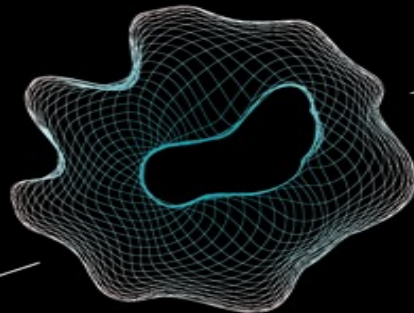


UNIVERSITY OF TWENTE.


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 of national working group on EDI for CS departments
- Initiated Alice & Eve, together with Sophie Lathouwers, Alma Schaafstal and Mariëlle Stoelinga



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



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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

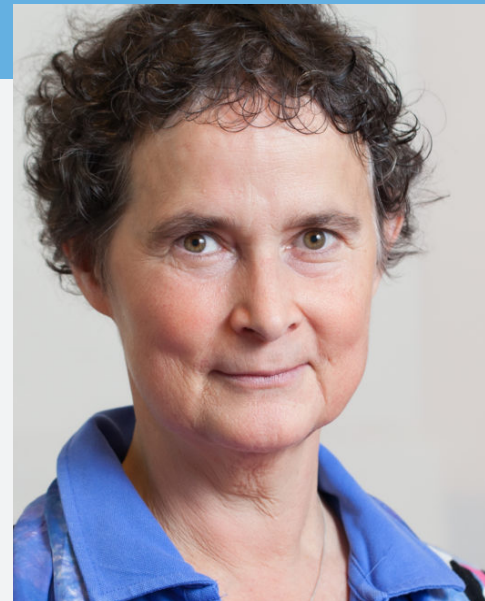


Frances Brazier

The Mother between the
Patriarchs of the Internet

1951

Responsible for the
first Internet Service
Provider of Europe



WHAT HAPPENED NEXT

ALICE AND EVE: A CELEBRATION OF WOMEN IN COMPUTER SCIENCE

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Philosophy of Science, Technology and Society
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Conference Key Areas: Diversity and Inclusiveness, Future Engineering Skills and Talent Management
Keywords: Diversity, Innovation, Role Models, Self-Efficacy

ABSTRACT

In most Western countries, women account for no more than 20% of the total population of computer science students. This is regrettably low, for it is frequently underscored that diversity is important for the development of creative solutions. Undergirding this imbalance is that, historically, computer science is mostly being remembered as a male endeavour even though women have contributed to its emergence. In response, the *Alice and Eve*-event wishes to celebrate the female achievements across computer science with the role models they need to confront. In order to support this, the event will exhibit...

[HTTPS://WWW.ALICEANDEVE.NL/](https://www.aliceandeve.nl/)



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← → ↻ https://www.aliceandeve.nl/exhibition/sana-odeh ☆

EXHIBITION

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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 throughout: to support and help elevate the status of women in the

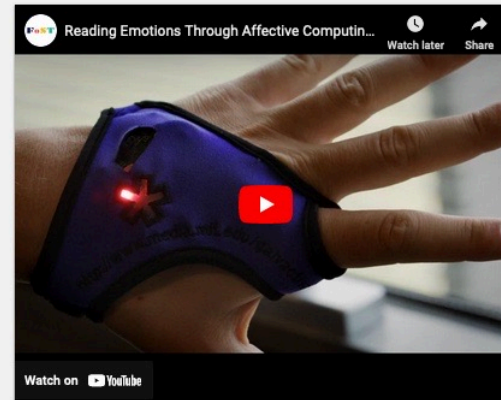
A portrait of Sana Odeh, a woman with short dark hair and glasses, wearing a dark sleeveless top with a colorful floral pattern. She is smiling and has her hands clasped in front of her.

VIDEOS

See all videos about Rosalind Picard

About them

About their work



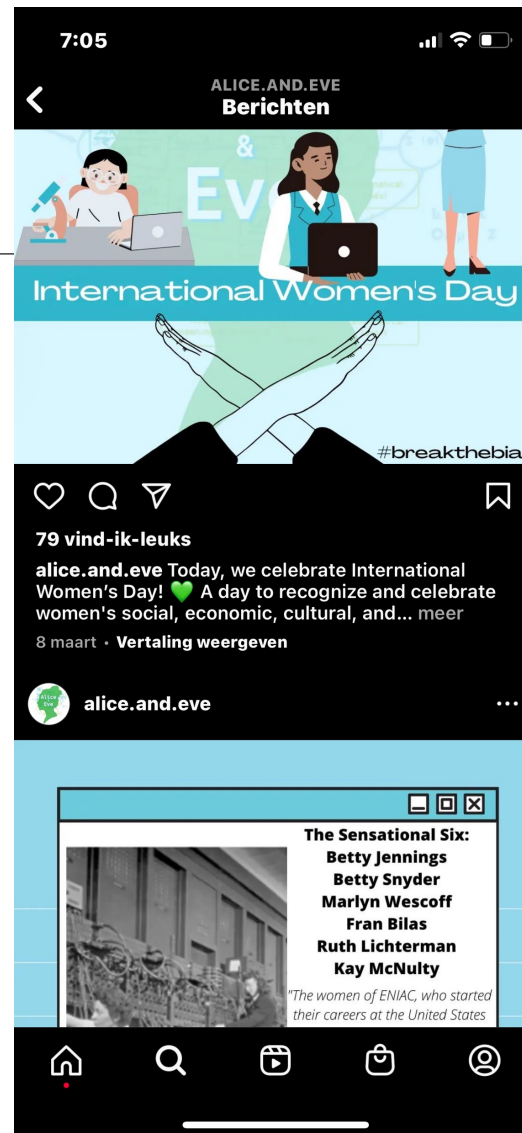
IMAGES

See all images related to Rosalind Picard



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INSTAGRAM



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MOVIE ABOUT LYNDA HARDMAN



NIJMEGEN NOVEMBER 2021



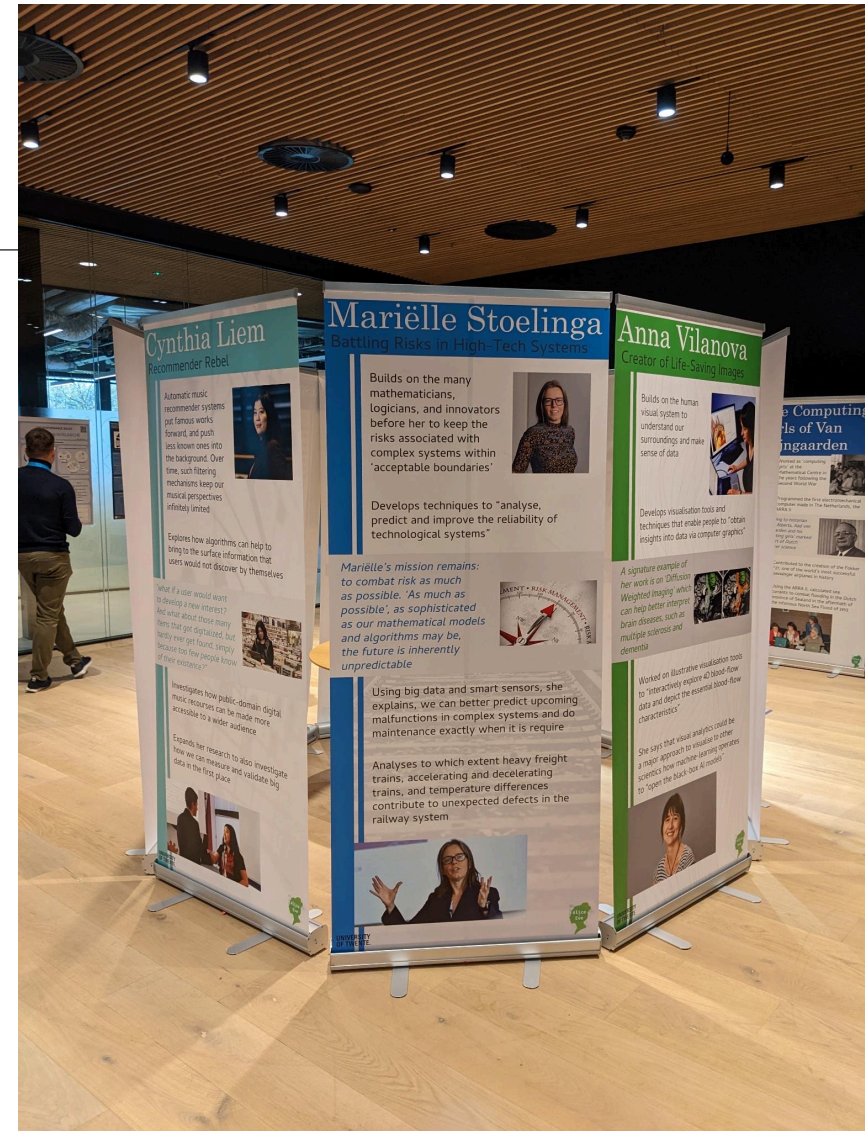
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DELFT NOVEMBER 2022

Exhibition traveling through the Netherlands...

Next year in ?

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A woman with dark hair, wearing a red and white horizontally striped sleeveless dress and yellow flat shoes, is walking down a set of wide, light-colored concrete stairs. She is carrying a small yellow bag. The stairs are set against a grey concrete wall with several circular vents. A black metal handrail runs along the wall. The scene is brightly lit, suggesting a sunny day.

Women in Dutch Computer Science: Best Practices for Recruitment, Onboarding and Promotion

▪ MARIEKE HUISMAN (UT) AND ALEXANDER SEREBRENİK (TU/E)



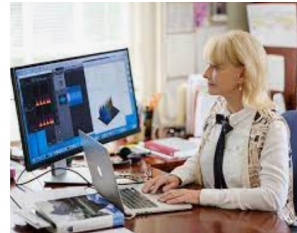
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Professor Judea Pearl codes langua...
dailybruin.com



The Harvard Crimson
thecrimson.com



Computer science professor Jenni...
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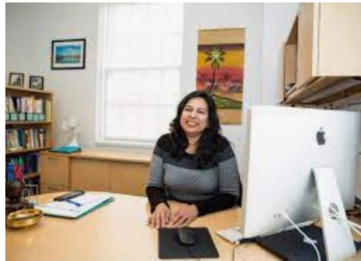
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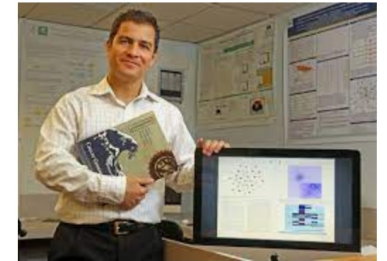
Professor of Computer Science Ben Hescot...
tuftsdaily.com



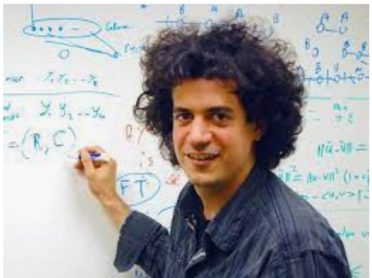
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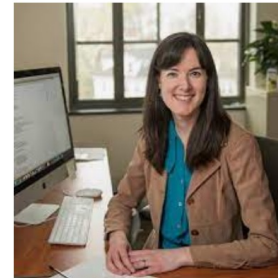
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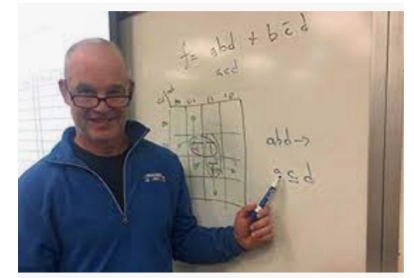
Computer Science at C...
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At Brandeis University, Jordan Pollack, profess...
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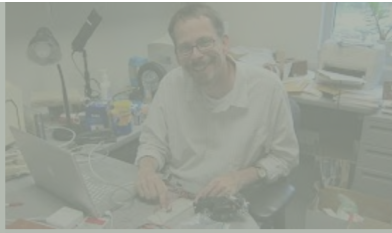


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Willingness to change leads to Teaching Excell...
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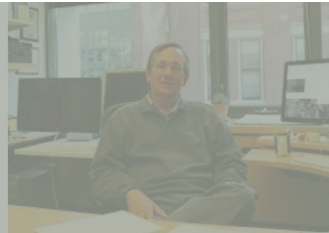




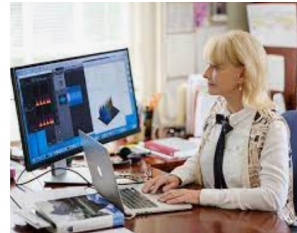
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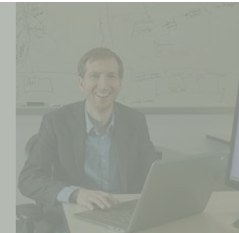
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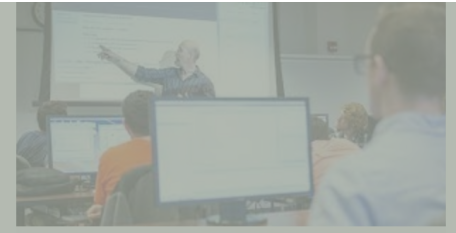
The Harvard Crimson
thecrimson.com



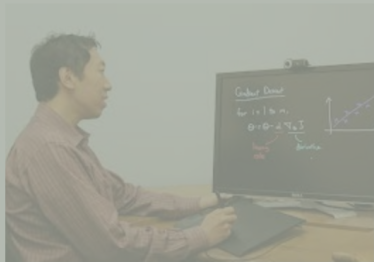
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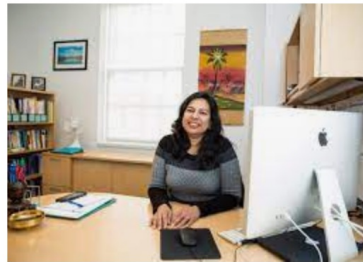
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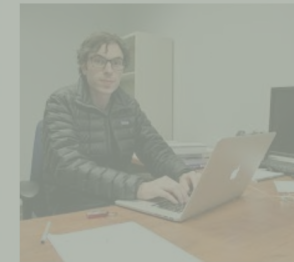
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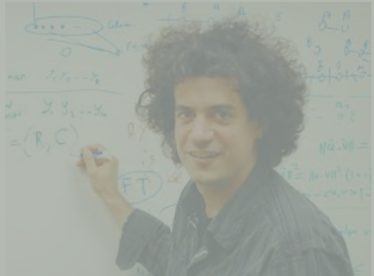
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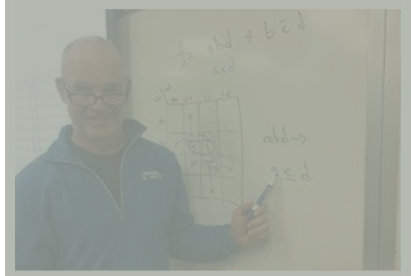
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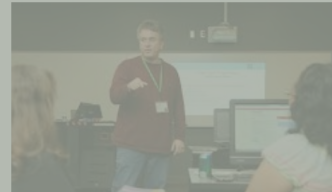
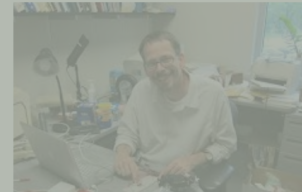
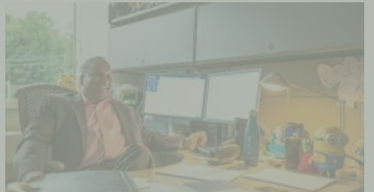
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Willingness to change leads to Teaching Excell...
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11 WOMEN }
4 MEN

12 ASSOC./FULL

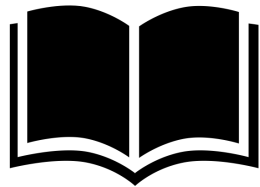
15 EXPERTS



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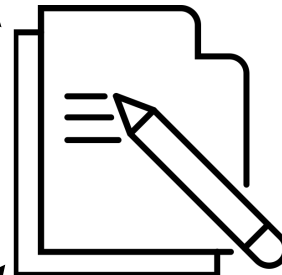
* All universities with CS + CWI

PAN



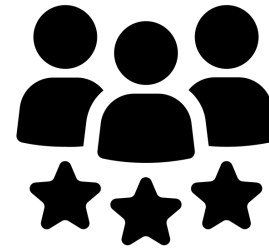
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PRELIMINARY VERSION



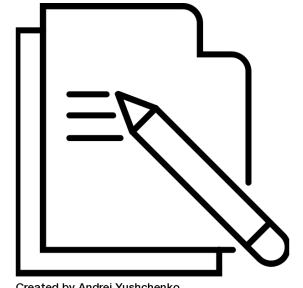
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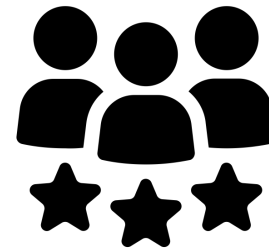
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FINAL VERSION



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IPN EDI



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Importance is not recognised



INTRODUCTION TO

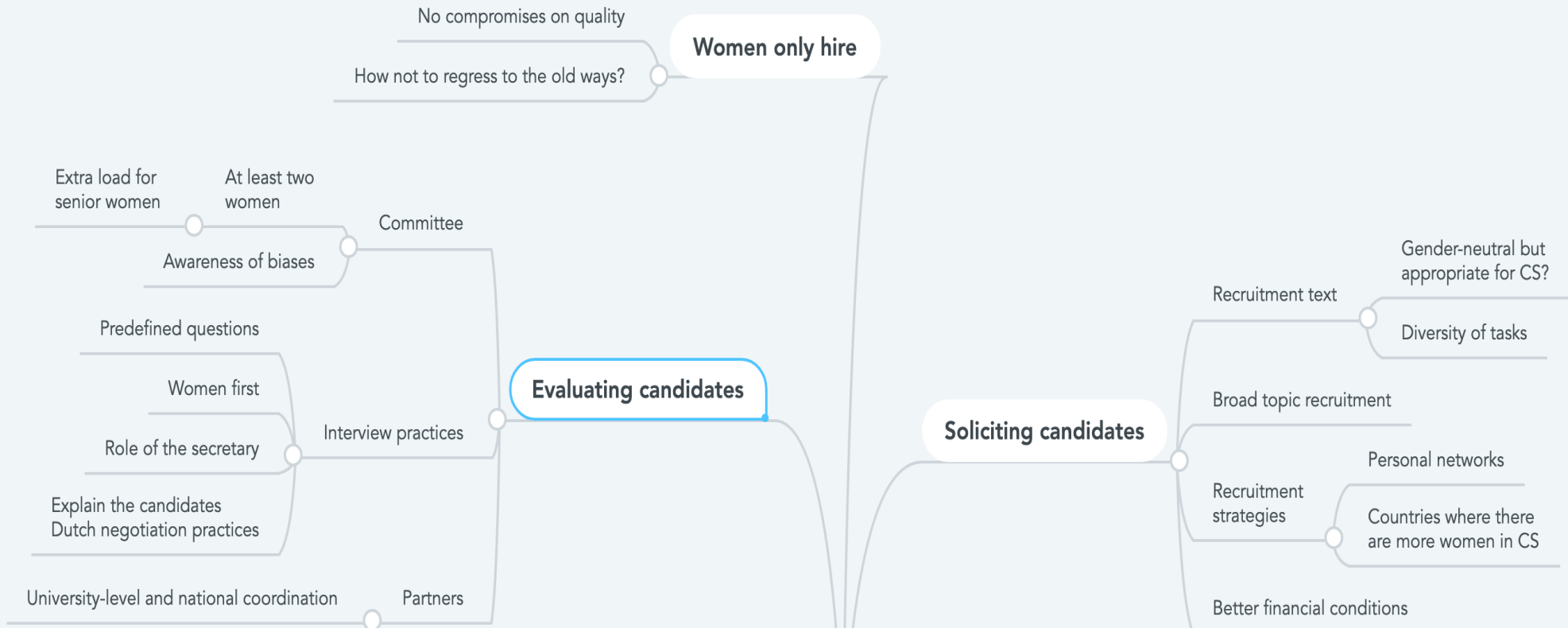
DIVERSITY

TRAINING



Recruitment

Recruitment



A photograph of two women sitting on a light-colored sofa in a bright, modern office or living space. The woman on the left is older, with blonde hair styled up, wearing glasses and a grey turtleneck sweater. She is gesturing with her right hand while speaking. The woman on the right is younger, with dark hair in a bun, wearing a dark blue blazer. She is smiling and looking at the older woman, with her hand near her chin. A tablet is visible between them. The background shows a blurred office environment with plants and windows.

WHY?

Onboarding: Mentoring

A photograph of two women sitting on a light-colored sofa in a bright, modern office or living space. The woman on the left is older, with short blonde hair, wearing glasses and a grey turtleneck sweater. She is gesturing with her right hand while speaking. The woman on the right is younger, with dark hair in a bun, wearing a dark blue blazer. She is smiling and looking at the older woman, with her hand near her chin. A dark blue rectangular box with the text 'WHO?' is positioned above the younger woman. The background is softly blurred, showing indoor plants and architectural elements.

WHO?

Onboarding: Mentoring

A laboratory setting with a pipette dispensing liquid into test tubes. The background is a solid blue color. The pipette is in the upper left, and the test tubes are arranged in rows. The text "Promotion: Transparency" is overlaid in the center, flanked by two horizontal blue lines.

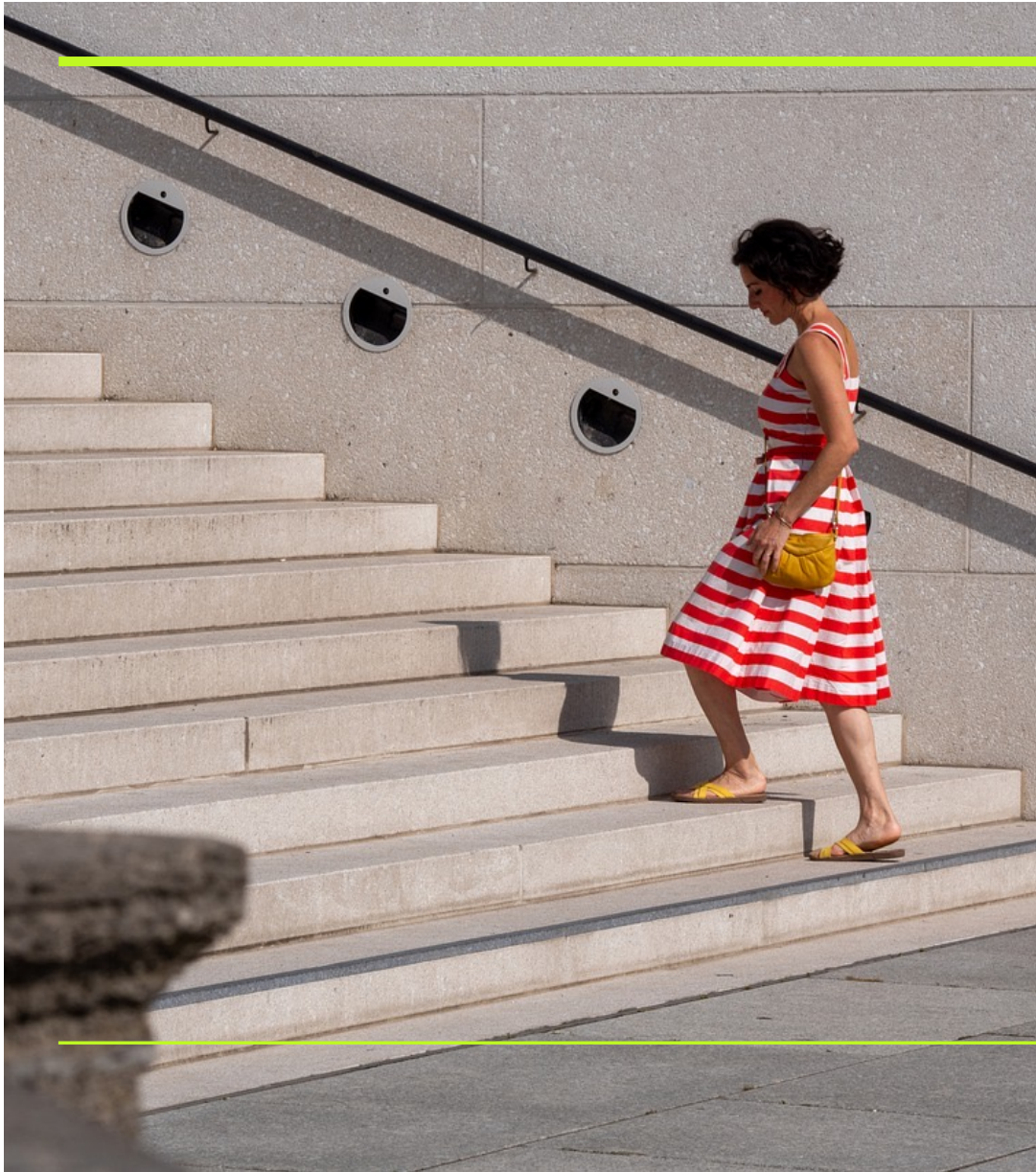
Promotion: Transparency



Unprompted: Childcare

More details:

https://ict-research.nl/wordpress/wp-content/uploads/2022/03/Women-in-Dutch-Computer-Science_-Best-Practices-for-Recruitment-Onboarding-and-Promotion_-March-29.pdf



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**