



Annual Report Academic Year 2020/2021

Organisation

In September 2020, we renamed the working group from “Diversity” to “Equity, Diversity and Inclusion” (EDI). Since September 2020, Marieke Huisman (UT) and Gabriele Keller (UU) are chairing the working group, and Anna-Lena Lamprecht (UU) is the secretary.

During the year, we have expanded standard membership of the working group to two members of every institute represented by IPN. We have also put effort in finding at least one representative of every institute of IPN.

Members during the academic year 2020/2021 were:

- Marieke Huisman (U Twente, co-chair)
- Gabriele Keller (Utrecht University, co-chair)
- Anna-Lena Lamprecht (Utrecht University, secretary)
- Han la Poutré (CWI, IPN board representative)
- Lejla Batina (Radboud University)
- Lu Cao (Leiden University)
- Çiçek Güven (Tilburg University)
- Lynda Hardman (CWI)
- Otti D’Huys (Maastricht University)
- Ayalew Kassahun (Wageningen University and Research)
- Jetty Kleijn (Leiden University)
- Cynthia Kop (Radboud University)
- Patricia Lago (VU Amsterdam)
- Renata Medeiros de Carvalho (TU/e)
- Burcu Özkan (TU Delft)
- Przemysław Pawełczak (TU Delft)
- Ayushi Rastogi (RU Groningen)
- Roland van Rijswijk-Deij (University of Twente)
- Alexander Serebrenik (TU/e)
- Femke Stephan (NWO)
- Animesh Trivedi (VU Amsterdam)

- Katerina Stankova (Maastricht University)
- Niels Taatgen (RU Groningen)
- Ana Varbanescu (UvA)
- Anja Volk (Utrecht University)
- Tanja Vos (Open Universiteit)
- Hans Weigand (Tilburg University)
- Anna Wilbik (Maastricht University)
- Astrid Zuurbier (NWO)

Activities

- We held five (online) working group meetings, and used a Google Group and mailing list for communication within the group between the meetings. We created a SURFdrive folder for sharing documents among the members of the working group.
- We created a website for the working group, connected to the IPN website: <https://ict-research.nl/edi-working-group/>
- We started preparing a list of all female researchers in CS in the Netherlands, with expertise, which can be used to find e.g. appropriate keynote speakers, panel members.
- We did research on the best practices for recruitment, onboarding and promotion of women in Dutch Computer Science by interviewing various stakeholders. A report with recommendations was published: https://ict-research.nl/wordpress/wp-content/uploads/2021/05/Women-in-Dutch-Computer-Science_-Best-Practices-for-Recruitment-Onboarding-and-Promotion.pdf.
As a follow-up, the report was presented at an IPN meeting, and Alexander Serebrenik and Marieke Huisman are organizing meetings to discuss the report with the heads of all Dutch CS departments.
- We wrote an advice for IPN on considering the impact of corona on individual researchers: <https://ict-research.nl/wordpress/wp-content/uploads/2021/11/advice-impact-corona-2021.pdf>
- We started a working group that is looking at possibilities to attract more non-traditional students to the study of Computer Science (e.g. girls, first-generation students, students with an immigrant background). The working group is currently looking at how to develop plans at the national level, and how we can ensure an exchange of good practices.
- We started a working group to interest women in a career as a researcher (or at least a PhD position) by developing a plan to come up with photographs and narratives of diverse PhD students.
- Marieke Huisman participated in ICT Open in a Panel discussion ‘Do our current leaders recognize our future leaders?’, and she was interviewed about Alice & Eve – a celebration of women in computing.
- Several members of the working group joined the EUGAIN Cost action, see <https://www.cost.eu/actions/CA19122/#tabs%7CName:overview>.