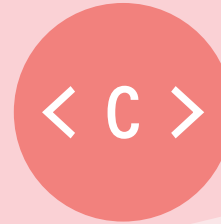


2020  
ANNUAL REPORT  
2021



The  
CODETTE  
Project



# TABLE OF CONTENTS

<b>Introduction</b>	3
Message From Founder	3
<b>The Team</b>	4
Getting To Know Us	4
<b>2020 - 2021 Reflections</b>	8
COVID-19 Impact	8
A Day In The Life - Circuit Breaker Edition	9
<b>Supporting Our Community</b>	10
Covid-19 Social Media Strategies Workshop	10
The Codette Project Cares	11
Codette Career Month	14
Facebook Resume & Interview Session	
Deloitte Resume and Interview Session	
Dream Collective - She Pivots Programme	
Conversations with Codette	15
Code Hero Programme	16
<b>Finances</b>	21
<b>Media</b>	23
<b>Closing</b>	25

# INTRODUCTION

## Promise to our Community

It's been five years since The Codette Project was founded, and there is still a lot of work to be done. We know that we may not be able to see the change we want in our lifetime – but we aren't giving up. We're still here because we believe that change will come, that our community deserves better, and that the brilliance, drive and fire in the women we meet deserve to be celebrated.

Our promise to you is this – that we will keep on working to create more equitable outcomes for minority/Muslim women, that we will continue to push for representation in tech, and that we will continue to honor the women in our community who are not just reclaiming narratives of success for themselves, but also who are creating definitions of success that belong to us.

Thank you for believing in us. Here's to the next five years.

Love,  
The Codette Project Team



## Message from our Founder

2020 has shown me the strength within our community. We see you, students, mothers, carers, businesswomen, activists, professionals - all of you coping with the multiple responsibilities of work, learning, caring, mental health. There will be a time when we will meet in person, and we will be able to hold each other and hear about how far we've come, and where we are going. Right now, as a team we're really doubling down on thinking about how to create more long-term impact for our community. Thank you to everyone who has shown up for us. We see you, and we're here for the long-term.

~ Nurul

# THE TEAM

The Codette Project is a diverse and close-knit team made up of volunteers from different backgrounds but with a similar goal, that is empowering minority/Muslim women in Singapore.

We wanted to let you understand our team better, so we decided to publish a series called #CandidwithCodette on our website which is an informal and casual Vogue-style Q&A with each team member.

**Nurul Jihadah Hussain**



**Q:** *What advice would you give your 16 year old self?*

**A:** Things will get better.

**Q:** *An underrated film that has inspired you:*

**A:** Yamakasi by Luc Besson

**Q:** *Unpopular opinion: who is a feminist icon you think deserves more recognition?*

**A:** Eowyn, shieldmaiden of Rohan, from The Lord of the Rings. Also, Hermione Granger, especially the versions from good fanfiction.

**Nurul Amillin Hussain**



**Q:** *If you could switch lives with someone for a day, who would it be?*

**A:** I'd probably pick a male athlete, someone who plays basketball. Dennis Rodman decades ago, or Giannis Antetokounmpo now.

**Q:** *What 3 qualities in a person are most overrated?*

**A:** Beauty, genius and punctuality.

**Q:** *Unpopular opinion: who is a feminist icon you think deserves more recognition?*

**A:** Megan Fox, for her important work in movies like Jennifer's Body, and her continued disinterest in fulfilling the expectations of the public.

**Zafirah Zaharudin**



**Q:** *A significant lesson you've learned from the women around you:*

**A:** From being surrounded by such amazing women, I've learnt that we are more capable than we give ourselves credit for.

**Q:** *What is your favourite app?*

**A:** Pinterest is my favourite app because it's an endless source for inspiration

**Q:** *What makes a heroine?*

**A:** To me a heroine is someone that speaks up when the odds are against her. She triumphs in a challenging environment.

## THE TEAM

**Hakim Ariffin**



**Q:** *A song you can listen to on repeat without getting bored:*

**A:** So many. I latch onto songs and play them on repeat a lot. A few current ones:

- Say A Little Prayer by Lianna La Havas
- Day 1 by Honne
- Lost by Frank Ocean
- Down For You by Cosmo's Midnight

**Q:** *A film or book that changed your perception on feminism:*

**A:** I'd be the first to admit I haven't read many, but I am starting on *Becoming* by Michelle Obama but more widely, I'd say a book that connected me more with my consciousness is *Between The World And Me* by Ta-Nehisi Coates. It's gripping from start to finish and evokes the anger fumigating the moments he described. It is a heavy read that is worth the commitment.

**Liyana Fauzi**



**Q:** *Most unexpected situation you got yourself into:*

**A:** I spent a year in NYC doing my master's. It was an unexpected situation for me as I never really thought about studying overseas until given the opportunity. I was nervous of course, but it turned out to be one of the best decisions.

**Q:** *What book or film has inspired your views on feminism?*

**A:** This is going to sound really strange, but one of my favourite childhood books was the *Ramona* series by Beverly Cleary. *Ramona* is basically this incredibly gutsy little girl who gets herself in all sorts of trouble, not afraid to speak her mind and she lets her imagination run wild. Her gender doesn't hold her back, and she always stands up to fight injustice, even if it's what might seem like a small thing to an adult. I was really shy growing up, so *Ramona* inspires me to have a little spunk.

**Anastasia Pavlovic**



**Q:** *Have you watched the 1997 Fox animated film, "Anastasia"? If yes, is there a characteristic of Anastasia that you relate to?*

**A:** Definitely watched the movie (how could I not!) and it has always been my favourite. My dad actually named me Anastasia because he loved Russian history and the Romanov family. The characteristic I relate most to would be her independence and curiosity. I'm always thinking about what new skills to learn and what new adventures to take - this curiosity led me here to Singapore, and I'm eternally grateful for the experience.

**Q:** *A book or film that has inspired you:*

**A:** *Dead Poets Society*. Seize the day and make your lives extraordinary.

# THE TEAM

**Liyana Rosli**



**Q:** *What's the best advice you have received?*

**A:** It is not really advice per se, but it would be the quote "Chaos is a Ladder" from Game of Thrones. Life is chaotic, consisting of things you know, and things which are scary and unknown to you. You need to rise above it by constantly learning and making sense of the chaos.

**Q:** *How do you deal with negativity?*

**A:** Wisdom is to let go. If you do not like everyone around you, why are you upset when you know people do not like you? The only opinion that should matter to you is your opinion of yourself, as well as the people in your circle of trust.

**Q:** *What makes a heroine?*

**A:** People who are not afraid to speak up when they see something wrong and to stand for something they believe in.

**Atikah Razak**



**Q:** *Most underrated place that you have traveled to:*

**A:** Iran! Most people think that it's a scary/dangerous place, but the truth is the total opposite! The culture, people, and scenery are just amazing.

**Q:** *Which book or film has shaped your idea of women and femininity?*

**A:** Top Girls by Caryl Churchill

**Q:** *How would you describe your personal style*

**A:** Fancy Lounge (lol)

**Mariah Farzana**



**Q:** *What is the one thing about Bangladesh you wish people knew?*

**A:** Bangladesh actually has a rich history that goes even beyond "East Pakistan" and "British India". Its cuisine is also distinct from both Indian and Pakistani cuisines, even though there are some similar influences.

**Q:** *If you could have coffee with anyone in the world, who would it be?*

**A:** I don't drink coffee but I would love to have tea with Emma Watson someday! I think we would have a lot to talk about ranging from Harry Potter, cats and novels to the United Nations, activism, sustainability and ethical fashion.

**Q:** *What's the biggest lesson you've learnt from the woman who raised you?*

**A:** Always be independent.

# THE TEAM

**Salina Ibrahim**



**Q:** *What advice would you give your 16 year old self?*

**A:** It is ok not to take the safe and traditional route, because you can control your own path any way you choose to take.

**Q:** *A piece of wisdom from a female/woman in your life, that you still remember and try to follow today:*

**A:** It would be from my late mum - (To) be kind. She never said it explicitly but would show it in everything she does. Kindness doesn't cost a thing but could mean everything. It's something I always try to remind myself of.

**Q:** *If you were to keep a pet, what would it be and what would you name it?*

**A:** I'd probably give my pets character-inspired names or punny/funny/unseemly names (like Harry Pawter or Queen of Chaos).

**Liyana Abu Bakar**



**Q:** *Who was your role model growing up?*

**A:** This seems rather cliché but it was my dear grandmother, who is a woman of few words - patient, caring, loving and fiercely independent!

**Q:** *Which artist is a must have on your daily Spotify playlist?*

**A:** My favourite band - No Vacation! I will listen to their songs everyday without fail.

**Q:** *What do you usually eat for breakfast or brunch?*

**A:** A plain prata and an egg prata with fish curry, my go-to meal to be honest!

# 2020 - 2021 REFLECTIONS

## Covid-19 Impact

2020 was certainly an unexpected year for The Codette Project. With the sudden COVID-19 / coronavirus pandemic impacting everyone around the world, we were not spared either.

Before this ongoing global pandemic, we used to look forward to meeting the team in person every Saturday morning - giving each other hugs, catching up on life, celebrating birthdays and simply having a good laugh while also getting the work done. However, we realised that wouldn't be possible given the circumstances and restrictions.

Social distancing was the new normal and there were strict limitations on how many people could gather at once. We couldn't organise physical events and workshops any longer. Singapore even went on

a complete lockdown, known as the "Circuit Breaker", from April till June. In the beginning, we felt slightly dejected by this somber situation but soon after, we knew we couldn't stay stagnant and had to adjust accordingly to move forward.

In order to keep up with the new normal, we made an internal decision to switch The Codette Project's dynamics to all-digital. Weekly Saturday meetings were now online via Zoom.

We planned on how to optimise our digital presence by revamping our website and creating new creative content on our social media pages. Workshops and collaborations were also online, specifically using Zoom. New projects were initiated by us keeping in mind that every aspect of the project will have to be digital.





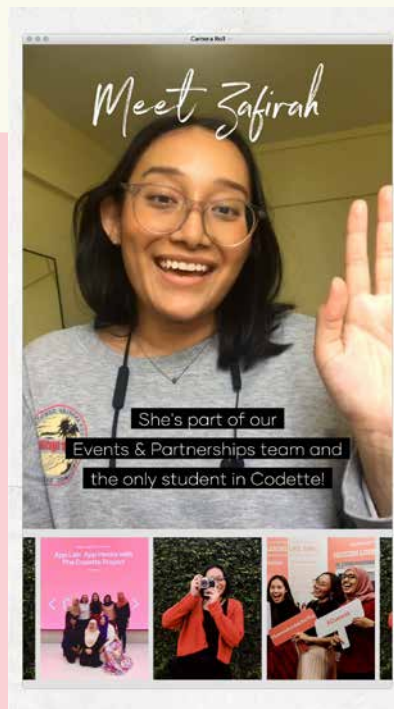
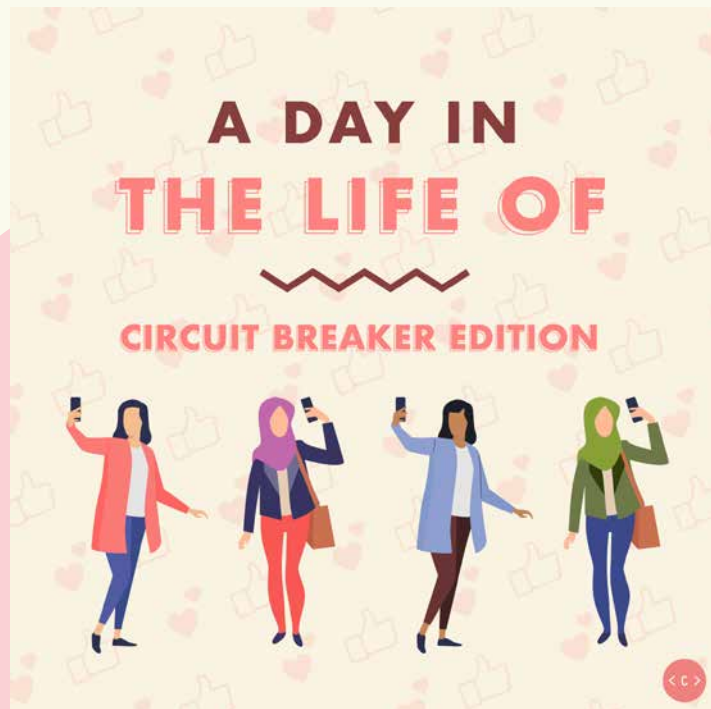
# 2020 - 2021 REFLECTIONS

## A Day In The Life - Circuit Breaker Edition

In 2019, we launched the Instagram takeover series called "A Day In The Life".

The initial purpose of this series was to get an insight on how professional minority Singaporean women living abroad spent their daily lives to inspire young minority females in Singapore. We decided to bring this series back during the Circuit Breaker period in 2020 when everyone was in a lockdown.

This time round, we decided to highlight minority women with relevant tech backgrounds living in Singapore such as our own team members, Zafira Zaharuddin and Salina Ibrahim.



# SUPPORTING OUR COMMUNITY

## Covid-19 Social Media Strategies Workshop

At the peak of COVID, The Codette Project team was thinking about how to best speak to our community during this interesting time. One of the major issues we heard from our community was this new change in environment towards digital was unfamiliar, especially to those running small businesses.

From this, we decided to showcase a webinar focusing on digital marketing on Facebook & Instagram, hosted by our very own Codette volunteer, Anastasia.

In this webinar session, we looked at:

- How consumer behaviours change in the context of COVID-19
- How businesses can respond to COVID-19 with Facebook best practices
- How to evaluate and measure the success of your Facebook marketing efforts
- Resources and valuable links to extend your learning journey beyond

We had approximately 20 people attending the workshop, with many saying it helped them better understand how to develop their digital marketing strategy and the various tools available on the platform.



# SUPPORTING OUR COMMUNITY

## The Codette Project Cares

Codette Cares is a funding and mentoring programme for women pursuing studies in tech-related domains that is entering its third iteration this year.

The programme was started to support women who were impacted by CoVid, and has since provided funding and mentoring for 23 minority/Muslim women in its first two iterations.

Codette Cares started out when Hakim told us that he wanted to share some money from his late mum's estate to support The Codette Community.

It was also during the CoVid period and we thought that we could use this opportunity to help women-led businesses and female students as this was a challenging time for many of us.

*Cares*

*Community was a virtue of my mom's life.*

*From the kampung days of her childhood, she has always shared a close bond with her family. From that enduring core, she would spend her life spreading this warmth and spirit of giving to her colleagues turned family friends, on to her kids, and later on to the people she volunteered alongside - a familiar face at food distribution drives, a friend to the needy and new converts, and other causes she dedicated her life to.*



*She was also big on education as a way of opening up minds, bridging people, and encouraging growth. Given the life that she lived, her wishes, and what she stood for, my sister and I felt that it was befitting for us to contribute to something that shares in this spirit and has that radiance in the community.*

*We hope that the recipients will embody the spirit and continue to share their energy, knowledge, and time with those around them."*

*- Hakim Ariffin (Sponsor)*

# SUPPORTING OUR COMMUNITY

## Codette Cares 2020

In our first iteration, Codette Cares 2020 supported students as well as female-led businesses. Since the programme, many of the students have progressed to internships and careers in companies like Accenture and GovTech.

## Codette Cares 2021

Codette Cares 2021 has supported 17 mentees (young ladies from various STEM fields) over 9 months with workshops and other programmes to help them develop their future careers in STEM.

We have matched these mentees with mentors from companies like Facebook, Stripe and Zendesk.

This second iteration had young women from areas of tech such as software engineering, machine learning, cybersecurity and AI.



*“As a past recipient of mentorship from other senior women in the tech industry, I believe that it is important to build this community of support for other women in tech, especially minority-Muslim women or students who are just starting out. Oftentimes, many of us don’t often see ourselves being represented in the Industry.*”

*Through the programme, we asked mentees to design a few goals that they want to achieve and have their mentors work with them on meeting these goals. It could be as simple as updating their resume, or learning a new technology.*

*The role of the mentor is then to help challenge the mentees to try new things, or by providing additional resources such as connections to people in the industry. The mentor-mentee relationship helps provide a community of support so that mentees can bounce off ideas or simply have a listening ear from someone who may have walked a similar path before.*

*It was a great opportunity to meet the many women involved and an honour for us to be able to work with all of them. I personally enjoy helping others explore their potential, so seeing my mentee step out of her comfort zone to work toward goals that she sets for herself has been incredibly rewarding.”*

**- Liyana Fauzi (Program Lead & Mentor)**

## SUPPORTING OUR COMMUNITY

### The Codette Project Cares

*"We managed to meet in-person several times during the course of the mentorship as the restrictions had eased by then, and that was quite crucial in helping us build a strong rapport as mentor and mentee.*

*Our meetings were very casual and involved discussing progress in reaching the milestones that we had agreed on from the outset to ensure that she could get an internship in the tech field by the end of the programme.*

*During the meetings, we'd usually talk about her upcoming plans and any challenges that we could work through together, before agreeing on a list of tasks for her to work on (e.g update her resume, shortlist internship openings she's interested in).*

*In virtual meetings, it was for me to check in on her progress with updating her resume and also an opportunity for her to speak to another Codette mentor who had worked in the gaming industry (an industry my mentee was interested in entering). We kept in close contact and it was an open channel for her to reach out to me any time if she had any questions. In a way, that also helped us grow closer because we could offer her support easily."*

**- Atikah Razak (Mentor)**

What I liked best about the Codette Cares Programme was...

***"the amazing mentors who created a safe and supportive space for me to grow and be truthful in"***

*~ Mentee Feedback ~*





# SUPPORTING OUR COMMUNITY

## Codette Career Month

### FACEBOOK - Resume & Interview Session

Led by **Nidhi Bhandari**, APAC recruiter for Facebook, we collaborated with Facebook for a resume and interview session via Zoom that aimed to guide those who already had at least one year of working experience in achieving better jobs, better opportunities and redefining their own successes.

There were small breakout Zoom rooms where a few participants were grouped together with each Facebook representative. Topics included writing a resume / CV (*specifically on how to keep it relevant according to work / volunteer experiences and academics*) and preparing for an interview (*potential questions that could be asked and how to answer them confidently and appropriately*). Because participants were in small groups, it was very interactive and thus, each of them managed to clarify and clear out their specific concerns regarding resumes and interviews.

### DREAM COLLECTIVE - She Pivots Program

We partnered with The Dream Collective for their She Pivots programme, a career-transition digital programme for COVID-affected women.

It had an impact on over 2000 women and thus, it was being expanded to Singapore and Japan. It aims to help boost women in developing the skills and confidence to navigate career-transitions.

She Pivots provides women with free, online skills development training and access to available job openings.

### DELOITTE - Resume & Interview Session

A partnership with Deloitte was formed for an online workshop via Zoom meant for students and fresh graduates of higher education institutions - without working experiences, to guide them in articulating their personal brand through CVs, interviews and visumes.

The main takeaways included effectively craft CVs, preparing for job interviews and better understanding the expectations of job applications.



# SUPPORTING OUR COMMUNITY

## Codette Career Month

### CONVERSATIONS WITH CODETTE

Similar to Candid with Codette on our website, we initiated Conversations with Codette on Instagram for our followers in getting to know the team better.

However, this series was focused more on our individual career journeys. It was an interactive session where we were each paired with another team member and we shared our own working experiences, backgrounds, interests and goals.

We also spoke about our challenges and how we overcame them. We also had the chance to answer some of the questions our followers had and give relevant career advice.



# SUPPORTING OUR COMMUNITY

## Code Hero Program

Code Hero, a concept initiated by Devlabs Academy, was mostly sponsored by The Codette Project.

### CONCEPT

Equip the students with theoretical knowledge on web design principles and UX/UI design, as well as practical skills in utilising a web builder to design and launch websites.

The students will then choose small businesses or non-profit organisations to build websites for them in groups for free.

### SCHEDULE

5th December 2020 - 6th February 2021

Frequency: 4 hours weekly sessions, with about 12 hours of self-paced practice/hands-on in between.

### OUTCOME

As their final project, the students were broken into 6 groups of 2-4 members, and successfully designed/revamped 6 websites for 6 organisations.



Code Hero Program Participants with Program Lead, Tengku Muhd Hafidzudin Tengku Ibrahim, from Devlabs Academy



Video: The Codette Project's words of encouragement for the groups of students who presented their work in our Virtual Demo Day



# SUPPORTING OUR COMMUNITY

## Code Hero Program

There were 2 parts to this pilot run:

The first part was conducted throughout 2019. It was a full year of an immersive programme where Devlabs Academy trained Madrasah secondary students on building full-stack web applications with code from scratch. This was a weekly programme that was conducted in the physical space.

The second part was initially planned to run in early 2020, where the students were meant to be attached to clients so that they can broaden their experience in utilising tech for actual businesses or nonprofits.

Devlabs Academy had already started the discussion with the students for them to choose the clients they might be interested to be attached to but a large majority of the students were going to have their major examinations in 2020, such as the O-levels, and then, covid happened.

With all the sudden rules and regulations that came along, an immediate alternative could not be worked out effectively. Even as the situation started to ease later that year, it got nearer to the students' major examinations, and they requested Devlabs Academy to postpone the programme till after their major examinations and thus, it got postponed.



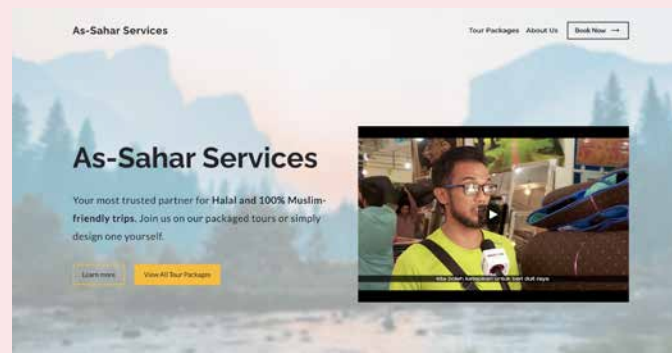
# SUPPORTING OUR COMMUNITY

## Code Hero Program - Students' Final Website Creations

### AS-SAHAR SERVICES

Presentation: <https://www.youtube.com/watch?v=SJ22f2Hf7ss>

Site: <https://as-saharservices.yourwebsite.life/>



### MADRASAH ALJUNIED IB PROGRAMME

Presentation: <https://www.youtube.com/watch?v=b5ZgJH-zH60>

Site: <https://maastudentportal.yourwebsite.life/>



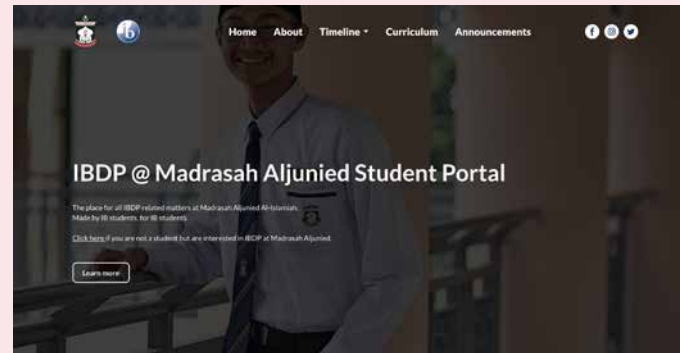
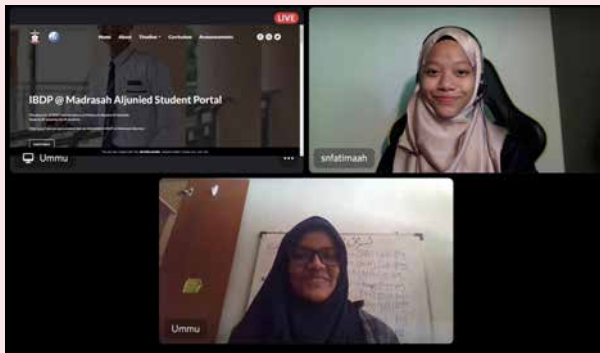
# SUPPORTING OUR COMMUNITY

## Code Hero Program - Students' Final Website Creations

### MADRASAH ALJUNIED STUDENT PORTAL

Presentation: <https://www.youtube.com/watch?v=uzplzhc92Fc>

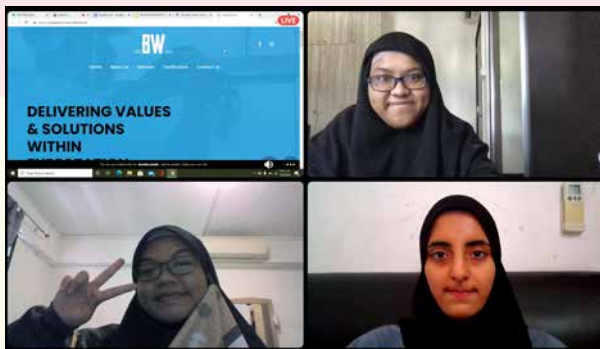
Site: <https://madrasahaljuniedibdp.yourwebsite.life/>



### BUDGET WORKS

Presentation: <https://www.youtube.com/watch?v=CA7NYPH7Ysk>

Site: <https://budgetworks.yourwebsite.life/>



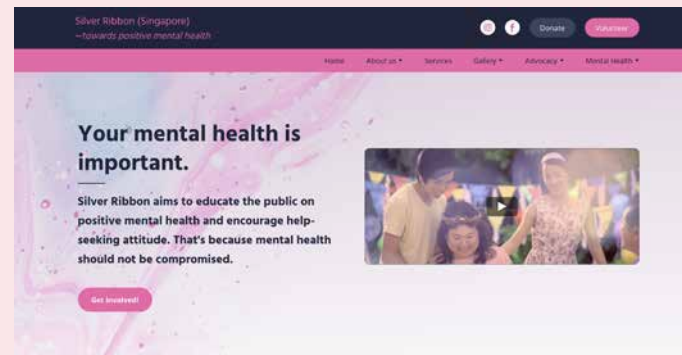
# SUPPORTING OUR COMMUNITY

## Code Hero Program - Students' Final Website Creations

### SILVER RIBBONSG

Presentation: <https://www.youtube.com/watch?v=EsKk71VXJF0>

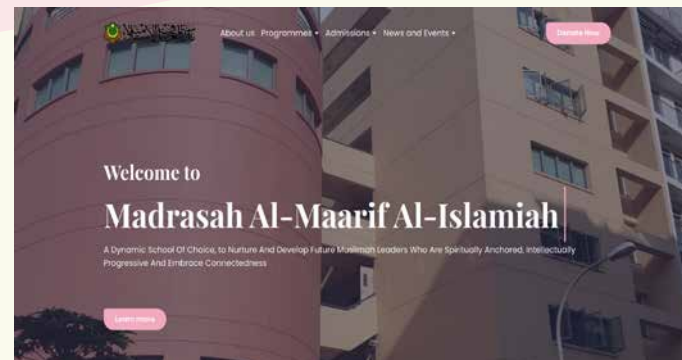
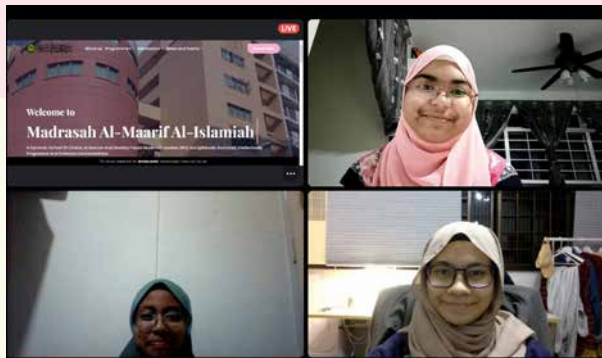
Site: <https://silverribbonsg.yourwebsite.life/>



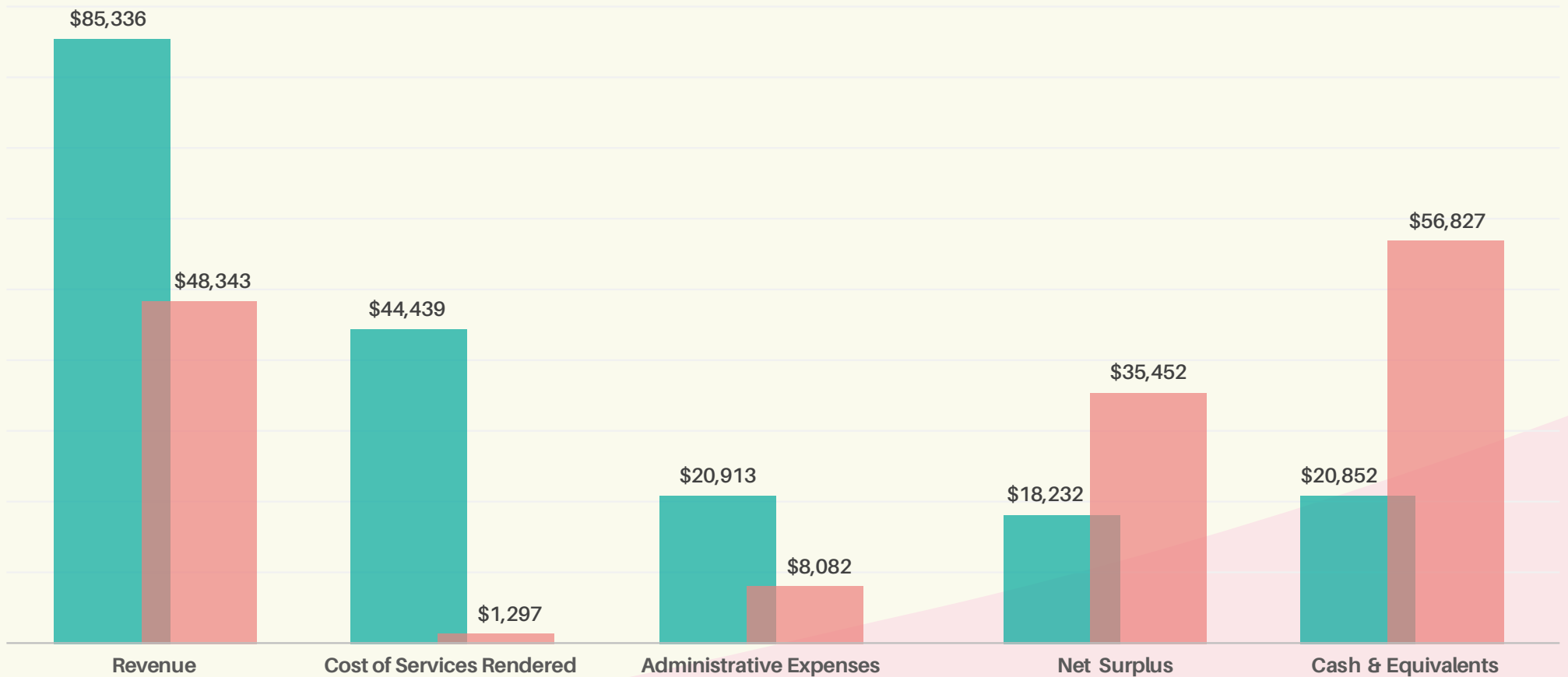
### MADRASAH AL-MAARIF

Presentation: <https://www.youtube.com/watch?v=kFpxf65biVo>

Site: <https://maarif.yourwebsite.life/>



# FINANCES



■ 2019 ■ 2020

## Other Operating Expenses

Remained the same: \$1,868

Income Tax Expense: \$1,656

Source of sponsorship:

Mainly **Zendesk (97%)** and the rest made up of small donations and merchandise sales.

# FINANCES



We're fortunate to receive unexpected support from another corporate sponsor, **Zendesk**, to follow last year's (**Facebook**); We appreciate the support and validation

**43% decrease** in donations and sponsorships due to decision not to seek donations sponsorships due to anticipated decrease in activities due to Covid - specifically hackathon and photo exhibition - and consensus not to raise more funds in hopes that donations get channeled to Covid-related causes instead.

Codette were similarly adaptive to the new reality and switched some of the events online, which meant minimal cost.

**Cost of Services rendered** significantly dropped due to cancellation of all physical events and in accordance to Covid ruling on working from home, doing away with the cost of full-time coworking passes, event catering, space rental, discontinuation of the scholarships from previous year and no interns were hired.

For **administrative expenses**, the decrease in attributed to lesser bank charges from decrease in number of transactions; no internship allowances; less printing and stationery charges; less storage for the exhibition boards; but also saw increases in secretarial fees and taxation fee, as this year marked the first year of paying taxes after the exemption from year before.

*We end the year with a healthy balance of **\$56,827***

*We recognise the effects of Covid on our community and look to utilise our funds to support those in need via Codette Cares.*

# MEDIA

Media Release	Article Title	Media / Press
22 Dec 2020	Singaporean women with the IT Factor	The Straits Times
22 Dec 2020	WOMEN with the IT factor	Singapore Management University (SMU)
19 Nov 2020	Singapore can be a model of a country that has women in tech: Tharman	Today
21 Oct 2020	Taking the next step in encouraging more women to join tech	The New Paper
18 Oct 2020	Teknologi wadah positif niaga, insan dan sekitaran	Berita Harian
8 Oct 2020	Best in class: presenting the inaugural Singapore 100 Women in Tech	Infocomm Media Development Authority (IMDA)
7 Sep 2020	BUILDING COMMUNITIES, DRIVING POTENTIAL	CNA INSIDER
18 Aug 2020	How to measure the success of a social enterprise (Guest: Nurul Hussain)	KrAsia
16 Jul 2020	T:>Works' Festival Of Women: N.O.W. 2020 Will Take Place Online	Tatler Singapore
16 Jul 2020	Ready For KidLit!, SSO's La Voix Humaine, Festival Of Women: N.O.W. 2020	The Straits Times
14 Jul 2020	Aims to Redefine Success for Minority/Muslim Women (Guest: Nurul Hussain)	KrAsia
7 Jul 2020	The Case for Women in Tech	Better Programming
6 Jul 2020	Festival of N.O.W. celebrates the diverse experiences of women in Singapore	Time Out
9 Jun 2020	Festival of Women: N.O.W.	Time Out
2 Jun 2020	Minority Women Are Having Trouble Getting Into Tech. The Codette Project Wants To Help	A Magazine
7 Mar 2020	Meet the Asian women driving progressive change across the region	Eco-Business



# MEDIA

A Singapore Government Agency Website

Infocomm Media Development Authority

Who We Are | Infocomm Media Landscape | For Industry | For Community | Regulations & Licensing | News & Events

Find out more about our industry-specific advisories for the COVID-19 situation [here](#).

## Best in class: presenting the inaugural Singapore 100 Women in Tech

LAST UPDATED: 08 OCTOBER 2020 | PUBLISHED ON: 09 OCTOBER 2020

### SINGAPORE 100 WOMEN IN TECH

LIVE WEBINAR

#### SINGAPORE 100 WOMEN IN TECH WEBINAR

4 SEP 2020, FRIDAY  
10:30AM - 12:30PM

The Singapore 100 Women in Tech list is a collaboration between the Singapore Computer Society, IMDA, SG Women in Tech, and Mediacorp.

The Singapore 100 Women in Tech Webinar which recognises the achievements made by outstanding and inspirational women in the tech industry

By Girdelin Low

From [ride-hailing giant Grab](#) to [popular design platform Canva](#), female-founded tech companies have made their mark in recent years. Despite this, it's no secret that women continue to be underrepresented in the male-dominated tech sector. Here in Singapore, for instance, women continue to make up only [30 percent of the tech workforce](#).

In hopes of changing the status quo, the [Singapore Women in Tech](#) (SGWIT) initiative [was launched last October 2019](#) to celebrate local heroines in the industry and build a community that can attract, retain and develop female talent in the infocomm and tech industry. To honour the inspirational women that have made significant contributions to the Singapore's vibrant tech industry over the past year, SGWIT [unveiled the inaugural Singapore 100 Women in Tech List](#) in a webinar held on 4 September 2020—receiving over 850 nominations in the process.

Here are some of their remarkable stories:

#### Making tech accessible to all

Though much has been said about tech's vast potential to improve lives, this can only be achieved if everyone can truly access these digital tools. By empowering underrepresented communities, advocates like Ms Nurul Hussain, Ms Leanne Robers and Ms Virginia Tan seek to overcome issues regarding access, opportunity and other societal barriers.

Ms Hussain, founder of [The Codette Project](#), is a shining example of a technopreneur harnessing technology for a greater purpose. Given the limited number of tech initiatives aimed towards minority and Muslim women, Ms Hussain and her team at The Codette Project launched Tech for Good in 2018, Singapore's first women-only hackathon.

Creating communities centred around underrepresented groups in tech makes all the difference, according to The Codette Project founder Ms Nurul Hussain.

Not only did the 2019 iteration of Tech for Good offer child-minding services, but the hackathon also provided vegetarian options, as well as a meditation and prayer space—finally putting the needs of minority and Muslim women at the forefront in tech.

[IMDA] Best in class: presenting the inaugural Singapore 100 Women in Tech

today

Singapore World Minute Big Read Gen Y Speaks Adulting 101 Commentary Values Watch Brand Spotlight 8 Days

## Singapore can be a model of a country that has women in tech: Tharman

BY NATASHA MEAH

Published November 19, 2020  
Updated November 19, 2020

Senior Minister Tharman Shanmugaratnam said that in tertiary education, women have shunned hardware engineering although they moved into chemical engineering and life sciences.

- The world of engineering is changing and this is a very exciting opportunity for women, said Mr Tharman.
- There are no real models for women in tech internationally, including in Silicon Valley, he added.
- Mr Tharman also said that economic objectives should not be separate from social objectives.

SINGAPORE — Singapore can be a model of a country that has women in the tech sector, said Senior Minister Tharman Shanmugaratnam on Thursday (Nov 19), adding that the Government is making a conscious effort to develop role models and mentorship schemes for women in this space.

"We're not there yet but we have some advantages that other countries don't, because if you look at our school system — our secondary schools, our junior colleges — women are as represented as men in the sciences.

"It's a little unusual compared to most countries. Women are as represented as men in the sciences and do very well. So, the question is transitioning from that into tertiary education and into jobs," said Mr Tharman, who is also Coordinating Minister for Social Policies.

He was speaking during a Facebook Live session at the Singapore Tech Forum 2020 where he was joined by M Marc Benoit, the chief executive officer and founder of American cloud-based software company Salesforce.

Women also tend to move into quantitative fields like accountancy and business, he pointed out.

"The world of engineering is changing. It's now knowledge and data, and I think it's a very exciting opportunity for women. But we've got to have a very conscious effort to develop that norm, to develop the role models, to develop the mentorship schemes. And that's a responsibility of the Government, of education institutions, of corporates and of community," said Mr Tharman.

He said companies such as DBS bank, online payment service PayPal and Salesforce have "very determined schemes" now to hire and develop women in the tech space.

He added that the Government is trying to do the same through an Infocomm Media Development Authority initiative called SG Women in Tech.

"There are also community initiatives, (like) something called The Codette Project by Nurul Jihadin, which is very much the same, mentorship, encouraging women, including women from minority backgrounds, to get into tech," he said.

**READ ALSO**  
With diverse talent needed, Singaporeans and foreigners need to 'make the effort' to address social friction: PM Lee

**READ ALSO**  
How a 5 person women in a leadership position in tech navigates her double minority position

[TODAY] Singapore can be a model of a country that has women in tech: Tharman

SINGAPORE | Di |

TIMEOUT

THINGS TO DO | Food & Drink | Culture | Travel | Shopping & Style | News | More

## Festival of N.O.W. celebrates the diverse experiences of women in Singapore

Artistic director Noorliah Mohamed also talks about the programmes that reveal inequality and overlooked gaps in society

Written by [Cam Khalid](#) Monday 5 July 2020

[f](#) [t](#) [p](#) [e](#) [s](#)

Festival of Women N.O.W. is in its second year. The branch of award-winning actress Noorliah Mohamed, who spearheads the festival as artistic director, and brought to fruition by the brilliant T-Works team, it's a celebration of the diverse experiences of women, focusing on the different intersections of class, race, gender and structural inequality in their lives.

The festival set to return in the digital form from July 15 to August 2 with a schedule that is strikingly varied, encompassing everything from an anchor exhibition, curatorial projects, and video narratives to live-streamed performances, conversations, and workshops which are accessible to all online.

We chat with Noorliah Mohamed ahead of the festival to find more about its programmes, including an exhibition that reveals the class divide between migrant workers and Singaporeans, the income divide that runs across our society, and the increase of domestic abuse, especially during the circuit breaker.

**RECOMMENDED:** [Essential readings list: 10 books on inequality in Singapore by local authors and how to help migrant workers online](#)

### An exhibition raising awareness on the overlooked gaps in society

One of the highlights of the festival is the Women of N.O.W. 2020 Digital Exhibition: Art and Life crossings. Noorliah leads this project, the second in a series of three, which began with the 2019 exhibition Power of Letters.

The digital exhibition features interviews with 27 women from different sectors — spotlighting the women who have been working in challenging environments, and are often overlooked. They exemplify the commitment to raise awareness with integrity, humour, reflexivity, and creativity, with each finding different ways to achieve what they need to benefit the communities they work with.

"I hope the Women of N.O.W. and their stories would expand readers and make them want to do their part in their little circles. The many circles make up the larger whole and collectively we can make a difference," Noorliah says.

Among the lineup of creatives, activists and non-profit organisations are The Codette Project and Lyana Dhanaraj who support the development of skills and capacity of other women, as well as Tan Yu-Yee, and forensic scientists Yvonne Sim and Crystal Tan who believe that women can impact others through education.

Battling the community through volunteerism, Adina Ahmad founded eSiamOraclesSG where families can volunteer while on holiday. There are also on-the-ground neighbourhood warriors such as Ezzayati whose indefatigable spirit of volunteerism makes her a willing organiser of events for the Jalan Kuching community, and Izzytzytzy who has been working with her community through the arts.

When it comes to fighting against sexual violence and exploitation, Project X, Zubee Ali, Shafrany Hassan, and Asha Adnan, among others, are pushing these issues to the forefront.

The digital exhibition also features three ground-up initiatives that serve the migrant communities including Transmigrancorps, Project Chulia Street, and Women of Shakti, as well as social entrepreneurs Nayyati Tan Wah Ling and Rameshah Khan, and Grace Lee Khoo, who are enabling communities through enterprise.

[TIMEOUT] Festival of N.O.W. celebrates the diverse experiences of women in Singapore



# CLOSING

## Where Do We Go From Here?

Where we always have - towards a future where minority/Muslim women have more access to opportunities and networks, where we are able to decide what success looks like to us, and where we build better communities for ourselves.

This has not changed - that our measure of success is a single woman, and that we believe that every one of you deserves the success you imagine.

Here's to you, and a better tomorrow.

