

We should **a**ll be
feminists

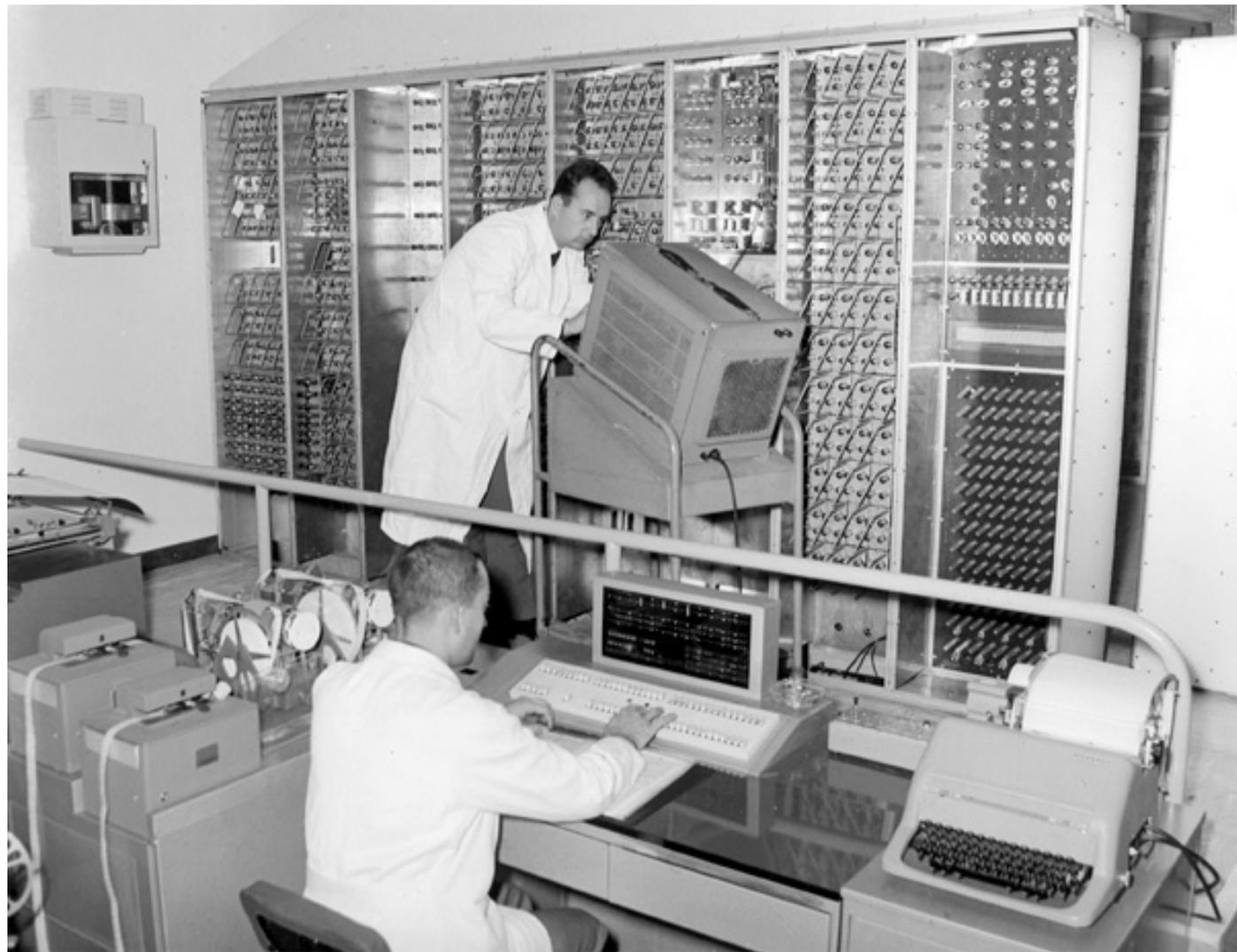


**Politecnico
di Torino**



NTNU

Norwegian University of
Science and Technology





Letizia Jaccheri www.letiziaccheri.org is a computer scientist. Letizia is born in Pisa. She has been professor at NTNU since 2002 and since 2013 she acts as department head for NTNU's Department of Computer and Information Science.

The Little Doormaid

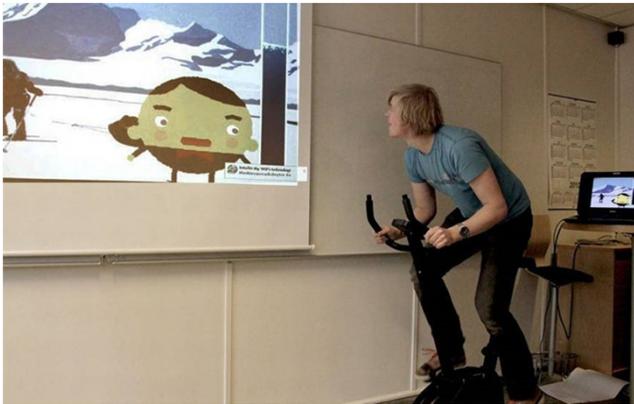
TAPPETINA



Letizia Jaccheri



letiziaccheri.org



Kahoot! for schools

Aif Inge Wang hosts

Kahoot! in higher ed:
Engage students through distance learning

April 8, 2020 - 3 pm EDT / 12 pm PDT

A circular inset photo of Aif Inge Wang, a man with a goatee wearing a blue t-shirt with the Kahoot! logo.

40000 students at NTNU



womENCourage™
Computing Connecting Everyone
TRONDHEIM NORWAY 2023



Phd now & Postdoc 7, 5.f, 2.m
Total 59, 50% f, 50% m

SE - Gender

- Analysis and Design
- Empirical software engineering
- Software quality
- Architecture
- Processes
- AI and SE
- Human factors in SE
- Gender and sex
- Non-binary
- LGBT+ rights
- #metoo 2017
- Same-sex marriage 2001
- Intersectionality – triply

17 MEN CREATED THE AGILE MANIFESTO



Kent Beck
Software Engineer



Mike Beedle
Computer Scientist



Arie Van Bennekum
Project Manager



Alistair Cockburn
Computer Scientist



Ward Cunningham
Software Developer



Martin Fowler
Software Developer



James Grenning
Software Engineer



Jim Highsmith
Software Developer



Andy Hunt
Software Developer



Ron Jeffries
Software Developer



Jon Kern
Program Manager



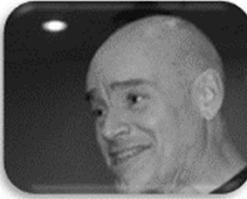
Bob Martin
Software Engineer



Stephen J. Mellor
Computer Scientist



Jeff Sutherland
Software Developer



Ken Schwaber
Software Developer



Dave Thomas
Computer Programmer



Brian Marick
Computer Scientist

Every Company is now a
Software Company

2012 17%

2021 19,1%



The European Commission report Women active in the ICT sector concludes that including more women in the digital economy could create an annual GDP boost in the EU of **EUR 9 billion**.

Why?

- stereotypes
- social expectations
- insufficient knowledge of jobs
- job adv oriented towards men



Female Students in 2021

- 20 %
- 29 %



What?

- Information
- Mentoring
- Network
- Anti bias training

Quota

Norwegian and European best practices

- ADA <https://www.ntnu.no/ada>
- IDUN <https://www.ntnu.edu/idun>
- Eugain.eu
- Horizon CRAFT <https://www.ntnu.edu/smartcities/craft>
- Erasmus + Women Stem Up <https://women-stem-up.eu/>
- ACM WomENCourage <https://womencourage.acm.org/2023/>
- <https://www.abelia.no/50techkvinner/>



10th ACM Celebration of Women in Computing

- WELCOME
- CALL TO TAKE PART
- PROGRAM
- REGISTRATION
- HACKATHON
- POSTER
- SCHOLARSHIP
- SUPPORTERS

- Our Team
- Travel
- Accommodation
- Trondheim
- Venue
- Contact
- About Our Logo
- Local Activities



Home > Welcome

10th ACM Celebration of Women in Computing womENCourage™

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**.

The theme this year is **Computing Connecting Everyone**. Computing is a powerful way to connect people with diverse backgrounds, ambitions, passions, personalities, and cultures, from academia and industry, in a creative re-connected world after the pandemic.

Open to all genders, womENCourage™ was initiated by [ACM-W Europe](#) and aimed at connecting women from diverse technical disciplines and encouraging them to pursue their education and profession in computing. **womENCourage™** brings together women in the computing profession and related technical fields to exchange knowledge and experience and provide special support for women who are pursuing their academic degrees and starting their careers in computing. Through a program packed with insightful topics and engaging educational and networking activities, **womENCourage™** provides a unique experience of the collective energy, drive, and excellence that professional women share to support each other.

Important dates

Poster, Workshop & Tutorial submission **May 1st**

Scholarship application **June 10th**

Hackathon registration opens **July 22nd**

Registration opens **June 1st**

Conference **September 20-22**

Supporters



IDUN – from PhD to Professor

1 Mio. Euro 2019 – 2022

Background:

581 employees in scientific positions – 22% female
125 professors – 13,8% female

Challenge:

- Too few women at master level
- Dropout from phd to professor



Idun Reiten

IDUN Scientific Mentor program

9 International professors as IDUN mentors



Nirmalie Wiratunga
(IDI team)
<http://www.rgu.ac.uk/dms/taff/wiratunga-nirmalie/>



Anne Håkansson (ITK team)
https://en.uit.no/ansatte/person?p_document_id=584195



Jana Jagerska (IES team)
https://en.uit.no/ansatte/person?p_document_id=407454

Co-mentor

Professor Astrid Aksnes
UiT - The Arctic University of Norway



Norwegian University of
Science and Technology



Radboud University 

Martha Larson
(IDI team)
<https://www.ru.nl/english/people/larson-m/>



TrønderEnergi 

Gro Klaboe (IEL team)
<https://no.linkedin.com/in/gro-kl%C3%A6boe-7b87741a>



Sibylle Schroll (IMF team)
University of Cologne
<https://sites.google.com/site/sibylleschroll/>



Darja Smite
(IDI team)
<https://darjasmite.net/>



Laura Giarre
(IIR Ålesund - IDI Gjøvik team)
<https://giarre.wordpress.com/>



Toktam Mahmoodi
(IIK team)
<https://www.kcl.ac.uk/people/toktam-mahmoodi>

15	12,55
16	12,07
17	13,31
18	13,82
19	14,22
20	14,27
21	16,49

EUGAIN Cost Action 19122

- How to have more girls choosing Informatics as their higher education studies and profession.
- How to retain female students and assure they finish their studies and start successful careers in the field.
- How to encourage more female Ph.D. and postdoctoral researchers to remain in the academic career and apply for professorships in Informatics departments.
- How to support and inspire young women in their careers and help them to overcome the main hurdles that prevent women to reach senior positions in the field.
- How to leverage from the experience of the partners in the network to tackle the previous challenges and achieve progress across more institutions and countries, and positive results that are sustained on the longer term.

The 38 COST Members are: Albania, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Republic of Moldova, Montenegro, The Netherlands, The Republic of North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom.



**WG1: FROM SCHOOL
TO UNIVERSITY**



**WG2: FROM
BACHELOR/MASTER
STUDIES TO PH.D.**



**WG3: FROM PH.D.
TO PROFESSOR**



**WG4: COOPERATION
WITH INDUSTRY
AND SOCIETY**



**WG5: STRATEGY &
DISSEMINATION**

Research

- I have never tried that before so I think i should definitely be able to do that - Swedish author Astrid Lindgren





Opening Keynote CHI 2022

- Dr. Kishonna Gray
University of Kentucky
- The Intersectional Gaming Project:
Reimagining Futures Through Gaming



Closing Keynote CHI 2022

- Dr. Payal Arora
Erasmus University Rotterdam
- FemWork: Critical Pivot towards Design for Inclusive Labor Futures

Female technologies, venture capital funding, digital story telling

Margaret Burnet and Anita Sarma

- Gender Inclusiveness
- Magnifier <https://gendermag.org/>
- Product attribute



**Breaking Barriers in
Research Award 2021**

This award honors a member of the OSU community whose innovative research challenges and expands knowledge and/or advances gender equity.

The GenderMag Project

Dr. Margaret Burnett
Distinguished Professor, Computer Science

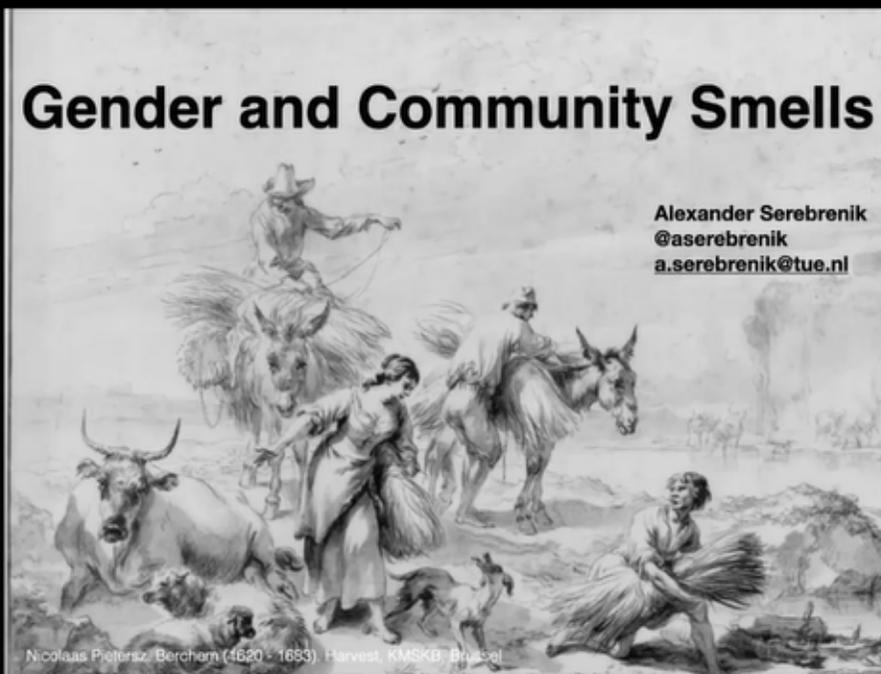
Dr. Anita Sarma
Associate Professor, Computer Science



**Oregon State
University**

Gender and Community Smells

Alexander Serebrenik
@aserebrenik
a.serebrenik@tue.nl



Nicolaus Pietersz. Berchem (1620 - 1653). Harvest. KMSKB, Brussel



Keynote1 - Gender and Community Smells

Sett 29 ganger • 25. mai 2022

👍 2 🗨 LIKER IKKE ➦ DEL ⬇ LAST NED ✂ KLIPP ≡+ LAGRE ...



EUGAIN
36 abonnenter

ABONNERER



Tanjila Kanij, John Grundy, Jennifer McIntosh, Anita Sarma, and Gayatri Aniruddha. 2022. A new approach towards ensuring gender inclusive SE job advertisements. In Proceedings of the 2022 ACM/IEEE 44th International Conference on Software Engineering: Software Engineering in Society (ICSE-SEIS '22)



Draw a Software Engineer
Test - An Investigation into
Children's Perception of
Software Engineering
Profession, Claudia Maria
Cutrupi, Irene Zanardi,
Letizia Jaccheri, Monica
Landoni SEIS - Software
Engineering in Society, 2023

Fourth Workshop on
Gender Equity,
Diversity, and Inclusion
in Software
Engineering, ICSE 2023

Future

- Women are underrepresented in computer science and it is important to do something for social, economic, and environment reasons
- EUGAIN Eugain.eu
 - Apply to enter a Working group
 - STSM and Virtual Grants – apply!
 - ITC Grants – apply!
 - School Rome June 2023
- ACM Celebration of Women in Computing: womENCourage <https://womencourage.acm.org> September 2023

Thanks to

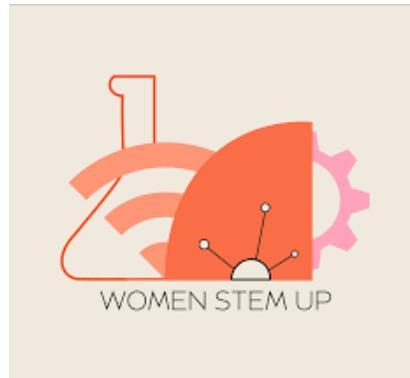
- This work is co-funded by the Research Council of Norway under BALANSE - Programme on Gender Balance in Senior Positions and Research Management, EUGAIN COST Action 19122, Erasmus Plus Women Stem Up



IDUN
From PhD to professor
■ NTNU



INFORMATICS
EUROPE



 Forskningsrådet



womENCourage™
Computing Connecting Everyone
TRONDHEIM NORWAY 2023

On the Relation Between Gender and Software Engineering

- letiziajaccheri.org