

Chapter 5 – Tool 1: Digital Audit Checklist for 2025 Standards

Organisations must move beyond general IT security to a Gender-Responsive Digital Audit.¹ This ensures that the tools used do not inadvertently perpetuate inequality.

Audit Area	Checklist Question	2025 Best Practice Benchmark
AI Governance	Has the organisation audited its AI tools for gender and age bias?	93% of leading NGOs now conduct annual audits ² .
Remote Equity	Are promotion rates for remote vs. in-office staff reviewed for gender equality?	Disaggregate HR data by work-mode and gender.
OGBV Protocol	Does the safeguarding policy include "Deepfake" and AI-harassment clauses?	Policies must define tech-facilitated violence.
Digital Skills	Is there a dedicated fund for upskilling women in AI and data literacy?	Closing the "AI Adoption Gap" ³ .
Participation	Are virtual meetings moderated to ensure equitable "Airtime"?	Use "Speaking Turn" tracking in collaborative software.

¹ *Gender audit*. (n.d.). European Institute for Gender Equality. <https://eige.europa.eu/gender-mainstreaming/tools-methods/gender-audit>; and *Gender-responsive evaluation*. (n.d.). European Institute for Gender Equality. <https://eige.europa.eu/gender-mainstreaming/tools-methods/gender-responsive-evaluation>

² UNDP. (2024). *UNDP Gender Equality Strategy 2022-2025: 2023 Annual Report*. United Nations Development Programme.

³ Deloitte. (2025). *Women and generative AI: The adoption gap is closing fast, but a trust gap persists*. TMT Predictions 2025.