

RECLAIM

Empowering the European
Female Future



Europäische
Akademie
Berlin

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Part I

Project Introduction



Introduction to the Project

In 2024 there is still a long way to go to create gender equality in the world and also in Europe. Even today, women are still under-represented in political decision-making, and many women also state that politics is male-dominated because they are often not trusted enough. In reality, there are many causes for this imbalance – but where is the best place to start to eliminate it?

With the "RECLAIM | Empowering the European Female Future" project, we want to make a contribution to giving women a voice in society and in debates and encouraging them to participate in policy-making despite structural disadvantages. "RECLAIM" is aimed at empowering female activists and local politicians across Europe, as well as those aspiring to step into these influential roles. It aims to raise awareness of gender inequalities, find ways to deal with them and empower each other – online and on the street.

The project contributes to supporting resilient women in digital space in order to give them the skills and experiences to make their voice heard! The project combines training sessions and best-case sharing on feminist European policy. It focuses on effective communication and leadership skills in order to be able to participate effectively in political discourse and decision-making; strengthening media skills to be more confident on social media; tackling digital hate speech and gender disinformation; and creating a European support network for local politicians and activists. Because despite all the hurdles that women can face on the way to equality, the following applies: No woman is ever alone. Because democratic processes need more than just one half of society.

RECLAIM is organized by the European Academy Berlin in lead and their partners the Association for International Affairs from Czech Republic & the Polish Robert Schuman Foundation.



The project is part of the EU-program CERV and is cofinanced by the German Federal Foreign Office.



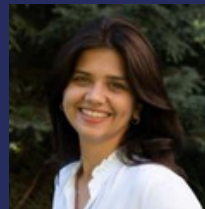
Introduction EAB & Team EAB

The European Academy Berlin (EAB) is an interdisciplinary institution fostering international dialogue, cross-cultural exchange and civic education. Since 1963 the EAB has been bringing people from around the world together. Through a diverse range of programs and projects, the Academy actively contributes to shaping and advancing discourse on contemporary European affairs, aiming to bridge perspectives and cultivate informed dialogue.

Project responsibility TEAM EAB:



Sofia Eleftheriadi-Zacharaki
Senior Expert



Khrystyna Miftakhov
Senior Expert



Magdalena Weißing
Project Manager



Mariami Mekvabishvili
Student Assistant



Projects like RECLAIM are vital because they address systemic gender inequalities across borders, create safe spaces for empowerment, and build lasting networks for collective action. By elevating diverse perspectives, the project demonstrates that gender equality is not only a moral imperative but also a strategic advantage for shaping a more just and peaceful world. The project also highlights that a feminist approach must also embrace an intersectional perspective, recognizing that gender inequality intersects with other forms of discrimination such as race, sexual orientation or class, ensuring that feminism is inclusive and benefits all marginalized groups. As Audre Lorde famously stated "There is no such thing as a single-issue struggle because we do not live single-issue lives." A truly inclusive feminism must address these intersecting struggles, making clear that equality for one is impossible without equality for all.

Project Partners

Team AMO (Czech Republic)

AMO is a non-governmental not-for-profit Prague-based organization founded in 1997. Its main aim is to promote research and education in the field of international relations. AMO facilitates expression and realization of ideas, thoughts, and projects in order to increase education, mutual understanding, and tolerance among people.



Project responsibility
TEAM AMO:
Vendula Kazlauskas



Vendula Kazlauskas is a Research Fellow at AMO and a member of the AMO Supervisory Board. She focuses on Czech foreign and European policy, European Union affairs and European climate policies, as well as on the Baltic region.

She holds a master's degree in International Relations from the Faculty of Social Studies of Masaryk University in Brno, Czech Republic, and a bachelor's degree in History of Art from the Faculty of Arts of the same university. From 2014 to 2019, she worked at the European Parliament in Brussels. Currently, she is employed at the Embassy of Canada in Prague.



Feminist foreign policy is not solely about providing a platform for women and girls as a matter of principle or as a state's commitment to equality. It also recognizes the disproportionate impact that foreign policy decisions often have on marginalized groups, particularly women and girls. Studies consistently show that they face greater risks in crisis situations, and, for example, are more affected by climate change. Moreover, including women and girls in decision-making processes fosters innovative thinking, yields greater outcomes, or contributes to more enduring peace after conflicts. It simply benefits everyone.

Polish Robert Schuman Foundation (Poland)

The Polish Robert Schuman Foundation is a non-governmental, non-political organisation, founded in 1991. Its mission is to motivate Polish and European citizens to active civic participation and to promote European integration and foster the values on which it is based by engaging citizens in discussions, formulating demands, contacting national and European institutions. Activities of the Foundation include publishing expertise, organising workshops, seminars, media campaigns, educational and mass events, facilitating European voluntary movement, and combating disinformation in media. The Foundation cooperates with a wide range of institutions and CSOs in Poland and within and outside the EU.



Project responsibility
Team Schuman Foundation:
Ewelina Górecka



Ewelina Górecka is director and member of the Board of the Polish Robert Schuman Foundation, professionally involved in the non-governmental sector for 20 years. She is expertized in regional and international projects in the field of European integration, European and civic education, intercultural dialogue and cross-sectoral cooperation and is actively engaged in advocacy activities and support for national and European networks of civil society organisations.



What I find most engaging in Feminist foreign policy is the change of perspective, not only in a sense of recognition of women's contribution to history, science, political and social life, but in more broader sense – where the citizens are in the heart of the interest and actions. What's more the term of feminist we should also understand broader - as the one focuses on inclusivity, on those social groups that have hitherto been overlooked. It's also about rights, representation, resources, and how solutions and ideas should be adjusted to the reality. Unfortunately, in many countries, including Poland, feminism or even while feminist used as an adjective is being classified as radical on the spot, associated with left-wing movements only. It usually makes the public debate on the topic more challenging and difficult, but I know, from my own practice, that all the issues and ideas highlighted in the frame of Feminist policy are being brought up in many different occasions, discussions and projects, in many varied groups. It shows how relevant and needed this approach is, especially in view of today's dynamics and future challenges.

Overview of Project Activities

Overview of this year's project activities (2024):

Projekt Kick-Off + Digital Workshop I: 26 July 2024, 12:00 – 17:30h

Resilience in digital transformation & Empowering women online
with [SANDY JAHN](#), Initiative D21 & [netzforma* e.V.](#) – Verein für feministische Netzpolitik

Digital Workshop II: 08 August 2024, 13:00 – 17:00h

Women in digital space and AI & strategies to prevent and respond to hate speech

with [OLGA RICHTEROVÁ](#), vice-chairwoman of the Czech Pirate Party;
[SILKE MAES](#) research fellow, EUROPEUM & [VERONIKA ŠPRINCOVÁ](#)
executive director, Forum 50%

Digital Workshop III: 21 August 2024, 13:00 – 17:00h

Female leadership - Challenges and Opportunities for women in politics & Communication Skills for Feminist Activism

with [ALEKSANDRA NIŽYŇSKA](#) Partner, researcher and strategy consultant
Gender Solution & [HELENE BANNER](#) keynote speaker, workshop host & mentor

Individual working phase to develop own digital communication campaigns or strategies

Study Trip to Berlin which is financed by the EU.

Kick-Off and Digital Workshop I

Resilience in digital transformation: Strengthening women's resilience in the digital age - Sandy Jahn

Best Case by a Role Model

Sandy Jahn is referent for strategic insights & analytics at Initiative D21. Initiative D21 is a German non-profit network for the digital society, consisting of business, politics, science and civil society.



“I believe that we can only achieve a just and opportunity-rich digital world, if those who shape it, truly represent the whole of society. It is unacceptable for the creators of digital realities to bring in only a few perspectives. We need feminist, queer and BIPOC perspectives in shaping the digital present and future.”



Key Learnings

Digital resilience, defined as the ability to anticipate, accept, and adapt to digital changes, is a critical factor for equipping citizens for the digital transformation. But what do people need to become resilient?

Digital Transformation Awareness: The necessity for continuous adaptation to digital changes is emphasized, though it shouldn't create undue pressure on individuals.

Essential Digital Skills: Understanding the basic principles of digital technology, and sometimes more advanced skills, will be essential in the future.

- Those with basic digital skills are much more likely to be resilient in the digital age than those without.
- 50 % of the population possesses the 5 basic digital skills, which include: sending photos/videos with a smartphone, finding information online, using text programs, customizing smartphone functions, utilizing strong passwords.

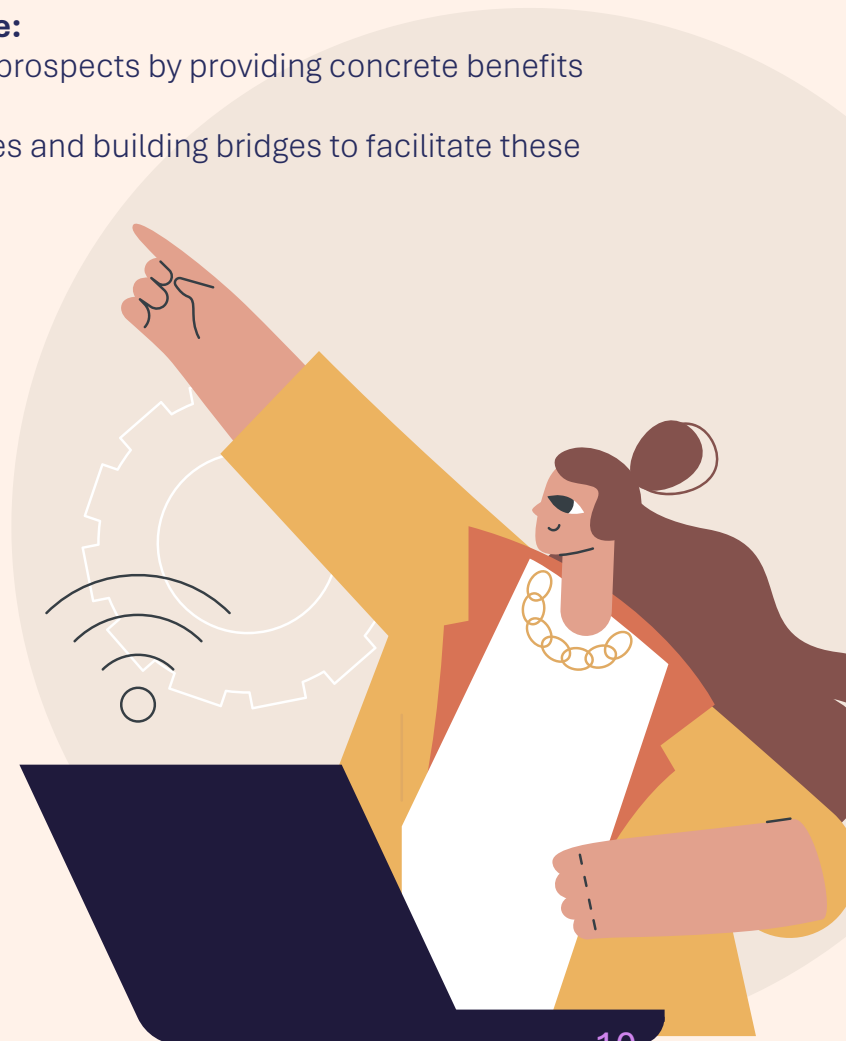
Personal and Societal Benefits of Digitalisation: 53 % (2023) believe they personally benefit from digitalisation overall. During the Covid-19 pandemic, more people felt they were benefiting. Since then, that feeling has been steadily decreasing.

Digital Gender Gap: existing gender gap in digital skills and emphasize the importance of addressing this disparity.

Building a Positive Digital Future:

The need to create positive future prospects by providing concrete benefits for all people is underlined.

Preparing people for digital changes and building bridges to facilitate these transitions is essential.



Empowering women online: building resilience against online hate speech and gender disinformation - Anna Antonakis & Katharina Mosene (Netzforma e.V.)

Digital Training

Netzforma* e.V. (Association for feminist net politics) is an NGO working on strengthening feminist perspectives on national and international internet politics.

Anna Antonakis holds a PhD in political science from the Freie Universität Berlin and since November 2023, is elected board member of netzforma*e.V.. Katharina also is a political scientist and works as a freelancer in the fields of cyber security, digital education and critical media education. She is a founding member of netzforma* e.V.



“Digitalization affects everyone, but not everyone benefits from it equally. That’s why we are committed to net-political issues from a feminist perspective and make a contribution to; among other things dismantling of structures and dynamics of violence, protection against technology facilitated violence and the creation of non-discriminatory spaces.”

Key Learnings

Challenges in Digital Environments: the complexities of digital spaces, including increased communication opportunities but also decreased trust and the rise of disinformation campaigns. Gender-based violence in digital spaces is a significant and growing issue that needs to be addressed through both technological and social solutions. Gender based violence as a systemic risk:



- **Technology-Facilitated Gender-Based Violence (TFGBV):** This form of violence is amplified by digital tools and affects women and marginalized groups disproportionately -> can lead to normalization of violence, self-censorship, and reduced representation of vulnerable groups
- **Gendered Disinformation:** This is the intentional spread of false information targeting women and gender minorities, which hinders their participation in both online and offline spaces.

The EU's Digital Services Act identifies four categories of systemic risks, including the spread of illegal content, threats to democratic processes, and public health risks, all of which intersect with gender-based violence.

Building Resilience: Building resilience in digital environments involves not just technical measures but also community support and a clear understanding of the risks.

Digital Resilience: the need to build resilience against TFGBV by understanding and addressing these challenges.

Data Security: Basic measures like password protection, two-factor authentication, and encryption are crucial for protecting privacy and maintaining safety online.

Support Systems: focus on the importance of legal and psychological support for those affected by online violence and disinformation.

Intersectional Perspective: It is important to take an intersectional approach, recognizing how different social identities influence the experiences and impacts of digital violence and online threats.

Strategic Responses: Effective strategies against online hate speech and disinformation involve proactive measures, including education, regulation, and the development of transnational alliances.



Digital Workshop II

Female Leadership in the Digital Age: Challenges and Opportunities for Women in Politics - Dr. Olga Richterová

Best Case by a Role Model

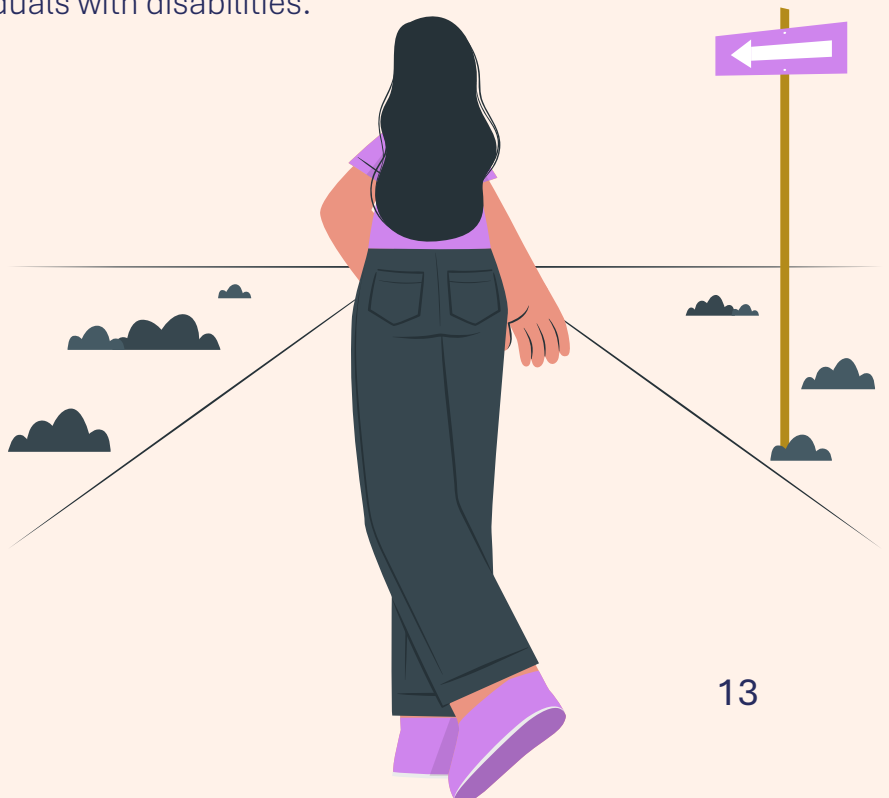
Olga Richterova is a member of the Czech Pirate Party. She is member and vice president of the Chamber of Deputies of the Parliament of the Czech Republic.



“It is helpful to talk to the public about the reality of hate speech on the internet. There is nothing to be ashamed of, instead you’ll be surprised how much positive support you get. Build your own >Love Army<!”

Key Learnings

Challenges Faced by Women in Politics: Women in politics face numerous barriers, including online hate, disinformation, and societal biases. These challenges are not exclusive to women but also affect young people, caregivers, and individuals with disabilities.



Digital Tools and Solutions:

- **Digital Competence:** Digital skills are essential for political engagement and leadership. They enable access to information, enhance communication, and facilitate advocacy.
- **Managing Online Hate:** forming supportive communities (e.g., "love army"), and choosing appropriate social media platforms for different topics. The importance of involving the police in severe cases of online harassment.
- **Campaigns and Advocacy:** Effective digital campaigns require skills in digital marketing, content creation, and data analytics, all of which can significantly boost the success of political initiatives.

Importance of Networking and personal development:

Continuous self-improvement and regular networking are essential for long-term success. No one succeeds alone, and building a network is crucial.

Personal Experience in Leadership: Journey from local activism to national politics underscores the importance of resilience, adaptability.



Women in the Digital Space (and AI): Looking into Central Europe: Cases from Austria, Czechia, Poland, and Slovakia - Silke Maes

Research Insight

Silke Maes is a researcher at Europeum - Institute for European Policy, a non-partisan think-tank from the Czech Republic. Her focus are issues on cyberviolence on women and examines whether women in the CEE benefit from digitalisation and AI.



“I have considered myself a feminist from a young age. From early on, I felt that girls, like boys, deserve to take up space in society - a belief I continue to uphold today.”



Key Learnings

Gender-based Cyberviolence

- Gender-based cyber violence on social media platforms (notably Instagram and X) is prevalent. Women, particularly politicians, activists and journalists speaking out about politics and feminist issues, face significant online hate.



- Negative comments mostly focus on ideological differences, intelligence, competence, and sexist remarks.
- Consequences of this violence include self-censorship and disengagement from online political spaces.

Underrepresentation of Women in the Digital Space

- Women are underrepresented in the creation and shaping of digital spaces. This includes limited involvement in STEM fields, AI research, and tech entrepreneurship.
- Issues such as stereotypes, lack of role models, gender pay gap, and underfunding of female-led startups contribute to this underrepresentation.

Opportunities for Women in Digitalization

- The labour shortage contributes to a lower wage gap. Bottom-up initiatives exist contributing to digital education numerous peer-to-peer networks and mentoring initiatives have emerged supporting women in the Tech and AI field.

Recommendations

- **Legislation:** Incorporate gender-based cyber violence into legal frameworks with proper monitoring and penalties.
- **Education and Mentoring:** Enhance digital education at all stages of life and provide mentoring opportunities.
- **Support for Mothers:** Implement policies that support mothers in balancing work and family life.
- **Data Gathering:** Invest in data collection to better understand gender dynamics in digital spaces.
- **Feminist AI:** Promote the development of AI that is inclusive and free from biases.

Positioning, defending, countering – strategies to prevent and respond to hate speech – Veronika Šprincová

Digital Training

Veronika Šprincová is a gender expert, lecturer and analyst. She is the Executive Director of Fórum 50% and represents Forum 50% in the Czech Women's Lobby and in the Committee for the Institutional Safeguarding of Equality of Women and Men. From 2015 to 2019 she was chair of the Gender Expert Chamber of the Czech Republic.



“I firmly believe that European cooperation plays a vital role in empowering women. By working together across borders, we can address the systemic challenges that hinder gender equality.”



Key Learnings

- Women at social networks are targeted more often compared to men
- Comments and attacks are often sexualized and/or personalized
- Targeted are rather younger politicians, politicians supporting gender equality (or human rights generally) and minorities
- Online violence is often trivialized – (individual x systemic problem)
- Relation between cyberspace and real life – attacks discourage women from public activity
- COVID-19 pandemic (→ lockdown) triggered more often attacks

Strategies to combat online hate, emphasizing community responses, providing practical steps for communities and individuals to take action against hate:

Community Engagement: The importance of community involvement in fighting hate collective action can lead to more effective outcomes.

Individual level: increase your security in cyberspace:

- **Maximize online security:** Make sure you are using the highest level of security settings on your website.
- **Enable Two-step verification:** Make sure you use it for at least your most important accounts.
- VPN
- Increase your social media safety
- Root out trolls and fake accounts
- Set Rules of Engagement
- Moderate discussion and comments
- record and keep proof of harassment
- delegate

Systemic Level:

- Mobilizing for action, increase political will
- Mapping and assessing the current situation
- Legislative reform – Adopting new law or integrating adequate provisions
- Monitoring and reporting system
- Capacity-building
- Support for politicians during electoral processes



Digital Workshop III

Female leadership in the digital age: challenges and opportunities for women in politics - Aleksandra Niżyńska

Best Case by a Role Model

Aleksandra Niżyńska is partner of Gender Solution, researcher and strategy consultant with 15 years of experience in think tanks, boutique innovation consultancies, leading global consulting company, as well as international organisations. She is co-founder of the Gender Equality Observatory – an monitoring initiative established in 2011, which evaluates the implementation of gender equality principle in Central and Eastern Europe.



“Women in various EU countries face different obstacles towards running for office, but they all share the remarkable qualities - persistence, braveness, creativity and strength”.

Key Learnings

Barriers for Women in Politics: Women face significant challenges in accessing electoral lists, including household responsibilities, limited networks, lack of female role models, financial constraints, imposter syndrome, and limited influence in political parties. Smear campaigns are also a major hurdle.



Representation in Polish Politics:

- The percentage of women in the Polish Lower House of Parliament has been gradually increasing, but still remains low, not reaching 30% critical mass.
- In local elections, women are underrepresented in executive positions like mayors, holding less than 20% of these roles.

Challenges in Local Elections:

- Female candidates often feel isolated and under intense scrutiny during campaigns, facing significant online harassment.
- The trend of increasing violence against politicians has particularly affected women in local election campaigns.

European Elections:

- The representation of women in the European Parliament decreased for the first time in 45 years, standing at 38.75% as of July 2024.

Digital Campaigning:

While online presence offers opportunities, it also exposes female politicians to significant risks, including hate speech and harassment. A study from 2016 showed that a high percentage of female legislators globally use social media, especially during campaigns, highlighting the dual-edged nature of digital platforms.



Violence Against Women in Politics:

Pervasive nature of online violence against women in politics, particularly on platforms like X (former Twitter), where they face threats, sexist insults, and personal attacks.

Communication Skills for Feminist Activism: Women Mentoring & Leadership Consulting - Helene Banner

Digital Training

Helene Banner is a Keynote Speaker, Leadership Mentor and Diversity Advisor after her 10-year career as a senior communication advisor at the European Commission in Brussels and Berlin. In 2019, she was the German speechwriter of European Commission President Jean-Claude Juncker and advised Ursula von der Leyen in the weeks when she became the first female President of the European Commission.



“To all powerful ladies out there: You don’t need to become stronger, tougher or more courageous in order to “make it” in your career. You are already strong.”



Key Learnings

Take your space - with words!

Shift from Apologizing to Thanking:

Replace phrases like "I'm sorry" with "Thank you" to create a more positive interaction.

Assertiveness:

Use direct language such as "Let me say this" instead of downplaying your thoughts with phrases like "I just wanted to say."

Validation:

Recognize that your contributions are valid and communicate confidently without unnecessary qualifiers, for example there is no need to say "Sorry I am not an expert, but ..." before saying your valuable contribution.

Examples:

“ I am sorry for being late” → “Thank you for waiting for me”

“I hope this make sense...” → “Do you have any questions on that?”

Part II

Learning Journal





Call to Action: Campaigns for a Feminist Future

Based on our training sessions, the participants have created their own creative campaigns and digital projects in an individual working phase, which took place from August to October 2024.

Drawing from our discussions and the inspirational contributions of our role models on topics like the challenges and opportunities for women in politics, women in the digital space, and AI, we invited the participants to develop and share key learnings, practical tips, and actionable strategies that can empower women worldwide in their roles as activists, leaders, or politicians at both local and international levels.

On the following pages you will find the participants' campaigns as well as the learnings and reflections that came to their mind during and after the seminar.



LEAD WITH CONFIDENCE AND BUILD RESILIENCE

Natália Tkáčová



"Feminism isn't about making women stronger. Women are already strong; it's about how to support them to feel and act on their power."

Gloria Steinem

Lead with Confidence



Communicate
Effectively



Combat Hate Speech
and Disinformation



Building Resilience



SUPPORT WOMEN AT WORK

Ivana Tvrdoňová



“A rising tide lifts all boats.”

Within the daily tasks and challenges, even the most supportive boss can lose a perspective and motivation. A **handbook for /future/ teamleaders** focuses on the best practices of women empowerment at a workplace.

• FOCUS AREAS •



Hiring



Work regime



Workplace



Development

A series of tips & tricks explains the benefits of each proposal, while being concise and understandable enough to be used easily and regularly.

A letter to a friend

Barbora Formelová

Natálie Malcová



"Women belong in all places where decisions are being made. It shouldn't be that women are the exception."

Ruth Bader Ginsburg

Campaign Description

The campaign, inspired by our recent digital trainings on female leadership, communication, and building resilience against hate speech, gender-based violence, and disinformation, is designed to **empower young women**. We seek to convey a powerful message of support and encouragement for women navigating their professional and personal journeys.

In the video, we each **read a letter from our best friend**, sharing messages that remind us not only that we are enough as we are, but also touching on **the challenges young women often face**. The letters spoke to the pressures of juggling multiple social roles, the constant feeling of letting others down, and the struggle to forgive ourselves for mistakes.

However, we didn't want the focus to be solely on the problems. We made sure to **highlight what we believe young women need to hear more often—their strengths, the things they are doing right**. By doing this, we aim to encourage **greater self-belief and the confidence to step into public spaces without fear**.

The overarching theme of the campaign is to **highlight the shared experiences and insecurities of women, while emphasizing that how we talk about and to ourselves really matters**

We hope to inspire a sense of unity, strength, and kindness among women, showing that despite our differences, we all share common challenges that we can overcome together.

Video:



https://drive.google.com/drive/folders/1g2fyxU3dwOOiLmditGHqJzthvUweAoRG?usp=share_link

Our strength lies not only in overcoming our doubts but in recognizing the power we already hold.

Together, we rise—ready to lead, ready to inspire, and unafraid to claim our space.

RECLAIM: EMPOWERING WOMEN IN THE DIGITAL WORLD

Charlotte Reynal from Transition & Co



Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women. Maya Angelou

What RECLAIM is about: RECLAIM is focused on building a community of female leaders across Europe, working together to amplify women's representation, participation, and safety in the digital world.

The Big Question: *How to empower women to take leadership roles in the digital and AI sectors, ensuring a more inclusive and equitable future for all?*

First takeaways:

- **Building a Community of Female Leaders:** By connecting women from different sectors and countries, RECLAIM fosters collaboration on a European scale, empowering women to join forces on collective matters. It's just a start but it matters.
- **Improving Representation and Participation Online:** RECLAIM emphasizes the importance of learning how to represent and participate effectively in digital spaces, minimizing risks while maintaining visibility and influence.
- **Fighting Online Harassment and Violence:** The initiative provides actions for women to speak up and engage online despite the fear of harassment, supporting resilience and safe activism in digital forums. Yup, there's still a long way to go.
- **Learning Digital Literacy Basics & addressing the topic of Gender Bias in AI:** RECLAIM offers insights into how women can boost their daily lives and work through digital literacy.
- **Potentially developing Gender-Inclusive AI Policies and Tools:** Advocating for the creation of digital/AI systems that are free from gender bias, our collective could push for policy reforms and digital frameworks that ensure AI reflects diverse women's perspectives and promotes equality in tech governance.

What's next for my company: In my consultancy in sustainability strategy, Transition & Co, we do consulting, training and product development – especially on DEI and social change. Because at the end, this is about politics and how to build a better inclusive future for all.

GET MEN INVOLVED

Barbora Jehličková



Feminism is not about making women stronger, women are already strong enough. It's about giving them the same opportunity as men have to express themselves, to be heard and to make decisions.

Women face discrimination, injustice and violence every day. Which prevents them from making decisions that affect their lives. Despite making up half of the world's population, their voices are often not heard and they do not have the same opportunities as men. However, we live in the 21st century and it is time to change these centuries-old orders and stereotypes. We have to ensure a fairer life for the half of the population that is strong but often does not have a voice.

As part of my project, I would like to create an instagram account that would inform about what is happening in the world in the field of gender equality and women's empowerment. In doing so, I would like to create posts that show how men can support women in their empowerment, but also how women can empower themselves. Thus, it would create a space that informs people about the issue and offers a way to get involved in improving the situation themselves.



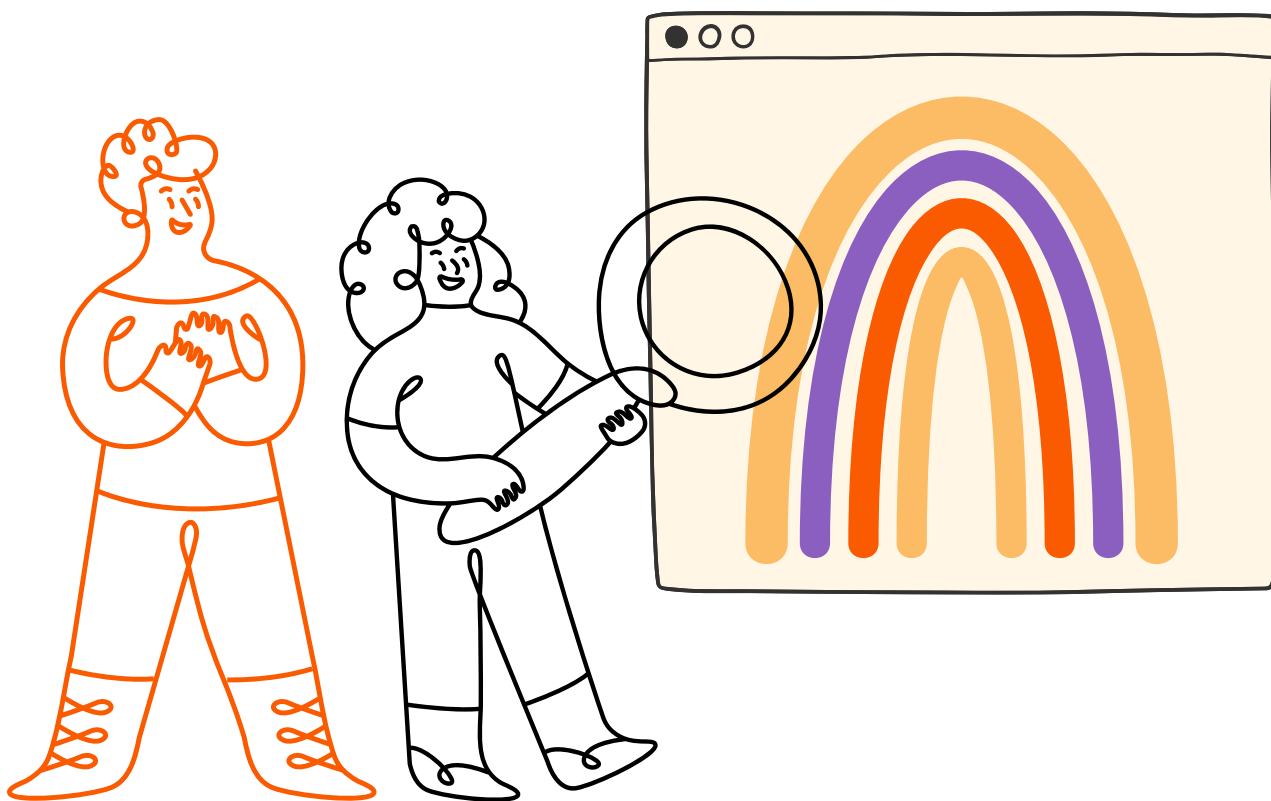
FAMILY MODEL (1/2)

**– ADVOCATING FOR SOCIAL CHANGE
AND LEGAL EQUALITY**

Zuza Karcz



Family Model is an initiative dedicated to challenging traditional social norms and advocating for legal reforms that support queer and feminist communities. Through a blog and online presence, we aim to promote self-advocacy, address anti-discriminatory practices, and highlight the importance of diverse family structures.



FAMILY MODEL (2/2)

– ADVOCATING FOR SOCIAL CHANGE AND LEGAL EQUALITY

Ida Rogalska



Family Model is a digital platform aimed at leveraging technology and artificial intelligence to challenge and reshape societal norms around family structures, gender identity, and sexual orientation. By creating a blog and online community, we seek to address discriminatory practices in AI, promote inclusivity, and support self-advocacy within queer and feminist circles.

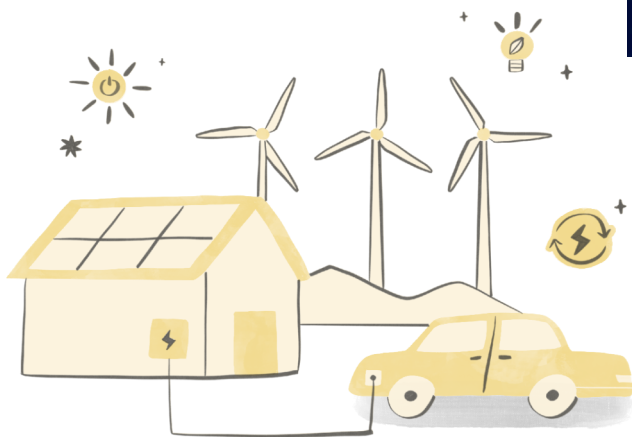
Our logo reimagines an impossible object—a 2D figure perceived as a 3D projection that can't exist in reality. Embracing the provocative nature of our name, we add another layer to breaking social norms and conventional perceptions—this time in digital form, as we do physically every day.



Technical Exploration of AI Bias

EMPOWERING WOMEN: DRIVING THE EU'S ENERGY TRANSITION

Women are essential to achieving a greener, more sustainable future. Their voices and leadership are vital in transforming our energy systems to fight climate change.



"Let's build an inclusive energy future together"



Among all the sectors in Europe, the energy one is significantly male-dominated, especially considering the most traditional branches like fossil fuels, where women account for only 16%.



The transition towards climate neutrality offers more opportunities for women to tap into employment opportunities in renewables.



The EU Green Deal falls short of its promises to achieve a Union of Equality and remains, to a large extent, "gender blind".

We need women in leadership positions. We need the best ideas and that requires diversity.

Ursula von der Leyen, President of the European Commission, 2020



Marta Koreniecka

#WomeninEnergy#GreenTransition#EUforEquality

Women in Security Series: Season 2

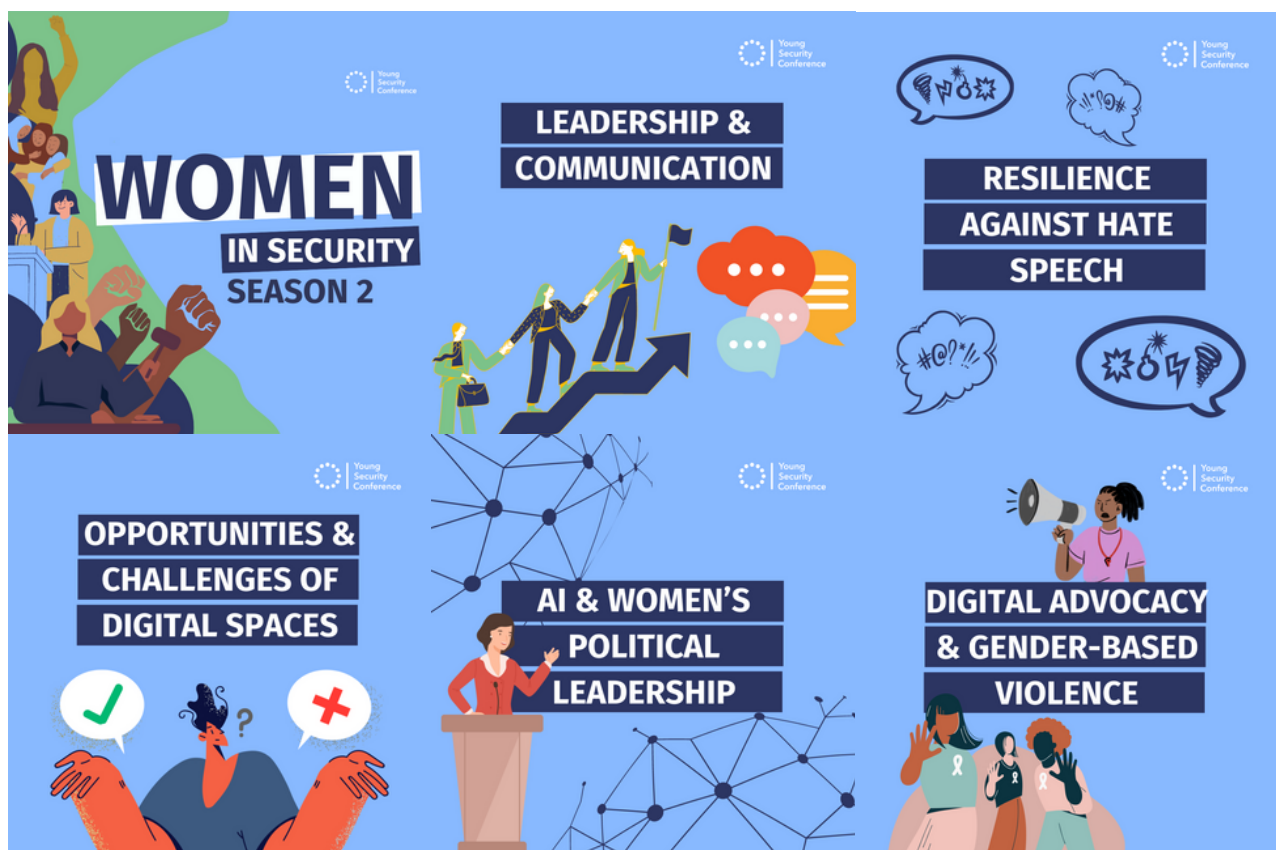
Empowering Women in Security

Karolin Rippich



“The project to [...] restructure the digital economy must be led by feminist wisdom so that the governance of data and digital architectures can enable sustainable, democratic and gender-just societies.”

Anita Gurumurthy and Nandini Chami, *The Deal We Always Wanted*, 2021, p. 6



RECLAIM YOUR UNIQUE VOICE & SHOW YOUR POWER

Julita Lewoń



RECLAIM

Your Unique Voice & Show Your Power

SHE CAN

What is Gendered Disinformation?

Gendered Disinformation is about using false or misleading gender and sex-based narratives against women.

The Dangerous Effects of Gendered Disinformation

- Manipulated images and narratives target women and minority groups.
- It serves as a catalyst for anti-feminist backlash.
- It is part of Tech-Facilitated Gender-Based Violence.

! WARNING

The Brutalization of Political Life:

- The global trend towards the brutalization of political life has deeply affected European political campaigns.
- Female candidates often feel isolated, like solitary heroes under intense scrutiny.
- Last local elections in Poland are highlighted as an example, where female politicians faced unprecedented online hate speech and harassment.

Empowering Women to Reclaim the Narrative

- Pretending to be someone else only ends in exhaustion, we can more easily connect with others and inspire them to show their true selves by being ourselves: let's change what is normal.
- Solidarity among female politicians and their allies: together we are stronger.

YES GIRL! YOU CAN!

Join the Movement to Reclaim Your Unique Voice!

Women can be the best in their own unique way, interpersonal skills are superpowers, and truly feminine leaders can restore balance at the top with their vision of the world.

ACT NOW

“If you truly believe in yourself and the power within you, nothing can stop you: it's time to reclaim your unique voice and show what you're capable of!”

5 STEPS TO EMPOWER WOMEN IN POLITICS

Johanna Mylonaki

“Men have created the whole society: the system of the state is male, the system of education is male, the system of family law, the organization of the family is male, the organization of gainful employment is male - woman has always and everywhere entered into conditions regulated by men, and often as a disturbing element.” - Františka Plamínková



5 Key Steps to Empower Women in Politics



Build Confidence and Leadership Skills

- **Tip:** Invest in personal development through leadership workshops, public speaking classes, and mentorship programs. Understanding your strengths and weaknesses will help you lead more effectively.
- **Why it matters:** Confidence is often challenged in male-dominated environments, but developing these skills will help you assert your voice and influence.
- **Practical Exercise:** Practice speaking in public forums, volunteer for leadership roles, and seek feedback to continuously improve.

Expand Your Networks and Find a Mentor

- **Tip:** Join networks, attend political events, and actively seek out mentors who can guide you. Building connections is essential for navigating the political landscape.
- **Why it matters:** A strong network offers support, advice, and opportunities that may not be accessible otherwise, especially in fields where women are underrepresented.
- **Practical Exercise:** Attend networking events, reach out to women in leadership positions, and join online communities that support women in politics.

Establish Your Digital Presence



- **Tip:** Leverage social media platforms to share your political ideas, achievements, and initiatives. Your digital footprint can be a powerful tool to amplify your voice and reach a wider audience.
- **Why it matters:** In today's digital age, a strong online presence can help challenge stereotypes, spread your message, and build a community of supporters.
- **Practical Exercise:** Create a professional profile, engage with relevant content, and consistently share your insights on key political issues.

Prepare to Overcome Challenges and Hate Speech

- **Tip:** Equip yourself with strategies to handle criticism and hate speech, which are often more directed towards women in the public eye. Staying resilient is key to maintaining your position.
- **Why it matters:** Women in politics often face additional scrutiny, and learning how to navigate these challenges is crucial for long-term success.
- **Practical Exercise:** Develop a list of supportive allies, practice assertive responses, and learn techniques for managing stress in high-pressure situations.

Support Other Women and Be Their Voice

- **Tip:** Use your platform to uplift other women, share their achievements, and advocate for their inclusion in political spaces. Collective empowerment leads to systemic change.
- **Why it matters:** Building a culture of support and mentorship creates a more inclusive political environment and strengthens the impact of women in leadership roles.
- **Practical Exercise:** Mentor young women interested in politics, collaborate on projects, and highlight female voices in your field.

EMPOWERING THE EUROPEAN FEMALE FUTURE? **BINGO!**

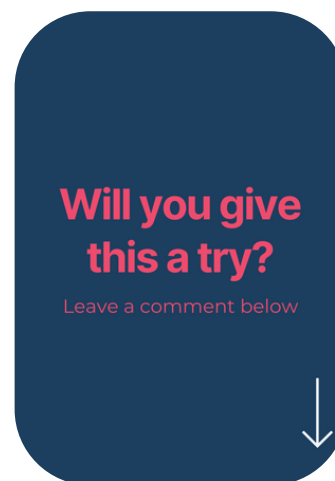
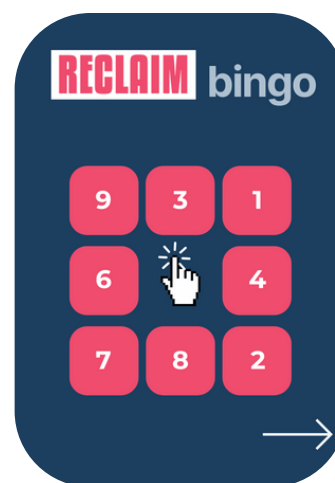
Kinga Bartnicka



“Whatever you choose to do, leave tracks.
That means don’t do it just for yourself.
You will want to leave the world a little better
for your having lived.”

—Ruth Bader Ginsburg

RECLAIM Bingo is a LinkedIn series showcasing the tools and resources that participants in the Reclaim: Empowering the European Female Future project explored during the workshop phase. The campaign aims to empower more women by providing them with practical tools to boost their digital resilience and build confidence, both online and offline.



INSPIRING THE NEXT GENERATION OF FEMALE LEADERS !

Diana Lederer

"Women belong in all places where decisions are being made. It shouldn't be that women are the exception." – Ruth Bader Ginsburg



Help spread the word!

I'm reaching out to 15 inspiring women in leadership roles—from politics, the digital space, and advocacy—to take part in a global project that aims to empower and inspire the next generation of female leaders.

The Ask:

We're asking female politicians, activists, digital leaders, and experts in gender studies to share one powerful piece of advice they would give to future female leaders. These messages will be combined into an inspiring global video that amplifies the voices of women in leadership across sectors.

How to Get Involved:

- 📹 Record a short video (1-2 minutes) with your advice for the next generation of women leaders.
- ✉ Email your video to d.lederer2006@gmail.com
- 📺 Your video will be featured in a global video compilation aimed at encouraging women to take on leadership roles !



Know an inspiring female leader?

Please share this post, or send it directly to women leaders you know.
Let's build a strong network of influential women and inspire change together!

Let's make a difference! By participating, you'll be part of a movement to increase the 23% of women in leadership in the economic sector and the 35% in political roles. Together, we can reclaim our spaces and make leadership accessible to all women.

Questions for reflection

- Explain the significance and implications of the reflections, answering big picture questions like ‘what does this mean for your future?’ or ‘what has this changed for you’?
- Can you identify a key moment that stood out for you during this learning process?
- Have you noticed any personal growth as a result of this project?
- When you think back, how does it make you feel?
- What did you learn that you might be able to apply in your day-to-day life?
- What part of the experience left you feeling empowered, and what do you plan to pursue with that empowerment?
- What are you still curious about, and how do you plan to continue learning or exploring that topic?

Ivana Tvrdoňová

In my day-to-day life, I would apply what I've learned in the following ways:

During the programme, I noted down few simple life hacks that I am continuously testing ever since. I apologize for nonsense much less and take a seat at the table (instead of a second row) more often. I also encourage colleagues to do so.

Generally, I self-censore much less and reflect on my role in society in wider context than before. As a result, it is easier for me to speak up or make myself seen on occasions that seem important to me.



Johanna Mylonaki

The value of this project in shaping my future:

Reflecting on the insights gained during the RECLAIM project, it's clear that this experience has deep implications for my future aspirations. Through discussions on female leadership, digital empowerment, and combating gender-based challenges, I've recognized the potential to drive change within traditionally male-dominated sectors. This has shifted my perspective on what's possible, especially regarding my goals in international diplomacy and Czech-Greek relations. By understanding the societal structures that shape our professional lives, I feel more prepared to advocate for inclusive environments. Ultimately, this reflection has reinforced my commitment to creating spaces where women's voices are not just included but amplified.

A key moment that stood out for me during this learning process:

A key moment that truly stood out was the session on addressing hate speech and online criticism. Learning practical strategies to handle negativity reminded me of the resilience required in public service roles, where women often face additional scrutiny. This realization was profound, as it connected directly to the challenges of being a female diplomat, a role I aspire to. Recognizing that these skills go beyond digital spaces to everyday professional interactions was eye-opening. This moment underscored the importance of inner strength and public communication skills for any leader.

The significant personal growth I've noticed as a result of this project:

The RECLAIM project has definitely contributed to my personal growth, particularly in building resilience and confidence. The knowledge shared by my (old and new) role models showed me that personal strength, developed over time, is essential for handling criticism and managing diverse challenges. I've become more self-assured in speaking out and defending my ideas, which is essential in the field of international relations. This growth has also made me more appreciative of mentorship and collaboration with other women, as these connections are invaluable in overcoming obstacles. Ultimately, this project has strengthened my resolve to create meaningful change in my career and community.



Natália Tkáčová

In my day-to-day life, I would apply what I've learned in the following ways:

Reflecting on my experience in the RECLAIM program, I gained practical skills and insights that are valuable for my everyday life, especially in how I communicate and engage with others on gender-related issues and disinformation. The training sessions on effective communication and leadership were particularly impactful, as they equipped me with techniques to be more persuasive and confident, whether in digital spaces or face-to-face interactions. The program emphasized resilience in the face of structural disadvantages, which reminded me of the importance of staying determined and supporting other women around me. Building this sense of solidarity and knowing that "no woman is ever alone" has motivated me to foster a similar supportive environment in my own networks and communities.

What I remain curious about and wish to continue exploring:

I'm still very curious about the broader impact of gender-based disinformation on women's political participation and how digital strategies can counteract these narratives effectively. The RECLAIM program touched on these areas, but I'd like to delve deeper into specific tactics that can dismantle gendered disinformation in different cultural contexts, especially in Central and Eastern Europe. To continue exploring this, I plan to engage with more research on digital resilience and attend related workshops or forums where activists share effective approaches. I also want to connect with professionals in cybersecurity and disinformation studies to gain insights into emerging threats and solutions. Additionally, I'd like to work on projects or initiatives that tackle these challenges firsthand, contributing to building a safer digital space for women in politics.

Diana, Lederer

A key moment that stood out for me during this learning process:

A significant moment for me was the discussion we had at the end of the Allyship workshop. Reflecting on and debating possible solutions for real-life scenarios not only had an immediate impact on my perspective but has also shaped how I approach real-life situations involving discrimination. This experience has positively transformed my understanding of my own scope of impact when it comes to advocating for equality. The three values of community, solidarity, and allyship stayed with me and come to mind whenever I search for appropriate solutions. After this workshop, I genuinely felt empowered to make a difference, both in the small moments of our everyday lives, where structural discrimination often occurs, and on a larger scale.

What I remain curious about and wish to continue exploring:

Throughout the learning process, I gained a deeper understanding of what a more socially just and less gender-biased future could look like. However, the keynotes sparked even more questions about the topic of feminist foreign policy. Is feminist foreign policy truly transformative? How can it contribute to social justice, and are there alternative approaches? Would a state policy be more effective for creating a gender-equitable future, or would a broader social movement have a greater impact? And, importantly, what role can I play in this movement? Going forward, I plan to explore these questions by engaging with resources on feminist policy, joining discussions on social justice, and seeking out opportunities to learn from activists and researchers in this field. I am excited to continue building my understanding and to find ways, both large and small, to contribute meaningfully to this vision of a fairer, more inclusive future.

Julita Lewoń

A key moment that stood out for me during this learning process:

A key moment that stood out for me during the RECLAIM program was when we each introduced ourselves and shared our role models, leading to an insightful discussion on the stereotypes women still face today. Although there has been progress in women's representation and roles, the conversation highlighted how much work remains to achieve true gender equality. This moment was powerful because it brought together stories of resilience and determination, reinforcing the importance of collective support among women. It inspired me to continue pushing against barriers and to actively contribute to reshaping the perception of women in politics and society. These conversations fuel my motivation to help break the glass ceiling and foster an environment where women uplift one another on the path to equality.

What empowered me, and how I plan to leverage that empowerment moving forward:

The workshop with Helene Banner was incredibly empowering, as it revealed how often women unintentionally diminish their own value and provided practical guidance to embrace and express our authentic selves. Helene's insights reminded me that in politics, there's a tendency for women to mirror traditionally male behaviors, yet true impact comes from leading authentically. Her workshop reinforced that success in leadership is not about imitation but about embracing and celebrating the unique qualities that women bring. With this empowerment, I am committed to fostering an environment where women in politics and leadership feel confident to lead as they are, ultimately contributing to a redefined, inclusive narrative in political spaces.

Barbora Formelová

A key moment that stood out for me during this learning process:

One key moment that resonated with me was realizing that even strong, seemingly confident women often face struggles that are not always visible. This insight was empowering, as it reminded me that we are all navigating similar challenges, and there's strength in knowing that we share these experiences. It was an impactful reminder of the solidarity among women and the importance of supporting one another.

In my day-to-day life, I would apply what I've learned in the following ways:

I learned the value of focusing more on personal branding and confidently showcasing my achievements, particularly on social media. Building a professional presence allows me to share my successes authentically and establish a supportive community around my work. This approach not only reinforces my accomplishments but also encourages others to engage meaningfully, contributing to a positive, collective environment.

What I remain curious about and wish to continue exploring:

I'm keen to learn more about hate speech, particularly its disproportionate targeting of women. Understanding effective strategies to counteract and address hate speech is essential, and I plan to explore resources and participate in discussions that provide practical insights. This topic remains highly relevant and critical in creating safe online and offline spaces for all.

Karolin Rippich

What empowered me, and how I plan to leverage that empowerment moving forward:

During the presentations, the exploration of feminist foreign policy (FFP) frameworks and their emphasis on structures of oppression, intersectionality, and the centering of marginalised voices left a strong impression on me. This alignment with my own research into anti-gender movements and their impact on children's online safety gave me a renewed sense of purpose. Witnessing how feminist policy approaches actively question existing power dynamics and propose inclusive alternatives empowered me to further my advocacy for gender-just digital policies. I plan to incorporate these insights by refining my analytical framework to emphasise both intersectionality and bottom-up approaches within digital policy and children's online safety. Additionally, this empowerment reinforces my commitment to contributing to initiatives like the YSC's Women in Security series, which aim to amplify underrepresented voices in foreign and security policy.

A key moment that stood out for me during this learning process:

A pivotal moment for me was when we discussed the colonial legacies in feminist foreign policies, specifically pointing out the power imbalance in knowledge production between Global North policymakers and Global South communities. This prompted me to critically evaluate the hierarchies and biases in the framing of digital rights discourses within my own research. It highlighted the need to not only address the influence of anti-gender movements but also to challenge and rethink who gets to contribute to digital policy-making processes. This realisation has shaped my approach to exploring how transnational feminist advocacy networks advocate for inclusive and equitable digital governance, particularly focusing on marginalised and vulnerable groups like LGBTQI+ and children.

Kinga Bartnicka

A key moment that stood out for me during this learning process:

I feel that it all came together with meeting all different women from different countries and backgrounds. The three core values which we focused on, namely community, solidarity, allyship, came unravelling as I proudly listened to my fellow colleagues presenting their personal projects.

What I remain curious about and wish to continue exploring:

In short, I'm focusing on intersectionality — the concept as defined by Kimberlé Crenshaw. I plan to dive into current research and literature on the topic and also intend to enroll in anti-discrimination training for trainers and facilitators.

Barbora Jehličková

The value of this project in shaping my future:

Having the opportunity to participate in this program made me feel very lucky and grateful at the same time, not only because of participating but also because of seeing that there are many women interested and committed to the topic of empowering women in so many ways. It motivated me even more and made it clear to me that I would like to continue to dedicate my time to this topic in the future.

What empowered me, and how I plan to leverage that empowerment moving forward:

The workshops and meetings were empowering and inspiring. It was a very enjoyable and unique experience. Meeting women from different fields with different experiences but similar goals regarding equality. At the same time, what was particularly special, was that it was only women interacting all the time, where we were sharing experiences, listening to each other, and collaborating. It was a unique experience where it was not a competition of who was better, trying to promote ourselves, but instead being there for each other, supporting each other and enriching each other. Forming a community. It was empowering to see so many capable women, young activists, people interested in this issue. The main takeaway for me was a sense of community and allyship that I aspire to cultivate around myself. Lastly, I would like to learn more about how to protect women online, how to prevent gender-based violence, hate speech, how to advocate for politicians to create sufficient laws, regulations regarding cyberspace, and how to pass on knowledge to young women.

Outlook

Our project was a strong start and an important initiative in creating spaces for strengthening female leadership and female representation in politics and activism. However, it also highlights the need for more long-term, sustainable initiatives, as gender equity requires more than temporary, time-bound, and funding-dependent initiatives. While these empowerment spaces are essential, they are inherently limited in scope and cannot claim to address the full breadth of challenges women face. There is still much work to be done, and many critical topics remain open for exploration - topics that are central to our ongoing agenda.

Moving Forward:

Our project has laid a solid foundation, but it is only the beginning. We are committed to continuing the conversation, creating new spaces for empowerment, and addressing the open questions on our agenda. Through sustained effort and collaboration, we aim to shape a more inclusive and equitable future for women across Europe and beyond.



Intersectionality & Allyship as a Strengthening Tool

Intersectionality and Allyship are crucial elements in feminist activism. We seek to develop tools that encourage collaboration across diverse groups, promoting inclusive and unified movements for gender equality and for other forms of discrimination such as racism or inequalities the LGBTQIA+ community face.

Solidarity & Community Building

Creating lasting networks of solidarity within feminist communities is essential. We aim to explore how to foster collective action and shared strength, drawing lessons for sustainable community building.

Key Topics as an Outlook for Future Projects

Preserving and Learning from Feminist History and Culture

Understanding the history of feminist struggles is key to shaping its future. We aim to explore how historical and cultural narratives can empower contemporary activism.

Feminist Foreign Policy

Developing a framework for integrating feminist principles into global politics. By examining examples such as Feminist Foreign Policy, we plan to outline strategies for rethinking international relations and governance through a feminist lens.

Envisioning a Feminist Future

To drive systemic change, we need to rethink traditional power structures and governance models. Keynotes and discussions on feminist foreign policy and feminist governance will be integral to envisioning equitable futures.

Further Materials

Addressing Violence against Women in Politics In the OSCE Region:

Toolkit: <https://www.osce.org/odihr/530272>

Violence against women active in politics in the EU, European Parliament Briefing:

[https://www.europarl.europa.eu/RegData/etudes/BRIE/2024/759600/EPRS_BRI\(2024\)759600_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2024/759600/EPRS_BRI(2024)759600_EN.pdf)

Sexism, harassment and violence against women parliamentarians, IPU Issue Brief: <https://www.ipu.org/resources/publications/issue-briefs/2016-10/sexism-harassment-and-violence-against-women-parliamentarians>

„It has become so pervasive, that I keep forgetting about it” Violence against women on Polish political scene, IPA report:

<https://www.isp.org.pl/pl/publikacje/it-has-become-so-pervasive-that-i-keep-forgetting-about-it-violence-against-women-on-the-polish-political-scene>

Podcast: Europe Talks Back by Gail Rego: Let ´s talk about digital gender based violence

<https://podcasts.apple.com/de/podcast/lets-talk-about-digital-gender-based-violence/id1633500456?i=1000651191551>

Report: Women in Digital Space (and AI): Looking into Central Europe: cases from Austria, Czechia, Poland and Slovakia By Silke Meas

<https://europeum.org/en/articles/detail/6462/report-women-in-digital-space-and-ai-looking-into-central-europe-cases-from-austria-czechia-poland-and-slovakia>

Article: 8 Key Points to Build Grassroots Feminist Communications By Valentina Machado

<https://capiremov.org/en/analysis/8-key-points-to-build-grassroots-feminist-communications/>

Gender Equality Index 2024 by the European Institute for Gender Equality:
<https://eige.europa.eu/gender-equality-index/2024>

Brussels Binder Beyond Toolboxes: Here you can find a diverse range of toolkits aimed at creating gender balance and making more diverse voices visible. Such as "Stepping Forward & Being Visible", "Strategic Network Building for Women & Initiatives" and "Why diversity at your events matters"
<https://toolbox.brusselsbinder.org/>

How to community?! - A Community Booklet started in 2024: Intersectional perspectives on Community-building by C erise C. Carson, BIWOC* Rising:
https://biwoc-rising.org/wp-content/uploads/2024/11/HTC_11124.pdf

EU gender-based violence survey: Key results: <https://eige.europa.eu/sites/default/files/documents/eu-gender-based-violence-survey-key-results.pdf>

Tackling cyber violence against women and girls: The role of digital platforms: <https://eige.europa.eu/sites/default/files/documents/tackling-cyber-violence-against-women-and-girls-the-role-of-digital-platforms>

Book: The Future of Foreign Feminist Policy is feminist:
<https://www.kristinalunz.com/buch/>

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