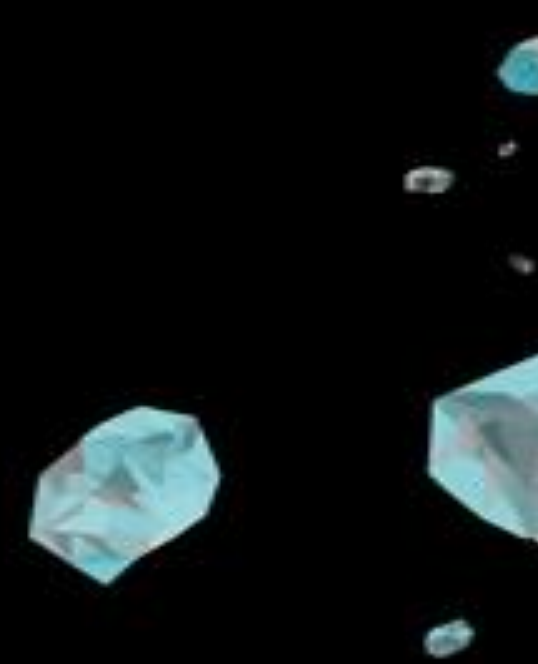
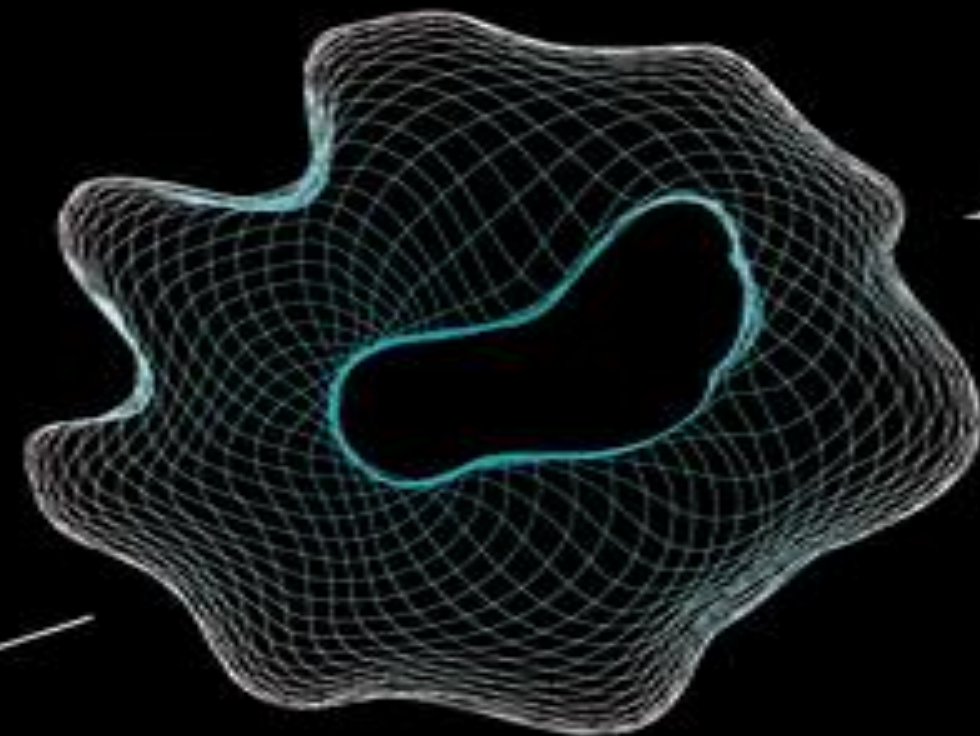


UNIVERSITY OF TWENTE.

**ALICE & EVE**

**RECOMMENDATIONS ON HIRING AND  
PROMOTING WOMEN FOR CS DEPARTMENTS**

MARIEKE HUISMAN  
UNIVERSITY OF TWENTE, NETHERLANDS



# WHO AM I?

---

- Professor Software Reliability

Formal Methods and Tools group, University of Twente, Netherlands

- Research on verification of concurrent software

VerCors program verifier



- Chair of ambassador's network@UT, advising our executive board on DE & I issues (2018 – 2022)
- Co-chair (until 2022) and member of national working group on EDI for CS departments
- Department chair Computer Science@University of twente
- Board member IPN, Dutch computer science platform
- Initiated Alice & Eve, together with Sophie Lathouwers, Alma Schaafstal and Mariëlle Stoelinga



# THE FIRST ALICE & EVE

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- January 2020
- At University of Twente
  
- Co-organised by Sophie Lathouwers, Alma Schaafstal, Mariëlle Stoelinga and myself, with support by Niels van Huizen and Puck Kemper













# Hedy Lamarr

Lady Bluetooth  
1914 - 2000

Pioneered frequency-hopping spread spectrum techniques that allowed both the transmitter and the receiver of a radio connection to 'hop' to new frequencies together



# Qiheng Hu

The Global Connector

1934

Responsible for setting up the first TCP/IP connection in mainland China in 1994, connecting the country to the Internet

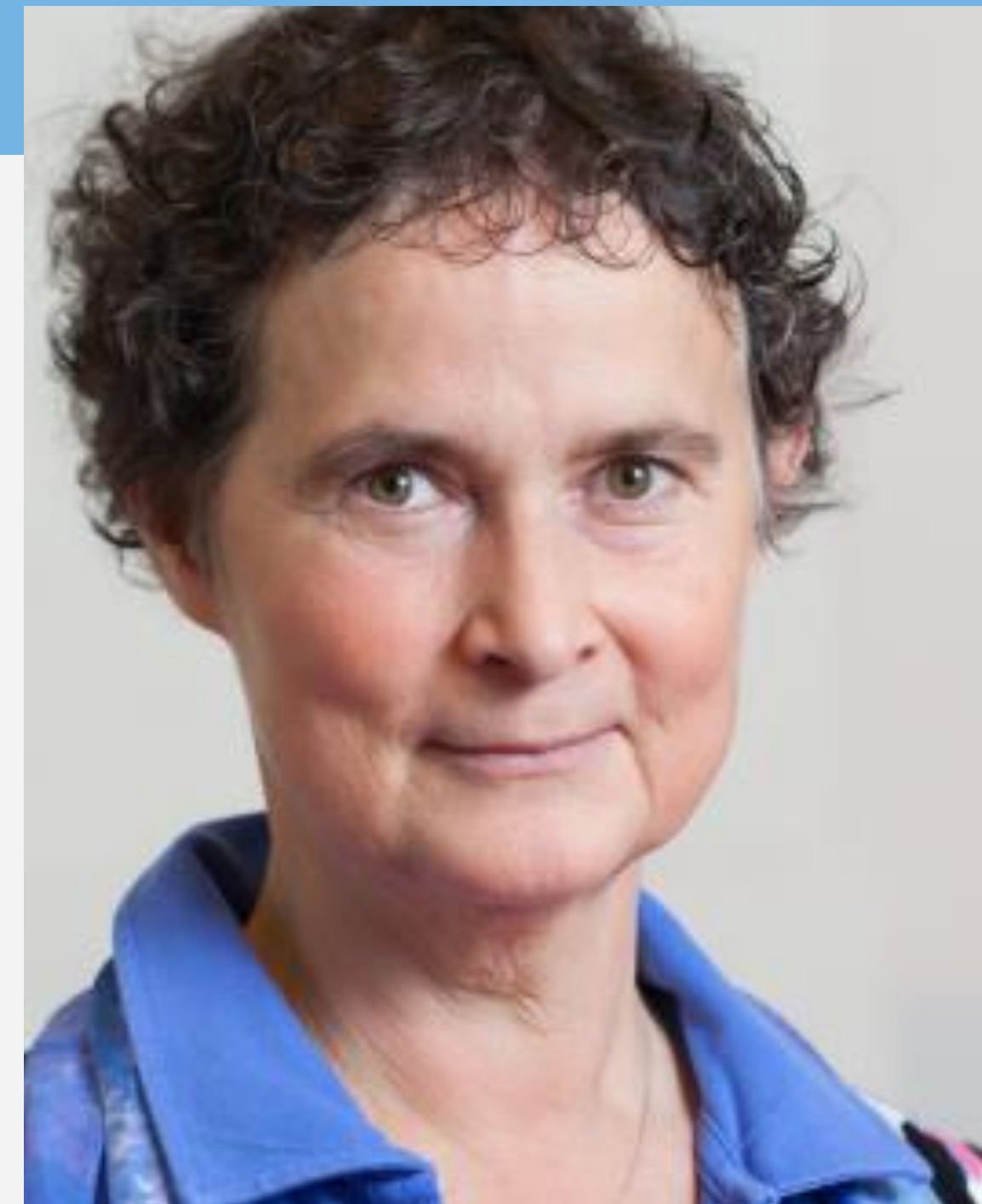


# Frances Brazier

The Mother between the  
Patriarchs of the Internet

1951

Responsible for the  
first Internet Service  
Provider of Europe



# WHAT HAPPENED NEXT

## ALICE AND EVE: A CELEBRATION OF WOMEN IN COMPUTER SCIENCE

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*Philosophy of Science, Technology and Society*  
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**Conference Key Areas:** Diversity and Inclusiveness, Future Engineering Skills and Talent Management  
**Keywords:** Diversity, Innovation, Role Models, Self-Efficacy

### ABSTRACT

In most Western countries, women account for no more than 20% of the total population of computer science students. This is regrettably low, for it is frequently underscored that diversity is important for the development of creative solutions. Undergirding this imbalance is that, historically, computer science is mostly being remembered as a male endeavour even though women have contributed to its emergence. In response, the *Alice and Eve*-event wishes to celebrate and expose the female achievements across computer science and to provide a platform for women to share with the role models they need to confidently pursue their careers. In order to support this, the event will feature a series of exhibits and activities.

[HTTPS://WWW.ALICEANDEVE.NL/](https://www.aliceandeve.nl/)



← → ↻ <https://www.aliceandeve.nl/exhibition/sana-odeh> ☆

# EXHIBITION

[Back to Exhibiton <](#)

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## *Sana Odeh*

Whereas the Western world hardly sees the enrollment of women in Computer Science rise above 20 percent, Arab countries seem to defy this unfortunate trend. Indeed, that same percentage seems to be close to 50 percent in the Middle East; even crossing it in countries such as Palestine, Egypt and Saudi Arabia. According to Clinical Professor of Computer Science Sana Odeh, this is because “Arab women don’t believe it is a man’s world when it comes to these fields”. Rather, she claims, they see the creative solutions that a subject such as Computer Science can offer; with which they can go on to apply it in a way that society benefits from it.

The great number of female technologists in the Arab world is what inspired Sana to make it part of her personal research agenda. While setting up the curriculum of the Computer Science Department at the New York University of Abu Dhabi, she founded and became chair of ‘Arab Women in Computing’. Officially initiated in 2012, this organization has already expanded to seventeen countries, stretching from Morocco to Lebanon. Its mission is the same throughout: to support and help elevate the status of women in the

A portrait of Sana Odeh, a woman with short dark hair and glasses, wearing a dark sleeveless top with a floral pattern. She is smiling and has her hands clasped in front of her.



# Catholijn Jonker - Topic Discussion



Copy link



**Catholijn Jonker**

Full Professor Artificial Intelligence

I'm a full professor here at TU Delft  
in the area of artificial intelligence...

MORE VIDEOS



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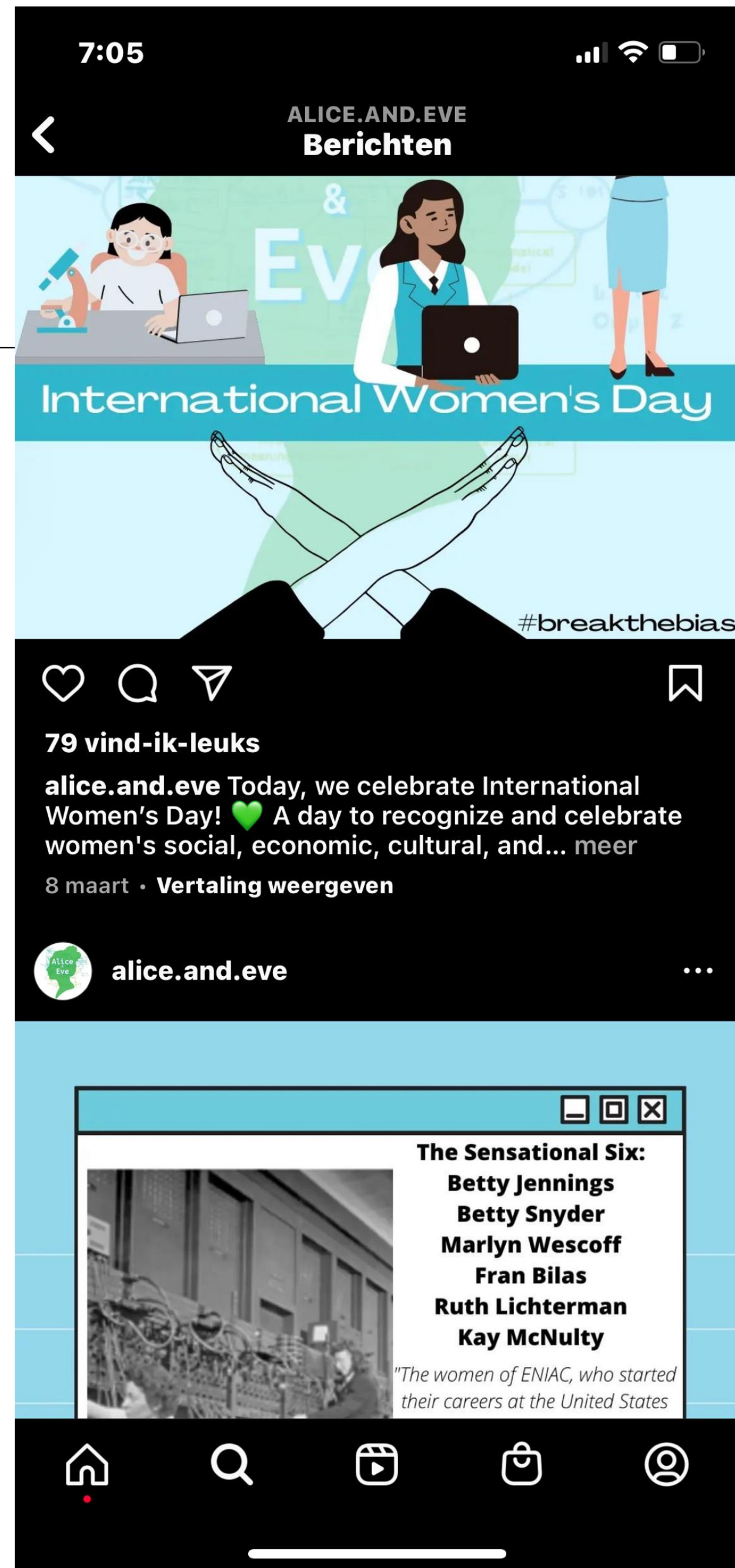


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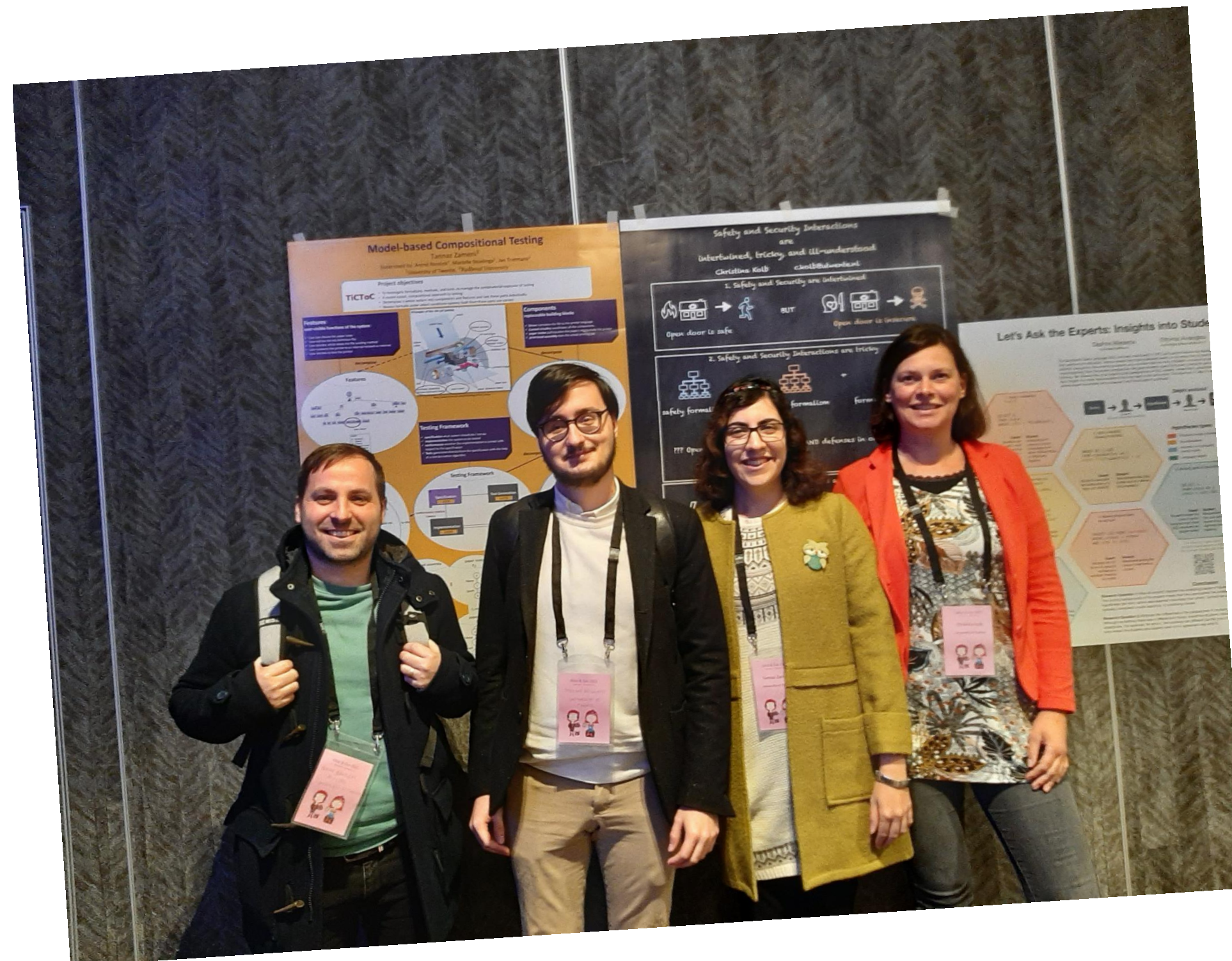




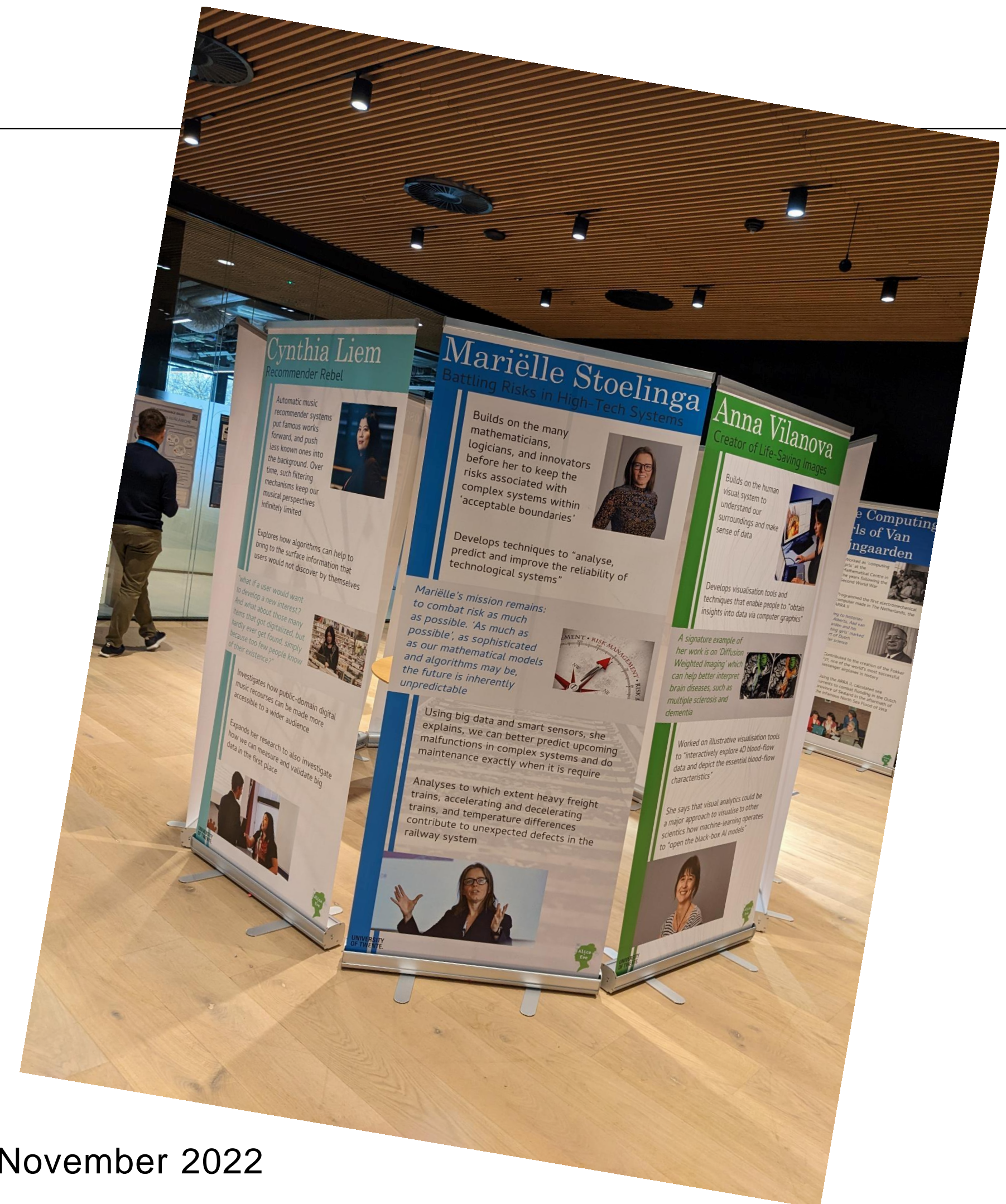
# INSTAGRAM



# NEXT EDITIONS OF ALICE & EVE



Nijmegen, November 2021



Delft, November 2022

Next week: Amsterdam!

UNIVERSITY OF TWENTE.





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# Women in Dutch Computer Science: Best Practices for Recruitment, Onboarding and Promotion

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▪ MARIEKE HUISMAN (UT) AND ALEXANDER SEREBRENIK (TU/E)



UMBC Professor of the Practice Computer Sci...  
csee.umbc.edu



Professor Judea Pearl codes langua...  
dailybruin.com



The Harvard Crimson  
thecrimson.com



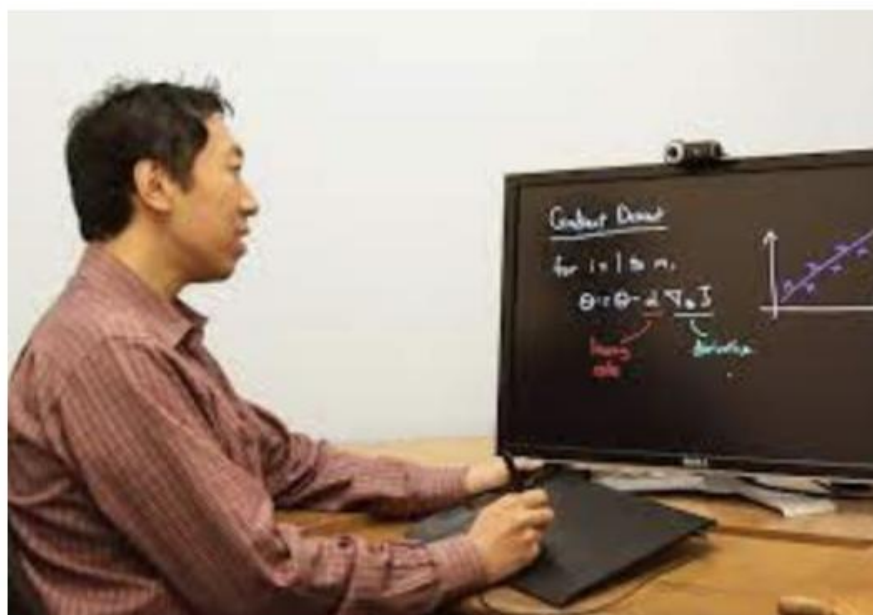
Computer science professor Jenni...  
magazine.wfu.edu



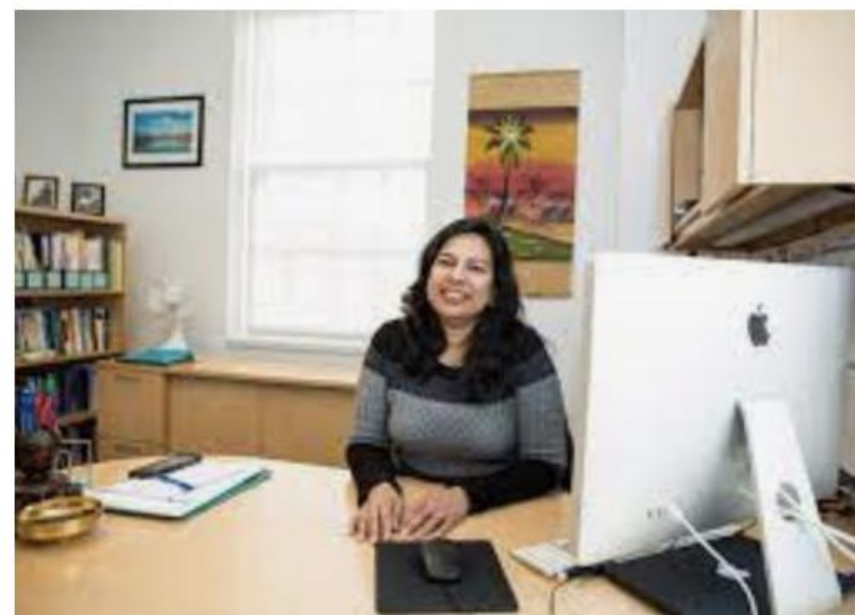
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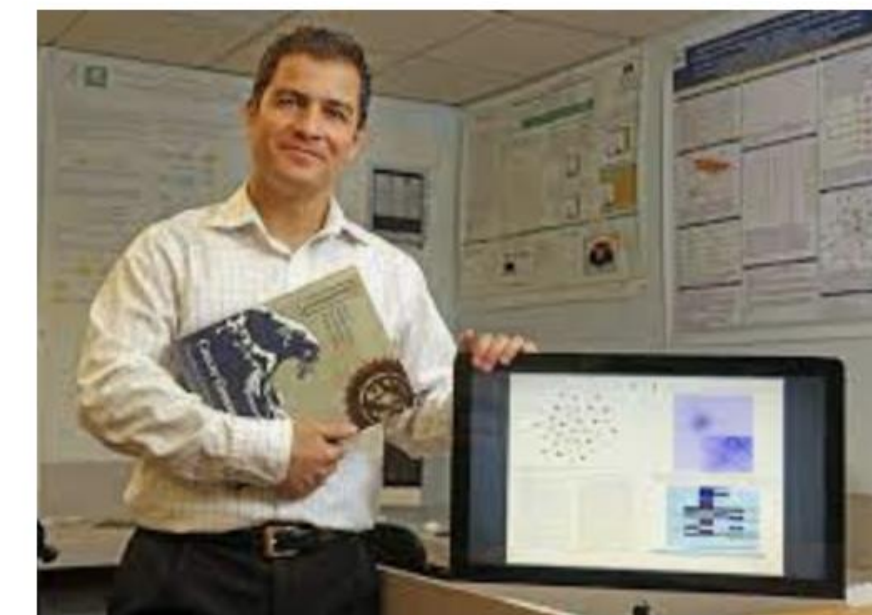
Professor of Computer Science Ben Hescot...  
tuftsdaily.com



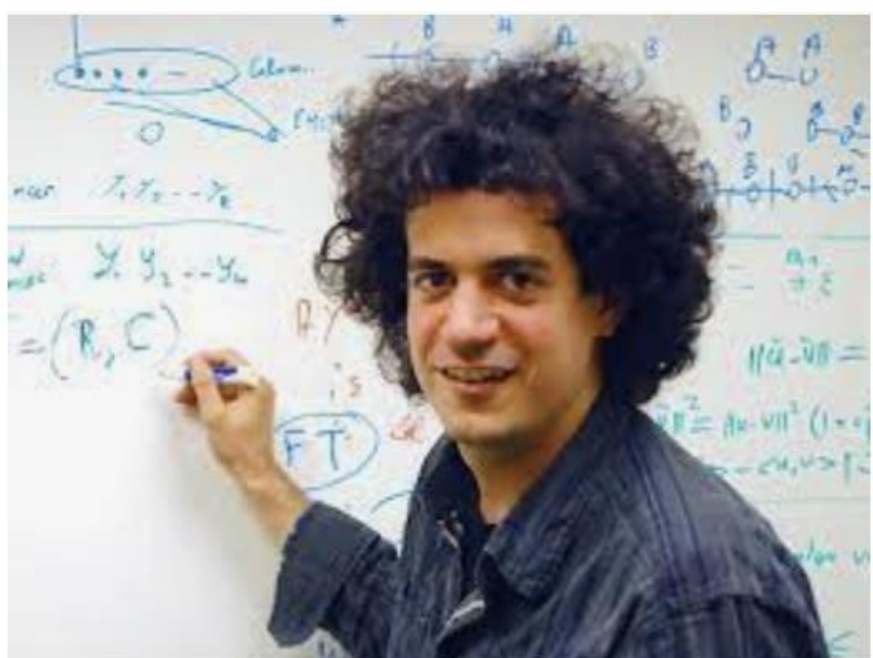
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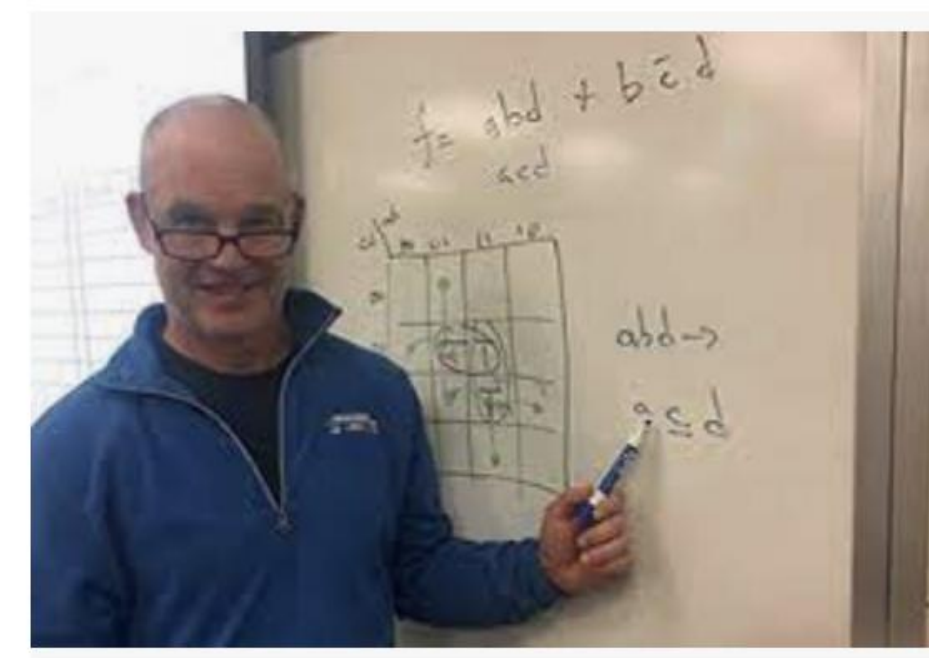
Computer Science at C...  
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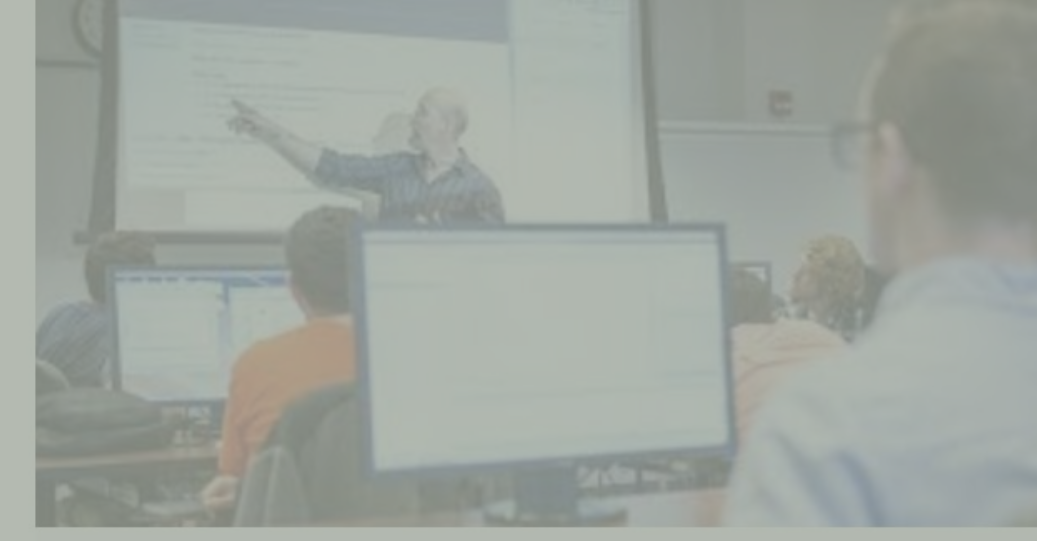
The Harvard Crimson  
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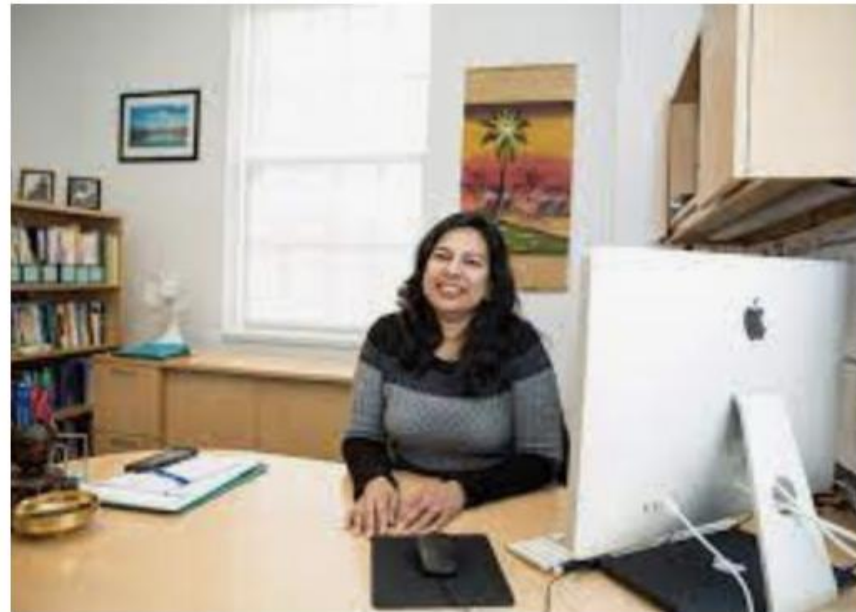
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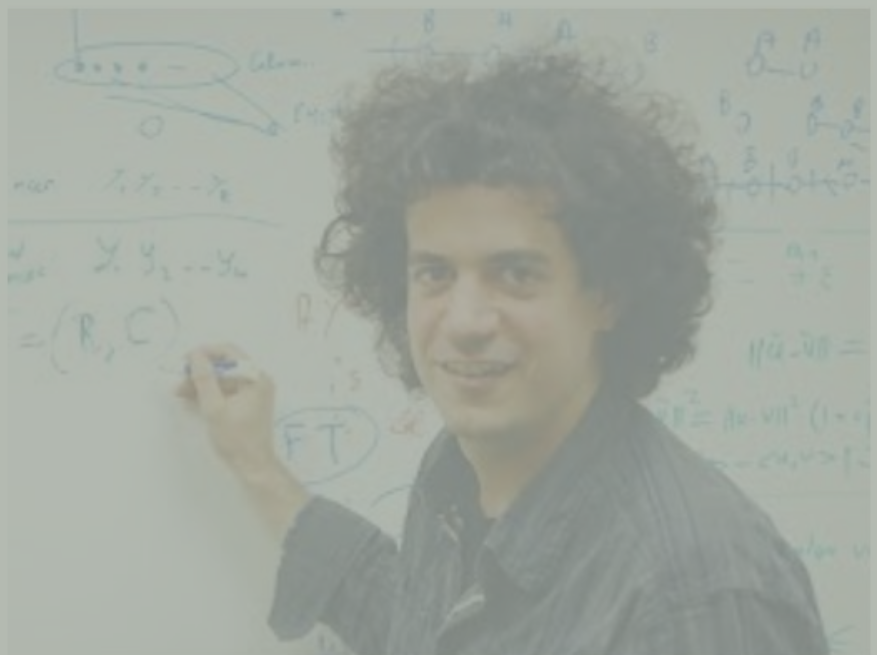
Professor of computer scie...  
washington.edu



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Associate Professor of Computer Science Tuomas Sandholm is the second Carnegie Mellon professor to win the coveted "Computers and Thought Award" from the International Joint Conference on Artificial Intelligence.

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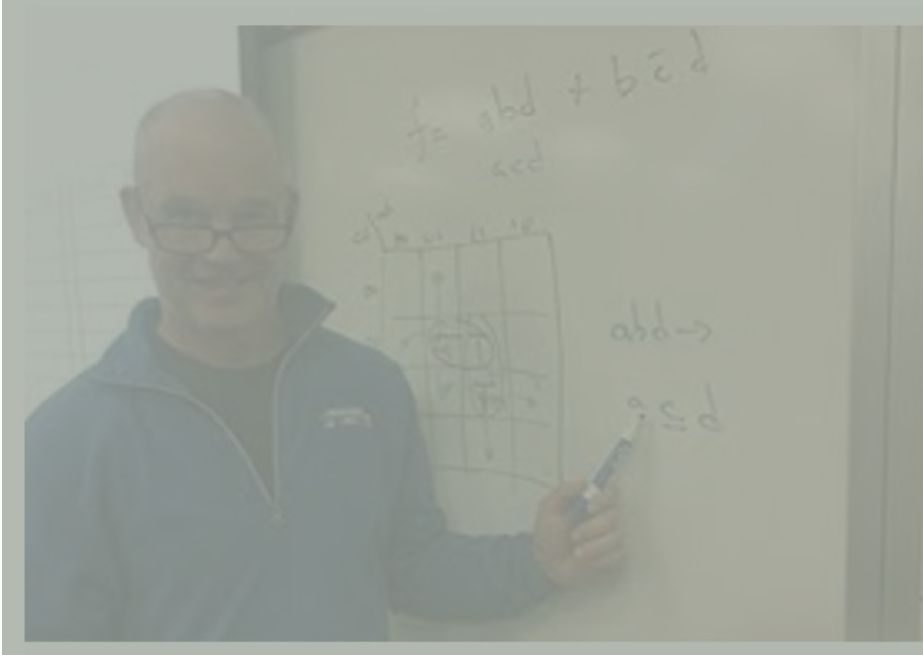
Computer Science at C...  
carthage.edu



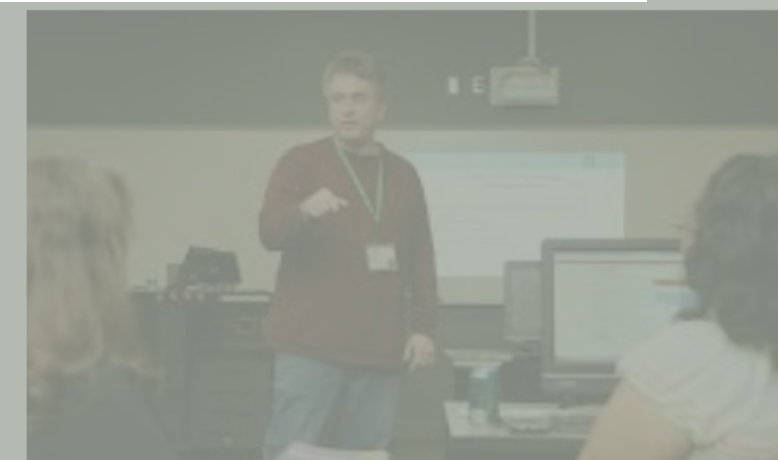
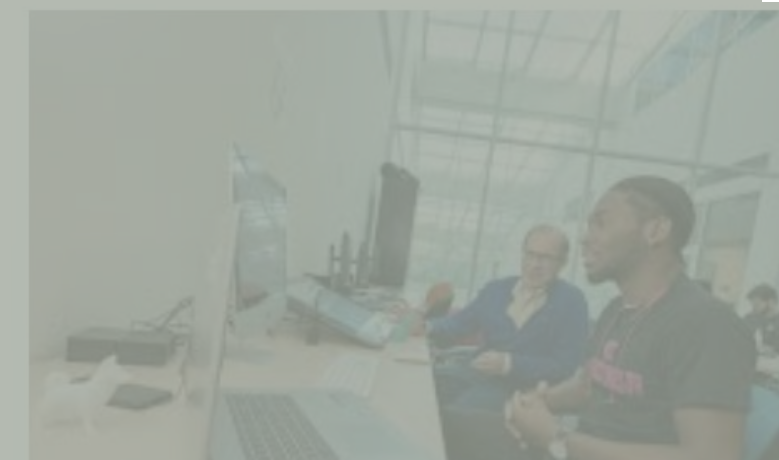
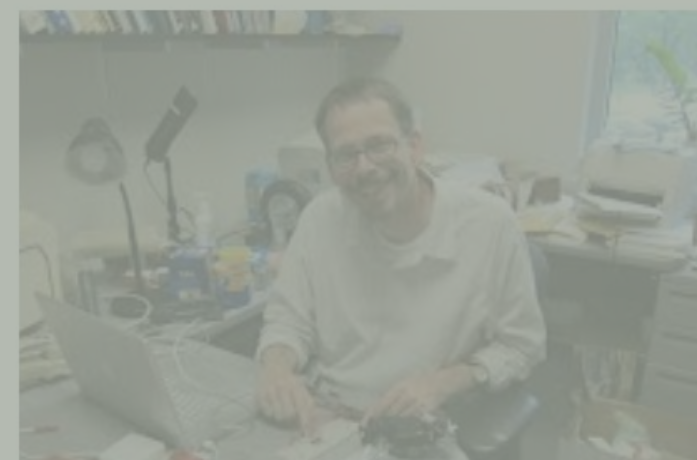
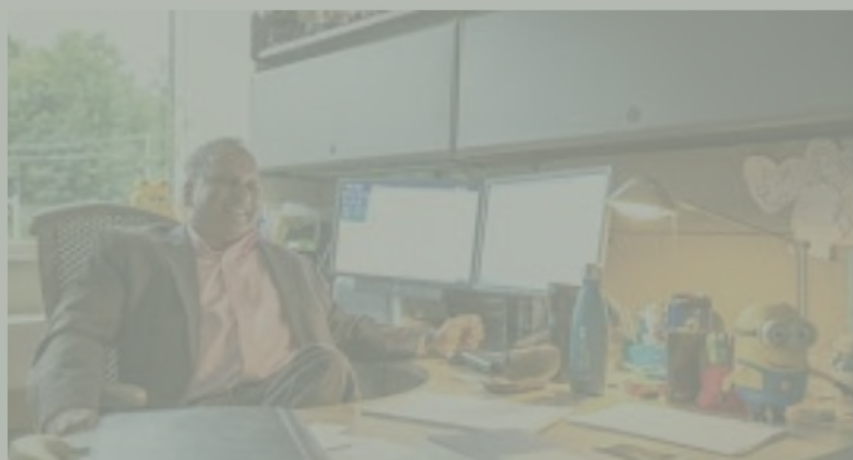
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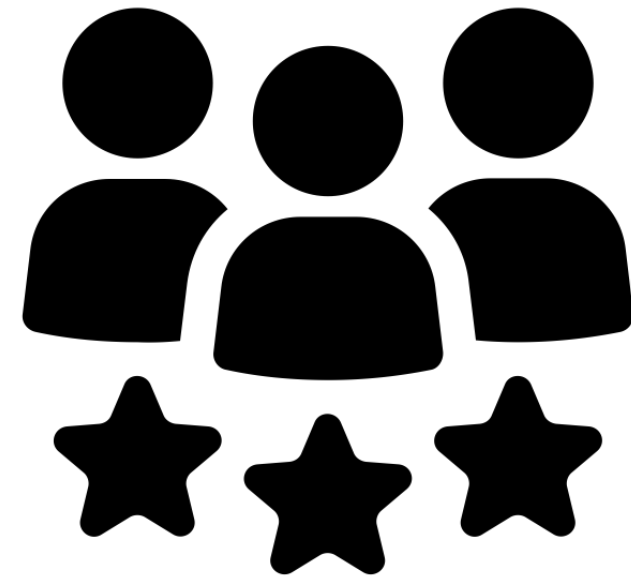


11 WOMEN  
4 MEN

# 15 EXPERTS

# 15 EXPERTS

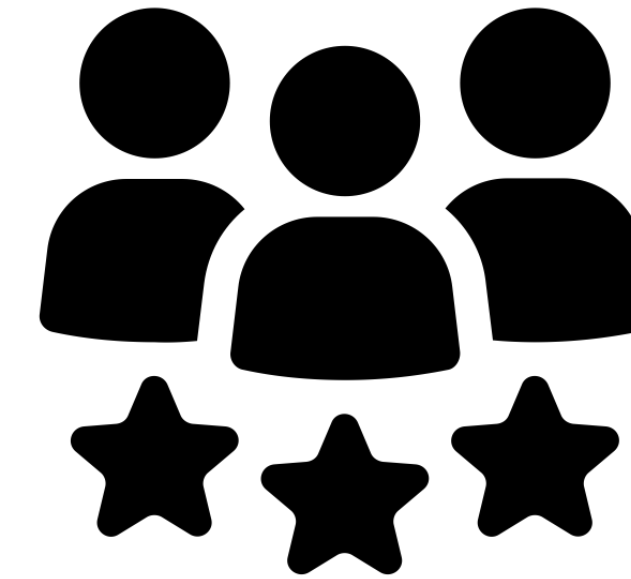
12 ASSOC./FULL



Created by Adrien Coquet from Noun Project

\* All universities with CS + CWI

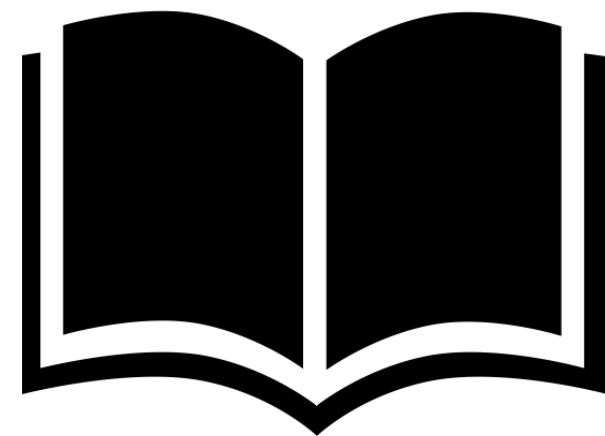
## PRELIMINARY VERSION



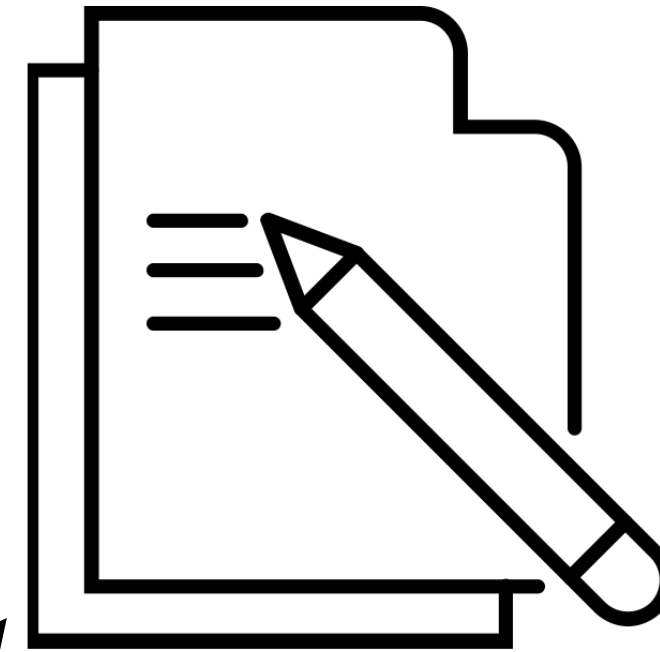
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## FINAL VERSION

## PAN

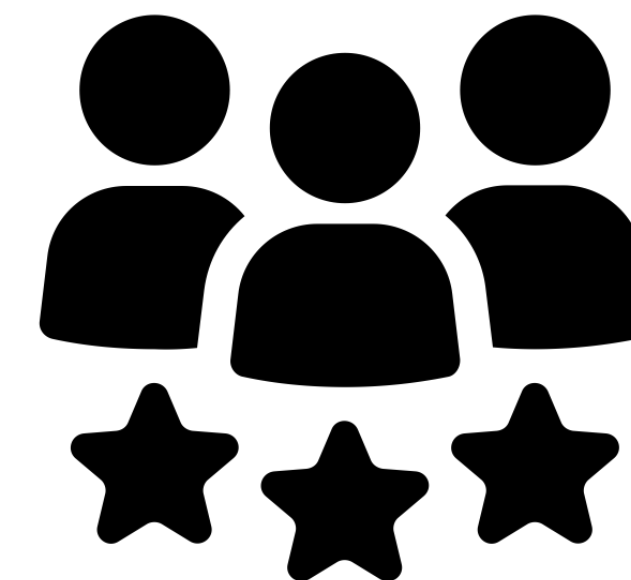


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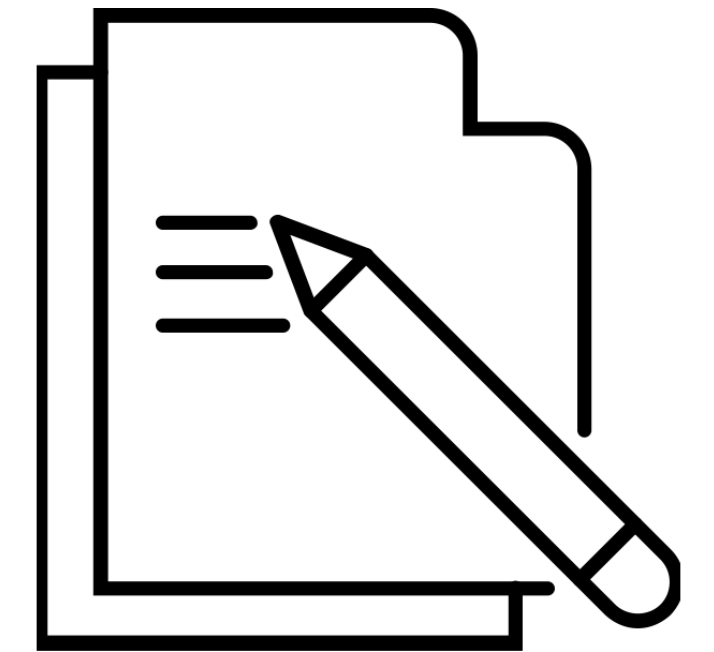


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## IPN EDI



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Importance is not recognised

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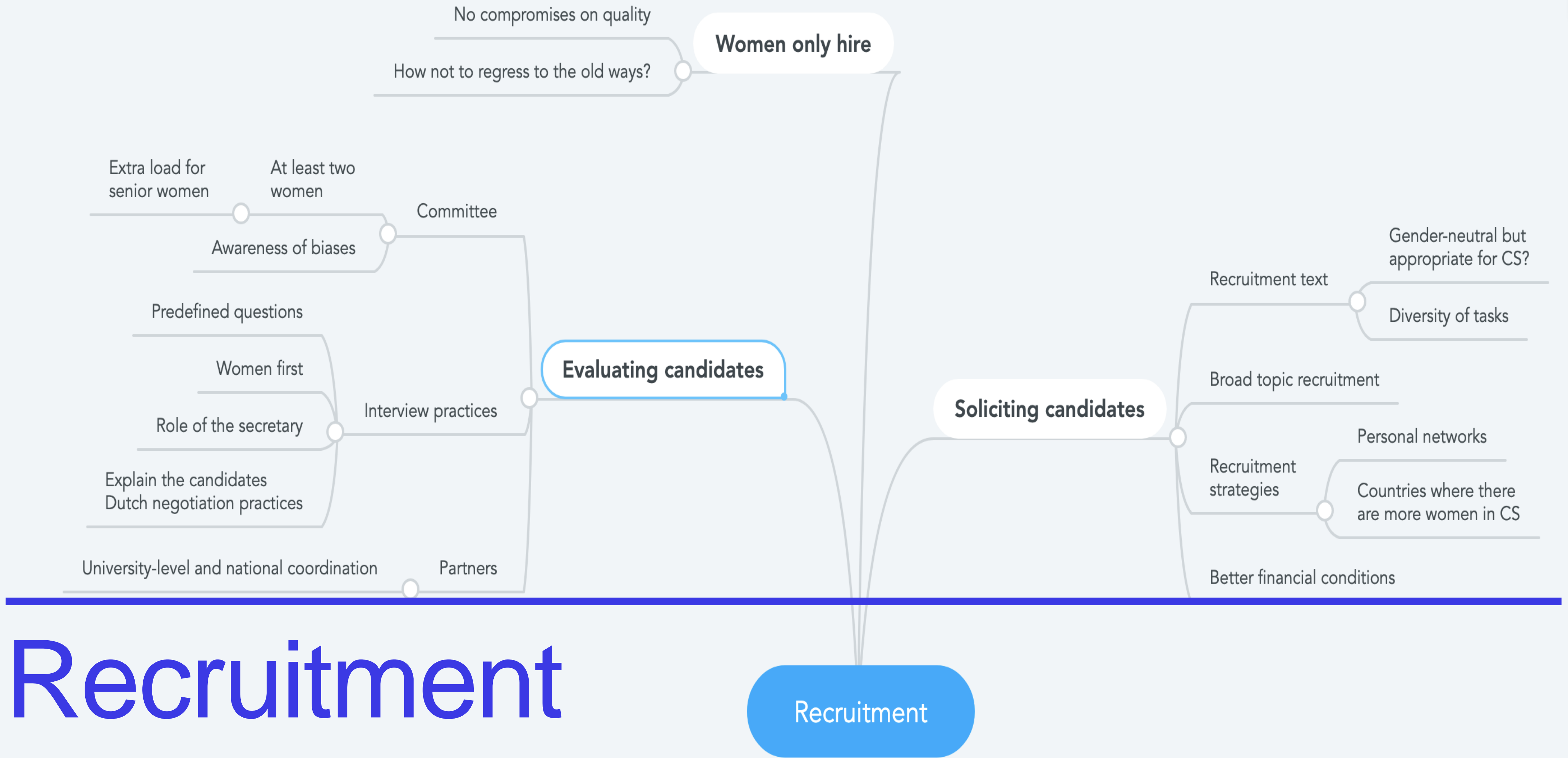


INTRODUCTION TO

# DIVERSITY

TRAINING





# Recruitment

A photograph of two women sitting on a light-colored sofa in a bright, modern office environment. The woman on the left is older, with short blonde hair, wearing glasses and a grey turtleneck sweater. She is gesturing with her right hand while speaking. The woman on the right is younger, with dark hair in a bun, wearing a dark blue blazer. She is smiling and looking at the older woman, with her hand near her chin. A tablet is visible between them. A dark blue box with the word 'WHY?' in white is overlaid on the left side of the image.

**WHY?**

---

# Onboarding: Mentoring

---

A photograph of two women sitting on a light-colored sofa in a bright, modern interior. The woman on the left is older, with short blonde hair, wearing glasses and a grey turtleneck sweater. She is gesturing with her right hand while speaking. The woman on the right is younger, with dark hair in a bun, wearing a dark blue blazer. She is smiling and looking at the older woman, with her hand near her chin. A dark blue rectangular box with the word 'WHO?' in white capital letters is positioned above the women. A blue horizontal line runs across the bottom of the image, above the main title.

WHO?

# Onboarding: Mentoring



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# Promotion: Transparency

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# Unprompted: Childcare

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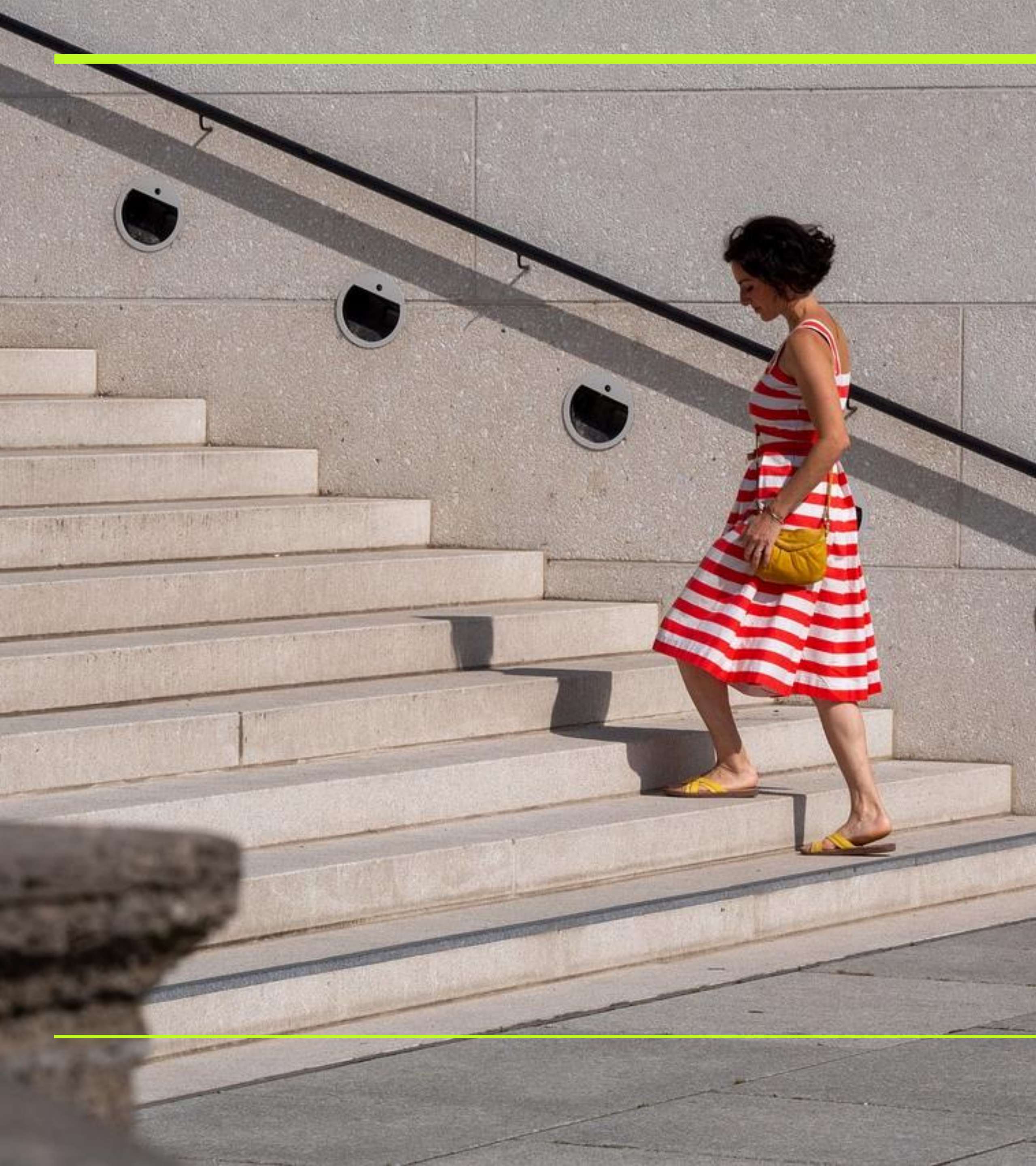


# More details:

<https://ict-research.nl/wordpress/wp-content/uploads/2022/03/Women-in-Dutch-Computer-Science-Best-Practices-for-Recruitment-Onboarding-and-Promotion-March-29.pdf>

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# Women in Dutch Computer Science: Best Practices for Recruitment, Onboarding and Promotion

- Create **awareness** of the importance of diversity
- **Recruitment** messages: gender-neutral, CS-appropriate, not stress excellence and explicitly encourage women. Broad recruitment, personal networks, role of secretary, awareness of biases, negotiation culture.
- **Mentoring**
- **Transparency** in tenure and promotion decision.
- Support of maternity, parental leave and **childcare**