

Thematic Research **A Just World**

This thematic research paper has been developed to provide inspiration for the discussions taking place in the co-labs during the 20th World Council. Each paper provides a high-level overview of global developments, challenges and opportunities affecting people and communities in each of the Vision 2030 pillars and a few short case studies highlighting programs addressing these developments around the world.

“Justice” & Related Foundational Concepts

“A Just World” is one of the four strategic pillars of Vision 2030. But what is a Just World?

- **Justice** is defined as a guarantee of **fairness** and **equality** for all individuals.
- Beyond individuals, **social justice** envisions a **fair and equal society** in which everyone has fair access to healthcare, housing, employment, and other common goods . Everyone is treated with **dignity and respect**.
- Guarantees of dignity and respect are key aims of human rights. As human rights are enshrined in law, they can be upheld in a court of law. This means that human rights are a key tool for upholding **Justice** for all.
- Those with public power (members of government) are entrusted with guaranteeing **equal societies and upholding human rights**.

Key Developments

Amnesty International's 2021/2022 report on human rights, The [state of the world's human rights](#) finds that inequality and instability around the world are growing.

- Many high-income countries stockpiled COVID 19 vaccine doses, while countries in the global South lacked access to sufficient numbers of vaccines
- Governments suppressed independent and critical voices about the pandemic, with some even using the pandemic as a pretext to shrink further the civic space. Of the 154 countries covered in the report, 57 countries introduced new legislation restricting the rights to freedom of expression, association and peaceful assembly.
- Globally, millions of people continued to flee their countries due to human rights violations related to conflict and violence, inequality, climate change and environmental degradation, with ethnic minorities among those most affected. According to the UNHCR, the UN Refugee Agency, as of mid-2021 there were 26.6 million refugees and 4.4 million asylum seekers worldwide.

Our world is ever-changing. As with the sudden emergence of the COVID-19 global pandemic, the world will continuously face new developments that create challenges to bringing about and upholding a “Just World”.

This section provides an overview of some of the developments impacting justice, fairness and equality today.

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1. The Digital Revolution

The Digital Revolution refers to the immense spread, disruption and speed of change induced by today's digital technologies. These technologies include big data, artificial intelligence, robotics, 3D printing, and more. Undoubtedly, **technology holds great promise for advancing "A Just World."**

- For example, today, virtual learning environments have allowed for otherwise disconnected students to **access** and be **included** in education processes.

Yet, many studies have demonstrated that the positive effects of the digital revolution are not justly or equitably distributed. Even today we see that the digital divide already disproportionately affects groups that already face high levels of discrimination:

- Globally, 12% fewer women than men are connected to the internet, with the majority of these women living in "developing countries."
- Similarly, the elderly, persons with disabilities, those from ethnic and linguistic minorities, indigenous groups, and residents of poor or remote areas are most likely to be cut off from the benefits of this new era.
- These trends are particularly worrying when looking to 2030, because we are now **entering an era called the Fourth Industrial Revolution.** This Revolution signals that there will soon be little distinction between the physical, digital and biological spheres. Therefore, those who remain disconnected from the internet, or digitally illiterate and unable to use digital tools, will be hugely disadvantaged in our ever-more digitised world.

Many key Human Rights frameworks were drafted before the digital revolution making it difficult for regulation to keep up and protect Human Rights online and offline in this new age. Notable developments do exist, such as India's Supreme Court judgement on digital privacy and Nigeria's draft of Digital Rights and Freedom Bill; and the 2011 Guiding Principles on Business and Human Rights.

Yet, the high levels of necessary expertise required to understand the complexities of the digital world, and the corporate capture of rapidly-advancing digital technologies means that drafting timely and appropriate regulation is difficult.

- In 2022, the United Nations High Commissioner for Human Rights noted of the laws and regulations geared for the digital world: "in many cases, due to their overbroad or vague language, these laws can do more damage, further eroding trust in public institutions." The digital revolution brings about further notable developments and challenges, too, which will be discussed below.

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A few of the technologies that pose a risk to a Just World are listed below

Surveillance, Spyware, & Cybersecurity

The mass and illegal surveillance of journalists, activists, civil society, and political opponents has directly led to the deaths of many, as hostile and repressive governments have abused surveillance and spyware technology to track and murder their opponents. Surveillance and spyware technology also remains unregulated and open to abuse, creating a culture of repression and fear. As Ronald Deibert, Director of Citizen Lab noted that this kind of technology impacts everyone's security and **freedom of expression**.

Big Tech, Online Violence, Extremism and Disinformation

Today, many Big Tech companies generate profit by using algorithms to collect and sell people's personal data.

- Recently, the Irish Council of Civil Liberties showed that advertising technology tracks and shares people's online usage and their real-world location 178 trillion times per year. (And, this figure was for the US and Europe alone.) These advertising-based revenue models reward "clickbait," and are linked to the spread of disinformation, polarisation, and poor quality online discourse.

Though complicated, the links between algorithms rewarding extremist content and violence is clear.

- For example, 80% of female politicians have been reported to have suffered psychological violence, with almost 50% having received death threats, threats of rape and beatings.
- Unchecked online abuse and disinformation not only excludes many – and in particular, marginalised groups – from political participation, but, fuels distrust in governance institutions, the reputable media, and sows discord between groups. With the accelerating rise of deep fakes, ephemeral online content, and ever-harder to trace content, these trends are worrying.

Young people are particularly susceptible to disinformation and online abuse, a trend only set to increase.

- 13% of 18-24 year olds consider news on social media trustworthy as compared to 8% across all age groups. And, not only are 1/3 of all Internet users under 18, but, this is the group of users most vulnerable to online bullying and sexual exploitation, too.

Exacerbating these issues is the fact that tech **companies often have unclear content moderation policies, lack the appropriate number of skilled staff working in these areas, and, often, focus on tackling online abuse in Europe and the U.S., leaving enforcement gaps in the "Global South."** Siapera has noted that – much like the design and implementation of digital solutions and tools everywhere – processes in fields such as content moderation must stop upholding colonial dynamics.

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- **A decolonial approach to, for example, A.I. in content moderation, centering racialised communities in the design of tools which serve them too must be implemented in order to repair, educate, and sustain communities.**

Fortunately, initiatives such as #NotTheCost, the UK's Reclaim the Internet, Germany's #WebWithoutViolence, and Kenya's #BetterThanThis campaign are attempting to halt these violent systems.

Discrimination & Racism

Clearly, violence in the online and offline world not only feeds into each other, but also, disproportionately affects already marginalised groups. And, in fact, discrimination and racism today remain so prevalent and nefarious that **some scholars have noted we have entered "a resurgent age of racism wherein discrimination is globalised, normalised and weaponised."** That violent acts of intolerance are on the rise poses particular concern for the largest and one of the most ethnically diverse generations of youth ever. Similarly, religious intolerance such as anti-semitism and islamophobia are also notable dimensions of this problem, and must be tackled to achieve aspirations for a Just World.

The need to counter and eliminate racism and discrimination is clear.

- To take one example, between 2020-2021, anti-Asian hate crimes surged by 169% across 15 major US cities.
- In the United Kingdom, a 2016 survey found that 73% of people with learning disabilities and/or autism had experienced a hate crime, but only 48% had reported this to the police.

A critical steps in countering racism and discrimination online is to build sensitive and empirical understandings of different forms of discrimination.

- Discrimination is the "unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age or sexual orientation." It occurs when a person is unable to enjoy their Human Rights or other legal rights on an equal basis with others because of an unjustified distinction made in policy, law or treatment.
- Discrimination can be entrenched in the routines, processes, and organisational culture of an organisation.
- Racism, a particular form of discrimination, "has historical roots, and has been manifested in scourges such as extractivism, imperialism, colonialism, slavery and the slave trade, and the Holocaust."
- Structural racism and intersecting inequalities are mirrored in socio-economic divides in different areas of life and prevent people from accessing equal rights and opportunities.

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- In the United States, for example, Black households are systematically disadvantaged, receiving only 10 cents in wealth for every dollar held by white households.
- Furthermore, stress related to race-based discrimination has been proven to limit victims' psychological and physical wellbeing, cognitive development.
- Systemic racism has been shown to restrict young people's access to resources needed for optimal development.

Regarding other forms of discrimination, **LGBTQIA+ rights are also under threat, with many sexual and gender minorities discriminated against.**

- Close to 80 countries still criminalise homosexual relations, and those engaging in such relations can face the death penalty in at least five countries.
- Homophobic, bi-phobic, and transphobic attitudes are deeply embedded in cultures worldwide, and must be tackled in order to achieve a vision for a Just World.
- LGBTQIA+ individuals often face institutional violence within (for example) healthcare systems, housing, jobs, and more, with lifelong consequences to their physical and psychological health.
 - An Australian study found that 61% of young non-heterosexual people reported experiencing verbal abuse. 18% reported physical abuse.
 - Furthermore, young dependents are particularly vulnerable: They face rejection by their families and communities, resulting in poverty, homelessness, social exclusion and poverty. They may be refused school admission or bullied out of school. This stigma and discrimination damages self-esteem, and many experience higher rates of depression and suicide than their peers. They may be criminalised for standing up for their rights. Forced surgical interventions and unethical, unscientific and ineffective conversion 'therapies' cause untold psychological and physical suffering.

Public and private organisations have an important responsibility for preventing discrimination within their walls.

- A study conducted in Australia found that 70% of young people of Aboriginal and CALD backgrounds reported experiencing some form of racism, with the main setting for these experiences being in school.

Organisations can create safe environments for people including staff, volunteers, beneficiaries and members of their community to thrive, through implementing and enforcing targeted policies, awareness-raising activities, funding schemes, and more. Implementing transparent hiring systems, feedback loops, and zero tolerance abuse and sexual harassment policies and audits are some examples.

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Violence, Peacebuilding & Transitional Justice

Discrimination and racism can lead to harm in different forms including violence and death. To change this, organisations seeking to create a “Just World” must engage young people in their activities. **Worldwide, young people are among the most affected by conflict. Young people are therefore essential actors in contributing to peacebuilding processes globally.**

- The UN World Population Prospects statistics estimate that there are 1.3 billion 15-24 years olds in the world and nearly one billion live in developing countries where conflict is more likely to have taken place. This also means, however, that they can and must play some of the most important roles as agents of positive change to transform the violent contexts they have suffered in.

Indeed, in places where transitional justice is implemented as a process to overcome scarring and traumatising violence, it is clear that young people are fundamental for this process to be successful.

- For example, the International Centre for Transitional Justice (ICTJ) suggests that the political agency of youth be cultivated and engaged with respect; youth movements beyond those which are highly institutionalised are sought and included in discussions for peace; and that youth are involved in co-creating the outcomes of such processes.

Inequality, Globalisation, & Climate Change

All the trends described above are exacerbated by rising inequality, which has negatively affected more than 70% of the global population. In addition, as economies become more and more information-driven, and innovation ecosystems become a primary means for creating and diffusing new knowledge, it is important that these ecosystems are made to be equitable.

Climate change – as explored under pillar “Sustainable Planet” -- is not just an existential threat. It is also a unique affront to justice. Today, we see deeply uneven effects of climate change. These effects are not random, but historically and spatially produced, following persisting patterns of systemic racial discrimination, inequality and marginalization, which are byproducts of the global history of imperialism, slavery, colonialism and racial capitalism, touched upon earlier.

- These historic forces have created the global economic system we live and operate in today,, which relies on the existence of “sacrifice zones.”
- “Sacrifice zones” are expendable geographic locations where pollution, waste byproduct and environmental degradation caused by our fossil fuel dependent economy is dumped or exported to.

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- Exacerbating injustice, these zones are often populated by people who have also been deemed “expendable” in the prevailing global racial hierarchy: racialised and marginalised groups such as people of African and Asian descent, indigenous peoples, ethnic minorities, migrants and refugees.
- These groups are subjected to environmental racism, often living at the frontlines of resource extraction zones and toxic dumping sites, and exposed to grave environmental and health hazards.
- The overconsumption and carbon intensive lifestyles of populations in the Global North, in particular, has been made possible by the existence of sacrifice zones and the ability to export the byproducts of the carbon economy through transnational chains of exploitative labour, production and waste.

Clearly, we must urgently transform these inequitable processes, stem climate change, and offer retributive justice to these communities. Immediately, however, providing safe refuge, avenues for work, movement, and dignified living conditions for climate refugees – many of whom are and will be young people as the climate crisis continues – is key to affording these victims some redress.

Finally, and similarly, the transnational supply chains which sustain globalisation (even though, notably, its form is rapidly shifting) are dangerous sites of Human Rights abuses. Not only is there little transparency and little integrated guarantee of rights for workers in complex supply chain systems, but, if a global catastrophe – like the recent Covid-19 epidemic – disrupts supply chains, then the livelihoods of supply chain workers are at risk, too.

- Organisations must ensure that worker dignity is at the centre of supply chain transformation plans.
- This includes a social contract that reflects the modern world of work, complete with a labour protection floor for all workers safeguarding their fundamental rights, adequate minimum wage, maximum working hours, and health and safety guarantees.

Pathways for “A Just World”

The three case studies included with this thematic research demonstrate that organisations, scholars, individuals, and activists have been successfully fighting and forging new pathways to create “A Just World.”

What role can the YMCA play?

Governments and organisations such as the United Nations have been key in putting forward and upholding Human Rights treaties and conventions. Individuals also have a duty to uphold and advance justice and Human Rights. For example, Individuals and activist organisations have been essential in the fight for justice.

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Organisations such as the YMCA can play a crucial role in ensuring a Just World. Indeed, to create “A Just World” from the local to the global level, we must ensure that in our individual relationships, as well as in our organisations, peaceful non-violent processes, and diversity and inclusion are respected.

- Diversity refers to the differences and similarities in our characteristics, values, backgrounds, beliefs, and experiences. However, the mere presence of diversity is not sufficient. We must dedicate our energies to creating and forging mechanisms which are as inclusive as they are diverse.
- Inclusion policies and processes are active and intentional efforts to promote participation and a sense of belonging by all. It is important to note that these two concepts are interlinked.
- One study found that after surveying several companies, 56% of employees had rated the apparent diversity of their organisation positively. Yet, this did not translate into feelings of inclusion: Only 29% of this same population felt their companies were inclusive. Exclusionary practices and feelings are not in line with “A Just World.”

One Way to forge meaningfully inclusive environments is by prioritising **equity**.

- Notably, as compared to **equality**, **equity** is not just about “treating everyone equally.” Instead, it means “treating everyone justly according to their circumstances.” So forging equity means tackling the “systematic and patterned differences in well-being that disadvantage one group in favor of another caused by past and current decisions, systems of power and privilege, and policies.” For example, systemically, Black women in the United States are 3 times as likely to die from pregnancy-related causes than their white counterparts. This is an unjust, patterned difference in healthcare provision.

Transforming the systems and structures which result in inequitable practices is key to creating “A Just World.” This is because systematic change tackles the root causes leading to a problem. Whilst remaining mindful to anticipate and avoid solutions or change-making that could result in unintended (inequitable or damaging) consequences, tackling the root causes of a problem remains one of the most powerful means to avoid the repetition of injustices.

In conclusion, it is clear that transforming systems so that they advance diversity, equity, inclusion, non-violence, and peaceful action, and are built to eliminate systemic ills such as inequity, racism and discrimination will result in “A Just World.” If we all actively pursue these intertwined ideals and goals with concerted effort and energy, we will forge happier lives for all: Lives free from fear, from want, and from indignity. We will create the conditions to be able to thrive and pursue our dreams as individuals and societies, all whilst living within the limits of our planetary boundaries.

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ANNEX: “A Just World” – Case Studies

A Just World - Case Study	
Delivered By	Pfizer
Where?	Pfizer Offices Worldwide
Target Group	Global Offices and Individuals within them
Actions Taken	<p>Pfizer embedded “Equity” as a core value into its work with the goal of being as diverse as the patients and communities Pfizer serves. A central challenge was the distinction between teams and Pfizer as a whole. In other words, whilst many internal teams worked well on Diversity, Equity and Inclusion (DEI) issues individually, they were not aware of the larger disparities in representation of marginalised groups on a company-wide level. As such, drawing from Pfizer’s existing focus on data-driven methods to identify both problems and solutions, the D&I team analysed recruitment, external engagement, individual team and site D&I action plans, job descriptions, talent management, inclusive culture, and supplier diversity processes to establish benchmarks for D&I. Each benchmark had corresponding metrics to track progress.</p> <p>Based on these benchmarks, the D&I team created D&I options for each site and team to use in building their own action plans. In addition to company-wide actions, the D&I framework offered each team/site a number of actions within four pillars: (1) Source & Select: Recruitment, Brand, Apprenticeships; (2) Grow & Retain: Mentoring, Sponsorships; (3) Engage & Inspire: Supplier Diversity, Colleague Resource Groups, Work Policies; (4) Values & Behaviors: Inclusivity, Speak Up, Measure Outcomes, Focus on What Matters.</p> <p>An example of a “Speak Up” action within the Values and Behaviors pillar was “Courageous Conversations” – open discussions about topics like experiences of racism, confronting biases, and creating a better environment for Black colleagues, particularly since the murder of George Floyd in May 2020.</p>
Key Results	<p>Multiple Courageous Conversations during the summer of 2020 had thousands of attendees, with a variety of guest speakers who taught about anti-racism, shared poetry about their experiences of racism, and gave colleagues opportunities to ask questions.</p> <p>After D&I leadership offered each site potential actions, each site selected 1-2 of those actions to focus on over the next year to drive progress in inclusivity. Sites around the world chose specific actions, including:</p> <ul style="list-style-type: none"> • Ensuring that clinical trial participant demographics match the demographics of the trial locations • Partnering with HBCUs (Historically Black Colleges & Universities) for recruitment • Building a women’s prayer room in Karachi, Pakistan • Offering safe door to door transportation for women colleagues in India <p>Opportunity Parity metrics for representation of women (globally) and minority colleagues (in the U.S.) in leadership demonstrate that Pfizer has seen consistent growth in these areas. Indeed, they ultimately wish to see the proportionate representation of underrepresented groups in leadership positions throughout the organisation. On a larger scale, Pfizer has witnessed record numbers of colleagues attending DEI-related events, discussing inclusivity as part of their daily work, and expressing commitment to even more concerted action. This is a promising cultural shift.</p>

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Case Study 2: Promotion of Dialogue for Peacebuilding through Media and Youth Mobilisation in Pakistan.	
Overarching Theme:	Violent extremism threatens the security and fundamental rights of citizens all over the world, and undermines the attempts of many countries to achieve sustainable peace. Many violent extremist organisations recruit disenfranchised youth and incite them to commit acts of violence. The way youth resilience manifests itself is highly dependent on its social, economic and political environments. When youth are provided with opportunities for participation, they are more likely to capitalise on their resilience constructively, thus becoming very valuable assets in peacebuilding. Youth are essential actors in contributing to peacebuilding processes. They are among the most affected by conflict and can play important roles as agents of positive change. Yet, as Alpaslan Ozerdam notes that whilst youth have been conceptually homogenised and “othered” in many societies, in fact, they “should be conceptualised and studied as agents of positive peace in terms of addressing not only the challenges of physical violence, but also the challenges of structural and cultural violence, and the broader social change processes to transform violent, oppressive and hierarchical structures, as well as behaviour, relationships and attitudes into more participatory and inclusive ones.”
Case Study Overview:	Violence, the breakdown of law and order, increasing armament, and the absence of tolerance and democracy, made issues of conflict and dispute highly dangerous and particularly acute in Pakistan, especially after the tragic events of 9/11. Aside from ethnic and sectarian violence, more persistent and permanent sites of conflict and strife revolved around the discrimination and position of women in Pakistan, various forms of religious discrimination and disputes over land, water, food, electricity and other basic necessities that are denied to the people due to Pakistan’s economic recession. With almost 30% of Pakistanis at the time of the project being in the 15-24 year old age bracket, it was clear that this large population must be involved as peace builders and transformative activists, leaders and advocates for diversity, equity, inclusion and social change in re-creating their country into a peaceful one.
Solution - Delivered By:	Search for Common Ground, Pakistan (SFCG), supported by the Danish Agency for International Development (DANIDA).
Where? (and, When?):	Twenty-five districts from across four provinces in Pakistan, including Gilgit-Baltistan, Azad Jammu, Kashmir, and the Federally Administered Tribal Areas (FTA) (September 2011 - December 2013).
Target Group:	700 individuals from youth, the media and community leaders.
Actions Taken:	From 2010 to 2011, the project Radio for Peacebuilding, Pakistan, which trained and coached radio producers and presenters to facilitate constructive and culturally sensitive dialogue on key issues related to peace and conflict in Pakistan. Following the success of this program, Search for Common Ground, Pakistan (SFCG) adopted a consortium approach for this project, and worked with five local partners, each designated with specific tasks. The broad intention and purpose of the project was to seek to increase the leadership skills and conflict transformation capacity of youth and local leaders, and provide platforms for intergenerational collaboration as well as community engagement and mobilisation.

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	<p>Promoting Peace in KPK and FATA entailed a series of media and dialogue projects in an effort to provide an outlet for youth to voice their thoughts and views, as well as connect with local political and administrative decision makers. Over 700 individuals from youth, the media and community leaders participated in the two-year project. After the provision of training to both the youth and relevant policy-makers, additional projects included: 25 District Dialogue Forums where youth conveyed to talk about key political, economic, social, and religious issues in their lives; five Radio Programmes for youth to discuss topics such as peacebuilding and non-violence; four Networking Sessions where youth and policy-makers had a space to analyse issues and formulate policy recommendations together.</p>
<p>Key Results, Limitations, and Takeaways:</p>	<p>80% of youth participants “strongly agreed” that they were an effective tool for the portrayal of youth ideas and thoughts. 70% of youth participants mentioned that, following the programme, they had increased confidence in communicating their thoughts and ideas publicly. Over half of youth participants mentioned that they were now more motivated to solve issues through existing societal structures, citing an increased trust and connection to the larger community as key reasons for this change.</p> <p>It is important to note that it was felt that there greater inclusion of local administration and district level NGOs in the peacebuilding process through regular workshops was needed. In addition to a higher number of workshops, continuity and sustainability of the programme needed work</p>

Case Study 3: Projeto Meninas Negras, Brazil.

<p>Overarching Theme:</p>	<p>The UN High Commissioner for Human Rights Michelle Bachelet has noted how – from the Soweto Uprising in South Africa 46 years ago, to the Black Lives Matter protests worldwide today -- young people have been at the forefront of the fight against racial discrimination, xenophobia and intolerance. “The Durban Declaration and Programme of Action (DDPA) rightly underlines the important role of young people in fighting racial discrimination,” she has said. The DDPA “calls for active participation by youth in devising strategies to fight racial discrimination. And it urges States to scale up human rights education, including anti-discrimination and anti-racism information to teach young people and children about their right to live in dignity, equality and mutual respect.”</p>
<p>Case Study Overview:</p>	<p>In Brazil, seven out of ten people murdered are black. In the 15-29 age group, five lives are lost to violence every two hours. From 2005 to 2015, while the homicide rate per 100,000 inhabitants dropped by 12% for non-blacks, that for blacks increased by 18.2%. The lethality experienced by black people is increasing and this requires policies focused on overcoming racial inequalities. One fundamental place to intervene systemically in overcoming racial inequalities, and thus, transform concurrent cycles of violence is through community building, empowering education programs, and the provision of expert mentorship and support to a historically overlooked and marginalised communities. The internet and digital world, once its nefarious dangers are considered, may provide great pathways for positive change. This case study focuses on the Projeto Meninas Negras, founded by Isabelle Christina.</p>

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	<p>Growing up in the outskirts of São Paulo, in the Grajaú neighborhood, young Isabelle struggled to access a quality education. However, inspired by her mother's love for reading, Isabelle educated herself through books and the internet, and eventually taught herself English. Her determination for an education showed her the potential of technology for social transformation.</p> <p>At the age of 13, Isabelle realized that many other young, black girls from lower income communities lacked the same support or opportunities to access a quality education. Empathizing with these girls, she decided to create a blog to discuss these social injustices. Researching educational disparities taught Isabelle that social barriers are interconnected; race, income, and gender can systematically hinder access to education across Brazil.</p>
Delivered By:	Projeto Meninas Negras
Where?:	Brazil
Target Group:	Marginalised Young Black Women in Brazil
Actions Taken:	<p>At 14, Isabelle transitioned from writing about social issues to taking acting by launching an organization called Projeto Meninas Negras, or the Black Girls Project. The goal of the venture is to fight against racial and gender inequalities by helping black girls gain access to opportunities to become women leaders and global citizens. Most of the time, Isabelle and the young women she has engaged communicate through digital mediums, like Skype, to study various subjects such as Portuguese, Mathematics, Writing and English. Online, the girls carry out collaborative technology projects, such as participating in hackathons and events like Campus Party, which is a 24-hour technology festival and hackathon. Isabelle and her mother lead the organization with the professional guidance of 10 educators who volunteer their expertise to shape the project's curriculum and activities.</p>
Key Results:	<p>The venture is now supported by transnational corporations such as Oracle, IBM, and Facebook, whose employees mentor girls in the program. To date, more than 30 girls have participated in her project, and with her growing network of adult allies, in three years, Isabelle hopes to reach over 300 young women.</p> <p>Ultimately, Isabelle hopes her venture can close education gaps between races and genders while increasing representation of young black women in higher education and companies.</p>

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