EUGAIN

WG1: After The 2nd Period

What's happening?

Monica Landoni & Zeynep Sahin Timar

Aim of WG1: From School to University

to update and design a new set of measures on how to promote the education and participation of more female students in Informatics higher education

to increase the number of applications

to ensure that students who started will thrive, make their voices heard, and complete their studies

WG1 Deliverables

contribution of content, guidelines, links and tools to the Action website;

chapter contribution to the Handbook of intervention methods;

contribution to a policy recommendation document relevant to the creation of National and European policy;

booklet with best practices for recruiting and retaining female students (directed to university departments);

booklet(s) about the advantages of studying and choosing Informatics as a career (directed to students at different school levels, from primary to high school);

seminars/workshops for partners and stakeholders;

presentations/seminars at external conferences and events;

peer-reviewed publications.

WG1

Member	Country
Monica Landoni MC	Switzerland
Zeynep Şahin Timar MC	Turkey
Özge Mısırlı MC	Turkey
Bara Buhnova MC	Czechia
Milana Grbic MC	Bosnia & Herzegovina
Àngela Nebot MC	Spain
Anne-Sophie Collard MC	Belgium
Robert Hanak MC	Slovakia
Chris Staff MC	Ireland
Tiziana Catarci MC	Italia
Diana Ignatiuc MC	Moldova
Alma Secerbegovic MC	Bosnia and Herzegovina
Valentina Dagiene MC	Lithuania
Nele Mentes MC	Belgium
Premek Brada MC	Czechia
Lillian Buus MC	Denmark
Katerina Buresova	Czech Republic
Elmira Yadollahi	Sweden

Member	Country
Stine Ejsing Duun	Denmark
Lucia Happe	Germany
Sergi Abadal	Spain
Anna Szlavi	Hungary
Sunny K.O. Miranda	Portugual
Keara Barrett	Ireland
Rukiye Altın	Turkey
Eliot Bytyçi	Kosovo
Gabriele Keller	Netherlands
Eylem Erkan	Turkey
Nora Pireci Sejdiu	North Macedonia
Alina Ecke	Ireland
Joana Martinho Costa	Portugal
Serena Versino	Italy
Irene Zanardi	Switzerland
Marte Hoff Hagen	Norway
Daniela Orozova	Bulgaria
Sonay Caner Yıldırım	Turkiye
Daniel Raffini	Italy
Antinisca Di Marco	Italy

Member	Country
Kai Marquardt	Germany
Suela Maxhelaku	Albania
Elda Xhumari	Albania
Karolina Bolesta	Poland

Three subgoals - subgroups

1

Complete

- Complete the list of existing initiatives

**2**

Explore

- Explore existing studies

3

Understand

- Understand differences across countries

Our Work 2nd Period

- Existing Initiatives meet-up (March 17 2022)

- Five papers

- Horizon Project application

- Organizing a summer training school

- DCG, STSM, ITC and VM grants

- Booklet ''From School to University''

- Representing EUGAIN in ACM Interaction Design and Children (IDC) Conference

- Co-chairing session 5: young researchers of the WIRE EUGAIN workshop
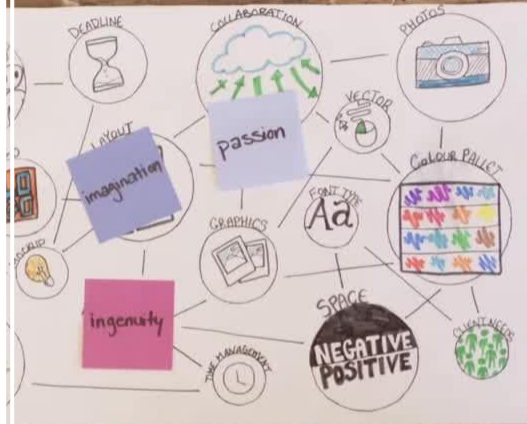
Plans for 2023

- Organizing a WG meeting and a training school in Türkiye

- Creating papers

- Horizon project application

- STSM, ITC, VM grants applications

- Preparing the future informatics booklet

WG3: From PhD to Professor
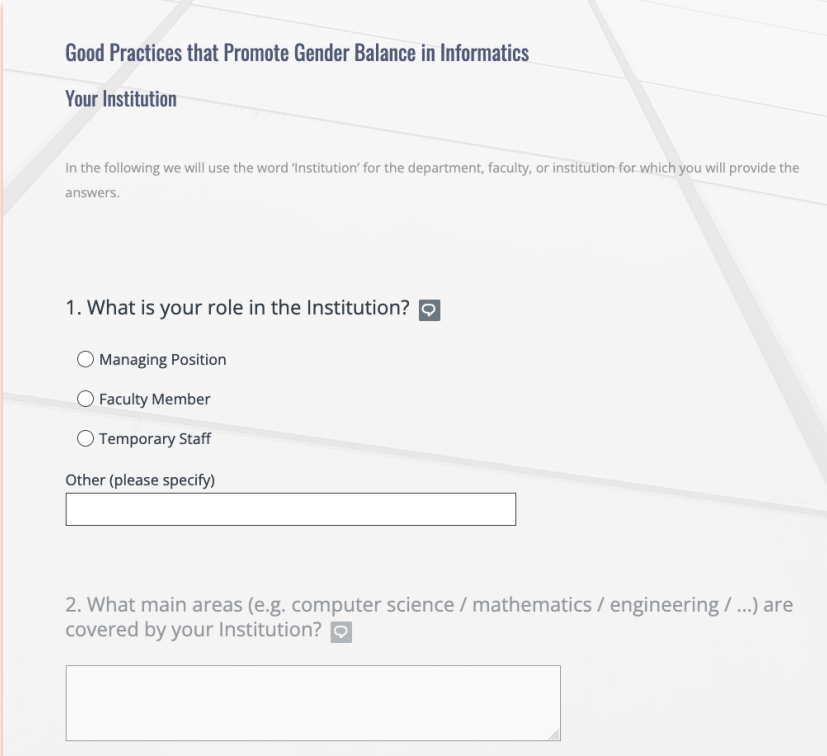
Questionnaire to collect best practices

Good practices questionnaire structured in 5 sections:

- Recruiting Women
- Application Evaluation for Hiring and Promotion
- Retaining Female Talent and Expertise
- Promoting Women
- Mentoring

Goals: collect and raise awareness

Deployed in Survey Monkey
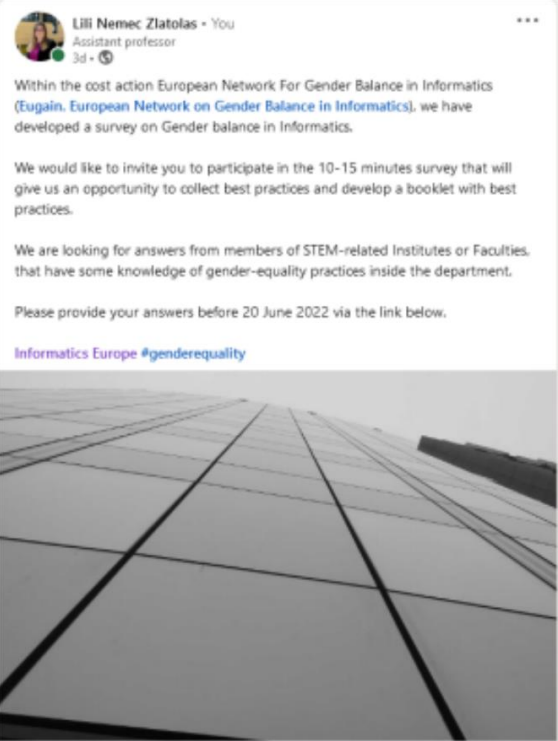
Questionnaire to collect best practices

- Questionnaire v1 finalized in September 2021
- Questionnaire v2 (redesign of v1): March – May 2022
- Distribution: 31 May – 3 September 2022
  - through emails
  - through social media (LinkedIn, Twitter)
  - through Informatics Europe
- 37 questions
- 59 responses

Questionnaire to collect best practices

Some findings:

- Respondents are from HEI institutions in STEM fields
- Respondents from 21 European countries and USA
- Mean percentage of women holding specific academic positions is between 11 and 26 % for different levels of professors and academic staff
- 66 % of institutions have a Gender Equality Plan (GEP) in their organization

Next step: a publication with the results of the questionnaire
(Application for STSM for February work meeting)

Booklet on best practices from PhD to Professor

Structured in 4 sections

- ○ Recruiting Women
- ○ Application Evaluation for Hiring and Promotion
- ○ Retaining Female Talent and Expertise
- ○ Promoting Women

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Best Practices from PhD to Professor

cost
EUROPEAN COOPERATION
IN SCIENCE & TECHNOLOGY
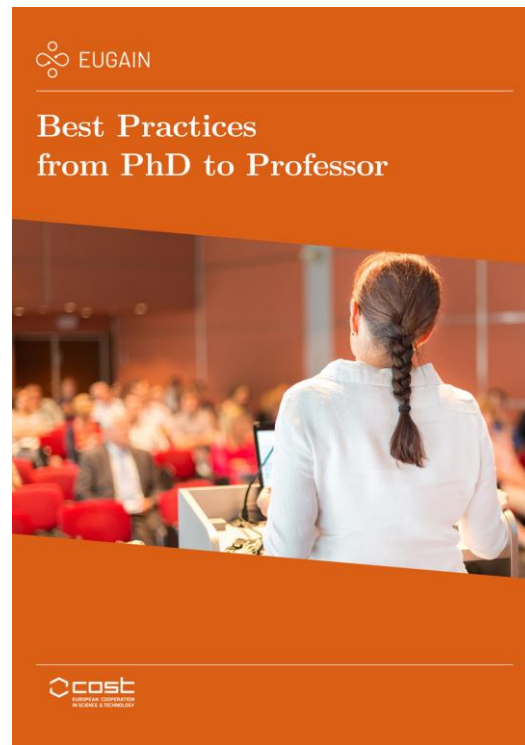
Booklet on best practices from PhD to Professor

In each section

- Identify key issues and problems
- Suggest strategies to improve gender balance and diversity
- Give examples of good practices that have been implemented

Application Evaluation For Hiring And Promotion

Gender bias in an evaluation process is very difficult to prove. However, a study by (Goldin and Rouse 2000) reported that the adoption of blind auditions increases the probability of women being hired in a previously male-dominated context of prestigious symphony orchestras, providing evidence of unconscious gender bias. Similarly, gender bias appears in recommendation letters which are often an important element when reviewing hiring or promotion applications. Researchers studied over 300 recommendation letters at a large medical school and have shown that the length, wording, and style significantly differ for male and female applicants (favouring male applicants) (Trix and Psenka 2003).

- Ensure that the composition of the hiring committee is as balanced as possible (for example, ensure that at least 30% of the committee consists of women).
- Appoint one or two members of the panel to be dedicated to monitoring gender issues and gender balance.
- Organise unconscious / implicit gender bias training in advance of interview/promotion boards for Interview / Promotion Panel Members.
- Forward guidelines (around unconscious bias in recommendation letters) to potential referees.
- Provide a gender sensitive template for applicants and/or referees (for example, does it explicitly include a section on career breaks).
- Provide / publish statistics in a multi-stage process (for example, ensuring that you retain the same % of female representation at every level of the process).
- Take into account career breaks (maternity leave, parental leave) with explicit identifications and rules (for example, some institutions allocate '18 months per child' when comparing female candidates who are Mothers, with other candidates).

Caregiver and childcare support @ Schloss Dagstuhl

Schloss Dagstuhl supports parents who would otherwise not be able to attend the events due to a lack of childcare opportunities at home[a]. Schloss Dagstuhl offers the following childcare alternatives:

- Guests are welcome to bring a caregiver of their choice (spouse, relative). This person receives free room and board and is accommodated in a room together with
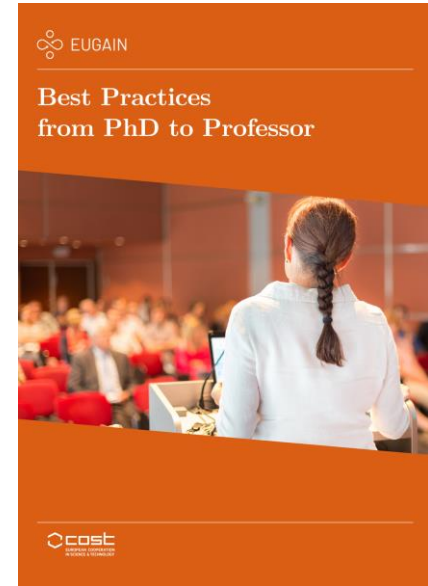
Booklet on best practices from PhD to Professor

- ○ Available online since begin of May

  (see eugain.eu ⋯→ Results ⋯→ Deliverables)

- ○ Published by Informatics Europe

https://eugain.eu/wp-content/uploads/2022/10/EUGAIN_booklet_2022-10-05.pdf

Next steps:
- ● Companion paper with more details
- ● Update with results from questionnaire responses

Booklet on mentoring and career planning

The mentoring and career planning document is meant to support:

- Management, looking for a point to start taking action, and
- Women, looking to find ways to make up for an unsupportive environment, or looking to better understand how to navigate the system.

The mentoring and career planning document is organised in 4 sections (on the right)

Next step: fill in the structure with contents, first (incomplete) draft end November

➔ *Towards an inclusive and diverse environment in academia*
  - ◆ *Change the Culture not the Women*
  - ◆ *Career development*
  - ◆ *Mentoring*
➔ *Gender maturity model*
➔ *First steps into action*
  - ◆ *Organizing the cultural change*
  - ◆ *Setting up a career development program*
  - ◆ *Setting up a mentoring program*
➔ *Success stories and directions*

EUGAIN WG4: COOPERATION WITH INDUSTRY AND SOCIETY

Dr. Aida OMEROVIC
EUGAIN WG4

What is WG4 about?

Long-term goal: *a* **sustainable academic/commercial/societal partners network – beyond duration of the Cost Action**, *including stakeholders and policy makers at national and EU level.*

Objectives:

- **to assure that cooperation with stakeholders in industry and other sectors** exists at a local, regional, national and EU level and that particular issues existing in each country are taken into consideration;
- **to analyse what practices have been put in place** for university departments, institutes/faculties/schools to deal with external cooperation with a focus on gender issues;
- **to evaluate what assessment exists** for these practices.

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Tasks

(i) **to collate evidence** of successful industry-university collaboration across partners and countries;

(ii) **to gather and assess evidence of best practices** on how collaboration with industry and other sectors have had positive impact on gender balance in Informatics/ICT;

(iii) **to collate action plans/guidelines** on integration from national and regional authorities for policy evaluation,

(iv) **to engage with the IT/ICT sector to improve the integration of gender balance** in their research portfolio and recruitment strategy.

Activities

➢ **LinkedIn group for building the community** – please do join to the ‚European Network For Gender Balance in Informatics - Bridge between Industry & Academia' private group!

➢ **Questionnaire** for colleacting best practices - https://eugain.eu/news/eugain-industry-academia-collaboration-survey/

➢ **Special leaflets** to draw the attention of the industry members to gender inbalance in the field

➢ **Industry Event** to gather information and best practices from industry

➢ **Handguide** - how to build up a **successful Academia-Industry cooperation**

➢ **Policy Recommendation Document (Deliverable 7)** together with WG5
  • measures that policymakers can adopt to support gender balance in Informatics

Q&A