ALICE & EVE

RECOMMENDATIONS ON HIRING AND PROMOTING WOMEN FOR CS DEPARTMENTS

MARIEKE HUISMAN
UNIVERSITY OF TWENTE, NETHERLANDS
WHO AM I?

- Professor Software Reliability
  Formal Methods and Tools group, University of Twente, Netherlands
- Research on verification of concurrent software
  VerCors program verifier
- Chair of ambassador’s network@UT, advising our executive board on DE & I issues (2018 – 2022)
- Co-chair (until 2022) and member of national working group on EDI for CS departments
- Department chair Computer Science@University of Twente
- Board member IPN, Dutch computer science platform
- Initiated Alice & Eve, together with Sophie Lathouwers, Alma Schaafstal and Mariëlle Stoelinga

UNIVERSITY OF TWENTE.
THE FIRST ALICE & EVE

- January 2020
- At University of Twente

- Co-organised by Sophie Lathouwers, Alma Schaafstal, Mariëlle Stoelinga and myself, with support by Niels van Huizen and Puck Kemper
UNIVERSITY OF TWENTE.
Develops access technologies for digital libraries, text mining and cross-language retrieval.

Creates ‘language models’, statistical representations of spoken words and their underlying connections.

After her PhD in Language Theory, she did pioneering work in the area of automated machine translation at Philips Research in 1985.

Works on the disclosure of cultural heritage collections, such as the transformation of the oral history of the Yugoslav Wars into a written one.

Devotes herself to providing scholars in the Humanities and Social Sciences with access to digital language data and processing tools.

UNIVERSITY OF TWENTE.
Hedy Lamarr
Lady Bluetooth
1914 - 2000

Pioneered frequency-hopping spread spectrum techniques that allowed both the transmitter and the receiver of a radio connection to ‘hop’ to new frequencies together.
Qiheng Hu
The Global Connector
1934

Responsible for setting up the first TCP/IP connection in mainland China in 1994, connecting the country to the Internet.
Frances Brazier
The Mother between the Patriarchs of the Internet
1951

Responsible for the first Internet Service Provider of Europe
WHAT HAPPENED NEXT
Sana Odeh

Whereas the Western world hardly sees the enrollment of women in Computer Science rise above 20 percent, Arab countries seem to defy this unfortunate trend. Indeed, that same percentage seems to be close to 50 percent in the Middle East; even crossing it in countries such as Palestine, Egypt and Saudi Arabia. According to Clinical Professor of Computer Science Sana Odeh, this is because “Arab women don’t believe it is a man’s world when it comes to these fields”. Rather, she claims, they see the creative solutions that a subject such as Computer Science can offer; with which they can go on to apply it in a way that society benefits from it.

The great number of female technologists in the Arab world is what inspired Sana to make it part of her personal research agenda. While setting up the curriculum of the Computer Science Department at the New York University of Abu Dhabi, she founded and became chair of ‘Arab Women in Computing’. Officially initiated in 2012, this organization has already expanded to seventeen countries, stretching from Morocco to Lebanon. Its mission is the same: to support and help elevate the status of women in the
INSTAGRAM

The Sensational Six:
Betty Jennings
Betty Snyder
Marlyn Wescoff
Fran Bilas
Ruth Lichterman
Kay McNulty

The women of ENIAC, who started their careers at the United States
NEXT EDITIONS OF ALICE & EVE

Nijmegen, November 2021

Next week: Amsterdam!

Delft, November 2022

UNIVERSITY OF TWENTE.
Women in Dutch Computer Science: Best Practices for Recruitment, Onboarding and Promotion

- MARIEKE HUISMAN (UT) AND ALEXANDER SEREBRENIK (TU/E)
11 WOMEN
4 MEN } 15 EXPERTS
12 ASSOC./FULL

* All universities with CS + CWI

PAN

PRELIMINARY VERSION

Created by Adrian Corpear
from Roux Project

IPN EDI

Created by Andrew Yui
from Roux Project

FINAL VERSION

Created by Adrian Corpeart
from Roux Project
Importance is not recognised
Onboarding: Mentoring

WHY?
Promotion: Transparency
Unprompted: Childcare
More details:
Women in Dutch Computer Science: Best Practices for Recruitment, Onboarding and Promotion

• Create **awareness** of the importance of diversity

• **Recruitment** messages: gender-neutral, CS-appropriate, not stress excellence and explicitly encourage women. Broad recruitment, personal networks, role of secretary, awareness of biases, negotiation culture.

• **Mentoring**

• **Transparency** in tenure and promotion decision.

• Support of maternity, parental leave and **childcare**