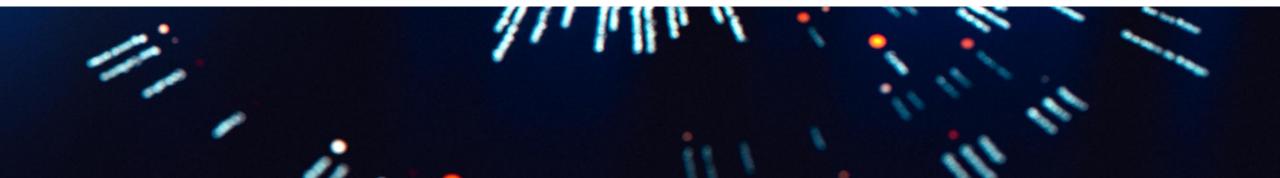


# **ECSS Leaders Workshop**

Diversity and Inclusion in a Multicultural World

Jane Hillston and Jean-Marc Jézéquel



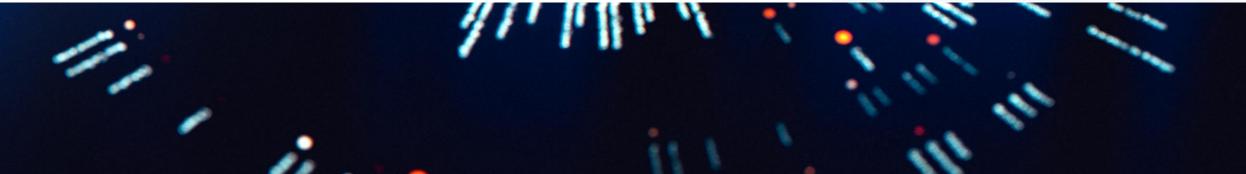


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# **EUGAIN: COST Action CA19122**

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



#### 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



Kent Beck Software Engineer





Computer Scientist

James Grenning Martin Fowler Software Software Engineer





Stephen J. Mellor **Bob Martin** Computer Scientist Software Engineer



Arie Van Bennekum

Project Manager

Jim Highsmith

Software Developer

Jeff Sutherland Software Developer



Software Developer

Andy Hunt

Software Developer

Alistair Cockburn

Dave Thomas Computer Programmer







Ward Cunningham Computer Scientist

Software Developer

Ron Jeffries

Software Developer



Program Manager



Brian Marick Computer Scientist

#### 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

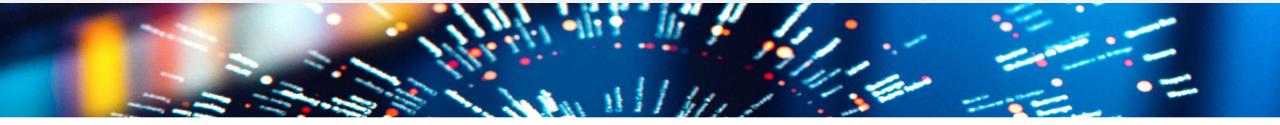
15:30 – 16:00 Coffee Break

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

16:10 – 17:30 Panel Discussion

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





#### Where did you come from and where are you now?

Jane Hillston



• I grew up in Manchester, England





- I grew up in Manchester, England
- I now work in Edinburgh, Scotland
  - approximately 300km away,
  - in another nation within the UK





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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, Pennsylvannia for an MSc in Mathematics
- University of Edinburgh for a PhD in Computer Science





### 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 underrepresented groups to be excluded
- There is strong scientific evidence that diverse groups perform better
- Unconcious 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?





