

Minerva Informatics Equality Award

Best Practices in Supporting Women

Lejla Batina and Bernadette Smelik

Institute for Computing and Information Sciences (iCIS)

Radboud University

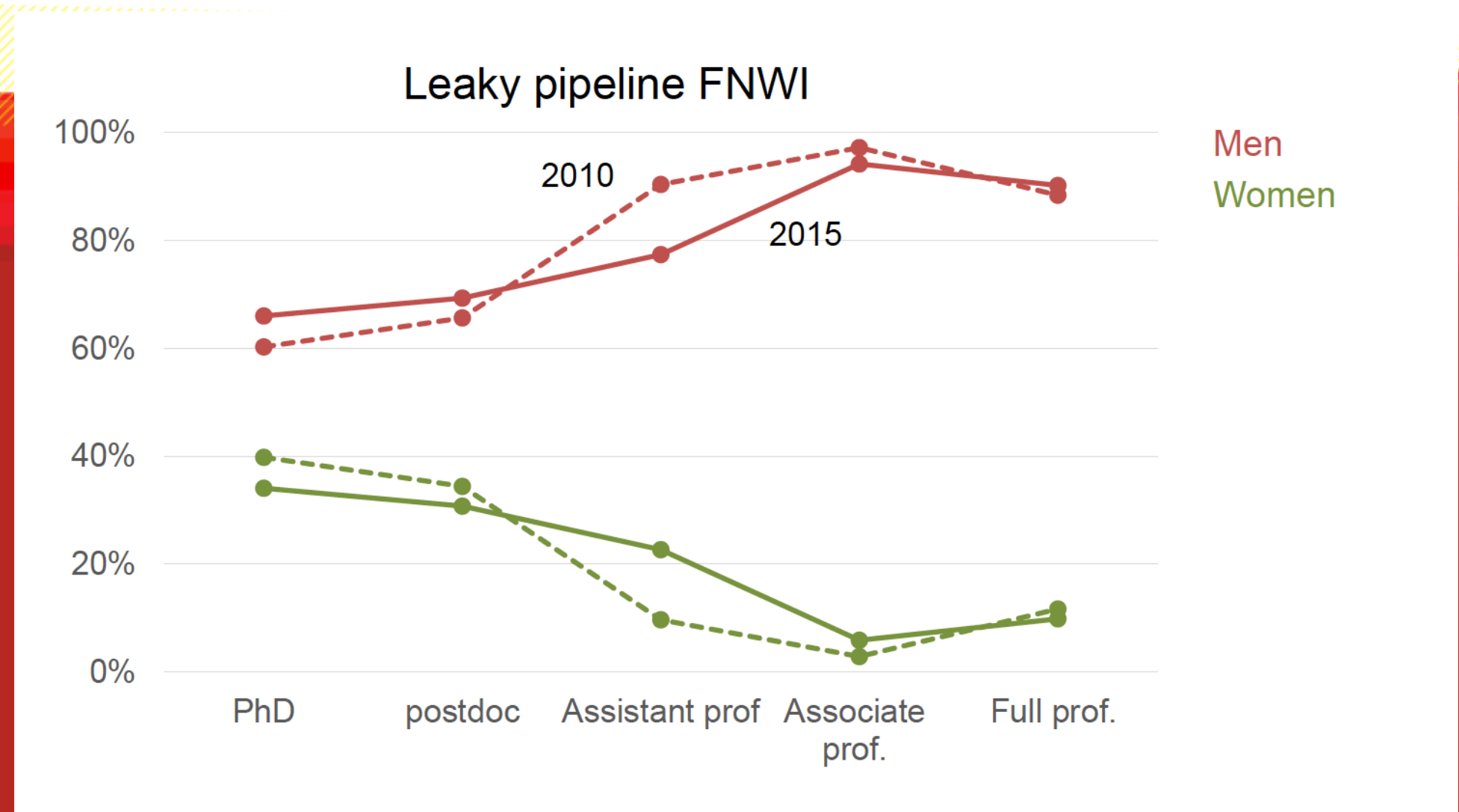
Nijmegen, The Netherlands

October 24, 2017,

Lisbon, Portugal

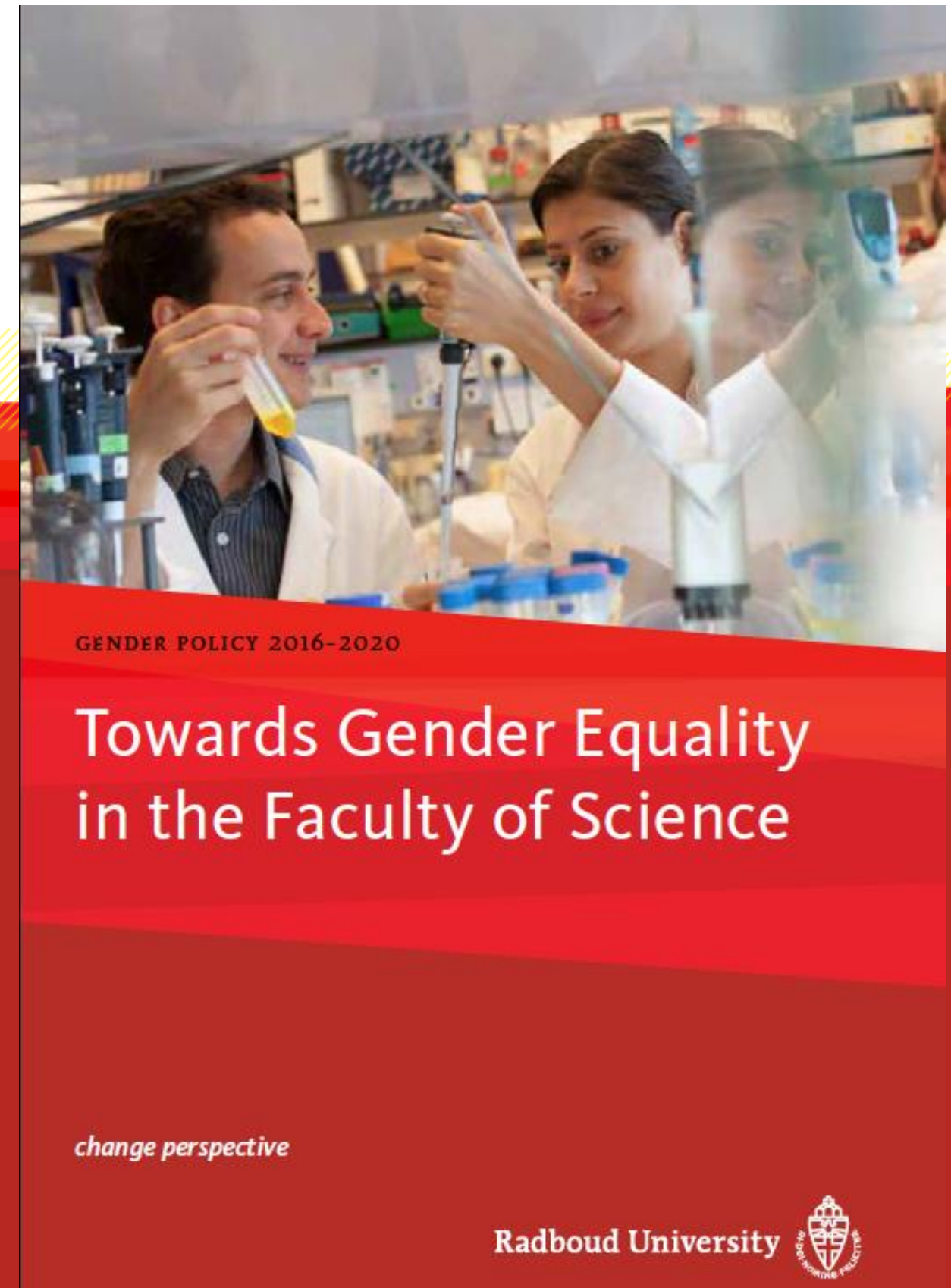
Where we started

- 2015: With only 17,1% of Dutch professors being female, the Netherlands had the fourth-lowest percentage of female professors in Europe
- 2015: Gender Diversity committee was formed at Radboud University within the Faculty of Science



Initiatives

- A workgroup on gender diversity was created and produced a report on Gender Policy
- University-wide mentoring program for women
- **Mohrmann fellowships for women with 108 female applicants for two tenure track positions**
- **50K support for women during and after pregnancy leave**
- **At least one female staff member is included in every recruitment committee**
- **The Radboud Women of Computing Science (RWoCS) group was created**



Work in progress

- Hora est: no more PhD defenses with only men in the opposition
- Defining clear criteria for tenure and promotion
- Gender divided statistics in yearly reports of teaching and research
- Keep on asking WHY?

Gender and Diversity Committee Faculty of Science



Thank You!