How To Promote Gender Balance and Diversity in IT
Through A Better Involvement of Young People

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Young Researchers & Innovators Coordinator
1) EUGAIN
2) YRI (GenZ Project)
3) Peer Support Network
What is EUGAIN?
The main aim of EUGAIN is to improve gender balance in Informatics at all levels through the creation of a European network of colleagues working for gender balance in Informatics in their countries and research communities.
Over 150 members from 42 countries
Conferences
Training Schools
Joint Papers
Informational Booklets
Country Resources
June 14-15
Rome, ITA
training school
Sept 20-22
Trondheim, NO
tconference
● Advice to students about why to study IT

● Best practices in recruiting & retaining female students in IT

● Best practices to support the transition of PhDs & postdocs to faculty

Download them for free
How can you contribute to diversity?
The GenZ Project
<table>
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<tr>
<th>Anna Szlavi</th>
<th>Karolina Bolesta</th>
<th>Serena Versino</th>
<th>Irene Zanardi</th>
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<td>SGH Poland</td>
<td>UNIPI Italy</td>
<td>USI Switzerland</td>
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### Meet The Team (aka YRIs)

- **Project Manager**: Anna Szlavi
- **Stats Pundit**: Karolina Bolesta
- **Data Wizzard**: Serena Versino
- **Design Genius**: Irene Zanardi
WG1 booklet / Action deliverable:

“Design a short booklet aimed at students about the advantages of choosing CS”
How to reach out to GenZ?
*born between 1995 and 2010

digital natives and communaholic

*assessing their interest in 8 seconds

*concerned about social justice

*searching for a job that aligns with their values
*Visual content* engages more the target

*Short videos* conform to their 8-seconds-rule

*They check* Instagram, TikTok and YouTube on daily basis
No. 1
Short video interviews

No. 2
Interviews library on Social Media

No. 3
Share and distribute
WHY
Show GenZ the IT world

WHAT
3-min video with interviews

WHERE
EUGAIN YouTube channel
WHY
Prolonged reachout

WHAT
Library with short interviews

WHERE
TikTok and YouTube Shorts
over 3000 views
Who *not* write a *paper*?
To what extent do the experiences listed by CS professionals and the interests of GenZ align with one another?
I enjoy very much to work with the young people and to work with those that I believe are the challenges of our society, diversity, environment and in general how to develop solutions that improve the life of the people.

You can really look into needs, real needs of different user groups and look at into how technology could support and help them fulfill these needs.

First, it helps you build technology that has the potential to improve peoples’ life. Second it is very diverse in terms of activities you can do.

I believe that it is a very powerful tool that can be used to create user-friendly and inclusive experiences for many stakeholders and users.

Working in IT is really special in the sense because you can really reach any part of the world.

I wanted to make a change in the world and because of IT I feel that that is what I’m doing.

Everyone should learn at least the basics of programming because it can develop problem-solving strategies and methods that can be used in solving everyday non-IT problems.

We are different backgrounds in my department, and this enriches my skills.

What motivates me in daily basis is the idea of contributing in a highly competitive community as a woman.
«Bridging Values: The Inclusion of Young Generations in Computing»

HCI International 2023

Copenhagen, Denmark – July 28
So how was it all then?
August 2022 - July 2023
How to support young people?
Next steps?

**WHAT**  
Peer mentoring framework

**WHY**  
Support, development, network

**WHERE**  
EUGAIN YRI
The main success factors for marginalized groups in CS are mentoring, networking, and peer support.

Spontaneous Peer Support

Anna Szlavi
NTNU Norway

Karolina Bolesta
SGH Poland

Serena Versino
UNIPI Italy

Irene Zanardi
USI Switzerland

Project Manager
Stats Pundit
Data Wizzard
Design Genius
Inspired by

*NTNU’s IDUN mentoring project
*Informatics Europe’s Leadership Academy
*TU Wien’s peer mentoring
*TU Wien’s postdoc mentoring
Online coaching and peer support for early career academics
To expand one’s network, feel connected, and receive & share information
For more info on EUGAIN and chatting about mentoring, reach out

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