



ECSS Leaders Workshop

Diversity and Inclusion in a Multicultural World

Jane Hillston and Jean-Marc Jézéquel

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EUGAIN

EUGAIN: COST Action CA19122

European Network for Gender Balance in Informatics



- Four year project, which started in October 2020
- Initially 24 member countries in the network of proposers
- Currently 39 member countries
- Action Chair: Professor Letizia Jaccheri, Norwegian University of Science and Technology
- Action Co-chair: Professor Barbora Buhnova, Masaryk University
- Grant holder Scientific Representative: Informatics Europe, Switzerland

<http://eugain.eu/>

X (Twitter): eugain19122



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UN SDG 5



Achieve gender equality and empower all women and girls. Ending all discrimination against women and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering women and girls helps economic growth and development.



Challenge: scarcity of ICT specialists

53% of European employers say they face difficulties in finding the right people with the right qualifications.

83.3% of ICT specialists employed in the EU are men



The main challenges addressed

1. How to **have more girls** choosing **Informatics** as their **higher education studies and profession**.
2. How to **retain female students** and assure they **finish their studies and start successful careers** in the field.
3. How to **encourage more female Ph.D. and postdoctoral researchers** to **remain** in the **academic career** and apply for **professorships in Informatics** departments.
4. How to **support and inspire young women** in their careers and help them to **overcome the main hurdles** that prevent women to **reach senior positions** in the field.
4. How to **leverage from the experience of the partners in the network** to **tackle the previous challenges** and **achieve progress across more institutions and countries**, and **positive results that are sustained on the longer term**.



Programme for the workshop

11:00 – 11:10 Introduction

11:10 – 12:00 Where did you come from and where are you now?

**12:00 – 12:30 Alice and Eve: Recommendations on Hiring and Promoting Women for CS Departments,
Marieke Huisman**

12:30 – 13:30 Lunch

13:30 – 15:30 “Where do you draw the line?” Richard Boardman

15:30 – 16:00 Coffee Break

(16:00 – 16:10 IE Department Evaluation Service)

16:10 – 17:30 Panel Discussion

17:30 – 18:00 Concluding remarks and further actions



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Where did you come from and where are you now?

Jane Hillston



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A personal journey

- I grew up in Manchester, England



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- I grew up in Manchester, England
- I now work in Edinburgh, Scotland
 - approximately 300km away,
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A personal journey: education

- I attended an all-girls church grammar school in Manchester
- University of York for a BA in Mathematics
- University of Lehigh, Pennsylvania for an MSc in Mathematics
- University of Edinburgh for a PhD in Computer Science



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A personal journey: expectations

- I was first in my family to go to University
- As a woman in Maths and Computer Science, I have been in a minority in all my post-school education and professional experience
- As a working mother, I sometimes found it difficult to fully participate in after-work social events



Diversity

- A lot of work in EDI focusses on diversity: what makes us different
- This is important because it can be easy for those who belong to under-represented groups to be excluded
- There is strong scientific evidence that diverse groups perform better
- Unconscious bias is something that we must all guard against



Inclusion

- The truth is that we are all **unique** individuals
- To reduce anyone to a single characteristic is to miss a wealth of experience
- Our focus should be on inclusion and seeing people in their glorious complexity
- As leaders we have particular responsibility for this



Period of reflection

- Please take five minutes to reflect on your personal journey
 - What do you feel most defines you?
 - Is this the same as how others see you?
 - How would like others to see you?



Sharing with others: as individuals

- On your tables, discuss how your personal journeys and the baggage you carry, have influenced influenced your career
 - In your day-to-day interactions?
 - In your planning and aspirations?



Sharing with others: as leaders

- Switching to thinking about yourselves as leaders with responsibilities for the careers of others
 - To what extent are you able to treat everyone equally?
 - What, if anything, gets in the way?





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