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| **TD** | | | | | |
| **Source:** | | | Chair and Vice-Chair of the Network of Women (NoW) in ITU-T | | |
| **Title:** | | | Network of Women in ITU-T Terms of Reference (ToRs) | | |
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| **Keywords:** | Network of Women; NoW in ITU-T; ToRs; |
| **Abstract:** | This document contains the Terms of Reference for NoW in ITU-T, formerly known as the Women in Standardization Expert Group (W.I.S.E). These ToRs aim to define the mission, scope, and proposed steps to achieve the goals of the network. |

**Action:** TSAG is invited to comment on these ToRs.

**Network of Women in ITU-T Terms of Reference**

Dedicated to promoting women in standardization, telecommunications/ICTs, and related fields, as well as recognizing both women and men who have made remarkable contributions in advocating for women and supporting their work in these fields.

**NoW in ITU-T’s Mission:**

The mission of NoW in ITU-T is to make the world of standardization and telecommunications/ICTs development attractive to women through providing opportunities for them to learn, connect and advance their careers.

**Achieving NoW in ITU-T’s mission:**

* Establishing regular programmes on a variety of topics in standardization and telecommunications/ICTs featuring various speakers with the aim of learning, connecting, and showcasing the latest innovative ideas in standardization and telecommunications/ICTs;
* Arranging special events to facilitate networking and draw attention to NoW in ITU-T and/or the telecommunications/ICTs developments and standardization Sector;
* Advocating for women in leadership roles in telecommunications/ICTs, the standardization industry, and career advancement for women;
* Setting targets for the percentage of women holding key ITU-T leadership positions in the upcoming Study Periods. This goal is supported by statistical evidence from the current Study Period and emphasizes the need for increased representation of women in leadership positions. The aim is to encourage Member States to nominate more women candidates for these key roles.
* Organizing a mentorship programme to provide for members, especially young women in the industry, a mechanism through which they may obtain advice from senior members of the NoW in ITU-T, the initiation of which will be pending available resources and volunteers;
* Recognizing women's outstanding achievements in telecommunications/ICTs development and standardization, in addition to men who make remarkable contributions to promoting women in these fields through NoW in ITU-T Awards nominations;
* Generating resources, through voluntary contributions and fundraising activities to provide grants/scholarships to outstanding women in telecommunications/ICTs developments, standardization studies and related fields, and to fund stipends for female interns from developing countries pursuing education in these fields.

**Management team:**

* Dr. Rim Belhassine Cherif (Tunisia)
* Dr Hyoung Jun Kim (Republic of Korea)
* Ms. Charlyne Restivo, ITU Secretariat

**Partners:**

NoW in ITU-R, NoW in ITU-D, similar groups in various SDOs, i.e., IEC, ISO; UNECE, ITU Gender Task Force, UN Women, private companies, government entities.

**Communication**:

Ad-hoc communication on the official [website](https://www.itu.int/en/ITU-T/NoW/Pages/default.aspx) and through the members mailing list [nowinitut@lists.itu.int](mailto:nowinitut@lists.itu.int). Sign up here: [IWM Web Application (itu.int)](https://www.itu.int/net4/iwm/?p0=0&p11=ITU&p12=ITU-SEP-ITU-T-SEP-Other%20Groups-SEP-Network%20of%20Women%20in%20ITU-T&p21=ITU&p22=ITU)

**Meetings:**

At least once a year (e.g., annual luncheon, integrated sessions at key events, panel discussion, learning & development events, networking events).

**Membership:**

Open to women and men interested in the group.

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