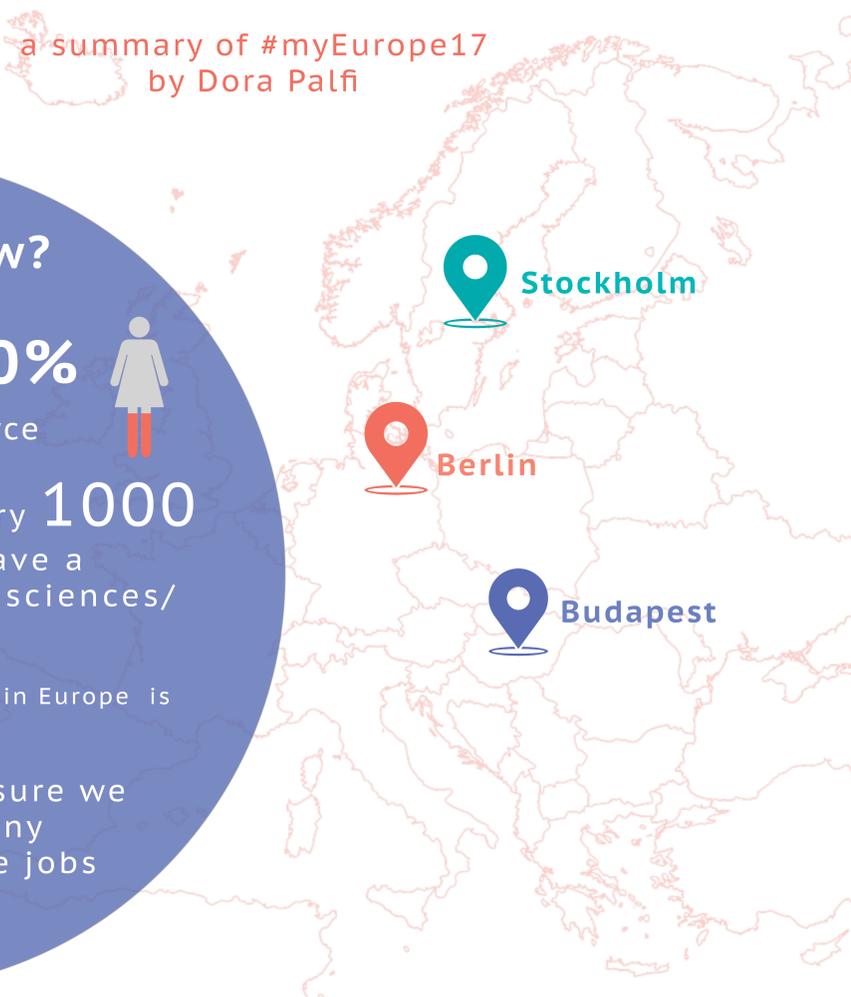


For a Diverse and Inclusive European Tech Landscape

a summary of #myEurope17
by Dora Palfi



Did you know?

In Europe women represent only **30%** of the ICT workforce

only **29** out of every **1000** female graduates have a degree in computer sciences/ICT



And the number of ICT jobs in Europe is growing rapidly...

how can we make sure we educate just as many women to fill these jobs as men?

This got me thinking, I should ask...

..women who are in tech what they think keeps others away from tech, and how they got into the field?

"I am a completely normal woman. I like to cook, I like clothes. We need to change this perception in society that a female engineer is this strange exception, and it is as rare as an astronaut. I was very lucky to have someone to encourage me, to tell me hey you can do this! But many women do not have that."

-Julia

"I studied technology from a social science perspective for years and I was going in circles around the topic until I finally asked myself why am I not in this? And then I saw some posting on twitter about some initiative teaching women coding, which was followed by months of learning to code with another woman. About a year later I started working as a developer. I am very grateful for the community of female coders it is very refreshing in an otherwise male dominated industry"

-Julia

"I was never that good at math so I was always told to focus on humanities. I ended up studying HR and started working as a recruiter at a tech company, which is when I finally realised I could also do this."

-Flora

"I think it is still stereotypes that are mainly stopping women. For example during my bachelors studies whenever I met new people and told them I studied IT they would simply not believe me. They would even ask why would I study IT?"

-Henny

"There was this event called ladies coding night: it was made clear that it was for absolute beginners and for women only which made it feel like a safe space. That was my first exposure and after that I decided to enrol in the coding bootcamp."

-Evelin

..tech companies and those working in the field why they think diversity is important and how could we achieve it?

"We as a company understood that we are missing out on half of the talent pool by having so few women. But we also realised there just aren't that many female applicants so we created a space, a network for women where they are not a minority and where they can learn about tech, this is Code Pub."

-Netlight

"I started thinking about this when my daughter was born. Already at age 8, kids start to think in "girlish" vs. "boyish". Will she have the chance for a great career in tech? And this impacted my job in tech and I started to pay attention at work how diverse teams perform better"

-Gabor

"Diversity does not have to be justified - the leadership team knows that more diverse teams create better results. This topic (Diversity & Inclusion) should be on the company map just as the business goals, it has to be a business imperative."

-Julia, SoundCloud

...organizations that work to close the gender gap in tech, what is their strategy?

"We want to stop girls from having the stereotypical image of an engineer - if you google it, it is a man with a construction site in the background. But in reality today it is not like that any more. This is why we pair high school girls with real female engineering students, and the university students with professionals in the field to be mentored and to see and meet role models."

-Antonia, Pepp! mentorship program

Our curriculum to teach girls programming revolves around 6 main pillars: community building, project focus, show what you are working on, exploratory education, mentoring, and experience based education.

-Skool

"Having a conference where girls studying computer science can meet, inspire each other and learn from companies what they would actually be doing on the job helps to make sure these girls stay in tech."

-Datatjej

* The events for girls should be in your local language - it is more inspiring to have a role model in your country. In some European countries the situation is better, but in Hungary for example it is very bad, and there is not much being done to change it. It is important to show the girls examples they can related to."

"This april the swedish government will have new requirements for schools on digitalization - mandatory to have digital literacy - understanding what technology is. Teachers are not ready for this and so we are making the technology kits and workshops to help schools teach coding in a way that is interesting to all children."

-Inicio

What are some of the things I learned?

There are many people working hard to help women feel like technology is for them! But shockingly, many of them do not know about each other!

Engaging girls at a young age works, there are not only stories, but numbers to prove it

Indeed, companies struggle to recruit women (well, numbers don't lie - if there aren't many women it will be hard to recruit them). Some came up with really cool solutions, like Netlight's Code Pub!

It is never too early to start technology education. But I also learned it is also never too late!

What can YOU do?

Get connected!

During my trip I met the people behind an exciting initiative that aims to connect all the projects working to bring diversity to tech. We decided to join forces and you will find it here:

<http://hiddenmore.herokuapp.com/>

Get inspired!

and get coding?

Kriszta started to code following her daughter's enrollment in the Skool program. She now teaches coding herself!

After studying computers from a social science perspective for many years Julia started programming when she was close to 30 and now works as a full time developer in Berlin

Zsofi was in the first batch of the Skool program at age 14 and is now studying IT at University and even interned at Prezi!

To see some more quotes and pictures from my trip check twitter or medium:



@dorapalfi



@dorapalfi