



EWMD together with EWoB, FEDEPE, Collabwith, PWN Global, WEgate, WEP and Oxford Brookes University, take great pride in promoting women's empowerment, decision-making capacity, financial inclusion, entrepreneurship, work-life balance, and combating violence against women. In 2021, we successfully launched the "Brussels Declaration," a European Manifesto endorsed by numerous institutions committed to these causes. For more info about this initiative, you can check [the EWMD website](#).

The Brussels Declaration represents a collective effort to address gender disparities and advocate for inclusive policies and actions across all EU institutions. With this basis, we are your sparring partners when it comes to deciding the framework for Gender Equality in Europe.

Brussels Declaration 2022: Launch Event

On October 26th, 2022, we officially launched the "Brussels Declaration" in Brussels, the EU headquarters. This event initiated communication between those affected by decisions made in Brussels regarding gender parity and the decision-makers and interested parties.

Key Highlights of the Launch Event:



Brussels Declaration An European Manifesto

- Welcome Speech: **Paola Ligabue** and **Nadine Nembach**, EWMD International Co-Presidents, provided an overview of the Brussels Declaration, explaining the initiative's origins and successes.
- Opening Speech: **Lina Gálvez Muñoz**, Member of the European Parliament, emphasized the need to accelerate change and prioritize gender equality.
- Panel Discussion: Moderated by **Nadine Nembach**, the discussion featured **Dr. Audrey-Flore Ngomsik** (The Brussels Binder), **Susannah Haan** (PWN Global), **Paola Ligabue**, **Jara Pascual** (Collabwith), and **Grazia Rendo** (WEP). Key topics included representation, gender pay gap, inclusive leadership, and the importance of data-driven decisions.
- **Ody Neisingh** (EESC Member, Public Affairs Coordinator at WOMEN Inc., former senior expert on women's economic empowerment at UN Women), held the closing speech and underlined the importance of the financial section on the Brussels Declaration, which is tremendously important but often forgot by women's associations.

Brussels Declaration 2023: "The Future of AI is Female"

On October 24th, 2023, EWMD hosted an event titled "The Future of AI is Female" in Brussels. This event explored the transformative potential of Artificial Intelligence (AI) and its role in shaping a more inclusive future for women in Europe's digital landscape. The high-profile panel included **Celine Caira** (OECD), **Kimberly A. Houser** (Tech Attorney & AI Law and Ethics), **Nadine Nembach** (EWMD), and **Nanditha Raghavan** (EWoB), who discussed the following key insights:

- **Recognizing Unconscious Bias:** Acknowledging and overcoming unconscious biases is crucial for the AI industry's growth.
- **Advocating Inclusive Language:** Using inclusive language in AI fosters a more equitable environment.
- **Challenging AI Stereotypes:** Women are actively challenging AI stereotypes, highlighting the importance of diversity.
- **Addressing AI Bias:** Confronting and mitigating gender bias within AI systems is imperative.
- **AI and Responsibility:** AI carries significant responsibilities beyond cost-cutting and efficiency.
- **EU Legislation and AI:** Evolving regulatory frameworks support responsible AI integration.
- **AI and the Next Generation:** Empowering young women in AI promises a brighter future.

The event emphasized AI's potential to empower women and promote equality, advocating for inclusive digital transformation.

Brussels Declaration 2024: "A Safer Digital Public Sphere: Addressing Gender-Based Cyber Violence"

In May 2024, EWMD collaborated with the UK Mission to the European Union, The Brussels Binder, and COLLABWITH for their annual event "A Safer Digital Public Sphere: Addressing Gender-Based Cyber Violence." The event addressed gender-based cyber violence, featuring insights from speakers such as **Asha Allen** (Center for Democracy and Technology), **Shada Islam** (Advisor & Commentator on Asia and on EU affairs), **Myrthe Bovendeaard** (Harassment Support Network), **David Wright** (CEO/Advisor),



COLLABWITH



OXFORD
BROOKES
UNIVERSITY



Brussels Declaration An European Manifesto

Michela Palladino (Meta), Nadine Nembach (EWMD), Dr. Audrey-Flore Ngomsik (The Brussels Binder), and Jara Pascual (Collabwith)

Key highlights included:

- **Gender Disparities:** Intimate image abuse and 'deep fake' technology disproportionately affect women and girls, with approximately 1 in 2 young women experiencing gender-related cyber violence.
- **MPs' Experiences:** A 2018 survey revealed that 85% of women Parliamentarians across 45 European countries faced psychological violence, with nearly 50% receiving threats of rape or physical harm. Alarmingly, only one in four reported these incidents to the police.
- **Societal Impact:** The safety of young girls online reflects broader societal issues. An intersectional approach is needed to protect victims, restrict perpetrators, and educate from a young age about rights and safety.
- **Platform Interventions:** Technological solutions and stricter platform policies are being developed, though broader adoption is needed to effectively combat harmful content. David Wright highlighted the role of his charity in helping victims by removing illicit content from the web.
- **Platform Policies:** Major platforms are adapting community rules to combat harmful content, with human teams providing necessary context and actions, as highlighted by Jara Pascual during her moderation.

As part of the Brussels Declaration initiative, EWMD is dedicated to ensuring a safer digital space for everyone. This initiative aims to achieve gender equality in Europe and address violence against women both online and offline.

Upcoming Event in 2024: "Redefining Workplace Equity: Let's Stop Fixing Women and Embrace Systemic Solutions"

Our upcoming event on **December 2024**, titled "Redefining Workplace Equity: Let's Stop Fixing Women and Embrace Systemic Solutions," will take place on December 4th in Brussels. This event aims to challenge traditional narratives surrounding gender equality in the workplace and advocate for systemic solutions. It will explore the intersection of gender and entrepreneurship policies, with a focus on the gender care gap and the role of male allies in advancing workplace equity.

Details regarding the venue and speakers will be announced soon.

What You Can Do to Support the Brussels Declaration

- **Get Involved:** Reach out if you are interested in getting involved by emailing brussels.declaration@ewmd.org.
- **Endorse the Declaration:** You can endorse the declaration through the link on the [EWMD website](#).
- **Sponsor the Initiative:** Support the Brussels Declaration and promote gender equality in Europe by sponsoring our initiatives. Contact us at brussels.declaration@ewmd.org.



COLLABWITH

EWOB
European Women on Boards

F E D E P E

OXFORD
BROOKES
UNIVERSITY

PWN GLOBAL
PROFESSIONAL WOMEN'S NETWORK

wegate
We open doors for Women Entrepreneurs



PWI
Professional Women International
Brussels

Brussels Declaration An European Manifesto

- **Help Reach More Decision Makers:** Assist us in reaching more decision makers by sharing the event invite directly with them, putting them in touch with us, or contacting us via brussels.declaration@ewmd.org.

Together, through the Brussels Declaration, we are forging a future where gender equality is not just an aspiration but a reality across Europe!



with the support of

CCLLABWITH

 EWOB
European Women on Boards

 FEDEPE

OXFORD
BROOKES
UNIVERSITY

 PWN | GLOBAL
PROFESSIONAL WOMEN'S NETWORK

 wegate
We open doors for Women Entrepreneurs



 PWI
Professional Women International
Brussels