We should all be feminists
Letizia Jaccheri 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.
40000 students at NTNU
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
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 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, into 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

NTNU
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/dmsstaff/wiratunga-nirmalie/

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

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

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

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

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

Jana Jagerska (IES team)

Co-mentor
Professor Astrid Aksnes
UIT - The Arctic University of Norway

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

Toktam Mahmoodi (IIK team)
https://www.kcl.ac.uk/people/toktam-mahmoodi
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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.
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/](https://gendermag.org/)
- Product attribute
Gender and Community Smells

Alexander Serebrenik
@aserebrenik
a.serebrenik@tue.nl

Keynote 1 - Gender and Community Smells
Søtt 29 ganger - 25. mai 2022
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
On the Relation Between Gender and Software Engineering

• letiziajaccheri.org