



EQUITY 2030 ALLIANCE: COLLECTIVE IMPACT REPORT 2024 AND BEYOND





**EQUITY
2030
ALLIANCE**

EXECUTIVE SUMMARY



The Equity 2030 Alliance is a global effort to accelerate gender equity in science, technology and financing by 2030.



@UNFPA/Yuntong Man



"One year since the launch of the Equity 2030 Alliance, we celebrate the important progress we've made together to advance gender equity in science, technology and finance in our lifetime. Still, there is much work to do. By disrupting the status quo and redesigning the world with women and girls in mind, we can create a future where their voices are heard, their needs are met, and their potential is fulfilled."

Dr. Natalia Kanem,
Executive Director of the United Nations Population Fund

Established by the United Nations Population Fund (UNFPA), the United Nations sexual and reproductive health agency, and co-championed by the governments of Ghana and Norway, the Alliance brings together experts from business, academia, and government. Its mission is to ensure women's inclusion at every stage of design and development in these critical sectors, aiming to normalize gender equity in science, technology and finance solutions.

In its first year, the Equity 2030 Alliance has made remarkable strides towards normalizing gender equity across various industries. Through targeted, data-driven actions, strategic investments, and high-level advocacy, the Alliance has mobilized resources and expertise to challenge the status quo and build gender-transformative solutions.

This report showcases the collective impact the members of the Equity 2030 Alliance have achieved, demonstrating the power of collaboration and the progress the members of the Alliance are making towards its long-term vision¹.

Together, the members of the Alliance are building momentum and paving the way for an inclusive, sustainable and gender-equitable future — one where women's voices are heard, their needs are met and their potential is fully realized.

**The world is not designed for women.
Let's redesign the world!**

¹ The cumulative results are drawn from the publicly available reports of the Alliance members related to their actions as outlined on the Equity 2030 Alliance website, or based on data that is self-reported by Alliance members to UNFPA. The results have not been independently verified by UNFPA, and they may not necessarily be directly attributable to their Alliance membership.

Collective results



102 ongoing actions

US\$ 384+ million

invested in gender-equitable and women-centric actions.

64+ million women and girls

reached directly or indirectly by the actions of the members.

118+ million users

benefited from digital products developed using inclusive and gender-equitable design.

80+ research papers

and policy briefs published highlighting evidence of the significance of gender equity in research and development.

80+ products and services

developed ensuring gender-equitable and women-centric design.

57+ advocacy campaigns

and programmes launched addressing the need of women-centric solutions and investment.

**68 members,
14 champions,
18 experts**

and the Alliance continues to grow.

I. EQUITY 2030 ALLIANCE: DRIVING GLOBAL CHANGE



The world of 8 billion people presents a unique window of opportunity to empower women and girls in all their diversity – and to create a world of equal opportunities, ensuring that everyone can exercise their rights and choices and realize their full potential.

An equitable future can only be achieved if advances in science and technology include and address the needs of all.

Equity 2030 Alliance is a global, unified initiative to advance gender equity in science, technology and finance by 2030. It unites experts from business, academia and government to:

- Amplify gender-equitable solutions
- Inform the public on gender equity impact
- Advocate for gender-equitable policies in businesses and governments
- Mobilize investment in women-focused solutions



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THE VISION



To build an equitable future for all by closing gaps in gender inclusive solutions in science, technology and financing.

The Equity 2030 Alliance envisions a world of infinite opportunities for all. The alliance leverages the collective power of positive disruptors to close the gender equity gap in science and technology design. The alliance seeks to accelerate actions to normalize gender equity in science and technology by introducing data-driven arguments and strategies. Members of the Alliance believe these actions will lead to an inclusive, sustainable and gender-equitable future where women's voices are heard, their needs are met and their potential is fulfilled.

FOCUS AREAS



Solutions design



Integrating gender equity in design at all stages of development of solutions.

Data



Incorporating gender equity in data, including while developing algorithms and training data sets, establishing data security and adopting customer technologies.

Financing



Securing equitable financing to design, develop and produce women-centric solutions, including in the areas of well-being, health care and education.

About UNFPA

UNFPA's mission is to deliver a world where every pregnancy is intended, every childbirth is safe and every young person's potential is fulfilled.

Key results 2022-2023:



US\$ 2.9 billion

invested by UNFPA in programmes delivered in over 150 countries and territories.

31.2 million

unintended pregnancies were prevented.

9.5 million

unsafe abortions were prevented.

2.4 million

safe deliveries were assisted in 39 humanitarian crisis-affected countries.



Image credits: Pexels & iStock



II. PROGRESS OVERVIEW

In a world where technology and science shape the future, the Equity 2030 Alliance is focused on ensuring that women and girls are not just statistically visible, but are actively included in the creation and development of solutions.

At the core of the Alliance's impact are its members, who recognize that excluding women from the design and development stages in these critical sectors perpetuates gender inequities. To address this, members are pioneering innovative approaches that prioritize gender equity, from developing gender-equitable artificial intelligence (AI) and medical technologies to creating financial solutions tailored to women's needs.

The Equity 2030 Alliance was launched in September 2023 with 28 inaugural members. It has since expanded to include 68 members across 32 countries, each committed to driving impactful change in gender equity. These members operate across diverse sectors, including health care, technology and advocacy, representing regions such as the Americas, Europe, Africa and the Arab States. In May 2024, the Alliance further solidified its global reach by launching its first regional pillar in the Asia-Pacific region.

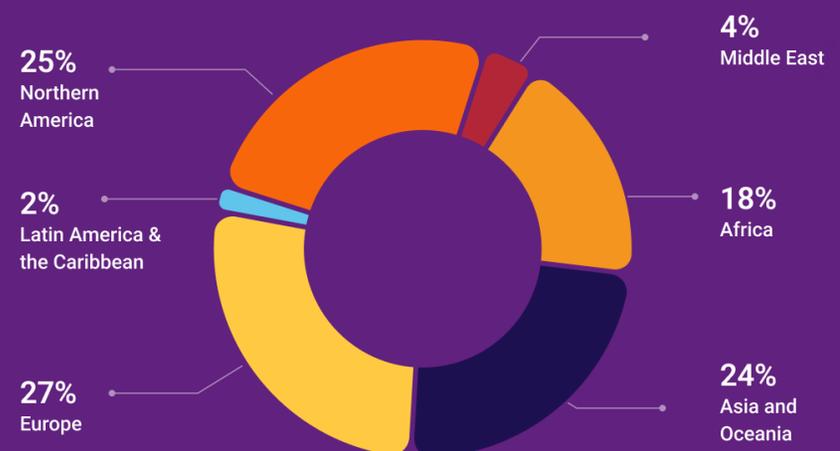
Collectively, these members represent a market value exceeding US\$ 3.2 trillion, underscoring their significant influence in advancing gender equity across various sectors.

68 members, 14 champions, 18 experts across 32 countries and the Alliance continues to grow

Impact by the areas of interventions



Representation of members²



² The percentage represents the geographical areas of where entities are registered, while many have a reach and presence in geographies outside of the country of registration.

The challenges have never been so prominent

A substantial body of evidence suggests that the design and development of science, technology and financial solutions often lack gender equity across industries, including health care, well-being and education. The exclusion of women leads to gender-blind products and gaps in women-centric solutions, resulting in consequences that range from inconvenient to dangerous and even fatal.

Facts

Historically, medical research has largely excluded women from pharmaceutical research and development, resulting not only in a lack of sex-disaggregated data but also in poor-quality evidence for most women's health issues.

Algorithms are often developed based on male-dominant data sets, leading to decisions that disproportionately favour male data, making women's concerns and safety virtually invisible.

The lack of data is a persistent problem, perpetuating insufficient funding and investment. This results in challenges in securing grants for female-specific research, limited venture capital investments in women-centric solutions, and a general lack of investment in research and development for conditions related to women's health.

Over time, these financial barriers not only suppress individual potential but also weaken broader economic development, as half the population remains underrepresented in wealth creation and economic leadership.

The Equity 2030 Alliance was established to focus on three key action areas: solutions design, data and financing across all industries relevant to science, technology and financing.

4 years

longer wait time on average for women than men to be diagnosed across more than



700 diseases

as a result of, among other factors, underrepresentation of women in clinical trials.³

1 out of every 5

women with a women's health condition goes undiagnosed.⁴

44%

out of 133 AI systems studied showed gender bias, resulting in lower quality of service for women and non-binary individuals.⁵

1%

of the global healthcare research and innovation funds are invested in female-specific conditions beyond oncology.⁶

3 David Westergaard and others. "Population-wide analysis of differences in disease progression patterns in men and women", Nature Communications, no. 10, 666 (February 2019).

4 Delaney Burns and others. "Closing the data gaps in women's health", McKinsey & Company, 3 April 2023.

5 Genevieve Smith & Ishita Rustagi, "When Good Algorithms Go Sexist: Why and How to Advance AI Gender Equity", Stanford Social Innovation Review, 31 March 2021.

6 Emma Kemble and others. "Unlocking opportunities in women's healthcare.", McKinsey & Company, 14 February 2024.

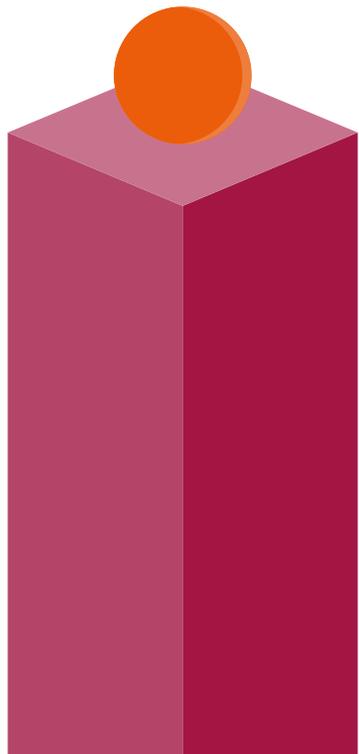


III. THE POWER OF COLLECTIVE ACTIONS

Collective investment

Members of the Equity 2030 Alliance have collectively invested over US\$ 384 million in gender-equitable and women-centric actions. In addition, the Alliance champions and experts represent significant portfolios dedicated to gender-equitable and women-centric investments.

The significant investments have been channeled into a diverse array of programmes and projects spanning various sectors and regions. Several members are also demonstrating the power of unlocking further investments into women-centric solutions, catalysed by their initiatives and seed investments.



Champion in Action



"ITC is committed to ensuring trade supports the economic empowerment of women and girls by supporting women entrepreneurs, women business associations and striving to integrate policies that benefit women-led suppliers. Through the SheTrades Initiative, ITC unites a wide range of services to address specific barriers for women to access markets, finance, digital technologies and business development services."

Ms. Pamela Coke-Hamilton,
Executive Director, International Trade Centre (ITC)

Expert Resources



"SheTrades Outlook" Guides developed by ITC helps governments and other stakeholders to make trade and trade-related policies work for women, to help identify barriers and design gender-responsive trade policies.



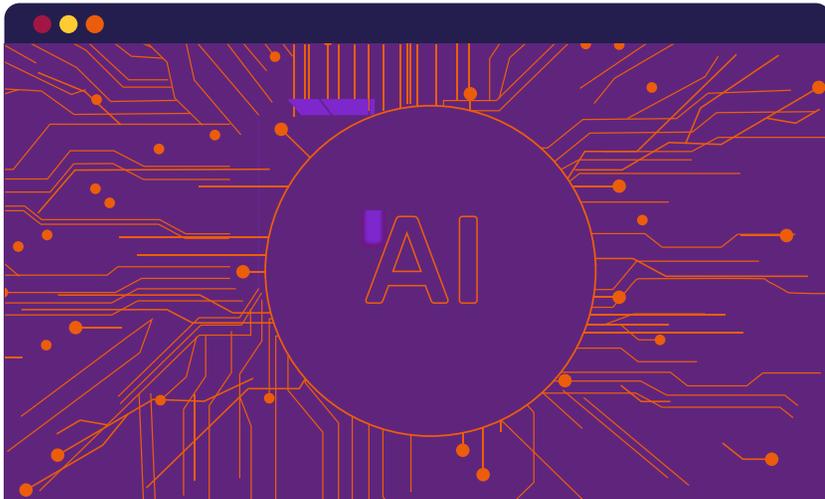
The **"Women's Health Innovation Opportunity Map 2023"** featured by Dr. Ru Cheng, Director, Women's Health Innovations, Bill & Melinda Gates Foundation is a new global good that outlines 50 equitable, high-return opportunities to advance global innovation for women's health and sponsored by the Bill & Melinda Gates Foundation and the National Institutes of Health.

Collective reach and impact



The diverse initiatives by the Alliance members have directly or indirectly reached an estimated over **64 million** women and girls, contributing to their well-being and access to opportunities.

Additionally, over **118 million** users have benefited from digital products developed with inclusive and gender-equitable design. In total, the members of the Alliance have launched over **50 initiatives** and campaigns that are dedicated to advocacy for a more gender-equitable world, with ever expanding reach leveraging community engagement and social media for raising awareness.



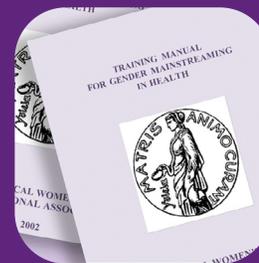
Champion in Action



"ITU is fully committed to advancing gender equity in technology and closing the gender digital divide. Through transformative initiatives such as the EQUALS global partnership, ITU is working to ensure women and girls everywhere have the opportunities, skills and confidence to shape and lead our shared digital future."

Ms. Doreen Bogdan-Martin,
Secretary-General, International Telecommunication Union (ITU)

Expert Resources



"Training Manual on Gender Mainstreaming in Health" developed by the Medical Women's International Association, responds to the need of physicians to understand how adding a gender perspective to health and health care could favourably influence the health of women and men.



The **"Guidelines for producing gender analysis from innovation and IP data"** developed by WIPO guide the efforts in closing the Innovation Gender Gap and has, inter alia, published a short guide that summarizes best practices for producing innovation and IP gender indicators.

Research and development



Equity 2030 Alliance members have produced over **80** powerful, data-rich papers and policy briefs, as well as over **80** products and services designed to ensure gender equity and a women-centric approach. In addition, several members have published articles, opinion pieces and have been featured in news raising awareness on the existing evidence-base to tackle the gender biases in design.

The implementation of data-driven strategies among Alliance members has effectively driven gender-equitable outcomes. These approaches are setting new standards for inclusivity in technology and health care for women and girls worldwide.

Champion in Action



"WIPO is progressively working to improve diversity in the use of intellectual property for the good of everyone, everywhere. WIPO has developed projects that promote and advance women's engagement in all aspects of intellectual property and innovation. This includes through focused capacity-building initiatives and delivery of concrete impact-driven activities that encourage women's use of intellectual property in their entrepreneurial activities."

Mr. Daren Tang,
Director General of the World
Intellectual Property Organization (WIPO)

Expert Resources



Intersectional Design Cards developed by the Gendered Innovation lab, led by Prof. Londa Schiebinger, Director of EU/US Gendered Innovations in Science, Health & Medicine, Engineering and Environment Project, Stanford University for the design of products, services, and infrastructures, promoting intersectional design that drives innovation while supporting social justice and environmental sustainability.



"7 Switches" guide developed by the Champions of Change Coalition, represented by Julie Bissinella, Director of Engagement and Impact, is a guide for Inclusive Gender Equality by Design. This pioneering initiative aims to help embed inclusive gender equality at the heart of all decision-making and design processes – across any decision, project or business management system – by design.

Champions of the Equity 2030 Alliance

Amy Burke, VP and Head of Global Policy & Strategy, HP Government Affairs and Public Policy, HP Inc

Annie Jean-Baptiste, Founder and Director of Product Inclusion & Equity, Google

Deemah AlYahya, Secretary-General, Digital Cooperation Organization (DCO)

Doreen Bogdan-Martin, Secretary-General, International Telecommunication Union (ITU)

Dr. Claus Runge, Global Head, Market Access, Public Affairs and Sustainability, Pharmaceuticals Division, Bayer AG

Dr. Emmanuela Gakidou, Professor of Health Metrics Sciences and Senior Director of Organizational Development and Training, Institute for Health Metrics and Evaluation (IHME)

Dr. Yele Aluko, Chief Medical Officer, EY Americas Director, EY Center for Health Equity

Michele Malejki, Global Head, Social Impact & Director, HP Foundation

Mr. Daren Tang, Director General of the World Intellectual Property Organization (WIPO)

Ms. Pamela Coke-Hamilton, Executive Director, International Trade Centre

Noha Salem, Global Women's Health Policy Lead, Organon

Teresa Graham, CEO, Roche Pharmaceuticals

Timothy (TB) Bardlavens, Director of Product Equity, Adobe Inc.

Tsion Yohannes, Chair, Center for Gender Equity, University of Global Health Equity

Experts of the Equity 2030 Alliance



Anusha Dandapani, Chief Data & Analytics Officer, United Nations International Computing Centre (UNICC)

Bianca Rech, Head of Women's Football, FC Bayern München

Dr. Mavis Akuffobe-Essilfie, Senior Research Scientist, Science and Technology Policy Research Institute of the Council for Scientific and Industrial Research.

Dr. Ru Cheng, Director, Women's Health Innovations, Bill and Melinda Gates Foundation

Dr. Tayechalem Moges, Assistant Professor, Academic Lead at the Center for Gender Equity, University of Global Health Equity

Evaline Langat, Associate Professor, Centre of Excellence in Women and Child Health, East Africa Aga Khan University

Frank Strelow, VP, Head of Sustainability, Bayer AG

Heisook Lee Ph.D., President, GISTeR Professor Emeritus, Ewha Womans University

Joanna Breitstein, Executive Director, Leadership, Sustainability & ESG Communications Organon

Julie Bissinella, Director of Engagement and Impact, Champions of Change Coalition

Karen Korellis Reuther, Former Creative Executive, NIKE & Reebok Design Critic, Harvard Graduate School of Design

Lalita Taylor, Executive Producer and Hybrid Learning Events Director, Co-Chair of BBC WiStem, BBC

Mae Dirac, Assistant Professor Institute for Health Metrics and Evaluation (IHME)

Professor Londa Schiebinger, John L. Hinds Professor of History of Science, Director, EU/US Gendered Innovations in Science, Health & Medicine, Engineering, and Environment Project, Stanford University
Sandra Ro, CEO, Global Blockchain Business Council (GBBC)

Sarah Steinberg, Head of Global Public Policy Partnerships, LinkedIn

Sonia Jordan-Kirwan, Director & Head of Gender & Diversity Finance, British International Investment

Timothy (TB) Bardlavens, Director of Product Equity, Adobe Inc.

IV. WHAT'S NEXT



The Equity 2030 Alliance envisions a future where gender equity is not just an ideal but a lived reality for women and girls worldwide. By 2030, the Alliance is committed to making significant progress in dismantling the barriers that hinder women and girls from fully participating in and benefiting from advancements in science, technology and finance.

To achieve this vision, the Alliance has identified key focus areas for the coming year:

- **Driving policy changes:** Leveraging the collective influence of the members of the Alliance to advocate for gender-equitable policies at both national and international levels, ensuring that gender-inclusive design becomes the standard in science, technology and finance.
- **Integrating gender-equitable solutions:** Prioritizing the industry-wide adoption of gender equity in the development of end-user solutions in science, technology and finance, and encouraging broader implementation.
- **Establishing the WomenX Collective:** A pivotal initiative within the Equity 2030 Alliance, the WomenX Collective is a programme and funding mechanism that aims to transform the health of every woman and girl by closing health gaps with advanced solutions. Focusing on low- and middle-income countries, it will support product and process innovation through the development chain – from adoption to assessment to scale.



Members of the Equity 2030 Alliance



Norwegian Ministry of Foreign Affairs

Federal Ministry for Economic Cooperation and Development

MMV Medicines for Malaria Venture

MommyKidz

National Research Foundation

Algorand

ABWCI Association of Business Women in Commerce & Industry

ADEV Association des Acteurs de Développement

psi

POLICY CURES RESEARCH

RAWSA

APAC Women's Cancer Coalition

access to medicine FOUNDATION

Adobe

MAMA MUSE NEW YORK

Foundation THE RONOFI COLLECTIVE

STARTUP VIETNAM FOUNDATION NON-PROFIT

BAYER

BIH Berlin Institute of Health @Charité

COUNCIL FOR SCIENTIFIC AND INDUSTRIAL RESEARCH CSIR



Concept Foundation

THE CASE FOR HER



COYOTE VENTURES



viamo Digital Made Easy

FanGirl

DASEIN.

DSW youth can Deutsche Stiftung Weltbevölkerung

EY

GISTeR Korea Center for Gendered Innovations for Science and Technology Research

Loop By Neurosur

HEALTH AI The Global Agency for Responsible AI in Health

Roche

FemTech India

FEMTECH ASSOCIATION ASIA

IHME

Bio Biotechnology Innovation Organization

Coalition for Women's Health in Africa CQWHA

FemTechnology

GBBC Global Blockchain Business Council

GHTC global health technologies coalition

ORGANON Here for her health

UNIVERSITY OF Global Health EQUITY

brac

Gendered Innovations in Science, Health & Medicine, Engineering, and Environment



HeyVenus Integrated Healthscience



THE AGA KHAN UNIVERSITY



BILLION STRONG A GLOBAL DISABILITY MOVEMENT



Addis Ababa University Department of Sociology

H+B Hospital Británico

KEARNEY



LIFE MATTERS

tiko

Swiss TPH Swiss Tropical and Public Health Institute

THE GLOBAL SURGERY FOUNDATION

salesforce



Hübner Management GmbH



MAKERERE UNIVERSITY



LILY OF THE VALLEY

JOIN US TO BUILD AN EQUITABLE FUTURE FOR ALL AND BECOME A MEMBER

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