to drive equality in cyber literacy, use and outcomes – the quality of access is critical.

6 ITU, Measuring digital development, Facts and Figures 2021 report. Available online:

7 Gaslighting is a colloquialism, loosely defined as making someone question their own reality by undermining facts, environment or feelings.

unaware<sup>8</sup> capacity building, policy and standards development, research or diplomacy can undermine the potential for an open, secure, and free internet, inclusive economic recovery and sustainable development.

### **3 Highlight the importance of GEDSI to good Program outcomes**

By focusing on the contribution of GEDSI to strong Program performance, CCTCP will open up spaces for new conversations about GEDSI practice with partners and stakeholders, setting Program expectations upfront to drive better outcomes. This focus will also provide opportunities for improved diplomacy and stronger relationships with countries, delivery partners and other stakeholders. Raising the visibility of GEDSI in cyber and critical technology will also position CCTCP as a significant player in the sector and create a welcoming environment for GEDSI-focused organisations to engage with the Program.

Opportunities for highlighting the importance of GEDSI to good Program outcomes include:

- in all program documentation, including all grant guidelines, proposal templates, concept note formats, and monitoring / reporting formats
- in communication materials, including on the CCTCP website and through social media (including open call processes, grant guidelines and proposal evaluations)
- at briefing, information and learning events and workshops with partners or external stakeholders
- disseminating and communicating the Program's GEDSI strategy widely with partners to facilitate partner commitment and support
- in DFAT's international diplomacy in international cyber and critical tech forums.
- profiling successful GEDSI initiatives from CCTCP partners to provide case studies and examples which can be built upon by future projects.

### **4 Engage a twin-track approach to promoting GEDSI outcomes**

CCTCP will engage a twin track approach to promoting GEDSI through the Program. In addition to mainstreaming GEDSI across all project activities (see 5 for approaches), CCTCP will fund strategic stand-alone initiatives that build GEDSI knowledge, data and practice in the sector. Across the CCTCP portfolio, a minimum of 10 per cent of the overall Program funds will be invested in GEDSI-specific activities (this is in addition to gender mainstreaming throughout activities) by 2025. Given approximately 6% of funds is currently allocated towards GEDSI-specific projects, an increase in funding of approximately two percent of the total budget is required per year.

In targeted GEDSI projects, the CCTCP will work with partners that have specific technical expertise and knowledge and an ability to successfully influence outcomes, including GEDSI focused organisations and networks from the Pacific, Mekong and/or South-East Asia.

The Cyber Cooperation and Critical Tech Program will invest in the following types of stand-alone GEDSI activities:

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<sup>8</sup> GEDSI-unaware: There is no consideration of gender norms or unequal power relations, or patterns of gender equality and social exclusion in the design or delivery of project activities. (see table 1 on page 4)



- **Practical approaches to redressing the digital divide:** Activities to close the growing digital divide in meaningful access, use and representation of different populations in digital spaces, with particular focus on people with disability, women, young women, and girls. Initiatives could include innovative financing models to boost access to technology; behaviour change campaigns targeting restrictive gender and social norms; facilitating access to adapted technology; and cyber literacy campaigns.
- **Diverse representation in the cyber and critical tech workforce:** Strategic projects to increase diverse representation, voice, leadership and influence of women of all ages, people with disability and minority groups in the cyber and critical tech sector (across design, policy, governance - including cyber design, defence and response, and diplomatic roles). Initiatives could include STEM education in schools, education to employment pathways, early-stage career development, professional development and training opportunities, mentoring programs, and work with relevant government departments or businesses to counter discriminatory and exclusionary recruitment and promotion practices.
- **Innovative tech for development:** Design of GESDI responsive and/or assistive technology that facilitates social inclusion, safety, and/or equitable and meaningful participation of at-risk groups in economic growth and sustainable development.
- **Multi-sectoral approaches to online violence, harassment, and cybercrime:** Activities to understand and reduce GESDI based and other violence, harassment, and online harm in target countries/regions. Initiatives may include advocacy for greater online protections; behaviour change campaigns to challenge norms around cyber and tech facilitated violence; training and support for feminist, gender diverse and/or disability activists and politicians in cyber safety; projects to explore the differential impacts of cybercrime on diverse population groups in set contexts; cyber safety activities; and appropriate legal, policing, policy and other responses.
- **Responses to gendered disinformation campaigns:** Activities to better understand the scope and scale and potential responses to disinformation campaigns targeted against women politicians and other leaders to limit their social and political participation in target countries.
- **Practical approaches for applying a GESDI lens in cyber security contexts:** Activities to support mainstreaming of gender equality, disability and social inclusion in cyber security, through evidence gathering, localised case study development, impacts of cyber incidents and attacks on diverse communities and the development and trial of practical tools for addressing GESDI within cyber security.
- **Online and tech facilitated movement building for human rights and sustainable development:** Activities to support the development of empowering networks of diverse women, people with disability, or for others at risk of exclusion online.
- **Strengthen Rights-Holder organisations capacity to advocate for GESDI responsive artificial intelligence:** Strengthen the capacity of rights-holder organisations<sup>9</sup> to monitor the impact of artificial intelligence on people with disabilities, women and other at-risk population groups, engage in policy and standards forums, and advocate for GESDI responsive artificial intelligence.

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<sup>9</sup> Including for example, organisations of people with disabilities, women's rights organisations, organisations of ethnic minorities and human rights organisations.

- **Research responding to critical data needs as identified by partners to progress policy, diplomacy or program impact:** Activities aligned with the above GEDSI priorities that can increase knowledge and regional commitments to key GEDSI issues, contribute to program approaches and effectiveness, and support evidence-based assessments of Program impact.<sup>10</sup>

## 5 Encourage incremental improvements in GEDSI mainstreaming

Recognising the different GEDSI skills and capacity of partner organisations, CCTCP will take a collaborative and incremental approach to facilitating improvements in GEDSI skills, practice and outcomes across the Program. The CCTCP GEDSI matrix (below) will underpin a CCTCP-designed and supported self-assessment activity for Program partners. As a diagnostic tool it can be used to assess if, and how well, interventions are currently identifying, examining and addressing GEDSI considerations, and to determine ways to move projects along the matrix toward more transformative and impactful GEDSI programming.

New partners or projects will be supported<sup>11</sup> by the Cyber Cooperation Support Unit (CCSU) to use CCTCP's GEDSI self-assessment tool (currently under development) and other GEDSI guidance materials to assess and strengthen their project in the design stage; with long term partnerships, and multi-country projects prioritised for support. The process will explore GEDSI components of the activity design, identifying potential for better practice and increased resourcing, providing practical and implementable examples of how to improve the design, activities and monitoring of the project to better address GEDSI risks and promote GEDSI priorities and needs. The GEDSI matrix status will inform new funding decisions; projects that are not committed to GEDSI improvements, where required, may not be recommended for funding support. CCTCP acknowledges the complexity of GEDSI within the cyber and critical tech sector, and that some aspects of GEDSI practice are still being developed. For some organisations, GEDSI can seem overwhelming. Partner self-assessments will be used insightfully rather than reductively to support productive conversations and creative problem solving with partners.

Projects already funded through CCTCP will be provided with the opportunity to opt-in to the GEDSI self-assessment process. Support will be available to enable partners who undertake the self-assessment process for retrofitting, strengthening or expanding their GEDSI approaches, subject to DFAT approval and any required contract or grant agreement amendments. Partners will be encouraged to propose reallocation of forecasted underspends to strengthen their GEDSI approach (within project scope). Partners will be encouraged to identify and improve their GEDSI rating prior to any new contracting periods or extensions, where relevant and feasible.

Each year all partners (new and opted-in existing) will self-assess their progress against the CCTCP GEDSI matrix alongside annual reporting requirements. Projects that demonstrate improvement, progress, unique or exceptional interventions will be highlighted and celebrated within the program via CCTCP learning events, program communications (internal and external) and at relevant forums facilitated by CCTCP. Partners with low ratings will be supported to improve their practice over time in order to access continued funding.

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<sup>10</sup> Few countries have contextualised studies or information on women, people with disability and other excluded groups and ICTs, and none of the major ICT or GEDSI equality indices incorporate ICTs beyond access indicators. The lack of contextualised evidence makes it difficult for partners on the ground to advocate effectively for GEDSI priorities to be addressed in political forums, government budgets and programs. This is also a challenge for effective standards creation. Many CCTCP Program GEDSI indicators are collected without comparative country or regional baseline data to provide context or assess impact of interventions. Supporting research in target areas, will also contribute to closing the global gender gap in ICT data.

<sup>11</sup> Mechanisms for developing this tool and supporting partners to use it will be outlined in an Implementation Plan. The M&E of this data will be linked to the program-wide M&E and form part of annual or routine reporting.

**Table 1 CCTCP GEDSI matrix**

<b>Not GEDSI responsive</b>	<b>GEDSI unaware</b>	There is no consideration of gender, disability or social norms, unequal power relations, or patterns of equality and exclusion in the design or delivery of project activities.	<b>IMPACT:</b> GEDSI unaware and exploitative projects are likely to unintentionally cause harm by perpetuating inequality and exclusion, reinforcing discriminatory norms, roles and practices and by failing to protect those at risk of marginalisation.
	<b>GEDSI exploitative</b>	The project understands gender, disability and social norms and inequalities and uses and/or takes advantage of these to achieve project outcomes, at the risk of reinforcing negative stereotypes, causing unintentional exclusion and harm.	
<b>GEDSI responsive</b>	<b>GEDSI sensitive</b>	Makes specific/intentional steps to address the practical needs of vulnerable groups in project activities but does not address the root cause of inequality or exclusion, resulting in a missed opportunity for more strategic impact.	<b>IMPACT:</b> Projects are likely to achieve practical improvements to vulnerable groups' safe access and participation in cyber and critical tech. Project does not change the operating environment, but assists those at risk to gain online access, knowledge of engaging safely, cyber literacy or cyber security skills, for example.
	<b>GEDSI transformative</b>	Actively engages with and transforms gender and social inequalities to achieve sustainable and long-term change. Challenges and shifts gender and social norms, unequal power relations, stereotypes and discriminatory structures and practices.	<b>IMPACT:</b> Project builds on GEDSI sensitive activities above to redefine cyber and critical tech policy, standards, practice, opportunities and/or training to respond to GEDSI priorities, needs and risks, ensuring the voices of the most marginalised are heard and lead. In doing so, the project creates opportunities for a safer and more equitable on-line environment; and an open, free and secure internet.
<b>Goal: GEDSI responsive cyber and critical tech that is open, safe, and accessible to all</b>			

## **6 Resource partners to mainstream GEDSI across the project cycle**

Partners will be encouraged and supported to mainstream GEDSI into each stage of the project management cycle at the design phase. All project proposals and expressions of interest will be reviewed with a GEDSI lens aligned to CCTCP's GEDSI self-assessment tool, ensuring that budgets, designs, implementation approaches, monitoring and evaluation frameworks and project risks appropriately consider, respond to and track progress against GEDSI priorities and opportunities. Where possible CCSU will work with partners to further develop the potential and impact of GEDSI elements within a project. The GEDSI self-assessment tool and process and associated guidance notes will also provide partners with the tools they need to excel in GEDSI practices.

Key steps to mainstreaming GEDSI in project activities include (but are not limited to) the following:

- recognise and respond to the differential cyber and critical tech access, opportunity, resources, benefits and risks of different social groups (by gender, age, disability, ethnicity for example) evident in the country context in the project design phase. Ensure potential GEDSI risks are identified along with plans for mitigation during project risk assessment
- ensure representation of at-risk groups and rights holder organisations in consultation processes to inform project designs and activities, approaches and outcomes
- meaningfully engage diverse women of all ages and people with disability in design, capacity building or other activities alongside men, including attention to unique resourcing requirements and reasonable accommodations
- engage diverse men (alongside diverse women) to champion GEDSI, understand the risks associated with exclusion and discrimination, and support the adaptation of project approaches and priorities to be more inclusive and equitable
- ensure the content and language of standards, policies and training responds to GEDSI priorities and risks, with consideration of direct and indirect GEDSI impacts
- collect qualitative and quantitative data disaggregated by gender, disability, and other relevant factors to reflect on the sensitivity and inclusivity of practice and progress against short term, intermediate and end of project GEDSI outcomes.

### **Resourcing GEDSI mainstreaming**

CCTCP recognises that good GEDSI practice requires project resources, such as specialist expertise, additional meetings and activities, staff time and equipment. It will be a Program requirement that all new projects must demonstrate how they are adequately resourcing gender and social inclusion across the lifecycle of the project. If deemed necessary, new partners will be required to consult with local GEDSI organisation(s) in the target country. In contexts where there are a number of partners working in a country, an appointed GEDSI focal point agency may be appropriate. Questions regarding adequate resourcing of GEDSI will be included in assessment processes at design and approval phase, and the contribution and effectiveness of resources allocated to GEDSI outcomes will be monitored throughout implementation and at project completion.

The following is a non-exhaustive list of the type of GEDSI mainstreaming activity that would be appropriate for CCTCP to fund (depending on the context and scope of the relevant project). It is expected mainstreaming activities would form between 3–10 per cent of the project budget, depending on project size and scope:

- context analysis activities
- GEDSI technical expertise including gender, human rights or disability specialists
- GEDSI partnership/consultant in country
- activities to promote internal organisational commitment and skills for better GEDSI practice
- activities to establish common GEDSI goals, approaches and priorities with in-country clients, partners or collaborators
- consultation expenses of rights holder organisations, that are often “over consulted” without appropriate remuneration
- equipment to facilitate the engagement of marginalised groups in the project
- training on GEDSI approaches and skills required on the project
- resources required for documenting and communicating learning, knowledge exchange, peer-to-peer learning, and monitoring and evaluation activities specific to GEDSI.

CCTCP will support partners at country and regional level in identifying and engaging with appropriate government, private sector and non-government stakeholders regarding GEDSI. Indicative activities coordinated by Cyber Affairs and Critical Technology Branch include:

- creation of a database of appropriate rights-holder organisations and other GEDSI stakeholders in each country for use by partner agencies
- sharing program information with relevant GEDSI stakeholders to build commitment and interest in working with Program partners
- documentation of stakeholders’ answers to common GEDSI questions to avoid repetitive and unproductive engagements between partners and stakeholders
- maintaining live documents (e.g. situational analysis) that partners contribute to collectively
- regular opportunities for Program wide engagement of GEDSI stakeholders and rights holder organisations across the country/regional portfolio, facilitated by CCTCP post staff (for example, a CCTCP GEDSI quarterly in-country stakeholder meeting)
- feed data and insights to DFAT communications staff for periodic project wide communication of GEDSI results / successes / lessons - e.g. via CCTCP newsletter

## **7 Facilitate knowledge exchange, collaboration and peer-to-peer learning between Program partners**

CCTCP will facilitate knowledge exchange, collaboration and peer-to-peer learning between partners to celebrate and strengthen GEDSI practice across the Program, in line with Action 13 of the Australian International Cyber and Critical Tech Engagement Strategy.<sup>12</sup> CCTCP will create a GEDSI focal point within a broader Program Community of Practice with three key knowledge areas aligned to the Program’s broader Monitoring, Evaluation and Learning approach:

- country / region
- thematic area
- general development and GEDSI practice.

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<sup>12</sup> Action 13: Advocating for gender equality and women’s empowerment, and supporting greater awareness of the effect of cyberspace and critical technologies on gender equality

Activities to support a GEDSI Community of Practice would include, but are not limited to:

- The use of Egnyte and Microsoft Teams to promote partner engagement and learning relating to GEDSI, with the following features:
  - a full list of partners and projects to expand partner awareness of the scope of activities and peer resources within the Program
  - formal peer-learning opportunities between partners on priority GEDSI issues in a virtual space. The key focus of learning exchanges will be best practices and priority interventions, lessons learned, and stories of successful and unsuccessful innovation and implementation. Partners that are specialists in gender equality, disability and social inclusion are well placed to share research, policy advocacy and project approaches with other partners and collaborate to strengthen Program outcomes
  - a resources database to share partner research, case studies or other freely available project materials for access by other partners. CCTCP will backstop these resources, providing clear guidelines and expectations, along with recommended tools for each thematic area, working with partners to maintain and improve these resources over time. Where knowledge gaps or program approaches in priority GEDSI areas are identified, CCTCP will develop training or learning modules to address resource gaps.
- CCTCP facilitated informal face-to-face networking opportunities in country and in Australia to promote greater collaboration and peer support, subject to COVID-19 related travel restrictions. Opportunities to engage Awards alumni in this process will be explored.
- Periodic project-wide communication of GEDSI results, successes and lessons learned via CCTCP's eBulletins and other communications.

## **8 Monitoring GEDSI progress**

CCTCP will use the following approaches to track the effectiveness of the GEDSI strategy in strengthening GEDSI practice across the Program:

- Annual review of partner self-assessments and reports, combined with interviews with select stakeholders to track the overall GEDSI status of projects funded against the CCTCP GEDSI matrix (initially this will involve new projects and opt-in projects only), with reference to the quality of GEDSI mainstreaming activities, and an assessment of intermediate and final GEDSI outcomes
- Annual review of the percentage of:
  - Program funds allocated to GEDSI specific projects against the GEDSI Strategy target of a minimum of ten percent by 2025, with an expected two percent annual increase
  - funds allocated to mainstreaming activities in new project activities against Strategy targets of between three to ten percent
- Monitoring partner perceptions on an annual basis, including:
  - level of awareness of other CCTCP partners working on the same issues, or in the same geographic area
  - level of access to GEDSI resources and information at a country or regional level, facilitated by CCTCP
  - the effectiveness and value of GEDSI learning events and tools for strengthening GEDSI practice across projects.

## NOTES:





