



INFORMATICS
EUROPE



Minerva Informatics Equality Award (MIEA 2022)

Award Committee Co-chair
Karima Boudaoud (EUGAIN-WG5 Co-leader)
Ass. Professor
Université Nice Côte d'Azur – CNRS/I3S

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Minerva Informatics Equality Award

□ WHAT ?

- Recognition of best practices **encouraging** & **supporting** careers of women in informatics research & education

□ FOR WHOM?

- Computer Science Department/Faculties of European Universities
- European Research labs

□ 1st Edition : 2016

□ Generous Sponsor 😊

- **Google**
- **5000 euros**

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Minerva Informatics Equality Award

- ❑ **Part of EUGAIN** (European Network for Gender Balance in Informatics) COST Action
- ❑ **Steering Committee**
 - Chaired by an **EUGAIN member**
 - Created by members of **Informatics Europe WIRE (Women in Informatics Research&Education) WG**
- ❑ **Three-year cycle / Career pipeline stages**
 - **Y1: Developing careers of female faculty**, including **retention + promotion**
 - **Y2: Supporting transition for PhD & Postdocs** researchers into faculty positions
 - **Y3: Encouraging female students** to enrol in Computer Science/Informatics programmes and **retaining** them

The 2022 Award

□ Career of Female Faculty

- **3rd edition** (2016, 2019, 2022)
- Devoted to **gender equality initiatives & policies to develop the careers of female faculty**, including **retention & promotion**
- **Celebrates successful initiatives** with a **measurable impact** on careers of women within the institution.

The 2022 Award Committee

□ Co-chairs

- Karima Boudaoud (Université Côte d'Azur, France)
- Jane Hillston (University of Edinburg, UK)

□ Committee Members

- David Billard (Haute Ecole de Gestion de Genève, Switzerland)
- Gregor Engels (University of Paderborn, Germany)
- Lucia Happe (Karlsruhe Institute of Technology, Germany)
- Francesca Alessandra Lisi (Università degli Studi di Bari «Aldo Moro», Italy)
- Emanuela Merelli (University of Camerino, Italy)
- Simona Motogna (Babes-Bolyai University, Romania)
- Paula Alexandra Silva (University of Coimbra, Portugal)

2022 Minerva Award Winners

□ Process

- All applications read & judged against several criteria

□ Criteria

- Clarity of objectives
- Evidence of impact
- Sustainability
- Example for others (i.e. the extent to which the initiative can serve as a template for other departments & organisations)

□ Conclusion

- Impressed by the quality of the initiatives nominated
- **2 winners this year:** Two **very strong** initiatives for **complementary reasons**

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2022 Minerva Award Winners

□ Runner-up

- WE-CARE (**W**omen **E**mpowerment- **C**Areers and **R**Ecognition) Project
- Computer Science Department of Brunel University London
- A lot to offer as an example of good practice
 - ✓ A very clearly articulated plan with a suite of actions to create support for the careers of women (men).
 - ✓ A solid commitment to deploy well known best practices+ Monitor impact within Dept.
 - ✓ Positive result: 30% of faculty positions held by women

The WINNERS

2022 Minerva Award Winners

□ Technical University of Vienna

- Enhancing the career opportunities for women at TU Wien since 2006
- **A broad spectrum of activities and initiatives** to recruit, promote & retain female faculty including
 - ✓ Measures for mentoring and career planning
 - ✓ Creation of female-only opportunities: significant increase of the proportion of women post-holders across all career stages.
- **Positive result**
 - ✓ Women now make up **25% of full professors** in Informatics at TU Wien
 - ✓ **54% of tenure-track professors** are Women

2022 Minerva Award Winners

□ IRISA/INRIA - University of Rennes

- A grassroots initiative in 2017, instigated by the gender-equality and anti-harassment committee
- A gradual but continual improvement across a large organisation
- Several activities including
 - ✓ A career mentoring program, coaching for specific award applications
 - ✓ Anti-harassment training and general community building activities
- Act as a **beacon in the broader French informatics community** by
 - ✓ Sharing their experience
 - ✓ Offering a template that can be reproduced
- Male colleagues played a strong role in the leadership of this project



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**Congratulations
to the WINNERS of
Minerva Informatics Equality Award 2022**