

TU Dublin Computer Science

SUCCESS - Source, Career, Environment, Support for SuCEsS

Dr. Deirdre Lillis, Dr. Susan McKeever

TU Dublin Computer Science

Inclusion is everyone's responsibility

"She is a girl and would not be afraid to walk the whole world with herself."
Augusta Gregory, Irish Poet, 1920.



TU Dublin Computer Science

- Largest source of Computer Science Graduates in Ireland (3,000 students, 15% of national output)
- Flexible programmes (Sub-degree to Post-Doc)
- Recently transitioned from Dublin Institute of Technology to **Technological University Dublin**
- Academic structures differ a little from a 'traditional university'





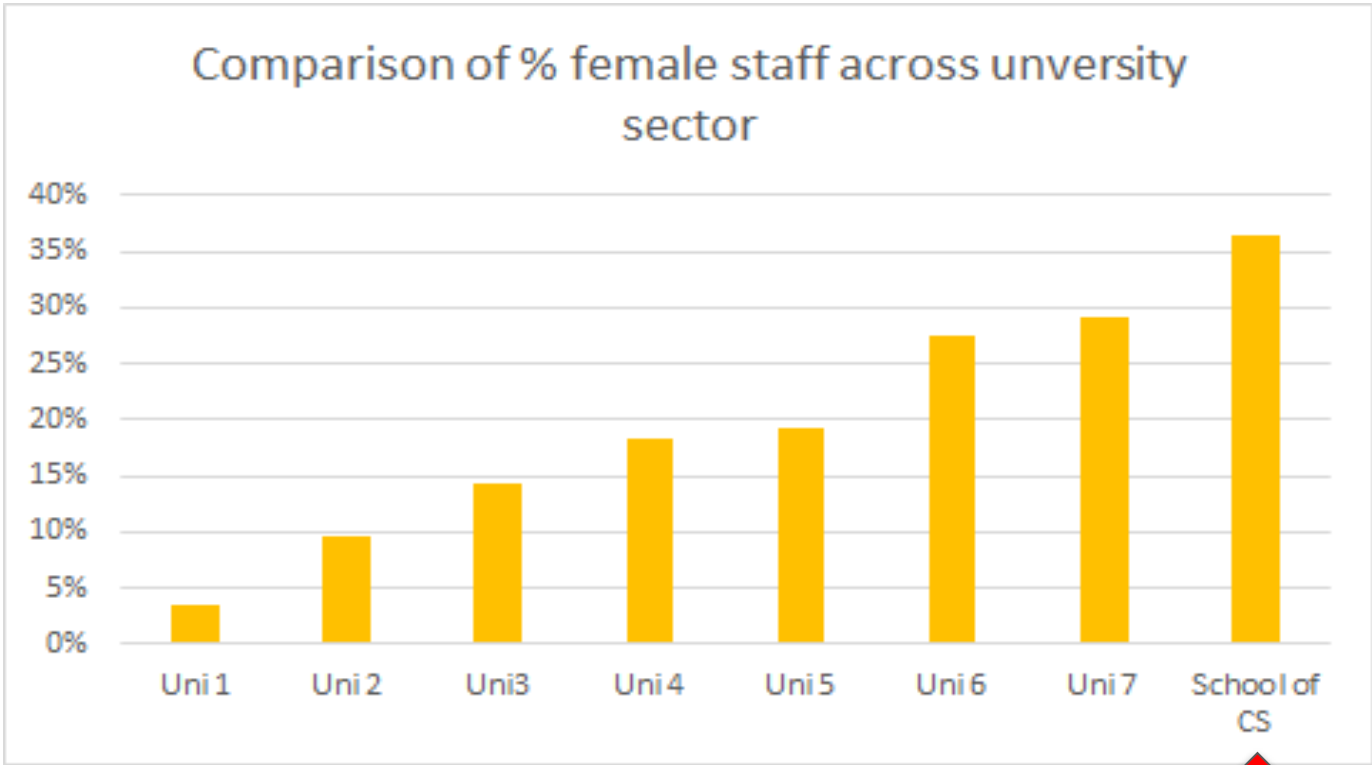
Source

Career

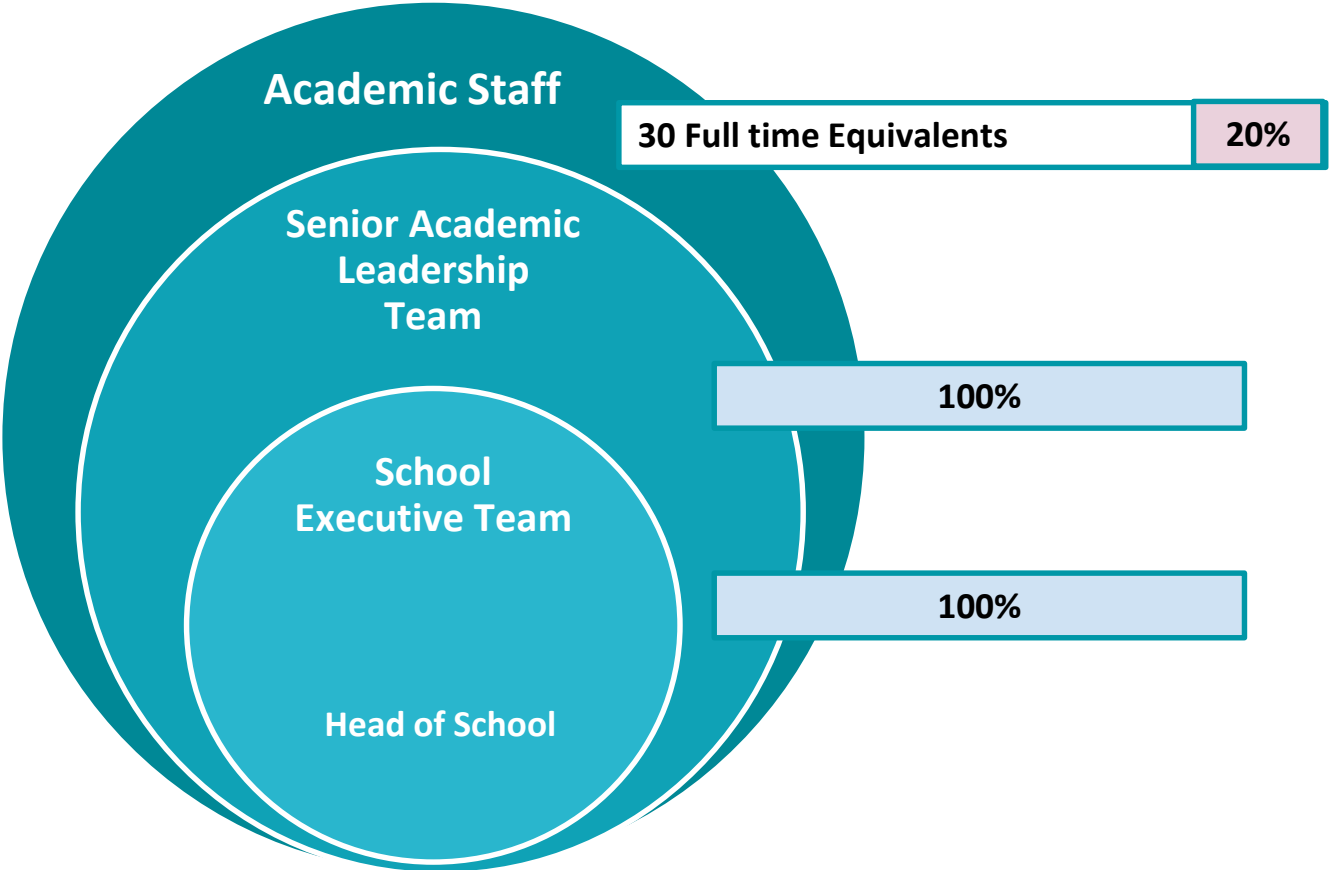
Environment

Support

How are Irish universities doing?



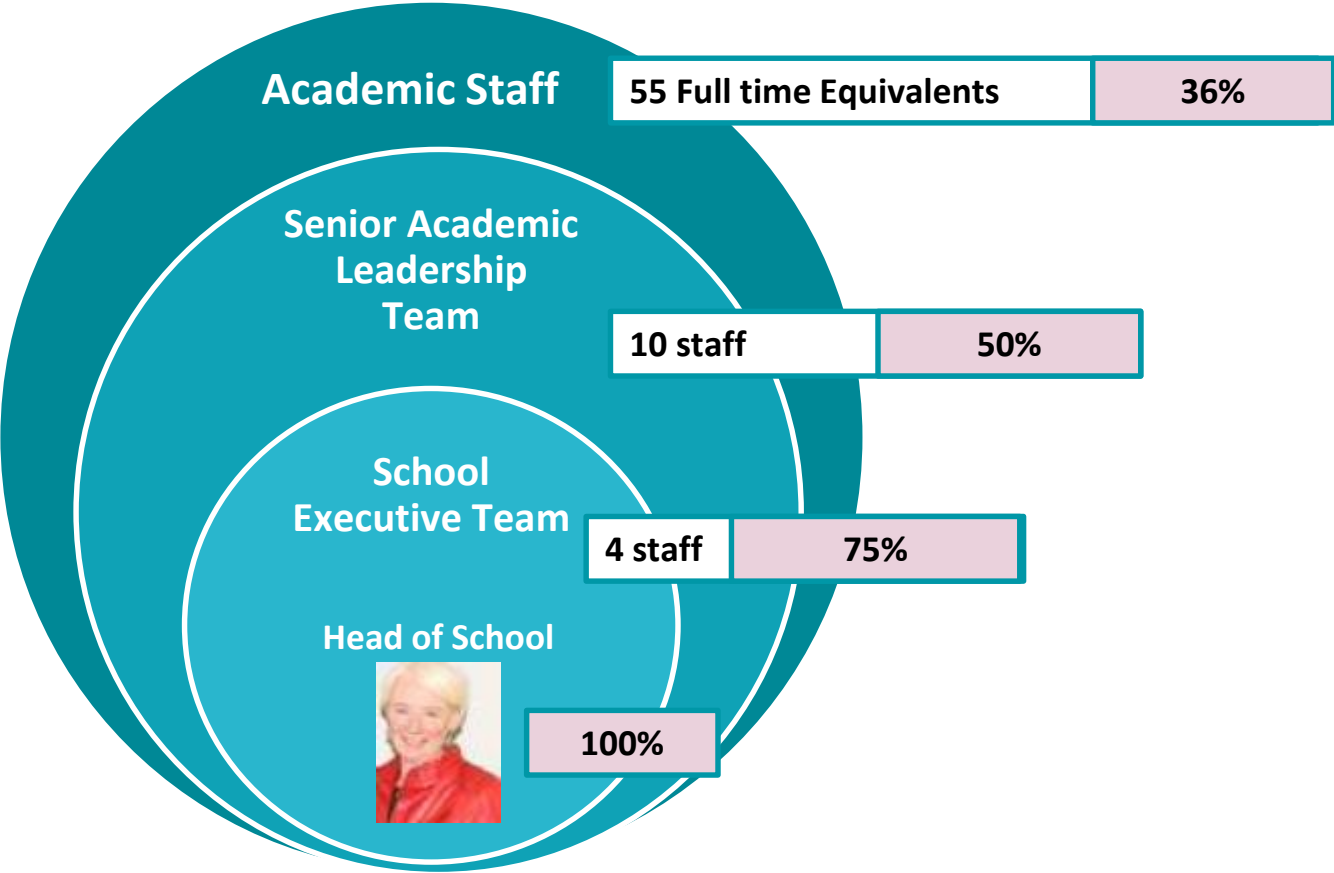
Before 2012 – gender profile



Up to 2012 - what we found

- Academic posts - lack of female applicants
- Lack of progression of females to management or professor grades (0-25%)
- Heavy loads of administration & management-style roles taken on by females
- Difficulty in returning after maternity leave : teaching loads and gaps in research output;
- The networks and culture of academic institutions created and populated by males

2019 School staff - gender profile



Staff turnover in last 5 years



10% of male staff

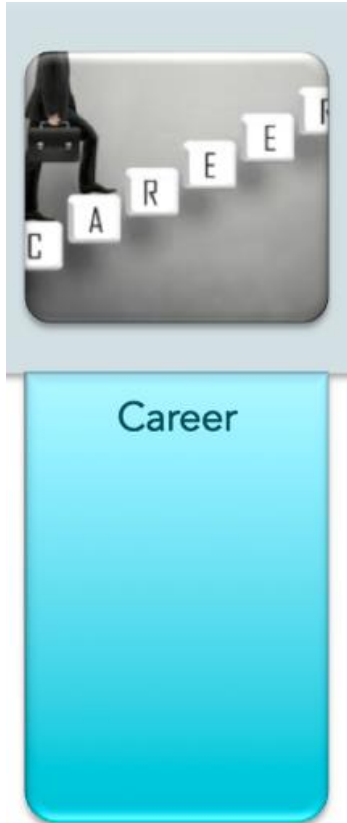
No females

SUCCESS - SOURCE



- Simple focus - gender balance in our recruitment
- When a vacancy arises, we identify female candidates external to our university/School and encourage them to join our team, using our networks to attract and target suitable female staff.

SUCCESS - CAREER



Boost skills, career strategy, ambition and confidence

- Annual performance review for all staff
- Aurora leadership programme
- Research supports
- Mentoring scheme (both across uni, and within School)

SUCCESS - ENVIRONMENT



Environment

Gender Equality is a genuine strategic driver for us:

- Within our School : Role models; ESTEEM student mentoring;
- In our university - WLHE (Women Leaders in Higher Education)
- In our sector - Why act alone? Set up national network of Computer Science nationally - Ingenics
- Athena Swan

SUCCESS - SUPPORT



Support

Simple practical supports

- “Minding the modules”
- Flexible work allocation
- Considerate timetabling

Everyone wins...

In our School Review in 2017, our external peer review panel noted the high satisfaction rates amongst staff with the School, across both male and female staff.

They also recommended that we be the first School to be put forward for Athena Swan Accreditation from TU Dublin as a result of our work on gender equality

TU Dublin Computer Science



Should not have to

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Augusta Gregory, Irish Poet, 1920.



@tudublincompsci



UCD Computer Science @UCDCompSci · Feb 11
Dr Catherine Mooney @UCDCompSci & Dr Susan McKeever @tudublincompsci have established The Irish Network for Gender Equality in Computing (INGENIC)



TU Dublin Computer Science @tudublincompsci · May 29
Dr Luca Longo of #TUDublinCompSci speaking at the first #girlsintech Hackathon event held in #Ireland. The Hackathon theme was 'Hacking for Humanity' and it had a overall prize of €2000! Girls in Tech focuses on the engagement, education & empowerment of women in technology



moting gendi
#WomeninS



TU Dublin Computer Science @tudublincompsci · Feb 22
We spoke with DT211C alumni Robyn Keogh of @SAPireland about her experience studying at TU Dublin Computer Science. Robyn excelled during her time at @WeAreTUDublin being awarded Best Student graduating in DT211C for the Academic Year 2017/18
bit.ly/2NmZpXE



Building ESTeM and ACE raise the profiles of females in STEM

Posted: 22 March, 2019

On International Women's Day 2019, 85 female students from DEIS schools partnered and linked to TU Dublin visited Grangegorman to hear from staff, industry professionals and students about the exciting opportunities offered by a career in Engineering. The event was organised to coincide with Engineers Week 2019.



TU Dublin student Laura Whealin facilitates a Roboslam workshop.

The Building ESTeM initiative, delivered by the Access and Civic Engagement (ACE Office) at TU Dublin, was designed to align with the key Athena SWAN objective of addressing the underrepresentation of females in STEM. The goal was to challenge myths around STEM by exploring the diversity of career opportunities for girls and offer fun, meaningful confidence-building activities aimed at increasing participation in higher education. Building ESTeM also allowed the experts and role models present to inspire and encourage the participants to look at the exciting possibilities of studying and working in STEM industries.

Eighty women from across DIT gathered for the inaugural Women Leaders in Higher Education workshop

Posted: 16 December, 2018

Eighty women from across DIT came together on 14 December for the inaugural Women Leaders in Higher Education (WLHE) workshop in DIT Augier Street.



The participants were drawn from a range of academic, administrative and service roles, gathering for an afternoon of networking and professional development.

The event was facilitated by Dr Sheila Flanagan, Head of Academic Policy and Planning, DIT who began by inviting Dr Jan Guerin of the WLHE organising team to articulate the goals of the group. The network has been set up to support, encourage and advocate for women in career development, advancement and promotion in DIT.

President Norton stated at the beginning of the event that the goal of higher education is to fulfil potential and he asked the WLHE to help challenge DIT as an organisation to enable all of its staff and students, across both genders, to develop their full potential.



Deirdre Lillis @DeirdreLillis1 · Feb 1

Well done to Leslie Shoemaker and all the TU Dublin team on this inspiring ESTeM event in Kevin Street yesterday - packed house to promote diversity in Science and Technology through pairing students with successful industry mentors @WeAreTUDublin @tudublincompsci



Thank you