



# Minerva Informatics Equality Award 2023

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INFORMATICS  
EUROPE

**Minerva Informatics  
Equality Award 2023**



EUGAIN

## **Objective:**

**recognise effort and dedication from initiatives which support women in informatics education and research.**

## **2023 Award Committee:**

- **Simona Motogna**, Babeş-Bolyai University, Romania (Chair)
- **Antinisca Di Marco**, University of L'Aquila, Italy
- **Silvia Ghilezan**, University of Novi Sad, Serbia
- **Nicolas Markey**, IRISA / University of Rennes, France
- **Daniela Nicklas**, University of Bamberg, Germany
- **Birgit Penzenstadler**, Chalmers University of Technology Sweden
- **Peter Sestoft**, IT University of Copenhagen, Denmark



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## **About this year's Award**

- A total of 12 nominations received, with initiatives focused on any stage of the career pipeline of women in informatics research and education;
- Award Committee members from
  - Informatics Europe's Diversity and Inclusion Working Group
  - past Award winner(s)
  - EUGAIN members
- Each nomination was evaluated by three reviews and a panel was organised in the end to reach an unanimous decision.

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# Winners

**Gender-equality and anti-  
harassment committee**

**at LIS (Computer Science Lab),  
Aix Marseille University**



**FemTech.dk Research Program**

**Department of Computer Science,  
University of Copenhagen**

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# Gender-equality and anti-harassment committee



**Magalie**  
EC



**Kevin**  
EC



**Carlos**  
EC



**Thomas**  
EC



**François**  
ATER



**Véronique**  
BIATTS



**Nelly**  
BIATTS



**Cécile**  
EC



**Emmanuelle**  
DOC



**Sana**  
EC



**Marc-Emmanuel**  
EC



**Elie**  
DOC



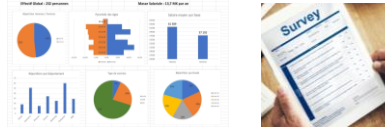
**Frédéric**  
EC



**Francesca**  
EC



● **Equality observatory** with publication of *resources to conduct qualitative and quantitative gendered analyses in lab* 



● **Promotion of sciences to high school girls** to encourage young girls to pursue a career in Computer Science




● **Promoting female role models in sciences:** intervention of women researchers in research dissemination actions



● **Poster campaign** to raise awareness on *ordinary sexism*



● **Mandatory training** on gender equality and on the effects of gender stereotypes for *all persons in a position of leadership* 

● **Cultural events and conferences** from psychologist on *unconscious stereotypes*

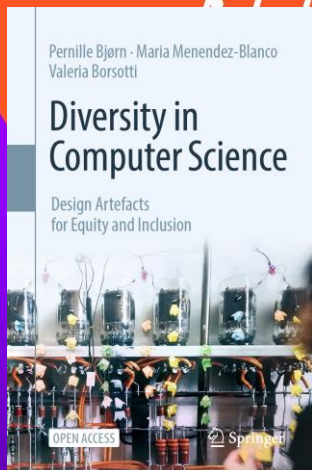


● **Research works in computer science** to promote equality, diversity, and inclusion





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# Femtech.dk Research Program Diversity, Equity, & Inclusion in Computer Science

**Pernille Bjørn, PhD.**

Professor & Deputy Head of Department for Research  
Department of Computer Science, University of Copenhagen, Denmark

**Minerva Informatics Equality Award, Informatics Europe  
Edinburgh, Scotland, October 2023**

UNIVERSITY OF COPENHAGEN



**Computer  
Science  
for  
everyone**

DI  
KU 50

# Research-based interventions



- (1) unpack the challenges related to unbalanced representation in computer science
- (2) intervene by extending the field of computer science to allow for multiple, diverse, and parallel agendas to co-exist

## Changing the Narratives on Computer Science through Design Artefacts

- Create new narratives (e-textile, IoT)
- Re-write historic narratives (Atari women)
- Challenge problematic narratives (Humor & stereotypes)





## Impact and continues DEI work



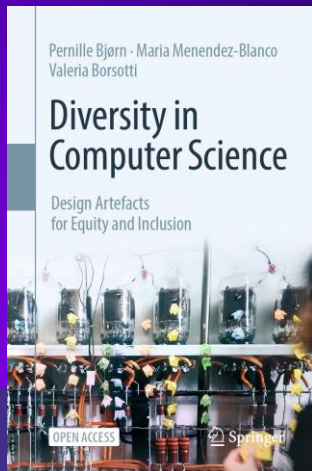
- **Bachelor** student population *from* 67 women in 2011 (out of 913 students) *to* 248 students in 2023 (out of 1379)
  - **PhD** students *from* only graduating 23 women OVER 35 years (13%) to in 2023 ALONE 28 active women/non-binary PhD fellows (23%) (1987-2021 versus 2023)
  - **Faculty** *from* 0-1 women faculty in 41 years (1970-2011) to 11 women faculty in 2023
  - **Full Professors:** First woman full professor in 2015 (45 years after the department was established) and in **2023** we have **5 full professors** who are women, + 1 associate professor on the professor-promotion track.
- 
- DEI work is about cultural change
  - DEI is about infrastructuring our initiatives into everyday ordinary work practices within the university
  - DEI work needs an intersectional focus - which is why we in 2023-2024 focus on neurodiversity, gender, and computer science
  - Challenges continue to exist:
    - Continues work - always noticing and constantly paying attention
    - DEI work is non-promotable work (this is why we do research and publish & why awards like the Minerva Informatics Equality Award is so important!)

<https://www.femtech.dk>

<https://di.ku.dk/english/cs4all/>



# Computer Science in everything



Bjørn, P., **Maria Menendez-Blanco** and **Valeria Borsotti** (2022). Diversity in Computer Science - Design and Artefacts for Equity and Inclusion, Springer.

Borsotti, V., Begel, A, and Bjørn, P (forthcoming): Neurodiversity and the accessible university: exploring organizational barriers, access labor and opportunities for change" CSCW conference 2024.

**Jenny-Margrethe Vej**, Valeria Borsotti, Morten Engell-Nørregård, Valkyrie Savage, and Pernille Bjørn (2022): DOREEN: A Game of Provocations Creating New Ambitions for Equity in Computing through Intertextual Design, NordiChi2022

Borsotti, V. and P. Bjørn (2022). "Humor and stereotypes in computing: An equity-focused approach to institutional accountability." Journal of Computer Supported Cooperative Work, Kluwer Academic Publishers 31.

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Bjørn, P. and D. Rosner (2021). "Intertextual Design: The Hidden Stories of Atari Women." Human Computer Interaction.

Jensen, J. K., T. Ammari and P. Bjørn (2020). "Into Scandinavia: When online fatherhood reflects societal infrastructures." ACM GROUP2020: PACM

Kowalski, M. M. (2020). "Including the residual: A study of classification work and the gender gap on Wikipedia via Biographies of Computer Scientists." Master Thesis, Department of Computer Science, UCPH.

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Belhage, C. (2018). "Open-Design IoT-Concept to Facilitate Gender Diversity in Computer Science." Master Thesis, Department of Computer Science, UCPH.

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