



POLICY

2022

Annual Report

Contents

04	Foreword from the Board	26	Our 2022 publications
06	Foreword from the Executive Director	30	Arts and Culture
08	Overview of Pollicy	31	Financials
09	Our Approach	33	Learnings and reflections from 2022
14	Our Impact		

03



In this report

This report provides an in-depth look at our work and impact in 2022. We highlight our research efforts, training and events, development and media initiatives, and impact on strengthening the data ecosystem across Africa spread out in our core areas of work;

- **Strengthening the data ecosystem in Africa**
- **Feminist movement building**
- **Digital Rights and Research**
- **Arts and Culture**

We spoke to our team and partners who have been kind enough to share with us their thoughts about work in 2022. We hope you like them!



Foreword from the Board

It gives me great pleasure to present to you the 2022 Annual Report for Pollicy. As the Chairperson of the Board of Directors, I am thrilled to share with you the amazing work and impact that Pollicy has achieved over the past year.

At Pollicy, we are a feminist collective made up of technologists, data scientists, creatives, and academics who work at the intersection of data, design, and technology. Our mission is to harness improved data to craft better life experiences. We achieve this through research using feminist methodologies and approaches to explore the role of data in society, training and events to build data literacy among civil society and government partners, and developing and using open datasets to build data products that support decision making.

Our engagement with digital rights and the intersection of human rights, media, and the digital landscape is central to our mission. We cultivate a vibrant digital rights community through the Digital Human Rights Lab in Uganda, promote digital inclusion, and combat online gender-based violence against women journalists and human rights defenders. Through our research and advocacy efforts, we seek to shape the future of Africa by ensuring that digital technologies and platforms are designed and implemented in ways that are inclusive, equitable, and empowering for all.

We are proud to have published eight research papers in 2022 that are driving change in tech, feminism, and data on the continent. Our papers tackle a range of critical issues, including inclusion, language and coloniality, women in AI, and online gender-based violence against women journalists and human rights defenders. We also continue to strengthen the digital resilience of women leaders in East Africa by engaging with local councilors and members of Parliament and providing them with digital skills training.

Pollicy's approach to data and technology is rooted in promoting responsible data use, appropriate data governance practices, and policies that support an enabling data ecosystem. We also host various data events, such as DataFest Africa, which brings together data scientists, technologists, designers, government, civil society, business, and marketing to connect and explore opportunities for collaboration.

The Annual Report also provides an in-depth look at our impact and partnerships, outlines our financial statements for 2022, and includes a glossary of terms.

Finally, I want to extend a heartfelt thank you to our partners and collaborators who continue to support us in our mission. Together, we are shaping the future of Africa through research and innovation.

Sincerely,

Chairperson of the Board of Directors Pollicy



Foreword from the Executive Director

Dear Partners, Supporters, and Friends of Pollicy,

I am thrilled to present to you the 2022 Annual Report for Pollicy, a feminist collective at the forefront of data, design, and technology innovation in Africa. As we reflect on the past year, I want to express my deepest gratitude to all of you who have been part of our journey, shaping the future of Africa through research and innovation.

In 2022, Pollicy continued its mission to harness the power of improved data to craft better life experiences. We are a diverse team of technologists, data scientists, creatives, and academics working tirelessly at the intersection of data, design, and technology. Our commitment to feminist methodologies and approaches has been central to our work, driving change in tech, feminism, and data on the continent.

Our impact in 2022 was profound. We published eight research papers that are reshaping the narrative around inclusion, language, coloniality, women in AI, and online gender-based violence against women journalists and human rights defenders. These papers are driving positive change in Africa's digital landscape.

Our approach to data and technology is rooted in promoting responsible data use, appropriate data governance practices, and policies that support an enabling data ecosystem. Events like DataFest Africa brought together data scientists, technologists, designers, government officials, civil society, businesses, and marketers to explore opportunities for collaboration, fostering a vibrant data community.

In the realm of strengthening the data ecosystem, we have formed crucial partnerships with organizations such as the Africa Data Governance Hub and the International Development Research Centre, allowing us to collaborate on efforts to promote responsible data use across the continent.

Our commitment to feminist technology movement building has empowered women leaders through digital skills training, reducing the gender gap in employment and influence in technology and digital tools.

In the arena of digital rights research, we have made significant strides in advancing digital rights and human rights, particularly in combatting online gender-based violence against women journalists and human rights defenders.

We've also delved into the digital creative industries in Uganda, shedding light on blind spots and infinite opportunities in this emerging sector.

Our financial statements for 2022 are a testament to our commitment to transparency and accountability, ensuring that every resource entrusted to us is used efficiently to drive our mission forward.

As we look back on 2022, we recognize the importance of prioritizing voices from the global South, fostering collaboration and partnerships, exploring complex issues within internet freedom, and engaging youth in shaping digital discourse.

Personal connections and diverse experiences have enriched our organization. Our global presence allowed us to connect with partners and attend events in over 15 countries, celebrating personal milestones and embracing new initiatives that expanded our impact.

In closing, I want to extend my heartfelt gratitude to our partners, collaborators, and the incredible team at Pollicy. Together, we are shaping the future of Africa through research, innovation, and the unwavering belief that a more inclusive, equitable, and empowering digital world is possible.

Sincerely,

Neema Iyer

08



Overview of Pollicy

Pollicy is a feminist collective made up of technologists, data scientists, creatives, and academics who work at the intersection of data, design, and technology. Our work centers on harnessing improved data to craft better life experiences. We achieve this by conducting research using feminist methodologies and approaches to explore the role of data in society, providing training and events to build data literacy among civil society and government partners, and developing and using open datasets to build data products that support decision making.

Our Approach



Overview of Pollicy's approach to data and technology

Pollicy's approach to data and technology is rooted in promoting responsible data use, appropriate data governance practices, and policies that support an enabling data ecosystem. As part of this approach, Pollicy is creating a pan-African approach to data governance by bringing together thinkers, influencers, and policymakers to exchange ideas and influence laws, policies, regulatory authorities, and decision-making frameworks. Pollicy also hosts various data events, such as DataFest Africa, which brings together data scientists, technologists, designers, government, civil society, business, and marketing to connect and explore opportunities for collaboration. Additionally, Pollicy provides data training through various programs that build data literacy among civil society and government partners and promote appropriate research methodologies, data collection, analysis, visualization, dissemination, and storage. Pollicy also engages in feminist technology movement building by promoting the use of technology as a tool for empowerment and amplifying African women's voices in emerging technologies to reduce the gender gap in employment and influence in software, technology, and digital tools. Lastly, Pollicy cultivates a vibrant digital rights community through the Digital Human Rights Lab, studies the intersection of human rights, media, and the digital landscape, and engages in policy advocacy efforts aimed at highlighting the

Description of research methodologies and approaches

Pollicy's research approach is grounded in feminist methodologies, which prioritize equity, inclusivity, and empowerment. Through mixed-methods research, we explore the role of data in society today, investigating emerging issues within the data ecosystem such as accessibility, affordability, participation, engagement, expression, and innovation. By taking an intersectional lens, we ensure that our research reflects the diversity of experiences and perspectives within our communities. Our research aims to inform policy and practice as well as promote responsible data use and governance.

Overview of training and events

At Pollicy, we believe that building data literacy is crucial to promoting responsible data use. That's why we offer a range of hands-on, participatory training courses to our civil society and government partners. Our training covers ethical practices, research methodologies, data collection, cleaning, analysis, visualisation, dissemination, and appropriate storage and retrieval. In addition, we also facilitate connections between our partners and host a variety of events to expand the discourse on data use. Our flagship event, DataFest Africa, is held annually in Kampala, Uganda. We also organize various workshops and webinars for the broader community, ensuring that everyone has access to the knowledge and tools needed to make informed decisions about data.

Overview of development and media efforts

At Pollicy, we believe in the power of data to drive decision-making and development. To this end, we use openly available datasets to build data products that make data sharing and use easier for all. We also recognize the importance of creative approaches in tackling the pressing issues of our time. Our media efforts are focused on making our outputs more accessible to wider audiences. We work hard to convert our research into easily digestible formats such as infographics, podcasts, games, short films, murals, and even dances. We cover themes such as machine learning, disinformation, and digital self-care, among others. Our approach ensures that the messages we aim to convey reach as many people as possible.



**What did you find
most rewarding in 2022?**



What I found most rewarding in 2022 was seeing our team grow and flourish in a flexible working environment. I'm proud of the trust and camaraderie we have built amongst ourselves, which has allowed us to collaborate effectively and support one another in achieving our goals.

Bridget Nabachwa
HR & Operations Manager



The work environment at Pollicy is one of the most rewarding aspects of my job in 2022. The team is supportive, collaborative, and respectful, and everyone is committed to the organization's mission and values. It's great to be part of a team where we can all grow and learn from each other while creating a positive impact in Africa.

Annex Kemanzi
Administration Assistant





Seeing the impact that our Digital Ambassadors program had on the enrolled ambassadors. We provided them with the necessary skills and knowledge required to navigate safely on the internet, but also empowered them to challenge their governments on regulatory frameworks and status quo of digital rights in Tanzania and Uganda.

Navina Mutabazi
Program Coordinator



I found the opportunity to work on challenging projects and learn new skills to be the most rewarding aspect of my experience during 2022. Additionally, being part of a supportive and collaborative team made my work enjoyable and fulfilling.

Arthur Kakande
Data Products Lead



Our Impact

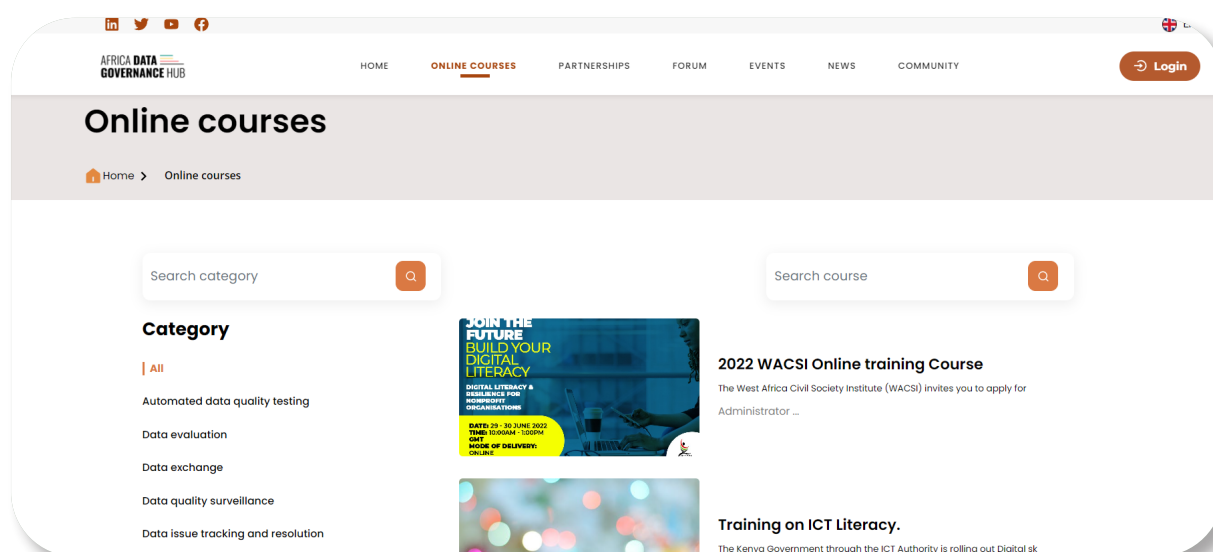


Strengthening the data ecosystem across Africa

Pollicy is committed to promoting a responsible and enabling data ecosystem across Africa. We are creating a pan-African approach to data governance by bringing together thinkers, influencers, and policymakers to exchange ideas, and by engaging in advocacy efforts aimed at influencing laws, policies, regulatory authorities, and decision-making frameworks. As part of this approach, we have established partnerships with organizations such as;

The Africa Data Governance Hub

Implementing together with NIYEL, Pollicy is building a Data Governance Hub. The hub is the most diverse, transformative and inclusive knowledge hub in Africa with a collation of data governance resources and actors. It exists to promote greater collaboration within the data governance sector in Africa by fostering knowledge sharing, connections and collaborations on data governance issues across the continent. Our community represents activists, policy makers, researchers, government Institutions, advocacy organisations, philanthropy organisations, Ph.D. students, young students, grassroots organisations, feminist organisations and people new to the sector among others, who are committed to a shared set of goals, working towards advancing data governance in Africa.



Developing AI policy frameworks with IDRC

Pollcity together with The International Development Research Centre started developing AI Policy Frameworks. These will support in contributing to conversations around AI governance on the African continent. The result to be launched in 2023, draws from a variety of non-exhaustive examples, highlighting areas where a new approach to AI is critically needed.



These partnerships allowed us to collaborate on efforts to strengthen data governance across the continent and promote responsible data use.



What has been the most rewarding about strengthening the data ecosystem across Africa in 2022?



The opportunity to engage with stakeholders from diverse sectors, and exchange ideas on ways to promote responsible data use. It's inspiring to see how our collective efforts are building a more inclusive and equitable data ecosystem across the continent.

Bonnita Nyamwire
Co-Director of Research



The opportunity to be part of a team that is committed to creating positive social change. By leveraging data to craft better life experiences, we are contributing to a more just and equitable society for all Africans

Bonaventure Saturday
Research Assistant



The potential impact that our work can have on communities across the continent. By promoting appropriate research methodologies, we are helping to ensure that data is used in ways that are ethical, responsible, and equitable.

Bobina Zulfa
Data & Digital Rights Researcher



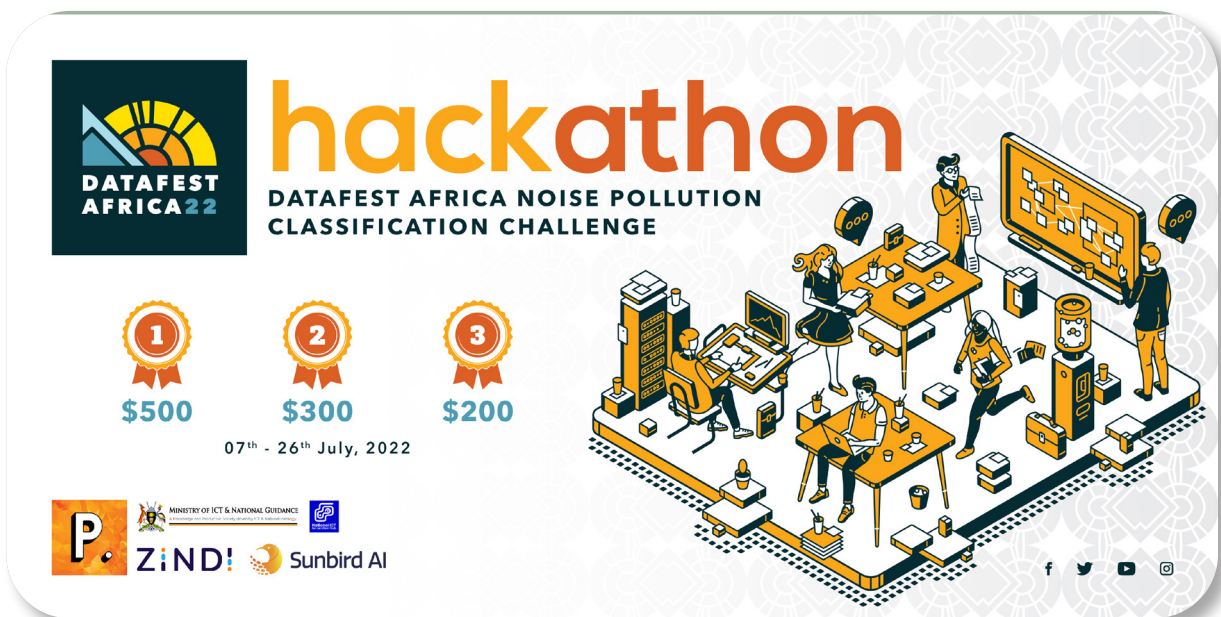
DataFest Kampala became DataFest Africa!

What began as DataFest Kampala grew into DataFest Africa, our biggest edition to date! In 2022, DataFest Africa expanded to include events in Uganda (Mbarara, Jinja, Gulu and Kampala), Nigeria (Lagos) and Tanzania (Dar Es Salaam) making it truly pan-African in scope. At DataFest Africa, we discussed the latest developments in the world of big data, little data, and everything in between, and we were proud to work with partners from Uganda, including the government, as well as forge new partnerships in Tanzania and Nigeria.



The 2022 DataFest Africa Hackathon

In addition to the workshops and discussions, DataFest Africa also featured a hackathon organised in partnership with Sunbird AI and Zindi Africa. The theme of the hackathon was “Noise Pollution Challenges in Africa,” particularly in large cities. This offered participants an opportunity to work on real-world challenges and develop impactful solutions to the communities.



Feminist Movement Building

Pollicy's work at the intersection of feminism, technology, and data is central to our mission as a feminist civic technology collective. Through our research and advocacy efforts, we seek to empower women in East Africa to take back control of their data and reimagine new ways of tech ownership. Our commitment to feminist movement building is reflected in our efforts to strengthen women's digital leadership through engagement with local councillors and members of Parliament. By prioritizing feminist principles in our work, we strive to engineer social change that is inclusive, equitable, and empowering for all women.



We trained 40 women leaders from Uganda and Tanzania!

In 2022, we continued to strengthen the digital resilience of women leaders in East Africa by engaging with local councilors and members of Parliament. We trained 40 women leaders from Uganda and Tanzania on digital skills to support them in becoming empowered leaders. We celebrated them on the International Day of Democracy in Uganda and Tanzania.





**What was the most
rewarding thing about
Feminist Movement
Building in 2022?**



Seeing our efforts in feminist movement building help to promote digital inclusion and reduce the gender gap in employment and influence in software, technology, and digital tools. It's been incredibly rewarding to see the impact of our work in empowering women through our VOTE: Women Programme.

Irene Mwendwa
Director of Strategic Initiatives



Witnessing the transformation of women leaders as they embrace technology and harness digital tools to create positive change has been incredibly rewarding. The knowledge and skills gained through our training have empowered these women to not only navigate the digital landscape but also to use it as a powerful tool to advance their causes and amplify their voices. It is truly inspiring to see these women leaders taking charge of their digital destinies and charting a new path towards a more equitable and just society.

Rachel Magege
Program Coordinator



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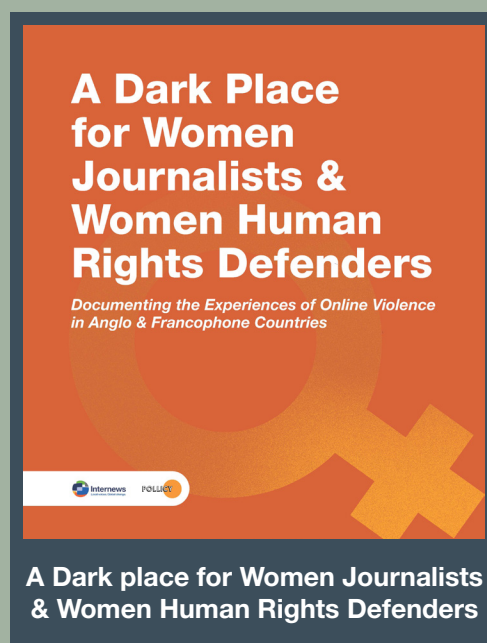
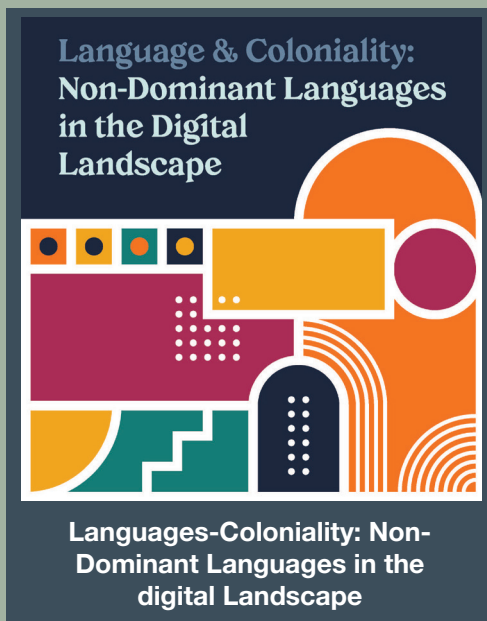
Digital Rights Research

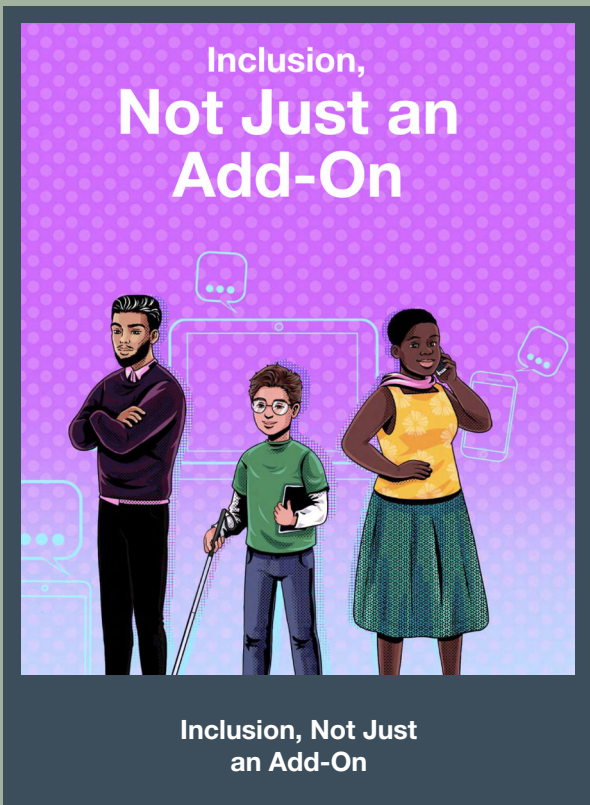
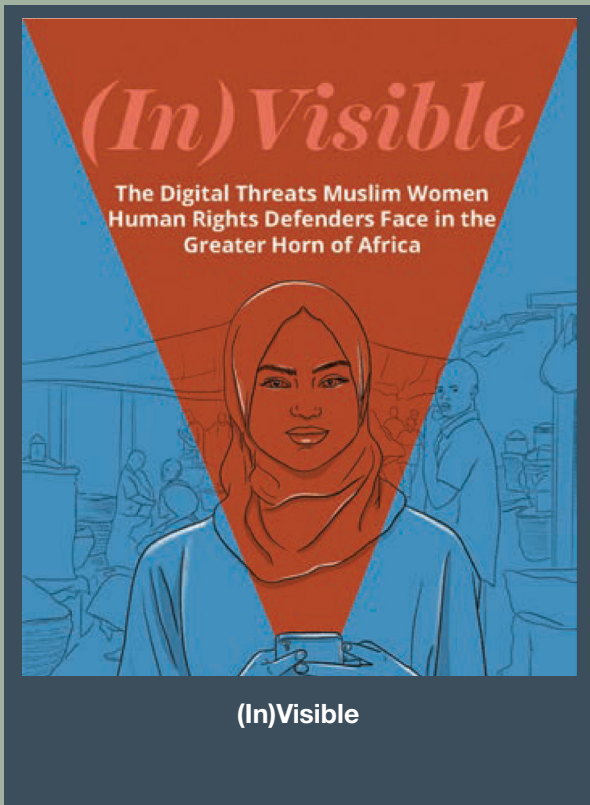
Policy is deeply committed to advancing digital rights and human rights in the digital landscape, with a particular focus on the intersection of human rights, media, and technology. Our engagement in this area takes many forms, including cultivating a vibrant digital rights community through the Digital Human Rights Lab in Uganda. We also work to promote digital inclusion and combat online gender-based violence against women journalists and human rights defenders. Through our research and advocacy efforts, Policy seeks to shape the future of Africa by ensuring that digital technologies and platforms are designed and implemented in ways that are inclusive, equitable, and empowering for all.

We published EIGHT papers in 2022!

In 2022, we are proud to have published research papers that are driving change in tech, feminism, and data on the continent. Our papers tackle issues such as Inclusion Not Just an Add On, Language and Coloniality, What is an Ideal Internet?, the Digital Threats that Muslim Human Rights Defenders Face, Women in AI, Digital Creative Industries, Online Gender-Based Violence Against Women Journalists and Human Rights Defenders and more. Join us in shaping the future of Africa through research and innovation!

All these papers can be accessed on our website via; www.policity.org/resources







What was the most rewarding thing about Digital Rights Research in 2022?



In 2022, I learned three key lessons: the importance of data sovereignty, the power of an intersectional feminist approach, and the effectiveness of collaboration. What's been most rewarding for me is witnessing the direct impact on individuals and communities as they reclaim control over their data and champion inclusive internet governance in Africa.

Philip Ayazika
Program Manager



Data and digital rights as a multidisciplinary field that allows me to connect various events and trends to socio-technical perspective. As a person who cherishes flexibility in thought and practice, and seeing the very much needed creativity that we have brought to some of our outputs this year as a way to shape our approach to research processes that can be daunting, this has been very rewarding.

Mardiya Siba Yahaya
Data and Digital Rights Researcher



It's been rewarding to see our team's resilience and commitment to this cause, and I'm proud to have been a part of this journey. The financial management aspect has played a pivotal role in supporting our mission, and I'm excited to continue contributing to our growth and impact in the years to come. As I reflect on my time with Pollicy, I've watched us evolve from a small collective to a prominent force in the fight for a safer internet for women in Africa.

Juliet Acom
Finance Manager



Arts and Culture

Spotlight:

Enduring Blindspots & Infinite Opportunities: Digital Creative Industries in Uganda

In 2022, we launched our paper; Enduring Blindspots & Infinite Opportunities: Digital Creative Industries in Uganda. The research led by Zulfa Bobina our Data and Digital Rights Researcher, aims to understand the experiences of digital creatives in Kampala, Uganda, through a gendered lens. There is a large gap in the availability of data and knowledge on the digital creative industry in Uganda and this paper aims to address some of these blindspots. To understand these experiences, this body of work explores a number of sector wide concerns through exploratory qualitative research methodologies around issues of access and use of digital technologies by digital creatives, the role of emerging technologies on the sector and finally, the policy ecosystem governing the creative industry in Uganda. The paper also draws from existing literature on the traditional creative industries in Uganda given the limited scholarship on the digital creative industries in the country.

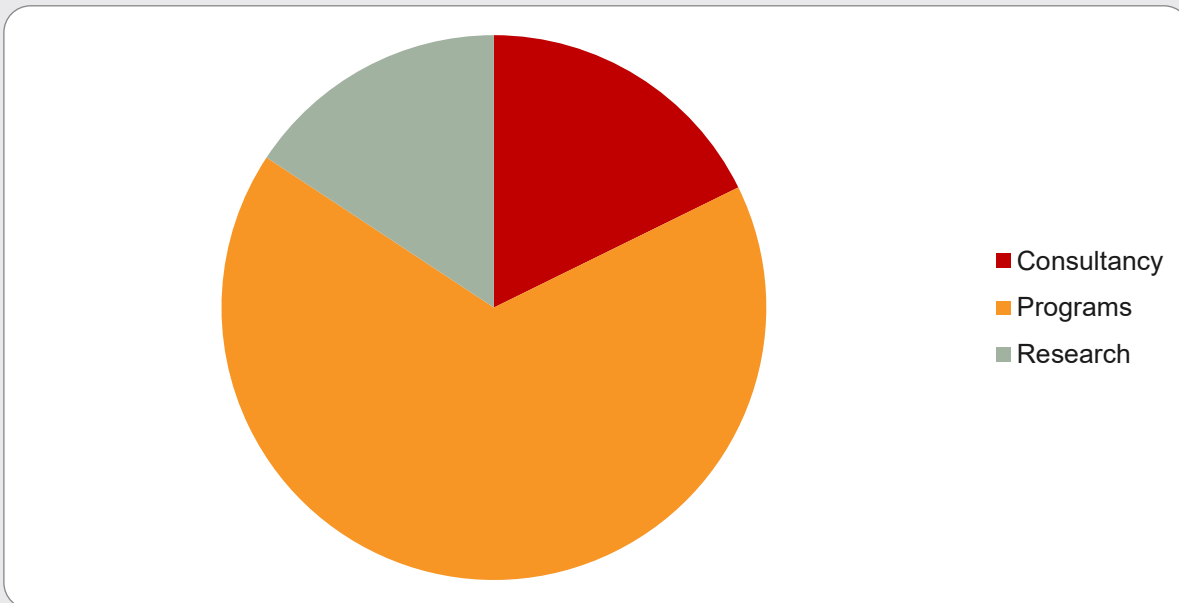
Financials

Consultancy	
Delegation of the EU	55,032,500
Facebook Ireland Limited	83,069,407
Facebook UK Limited	197,020,720
Musawah Global	34,920,851
Meedan	26,608,500
Svenska Institutet - (Feminist Digital Safety Collective EA)	30,522,849

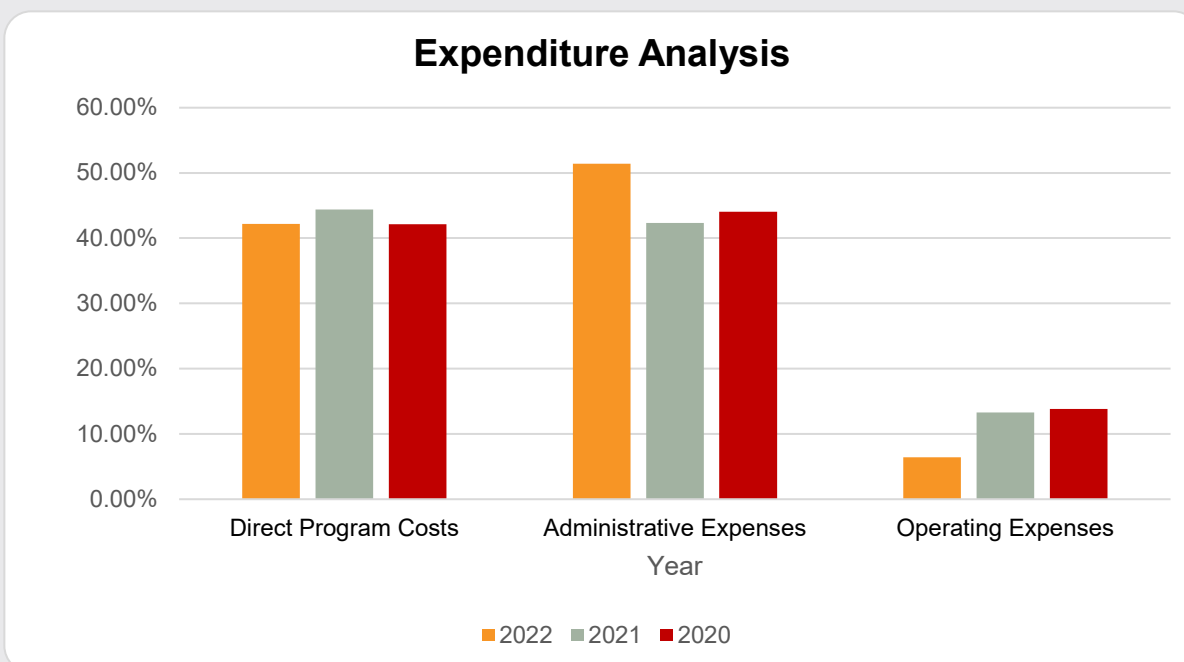
Programs	
Hivos-Voice	345,467,716
Internews Femtech	93,174,609
Internews GIF	188,744,112
National Democratic Institute	29,199,385
National Endowment for Democracy	290,363,638
Off Center Productions	42,972,256
Open Society Foundation	365,126,330
Internet Society Foundation	184,459,980
Urgent Action Fund	47,240,667

Research	
Hivos-Data Artistry for Mental Health	76,342,933
GIZ (Research and trainings)	66,883,759
Digital Human Rights Lab-Community Management	197,005,527
Engine Room	14,300,392
Omidyar Network	24,117,647

Consultancy	427,174,827	17.73%
Programs	1,603,544,069	66.55%
Research	378,650,258	15.72%
Total	2,409,369,154	



YEARS			
	2022	2021	2020
Direct Program Costs	42.19%	44.38%	42.13%
Administrative Expenses	51.41%	42.32%	44.02%
Operating Expenses	6.41%	13.31%	13.84%



Learnings and reflections from 2022

01



Prioritizing voices from the global South when it comes to digital rights:

In 2022, we recognized the importance of amplifying the voices of those from the global South in discussions around digital rights. By actively seeking their perspectives and insights, we aim to create more inclusive and representative approaches to addressing digital challenges and advocating for policies that protect digital rights.

Collaboration and partnerships for impactful projects:

We learned that partnerships and collaborations are crucial for driving impactful projects. By working together with organizations from various regions and sectors, we can leverage collective expertise, resources, and networks to achieve greater impact in advancing digital rights, data governance, and responsible data use.

02



03



Exploring issues, challenges, and opportunities within internet freedom:

Through projects like the Greater Internet Freedom Project, we delved into the multifaceted issues, challenges, and opportunities within the realm of internet freedom. By collaborating with decision-makers, thought leaders, and change agents across the globe, we aim to gain deeper insights and contribute to shaping more inclusive and equitable internet governance frameworks.

04



Engagement in international forums and conferences to promote just and inclusive societies:

Attending and participating in international forums and conferences, such as the Internet Governance Forum in Addis Ababa, provided us with opportunities to contribute to discussions on topics like Afro-feminist AI governance and enabling a safe internet for women and girls. These engagements allowed us to share our expertise, present solutions, and build networks to foster just, peaceful, and inclusive societies and institutions.

South to South collaboration and learning from different contexts:

Our team members' engagements and collaborations in Colombia, Washington DC, and Albania highlighted the importance of south to south collaborations. By learning from diverse contexts and experiences, we can gain valuable insights into issues around data governance and digital rights, facilitating mutual learning and knowledge exchange.

05



06



The importance of youth involvement and their unique perspective on digital issues:

Recognizing that the majority of youth are born into the internet era, we acknowledge the significance of their involvement in discussions and decision-making processes related to digital issues. Learning from our fellowship programs where fellows such as Bobina Zulfa produced a report on the creative digital industries in Uganda and launching collaborations such as the digital ambassadors program, we aim to engage more university students and empower them to contribute their ideas and perspectives on digital rights and responsible data use.

People & places: A Year of Personal Connections and Diverse Experiences

In the spirit of our remote working organization, Pollicy values and embraces the personal journeys and diverse experiences of our team members. Our global presence allowed us to connect with partners and attend events in over 15 countries, including Colombia, Albania, South Africa, Germany, Ethiopia, Kenya, Uganda, Tanzania, Zambia, the United States, and the United Kingdom. These travels enriched our understanding of different cultures and contexts, fostering meaningful relationships with individuals and organizations around the world.

Amidst our professional endeavors, we celebrated personal milestones and achievements within our team. Some of us experienced the joys and challenges of parenthood, gracefully navigating the balance between work responsibilities and caring for loved ones. We joyfully welcomed new additions to our families through marriages and the births of nieces and nephews. Our team members also embarked on personal adventures, whether it was relocating to new places or exploring stunning destinations like Melbourne and Dublin.

Alongside these personal experiences, we embraced new initiatives that expanded our impact. Launching the Digital Ambassadors Program, we empowered university students to engage in digital rights advocacy and responsible data use. This endeavor not only created valuable connections

but also provided us with opportunities to explore prestigious venues like the White House in Washington, D.C. These experiences have shaped us as individuals and as a collective, strengthening our understanding of diverse perspectives and reinforcing the importance of our work in promoting equity and justice.

As a remote working organization, we recognize and respect the diverse backgrounds and personal stories of our team members. Our shared journeys, both professional and personal, have cultivated a supportive and inclusive community within Pollicy. We cherish the connections we have made, the places we have visited, and the personal growth we have experienced along the way. Together, we continue to weave a tapestry of global perspectives and shared aspirations, united in our mission to drive positive change through responsible data use and digital rights advocacy.



Our 2022 Partners

