

Several Female Support Activities Later – What have we learned?

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Rechtliche Grundlagen für Frauenförderung an den Unis im UG 2002 ...

- **§ 19.** (1) Jede Universität erlässt durch Verordnung (Satzung) die erforderlichen Ordnungsvorschriften im Rahmen der Gesetze und Verordnungen selbst. (...)
 - 6. Frauenförderungsplan und Gleichstellungsplan (§ 20b);
 - 7. Einrichtung einer Organisationseinheit zur Koordination der Aufgaben der Gleichstellung, der Frauenförderung sowie der Geschlechterforschung;

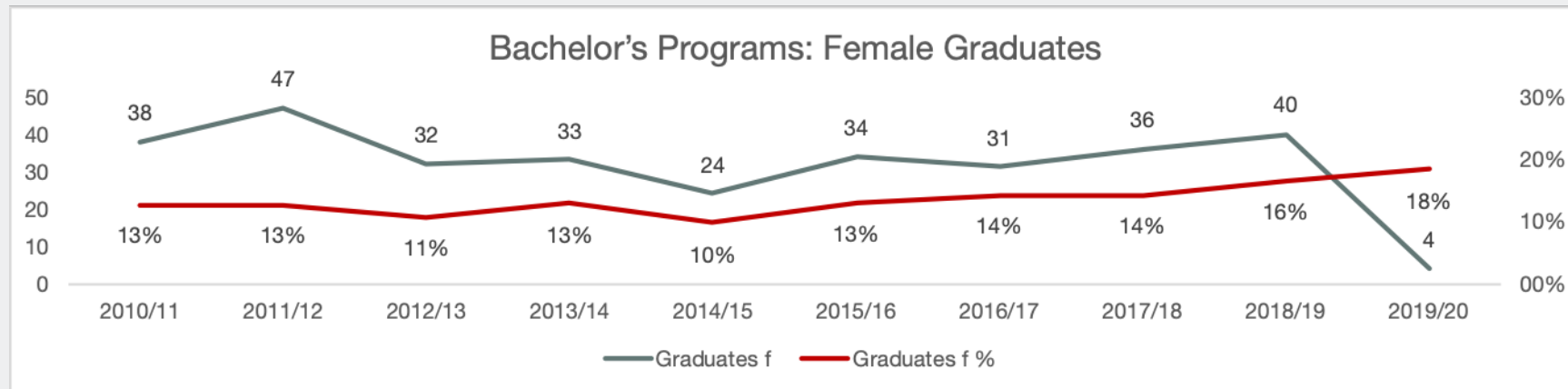
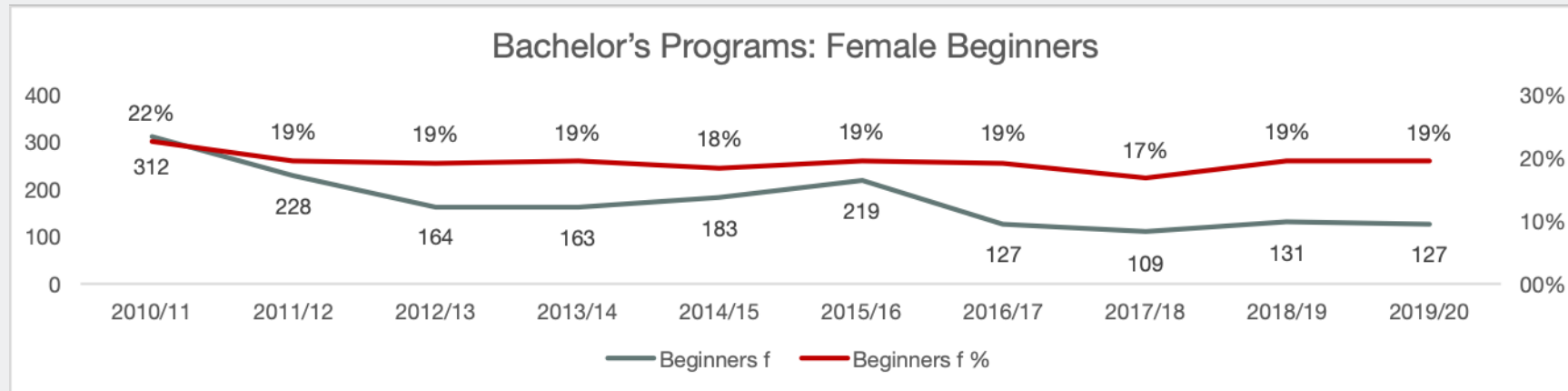
....

- **§ 41.** Frauenfördergebot
- **§ 42.** Arbeitskreis für Gleichbehandlungsfragen
- **§ 43.** Schiedskommission
- **§ 44.** Anwendung des Bundes-Gleichbehandlungsgesetzes

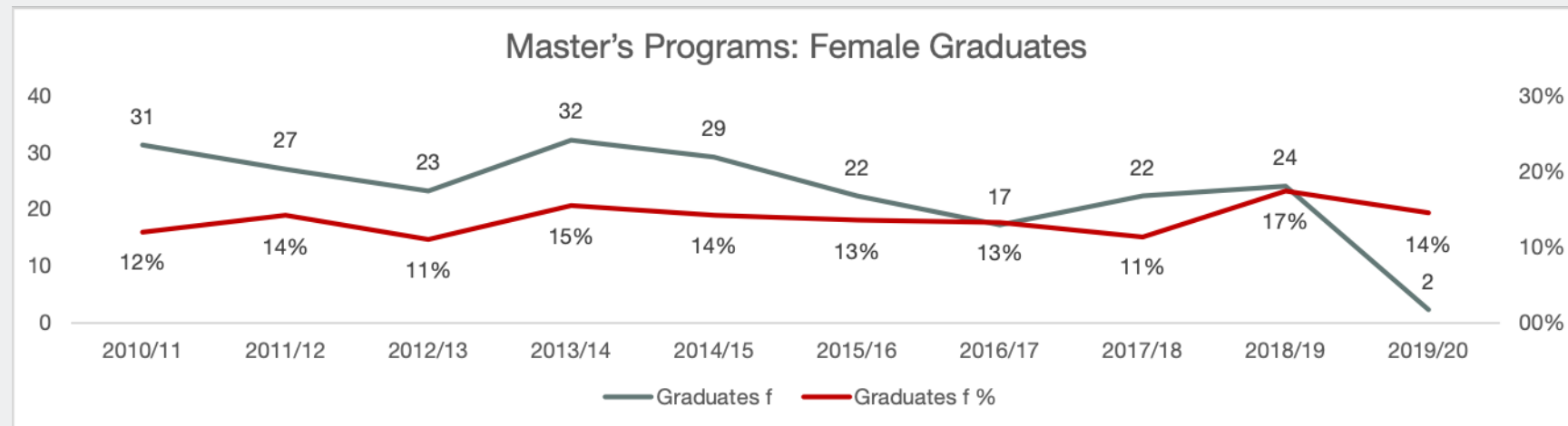
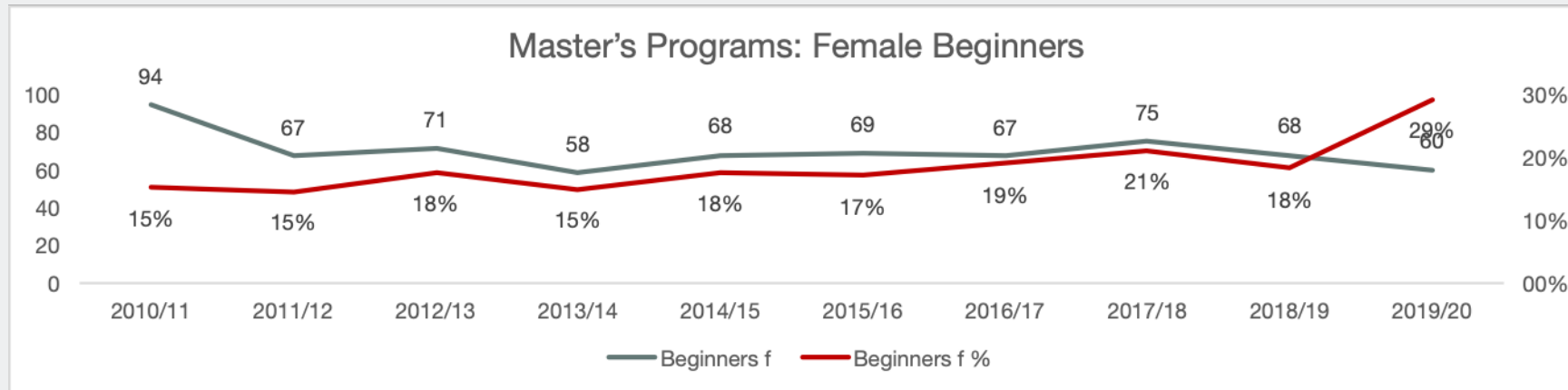
Umsetzung...

- Frauenförderungsplan der TU Wien
- Teil G. Einrichtungen zur Frauenförderung und Gleichbehandlung
 - § 44 Der AKG und sein Büro
 - § 45 Abteilung Genderkompetenz
 - § 46 Vernetzung
- Strategiekonzept zur Frauenförderung an der Fakultät für Informatik
 - vom 31.1.2016
 - <https://informatics.tuwien.ac.at/women-in-informatics>

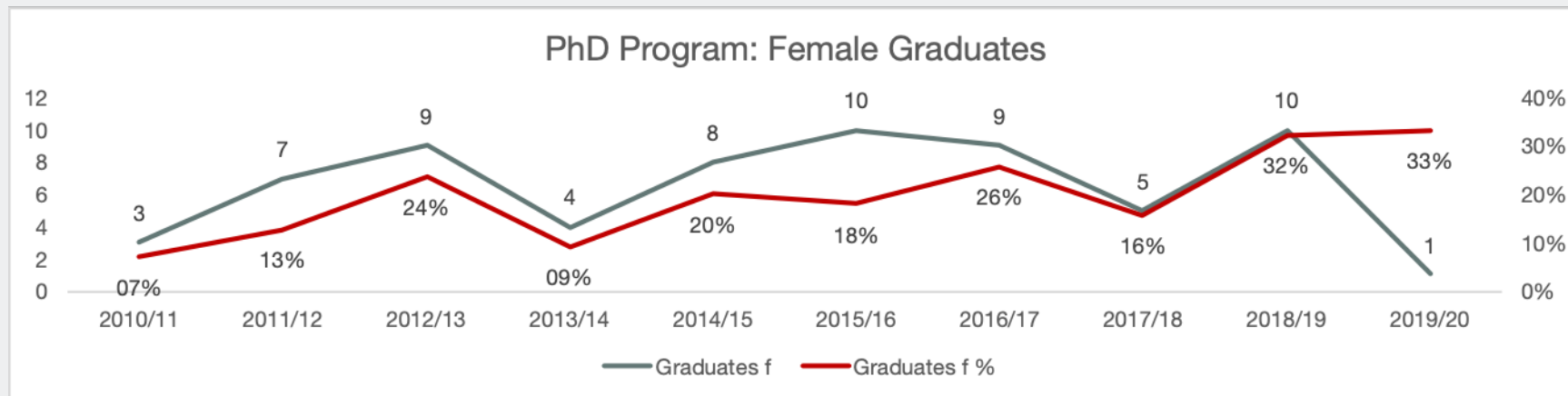
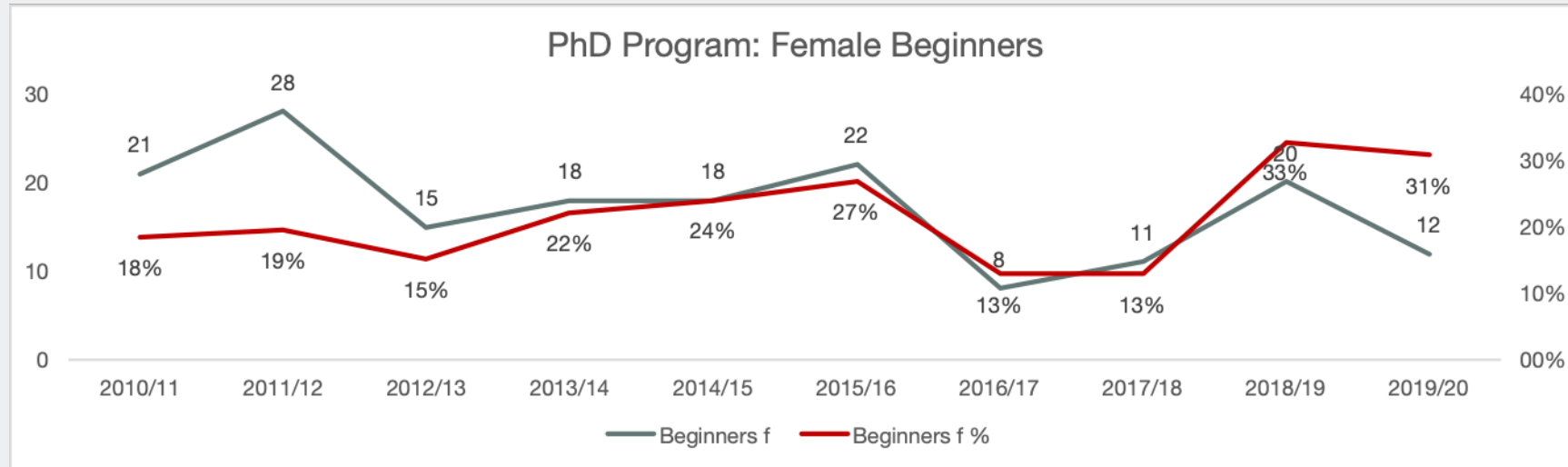
Some Statistics – Bachelors



Some Statistics – Masters



Some Statistics – PhD Students



Some more Statistics – Professor Level (as of Dec 1 2019)

- 6 women *out of* 24,25 Full Professors
- 4 women *out of* 36 Associate Professors
- 3 women *out of* 5 Assistant Professors
 - + 2 via excellence program from rectorate
 - + 1 via decision of the dean
 - + 1 via successful fulfillment of „Frauenförderkonzept“ from rectorate

What happened so far at TUW and Informatics level (selected list)

- Women's Postgraduate College for Internet Technologies (WIT, 2003-2007), Faculty of Informatics, www.wit.at
- WIT 2, 4 Faculties of TU Wien (2008-2011)
- FIT Days („Frauen in die Technik“, since 1999)
- IT sommer workshops for female pupils (since 2005)
- BLUE&MINT, Kooperation IBM / TU Wien (since 2012)
- Post-doc positions for female scientists
- Online mentoring for female students (beginners)
- Mentoring for female Master/PhD/Post-doc students

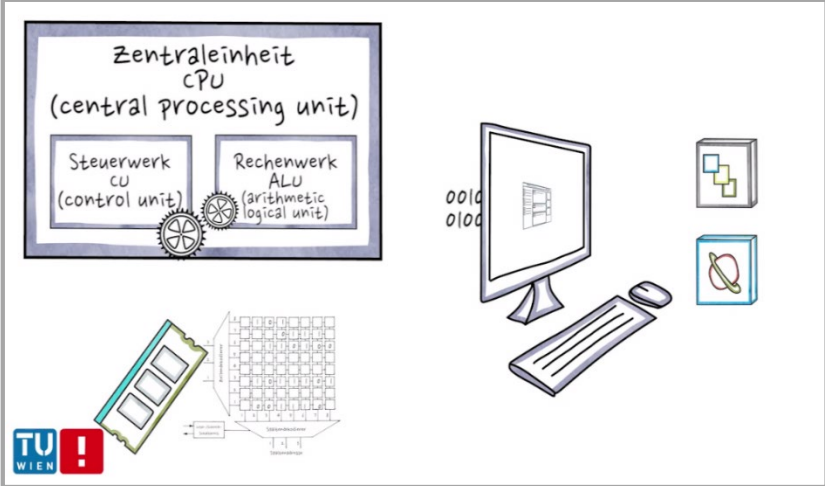
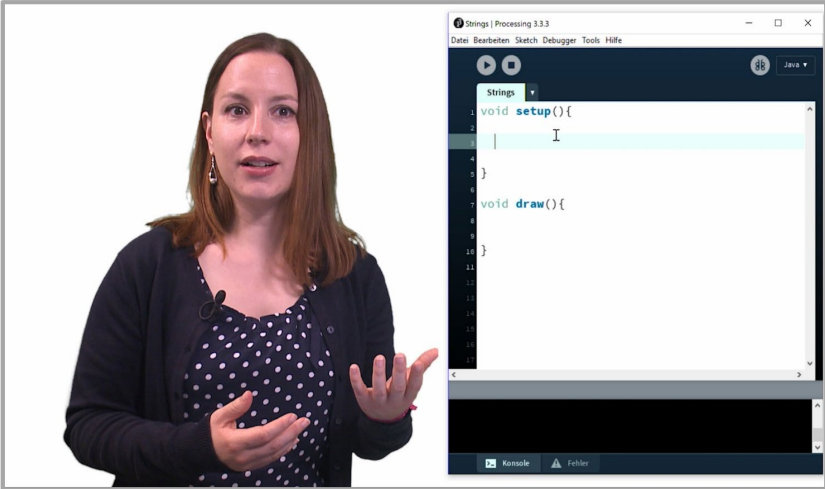
Current female support activities (selected list)

- Attract – Keep – Promote

Attract

- FIT Days („Frauen in die Technik“, since 1999)
- Bridging course „Intro to Programming with Processing“
 - for female (and male) students
 - learn and network
- MOOC „Programing with Processing“
- Entry exam without m/f discrimination
- Interface with Schools – Vienna Informatics Living Lab (VILL)
 - > Workshops and permanent exhibition „Abenteuer Informatik“

MOOC „Programming with Processing“ – Video production



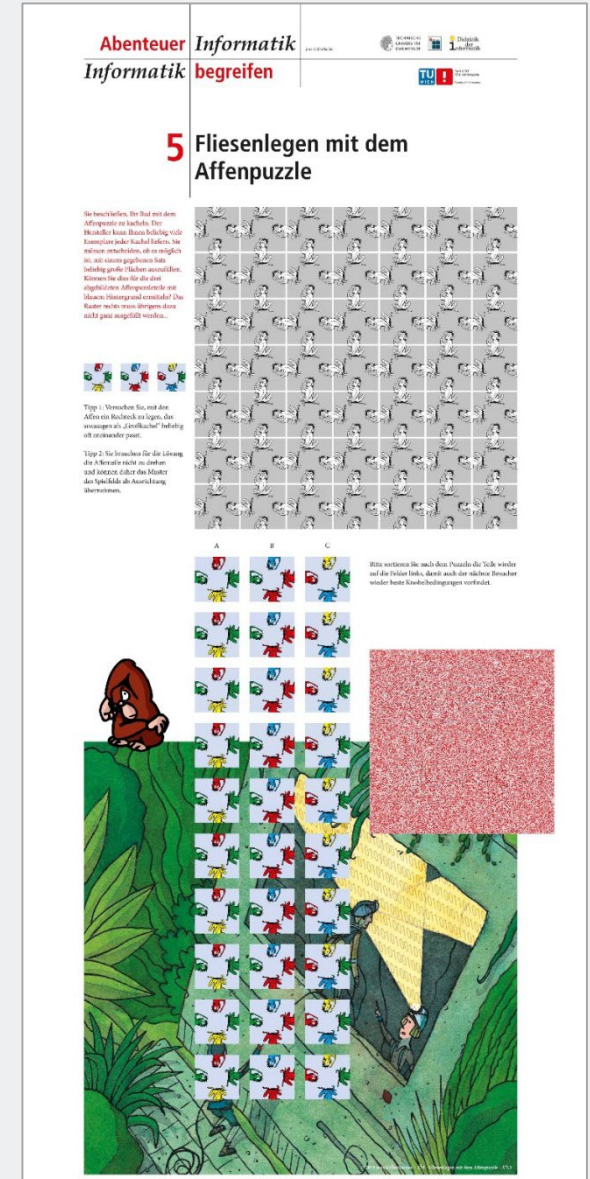
“Abenteuer Informatik“ Exhibition

Motivation and Aims

- Create enthusiasm among pupils for Informatics
- Provide incentives for Informatics education at schools
- Strengthen the interface between TU Wien and schools

Facts

- Imparts ways of thinking in Informatics illustrated with typical problems
- 10 topics consisting of 4-5 panels (80cm x 200cm) per each
- Various interactive experiments with tangible artifacts
- Implemented as a **permanent exhibition**
- Workshops for school classes from 5th to 13th grade



“Abenteuer Informatik“ Workshops

- **social responsibility**

- involve socially disadvantaged people
- involve female students
- close the gap between school and university
- involve a large amount of students in informatics activities

- **realistic view on informatics**

- propagate thinking informatically
- comprehend informatics as a science that shapes the world
- show the broadness of informatics
- propagate a scientific style of informatics education

- **impulses for teachers**

- develop new learning materials
- propagate discovery learning
- propagate group learning
- involve more teachers in informatics activities

- **impulses for students**

- arouse interest to study at an university
- motivate to be deeper interested in informatics
- provide fun and enjoyment with informatics
- arouse interest to study informatics

„Abenteuer Informatik“ Workshops Summer Term 2019

Participants by school type

School type	Classes	Female students	Male students	Students
Volksschule	1	10	8	18
Neue & Wiener Mittelschule	9	81	106	187
Gymnasium Unterstufe	4	41	46	117
Polytechnische Schule	3	16	31	47
Berufsschule	2	9	31	40
Handelsschule	3	36	32	68
Gymnasium Oberstufe	5	27	41	38
HTL	4	12	87	99
HAK	3	31	38	69
Total	34	263	420	
Students				683

„Abenteuer Informatik“ Workshops Winter Term 2019 (so far)

Participants by school type

School type	Classes	Female students	Male students	Students
Volksschule	0	0	0	0
Neue & Wiener Mittelschule	1	1	6	7
Gymnasium Unterstufe	9	116	125	241
Polytechnische Schule	0	0	0	0
Berufsschule	0	0	0	0
Handelsschule	0	0	0	0
Gymnasium Oberstufe	7	38	50	88
HTL	0	0	0	0
HAK	0	0	0	0
Total	17	155	181	
Students				336

Current female support activities (selected list)

- “Studienassistentinnen”
 - financially supported via gender budgeting
 - 6 positions 2016 – 2019
- “Visit a scientific conference” for female Master students
 - 35 scholarships in 2016 – 2019
- Excellence scholarships for BA/MA female students
 - financially supported by SIEMENS AG Austria
 - 10 scholarships per year

Keep

Current female support activities (selected list)

Promote

- “Talk at scientific conferences” for female PhD students
 - 38 scholarships in 2016 – 2019
- Post-doc positions for female scientists (since 2008)
 - 8 so far
 - 3 out of these 8 are full professors at the faculty right now
- Assistant Professorships (Tenure Track) for female scientists
 - 1 filled (out of 55 highly competitive applications)
 - 2 in preparation

Current female support activities (selected list)

Sensitize

- Attend Gender Awareness Workshops at TU Wien
-> 28 bisher (WS16 + SS 17)
- Support female guest professorships
 - 3 so far (out of more than 30 ☹)
- Gender competence as desired competence for professor positions

What we have learned...

- Our competitor
 - Conservative society (home, school, culture)
- Mindset
 - Women are not in need of support but worthy of support
- Female students have to learn to accept support activities
 - Opinion poll (summer 2015) among female BI/CS students:
only 27% are in favour of female support activities

What we have learned...

- Learn from best practice examples
 - CMU (Lenore Blum)
 - Harvey Mudd College (Maria Klawe)
 - University of Edinburgh (Jane Hillston)
 - University of Bamberg (Ute Schmid)
- Curricula in universities have to be adapted
- Appropriate curricula in schools are necessary
 - Teach the teacher

What we have learned...

- Role Models
 - Necessary at all career levels
 - AcademiaNet - <http://www.academia-net.de>
- Worthy of support
 - Dean's List, especially for female students
 - Award for attending Grace Hopper Conference
- Sustainability, sustainability, sustainability, ...
- Resources necessary (money, personnel)

Instruments @ TU Wien

- Vice Rector for Personell and Gender
- Office for Gender Competence
 - At Vice Rector level
- Working group on equality issues
- Faculties @ TU Wien are (forced) implementing female support activities (gradually)
- Kindergarten @ TU Wien
 - Christiane Nüsslein-Volhard, Nobelpreis 1995 für Physiologie oder Medizin,
Stiftung zur Förderung von Wissenschaftlerinnen mit Kind!