

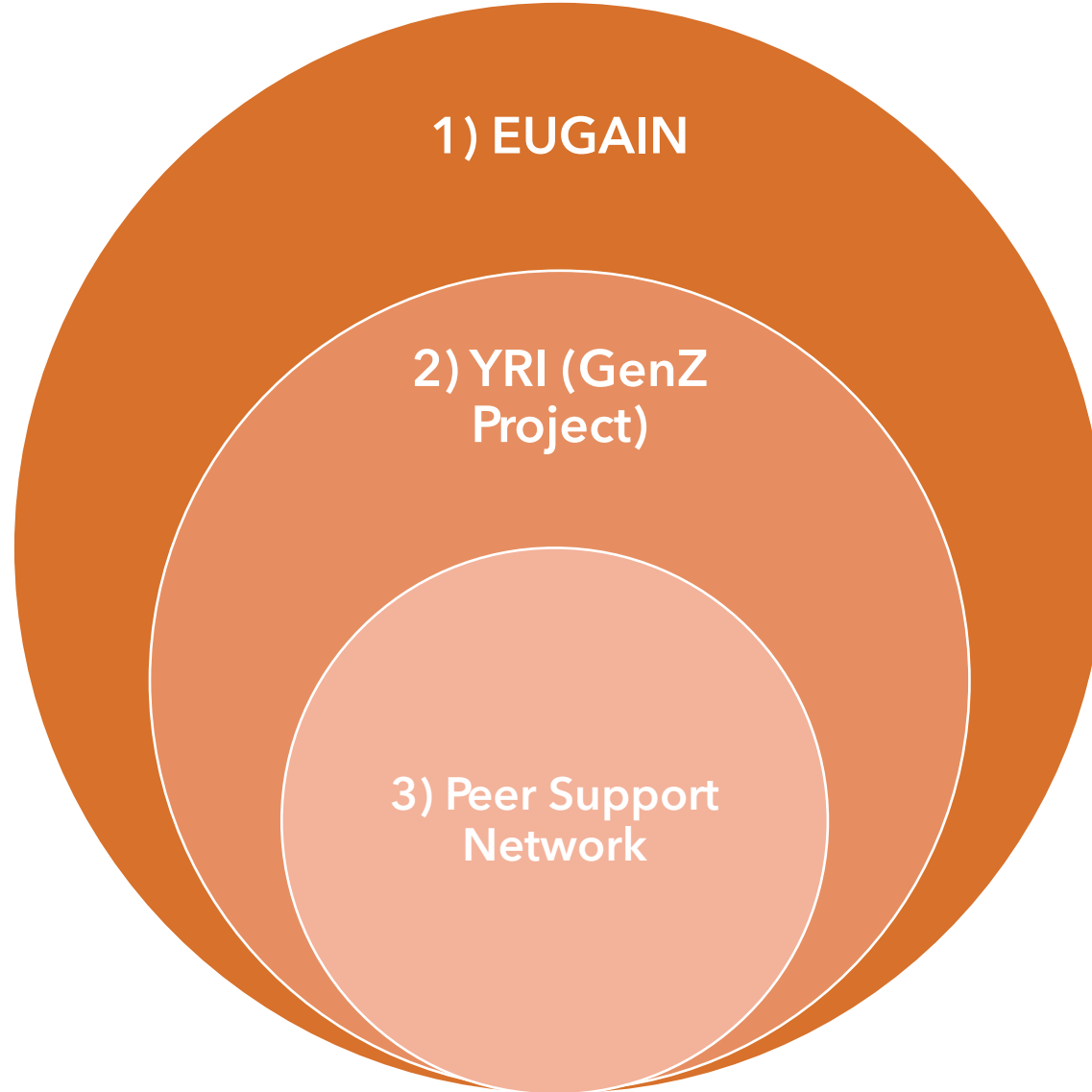
How To Promote Gender Balance and Diversity in IT Through A Better Involvement of Young People

Anna Szlavi | Norwegian University of Science and Technology (NTNU)



Young
Researchers
& Innovators
Coordinator





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.

”



Action Chair



Letizia Jaccheri, NTNU

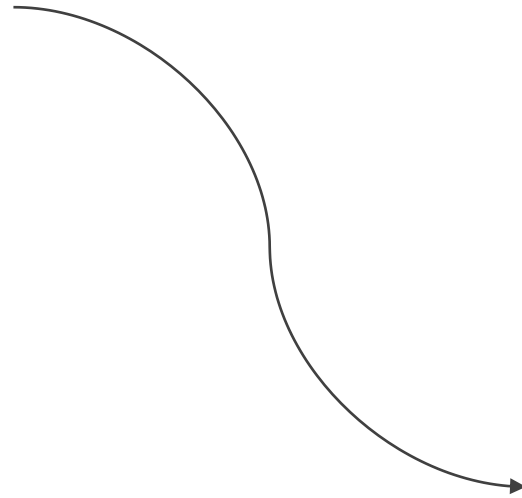
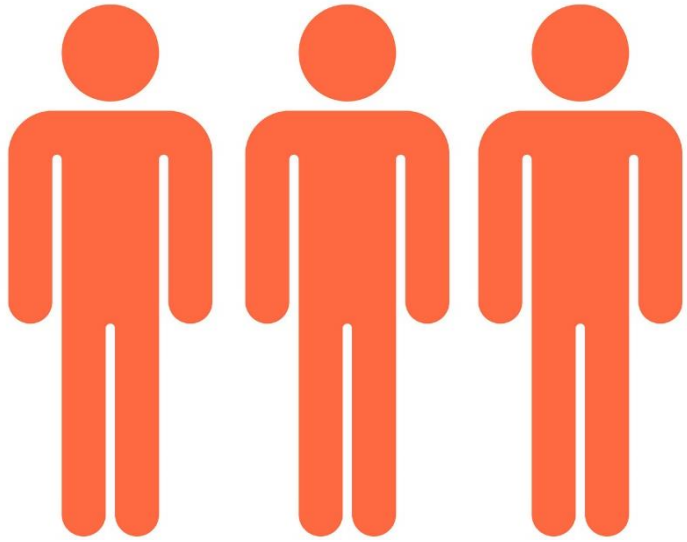


Grant Holder



«Minerva awards»

Over 150 members



from 42 countries



EUGAIN



Conferences



Training Schools



Joint Papers



Informational Booklets






Country Resources

June 14-15
Rome, ITA

training school



SPEAKERS

 <p>Prof Yavuz Akbulut COMPUTER EDUCATION & INSTRUCTIONAL TECHNOLOGY, ANADOLU UNIVERSITY, ESKISEHIR, TURKIYE</p> <p>in t l</p>	 <p>Prof Geraldine Fitzpatrick HUMAN-COMPUTER INTERACTION, TU WIEN, VIENNA, AUSTRIA</p> <p>in t l</p>	 <p>Prof Austen Rainer ELECTRICAL ENGINEERING AND COMPUTER SCIENCE, QUEEN'S UNIVERSITY BELFAST, UNITED KINGDOM</p> <p>in t l</p>
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PROGRAM

Methodological Wednesday (14.06.2023)	Upskilling Thursday (15.06.2023)
08:30 Registration	08:30 Recap & EUGAIN Dissemination Event
08:50 Welcome & Day Presentation	09:00 Common methodological limitations in peer-reviewed

Sept 20-22
Trondheim, NO
conference



The screenshot shows the website for the 10th ACM Celebration of Women in Computing, womENCourage™ 2023. The browser address bar shows the URL <https://womencourage.acm.org/2023/>. The website header features the ACM logo and the text "Association for Computing Machinery". The main content area displays the event logo, which includes a stylized woman with red braids and a blue headband, followed by the text "womENCourage™ Computing Connecting Everyone TRONDHEIM NORWAY 2023". Below the logo, there is a breadcrumb trail "Home > Welcome". The main heading reads "10th ACM Celebration of Women in Computing womENCourage™". A welcome message states: "Welcome to the 10th ACM Celebration of Women in Computing: womENCourage™ 2023 which is hosted by the Norwegian University of Science and Technology (NTNU) in Trondheim, Norway, 20-22 September 2023." On the right side, under the heading "Important dates", two key dates are listed: "Poster, Workshop & Tutorial submission May 1st" and "Scholarship application June 10th".

- 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



[Home](#) / [Results](#) /

Deliverables

Deliverable 1: Action website

[+ Description](#)

How can you contribute to diversity?

2



The **GenZ** Project



Anna Szlavi
NTNU Norway



Karolina Bolesta
SGH Poland



Serena Versino
UNIPI Italy



Irene Zanardi
USI Switzerland

Project Manager

Stats Pundit

Data Wizzard

Design Genius

Meet The Team (aka YRIs)



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





WHY

Show GenZ the IT world

WHAT

3-min video with interviews

WHERE

EUGAIN YouTube channel



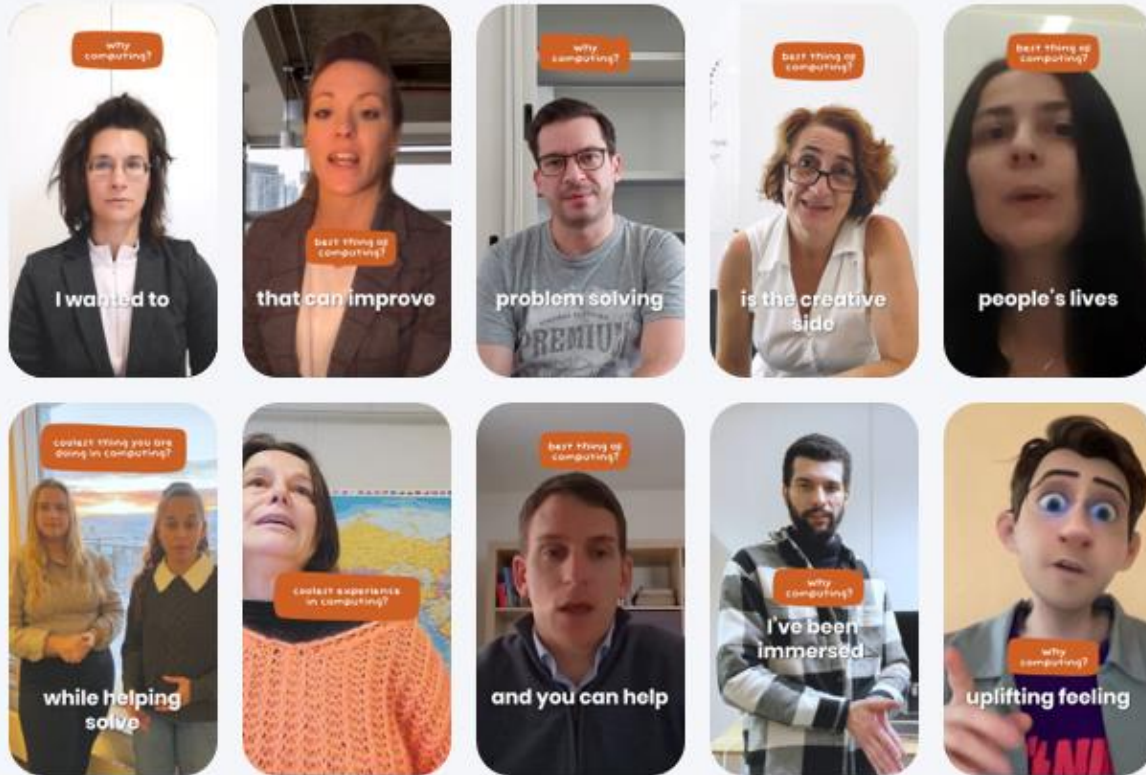


WHY
Prolonged reachout

WHAT
Library with short interviews

WHERE
TikTok and YouTube Shorts





over 3000 views





Watch more! 

You Tube



TikTok





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

I tend to think of technology as canvas for **creativity** and **innovation** to **solve** issues

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

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**

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

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

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

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?



20x

**Role Model
Interviews +
Social Media posts**

1x

Action Deliverable

2x

**Papers
+ Conferences**

Outcome

1x

**Mobility Grant
(Deliverable)**

1x

**Mobility Grant
(Papers)**

1x

**ITC Conf Grant
(Conference)**

Support

August 2022 - July 2023

How to support young people?

3

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.

”

Szlavi, A. et al. (in press). Intersectionality in CS – A Systematic Literature Review. In: Proceedings of GE@ICSE 2023.



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USI Switzerland

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Data Wizzard

Design Genius

Spontaneous Peer Support



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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anna.szlavi@ntnu.no

