WE SHOULD ALL BE FEMINISTS
40000 students at NTNU
Customer Driven Project

- [https://tinyurl.com/2x5y5mnk](https://tinyurl.com/2x5y5mnk)
- Customer defines the project – The teaching team, the students learn together with the customer
- 2023
  - Artificial Intelligence
  - Sustainability
  - Gender and Diversity
Individuals

Government

Technology

Resources

Environment

Needs, impacts, behavior

Technological advancement

New needs

New technology for legislation

Legislation and standards

Political requests

Policy and legislation

Resources, well being

+/- impacts

Resources

Needs, +/-% impacts, policy
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**.
Interaction and mini break (5 min)

https://forms.office.com/e/R6M8wNYuV0
Why?

Stereotypes

Social expectations

Insufficient Knowledge of jobs

Job adv oriented towards men
Female students in 2021

- 20% of students in the EU
- 29% of students in Norway

(Image showing flags of the EU and Norway with percentages)
What?

Information

Mentoring

Network

Anti Bias Training
Norwegian and European best Practices

- ADA
- IDUN
- EUGAIN
- Horizon CRAFT
- Erasmus + Women Stem Up
- ACM WomENcourage
- Abelia Tech Kvinner
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 Scientific Mentor program

9 International professors as IDUN mentors

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

Anne Håkansson
(ITK team)

Jana Jagerska
(IES team)

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

TrønderEnergi

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

Radboud University

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

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

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

Anne Håkansson (ITK team)

Jana Jagerska (IES team)

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

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

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

Toktam Mahmoodi
(IK team)
https://www.kcl.ac.uk/people/toktam-mahmoodi
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EUGAIN Cost Action 19122

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
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
Interaction and break (10 min)

https://forms.office.com/e/R6M8wNYuV0
Conclusions

• Women are underrepresented in software engineering and it is important to do something for social, economic, and environment reasons

• Nominate for https://www.abelia.no/50techkvinner/

• Nominate for http://digitnorway.no/arets-digit-kvinne-2/tidligere-vinnere/

• EUGAIN Eugain.eu
  • Training School Lugano  2024

• ACM Celebration of Women in Computing: womENcourage
  https://womencourage.acm.org June 2024 Madrid
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, ODA Network