How do men affect gender digital equality?

Economic
- Male investors sometimes support women entrepreneurs and women in the tech sector, but women don’t get a lot of this investment
- Economic considerations - more men control wealth and influence

Power
- Men make the rules
- Men don’t know it
- Men hire each other
- Men are role models (for other men)
- Men are in leading positions and influence employees here
- Men don’t see it a problem because they currently have the power - why would they want to change things?
- Even though rules are made by men, non-men may not be trained in these rules either
- Men are not able or do not want to practice their professional style/instinct but will apply the male one

Influence
- Men are role models (for other men)
- Men are in leading positions and influence employees here
- Men don’t see it a problem because they currently have the power - why would they want to change things?
- Most men create tech in groups of men without women
- Most algorithms are created by men

Tech sector
- Most men create tech in groups of men without women
- Most algorithms are created by men
- Women are not trained in all aspects of tech (mostly front end)
- Men hire each other
- I’ve heard from both men and women that they’re afraid women will get paternity leave
- Men pay each other

Employment
- Confirmation bias - You hire someone like you
- Paternity leave - employment could be both
- Men are in leading positions and influence employees here
- Men are role models (for other men)

Culture
- Has your research included « racial » differences? To include the diversity of women. I think according to someone’s ethnic group biases can be different.
- Even different languages influence this
- There are indeed important cultural differences
- Much literature and advice is based on white (European and North American) views
- Men often don’t think women are suitable for positions in tech
- Men are “supposed” to work in tech and women are not!

Language
- Stereotypes - women cannot do this
- Has your research included « racial » differences? To include the diversity of women. I think according to someone’s ethnic group biases can be different.

Education and training
- Education (which links to awareness, enlightenment, exposure...)
- Men don’t know it
- Unconscious bias
- Lack of men who want to work with this topic. I’m having a really hard time in bringing my male peers to help me
- Men often don’t think women are suitable for positions in tech
- Education and training

Working environment
- Male only spaces tend towards competitive collaboration, and penalise non-masculine behaviours.
- Men often don’t think women are suitable for positions in tech
- Men are “supposed” to work in tech and women are not!

Attitudes/perceptions
- Men are “supposed” to work in tech and women are not!
- Lack of men who want to work with this topic. I’m having a really hard time in bringing my male peers to help me
- Men often don’t think women are suitable for positions in tech
- Education and training

Paternity leave
- Paternity leave - employment could be both
- Men are in leading positions and influence employees here
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