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65  
REPORTS  
THAT  
SUPPORT  
GENDER  
FOCUSED  
GIVING,  
INVESTING  
& ACTION

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2022

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## Arts, Entertainment, Film & Media

### **1. Inclusion in the Music Business: Gender & Race/Ethnicity Across Executives, Artists & Talent Teams.** USC Annenberg Inclusion Initiative. 2021.

*The purpose of this study was to map the diversity of the U.S. music business across different positions of power. Focusing on underrepresented racial/ethnic groups and gender in general and Black executives in particular, we examined the rank and titles of 4,060 executives across 119 companies in the music space. Those organizations spanned 6 categories of the music business: 1) music groups, 2) labels/label groups, 3) publishing, 4) radio, 5) streaming and 6) live music and concert promotion. Additionally, every artist signed with one of the labels studied was assessed for underrepresented status (White vs. non White; Black vs. non Black) and gender (male, female, non binary) as well as members of the act's team (i.e., manager, agent, publicist).*

<https://assets.uscannenberg.org/docs/aai-inclusion-music-industry-2021-06-14.pdf>

### **2. Inclusion in the Recording Studio? Gender and Race/Ethnicity of Artists, Songwriters & Producers across 900 Popular Songs from 2012-2020.** USC Annenberg Inclusion Initiative. 2021.

*Our fourth annual report on gender and race/ethnicity across 900 popular songs from 2012 to 2020 and 9 years of Grammy nominations in select categories.*

<http://assets.uscannenberg.org/docs/aai-inclusion-recording-studio2021.pdf>

### **3. The Prevalence and Portrayal of Asian and Pacific Islanders across 1,300 Popular Films.** Annenberg Inclusion Initiative. 2021.

*This study includes an assessment of Asian and Pacific Islander (API) leads and speaking characters across 1,300 top-grossing films from 2007 to 2019. The report also includes a qualitative analysis of primary and secondary API characters from 2019's most popular movies.*

[https://assets.uscannenberg.org/docs/aai\\_aapi-representation-across-films-2021-05-18.pdf](https://assets.uscannenberg.org/docs/aai_aapi-representation-across-films-2021-05-18.pdf)

## Business Case for Women, Corporate Boards, Diversity & Inclusion

### **4. Adding Women to the C-Suite Changes How Companies Think.** Harvard Business Review. 2021.

*It's well known that firms with greater gender diversity among senior leadership perform better. But what's less clear is why exactly that is. What are the specific mechanisms that drive the positive business outcomes associated with increasing the number of women in the C-suite? In this piece, the authors share new research that explores exactly how the addition of female executives shifts companies' strategic approach to innovation. Based on an analysis of more than 150 companies, the authors find that after women join the top management team, firms become more open to change and less open to risk, and they tend to shift from an M&A-focused strategy to more investment into internal R&D. In other words, when women join the C-suite, they don't just bring new perspectives — they actually shift how the C-suite thinks about innovation, ultimately enabling these firms to consider a wider variety of strategies for creating value.*

<https://hbr.org/2021/04/research-adding-women-to-the-c-suite-changes-how-companies-think>

**5. Closing the Gender and Race Gaps in North American Financial Services.** McKinsey & Company. 2021.

*An updated view into gender and racial diversity in financial services—as well as women's day-to-day work experiences—reveals some progress. But challenges in building an equitable and inclusive workplace persist.*

<https://www.mckinsey.com/industries/financial-services/our-insights/closing-the-gender-and-race-gaps-in-north-american-financial-services?cid=eml-web>

**6. Lessons from the Pandemic: Board Diversity and Performance.** BoardReady. 2021.

*The grim pandemic that ruined so many lives and businesses in 2020 is fundamentally altering the business landscape. Many consumer behaviors and business models were upended, creating winners and losers. New data emerged that may help companies compete successfully in a changing marketplace. Of particular interest to those of us at BoardReady is data showing a compelling correlation between diversity on boards of directors and the pandemic-era performance of the S&P 500 companies they lead. Put simply: Companies with diverse boards tended to do better in this time of transition.*

[https://static1.squarespace.com/static/5ab00948710699beb7a40e29/t/60edf87b6d720f75fb6366ba/1626208384888/BoardReady\\_Report\\_Final.pdf](https://static1.squarespace.com/static/5ab00948710699beb7a40e29/t/60edf87b6d720f75fb6366ba/1626208384888/BoardReady_Report_Final.pdf)

**7. The Credit Suisse Gender 3000 in 2021: Broadening the diversity discussion.** Credit Suisse. 2021.

*In the 2021 edition, we review and update our universe of companies and analyze the progress made to improve the profile of gender diversity. The study suggests that an assessment of trends in executive positions rather than just the boardroom is key to forming a holistic judgment on success.*

[https://www.credit-suisse.com/about-us/en/reports-research/csri.html?WT.i\\_short-url=%2Fresearchinstitute&WT.i\\_target-url=%2Fabout-us%2Fen%2Freports-research%2Fcsri.html](https://www.credit-suisse.com/about-us/en/reports-research/csri.html?WT.i_short-url=%2Fresearchinstitute&WT.i_target-url=%2Fabout-us%2Fen%2Freports-research%2Fcsri.html)

## **8. The Old Boys' Club: Schmoozing and the Gender Gap.** Harvard Business School. 2020.

*Offices are social places. Employees and managers take coffee breaks together, go to lunch, hang out over drinks, and talk about family and hobbies. In this study, we provide evidence that employees' social interactions with their managers can be advantageous for their careers and that this phenomenon can contribute to the gender pay gap. We use administrative and survey data from a large financial institution. We conduct an event-study analysis of manager rotation to estimate the causal effect of managers' gender on their employees' career progressions. We find that male employees assigned to male managers were promoted faster in the following years than male employees assigned to female managers; female employees, on the contrary, had the same career progression regardless of their managers' gender. These differences were not accompanied by any differences in effort or performance, and they explain a third of the gender gap in promotions at this firm. Then, we provide evidence suggesting that these effects were mediated by the social interactions between male employees and male managers.*

<https://www.hbs.edu/faculty/Pages/item.aspx?num=57091>

## **9. WOMEN COUNT 2021: Role, Value, and Number of Female Executives in the FTSE 350.** The Pipeline. 2021

*This report shows how the top of the UK's major businesses are still an almost total male preserve. Even in a year where the pandemic has caused so much disruption and opportunity for dynamic change, senior leadership and executive committee positions in some of our biggest companies remain largely unaffected. Trends identified in previous Women Count reports have continued: there are still very few women CEOs in charge of FTSE 350 companies; essential pre-CEO profit and loss (P&L) roles remain a male bastion; where women CEOs are in place, they achieve a better gender balance for their companies by appointing more women to executive committee positions and P&L roles than their male counterparts; and much-needed profits continue to be missed by companies without women on their executive committee.*

<https://execpipeline.com/wp-content/uploads/2021/07/Women-Count-2021-Report.pdf?tpcc=nlbroadsheet>

## **10. Women in Business 2021: A Window of Opportunity.** Grant Thornton. 2021.

*For 17 years, Grant Thornton has been tracking the global progress of women in senior management. In the last 12 months, unprecedented events have had an unforeseen and unparalleled impact on that progress. This report outlines the position of women in senior management around the world as we witness the emergence of a more diverse and inclusive*

*leadership model, and highlights the actions leaders need to take in order to create a step change in the proportion of high-level roles held by women.*

[https://www.grantthornton.ca/globalassets/1.-member-firms/canada/insights/pdfs/grant-thornton-women-in-business-report-2021\\_cdn.pdf](https://www.grantthornton.ca/globalassets/1.-member-firms/canada/insights/pdfs/grant-thornton-women-in-business-report-2021_cdn.pdf)

### **11. Women in the Workplace 2021.** McKinsey and Lean In. 2021.

*Women in the Workplace is the largest study on the state of women in corporate America. This year, we collected information from 423 participating organizations employing 12 million people, surveyed more than 65,000 employees, and conducted interviews with women of diverse identities, including women of color, LGBTQ+ women, and women with disabilities. Our 2021 findings focus on the impact of the COVID-19 pandemic and the growing emphasis on diversity, equity, and inclusion on the experiences of women and the state of work more broadly.*

[https://wiw-report.s3.amazonaws.com/Women\\_in\\_the\\_Workplace\\_2021.pdf?tpcc=nlbroadsheet](https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2021.pdf?tpcc=nlbroadsheet)

## COVID Impact & Gender

### **12. Converging Epidemics: COVID-19, HIV & Inequality: Community-Led Lessons for Funders.**

FCAA and the Elton John AIDS Foundation. 2021.

*This report —commissioned by FCAA in partnership with the Elton John AIDS Foundation (EJAF)—highlights:*

- *How marginalized communities have been impacted by COVID-19 in the U.S. and globally, and what their key evolving needs have been as the pandemic has progressed;*
- *Examples of community-led innovations, adaptations and bright spots;*
- *Lessons learned from private funders' emergency COVID-19 responses; and*
- *Recommendations for funders, global health institutions, and governments—including the new U.S. administration—to guide their efforts going forward.*

<https://www.fcaaid.org/wp-content/uploads/2021/04/Converging-Epidemics-Report.-April-2021.-FINAL.pdf>

### **13. Elevating Gender Equality in COVID-19 Economic Recovery.** Foreign Policy Magazine. 2021.

*A sustainable, equitable, and just recovery from COVID-19 requires purposeful policy action to mitigate the worsening of structural inequalities and to address their root causes. This report synthesizes existing evidence of how women have been impacted by the pandemic, how governments have responded to date, and what is at stake if policymakers fail to enact more*

*inclusive recovery measures. It also provides recommendations for rights-based policies, interventions, and investments underpinned by rigorous gender analysis. Finally, this report recognizes that “the women and girls who are furthest behind often experience multiple inequalities and intersecting forms of discrimination, including based on their sex, age, class, ability, race, ethnicity, sexual orientation, gender identity, and migration status” and calls for an intersectional and nuanced approach to evidence-based policymaking that benefits everyone.*

<https://genderequalitycovid19recovery.com>

**14. Out of Work, Taking on Care: Young Women Face Mounting Challenges in the “She-Cession”.** Institute for Women’s Policy Research. 2021.

*Longstanding inequities in access to quality jobs and affordable care, along with uneven caregiving responsibilities, create unique challenges for young women of color during this prolonged pandemic recession. Young women (aged 16 to 24) were more likely to lose their job than young men and workers of other age groups in the initial months of the pandemic recession, largely due to their concentration in industries and occupations that have been hit the hardest by the economic downturn.*

[https://iwpr.org/wp-content/uploads/2021/03/Young-Women-Brief.final\\_.pdf](https://iwpr.org/wp-content/uploads/2021/03/Young-Women-Brief.final_.pdf)

**15. The Impact of COVID-19 on Utah Women and Work: Career Advancement Challenges.** Utah Women & Leadership Project. 2021.

*This brief explores the negative impact of the COVID-19 pandemic on Utah women’s career advancement through analysis of data collected from the 2,564 survey participants who responded to the open-ended question, “How has the pandemic impacted your career advancement experiences and opportunities over the short term and longer term?” The responses were coded and analyzed for major themes and sub- themes.*

<https://www.usu.edu/uwlp/files/briefs/32-covid-19-career-advancement-challenges.pdf>

**16. The Impact of COVID-19 on Utah Women and Work: Childcare and Homeschooling.** Utah Women & Leadership Project. 2021.

*This research and policy brief highlights the results of the survey related to the following:*

- 1) The emotional impact of COVID-19,*
- 2) Household and caregiving concerns,*
- 3) Childcare and online schooling concerns,*
- 4) Impact of the presence of a partner in the home and other demographics, and*
- 5) Workplace culture and concerns.*

<https://www.usu.edu/uwlp/files/briefs/33-covid-19-childcare-homeschooling.pdf>

**17. What are Women’s Empowerment Collectives and How are they Helping Women Weather COVID-19?** The Bill and Melinda Gates Foundation. 2021.

*It was clear early in the COVID-19 pandemic that women would be uniquely impacted – as they had been in previous shocks like the 2008 financial crisis and 2014 Ebola epidemic. The question was not whether – but how deeply women would be impacted, how inequities would manifest, and what platforms or policies might offer some support to them. We quickly brought together our grantees and partners to collect data on impacts, to hear from women directly, and to review evidence on policies that were taking shape (or had worked in the past) to mitigate impacts. With our partners, we tried to understand the gendered economic impacts of the pandemic and to identify gender responsive programs and policies that would put women at the heart of what we knew needed to be an unprecedented recovery effort.*

[https://www.gatesfoundation.org/ideas/articles/womens-empowerment-collectives-covid?utm\\_source=to&utm\\_medium=em&utm\\_campaign=wc&utm\\_term=lgc](https://www.gatesfoundation.org/ideas/articles/womens-empowerment-collectives-covid?utm_source=to&utm_medium=em&utm_campaign=wc&utm_term=lgc)

**18. Women @ Work: A global outlook.** Deloitte. 2021.

*We surveyed 5,000 working women across 10 countries to hear directly from them about the impact of the COVID-19 pandemic and the state of gender equality in the workplace. Respondents varied across age groups and the data from the survey has also enabled analysis through the intersectional lenses of race and ethnicity and sexual orientation and gender identity. Women indicated that they are more stressed and discouraged since the pandemic began as they take on an increasing amount of responsibility at home and in their careers. Women continue to face a broad range of non-inclusive behaviors without adequate support from their direct managers and employers at large. Many employers have policies and procedures for reporting bias and discrimination, but few employers have cultivated cultures of trust where women feel comfortable voicing concerns without fearing negative career impacts. The pandemic and employers’ unsatisfactory responses to the comprehensive pressures on women are forcing many women to make difficult decisions about whether to find another job or even leave the workforce altogether. This is a critical moment for employers to understand the changes that women want—and need—to have happen soon. We hope that this report helps organizations minimize the long-term consequences of the pandemic and rebuild workplaces with more inclusive, high-trust cultures that are fit for the future.*

[https://www2.deloitte.com/global/en/pages/about-deloitte/articles/women-at-work-global-outlook.html?id=gx:2el:3pr:4women\\_at\\_work\(womenatwork\\_gender\\_survey\):GC1000011:6abt:20210519](https://www2.deloitte.com/global/en/pages/about-deloitte/articles/women-at-work-global-outlook.html?id=gx:2el:3pr:4women_at_work(womenatwork_gender_survey):GC1000011:6abt:20210519)

## Economic Growth, Development, Employment & Equality

**19. A Lifetime’s Worth of Benefits: The Effects of Affordable, High-quality Child Care on Family Income, the Gender Earnings Gap, and Women’s Retirement Security.** National Women’s Law Center and the Center on Poverty and Social Policy. 2021.

*This report, co-authored by National Women’s Law Center and the Center on Poverty and Social Policy, examines and quantifies the impact that child care for all could have on women’s lifetime earnings and retirement security, underscoring just how much women and families have to gain when we recognize and invest in child care as a public good. Our research shows that building a system of high-quality, affordable child care for all will help families today and over the course of their lifetimes. Specifically, the report examines how expanding access to affordable, high quality child care will:*

- *Increase the number of women with young children working full-time/full-year, especially for women with less than a college degree;*
- *Narrow the unconditional earnings gap between men and women, by allowing more women to enter the workforce and work for more hours;*
- *Increase women’s lifetime earnings—with the highest percent increases among Black and Latina women—and strengthen women’s financial security into retirement; and*
- *Reverse the history of undervaluing women’s caregiving responsibilities by significantly improving the economic and retirement security of child care workers.*

<https://nwlc.org/wp-content/uploads/2021/04/A-Lifetimes-Worth-of-Benefits-Compliant.pdf>

**20. Before the “She-cession”: A pre-pandemic snapshot shows more women in the workforce than ever.** Institute for Women’s Policy Research. 2021.

*The “she-cession” caused by the COVID-19 pandemic has created economic instability for women across the United States. Yet, before the COVID-19 pandemic, women’s employment and earnings were improving nationwide. It is important to track trends in women’s employment and earnings prior to the pandemic to have a full sense of both progress made and the continued barriers that women face. The patterns in women’s pre-pandemic employment and earnings will provide a baseline by which to measure the effect of the “she-cession” on women’s employment and earnings. This brief, which presents 2019 data, provides that important baseline.*

<https://iwpr.org/wp-content/uploads/2021/06/Employment-Earnings-Index-Brief.pdf>

**21. Beyond COVID-19: A feminist place for sustainability and social justice.** UN Women. 2021.

*The “Feminist plan” maps the ambitious and transformative policies—on livelihoods, care, and the environment—that are needed to build a more equal and sustainable future. To get there, it calls for context-specific policy pathways, tailored political strategies, and financing. The plan*

*identifies key levers that can create change and the actors at global, national, and local levels that need to take action to move towards this vision.*

<https://www.unwomen.org/en/digital-library/publications/2021/09/feminist-plan-for-sustainability-and-social-justice>

**22. Gender Equality Global Report & Ranking.** Equileap. 2021.

*Equileap is the leading organization providing data and insights on gender equality in the corporate sector. We research and rank over 3,500 public companies around the world using a unique and comprehensive Gender Equality Scorecard™ across 19 criteria, including the gender balance of the workforce, senior management and board of directors, as well as the pay gap and policies relating to parental leave and sexual harassment.*

[https://equileap.com/wp-content/uploads/2021/07/Equileap\\_Global\\_Report\\_2021.pdf](https://equileap.com/wp-content/uploads/2021/07/Equileap_Global_Report_2021.pdf)

**23. Global Gender Gap Report.** World Economic Forum. 2021.

*This year's report aims to keep the focus on consistent measurement of gender gaps while providing new data to point to emerging and concerning trends in the labour market so that we can proactively address them. We are delighted to feature in this report a special collaboration with LinkedIn and Ipsos, who have provided unique data and new measures to track gender gaps. We hope that this report will serve as a call to action to leaders to embed gender parity as a central goal of our policies and practices to manage the post-pandemic recovery, to the benefit of our economies and our societies.*

[http://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](http://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

**24. Narrow the Gender Pay Gap, Reduce Poverty for Families: The Economic Impact of Equal Pay by State.** Institute for Women's Policy Research. 2021.

*Equal pay would significantly reduce poverty for working women and their families across the United States. If working women received equal pay with comparable men—men who are of the same age, have the same level of education, work the same number of hours, and have the same urban/rural status—poverty for working women would be reduced by more than 40 percent. Closing the gender wage gap would lower working women's poverty rates, especially for single mothers, in every state and help women and families achieve greater economic security. Equal pay for working women would increase their annual average earnings from \$41,402 to \$48,326, adding \$541 billion in wage and salary income to the U.S. economy.*

[https://iwpr.org/wp-content/uploads/2021/05/Economic-Impact-of-Equal-Pay-by-State\\_FINAL.pdf](https://iwpr.org/wp-content/uploads/2021/05/Economic-Impact-of-Equal-Pay-by-State_FINAL.pdf)

**25. Women and E-commerce in Southeast Asia.** International Finance Corporation. 2021.

*The report Women and E-commerce in Southeast Asia is the first large-scale use of platform data in the region to inform the extent of women's participation in e-commerce and how online platforms can benefit women business owners. Developed in partnership with the European Commission, with funding from the Umbrella Fund for Gender Equality and data from one of the region's largest platforms, Lazada, the report shows that closing earnings gaps between men and women on e-commerce platforms could add over \$280 billion to the value of the regional e-commerce market. Achieving such gains will require proactive efforts by e-commerce platforms, investors and policymakers, to not only increase the number of women selling online, but also support their growth, including entry into higher-value segments on e-commerce platforms.*

<https://www.ifc.org/wps/wcm/connect/04f295ac-172b-4c74-8957-700609c293d4/202105-digital2equal-women-and-e-commerce-southeast-asia.pdf?MOD=AJPERES&CVID=nCGTdWq>

**26. Women in the Economy: Global Growth Generators.** Citi GPS. 2015.

*The relevance of gender to economic growth as a mainstream research question is a relatively new field. This report in our Citi GPS series is a statement that we at Citi believe that the role of women in the global labor force should be incorporated as a mainstream topic within the debate on global growth for both economic as well as social reasons. We shall be building on this report by developing a deeper research work stream on gender economics.*

<https://www.citivelocity.com/citigps/women-in-the-economy/>

## Entrepreneurship and Access to Capital

**27. All In: Female Founders in the US VC Ecosystem.** Pitchbook. 2021.

*The COVID-19 pandemic had a disproportionate impact on female founders compared to male founders and the overall US VC market. For the first time in over a decade, early-stage valuations of female-founded companies diverged significantly from the industry, with a gap emerging in both 2020 and 2021. While some trends, such as a growing pool of female angel investors and checkwriters at VC firms, are worth celebrating, other data points highlight how the pandemic dented years of progress. The latest edition of our All In Report, created in partnership with Beyond The Billion and sponsored by J.P. Morgan, breaks down the numbers by cities, sectors and exit activity.*

<https://pitchbook.com/news/reports/2021-all-in-female-founders-in-the-us-vc-ecosystem>

**28. In Search of Equity: Exploring Africa's Gender Gap in Startup Finance.** World Bank & Briter Bridges. 2021.

*In Search of Equity presents a first diagnostic of Africa's gender gap in financing early-stage ventures in the digital economy (start-ups). The report's findings indicate that since 2013, only 3 percent of total funding for Africa's tech start-ups went to all-female founding teams, compared with 76 percent of funding for all-male teams. The report's analysis shows that female founders are underrepresented in the sectors that attract the most financing; however, even those all-female teams that are working in sectors with high investor interest remain less likely to receive financing than all-male teams, and they receive smaller amounts if they do. Male and female entrepreneurs in the report's sample also followed different financing paths: female founders were less likely to pitch for equity investments; conversely, they were more likely to apply for bank loans, or to prefer growth from retained earnings.*

<https://documents1.worldbank.org/curated/en/297001633493250648/pdf/In-Search-Of-Equity-Exploring-Africa-s-Gender-Gap-in-Startup-Finance.pdf>

**29. The Funding Gap: Investors and female entrepreneurs.** UBS. 2021.

*Female entrepreneurs, globally, receive less funding than their male counterparts. This reality is even more pronounced for women of color and those in developing countries, and comes at a great cost to gender parity efforts. As a result of this funding discrepancy, female entrepreneurs lack equal opportunities to innovate and build successful companies that can contribute to the global economy. Furthermore, there is an abundance of evidence to suggest that women entrepreneurs, who receive funding, develop businesses that perform as well, or even better, than their male counterparts, which suggests investors are missing out on attractive investment opportunities.*

<https://www.ubs.com/global/en/wealth-management/women/insights/2021/funding-gap.html>

**30. Our Failure To Invest In Black Founders and What We Have Done About It.** Astia Edge. 2022.

*Called to action by our own failures, and backed by our Astia Angels investment community, corporate partner JPMorgan Chase & Co., and support from Google for Startups and Cisco Foundation, Astia ran a pilot program to identify and address how and where systemic change was needed. First and foremost, we invested, meeting the problem at its most critical point: capital for early-stage Black founders. Alongside this capital, we analyzed ways to address internal sources of bias, and tested methods to shift the broader investment landscape. Our findings bring sobering weight to the hurdles faced by Black founders and the magnitude of this problem, but additionally provide a starting point for us all. As we invest, we have a tremendous opportunity to rethink the impact of how we place our capital, and how it might drive the change we seek.*

[https://www.astia.org/files/ugd/e27b80\\_5e088dcf0ae4430dbae033187ff51370.pdf](https://www.astia.org/files/ugd/e27b80_5e088dcf0ae4430dbae033187ff51370.pdf)

## Girls

### **31. What We Learn about Girls' Education from Interventions That Do Not Focus on Girls.** The World Bank Economic Review. 2021.

*What is the best way to improve access and learning outcomes for girls? This review brings together evidence from 267 educational interventions in 54 low- and middle-income countries – regardless of whether the interventions specifically target girls – and identifies their impacts on girls. To improve access and learning, general interventions deliver average gains for girls that are comparable to girl-targeted interventions. General interventions have similar impacts for girls as for boys. Taken together, these findings suggest that many educational gains for girls may be achieved through non targeted programs. Many of the most effective interventions to improve access for girls relax household-level constraints (such as cash transfer programs), and many of the most effective interventions to improve learning for girls involve improving the pedagogy of teachers. Girl-targeted interventions may make the most sense when addressing constraints that are unique to, or most pronounced for, girls.*

<https://academic.oup.com/wber/article/36/1/244/6278419>

## Impact and Gender Lens Investing

### **32. A Roadmap for Private Investors: Investing to Address Gender-based Violence.** Criterion Institute. 2021.

*This guide was developed in partnership between Criterion Institute and Tiedemann Advisors as a tool for those who steward wealth (their own or otherwise) to use their capital and their influence to address this issue. This guide will outline strategies on how you can direct investments to address gender-based violence, provide a process for making decisions about where you can use your power as a private investor, how to complement those investments with philanthropy and advocacy strategies, and provide tools to support conversations with your investment advisors and asset managers to help implement your strategy.*

<https://criterioninstitute.org/wp-content/uploads/2021.-Investing-to-Address-Gender-Based-Violence-Whitepaper.pdf>

### **33. Black Womenomics: Investing in the Underinvested.** Goldman Sachs. 2021.

*Goldman Sachs research has shown that one of the fastest ways to accelerate change and effectively begin to address the racial wealth gap is to listen to and invest in Black women. Our Black Womenomics research focuses on the wealth gap, its relationship with these economic disadvantages, and the public and private investment opportunities to help close these gaps.*

<https://www.goldmansachs.com/insights/pages/black-womenomics-f/black-womenomics-report.pdf>

### **34. Gender Lens Investing Landscape: Gaps, Challenges, and Opportunities in Financial Inclusion for Women.** Kiva. 2021

*Kiva has focused on a mission to expand financial access to help underserved communities thrive since 2005. In developing a comprehensive Gender Lens Investing (GLI) strategy that will build on our experience of investing in women, we received support from USAID to conduct a thorough exploration and analysis identifying gaps and opportunities in the field.*

*In our exploration, we drew from existing datasets within the GLI and microfinance sectors and focused our analysis on data related to gender lens investing approaches in financial inclusion and emerging markets. We complemented this quantitative data with qualitative insights derived from investors, practitioners, and gender experts in the space. What we found was both encouraging and concerning. The trend in gender lens investing is positive, with an abundance of new funds, resources, and networks, but the gaps investors seek to address are persistent and likely to worsen as a result of COVID-19.*

<https://www.kiva.global/wp-content/uploads/2021/12/Gender-Lens-Investing-Landscape-2021-USAID-Branding.pdf>

### **35. GenderSmart Guide to Investing in First-Time Women and Diverse Fund Managers.**

GenderSmart. 2021.

*This guide is meant to be a tool for asset allocators and advisors, as well as for fund managers, to help you be inspired by leading investors who are showing the way, understand the structural solutions to backing more of these funds and structured vehicles, find deal flow, and understand how to diligence and move capital into these innovative managers.*

<https://www.gendersmartinvesting.com/first-time-and-gender-diverse-fund-managers#download-the-ffm-guide>

### **36. Moving Money for Impact: A Guide to Gender Lens Investing.** Women's Funding Network. 2021.

*“Moving Money for Impact” is for philanthropists and investors of all genders who seek to make money moves that matter through gender lens investing. Impact investing is simply incomplete without a gender justice analysis. Use this guide to learn what’s been missing from the conversation about social impact investing for too long. Explore how you can dramatically*

*expand your field of possibilities as a social change leader and investor by viewing your investments through an intentional gender lens.*

<https://www.tutiscott.com>

**37. 10 Points Why Gender is Material to Investments in the Recovery.** Criterion Institute. 2021.

*Criterion Institute, in partnership with leading gender lens investors, has identified 10 evidence-based economic patterns and translated them into investment opportunity and risk. Understanding these patterns is critical for investors of all kinds to understand short and long-term risks, uncover hidden opportunities, and invest to capitalize on both. Understanding these will enable government and impact investors focused on recovery to invest better for the outcomes they seek.*

<https://criterioninstitute.org/wp-content/uploads/10-Points-of-Materiality.pdf>

**38. 2020-2021 Impact Report: The Time is Now.** Veris Wealth Partners. 2021

*The theme for this year's Impact Report is simple: the time is now. Amid the ongoing pandemic, we have also seen the UN report on man-made Climate Change confirm some of the irreversible effects of Global Warming, a continuous battle for equal rights for minorities in the U.S., and the rollback of some LGTBQ+ and women's rights in a few countries - including our very own. Despite how serious these issues are, we have yet to face the greatest crisis of all. I am not referring to the scarcity of clean water, nor the lack of financial or economic resources for social change - but the greatest scarcity of all: time*

<https://www.veriswp.com/thoughtleadership/2020-2021-impact-report/>

## Philanthropy

**39. COVID-19, Generosity, and Gender: How Giving Changed During the First Year of a Global Pandemic.** Lilly Family School of Philanthropy. 2021.

*The COVID-19 pandemic is a complex crisis that continues to influence nearly every aspect of our lives—philanthropy included. COVID-19, Generosity, and Gender: How Giving Changed During the First Year of a Global Pandemic highlights how broader social and economic forces may have affected the charitable giving of U.S. households, with a focus on gender and marital status. The report finds that while giving by all household types increased between May 2020 and May 2021, both single women and married/partnered couples gave less to charity compared to before the pandemic and compared to single men. This trend differs from previous research from WPI and others, which has consistently shown that single women and couples are more likely to give than similarly situated single men.*

<https://scholarworks.iupui.edu/bitstream/handle/1805/27002/covid19-nov21-report.pdf>

**40. Philanthropy and COVID-19: Measuring one year of giving.** Center for Disaster Philanthropy. 2021.

*Philanthropy's response to the COVID-19 pandemic demonstrates that not only can donors be exceedingly generous in a crisis, but they can lead through trust and courage. In this new report, the Center for Disaster Philanthropy and Candid recognize this leadership, as demonstrated by increased overall giving, even if too little of it is in the form of unrestricted grants and funds directed toward Black, Indigenous, and other communities of color. There remains much to be done, especially regarding support for programs that deliver the policy and system changes necessary to redress generations of inequities.*

<https://www.issuelab.org/resources/38039/38039.pdf>

**41. The LGT Guide to Strategic Philanthropy.** LGT Group Foundation. 2021.

*The LGT Guide to Strategic Philanthropy is cause-neutral and was created for anyone who wants to use their resources to have a positive impact in the world. This Guide is written for philanthropists and is designed to support you on your philanthropic journey, whether you are just starting out, refreshing your approach, engaging new family members in your giving or seeking to leverage your impact after many decades.*

<https://www.lgt.ch/en/services/philanthropy-advisory/lgt-guide-strategic-philanthropy/>

**42. The Women & Girl's Index: Measuring Giving to Women's and Girls' Causes.** IUPUI Women's Philanthropy Institute at the Lilly Family School of Philanthropy. 2021.

*The WGI is the only systematically generated, comprehensive Index of charitable organizations dedicated to women and girls in the U.S. WPI created the Index to provide philanthropy researchers and practitioners, as well as policymakers and the general public, with a deeper understanding of the landscape of women's and girls' organizations, particularly the level of contributions they receive from individuals, foundations, and corporations. The first WGI report provided a snapshot of this information for 2016; the 2020 report built on this groundbreaking research by adding data from 2012 to 2015 and 2017. The present report expands this longitudinal picture to include 2018, the most recent year for which finalized IRS data on charitable organizations is available.*

<https://scholarworks.iupui.edu/bitstream/handle/1805/26857/wgi21-report.pdf>

**43. Women Give 2021: How Households Make Giving Decisions.** Lilly Family School of Philanthropy. 2021.

*Women Give 2021: How Households Make Giving Decisions explores charitable giving decision-making in the general population. The report analyzes the first new data on this topic in 15 years, and finds that household giving dynamics are changing, with fewer couples making decisions jointly. The report also finds that women and men have varying thresholds for how much they will give without consulting their partners. The report presents an opportunity for couples to connect over shared values and explore how they give, while providing fundraisers and advisors with actionable insights to engage donors and clients.*

<https://scholarworks.iupui.edu/bitstream/handle/1805/25383/women-give2021.pdf>

## Political Representation

**44. An Analysis of Utah Media: Women & Politics.** Utah Women & Leadership Project. 2021.

*As women's political presence and influence have slowly continued to increase, the way they have been represented in the media has also evolved. Research spanning the past several decades indicates that women politicians continue to be disadvantaged in the way they are covered by the media. From newspapers to primetime television, the way female political candidates are represented is a crucial topic; recent research indicates that women are dissuaded from even entering the political realm due to patterns of gendered media reporting and that "media both produces and reproduces sexism." Research evaluating media representation of female political candidates spans both the quantity and quality of coverage, including "volume of coverage, candidates' viability, candidates' issues, and candidates' traits." To date, however, there has been no specific research conducted in Utah on the intersection between media, gender, and politics.*

<https://www.usu.edu/uwlp/files/briefs/34-utah-media-women-politics.pdf>

## Science & Technology

**45. I'd blush if I could: Closing gender divides in digital skills through education.** UNESCO and Equals. 2019.

*Siri's 'female' obsequiousness – and the servility expressed by so many other digital assistants projected as young women – provides a powerful illustration of gender biases coded into technology products, pervasive in the technology sector and apparent in digital skills education.*

*This publication seeks to expose some of these biases and put forward ideas to begin closing a digital skills gender gap that is, in most parts of the world, wide and growing.*

<https://unesdoc.unesco.org/ark:/48223/pf0000367416.page=1>

**46. Who Do We Invent For? Patents by women focus more on women’s health, but few women get to invent.** Science. 2021.

*Women engage in less commercial patenting and invention than do men, which may affect what is invented. Using text analysis of all U.S. biomedical patents filed from 1976 through 2010, we found that patents with all-female inventor teams are 35% more likely than all-male teams to focus on women’s health. This effect holds over decades and across research areas. We also found that female researchers are more likely to discover female-focused ideas. These findings suggest that the inventor gender gap is partially responsible for thousands of missing female-focused inventions since 1976. More generally, our findings suggest that who benefits from innovation depends on who gets to invent.*

<https://science.sciencemag.org/content/372/6548/1345>

## Wealth & Economic Clout

**47. Managing the Next Decade of Women's Wealth.** BCG. 2020.

*Wealth managers that fail to adequately address the needs of female investors will miss out on a massive opportunity—one that is all the more significant as clients seek guidance in navigating the COVID-19 crisis. A \$93 Trillion Opportunity Women are accumulating wealth at record rates, adding \$5 trillion per year to their assets globally. Strengthened by greater educational attainment and workforce participation, women are likely to see their wealth reach \$93 trillion by 2023. Women Manage Their Wealth Differently from Men Women tend to link their wealth goals to specific life stages and goals, and to use a more deliberative investment calculus than men do. They also tend to hold a higher proportion of their assets in cash, which can result in lower long-term yields. There Is No One-Size-Fits-All Approach The women’s wealth market is huge and relatively untapped. To capture it, wealth managers need to eradicate long-standing, gender-based biases and instead focus on the individual—an approach that will improve outcomes for all clients.*

[https://image-src.bcg.com/Images/BCG-Managing-the-Next-Decade-of-Womens-Wealth-Apr-2020\\_tcm9-243208.pdf](https://image-src.bcg.com/Images/BCG-Managing-the-Next-Decade-of-Womens-Wealth-Apr-2020_tcm9-243208.pdf)

**48. Women’s Wealth 2030.** UBS. 2021.

*Globally, in 2021, there are more women in leadership positions, across markets and sectors, than ever before. Women's wealth is accelerating, female entrepreneurs and female-led businesses are on the rise, there is unprecedented wealth transfer between generations of women, and the COVID-19 pandemic has highlighted female resilience and power.*

*However, gaps in pay and funding – caused by limited access to networks, conscious and unconscious biases, disproportionate care responsibilities, and disparities in education, healthcare, politics and legal rights – are stifling the potential for women to significantly boost worldwide GDP. Additionally, progress toward gender equality has been severely negatively impacted by the pandemic. As we look ahead to 2030, there is a need to recalibrate global systems and promote gender lens investing, with a focus on parity, power and purpose. In this report, UBS, in collaboration with foresight consultancy The Future Laboratory, explores the rising trends that will drive transformation in the decade ahead.*

<https://www.ubs.com/global/en/wealth-management/women/2021/women-wealth-parity-power-purpose.html>

## Women & Investing

### **49. The Pathway to Inclusive Investment: How Increasing Women's Participation Can Change the World.** BNY Mellon Investment Management. 2022.

*We set out to explore some of the key drivers behind the persistent gender-investment gap from the perspective of those who currently invest, those who don't, and the investment industry itself. This report explores the gender-investment gap and the benefits of more women investing. Despite this issue being in the spotlight for decades, women are still less likely to invest, compounding any financial disadvantages and limiting women's collective influence on corporate behavior and the world.*

[https://im.bnymellon.com/us/en/documents/manual/brochures/bnym\\_im\\_allstreet\\_report.pdf](https://im.bnymellon.com/us/en/documents/manual/brochures/bnym_im_allstreet_report.pdf)

### **50. 2021 Women and Investing Study.** Fidelity Investments. 2021.

*This summary presents key findings from Fidelity Investments'® 2021 Women and Investing Study. Fidelity conducted this research to gather insights into women's attitudes and behaviors when it comes to managing their finances, and more specifically investing. This study presents findings from a nationwide survey of 2,400 American adults (1,200 women and 1,200 men). All respondents were 21 years of age or older, have a personal income of at least \$50,000 and are actively contributing to a workplace retirement savings plan, like a 401(k) or 403b. This survey was fielded in July 2021 by CMI Research, an independent research firm not affiliated with Fidelity Investments.*

[https://www.fidelity.com/bin-public/060\\_www\\_fidelity\\_com/documents/about-fidelity/FidelityInvestmentsWomen&InvestingStudy2021.pdf](https://www.fidelity.com/bin-public/060_www_fidelity_com/documents/about-fidelity/FidelityInvestmentsWomen&InvestingStudy2021.pdf)

## Special Edition: Web 3.0 / Digital Assets / Blockchain

### **51. A Review on Blockchain Technology and Blockchain Projects Fostering Open Science.**

Front. Blockchain. 2019.

*The blockchain technology (BT) offers great potential to foster various sectors (Casino et al., 2018) with its unique combination of characteristics, for example, decentralization, immutability, and transparency. We see promising possibilities in the use of this technology for science and academia. In this paper, we want to show why the BT suits especially to open science. So far, the most prominent attention the technology received was through news from industry and media (Morini, 2016; Notheisen et al., 2017; Carson et al., 2018; Volpicelli, 2018) about the development of cryptocurrencies. Examples are Bitcoin, Litecoin, Dash, and Monero, which all are having remarkable market capitalizations. BT, however, is not limited to cryptocurrencies. There are already existing blockchain-based applications in industry and the public sector like crowdfunding (Conley, 2017; Li and Mann, 2018; Arnold et al., 2019), tracking of goods in supply chains (Abeyratne and Monfared, 2016; Tian, 2016; Hepp et al., 2018), authentication (Cruz et al., 2018; Ihle and Sanchez, 2018), and voting services (Swan, 2015a; Osgood, 2016); many more are under development (Brandon, 2016; Davidson et al., 2016; Fanning and Centers, 2016; Nguyen, 2016; Scott, 2016). The Fraunhofer Institute for Scientific and Technical Trend Analysis (INT) in Germany published a study (Schütte et al., 2018) showing that currently BT can be most frequently found in applications used in the financial sector.*

<https://www.frontiersin.org/articles/10.3389/fbloc.2019.00016/full>

### **52. Cryptocurrencies: A Guide to Getting Started.** World Economic Forum. 2021.

*This guide serves as a manual for corporate leaders, including, but not limited to, chief executive officers, innovation officers, chief information officers, product managers and other technology professionals. You should come away with an understanding of how to transact and trade cryptocurrencies, view and participate in the underlying blockchain systems, get started programming decentralized applications, engage in blockchain governance systems, reason about both privacy and scalability trade-offs among different cryptocurrencies, and research and consider relevant jurisdictional guidelines and regulations. The best way to be equipped to speak to, engage with and apply cryptocurrency to your life and your workplace is not to read about it, but rather to start working with it directly. The contents of this manual are your guide for doing so.*

[https://www3.weforum.org/docs/WEF\\_Getting\\_Started\\_Cryptocurrency\\_2021.pdf](https://www3.weforum.org/docs/WEF_Getting_Started_Cryptocurrency_2021.pdf)

**53. Framing the Future of Web 3.0: Metaverse Edition.** Goldman Sachs Research. 2021.

*In this report, Goldman Sachs Research examines how the gaming/media landscape has already shown some key elements as to how the Metaverse might evolve and how themes such as decentralized web activity and virtual experiences could become hallmarks of many of the next wave of computing in Web 3.0.*

<https://www.goldmansachs.com/insights/pages/framing-the-future-of-web-3.0-metaverse-edition.html>

**54. Global Report on Women, Cryptocurrency and Financial Independence.** The Defiant. 2021

*Beginning in March 2020, we interviewed 60 women from 31 countries to understand their motivations for owning cryptocurrency, plus how they are safeguarding their assets to grow their wealth. Half of the respondents are from Latin America, as both authors lived and worked in the region. This research was conducted with help from a wide variety of industry institutions, including Women in Blockchain Boston, Meta Gamma Delta DAO, Blockchain for Humanity, Blockchain Education Network, Gitcoin, Avalanche, Celo and SheFi.*

<https://thedefiant.io/global-report-on-women-cryptocurrency-and-financial-independence/>

**55. How Web 3.0 Will Impact Higher Education.** Digital Communication. 2021.

*Web 3.0 is sometimes referred to as the ‘semantic web’, ‘3D web’ or ‘spatial web’. It is about using new technology to add meaning to content and developing methods to interact with our environment. In the semantic web, content will find you. Rather than you seeking information based on, say, keywords, your activities and interests will determine how information finds you and the format you need, and display it within your preferred channel.*

<https://digitalcommunications.wp.st-andrews.ac.uk/2021/03/11/how-web-3-0-will-impact-higher-education/>

**56. NFTs: A New Frontier for Money Laundering?** Rusi. 2021.

*In 2021, non-fungible tokens (NFTs) will see their popularity skyrocket. An NFT is a unique digital token which is used to represent an asset, usually digital artwork, a piece of music or an item in a computer game. The NFT can be held by its owner, traded, and sold for cryptocurrency or even real-world fiat currency, as occurred when the world’s most expensive NFT artwork was sold for \$69 million in March 2021.*

<https://rusi.org/explore-our-research/publications/commentary/nfts-new-frontier-money-laundering>

**57. NFTs, Cryptocurrencies and Web3 Are Multilevel Marketing Schemes for a New Generation.** The Wall Street Journal. 2022.

*The key to understanding the long-term trend in the value of supposedly scarce digital assets is understanding how the latest generation of them differs from previous ones. In what might be called “first generation” blockchain-based technologies, like bitcoin, there are only so many “coins,” and creating the ones that do exist is difficult and expensive.*

<https://www.wsj.com/articles/nfts-cryptocurrencies-and-web3-are-multilevel-marketing-schemes-for-a-new-generation-11645246824>

**58. Non-Fungible Tokens (NFT). The Analysis of Risk and Return.** Research Gate. 2021.

*In 2021, non-fungible tokens (NFTs) have seen their popularity skyrocket. An NFT is a unique digital token which is used to represent an asset, usually digital artwork, a piece of music or an item in a computer game. The NFT can be held by its owner, traded, and sold for cryptocurrency or even real-world fiat currency, as occurred when the world’s most expensive NFT artwork was sold for \$69 million in March 2021. This study examines the risk and return characteristics of the NFT-based startups listed on the cryptocurrency exchange. Our investigation is motivated by the recent surge in the NFT activity on the part of creators, investors, and traders. We begin by proposing novel classification of the existing NFTs that range from NFT blockchains through NFT metaverse to NFT DeFi. Next, we establish that NFTs: 1) earn 130% on the first-listing-day; 2) yield an investment multiple of 40 (roughly 4,000%) over the long-term, which is four times higher than bitcoin during the same period; 3) deliver positive and significant alpha and exhibit above-average beta. We also show that the NFT segment of the cryptocurrency market leads market recovery following the mid-2021 crash and generates a return of close to 350%. In the final analysis of the paper, we find that NFT infrastructure integrated within the existing blockchains increase market valuations of these networks.*

[https://www.researchgate.net/publication/355586705\\_Non-Fungible\\_Tokens\\_NFT\\_The\\_Analysis\\_of\\_Risk\\_and\\_Return](https://www.researchgate.net/publication/355586705_Non-Fungible_Tokens_NFT_The_Analysis_of_Risk_and_Return)

**59. The Maltese Falcoin: On Cryptocurrencies and Blockchain.** JP Morgan. 2022

*In this piece, we examine the adoption trends, capital flows and use cases for cryptocurrencies and blockchains. Use cases include crypto as a store of value, cross border remittances, decentralized finance, non-fungible tokens and blockchain adoption in financial services.*

<https://assets.jpmprivatebank.com/content/dam/jpm-wm-aem/global/pb/en/insights/eye-on-the-market/the-maltese-falcoin.pdf>

**60. The NFT Market for Digital Artwork Behaves Like Social Networks.** My Science. 2021.

*Digital artwork has been a rapidly growing segment of the modern-art landscape ever since the start of the pandemic, even though the market is still a niche one with a small circle of buyers. In a new study, Simone Casale Brunet, the lead author and a scientist at EPFL's SCI-STI-MM research group, along with Marco Mattavelli, the head of the research group, investigate how this market behaves. They found that transactions for buying and selling digital artwork follow similar patterns as interactions on social networks. They have just published a peer-reviewed paper on their work and will present it at the IEEE Blockchain 2021 conference in December.*

<https://www.myscience.org/news/wire/the-nft-market-for-digital-artwork-behaves-like-social-networks-2021-epfl>

#### **61. Understanding Security Issues in the NFT Ecosystem. ARXIV. 2021.**

*Non-Fungible Tokens (NFTs) have emerged as a way to collect digital art as well as an investment vehicle. Despite having been popularized only recently, NFT markets have witnessed several high-profile (and high-value) asset sales and a tremendous growth in trading volumes over the last year. Unfortunately, these marketplaces have not yet received much security scrutiny. Instead, most academic research has focused on attacks against decentralized finance (DeFi) protocols and automated techniques to detect smart contract vulnerabilities. To the best of our knowledge, we are the first to study the market dynamics and security issues of the multi-billion dollar NFT ecosystem.*

<https://arxiv.org/abs/2111.08893>

#### **62. Web 3.0: A vision for bridging the gap between real and virtual. Semantic Scholar. 2008.**

*Version numbering of the Web has become a common practice in recent years. The latest version is the Web 3.0. However, this term is still somehow ambiguous and IT experts do not seem to agree on a specific definition. We present a review of such different trends for the next generation of the Web, while providing our own view for a next generation Web version that makes a convergence between the real world and the virtual means of communication and information access, enabling an ambient intelligence scenario of pervasive and ubiquitous computing.*

<https://www.semanticscholar.org/paper/Web-3.0%3A-a-vision-for-bridging-the-gap-between-real-Silva-Rahman/0618782cf34badc6c1688cca70b6c492b30f4d1a>

#### **63. Web 3.0 and its Reflections on the Future of E-Learning. Academic Journal of Science. 2015.**

*Web 3.0 and its reflection on e-learning are still evolving and a clear vision of "E-Learning 3.0" is still in the future. Educators have the opportunity to influence emerging Web 3.0 technologies by helping to define that vision (Reynard, 2010). While utilizing many of these newer technologies in the classroom may seem foreign to veteran teachers, the youth entering universities today are accustomed to creating, learning and communicating using technology (Green & Hannon, 2007).*

*It is not just the younger generation who has adapted to using technology on a daily basis. According to the Entertainment Software Association (2010), the average game player is 34 years old and 26% of Americans over 50 play video games. According to Facebook's press room statistics (2011), people spend over 700 billion minutes a month on Facebook. Web 3.0 technologies and the advent of the Internet have changed how we gather and share information. In respect of different versions of the web, Wikipedia states: "Web 1.0 is Read Only, static data with simple markup for reading. Web 2.0 is Read/Write dynamic data through web service to customize websites and manage items. Web 3.0 Read/Write/Execute."*

<https://www.zuj.edu.iq/wp-content/uploads/2014/05/web3.0.pdf>

**64. Web 3.0: How the "Internet of Everything" will Impact Higher Education.** Decision Sciences. 2021.

*Web 3.0 is sometimes referred to as the 'semantic web', '3D web' or 'spatial web'. It is about using new technology to add meaning to content and developing methods to interact with our environment. In the semantic web, content will find you. Rather than you seeking information based on, say, keywords, your activities and interests will determine how information finds you and the format you need, and display it within your preferred channel.*

<https://decisionssciences.org/wp-content/uploads/2017/11/p671855.pdf>

**65. White Paper: Opportunities at the Intersection of Web3 and Social Change.** Banks Benitez. 2022.

*The purpose of this white paper is to outline a few of the ways that the social sector (nonprofits, philanthropists, activists, social enterprises, impact investors, etc.) might be able to leverage Web3 technologies.*

<https://drive.google.com/file/d/1GrZvcO2VgDdq33gWUCSIKelHwFY8jzFn/view>