

Computing is too Important to Be Left to Men

Workshop T1:

What are best practice examples and new activities?

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MORE WOMEN IN INFORMATICS RESEARCH AND EDUCATION





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We often also tend to **underestimate women's contribution** to today's digital world and the various fields of creativity and intellectual endeavours.

Women remain underrepresented in many areas and their high potential is not fully included in the innovation process.

This is an issue of concern for policy making on different levels.

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Deputy Director General
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European Commission



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We must strive to make the digital jobs and **ICT-related research more attractive to women as a career path ...**

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We must strive to make the digital jobs and **ICT-related research more attractive to women as a career path ...**

Supporting women and nurturing their talents can happen if we **embed good practices into everyday work.**

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Workshop T1:

***What are
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1. Recruiting Female Students
2. Recruiting Women
3. Interviewing Women
4. Keeping Women
5. Promoting Women
6. Support Measures, New Activities

Workshop T1:

What are best practice examples and new activities?

1. Recruiting Female Students
2. Recruiting Women
3. Interviewing Women
4. Keeping Women
5. Promoting Women
6. Support Measures, New Activities

Implement measures with a gender-balanced work-load!

Actions should be done not only by female academics.

Workshop T1:

What are best practice examples and new activities?

1. Recruiting Female Students

- Personal contacts through teachers
- Use social media channels (Facebook, Twitter, *Instagram*, ...)
- Organize talks by females from various circles, not only academia: student ambassadors, industry, academia
- Present example stories of role models, e.g. *diaries of role models*
- Organize science-promoting events, focus on emerging areas as well, highlight societal impact
- Emphasize career opportunities in academia/IT sector

Workshop T1:

What are best practice examples and new activities?

1. Recruiting Female Students

- Change the effect of TV/media in CS
- “Undo” stereo-types, by also adding new ones (e.g. cool girl hacker)
- Advertise CS by computer scientists
- Have role model wrt all kind of diversity
- Personal contacts through teachers
- Use social media channels (Facebook, Twitter, *Instagram*, ...)
- Organize talks by females from various circles, not only academia: student ambassadors, industry, academia
- Present example stories of role models, e.g. *diaries of role models*
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Workshop T1:

What are best practice examples and new activities?

2. Recruiting Women

- Personal contacts, approach candidates directly
- Open job advertisements
- Advertise support for child-care/dual-career/flexible working times
- Distribute ads through various channels, incl. women networks
- Take action if too few suitable women apply
- Organize talks/mentoring events for undergraduate, early-career researchers

Workshop T1:

What are best practice examples and new activities?

2. Recruiting Women

- Central institutional unit to actively search for female qualified applicants
- Do not easily accept male-only shortlists
- Yet, do not overload women
- Personal contacts, approach candidates directly
- Open job advertisements
- Advertise support for child-care/dual-career/flexible working times
- Distribute ads through various channels, incl. women networks
- Take action if too few suitable women apply
- Organize talks/mentoring events for undergraduate, early-career researchers

Workshop T1:

What are best practice examples and new activities?

- Hiring committee is balanced wrt gender/diversity
- Highlight and question measures in support of diversity
- Provide help with child-care and dual career
- Consider 18 months extensions per child (or more if document), when evaluating success criterions over female candidates (similar to ERC)
- Stress flexible working times

3. Interviewing Women

Workshop T1:

What are best practice examples and new activities?

3. Interviewing Women

- Hiring committee is balanced wrt gender/diversity
 - Highlight and question measures in support of diversity
 - Provide help with child-care and dual career
 - Consider 18 months extensions per child (or more if document), when evaluating success criterions over female candidates (similar to ERC)
 - Stress flexible working times
- Encourage to be open about career breaks
 - Carefully monitor equal-opportunities

Workshop T1:

What are best practice examples and new activities?

- Schedule meetings in regular, family-friendly working hours (9:30-16:30)
- Overcompensate the imbalance: more invited talks by female, easier rules for sabbatical/leaves
- Create and maintain a women networks
- Mentoring events, individual mentors
- Provide child-care at faculty events
- Support travel expenses due to child care
- Support re-integration after leaves (reduced work-load, part-time, extra funding ...)

4. Keeping Women

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4. Keeping Women

- Finding balance in keeping confidentiality
- Strengthen female to face obstacles: “going away” is not a solution
- Reporting problems is important

Workshop T1:

What are best practice examples and new activities?

- Gender-balanced committees, but do not overload female academics
- Nominate female academics for (general) prizes

5. Promoting Women

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What are best practice examples and new activities?

- Consult female academics (lunches/brunches, mentoring ...)
- Plan new hires by advancing diversity (tenure-track/postdoc/research grants for females)
- Engage in national/international networking
- Share best practices of role models
- Monitor the percentage of women at all levels in the organisation

6. Support Measures, New Activities