

## Nomination for the 2<sup>nd</sup> Minerva Informatics Equality Award

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### Brief Summary

The Institute for Computing and Information Sciences (iCIS) of the Radboud University in Nijmegen has a tradition to monitor gender equality issues.

iCIS has the policy to appoint female candidates whenever possible and to stimulate their careers and promote them to a more senior position. Stakeholders within the institute were offered Gender Awareness Training in 2014, which resulted in promotions for some female members.

All together, we strive to improve the (still) unfavourable numbers.

		PhD student	PostDoc	Assist. prof.	Associate prof.	Full professor
2008	women	39.2%	31%	8.8%	2.9%	9.5%
2016	women	34.2%	33.8%	20.3%	12.9%	10.1%

### Description of the initiatives

The Institute for Computing and Information Sciences has the explicit policy to appoint good female staff since 2001, when the institute was allowed to expand its staff. The first six years, however, were disappointing. The only female assistant professor that was offered a job, left within two years. However, iCIS was not the only institute struggling in attracting female staff and keeping them afterwards. As a consequence, the Faculty of Science decided to aim for one female member in the advisory appointment committees. Since then, iCIS explicitly decided to appoint in those committees *at least* one female *staff* member equal or senior to the position advertised. Additionally, the staff of the institute asks female candidates to apply to such a position. At the beginning of this policy, the institute had to depend on female staff from other institutes and other universities. This is a standard policy for iCIS' strategy: aim higher and further than general university policy dictates.

Although iCIS was blessed with attracting a number of very talented female staff members, it was clear that it was not enough. Searching for ideas and 'best practices' to boost the recruitment of women, iCIS opted for Group Model Building sessions. Senior staff members, male and female, together with female junior staff, had two sessions with the EGERA-team of the Institute for Management Research (Radboud University) in the September 2014. EGERA stands for Effective Gender Equality in Research and Academia, a EU FP7 project, that 'intends to promote a full set of measures to achieve gender equality and fight gender-based stereotypes in research and academia' (<http://www.egera.eu/>). The result of these sessions was the Workbook Gender Awareness Training (see Reference List).

The recommendations in this Workbook are the following:

- International recruitment
- Active recruitment of female researchers (as a first step towards assistant professorships)

- Multidisciplinary recruitment
- Reserve staff positions especially for talented females
- Active support of female staff/researchers by their managers
- Explicit guidelines for promotion to senior positions
- Mentoring of women

iCIS already actively stimulated all female staff to participate in the university's mentoring program for women, both in the role of mentors as in those of mentees. Also, male senior staff members are active in this mentoring program as mentors. The reserving of staff positions for women, was not something iCIS was allowed to do at this point. Nevertheless, the Institute has incorporated all other recommendations in its recruitment policy in that same fall of 2014.

At Faculty level, the Group Model Building sessions have been held at every research institute and a Workgroup on gender diversity was created under the supervision of a full professor from iCIS, Frits Vaandrager. This workgroup has presented its report in the autumn of 2015. Recommendations include, amongst others, specific instructions for job postings. The report has been implemented as Gender Policy 2016-2020 in the whole Faculty of Science last year and a lot has been achieved by now as follows.

Every few years an update has to be given of all the full professors and those by special appointment. In the autumn of 2015, iCIS entered a few professorships especially for talented females, including an associate professor from iCIS, but also one for an associate professor of another university. The executive board gave green lights for both appointments, so we will soon have two more female full professors.

In May 2016, iCIS' position was made clear in the gender targets of the Faculty of Science. Of the 15 full professors aimed at in 2020, five will be at iCIS. In this respect, iCIS is leading within the Faculty of Science in its gender awareness and its goal towards gender equality.

Prof. Frits Vaandrager of iCIS was appointed as chairman of the Working Group Gender Policy. The report of this group was implemented as Gender Policy 2016-2020 in the whole Faculty of Science and it received a lot of support from the faculty board. As a follow-up initiative, the Gender and Diversity Committee (GenDi) has been formed in Dec. 2015, and the results are already evident.

To summarize, the activities that started in 2014 have been intensified and broadened recently by forming a committee to monitor the gender balance, which was later transformed into the GenDi committee and the creation of the 'Women in CS group'.

## **Impact**

Since the decision to appoint a female in the advisory appointment committee, four female staff members have started at iCIS:

- 2 full professors (1 full time and 1 part-time)
- 2 assistant professors (fulltime)

After the implementations of the recommendations in the Workbook Gender Awareness Training:

- 1 associate professor has been promoted to full professor
- 1 assistant professor has been promoted to associate professor and recently to full professor
- 2 new assistant professors and 1 full professor have started at iCIS.

## Women mentoring program

All female staff members up to now have participated in the university's program as mentors and as mentees. One female iCIS post-doc was offered a tenure track option at another faculty because of this program. Several male full professors also act as mentors in this program.

## **GenDi**

The Gender and Diversity Committee (GenDi) of the Faculty of Science was founded in 2015 and dedicated to making the faculty a good place for everyone where diverse talents are welcome and appreciated. The committee consists of academic and support staff from all institutes of the faculty of science plus advisory members from gender studies of the Radboud University. It gives advice on gender and diversity related issues to the faculty board. iCIS is taking an important role in the committee with prof. Lejla Batina being appointed as the next chair (starting in fall).

The highlights of GenDi activities since December 2015 are given as follows.

- **Antwerp charter signed by Faculty of Science:** Dean Prof. Dr. Stan Gielen signed charter on gender-sensitive communication
- **Support during and after pregnancy leave:** Faculty of Science has adopted a policy in which 50K€ is offered to each female tenure tracker and (assistant/associate) professor during pregnancy leave to safeguard productivity and talent. We had already five talented young women using the scheme.
- **The first Gender & Diversity Day with renowned speakers** such as Wilma de Koning, Stan Gielen & Annalisa Fasolino. Students and staff test their implicit biases on computers with the IAT (Implicit Associations Test). Overall, 69% of the men and 31% of the women had strong or moderate associations of science with men and liberal arts with women.
- **Radboud reflects - Beyond gender inequality?** Prof. Dr. Annalisa Fasolino gives a talk about gender diversity at FNWI including the results of the IAT. Her personal proposition was "At RU, actions that do not respect gender balance should be financially penalized." More than 60% of the audience agreed.
- **First female FNWI dean:** Dr. Lutgarde Buydens becomes the new dean of the faculty of science.
- **Exit interviews:** Leaving employees are invited for exit interviews and to fill in an online form. This will give insights into how the faculty can improve as an equal opportunity employer.
- **Mohrman fellowships for women:** The first round of this prestigious fellowship attracted 108 applicants for two advertised tenure track positions for talented women.
- **Recruitment guidelines:** A working group has completed a document with guidelines for writing adverts that attract both women and men. The report Gender Policy 2016-2020 already proposed a number of actions to recruit and retain more women on the scientific staff towards Gender Equality in the Faculty of Science. In particular, the report contains several recommendations on gender-neutral advertisement texts.
- **Mentoring for the future:** Twenty-two mentors volunteer for the mentoring program for PhD students targeted at career planning. It will be extended to postdocs.
- **Promotion committees:** When registering the reading committee for a dissertation, promoters are kindly reminded to think of men and women as opponents for the PhD defense.

## **RWoCS**

The Radboud Women of Computing Science (RWoCS) group, founded in 2014, is a network for both female undergraduate and postgraduate students, and staff members at iCIS. The group

organises a formal/informal event each month where RWoCS members are provided with the opportunity to socialize with their female peers. More information about our past and upcoming events can be found on the RWoCS website (<http://women.cs.ru.nl/>). The group also engages with the members of the Education Committee to work together in addressing issues surrounding the low intake and retainment of female students for CS degrees and how this can be improved.

RWoCS is not only active within the iCIS department, but also participates in events at the Faculty level. RWoCS members organized lab sessions for 13-14 year old girls who are hosted by the Faculty of Science as part of the Girls Day programme in The Netherlands. Group members also do outreach activities, where they go to high schools and introduce students to Computer Science. The aim is demonstrate to both male and female youngsters that the CS degree is accessible to people of any gender.

### **Reference list**

- Workbook Gender Awareness Training (in Dutch: 20141120 GMB at ICIS Eindrapport.pdf)
- Report Workgroup Gender ([http://www.ru.nl/fnwi/faculteit/profiel/gender-diversiteitsbeleid/towards\\_gender\\_equality\\_in\\_the\\_faculty\\_of\\_science](http://www.ru.nl/fnwi/faculteit/profiel/gender-diversiteitsbeleid/towards_gender_equality_in_the_faculty_of_science), on the right hand side of the screen)
- Christine Mohrmann scheme (in Dutch only: <http://www.ru.nl/werken/waarom-werken-radboud-universiteit/aandacht-diversiteit/>)
- Gender targets leerstoelenplan (ODO 76.4 Gender targets leerstoelenplan.pdf)
- Radboud Women of Computer Science (<http://women.cs.ru.nl/>)