

#CSW70



Canadian Federation For Citizenship
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Turning To Meritocracy and Pluralism To Overcome Structural Barriers



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Agenda

- **Topic 1**-Redefining Meritocracy Through Equity and Accountability
- **Topic 2**- From Diversity to Power: Institutionalizing Pluralism
- **Topic 3**- Political Participation and Protection from Digital Violence
- **Topic 4**-Economic Justice and Structural Access to Capital



Topic 1-Redefining Meritocracy Through Equity and Accountability

- **Point 1**-We believe merit is not assessed in a vacuum. When access to quality education, networks, mentorship, and capital is unequal, equal evaluation criteria will reproduce inequality. Equity is not a deviation from merit — it is the condition that makes merit credible.
- **Point 2**-Governments and corporations must move beyond simplistic diversity statements and toward measurable accountability: mandatory inclusive pay transparency, separated data collection, and enforceable anti-discrimination mechanisms are essential to make racialized gender inequality visible and correctable.



Topic 2- From Diversity to Power: Institutionalizing Pluralism

- **Point 1-** We believe representation alone is unsatisfactory. Women in the African diaspora must not only be present in institutions but participate in setting the agenda, budget decisions, and leadership roles where real power is exercised.
- **Point 2-** Pluralism requires intentional leadership channels and sponsorship structures. Informal networks of advancement often exclude African women; institutional mechanisms must therefore counterbalance exclusion with structured and deliberate pathways to executive and political leadership.



Topic 3- Political Participation and Protection from Digital Violence

- **Point 1-** Women in the African diaspora face intersecting racial and gender barriers in political life, including party gatekeeping, funding disparities, and racialized media scrutiny. Without intentional reform of these systems, democracy remains incomplete.
- **Point 2-** Online harassment targeting African women in public life is not simply a social media issue — it is a democratic and human rights concern. States must actively strengthen legal protections and accountability mechanisms to ensure all women can participate in politics without fear.



Topic 4-Economic Justice and Structural Access to Capital

- **Point 1-**We observe that women in the African diaspora are disproportionately concentrated in precarious, undervalued sectors while remaining underrepresented in executive leadership and high-growth entrepreneurship. Structural reforms must focus on addressing both wage inequality and leadership exclusion.
- **Point 2-** Access to capital remains a significant barrier. Public procurement policies, inclusive financing mechanisms, and targeted investment frameworks are essential to ensure African women entrepreneurs are not systematically excluded from economic growth opportunities.



Final Words:

Meritocracy without pluralism reproduces inequality.

Pluralism without accountability becomes symbolism.

Structural change requires both measurable fairness and shared power.

We need to stay ON point if we want a better future for Ourselves.

Thank You!

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