

# UNIVERSITY OF TWENTE

Women in Computing @UT

Presented by Faiza Bukhsh



UNIVERSITY  
OF TWENTE.

DIGITAL SOCIETY  
INSTITUTE



# Women in Computing@UT (2021)

---

## Initial goals:

- Exchange information
- Get to know each other,
- Influence how certain things are done in the department, or nationally
- Share and learn from each other





# Women in Computing@UT

---

## Activities so far

- We meet once a month
- Discuss
  - Career development
  - Grants writing
  - Exchange information



# Focus Areas

## 1-Recruiting Female Students

- Numbers have changed a lot over time
- Challenges in class
- Organize only female student meetings

## 2-Recruiting Women

- 17%

## 3-Interviewing Women

- Diverse committee

## 4- Keeping Women and Promoting Women

- Grant writing
- Career development
- Individual progress path analysis
- Work-family balance



# Lesson Learned

- Separate student body
- Student representatives
- Lunch/motivating activities
- Create Awareness
- Give the confidence to talk
- Buddy role (student/employee)
- Education support

•





## Action points

- BS/MS Student Focus
- Ph.D. Student Focus
- Employee Focus
  - Education
  - Research



# UNIVERSITY OF TWENTE

Thank You



UNIVERSITY  
OF TWENTE.

DIGITAL SOCIETY  
INSTITUTE