



Internet Society India Mumbai

A Quarterly Newsletter by ISOC India Mumbai (An ICANN At-Large Structure)
Issue 1 | April 2019

CHAPTER LEADER'S NOTE

I am elated to invite you to read our first Chapter newsletter. The objective of this Chapter newsletter is to provide an opportunity to Internet Society (ISOC) and ICANN ALS members to explore, write and engage on issues pertinent to the Internet. All ISOC India Mumbai volunteers were invited to contribute to the newsletter.

Our editorial team comprises of four ISOC India Mumbai women volunteers from four different cities- Mumbai(India), Delhi(India), Pune(India) and Vancouver(Canada). They have different personal life experiences and they come from different professional backgrounds i.e. government consulting, corporate, non-governmental organisation and academia. In spite of their busy schedules, they have volunteered to co-ordinate with each other and come up with this wonderful newsletter within a short span of a month. Their dedication to their volunteering commitments and their ability to 'walk the talk' is inspiring for all of us.

ISOC India Mumbai newsletters will be quarterly and theme based i.e. they will address a particular topic or an issue for a particular quarter. Considering the fact that 75% of our leadership team comprises of women, it is apt that the theme of our first newsletter is 'Women in Internet-based Technology Leadership'. It is a call for action to understand and further the discussion on the benefits of having women in leadership positions in Internet based technology driven organisations, as well as, explore the causes that inhibit them from fully realising their potential as women leaders.

The newsletter starts with a Chapter Leader's note i.e. the section that you are currently reading. In the Main Story section, Nandita predicts that it is imperative for Internet-based technology driven organisations to develop and promote more women leaders in the future. In Bits and Bytes section, Sneha has outlined some of our existing chapter activities for women and existing volunteering work of our female volunteers.

One of my favourite sections in the newsletter is 'News from Other ISOC Chapters' from Asia Pacific (APAC) and India. This section is a testament to the fact that ISOC APAC chapters volunteer to co-operate with each other. It is very heartening to know that invited Chapter Leaders were prompt in coordinating with Sneha. I would like to especially acknowledge and thank ISOC Chapter leadership in Delhi, Dhaka, Islamabad, and Kabul for their excellent work. To encourage upcoming chapters and their leaders, we have featured events organised by ISOC members in Hyderabad. In the future, we will write to other ISOC Chapters as well. Other ISOC Chapters should also feel free to get in touch with us.

In the Internet World section, Nupur and Shveta have selected a few interesting articles from the Internet. Unlike the previous sections, the 'Internet World' isn't restricted to the theme alone. Even if you don't find our theme appealing, our female volunteers are keen that you don't have an excuse to not read our newsletter! The newsletter concludes with a crossword puzzle based on information available in the newsletter.

We acknowledge the fact that our newsletter can't do full justice to a broad spectrum of perspectives and facts with respect to the theme. For example, can gender be restricted to only male and female? Can gender be construed as a social construct or a merely biological one? Is the issue of women interests being hijacked by the 'elite' women leaders or woman with a 'voice'? Should a woman's expression of her inability to perform in a leadership position should be considered as an excuse for her non-performance or any opposition to her excuse be considered an instance of mansplaining? What role do women play in impeding the career growth of other women leaders? Should organisations prioritize inclusivity over efficiency if there is a demonstrated trade-off between them? We are open to further discussion on these questions and many more.

In the finale, I would like to thank you for reading our work. Please feel free to send us your suggestions and comments. ISOC Chapter members from Mumbai and other regions, as well as, ICANN ALS members are also invited to contribute to the next newsletter.

Prateek Pathak,
President, ISOC India Mumbai

MAIN STORY

THE FUTURE OF TECH NEEDS WOMEN

by Nandita Koshal

Leadership in Internet driven technology organisations has been a male-dominated bastion. The latest figures by Statista confirm that Tech is still not a **‘woman’s world’** as women still form a minority in the tech workforce. The figures are even more schismatic when we consider the percentage of women occupying leadership positions in the top tech companies in the world. While in Netflix, women hold an encouraging 43% of the leadership positions, however, the picture becomes bleaker as we consider the percentages for Facebook (30), Apple (29), Google (26) and Microsoft (20). All these figures are well below the desired figure of 50% that depicts gender parity. This trend is not specific to the biggest tech companies only. Even the start-ups and entrepreneurship have witnessed biased trends against women. According to Silicon Valley Bank’s **‘Women in Technology Leadership 2019’** report on tech executives in the US, the UK, China and Canada, while 56 percent of startups have at least one woman in an executive position, only 40 percent have minimum one woman on the board of directors.

These trends highlight the need to bring more and more women in technology, especially at the leadership roles. The imperative to bring more women in the ambit of the tech industry goes beyond the narrative of maintaining gender parity. The technological advancement constantly needs new and diverse knowledge, perspectives, and intellectual and technological innovations. With technologies like Artificial Intelligence (A.I), Internet of Things (IoT) and Robotics, wherein we are trying to make machines think like humans, it is essential to bring elements of diversity, inclusivity, and heterogeneity in the world of intelligence. If the “intelligence” in the world of technology is largely shaped by a homogenous group of “men”, it is more likely that ‘thinking’ of technology will inherit the inherent conscious or unconscious biases and prejudices of the section. This is largely because A.I learns and replicates from the training data. The algorithms developed will, thereby, imbibe the prejudices present in the data. It is therefore essential that more women become part of the core teams developing technology to make the future of intelligence unbiased.

It is also found that diversity in tech and business leadership positions positively affect profits of the firms. A 2016 study at Pearson Institute for International Economics demonstrated a positive correlation between women at the C-suite level and firm profitability. According to their research, a firm with 30% women at C-suite level leadership can expect a 15% boost to their profitability.

Apart from bringing in more diversity, inclusivity, and profitability to the firms, the women bring in fresh perspectives, narratives, creativity, flexibility, visibility, responsibility, and dynamism to the firm. A Report from First Round Capital found that companies with a woman on their founding leadership teams outperformed all-male companies by 63%. Women may be a minority in tech but their power and presence are definitely rising in the world of tech. According to the *Forbes’ 2018 list of World’s 100 Most Powerful Women*, 20 are from the tech industry. The cohort of women in leadership positions in tech is substantially increasing in this list of Power Women. The list saw the likes of Susan Wojcicki, CEO YouTube who figured as the seventh most powerful women in the world closely followed by IBM CEO Ginni Rometty and Facebook’s COO Sheryl Sandberg figuring 10th and 11th position in the list. China’s Jean Liu, President, Didi Chuxing and India Roshni Nadar Malhotra, CEO, HCL Enterprises also featured as 10 most powerful women in tech according to the same list. All these prominent executives have been celebrated not only for their leadership skills but also for changing the face of the industry, and for demonstrating utmost responsibility and sensitivity in dealing with the adverse situations.

The rise of women in leadership positions has partly been attributed to the strategic move by companies. According to this maneuver, women are promoted to a C-suite position when the likelihood of failure is more, especially when the company is going through exceptionally challenging times, a concept now widely known as Glass cliff. While cases like that of Yahoo CEO Marissa Mayer might give credence to this theory, however, glass cliff should be viewed by women as an efficacious opportunity to break the glass ceiling. A shining example of this is Anne Mulcahy, CEO of Xerox from 2001 to 2009, who successfully managed to turn the company around, after being promoted at a time when Xerox was tottering on the verge of bankruptcy. In fact, Harvard Business Review study had found that while men were preferred to head a successful company by respondents (67%), majority (63%) opined that woman should take over the company in crisis. Glass cliff rather than being viewed as a trap for ambitious women, should be seen as a chance for women to break the stereotype and demonstrate their mettle.

As we strenuously emphasize on the need for women leaders in the Internet driven tech industry, it is also imperative to address why there is a lack of them thereof. Undeniably, factors like difficulty in balancing demanding leadership jobs and family life, lack of flexible work hours, biased perceptions, thinking of immediate career options than planning long term career goals, play an important role. Similarly, women also face problems in getting good mentors as men get wary to mentor women due to fear of allegations of sexual harassment and exploitation. The main reason why Internet driven technology leadership still remains a male bastion is the

comparative advantage that both the genders respectively have. While women are considered to be adept at managing people, men are considered to be more skilled at managing technology. As an economic principle, it is most profitable and efficient to allocate resources according to comparative advantage that resource has, especially if the opportunity cost of allocating resources to opposing trades is high. Industries work on the principle of profitability, which explains their natural learning towards male leadership. Hence, most of the tasks like fundraising, hard negotiating, production processes which form that core of leadership decisions are usually male-dominated, whereas, processes like managing human resource, communications, managing risk in which women thrive, although very important, may not necessarily be considered core attributes. However, this should not be construed to imply that women and men should only function within these social constructs. Wherever it's a choice between a more skilled woman and less skilled man or vice-versa, preference should be given to skill and merit. Therefore, it is essential for women to come out of their comfort zones and imbibe those attributes which are core characteristics of the leaders.

The need for bring in more women in the Internet driven technology world no longer remains a question of equality alone, it has now become a necessity too. Both men, as well as, women will need to change their attitudes and attributes to bring in more women in the industry. Diversity and inclusion are going to be the keywords in driving the world of technology and women can definitely be prognosticated to play a significant role in this new era of intelligence.

BITS & BYTES

Training Workshop on Few Internet Based Applications for Female Veterans



The Rotaract Club of Bombay Uptown invited ISOC India Mumbai volunteer team to organise a training workshop for female veterans on using Internet based applications (IBA). The Club had scheduled a series of sessions for the elderly female citizens in Mumbai. On the basis of their discussion with ISOC India Mumbai Chapter Leaders, **Prateek Pathak** and **Sneha Tambe**, they offered to collaborate with ISOC India Mumbai, whereby, the volunteers' team would teach a few Internet based applications to the senior citizens belonging to the age group between 60 years and 85 years.

In order for the workshop to be relevant to the audience, some of the issues that were needed to be considered were the nature of Internet based applications that could be taught to the audience, the overall usage of the applications by the participants, the basic understanding of how the Internet based applications work and so on. To overcome these issues, the ISOC India Mumbai volunteering team conducted a survey among the participants to finalise the applications to be introduced in the workshop. Accordingly, the ISOC India Mumbai Team and the Rotaract Club of Bombay Uptown decided to introduce the veterans to a mix of Internet based applications- Google Search, Google Maps, Uber and Paytm to give the participants a broader understanding of various Internet based applications and help them utilize these applications in their lives.

Read more about the event [here](#).

Workshop on Marathi Wikipedia for Women



The Internet Society (ISOC) supports initiatives that enable the Internet to develop as a global technical infrastructure, and a knowledge resource that enables individuals to take more informed decisions. In this context, a multilingual Internet plays a critical role to make the Internet relevant and meaningful to the global community. Wikipedia is a free online encyclopedia, created and edited by the volunteers around the world with currently 301 language editions. However, there is a gender divide over Wikipedia usage with 30% of registered users being women. The number of female users is even less for the regional languages like Hindi, Marathi i.e. only 2-5 percent.

Accordingly, ISOC India Mumbai decided to conduct a Marathi Wikipedia workshop along with Wikimedia India at the Indian Institute of Technology – Bombay (IIT-B). The purpose of the workshop was to create awareness amongst the female Internet users. The session was conducted at the IIT-B Powai campus, to commemorate the occasion of International Women's Day. It was attended by 30 enthusiastic female participants, IIT-B volunteers and ISOC India Mumbai volunteers.

Read more about the event [here](#).

Workshop for Introducing Computers and Internet to Female Syrian Refugees

Nupur Vijnh, one of the ISOC India Mumbai volunteers, got an opportunity to work closely with some of the female Syrian refugees, who had been provided asylum in Canada. Syria is one of the countries in the world that heavily suffered due to the civil war that left nearly 68.5million people as refugees. These refugees have sought asylum in other countries of the world like Turkey, Lebanon, Egypt, Germany, France, Italy, Jordan, UAE, Canada and others. The recipient countries are taking a lot of efforts to ensure that the refugees develop resilience to survive in a new world. Introducing them to computers and Internet related technologies is an important step in this direction. During the workshop, Nupur discovered that none of them had heard about the computers and the Internet, as most of them had limited to no exposure and opportunity to interact with the outside world. Nupur conducted a series of sessions for them, spanning across 3 days, and covering the basics of using the computer and the Internet. The main objective of these sessions was to make the participants feel comfortable with the technology so that they would be able to use the Internet for their benefit. Read the report [here](#).

Article on A.I Redefining Women Power

As Artificial Intelligence continues to significantly increase in its role in business and daily life in general, **Nandita Koshal**, an ISOC India Mumbai Volunteer, discusses the role women are likely to play in the world of A.I. The article was originally published in Digital Learning, a premier monthly magazine of Asia and Middle East, focusing on innovations in education and role of ICT in it. The article was also endorsed by United Nations Economic Commission for Africa. In her article, she juxtaposes the two views that 'while A.I is replacing jobs that employ a high percentage of women and role of women in our personal lives, women rather than being threatened by this technological change should take this as an opportunity to redefine their traditionally perceived roles and move to better skilled jobs. If the mundane and pink collar jobs that are traditionally being viewed as woman's domain are taken over by A.I both in personal and professional lives, then they would be free to explore the high skilled jobs which are not considered their domain, especially, technological field. This would push them towards taking up more STEM Studies, providing them with an opportunity to redefine themselves". Read the full article [here](#).

NEWS FROM OTHER ISOC CHAPTERS (APAC)

ISOC BANGLADESH



16 Days Activism Against Gender-Based Violence

The ISOC Bangladesh Chapter, in association with the Bangladesh Open Source Network (BdOSN) and Take Back The Tech (TBTT), organized a series of seminars, focusing on the online violence faced by women in today's highly technological world. The sessions highlighted the need to take control of technology to end online violence against women. The largest annual campaign on this was organized during the '16 Days of Activism Against Gender-Based Violence' from 25th November to 10th December 2018. The honorable speakers for the campaign were Ms. Mahbuba Sultana (Senior Lecturer, Management of Northern University, Bangladesh & Coordinator of TBTT), Mr. Paritran Talukder (Senior Assistant Commissioner, Chittagong Metropolitan Police), Mr. Tariq Rahman (Senior Assistant Commissioner, Khulna Metropolitan Police) & Mr. Syed Nasirullah (Cyber Security & Crime Division, Counter-Terrorism and Transnational Crime, Dhaka Metropolitan Police).

Falguni Code Sprint 2019

The ISOC Bangladesh Chapter organized a programming competition in the month of February to bridge the gap between CSE (Computer Science Engineering) graduates and the software industry. The 36-hour long code sprint was attended by 47 students from different parts of the country. The sprint offered a great platform for the students to enrich their theoretical knowledge, and gave a rare glimpse of the functioning of the software industry. On the first day of the program the participants were divided into eight groups and assigned with a real time problem. Each group was constantly mentored by an experienced software engineer from the industry. Under his/her guidance, the participants developed a solution for the issue. In the end, each group presented their project/solution. Besides the formal evaluation, there were other senior members from the industry, who judged the participants on their soft skills.

ISOC ISLAMABAD



Webinar on Digital Empowerment of Women in South Asia

ISOC Pakistan Islamabad Chapter remained active for achieving the roadmap of the Internet Society's mission for the local community. The past year started with the Annual General Meeting (AGM) followed by series of events which included Open Source Summit 2018, Webinar Digital Empowerment of Women in South Asia, ICANN Representation with Software Dev Community, APAC & ME Campaign Webinar Series, Session on Connected Devices in the Digital Age, six-member meetings, Google DevFest, Session on Internet and Accessibility and JAZZ SDG Hackathon. The Chapter also organized an online course on Internet Governance for members and the course toppers were provided fellowship to attend Pakistan School on Internet Governance (pkSIG). The Major highlights of the year 2019 were the AGM and 'Regional Forum on Digital Accessibility' where fellows from Afghanistan, Nepal, Sri Lanka and India (remotely) shared best practices in their countries and deliberated on regional collaboration opportunities.

ISOC AFGHANISTAN

The ISOC Afghanistan Chapter majorly focused on Internet Governance for the last year. They organized the local IGF (Internet Governance Forum) for the years 2017 and 2018 with an objective to bring together all the stakeholders, in the Internet Governance domain, like government, private sector and civil society on an equal basis. They also organized the AfSIG in the month of April ensuring that the participants have a better understanding of the global Internet Governance controversy and to get comprehensive and structured knowledge on the various aspects of Internet Governance. Additionally, their chapterthon project for 2018, Incredible IoT, came 2nd among 43 other ISOC chapters.

NEWS FROM OTHER ISOC CHAPTERS (INDIA)

ISOC DELHI



ISOC Delhi Participating in Regional Forum on Digital Accessibility organized by ISOC Islamabad

ISOC Delhi continued to remain an inspiration to other chapters by actively organising discussions on ICANN64, APRICOT2019 and other Internet related issues. The Chapter organised webinars to discuss Draft National e-commerce Policy, comments submitted on the draft of “The Information Technology [Intermediary Guidelines (Amendment) Rules] 2018. ISOC Delhi also remotely participated in the 'Regional Forum on Digital Accessibility' organized by the ISOC Islamabad chapter to discuss India's digital accessibility situation. Upholding the criticality of diversity and gender inclusion, ISOC Delhi Chapter organized a webinar on the importance of the same. The Chapter invited a host of prominent speakers who shared their views and perspectives on the current online challenges of gender divide including online violence, and how to make the Internet more inclusive for women.

ISOC MEMBERS IN HYDERABAD



Meet of ISOC Volunteers in Hyderabad

The ISOC members at Hyderabad organized informative webinars on Internet routing security: vulnerabilities and mitigation techniques and Internet-enabled medical devices.

India School on Internet Governance (inSIG) 2018



inSIG 2018, jointly hosted by ISOC India Delhi, ISOC India Trivandrum, ISOC India Kolkata and ISOC India Mumbai at Delhi, organised a session on 'Enhancing Gender Rights Online'. The session highlighted the need for involvement of various stakeholders in making Internet gender inclusive.

INTERNET WORLD

When Your Boss Is an Algorithm

We live in an algorithmic age. Most of the activities that we day to day carry out are governed by codes written by programmers. This article gives us an insight in to how algorithms are dictating the work profile of Uber drivers across the globe and dilemmas faced by them when one has a callous boss.

Read the full article [here](#).

Online Food Delivery Wars Are Moving from India to Bharat

While globalization has resulted in an increase in availability and diversity of food, the Internet has truly made access to food universal. Deep Internet penetration along with luring discounts on food has not only changed the

way India is now dining but has also taken the battle of online food app players from cities to nooks and corners of the nation. This article explores the shifting focus of online food players from the 'urban' to the 'local' customers. Read the full article [here](#).

Why Older Women Will Rule the World: The Future is Female, MIT Expert Says

A woman over 50 is experienced, independent, educated, energetic and enthusiastic. Being the chief consumers, caregivers and researchers, they come up with new innovative ideas and they are turning these into business ideas and venturing into the territories of entrepreneurship. This article highlights how compared to the men over 50 who tend to stick to their routines or to their couches, these women are driving forces, not only for their own lives but for the lives of others around them as they are more social and want to make change happen. They are great visionaries and indeed hold the key for the future.

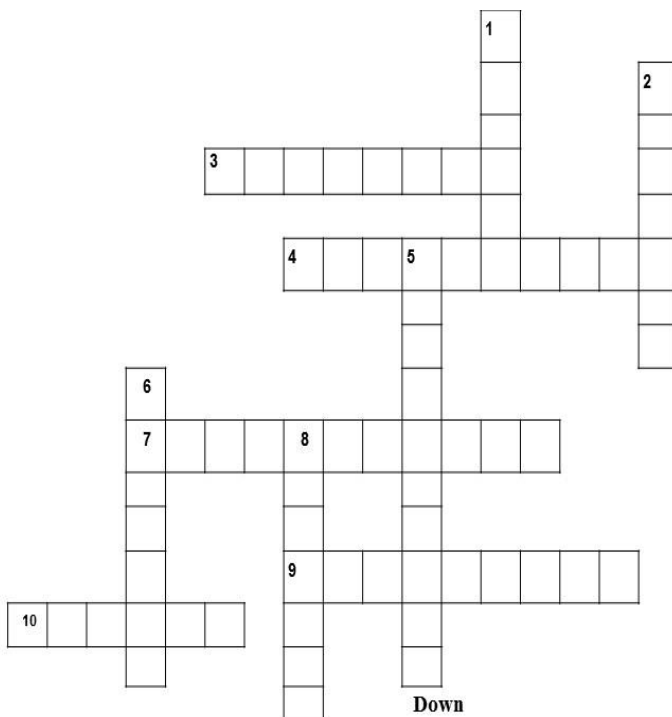
Read the full article [here](#).

Youngest Female World Leader Blazes Trail for Working Moms

Family duties are harder for women and at times become a barrier to occupy higher positions. But leaders like Jacinda Ardern (New Zealand Prime-Minister and the youngest female leader) are proving to the world that even with the worldly barriers, they can lead with example. With her policies, she is trying to make lives easier for other women. She is emphasizing on making jobs flexible for working parents, shortlisting women for senior roles, narrowing gender pay-gaps, etc. With her baby being born, she is a symbol for making parenthood from a low-status job to a more important and meaningful job.

Read the full article [here](#).

NEWLETTER CROSSWORD



Across

3. 1st lady of Tech 2018
4. IBA taught to female veterans
7. Incredible IoT Chapterthon by ISOC?
9. A four chapter initiative
10. A Data Stream Network

Down

1. Female humanoid robot
2. ISOC Islamabad Hackathon
5. A threat or an opportunity?
6. Code competition by an ISOC APAC Chapter
8. A fruti? a tree? a technical gathering?

KNOW YOUR TEAM



Shveta Kokash is an ISOC India Mumbai volunteer and an accomplished professional with postgraduate degrees in mathematics, computer programming and education. She has more than 13 years of teaching experience. She is currently pursuing her Ph.D. in higher education, in the topic related to technology and instructional methods, from SNDT University, Mumbai; India's first woman university. As Vice-President of ISOC India Mumbai, Shveta has recruited new members, organised events and attended ISOC Mumbai events. She was also part of inSIG 2018 held in Delhi. A successful multitasker, Shveta handles her job, parental responsibilities, social responsibilities and ISOC commitments very well. She believes in living life to the fullest and making this world a better place in whatever way she can.

Sneha Tambe is one of the founding members of the ISOC India Mumbai Chapter. She is a technology professional with degrees in computer science and management. She has 6+ years of experience in the IT industry and worked with different clients like Lufthansa, Merck and the UK Government. As the Secretary of ISOC India Mumbai, she was invited to be a part of the APAC-ME Chapter meet in Nepal. She was also a part of the 'ISOC Beyond the Net' selection committee and helped review the various beyond the net applications. She was awarded a fellowship to attend inSIG 2018 at Delhi. She is a part of the current ISOC chapterthon process working group. Sneha is a certified Karate Black Belt fighter. She also speaks French and Italian languages.



Nandita Koshal is an ISOC India Mumbai Volunteer and a Research Associate with a renowned private university in Delhi NCR, India. A postgraduate in economics, she provides research analyses, policy advisory and consultation in the social development sector. She has previously worked with the Ministry of Heavy Industries and Public enterprises, India and provided consultancy to the state government of Haryana, India on drafting of state higher education plan. She has presented at international conferences and has published in the area of education, technology and policy. As ISOC India Mumbai Treasurer, she is responsible for maintaining Chapter financial accounts. She has also organised discussions on the role of Internet and social media in higher education, highlighted the need for deeper integration of technology with humanities, and advocated more engagement of women in technology. She was also a fellow at inSIG 2018, held in Delhi. In her spare time, she loves to read and travel.

Nupur Vijh is an ISOC India Mumbai volunteer and a social service worker, who works with a Canadian Non-Profit. She has pursued her education in political science, english literature, public policy and social work from India and Canada. She works with the vulnerable population such as the drug addicts, people with mental health and the homeless population, and helps them achieve their goals. She is also studying to be an educational assistant to help the "special needs" children to succeed. As a volunteer with ISOC India Mumbai, she has participated in events helping to grow computer literacy amongst the refugees from Syria. She loves being out in nature. Through her efforts, she wants to make a difference in the lives of the people and also she is a strong advocate for saving the environment.





This is a quarterly publication from ISOC India Mumbai Chapter. To share your feedback, please write to us at chapterleaders@isocindiamumbai.org or visit us at <https://isocindiamumbai.org/>

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