

WOMEN IN SCIENCE, ENGINEERING AND TECHNOLOGY: STRATEGIES FOR A GLOBAL WORKFORCE

September 28 and 29 2006

Ottawa Marriott Hotel, Canada



bm:bwk

3b College and University Students

- Chair Ms Karen Lloyd

Dr Beate List, Vienne University of Technology, Austria

The Women's Postgraduate college for internet technologies

Dr Capitolana Diaz, Head of the Women and Science Policy Unit
Ministry of Education Science, Spain

DONA program: to increase women enrolment in engineering and
technology in the Universidad Politcecnica de Cataluna - Spain



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Dr Kelly Lyons, Head, Toronto Lab Centre for advanced studies IBM

Women in IT: taking advantage of the innovation imperative



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The Women's Postgraduate college for internet
technologies

Despite the lack of highly trained and qualified people in
research and industry women are underrepresented in
education as well as professional life

Solution Women's postgraduate college for internet
technologies with the goal of training women PhD
students for careers in teaching and research in the
academic world as well as industry



Strengths

- Positions dedicated to women
- Comprehensive approach
- PhD curriculum
- Integration into the university
- Shows that great women scientists are available

Weaknesses

- No sustainability
- No top down approach and support
- Only 1 student wanted to continue in research



Opportunities

WIT can **increase number of women researchers** in an organisation – **Requirements:**

- Long term career development policies at scientific institutions
- Provide tenure-tracks + permanent contracts
- Promotions based on performance, evaluations

Women in CS are available

- Retention is the big issue - HR
- Changes of employment conditions are required
- Short term projects cannot solve the leaky pipeline problem
- Change structures of organisation + curricula!!!



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Objectives

1. To increase the number of female students at the UPC.
2. To make sure that female secondary students know the technological courses available and its suitability for women.
3. To not waste the female talent for technical and engineering knowledge and skills.
4. To change employers' attitudes towards participation of women in technical



Program Dona

- Information -Tech studies for 15-17 yr old, Summer Camps Balanced use of gender in promotional activities
- Dissemination
- Participation
- Training
- Research



Evaluation

1. Short time to evaluate.
2. A one-off intervention. Need for continuous activities. Dedicated teachers and advisers.
3. Search for female students as a HR issue, not for equality reasons.
4. Promotion and social mobility with less difficult grades (Business, Economy, MBA).
5. It is a political option to be addressed at all levels by education authorities, not a single university.



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Changing nature of innovation in IT is favourable for empowering women worldwide

But

Collaboration among business, academia, government, non-government organizations is critical to take advantage of the current trends



In Summary

2 intensive programs

Not enough to bring about the sustained structural change required to increase the participation of females in SET

A major strategy is required to bring about sustainable change

