

Practices to Achieve Gender Balance in Informatics Academia

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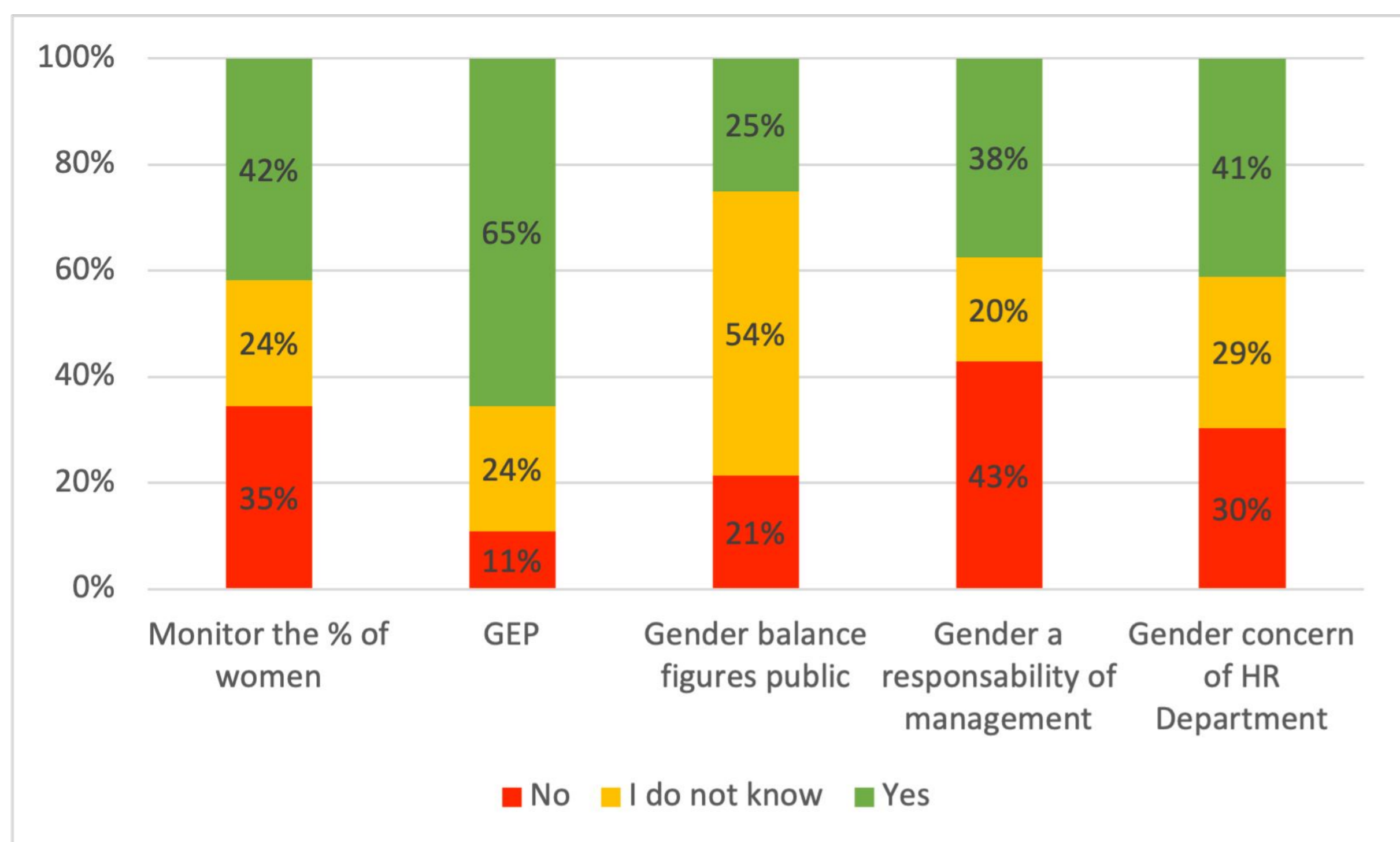
Responses

57 valid responses.

All Institutions have departments of Computer Science, and some also have Science, Technology, Engineering and Mathematics (STEM) departments.

Respondents of the survey were either holding a managing position (21.8%), faculty members (67.3%), or working as temporary staff (10.9%).

Gender awareness



Institutions with 5 awareness dimensions: CNRS, INESC, NUIG, Sapienza, SETU, TU Wien.

Aggregated Analysis

	#	Min	Max	Mean	SD	Mean/#	Examples*
Recruiting practices	25	0	21	5.4	5.1	21.7%	CNRS, TU Wien
Promoting practices	18	0	14	2.9	3.6	16.2%	CNRS, COP, EDI, NUIG
Retaining practices	13	0	11	1.9	2.5	14.7%	SFI, TU Wien
All practices	56	0	37	10.2	10.2	18.2%	CNRS, EDI, NUIG, TU Wien

* See the Institutions table.

Recruiting

Activity	Top Practice per activity	#	%
Writing advert	Using inclusive language	34	59.6
Advertising position	Distribute across several channels	22	38.6
Evaluating application	Explicit evaluation criteria	27	47.4
Other positive actions	Re-examine the applications and consider re-advertising	9	15.8
Activity	Bottom Practice per activity	#	%
Writing advert	Emphasise opportunities for remote working in STEM	2	3.5
Advertising position	Allow a minimum of three months for applications to be submitted	11	19.3
Evaluating application	Provide statistics in a multi-stage process	3	5.3
Other positive actions	Re-design the position specifications	3	5.3

Promotion

Top Practices	#	%
Proposing suitable women for prestigious tasks	25	75.8
Explicit evaluation criteria	22	38.6
Composition of the committees is balanced (e.g., 30 % of the committee is women)	16	28.1
Representation of women in decision making positions and in institutional committees	16	48.5
Bottom Practices	#	%
Institution publishes statistics in a multi-stage process	3	5.3
Institution invites women to interview also to give them experience of an interview	3	5.3
Institution provides help with solving the "dual career couples"	2	3.5

	N	Min.	Max.	Mean	Std.dev
Percentage of women in committees	30	1	60	25.17	15.87

Retaining

Using a Likert scale of 1 ("Strongly disagree") to 5 ("Strongly agree"), participants were asked to state whether their institution implements various practices in retaining female talent and expertise. The order based on the mean is shown below:

Top Practices	Mean
Policies for disconnection	3.22
Gender/family friendly strategies to facilitate female talent	3.10
Inclusive working environment	2.95
Bottom Practices	Mean
Visibility and self-promotion training for female researchers in temporary employment	2.18
At least 30% of the people on Ambassador Program are women	2.08
Welcome packages with a booklet that lists childcare options as well as other useful info	2.00

Prominent Institutions

ID	Institution
CNRS	The French National Centre for Scientific Research, France.
COP	Computer Science Department, IT University of Copenhagen, Denmark
INESC	INESC TEC, Portugal
SFI	Insight SFI Centre for Data Analytics, Data Science Institute, Ireland
TU Wien	Faculty of Informatics, TU Wien, Austria
NUIG	National University of Ireland Galway, Ireland
Sapienza	Sapienza Università di Roma, Italy;
EDI	School of Informatics, University of Edinburgh, UK
SETU	South East Technological University, Ireland;

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