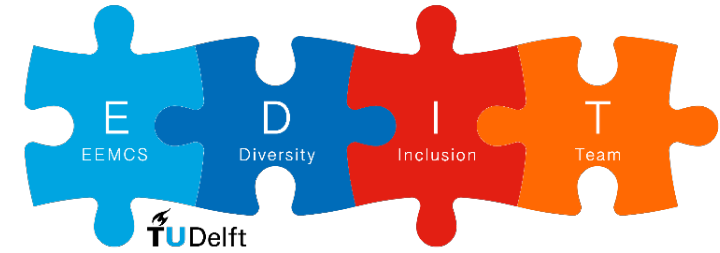


International Women's Day 2021



 8th March 2021  12:45-13:30

 [Online](#) (Microsoft Teams)

Choose to Challenge

A challenged world is an alert world. And from challenge comes change.
Everyone can contribute to change.



Welcome! 😊
The event is starting soon...

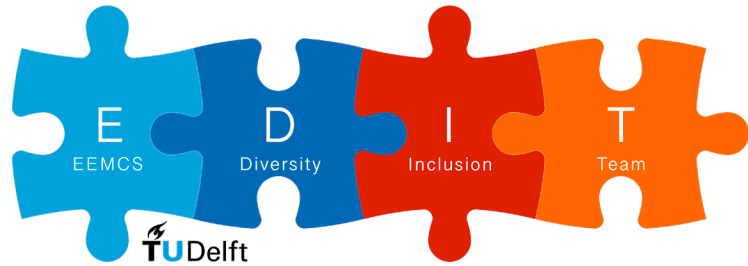
Agenda

- Intro on EEMCS D&I Team (EDIT) – 5 min
 - Numbers and Statistics on EEMCS – 13 min
 - Personal story: Odette Scharenborg – 12 min
 - Interactive session: We want to hear your suggestions! – 15min
- Recorded
- Off-the-record

Agenda

- **Intro on EEMCS D&I Team (EDIT)**
- Numbers and Statistics on EEMCS
- Personal story: Odette Scharenborg
- Interactive session: We want to hear your suggestions!





EDIT: EEMCS DIVERSITY AND INCLUSION TEAM

www.tudelft.nl/en/eemcs/the-faculty/diversity-inclusion

edit-EEMCS@tudelft.nl

What are Diversity and Inclusion?

DIVERSITY

- Demographic (Female, Italian...)
- Functional (PhD candidate at EEMCS...)
- Personal (Dreamer, Cat lover...)

INCLUSION

“Diversity without inclusion is an empty gesture”

Source: David Asai. To learn inclusion skills, make it personal.
January 2019, Nature

EEMCS Diversity and Inclusion Team (EDIT)

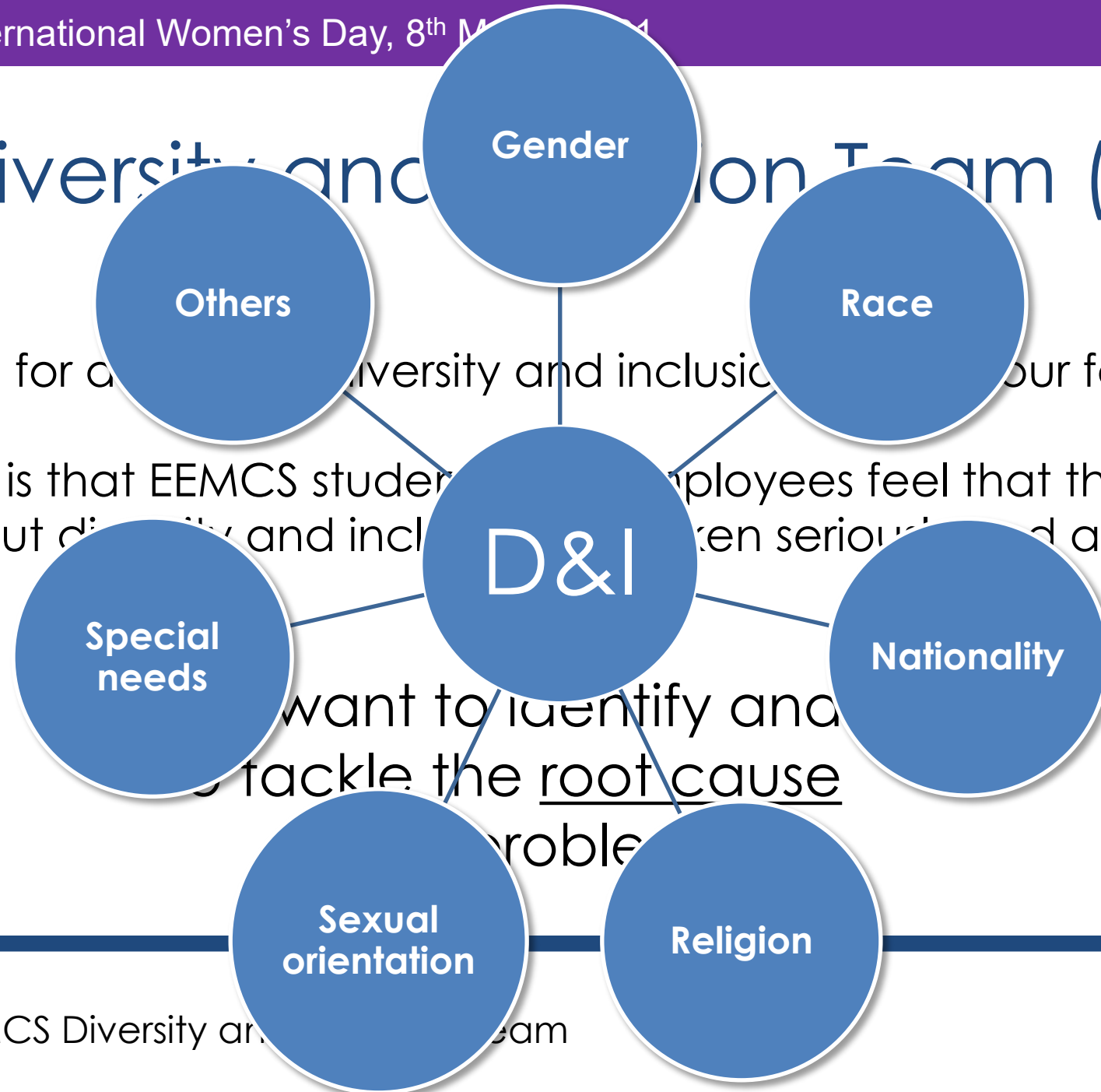
- “go-to-place” for all kinds of diversity and inclusion issues in our faculty
- Our objective is that EEMCS students and employees feel that their concerns about diversity and inclusion are taken seriously and are properly addressed

We want to identify and
to tackle the root cause
of the problems

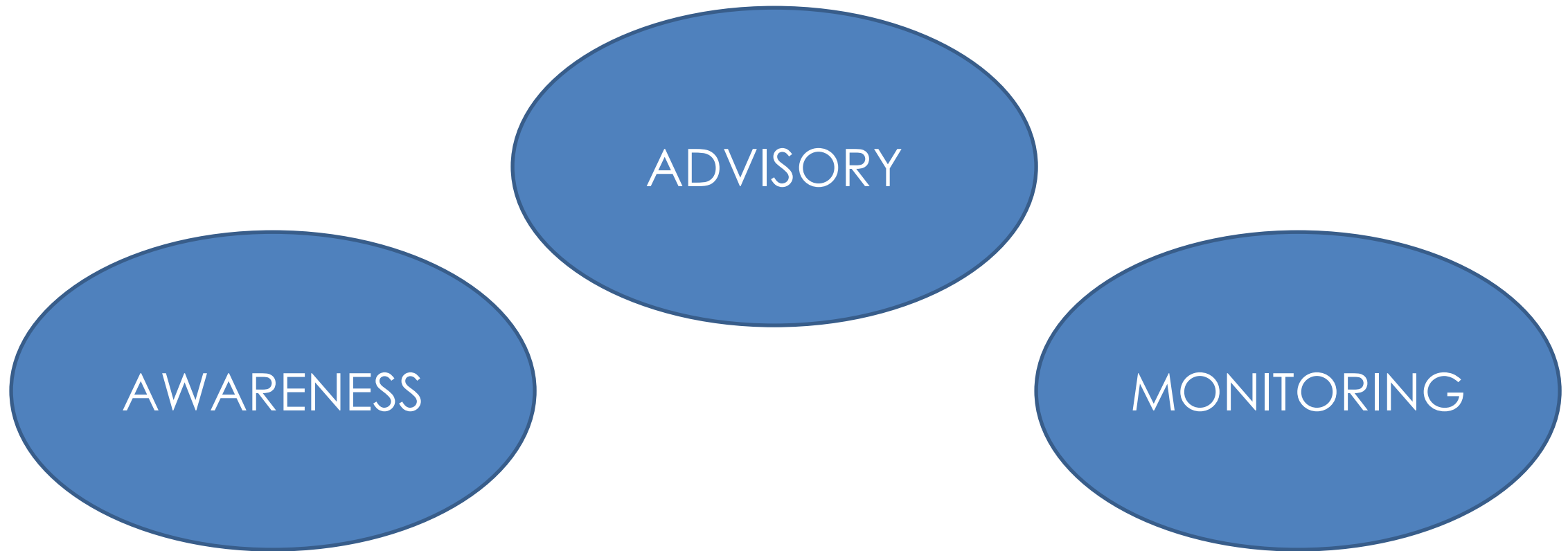


EEMCS Diversity and Inclusion Team (EDIT)

- “go-to-place” for all diversity and inclusion issues across our faculty
- Our objective is that EEMCS students and employees feel that their concerns about diversity and inclusion are taken seriously and are properly addressed



EDIT Pillars



EDIT: Who we are



Jan Rellermeyer



Tina Nane



Francesca Grazian



Sanne Alblas



Judith
Kesler-van der
Lugt



Anne Aarts



Luciano
Cavalcante Siebert



Jorge
Martinez
Castaneda

Distinguished Fellows



Lucia Beloqui
Larumbe



Jolien Kooijman



Arie
van Deursen



Janneke Hermans



Odette
Scharenborg



Wioletta Ruszel



Agenda

- Intro on EEMCS D&I Team (EDIT)
- **Numbers and Statistics on EEMCS**
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- Interactive session: We want to hear your suggestions!





Numbers and Statistics on EEMCS

Acknowledgments

Lucia Beloqui Larumbe
Jasper van Dijck
Tijl Spanjers

Available information

Common target:
35% female at all levels

Demographic Diversity:

- Gender
- Nationality
 - Dutch
 - International

Functional Diversity:

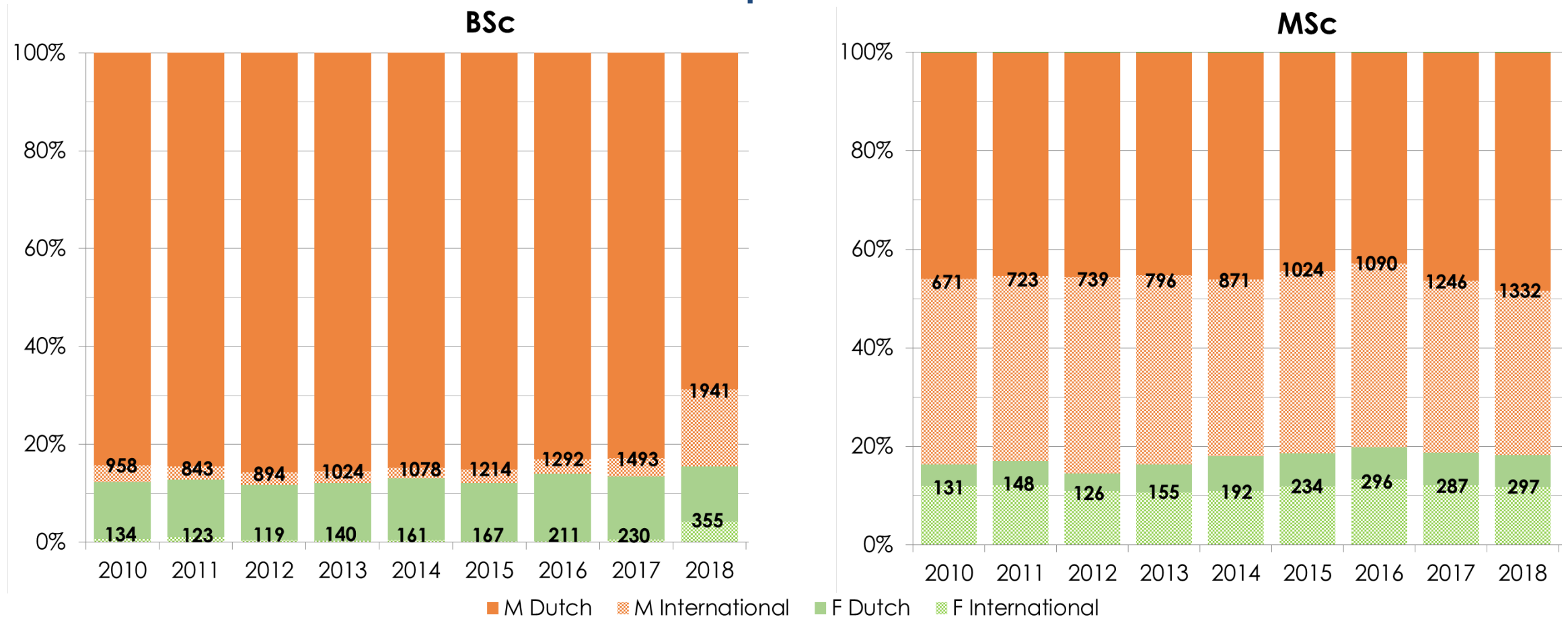
- Students
- Employees
 - Scientific staff
 - Support staff

Main source: <https://www.tudelft.nl/en/about-tu-delft/facts-and-figures/>



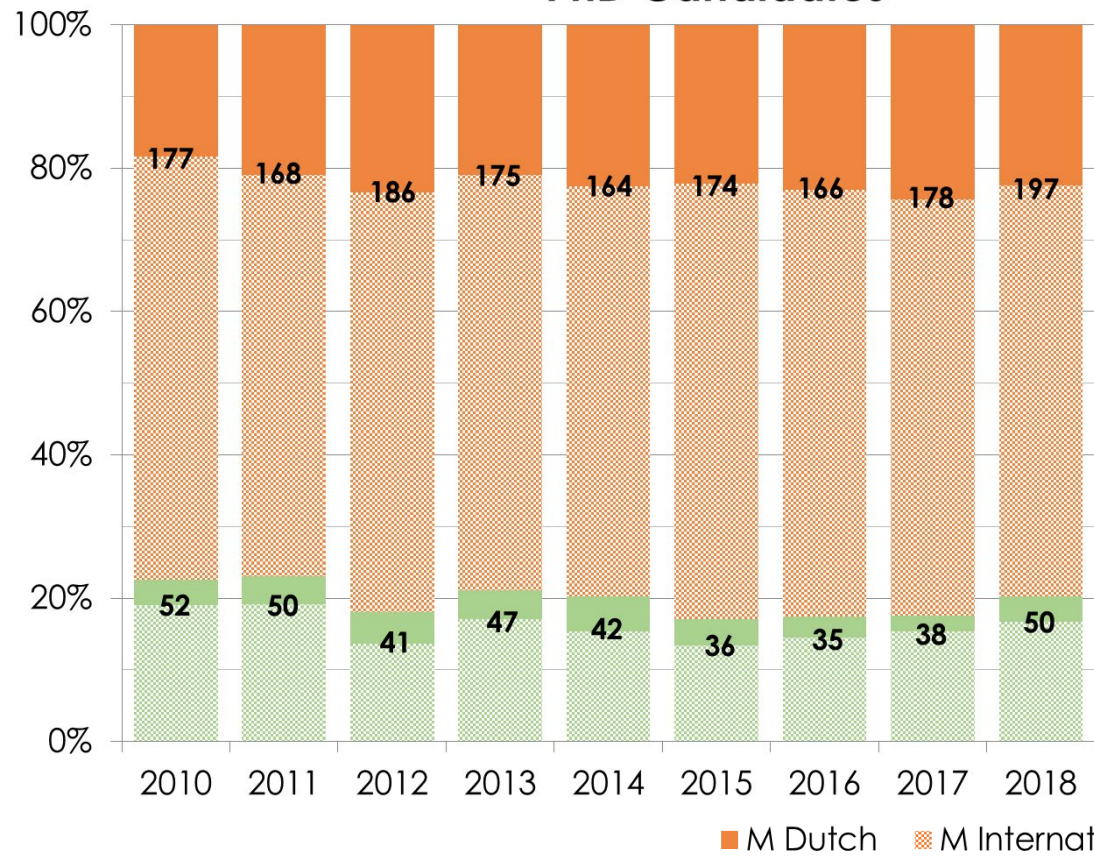
EEMCS Diversity and Inclusion Team

EEMCS: Students Population

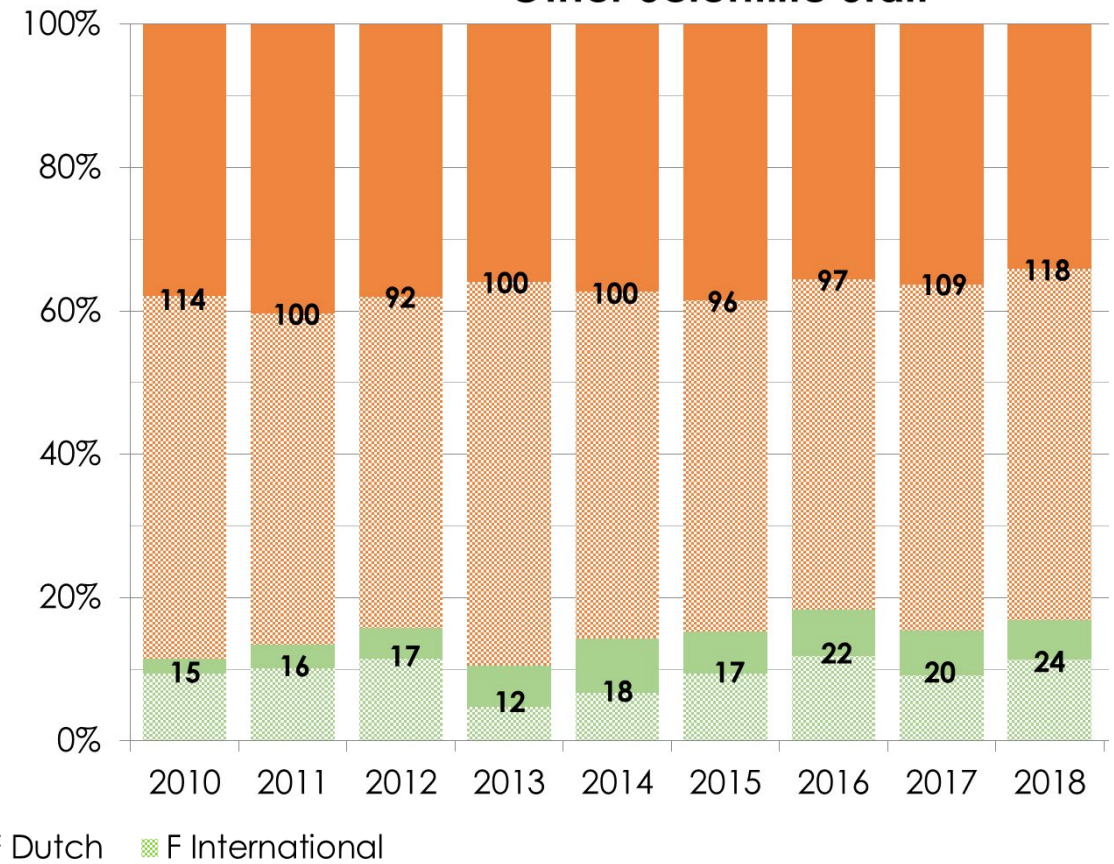


EEMCS: Employees (1)

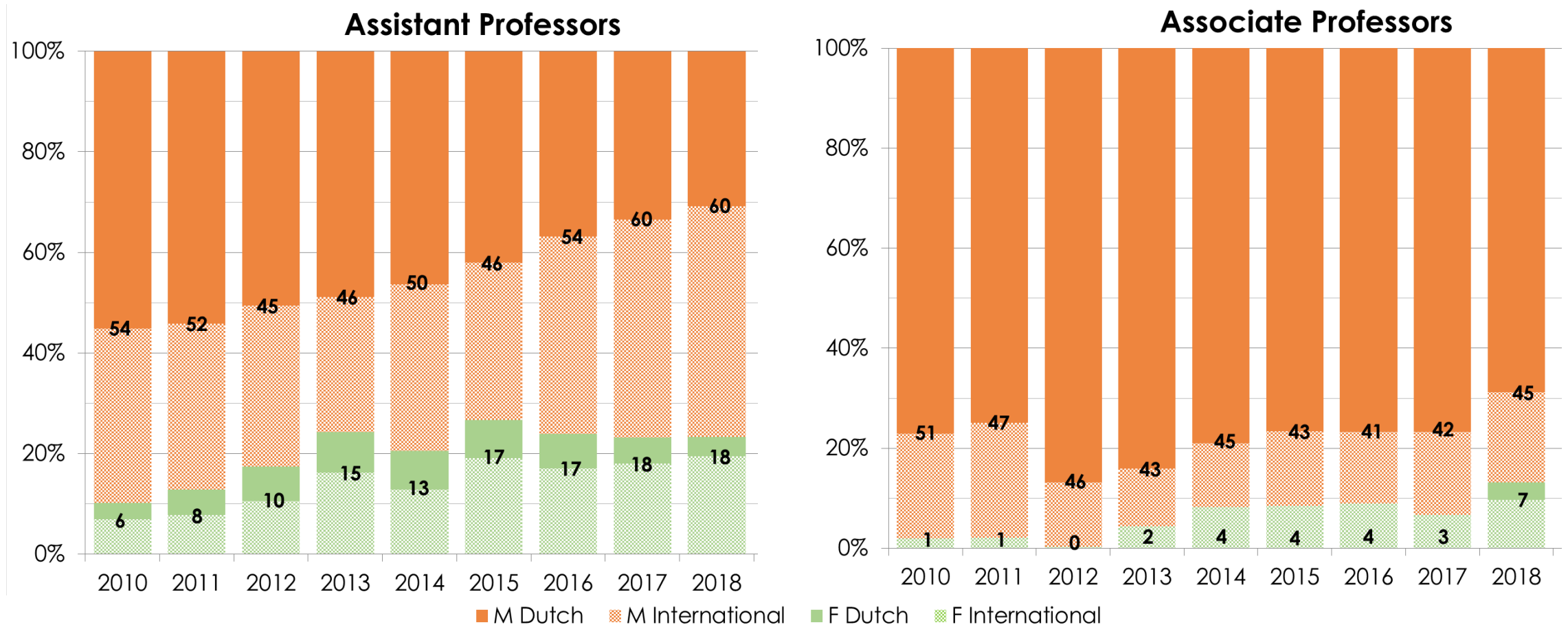
PhD Candidates



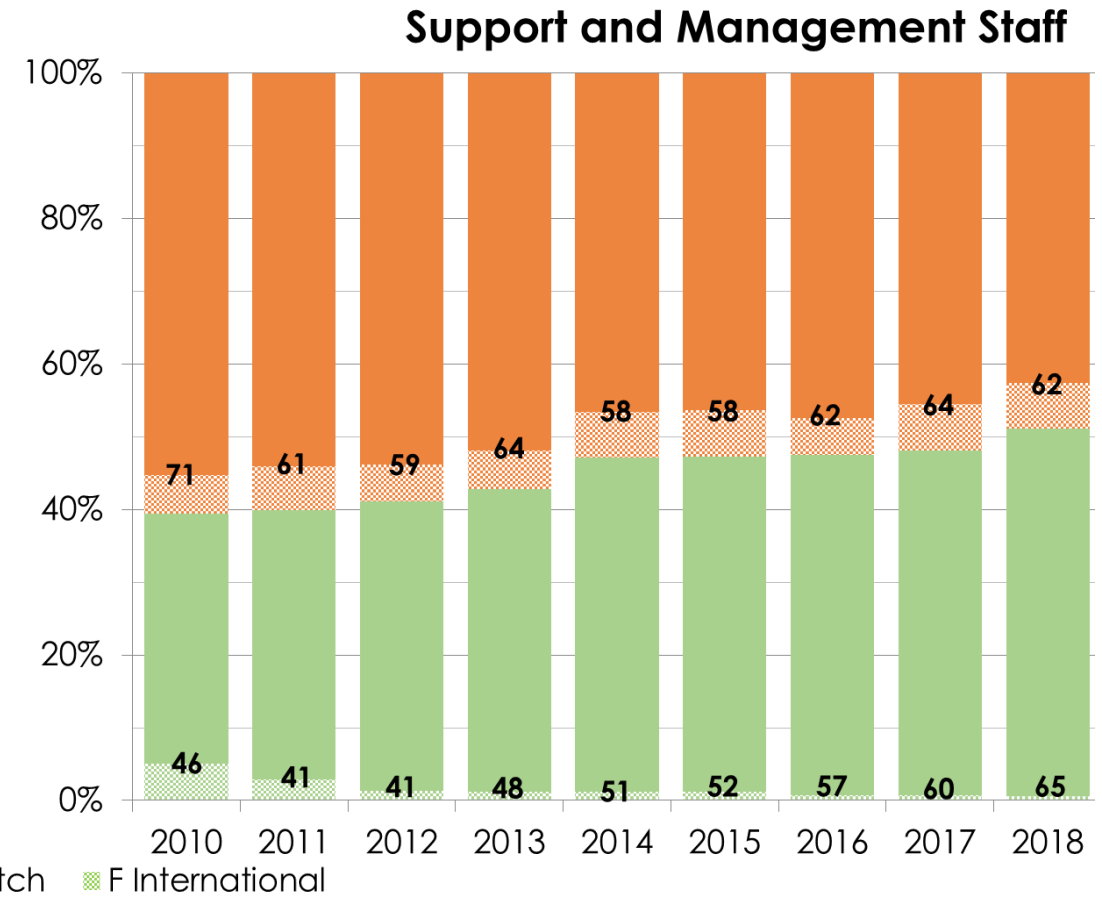
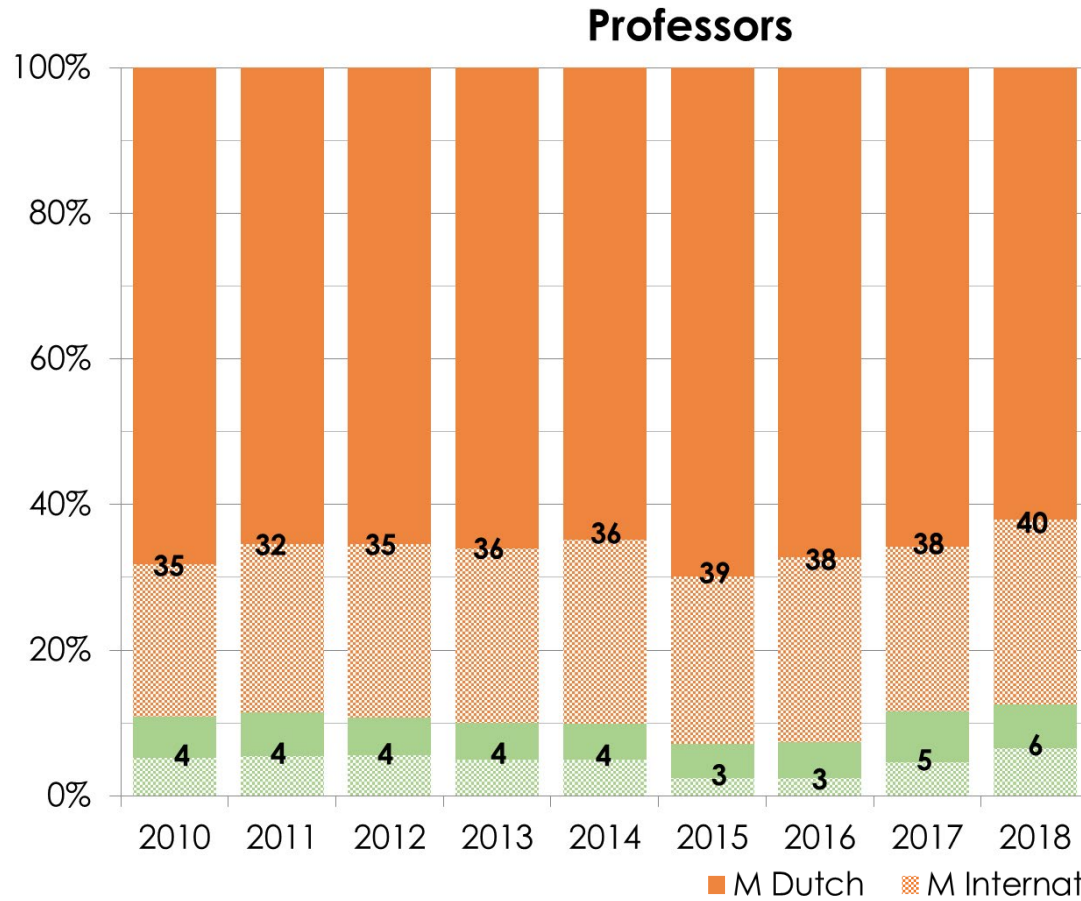
Other Scientific Staff



EEMCS: Employees (2)



EEMCS: Employees (3)

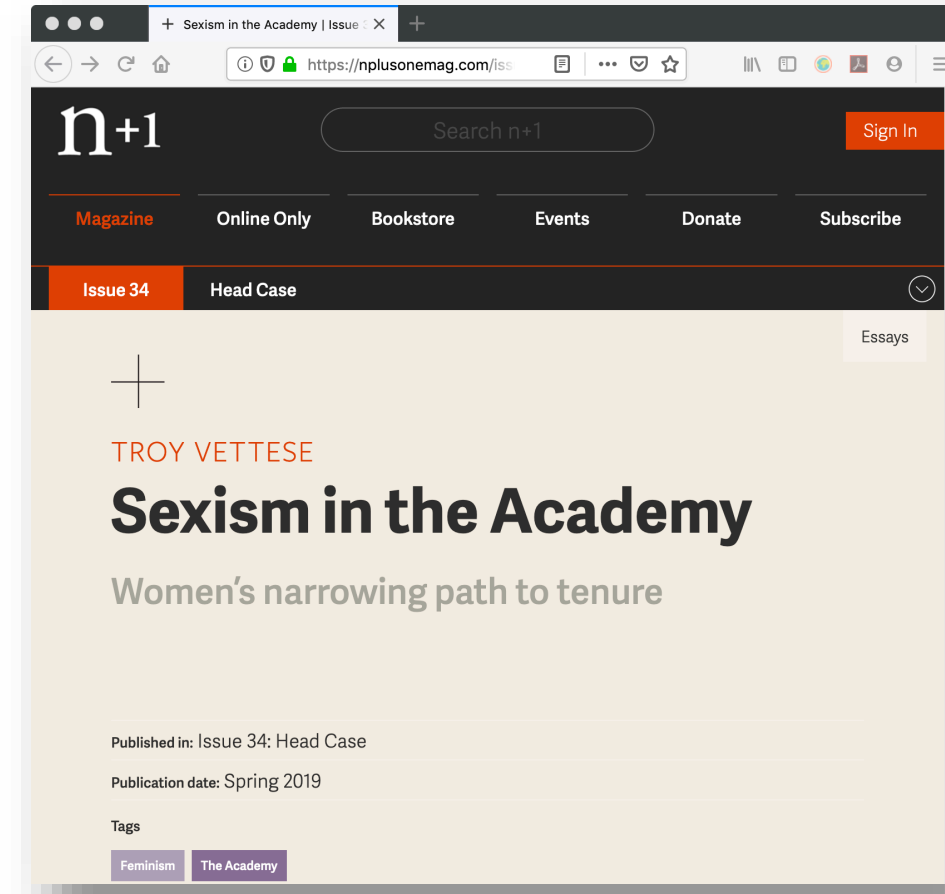


N+1 magazine: Women's narrowing path to tenure

Troy Vetesse, <https://nplusonemag.com/issue-34/essays/sexism-in-the-academy/>, 2019

“At each major point of the academic career path, there is significant hemorrhaging of female talent. In many countries of the Global North, women compose a little over half the undergraduate student body... **It is after graduate school that the precipitous declines begin, as the number of women falls approximately ten percentage points each at the stages of assistant and associate professorship, so that finally the percentage of female full professors hovers around 32 percent.**

(In the European Union, the average share of full professors who are women is 21 percent.)”



Statements that are factual, that might be sufficient to explain the “Glass ceilings at every level” effect (1)

1. **Men like the company of men.** In men's evaluation of men (as opposed to M->W, W->M, or W->W --- most of these are 4-way controlled trials),
 - Undergraduate assistant is more likely to be hired, and is paid more.
 - Recommendation letters have more words.
 - Promotion and tenure are more likely.
 - Teacher evaluations, and evaluations of fellow students, are more positive.
2. “Prove it again:” **Men and women** are both skeptical of women's ability.
 - When orchestra tryouts are held *behind a curtain*, women are 30% more likely to succeed.
 - Average writing quality of papers by M and F first-authors is comparable when first submitted, but by the time it passes review, the F paper is 9% better.
 - M 8% greater chance of tenure for each co-authored paper, F only 2%.
 - M barely want to collaborate with F, F no such bias.
 - F receive fewer grants (7% gap) and get approx. 80% of the money compared to M.

Statements that are factual, that might be sufficient to explain the “Glass ceilings at every level” effect (2)

3. Sexual harassment: 20-50% of faculty and students have experienced it.
 → Universities protect the accused, not the accuser
4. Vanity: men cite themselves 2X more. Self-citations engender other citations.
5. Selfishness: 50% of men consider their own careers more important than their wives' careers.

Tips and tricks to help reducing the gender gap (1)

1. a) Refuse to take part in all-male panels, keynote line-ups, etc. AND b) point this out to the organisers AND c) suggest female replacements.
2. Listen when women speak, don't interrupt them.
3. If someone else interrupts a woman: "Sorry, what did you say?"
4. Give credit where it's due: "What a great idea <woman> has!"
5. Don't dismiss the problems a woman describes when she confides in you (even if you don't see the problem (that's part of the problem)), try to listen, and help.
6. Make sure that you give females the room to ask questions during Q&A in lectures/workshops/conferences/meetings.

Everybody

Men

Women



Tips and tricks to help reducing the gender gap (2)

7. Don't compete but support other women.
8. Be proactive as a Role Model.
9. It happens that you are not been listened or pushed away: speak up!
10. Self-cite more often.
11. Apply for jobs even if you think you fit 3/5 of the requirements.

Everybody

Men

Women



Agenda

- Intro on EEMCS D&I Team (EDIT)
- Numbers and Statistics on EEMCS
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- Interactive session: We want to hear your suggestions!



Associate Professor
Intelligent Systems
Department (CS)

Former Chair of
EDIT

Agenda

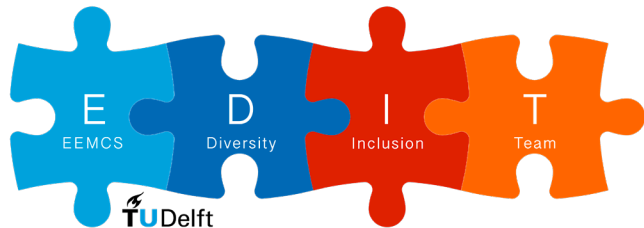
- Intro on EEMCS D&I Team (EDIT)
- Numbers and Statistics on EEMCS
- Personal story: Odette Scharenborg
- **Interactive session: We want to hear your suggestions!**



We are so happy that you joined!



Let's stay in touch. Check our website for follow-ups!



EDIT:
EEMCS DIVERSITY AND
INCLUSION TEAM

www.tudelft.nl/en/eemcs/the-faculty/diversity-inclusion

edit-EEMCS@tudelft.nl

References

- Statements that are factual, that might be sufficient to explain the “Glass ceilings at every level” effect (slides 19-20)
Mark Hasegawa-Johnson (University of Illinois)
- Tips and tricks to help reducing the gender gap (slides 21-22)
Odette Scharenborg (TU Delft)