



ENCOURAGING WOMEN IN OSS

Some positive initiatives



Is there a problem?

- Yes – it will come as no surprise that “diversity in Open Source is even worse than in tech overall (Wired article, June 2017
<https://www.wired.com/2017/06/diversity-open-source-even-worse-tech-overall/>)
- Robles et al concludes as follows in 2016: “Women are underrepresented in the IT sector. But the situation in FLOSS (free, libre, open source software) development is really extreme in this respect: past publications and studies show a female participation of around 2% to 5% and have shed some light into this problem. ... All in all, comparing our results with the ones from the 2000s, the context of participation of women in FLOSS has not changed much.”
(
https://www.researchgate.net/publication/303098315_Women_in_FreeLibreOpen_Source_Software_The_Situation_in_the_2010s
)
- Capiluupi’s presentation to the BCS OSS in October 2015 on **Gender, Representation and Online Participation: A Quantitative Study of StackOverflow**

Positive actions

- Many OSS projects explicitly invite underrepresented groups - see <https://opensourcediversity.org/> for a list of projects and spaces as well as supporting **mentoring** programs.
- Many of the most popular OSS foundations have initiated activities directed at under-represented groups:

<https://www.linuxfoundation.org/about/diversity-inclusiveness/>

<https://blog.mozilla.org/inclusion/2018/04/19/diversity-and-inclusion-at-mozilla/>

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Current Top 5 barriers identified in ISACA'S 2017 WOMEN IN TECHNOLOGY SURVEY

- Lack of mentors (48%)
- Lack of female role models in the field (42%)
- Gender bias in the workplace (39%)
- Unequal growth opportunities compared to men (36%)
- Unequal pay for the same skills (35%)

THE FUTURE TECH WORKFORCE IS HERE

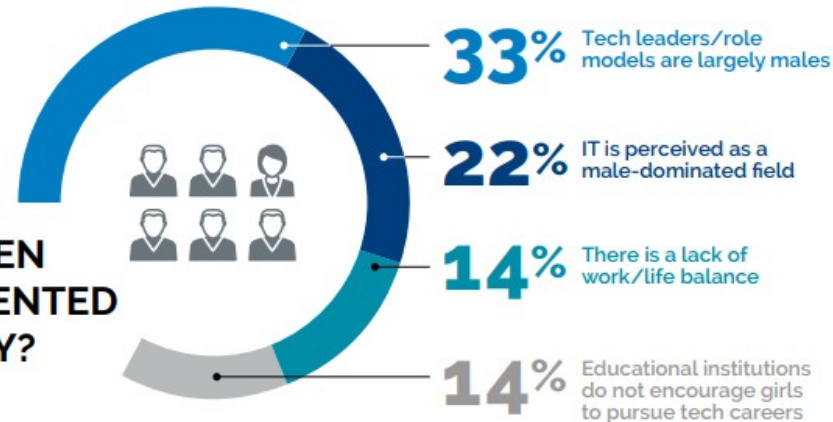


Women continue to be vastly underrepresented in the global technology workforce.

This is both a societal concern and a major workforce problem, given the critical shortage of skilled technology professionals faced by many enterprises. From a persistent gender bias in the workplace to continued pay gaps and a lack of female mentors, many challenges still need to be addressed to solve this problem, according to ISACA's 2017 Women in Technology Study. To view the full survey report, learn about ISACA's Connecting Women Leaders in Technology program, and get guidance on the path to a more equal technology workforce, visit www.isaca.org/women-in-tech-study.

WHY ARE WOMEN UNDERREPRESENTED IN TECHNOLOGY?

Top 4 answers



TOP 5 BARRIERS EXPERIENCED BY WOMEN IN TECHNOLOGY



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BCS calls on organisations to set a culture for diversity

1 June 2015

IT departments need to develop a culture that supports diversity to help increase the number of women in the profession according to BCS, The Chartered Institute for IT. Numbers of women in IT have fallen from over 20% to 16% in recent years. Research shows that organisations with a diverse workforce are more profitable, innovative and productive.

Gillian Arnold, Chair of BCSWomen, a specialist group in the Institute that supports women in IT, explains: "If the UK is going to fill its skills gap in technology, remain competitive and be a leader in innovation then we need to encourage all businesses to develop a culture that supports diversity in their IT departments."

In the Institute's own business technology department, women represent 33% of the team.

Gillian adds: "Employers can support diversity by considering such things as how they recruit, and retain women. This means looking at recruitment practices, unconscious bias, pays gaps, flexible working options and lots more. When we get this right, the research suggests that companies benefit from greater earnings and profits, and better innovation.

"However, we also need to encourage girls to study computing at schools and university so that employers have a talent pool to select from; hopefully we will start to see the numbers of girls studying computing increasing following the

Latest Releases

[BCS calls ruling on safe harbour a 'wake up call for global digital business'](#)

[Leading scientist developing Canary Wharf will present BCS Needham Lecture 2015](#)

[Who will be 2016 Roger Needham Award or Lovelace Medal winners?](#)

[BCS computing teacher training scholarships - now open for applications](#)

[BCS invites UK school students to enter e-safety animation competition with Animation16](#)

BCS Initiatives

- BCSWomen Specialist Group since 2001
- Grew from London BCSWomen in 1998
- Founded by Dr Sue Black
- Women in IT Scorecard, published annually
- Unconscious Bias Training for all MGs (Branches and SGs)
- Women in IT Calendars and e-book

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28th March The BCSWomen Lovelace Colloquium 2018 Coming to Sheffield Again

The BCSWomen Lovelace Colloquium 2018 will be the 11th event and it will be held in Sheffield University on 28th March 2018. Google are sponsoring student travel! [more >]

Join BCS Women

Together we
can progress
your career

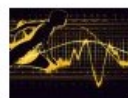
EVENTS CALENDAR

LATEST NEWS



Dr Sue Black, OBE on "How to find the superhero within you"

October 4, 2018



Computer Weekly announces the Most Influential Women in UK IT 2018 including BCSWomen Chair and Deputy Chair

September 27, 2018



Dr Hannah Dee's Blog on STEM Gamechangers

OPPORTUNITIES



Volunteers wanted to work on the Grace Hopper version of the Univac compiler and to catalogue computing equipment

October 11, 2018



Two Marie Curie Postdoctoral Fellowships at Lero, the Irish Software Research Centre - Apply 21 Sept 2018

August 2, 2018



Funding competition: Women in

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CYBER RE:CODED - AN EVENT
BY CYBER SECURITY
CHALLENGE UK

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14TH LONDON HOPPER
COLLOQUIUM - N.B.
ABSTRACTS DUE BY 8TH
OCTOBER 2018

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PROFESSOR MUFFY CALDER TO
GIVE THE BCS KAREN SPÄRCK
JONES LECTURE

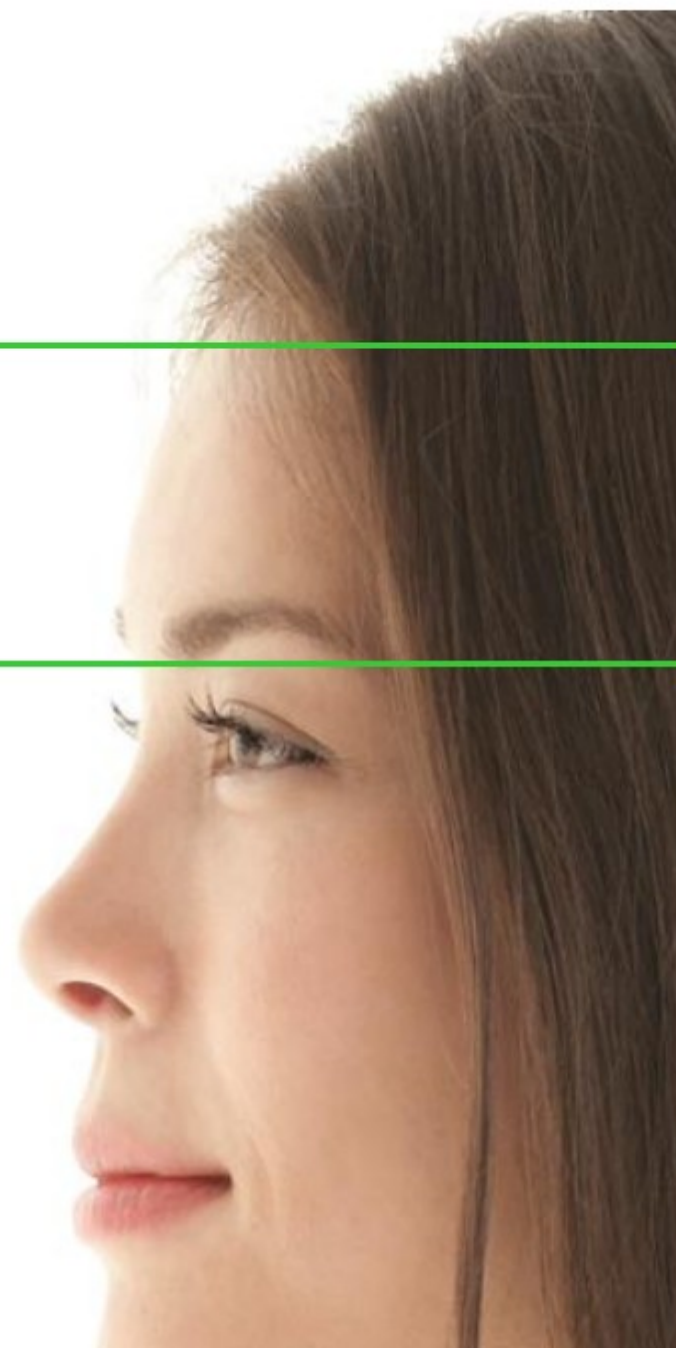
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BCSWOMEN PRESENTS THE



THE WOMEN IN IT SCORECARD

*A definitive up-to-date
evidence base for data
and commentary on
women in IT employment
and education*



BCS OSS Group celebrates its women speakers and welcomes all to participate

- Full list can be seen here: <https://ossug.bcs.org/blog/2016/10/16/ossug-and-women/>
- More details on Dr Andres Baravalle's Blog on Open source software and women: <https://baravalle.com/2016/10/16/open-source-software-women/>
- The BCS OSSG has a clear code of conduct for participants at its events posted on its website: <https://ossug.bcs.org/coc/>