NTNU – Trondheim
Norwegian University of
Science and Technology

Politecnico
di Torino

Letizia Jaccheri

Gender Issues in Computer Science Research, Education, and Society

Pisa 16.12.2021

https://www.ntnu.edu/employees/letizia.jaccheri

- Master in Computer Science Universita' di Pisa 1988 – supervisor V. Ambriola
- PhD Software Engineering Politecnico di Torino 1995 – supervisor S. Gai
- In Norway as exchange student in 1989 – supervisor R. Conradi
- Programmer for two years in late 80'
- Professor at NTNU since 2002
- Department head from 2013 to 2017
- Adjunct Professor at UiT since 2019
- Independent Director of Reply SPA (with 6000 employees) in 2015-2018
- ACM Distinguished Speaker (one out of 200 since 2018) https://speakers.acm.org/speakers/
- Årets døråpner 2019 Trondheim
- Two gender equality prizes in 2021
  - ODA network
  - NTNU gender

2018 Keynote Pakistan

Letizia Jaccheri

CERN 1985

2003 RIK Kunst og Teknologi

From PhD to Professor

- Conferences & network building
- Stays abroad
- Teaching and dissemination (prize in 2006 for Bok Kjærlighet og Computer see letiziajaccheri.org)
- Research & supervision
- Activist for my values: gender, art, social innovation

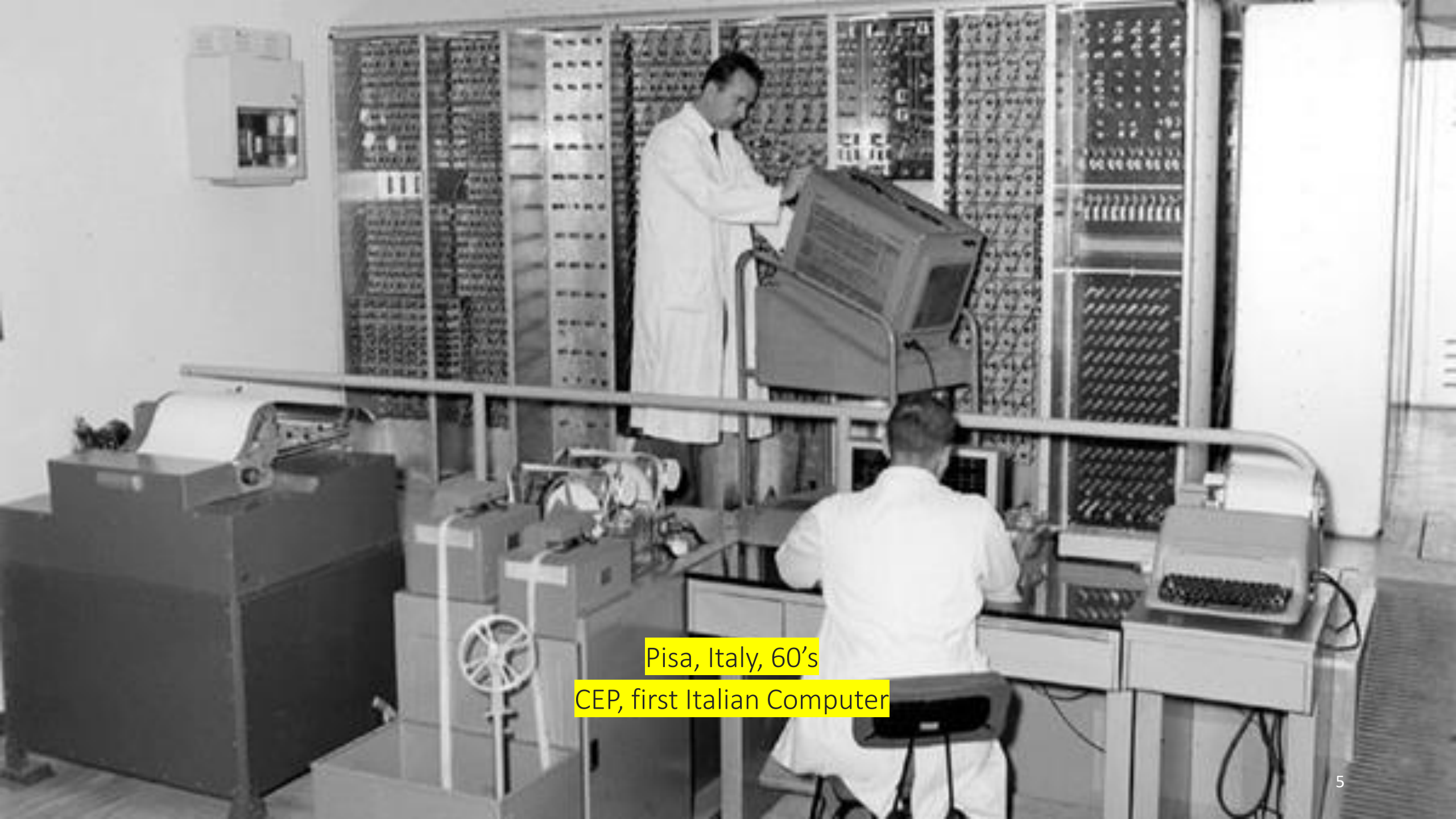
Supervision (facts)

Phd now	5, 2.f, 3.m
Phd total	20, 10.f, 10.m
Phd opponent	20, 10.f, 10.m
Postdoc	7, 1.f, 6.m
Total	52, 23.f, 29.m

https://sbs.idi.ntnu.no/

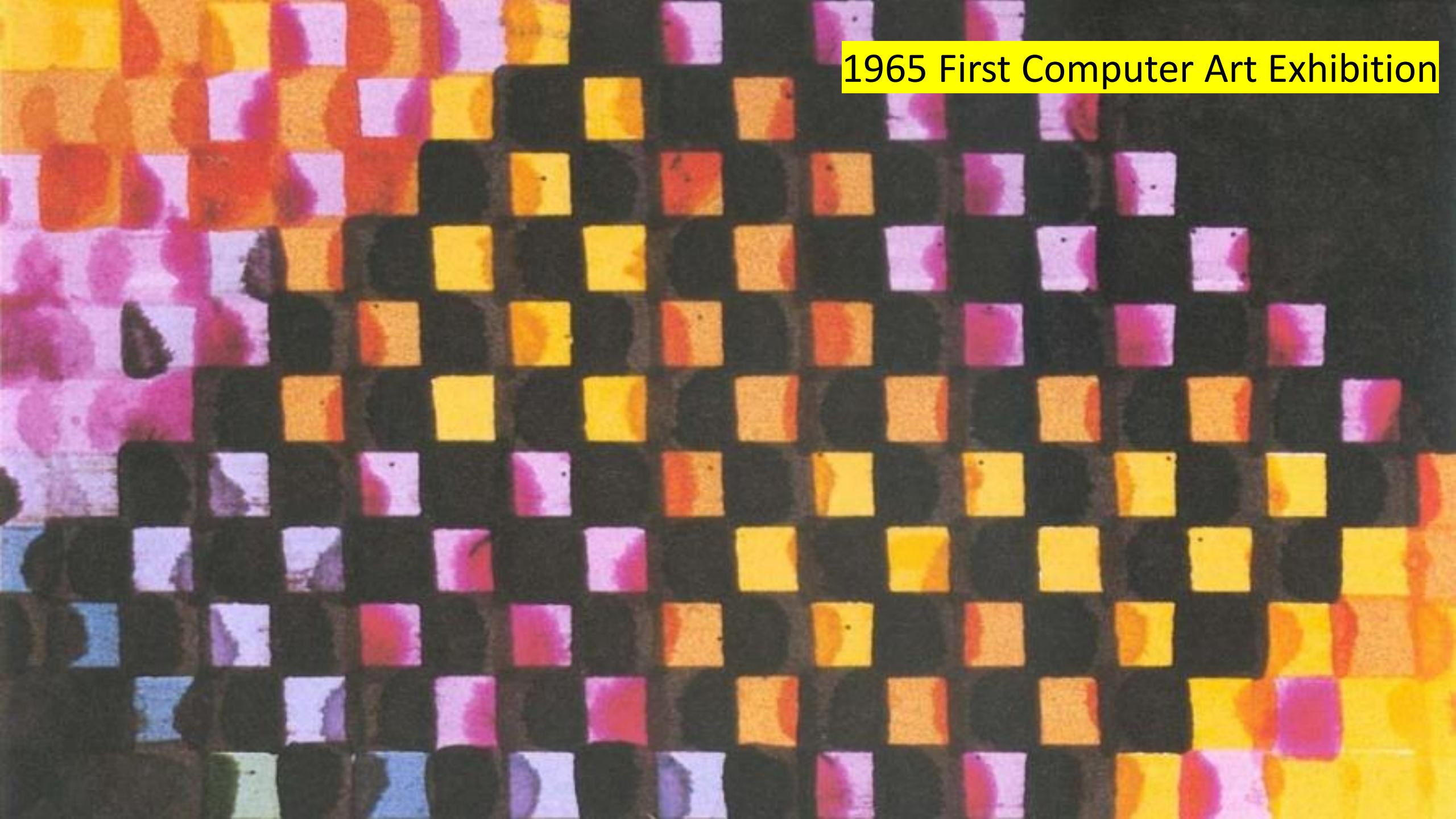
Projects

INITIATE	INnovation through bIg daTa and socIal enTreprEneurship	H2020 2018 – 2021	Letizia Jaccheri - Ilias Pappas
INTPART IPIT	International Partnership in Information Technology	NFR 2017 – 2021	Letizia Jaccheri - Jingyue Li
BALANSE IDUN	From PhD to Professor	NFR 2019 - 2022	Letizia Jaccheri - Swetlana Fast, Mara Diaconou
COST Action CA19122 Eugain	European Network for Gender Balance in Informatics	COST Action 2020 - 2024	Action Chair Letizia Jaccheri Vice-Chair Bara Buhnova

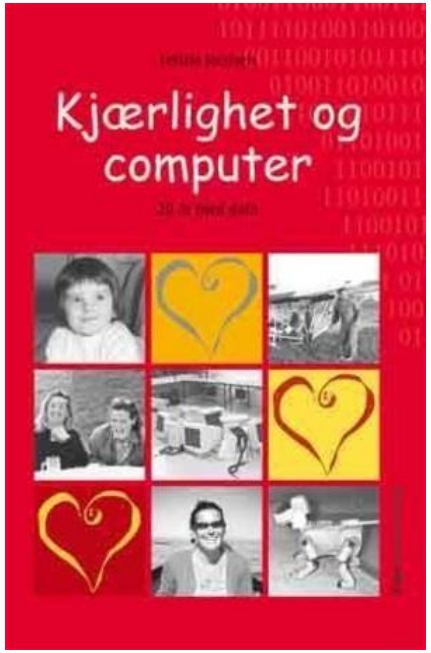


Pisa, Italy, 60’s

CEP, first Italian Computer

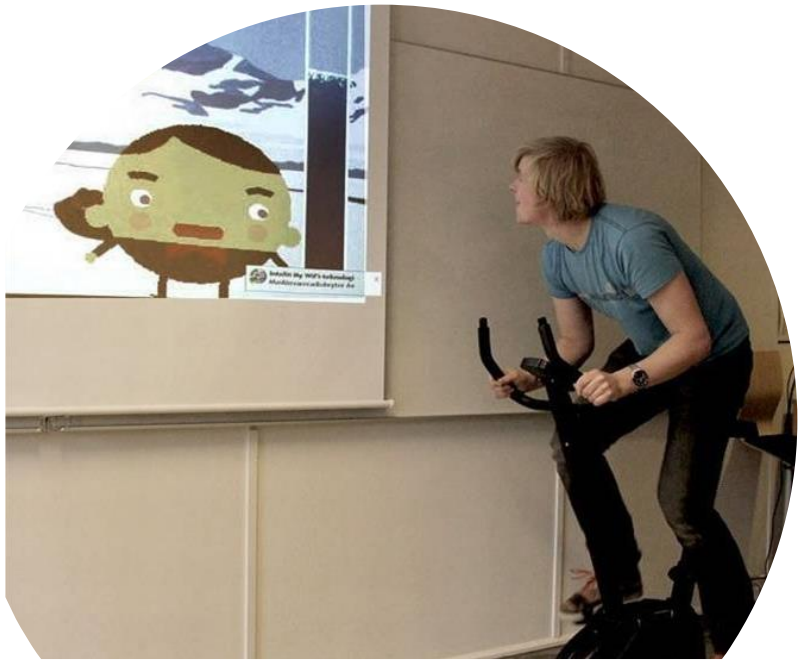

1965 First Computer Art Exhibition

1989 Pisa Keith Haring



letiziajaccheri.org

Try to understand the relation between life and software

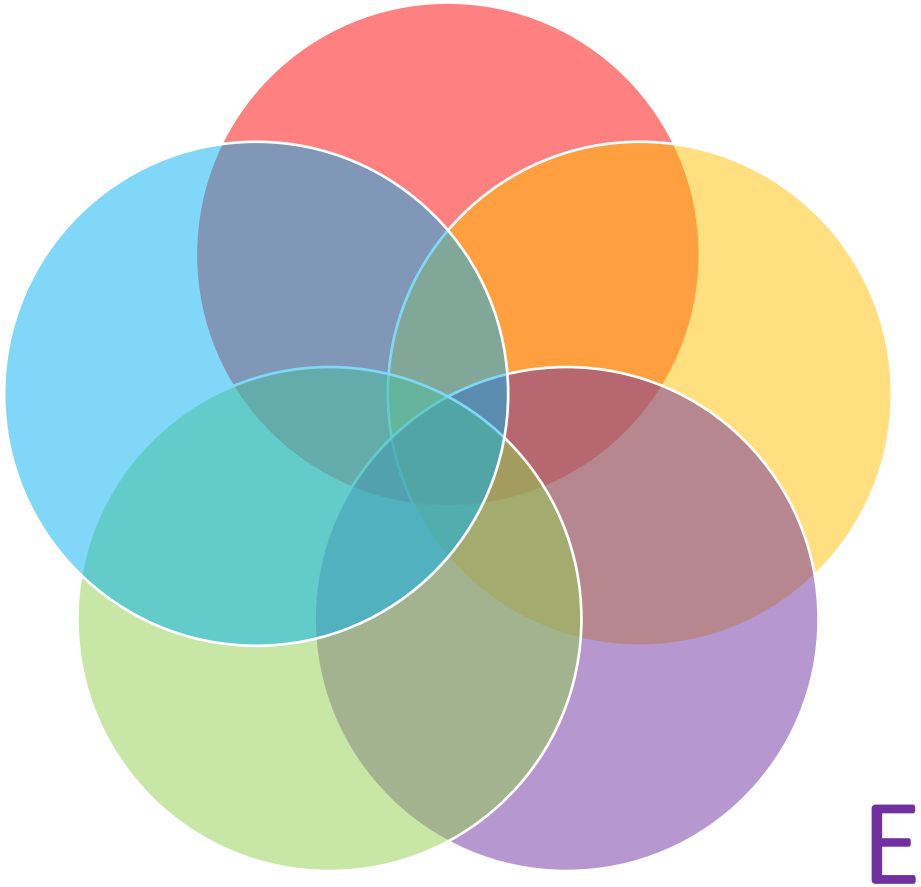



TRANSFORMING OUR WORLD: THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT
1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

SOCRATIC

Gender

Network, Resources



Research

Projects

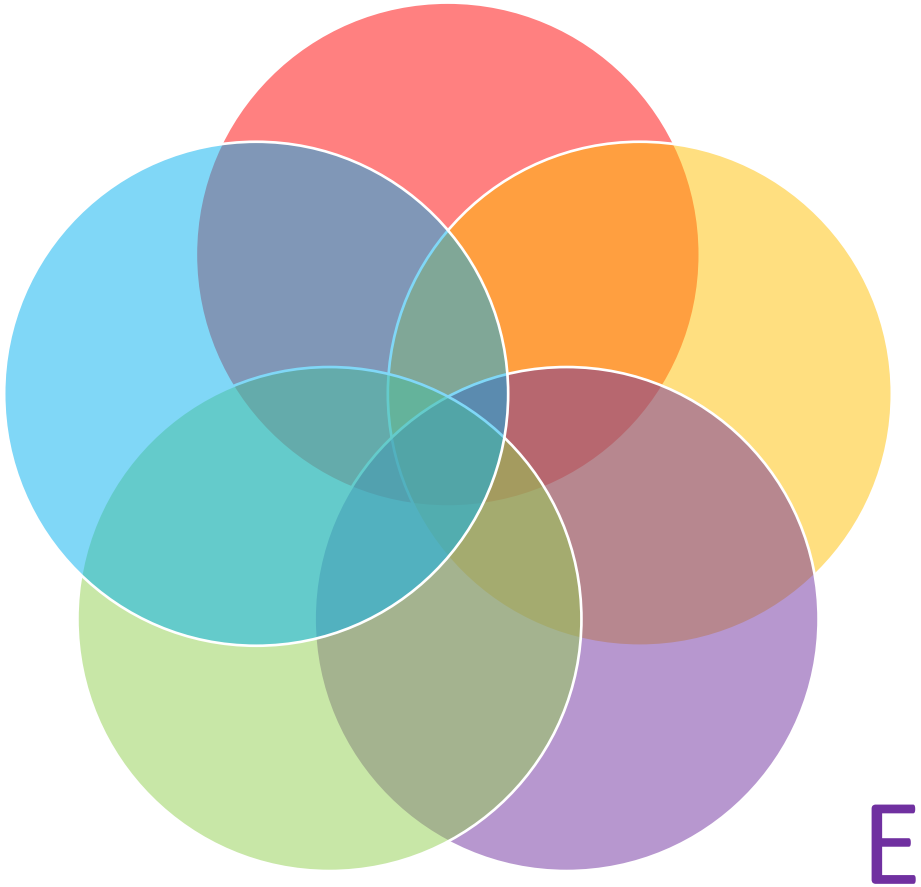
Education

UN Goal 5:

Achieve **gender equality** and empower all **women** and girls. Ending all discrimination against **women** and girls is not only a basic human right, it's crucial for sustainable future; it's proven that empowering **women** and girls helps economic growth and development.

Gender

Network, Resources



Research

Projects

Education

Software engineering and gender

- People decide requirements
- People develop solutions for people
- People Interact with systems

Software engineering and gender

- People decide requirements
- People develop solutions for people
- People Interact with systems

Question: who decides the requirements and for which people?

Technology with gender biases

ACTIVITY TRACKERS THAT FAIL TO MEASURE STEPS IN THE, PREDOMINANTLY FEMALE, ACTIVITY OF PUSHING A STROLLER.

TRANSPORT NETWORKS THAT IGNORE THE SO-CALLED “MOBILITY OF CARE”

AI RECRUITING TECHNOLOGY DEVELOPED TRAINED PREDOMINANTLY ON MEN’S RÉSUMÉS

EU REPORT OF THE EXPERT GROUP “INNOVATION THROUGH GENDER”

Software engineering and AI

People

- Decide requirements
- Develop solutions for people
- Interact with systems

Computer system

- learns

腾讯
Tencent

Question: who decides how the system will learn?

Which subjects in research experiment?

Detecting Gender Stereotypes

Embodiment

Only two stories did not provide any physical description of the characters and just one had no images at all. Across remaining 21 stories representing characters, male protagonists (68%) appeared more often than female ones (32%).

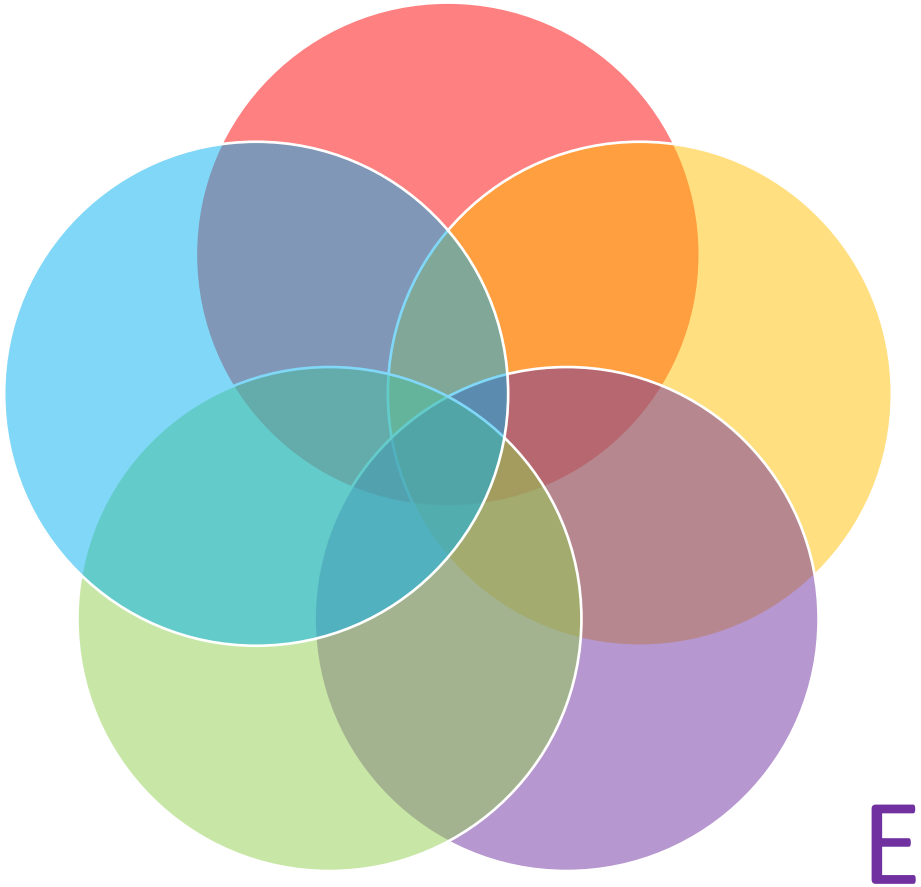
Figure 1 Drawing created by a boy (left) and by a girl (right)

KODELØYPA
2014 - ONGOING

Art & Recycling
Coding & Interaction

Gender

Network, Resources



Research

Projects

Education

Europe Bachelor, Master, PhD

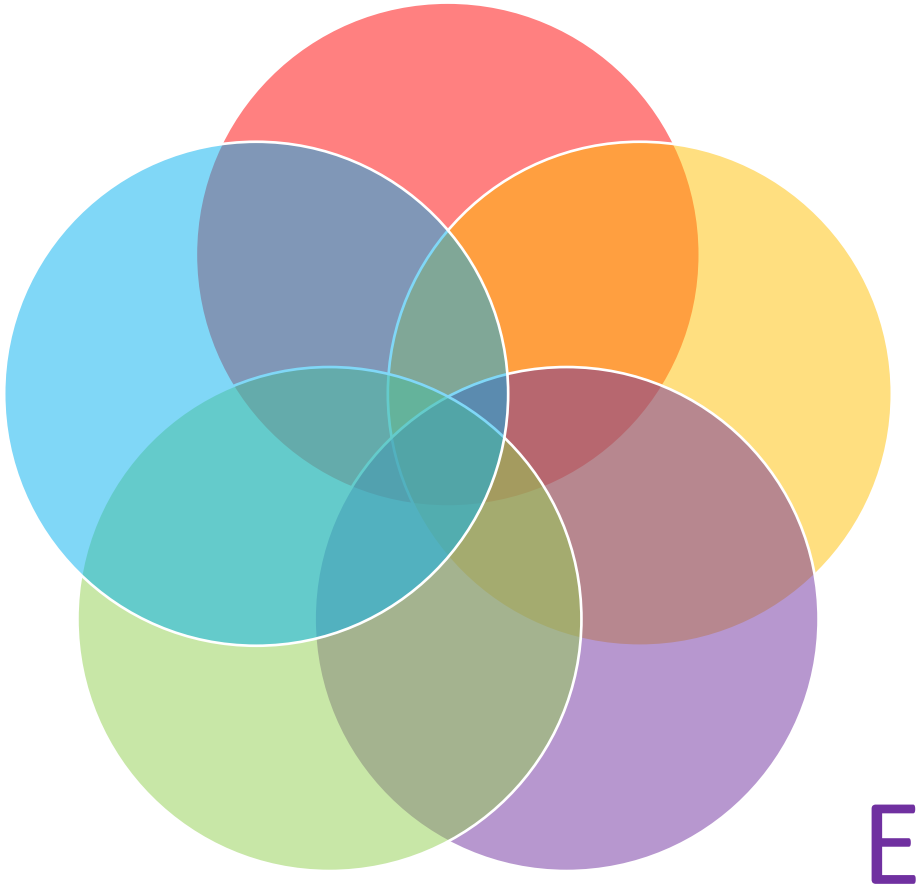
- At the Bachelor level 80% or more of the students enrolling or graduating in Informatics Bachelor programs are male.
- At the Master level 80% of the Master graduates in Austria, Belgium, Czech Republic, Germany, Italy, Lithuania, the Netherlands, Poland, Portugal, Spain, Switzerland are male
- At the Ph.D. level, except for Bulgaria, Romania, Estonia, Turkey, all other countries have less than 25% of women graduating from Informatics Ph.D. programs

Scarcity of role models

- Engineering and Technology: on average, in the whole of Europe, women take less than 15% of the full professor positions
- Figures show that in 2016, an overwhelming majority (83.3%) of ICT specialists employed in the EU were men.
- Skills and talent gap: 53% of European employers say they face difficulties in finding the right people with the right qualifications.

Gender

Network, Resources



Research

Projects

Education


Solution?
The Girl Project Ada!

Projects like Girl project ADA make a difference

2004	2019
7%	36%

Average %-share 5-year integrated Master

- Computer Sciences
- Communication Technologies
- Cybernetics and Robotics
- Electronics System design and innovation

www.ntnu.edu/girls

Technology Week

- Invite girls from high school from all over the country
- 3 days
- Presentations and workshops
- Personal meeting with rolemodels
- Meeting students
- Break down stereotypes
- Hands-on experiences

Image: Geir Mogen/NTNU

Other events through the semester

- Calling the applicants
- Welcome day
- 8th March - Women´s Day
- Networking lunches
- Programming courses
- Mountain hiking
- CodeHubs
- PhD-party


ABB

acando

accenture
High performance. Delivered.

ARM

ATEA

AUTRONICA
United Technologies

BearingPoint

BEKK

Capgemini

CISCO

equinor

EVRY

EY

FINN

itera

KONGSBERG

netcompany

netlight

NORDIC
SEMICONDUCTOR

norsk
elektro
optikk

Rolls-Royce

Schlumberger

SILICON LABS

SINTEF

Skatteetaten

sopra steria

telenor

Texas
Instruments

VISMA

Why IDUN?

IDUN
From PhD to professor
NTNU

Statistikk
Studenter
Doktorgrader
Vitenskapelig publisering
Tilsatte
Økonomi
Internasjonalisering
Årsrapport
Andre data
Statistikk til tilstandsrapportene

Nøkkeltall

Nasjonale styringsparametre

Finansieringssystemet

NOKUT-portalen

API-tjeneste

Fagskolestatistikk

Selskapsdatabasen

Velg stillingskategori

Organisering/hierarki = Institusjonstype-institusjon-fakultet-*institutt*-stillingskode

Årstall = 2020, 2019, 2018, 2017, 2016, 2015

Institusjonstype = Universiteter

Institusjon = Norges teknisk-naturvitenskapelige universitet

Stilling = Professor (1013)

Departement = Kunnskapsdepartementet

Start ▸ Universiteter ▸ Norges teknisknaturvitenskapelige universitet ▸ Fakultet for informasjonsteknologi og elektroteknikk

Avdelingsnavn	2015		2016		2017		2018		2019		2020	
	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)
Institutt for datateknologi og informatikk	20,8	9,62	21,8	9,17	25,2	12,7	28,7	11,5	30,5	12,13	33,35	11,69
Institutt for elektroniske systemer	18,5	16,22	21	14,29	22	13,64	22,75	13,19	24,75	12,93	24,75	12,93
Institutt for elkraftteknikk	9	11,11	9,6	10,42	11	9,09	10	10	11,5	18,26	10,9	13,76
Institutt for IKT og realfag					1	0	1	0	3	0	3	0
Institutt for informasjonssikkerhet og kommunikasjonsteknologi	9,8	1,02	9	0	18,2	5,49	18,7	5,35	19,7	5,08	18,6	6,45
Institutt for matematiske fag	35,3	14,16	35,3	14,16	34,3	17,49	34	20,59	32,6	19,02	36,6	19,67
Institutt for teknisk kybernetikk	11	18,18	11	18,18	10	20	10	20	15,8	21,52	15,8	21,52
Sum	**104,4**	**12,55**	**107,7**	**12,07**	**121,7**	**13,31**	**125,15**	**13,82**	**137,85**	**14,22**	**143**	**14,27**

Merk: Før 2019 er samtlige professor II plassert på egne stillingskoder (9301 og 8013). Fra og med 2019 håndteres professor II på samme måte som andre kategorier bistillinger, og må derfor skilles ut i rapporten ved hjelp av variabelen stillingstype (ordinær/bistilling).

Direktoratet for høyere utdanning og kompetanse
Harald Hårfagres gate 29
N-5007 Bergen, Norway
Tel +47 55 30 38 00
post@hkdir.no

14%

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

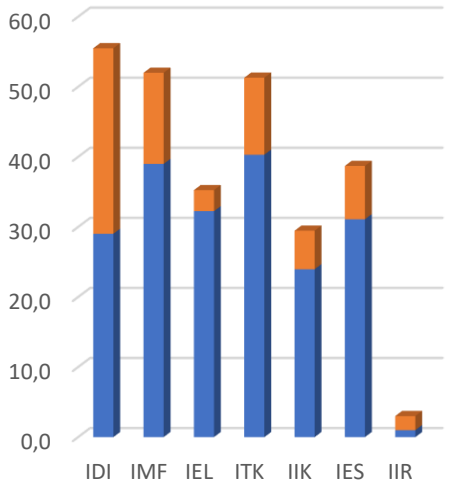
https://www.ntnu.edu/idun

IDUN
From PhD to professor
NTNU

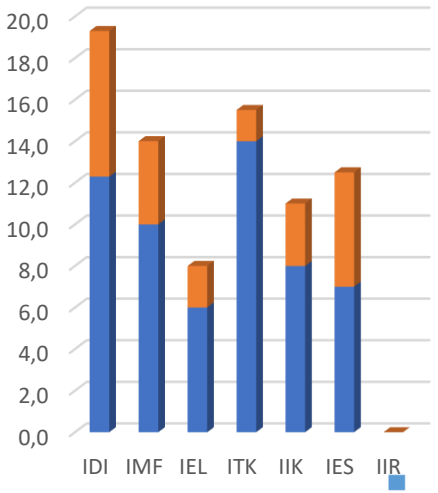
Idun Reiten, the first female professor at the Faculty of Information Technology and Electrical Engineering, Norwegian University of Science and Technology (NTNU)

Gender balance at the IE faculty

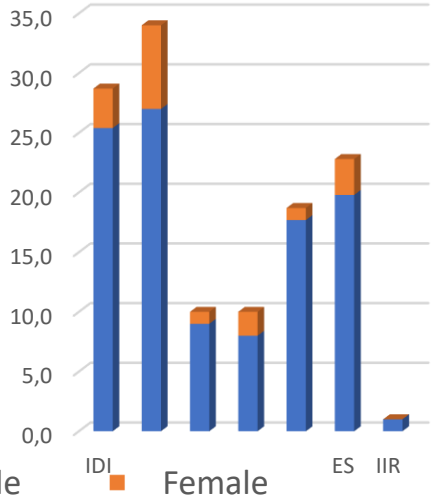
PhD Candidates



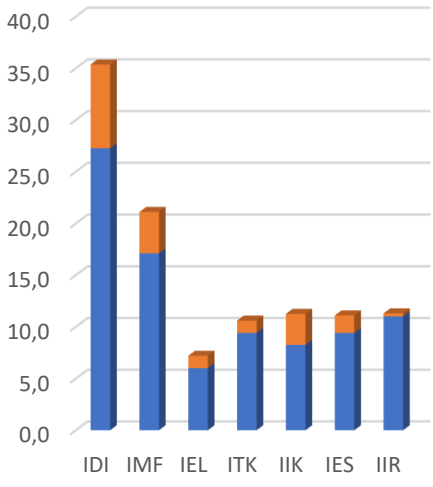
Postdoctors



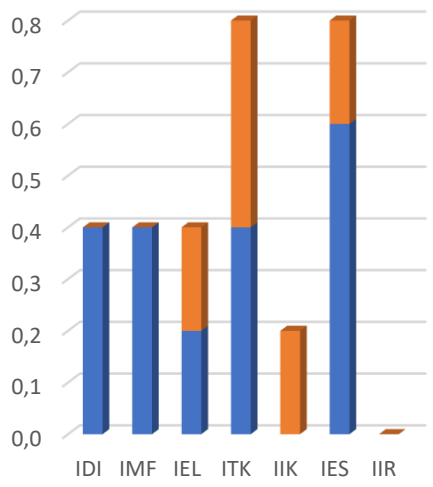
Professors



Associated professors



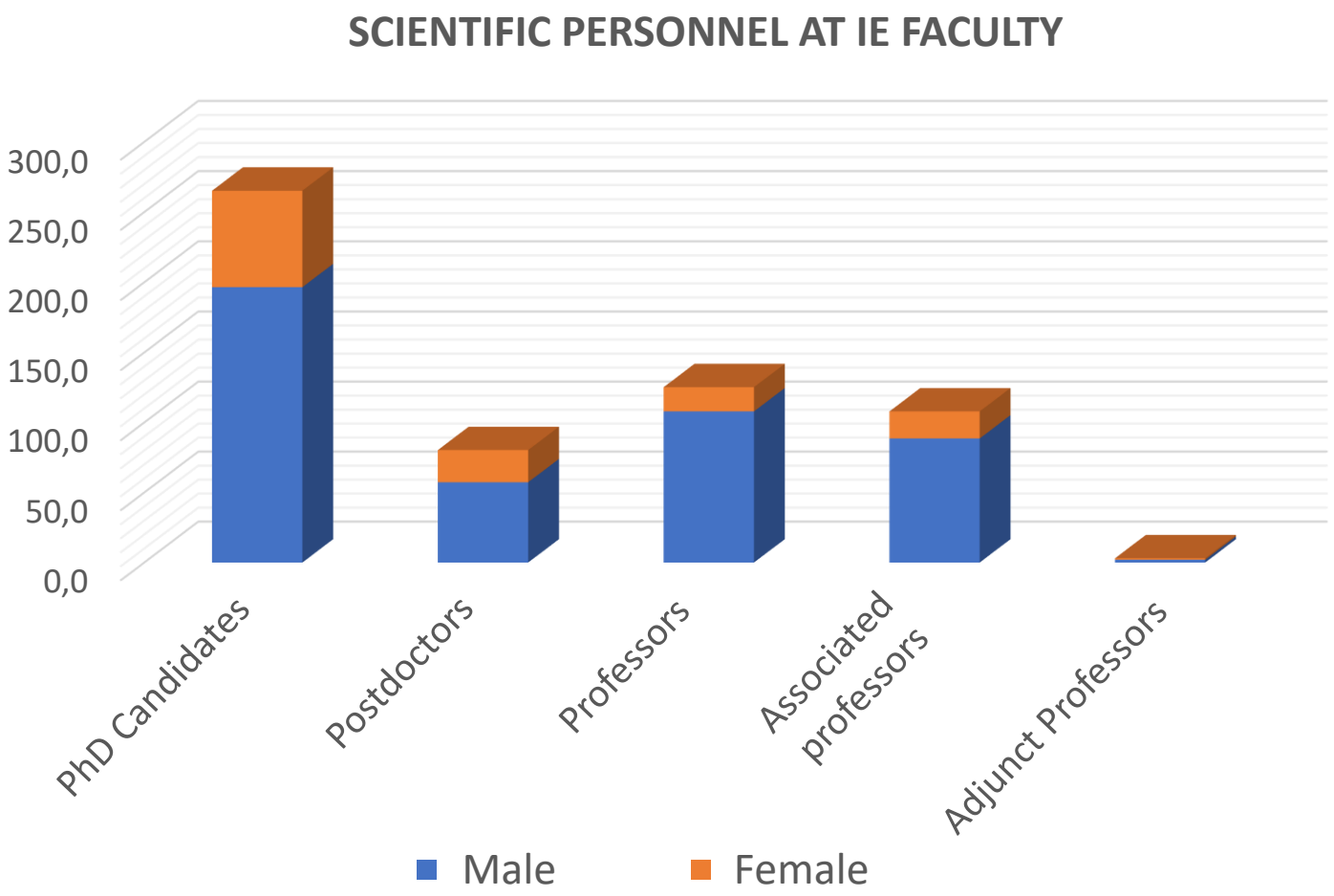
Adjunct Professors

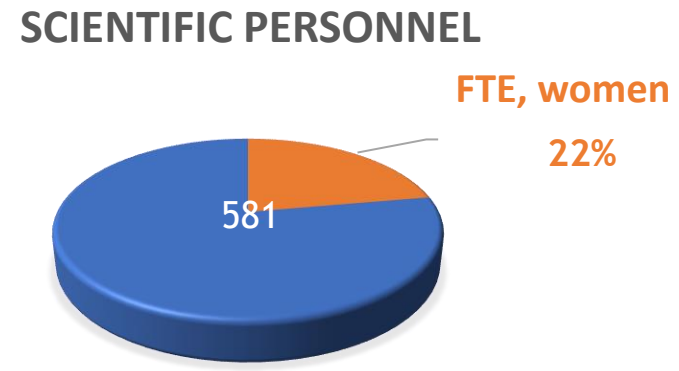


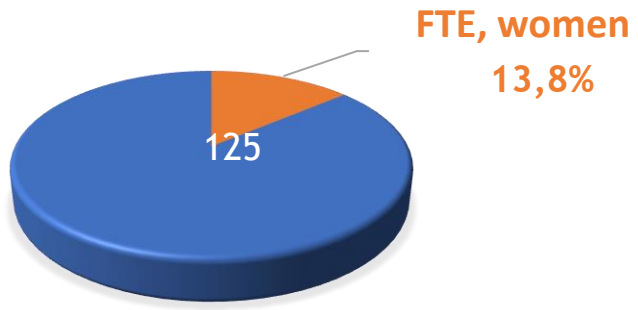
Male Female

Why IDUN?

IDUN
From PhD to professor
NTNU

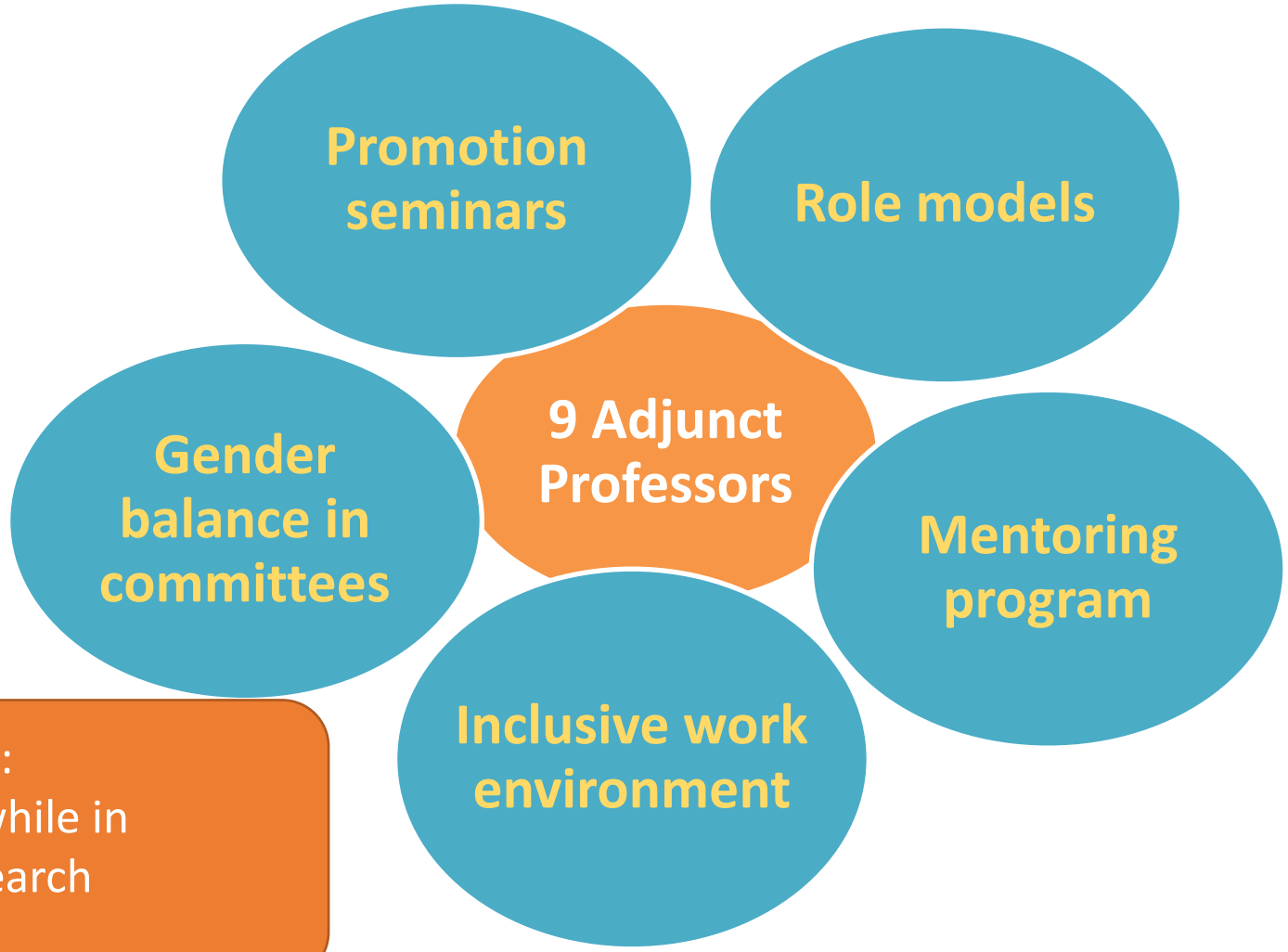






IDUN Scientific Mentoring Program & beyond

IDUN
From PhD to professor
NTNU



9 mentors + 1 co-mentor

37 mentees

3-7 mentees per mentor

A professor working 20%:
usually teaching duties while in IDUN the focus is on research and mentoring

IDUN Scientific Mentor program
9 International professors as IDUN mentors

IDUN
From PhD to professor
NTNU

ROBERT GORDON UNIVERSITY ABERDEEN

Nirmalie Wiratunga
(IDI team)
http://www.rgu.ac.uk/dmstaff/wiratunga-nirmalie/

UiT The Arctic University of Norway

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

Radboud University

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

TrønderEnergi

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

BTH

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

UNIMORE
UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA

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

UiT The Arctic University of Norway

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
NTNU
Norwegian University of Science and Technology

University of Cologne

[illegible] team)
University of Cologne
https://sites.google.com/site/sibylleschroll/

KING'S College LONDON

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


IDUN

November 2021

IDUN
From PhD to professor
NTNU

Organisering/hierarki = Institusjonstype-institusjon-fakultet-*institutt*-stillingskode

Årstall = 2021, 2020, 2019, 2018, 2017

Institusjonstype = Universiteter

Institusjon = Norges teknisk-naturvitenskapelige universitet

Stilling = Professor (1013), Professor (1404)

Departement = Kunnskapsdepartementet

01.11.2021: Rapporten er justert på bakgrunn av anbefalinger fra arbeidsgruppe som har sett på midlertidighetsstatistikken i UH-sektoren. Inndeling av stillinger i kategorier er endret slik at det nå er færre stillingskategorier. I tillegg er beregning av midlertidighet noe endret. For detaljer vises det til rapporten fra arbeidsgruppen (s.11-13). Beregning av midlertidighet: Gjelder nå stillingskategoriene UN1, samt AD2 og ST1-3. Åremål og bistillinger holdes helt utenfor. Trykk her for å stille inn rapporten slik. Trykk her for å stille inn rapporten tilsvarende nasjonal styringsparameter «Andel midlertidig ansatte i undervisnings- og forskerstillinger».

Start ▸ Universiteter ▸ Norges teknisk-naturvitenskapelige universitet ▸ Fakultet for informasjonsteknologi og elektroteknikk

Avdelingsnavn	2017		2018		2019		2020		2021	
	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)
Institutt for datateknologi og informatikk	25,2	12,7	28,7	11,5	30,5	12,13	33,35	11,69	35,6	17,56
Institutt for elektroniske systemer	22	13,64	22,75	13,19	24,75	12,93	24,75	12,93	25,7	12,45
Institutt for elkraftteknikk	11	9,09	10	10	11,5	18,26	10,9	13,76	11,7	12,82
Institutt for IKT og realfag	1	0	1	0	3	0	3	0	4,6	8,7
Institutt for informasjonssikkerhet og kommunikasjonsteknologi	18,2	5,49	18,7	5,35	19,7	5,08	18,6	6,45	20	11
Institutt for matematiske fag	34,3	17,49	34	20,59	32,6	19,02	36,6	19,67	36	21,11
Institutt for teknisk kybernetikk	10	20	10	20	15,8	21,52	15,8	21,52	15,3	22,22
Sum	**121,7**	**13,31**	**125,15**	**13,82**	**137,85**	**14,22**	**143**	**14,27**	**148,9**	**16,49**

Merk: Før 2019 er samtlige professor II plassert på egne stillingskoder (9301 og 8013). Fra og med 2019 håndteres professor II på samme måte som andre kategorier bistillinger, og må derfor skilles ut i rapporten ved hjelp av variabelen stillingstype (ordinær/bistilling).

16,5%

November 2021

Stilling = Stipendiat (1378), Stipendiat (1017)

Departement = Kunnskapsdepartementet

01.11.2021: Rapporten er justert på bakgrunn av anbefalinger fra arbeidsgruppe som har sett på midlertidighetsstatistikken i UH-sektoren. Inndeling av stillinger i kategorier er endret slik at det nå er færre stillingskategorier. I tillegg er beregning av midlertidighet noe endret. For detaljer vises det til rapporten fra arbeidsgruppen (s.11-13). Beregning av midlertidighet: Gjelder nå stillingskategoriene UN1, samt AD2 og ST1-3. Åremål og bistillinger holdes helt utenfor. Trykk her for å stille inn rapporten slik. Trykk her for å stille inn rapporten tilsvarende nasjonal styringsparameter «Andel midlertidig ansatte i undervisnings- og forskerstillinger».

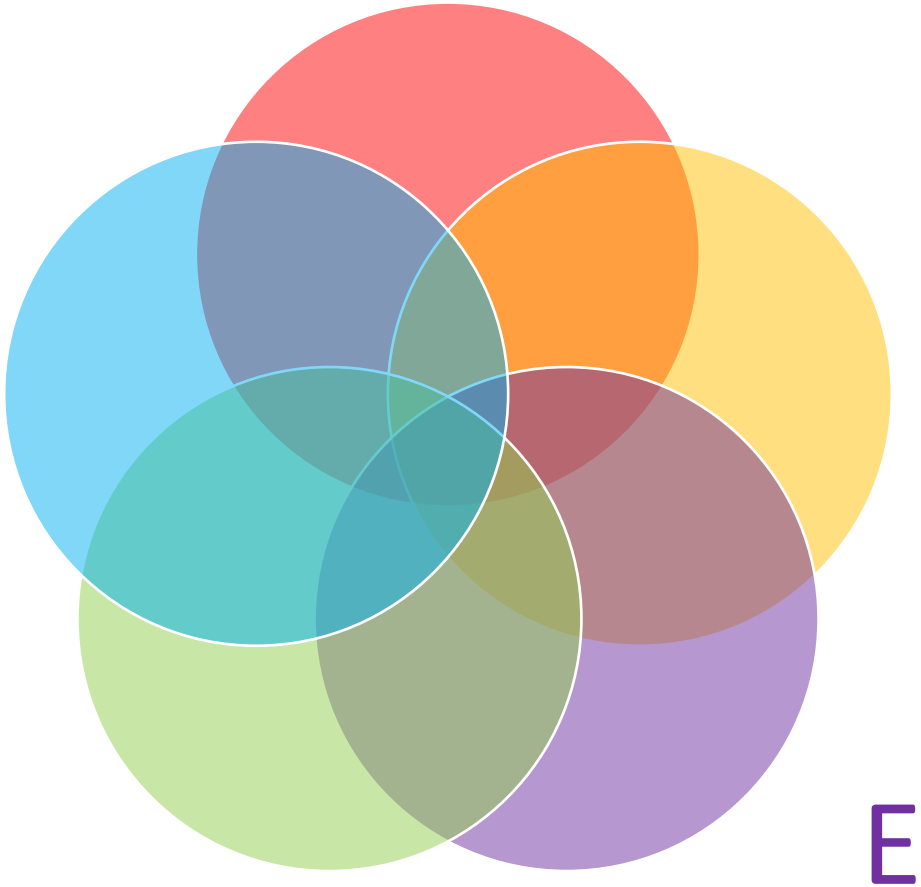
Start ▸ Universiteter ▸ Norges teknisk-naturvitenskapelige universitet ▸ Fakultet for informasjonsteknologi og elektroteknikk

Avdelingsnavn	2017		2018		2019		2020		2021	
	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)	Årsverk	Årsverk kvinner (%)
Institutt for allmennfag	2	100								
Institutt for datateknologi og informatikk	49,45	43,88	55,5	47,66	65,41	48,33	93,52	43,7	106	36,37
Institutt for elektroniske systemer	33,05	15,13	38,7	19,64	34,5	28,99	41	21,95	46,4	23,71
Institutt for elkraftteknikk	24	16,67	35,25	8,51	28,25	10,62	35	14,29	48,5	17,53
Institutt for IKT og realfag	2	50	3	66,67	6	33,33	8,5	29,41	12,75	29,41
Institutt for informasjonssikkerhet og kommunikasjonsteknologi	23,46	14,92	29,46	18,67	35,46	22,56	35,75	27,97	43,7	36,61
Institutt for matematiske fag	49,4	19,84	52	25	61,6	20,45	69,1	21,13	68,75	16
Institutt for teknisk kybernetikk	49,33	20,27	51,3	21,44	65,4	24,16	85,85	18,11	94,65	17,22
Sum	**232,69**	**24,5**	**265,21**	**25,85**	**296,62**	**27,99**	**368,72**	**26,45**	**420,75**	**24,98**

Merk: Før 2019 er samtlige professor II plassert på egne stillingskoder (9301 og 8013). Fra og med 2019 håndteres professor II på samme måte som andre kategorier bistillinger, og må derfor skilles ut i rapporten ved hjelp av variabelen stillingstype (ordinær/bistilling).

Gender

Network, Resources



Research

Projects

Education

ACM Women Chapter

- Why Should You Start an ACM-W Chapter at Your School?
- “101 Ideas for ACM-W Chapters”
- Activities to educate women about the opportunities in the computing field
- Engage women students in exciting computing activities;
- Connect students with women leaders in the field;
- Encourage students to promote the field of computing to young girls;
- Promote the activities of ACM
- Network with other ACM-W Chapter leaders and members
- Mentor chapter members and pre-college girls
- Broaden the computing community
- Extend the “conversation” about why it’s important to increase the number of women in computing

https://women.acm.org/chapter/
https://trondheimwomen.acm.org/home/

COST Action
European Network For Gender Balance in Informatics
(EUGAIN)

- 24 member countries: Austria, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Germany, Greece, Hungary, Irland, Italy, Latvia, Lithuania, Netherland, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, Turkey, UK

- 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.


European Network
for Gender Balance
in Informatics
EUGAIN
eugain.eu

The main challenges addressed

- 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.

EUGAIN

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

- Conferences
  - Grace Hopper Celebration. https://ghc.anitab.org
  - ACM ACM Celebration of Women in Computing womENcourage (Rome 2019)
  - http://ieee-wie-ilc.org/
  - womENcourage
- Projects at Universities
  - NFR BBI UiT
  - CS4All initiative, School of Computing, TU Dublin, www.dit.ie/computing/studentresources
  - Irène Curie Fellowship at TU Eindhoven. https://www.tue.nl/en/working-at-tue/scientific-staff/irene-curie-fellowship
  - Gender Initiative Chalmers https://www.chalmers.se/en/about-chalmers/Chalmers-for-a-sustainable-future/initiatives-for-gender-equality/gender-initiative-for-excellence/Pages/default.aspx
  - EQUAL-IST Project. https://equal-ist.eu

- Policy Documents and white papers
  - Women in Digital. Digital Single Market Policy. https://ec.europa.eu/digital-single-market/en/women-ict
  - https://unesdoc.unesco.org/ark:/48223/pf0000367416
  - EU Report of the Expert Group “Innovation through Gender” https://op.europa.eu/en/publication-detail/-/publication/d15a85d6-cd2d-4fbc-b998-42e53a73a449
  - SHE Figures https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1 2021
  - ELSEVIER The researcher journey … https://www.elsevier.com/research-intelligence/resource-library/gender-report-2020
  - Informatics Europe Report on Informatics Education in Europe https://www.informatics-europe.org/publications.html
- International Networks
  - Informatics Europe WIRE https://www.informatics-europe.org/working-groups/women-in-icst-research-and-education.html
  - ACM Women in Computing Europe. https://europe.acm.org/acm-we
  - European Centre for Women and Technology. http://www.ecwt.eu
  - CEPIS Women in ICT Task Force. https://www.cepis.org/index.jsp?p=1142&n=2909

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Conferences (future)

- ICSE 2027 4000 participants
  - Why should it be in Trondheim Norway?
- https://womencourage.acm.org September 2023
  - Get sponsors, get involvement
- EUGAIN Management Committee meeting and 1st Winter School about Research in Gender equality and software engineering March 2022
  - Event in the evening of the 8th March
- ICSE 2022 GE@ICSE: Third Workshop on Gender Equality, Diversity, and Inclusion in Software Engineering

Software Engineering Practices and Experiences Exchange between Norway and Brazil

SENOBR

This project aims to promote excellence in Software Engineering practice by linking high-quality research and education of future researchers from Norway and Brazil. To achieve this goal, this UTFORSK project is structured to promote student and staff exchange, internationalization of education, research cooperation and joint seminars to allow young researchers to discuss their work with international scientists.

Partners

NTNU- Norwegian University of Science and Technology
- Prof. Daniela S. Cruzes
- Prof. Letizia Jaccheri

Pontifical Catholic University of Rio Grande do Sul (PUCRS)
- Prof. Sabrina Marczak

Federal University of Amazonas (UFAM)
- Prof. Tayana Conte

Pontifical Catholic University of Paraná (PUCPR)
- Prof. Sheila Reinehr
- Prof. Andreia Malucelli

advice

- Know your numbers and Set your goals
- Keep and empower the female you have
- LGBT+ (LGBT stands for lesbian, gay, bisexual and transgender/transsexual people)
- Look for funds, connections, projects
- Celebrate
- Document
- Everything is research