TalTech Eurasia:
Diversity, Equity & Inclusion

FINAL REPORT

March 16, 2022
14:00 (GMT)

Reframes Talent and Technology future of the planet.

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CONTENT

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Our people and our planet suffers. Sustainable Development Goals of UN, are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

On the other hand, technology and digital economy rise. But, how? With the pains such as digital inequality, unemployment, poverty and irresponsible natural resources consumption.
Besides, there are plenty of possible gains such as collaboration, mobility, sustainability and productivity. We should shoulder responsibility for creating positive impact.

TalTech is a new generation think tank initiative for bridging the gap between talent, technology and the planet.

We reframe Talent and Technology future of the planet.

As a solid beginning, we have launched an online international workshop series called TalTech Eurasia that focuses on the talent and/or technology future of the region and the globe.

Background & Purpose of the Workshop

Gender, age or other inequalities in the business environment are still one of main problems locking the potential of talent all over the world.

UN states that women remain far off equal participation. Violence against women, the risk of child marriage and burden of unpaid domestic and care work still live on our planet embarrassingly.

That's why the first TalTech Eurasia event addresses "Diversity, Equity and Inclusion". The event was held on 16th of March.

Background & Purpose of the Workshop
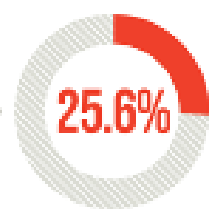
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5 GENDER EQUALITY

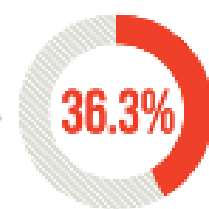## ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

WOMEN'S EQUAL PARTICIPATION
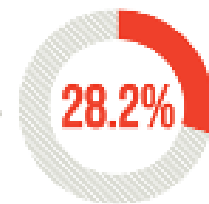IN DECISION-MAKING IS CRUCIAL FOR COVID-19 RESPONSE AND RECOVERY, **BUT GENDER PARITY REMAINS FAR OFF**

WOMEN REPRESENT

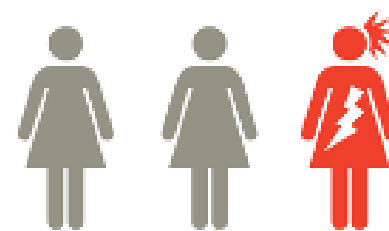**25.6%** IN NATIONAL PARLIAMENTS

36.3% IN LOCAL GOVERNMENT

28.2% IN MANAGERIAL POSITIONS
[2021]

VIOLENCE AGAINST WOMEN
PERSISTS AT UNACCEPTABLY HIGH LEVELS AND IS INTENSIFIED BY THE PANDEMIC

1 IN 3 WOMEN (736 MILLION) HAVE BEEN SUBJECTED TO PHYSICAL AND/OR SEXUAL VIOLENCE **AT LEAST ONCE** IN THEIR LIFETIME SINCE THE AGE OF 15
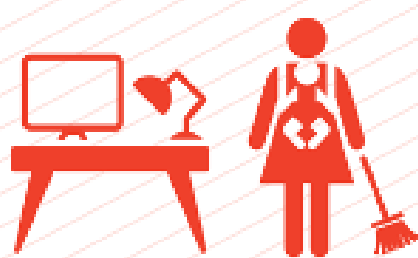(2000-2018)

UP TO **10 MILLION GIRLS** **WILL BE AT RISK** OF CHILD MARRIAGE

OVER THE NEXT DECADE AS A RESULT OF COVID-19

IN ADDITION TO THE **100 MILLION** WHO WERE **PROJECTED TO BECOME CHILD BRIDES** BEFORE THE PANDEMIC

PANDEMIC IS ADDING TO THE BURDEN OF **UNPAID DOMESTIC AND CARE WORK** AND SQUEEZING WOMEN OUT OF THE LABOUR FORCE

WOMEN ALREADY SPEND **ABOUT 2.5 TIMES** AS MANY HOURS AS MEN ON UNPAID DOMESTIC AND CARE WORK

THE SUSTAINABLE DEVELOPMENT GOALS REPORT 2021: UNSTATS.UN.ORG/SDGS/REPORT/2021/

Speakers

Aliki Helman
Innovation & High Performance Expert/
Executive Coach/ Consultant at
Leap2Genius

Asst. Prof. Dr. Elnaz Nasehi
Lecturer at Arkin University
of Creative Arts & Design

Prof. Gonca Telli Yamamoto
Dean at Dogus University

Mar Introini
Founder/ Political Analyst/
Global Chair G100 Global Networking

Müjgan Çetin
Innovation Consultant &
Founder of Scientist Girl Project

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Workshop Schedule

14:00   Opening & Moderation:
Yusuf Baydal

Vision Speech:
Prof. Gonca Telli Yamamoto

Best Practice: Müjgan Çetin
(Scientist Girl Project /
bilimkizi.org)

14:20   **Workshop-1:**
DEI in Woman Context

14:45   Keynote Speaker: Mar Introini

Keynote Speaker:
Asst. Prof. Dr. Elnaz Nasehi

15:10   **Workshop-2:**
DEI in Age & Generation Context

15:30   Keynote Speaker:
Aliki Helman

Closing: Didem Sever

- What would the world/ your country/ your organization look like if the gender equality goals were met?

- What is your sparkling idea for any organization in order to achieve gender equality?

- What are the main barriers for age diversity in your country?

- What is your sparkling idea for any organization in order to have age diversity?

Outcomes are summarized in
the following 3 categories:

Problems / Challenges / Barriers

Opportunities

Suggestions & Roadmap

Problems / Challenges / Barriers

- In the Middle Ages, New Ages and Modern Ages, women were only seen as an element that provided jobs such as fertility, motherhood and service.

- The saying "Behind every successful man there is a woman" has a structure that puts naive women who do not use their muscle strength to the background.

- Women are still second class in many places around the world.

- All around the world, there is a diversity problem.

- Cultural implications have some effects on the issue by setting prejudices

- In corporate world the figures on diversity is so dreadful.

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Problems / Challenges / Barriers

- There are gaps in payment around 20 % between men and women in some companies.

- There are less women student in technical universities, so there would be less women in technical companies. So young female choice is also important.

- Pregnancy and baby kitting is also distracting women from career advancement.

- In rural areas any woman Works but not in administrative part.

- Need more best practices and role models.

- Gender equality has to be defined precisely. If it implies a share amount of men and women in an organization, regardless of their technical merits, it will turn into a mayhem. It should refer to giving equal chances for men and women from different walks of life and regardless of their race, age, etc.

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Opportunities

- The technological changes that occurred in our world, which first transitioned to the Industrial Revolution and then to the Information society, enabled women to become an element that contributes to the workforce.

- It was the industrial revolution that reduced the dependence of human beings on muscle power and the information age that completely eliminated this dependence. Within this framework, women find their place in working environments. Considered as the basis of knowledge and thinking, I frankly see it as a pre-acceptance that women develop multi-alternative thinking systems and have knowledge-oriented abilities.

- This indicates the necessity of changing the general business culture and trends.

- On the one hand, this change will occur with the contributions of women scientists and researchers and the success of business women.

- Regulations start to support women in management in some countries

- Male also have benefits from gender equity like women.

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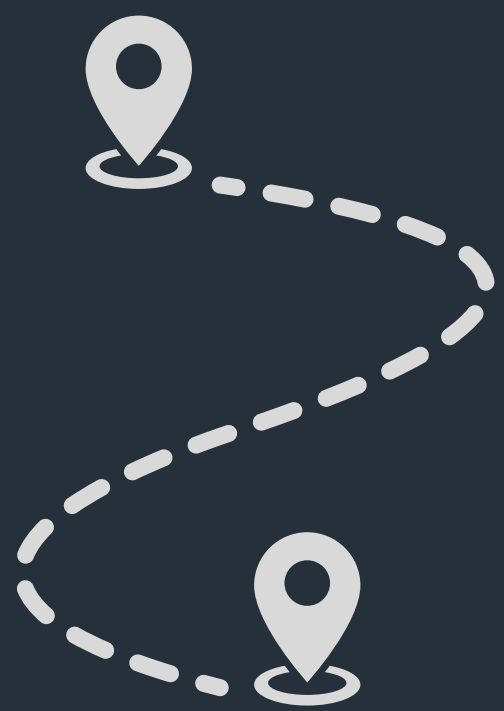
Suggestions / Roadmap

- Woman has the power and the power should be used.
- Mindset should be changed. Mindset is important from the numbers.
- Women should be aware of their power and that they deserve better.
- When women do not accept the situation, there is a possibility for change
- Change the mind, change the story and experiences with it.
- Start with ask do weneedhelpfromoutside or do we choose to step intoourpower
- Changing mindset is crucial, but education is first and the key for chance.
- This is not only time tocelebrate solidarity between women and the women power, but alsoembrace, enlighten young males about the issue
- Cooperation is very critical for the solution
- Need to go deep in culture, nature of woman and how women are different
- We really need to explore of expectations for each of us.
- Emotional movement goes first.

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Suggestions / Roadmap

- Feeling of belonging is core to participate and challenge.
- Crisis unite us. Leadership should lead this process.
- Legislation is important, but not enough.
- Diversity issue is an old issue, but lead for it is new paradigm
- "Creating" equal chances for everyone to grow professionally and personally. An organization must center their pillars on equality, not quantitatively but qualitatively, for a robust and sustainable growth. What I personally would ensure to achieve is to open the doors for those with the highest technical merits. It is needless to say that using gender-neutral language in the organizations is the prerequisite to pave the way forward.
- In order to have age diversity it seems mandatory to make a welcoming workplace and a constructive team culture to value both experience and passion.
- Work flexibility may be helpful to provide such an environment as elderly group tend to balance work and life while the younger group is willing to work more and compensate for the lack of knowledge or experience as soon as possible.

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Contributors by Country

- **Austria**
- **Germany**
- **Iran**
- **Nigeria**
- **Northern Cyprus**
- **Pakistan**
- **Singapore**
- **Spain**
- **Türkiye**
- **UAE**
- **UK**
- **USA**
- **Vietnam**

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