DIGITAL SKILLS
Exchange of best practices between digital mediation players !

Guide to "Inclusion" | Fact Sheet 2

INCLUDE HER

Promoting the inclusion of migrant women in the technology sector

FACT SHEET 2

Include HER
EMPOWERING FEMALE MIGRANTS FOR DIGITAL COMPETENCIES

PRESENTATION

Include Her is an initiative dedicated to promoting the inclusion of migrant women in the technology sector, encouraging them to acquire essential digital and technological skills for the future.

Technology plays a fundamental role in modern society and represents one of the most dynamic and innovative fields. However, many migrant women face significant obstacles to entering this sector, whether it be a lack of access to training, a lack of awareness of available opportunities, or language and cultural barriers.

The project aims to bridge the gender gap and overcome barriers faced by migrant women in STEM (Science, Technology, Engineering, and Mathematics) fields by providing them with training, mentoring, and networking opportunities to foster their professional and social integration.

By encouraging the acquisition of new skills and the creation of support networks, Include Her not only strengthens the presence of women in the technology sector but also promotes the autonomy and financial independence of participants.

INCLUDE HER

IN A FEW WORDS

Empower migrant women by teaching them digital and technological skills, promoting equal opportunities in the technology sector and encouraging their active participation in innovation and digital development.

IN A FEW NUMBERS

- Over 500 women trained in digital skills.*

- Over 30 strategic partnerships.

- Over 100 events and mentoring programs.

- 85% increased their confidence to pursue a career in the technology sector.

- 70% secured a job or internship in the technology field.

Would you like to know more?

http://

https://www.includeher.eu

RESULTS AND IMPACTS

Include Her has already helped numerous migrant women acquire essential digital skills, find job opportunities in technology, and develop professional support networks.

The project has been recognized for its positive impact, contributing to a more diverse and innovative sector.

Program participants report increased confidence in their abilities, a stronger motivation to pursue a career in technology, and a strong sense of belonging to a community that values equal opportunity.

LESSONS LEARNED AND ADVICE

Include Her aims to expand its initiatives, reach a greater number of migrant women, and establish itself as a leading program for the inclusion of women in technology.

Future projects include the launch of new specialized courses, the creation of a digital networking hub, and the strengthening of partnerships with companies in the sector.

With an ongoing commitment to equality and innovation, Include Her aspires to be a driving force for change, ensuring that all migrant women have the tools and support they need to succeed in the digital age.

OBSTACLES AND SOLUTIONS

Lack of representation of migrant women in technology

Solution: Organize inspiring events, share success stories, and create spaces where migrant women can connect and empower each other.

Difficulty accessing digital education

Solution: Provide accessible training, online courses, and free workshops so that all interested women can acquire digital skills without financial, linguistic, or cultural barriers.

Language and cultural barriers

Solution: Develop educational content adapted to diverse cultural and linguistic contexts, as well as create a support network to facilitate adaptation and integration into the technology sector.

VISION OF THE FUTURE

The INCLUDE HER project aims to sustainably reduce the digital gender divide by facilitating access to digital skills for migrant women. Using open educational resources and tools aligned with the European DigComp framework, it aims to promote the digital empowerment of these women to improve their social, educational, and professional inclusion. In the long term, the project aims to influence higher education practices by integrating more inclusive approaches adapted to the diversity of audiences.

POSTURE OF THE DIGITAL MEDIATOR

As a digital mediator, supporting migrant women **requires an empathetic, pragmatic, and culturally sensitive approach.**
This group often faces several barriers: language barriers, low literacy (not just digital), lack of self-confidence, social isolation, and sometimes a migratory or traumatic past that makes learning more fragile.

These are women who have often been alienated from traditional educational systems or modern technological environments.

To best support migrant women in their digital learning, **it is essential to create a genuine climate of trust.** The welcome must be warm, the learning space humanized, and every step forward, even minimal, recognized. It is equally important to adapt **teaching formats by using simple, visual, and interactive materials, emphasizing oral communication and real-life scenarios**, such as submitting a request online, making a medical appointment, or sending an email.

Working in small groups or individually allows for **adjusting the pace and adapting the content to each participant's specific needs**. It is recommended to co-construct the content based on their real expectations, in order to **offer workshops that make sense in their daily lives**. The involvement of "peers," that is, women from similar backgrounds who are already a little more comfortable with digital technology, can strengthen the group effect and build trust. **Support must also combine digital learning and language proficiency**, in conjunction with trainers or by directly integrating digital vocabulary into the sessions. Finally, it is **preferable to take place in safe and familiar places for participants,** such as community centers, shelters, or associations, in order to overcome barriers related to mobility, fear of judgment, or the unknown.
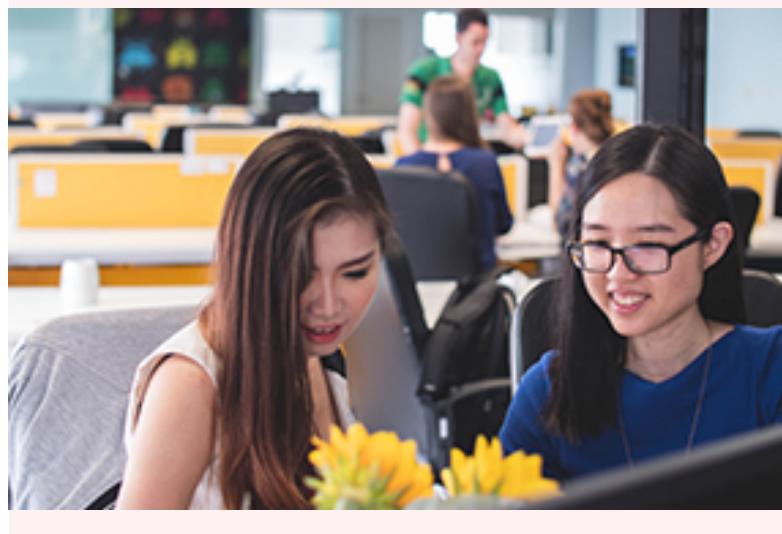
SPECIFICITIES TO TAKE INTO ACCOUNT

- **Diverse backgrounds:** Some are already proficient with a smartphone, while others are just discovering a keyboard.
- **Different timescales:** Learning is slower and requires repetition, patience, and practical experience.
- **Lack of confidence:** They doubt their legitimacy as "know-how," especially when faced with tools perceived as technical or masculine.
- **Language pressure:** French can be a barrier. The language needs to be simplified, or even use visual or multilingual supports.
- **Gender dimension:** Some do not feel at home in mixed-gender spaces or may have significant family constraints (children, home, etc.).