

Hidden Figures – wo sind sie?

Frauen in der Entwicklung von Forschungssoftware

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Computing and Data Center

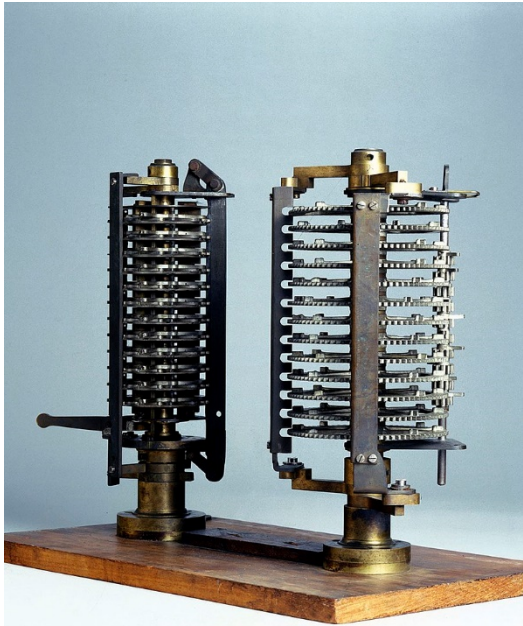
Gesellschaft für Forschungssoftware – de-RSE e.V:

Hidden Figures



© 20th Century Fox

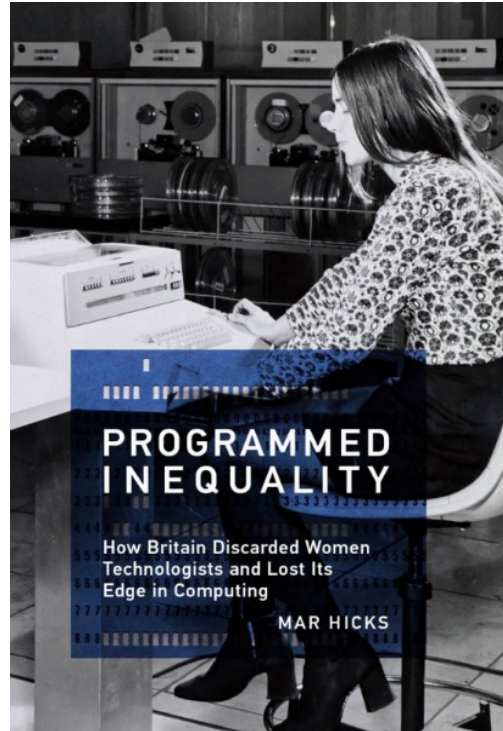




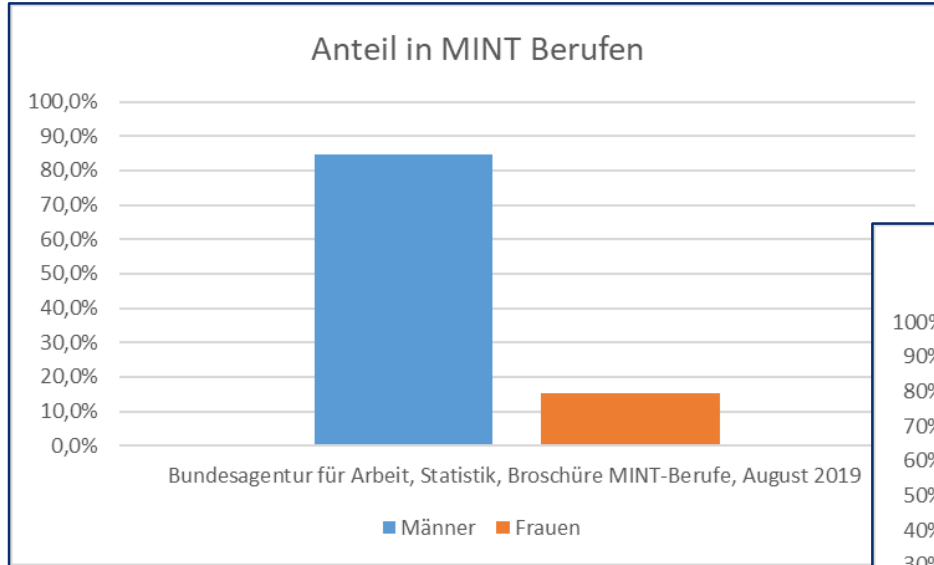
Versuchsmodell der Analytical Engine, 1870,
CC BY-SA 2.0



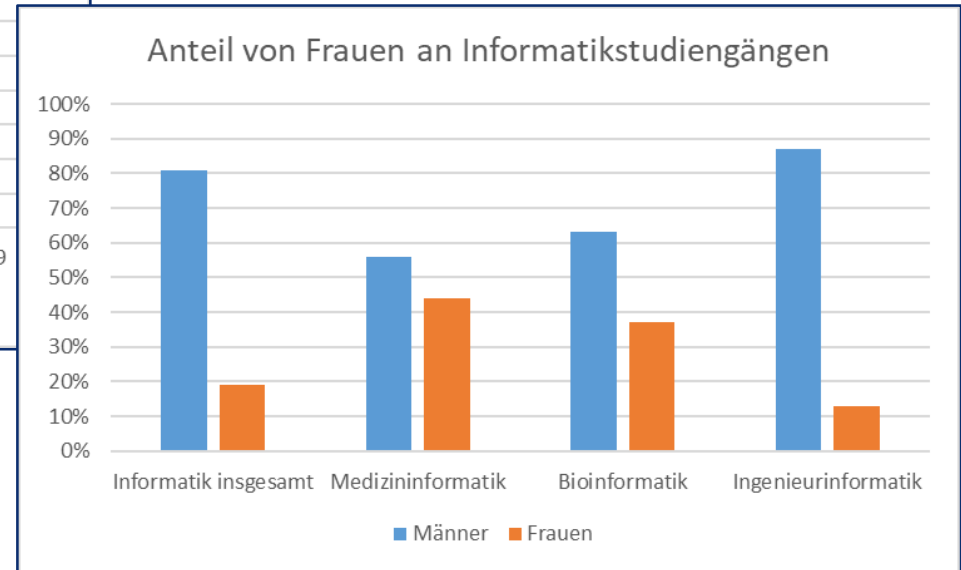
https://de.wikipedia.org/wiki/Ada_Lovelaceg



<https://mitpress.mit.edu/books/programmed-inequality>

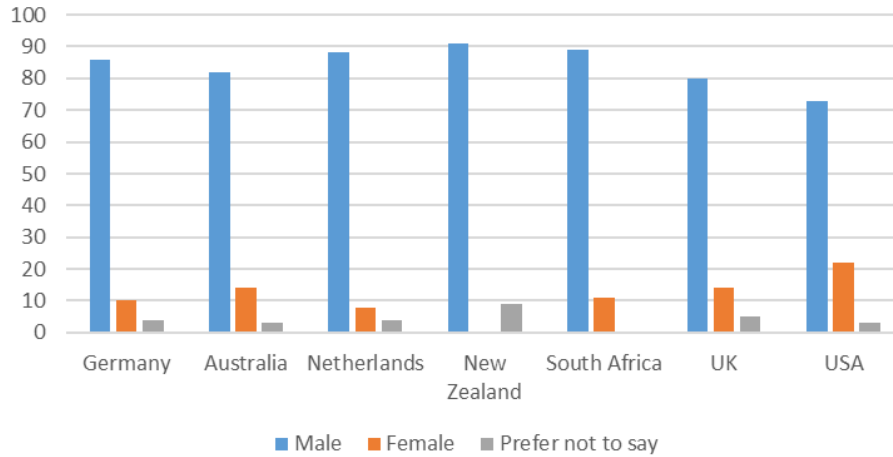


Bundesagentur f. Arbeit, 2019

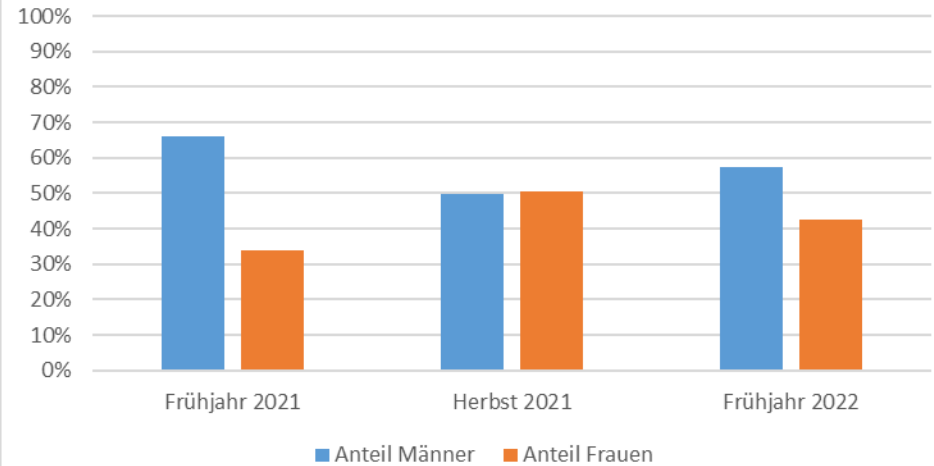


Friedrich et al., 2018

RSE Survey 2018



CampusSource



S. Neveling, pers. Mitteilung

<https://github.com/software saved/international-survey/blob/master/analysis>

- Innovation (Østergaard et al., 2011)
 - “The econometric analysis reveals a positive relation between diversity in education and gender on the likelihood of introducing an innovation.”
 - “a positive relationship between an open culture towards diversity and innovative performance”
- Produktivität (Vasilesco et al, 2015)
 - “ ..both gender and tenure diversity are positive and significant predictors of productivity”
- Nutzerfreundlichkeit (Williams 2014)
 - „Men should not assume they know the experiences, motivations, and behaviors of their spouses, daughters, or mothers; they should ask for their perspectives”

Warum Diversität?



Stereotype vermeiden

Google

programmer AND person



Alle

Bilder

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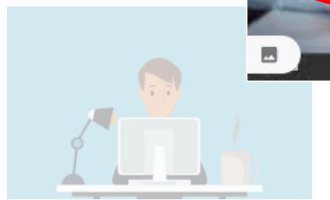
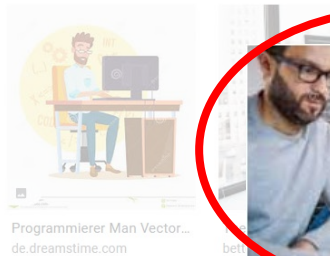
News

Mehr

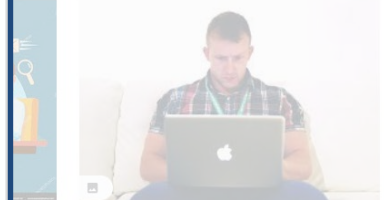
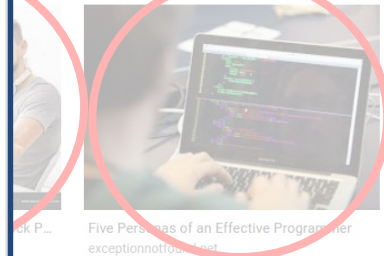
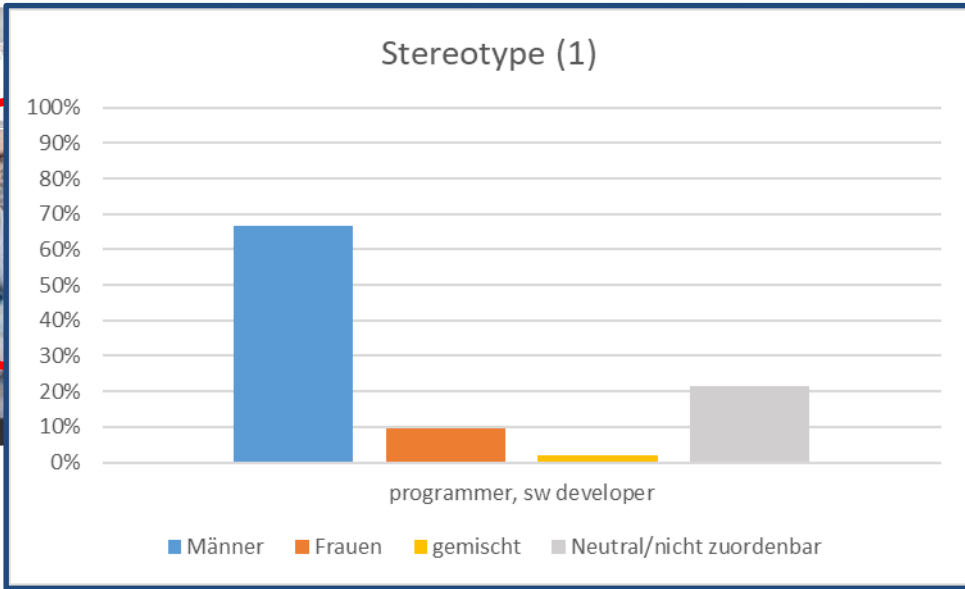
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Sammlungen

SafeSearch



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Stereotype vermeiden

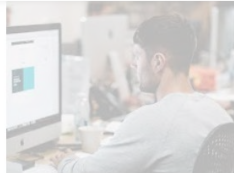
Google

research software engineer AND person

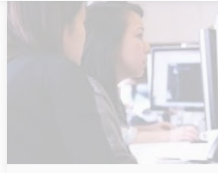


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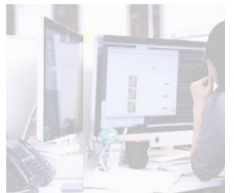
- career path
- videokonferenzen
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- rse
- mannheim
- microsoft research
- artificial intelligence
- job
- programming



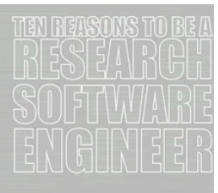
About - Society of Research Softwa...
society-rse.org



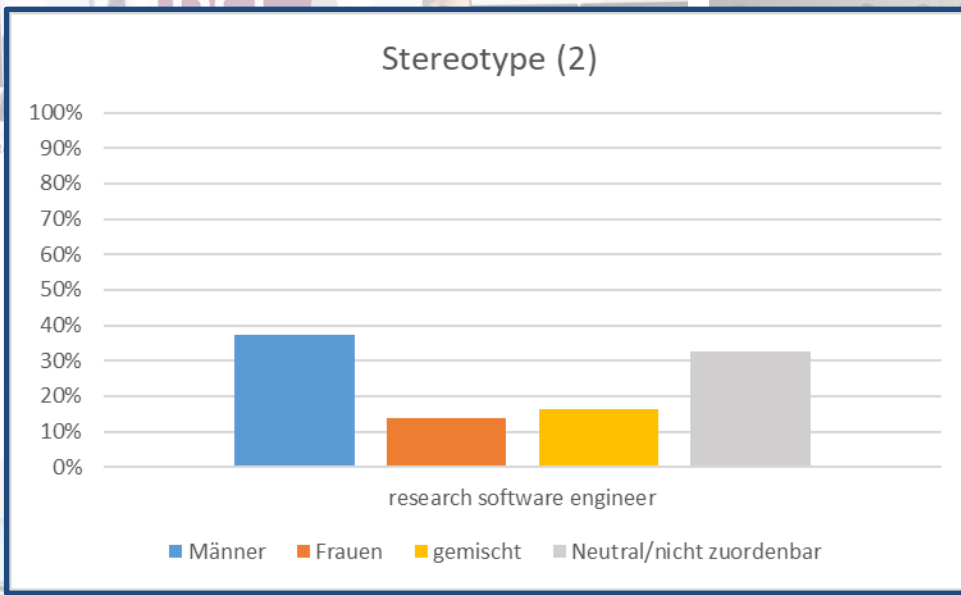
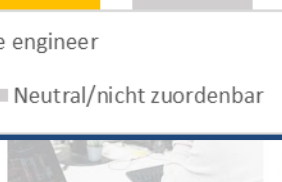
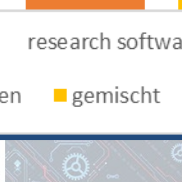
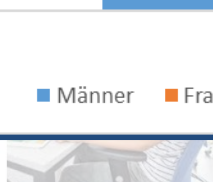
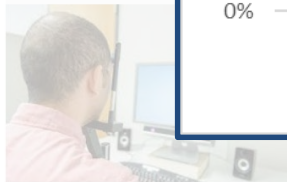
Senior Software Engineer, US Only R...
ascom.com



Software 'Developer' or 'Engineer': ...
shecancode.io



Ten reasons to be a research soft...
software.ac.uk





creations.mattel.com



- Offenheit im Team - Kommunikation
 - fragen, fragen, fragen!
- Koedukation vs. Monoedukation
 - Schule
 - www.tech4girls.de – Partnerschulen AGs, Projektwochen
 - Eigene Frauenstudiengänge Informatik:
 - Programmierkurse für Frauen



<https://www.tech4girls.de/blog>

- Role Models
 - Frauen sichtbarer machen → „unhide female figures“
- Karriere Infos

Ausschreibender Bereich: JSC - Jülich Supercomputing Centre
Kennziffer: 2022-075

[Jetzt bewerben](#) [Ausschreibung \(pdf\)](#)



Sie interessieren sich für moderne Softwareentwicklung? Arbeiten in internationalen Teams liegt Ihnen? Höchstleistungsrechner sind genau Ihr Ding?

https://www.fz-juelich.de/SharedDocs/Stellenangebote/_common/dna/2022-075-DE-JSC.html

Mentoring

- Vorhandene Programme bekannt machen und nutzen, z.B.
 - Helmholtz Mentoring <https://www.helmholtz.de/karriere/karriere-bei-helmholtz/mentoring/>
 - GI: <https://mentoring.gi.de/>
- Mentoring sowohl durch weibliche als auch männliche Mentoren nützlich
- Auch „leichtgewichtiges Mentoring“ kann helfen
- Werde Mentor:in!

Netzwerke

- Women in Geospatial: <http://www.womeningeospatial.org>
- Women in HPC: <https://womeninhpc.org>
- Fachgruppe „Frauen in der Informatik“ in GI: <https://fg-frauen-informatik.gi.de/>
- Women who code: <https://www.womenwhocode.com>

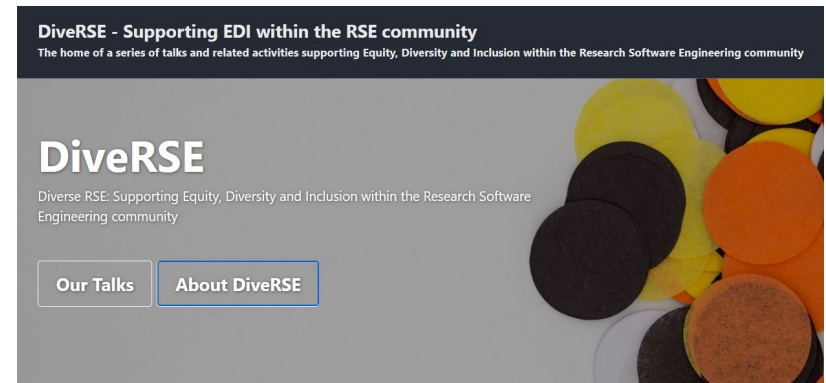


FACHGRUPPE
FRAUEN UND INFORMATIK

- Blincoe et al, 2019
 - Bewusstsein für Diskriminierung unterschiedlich:
 - Nur wenige Männer gaben offen zu, dass sie Frauen nicht so viel zutrauen
 - Aber Erfahrungen der Frauen oft anders
- Williams & Dempsey, 2014
 - 68% der Frauen nehmen Gender bias wahr
 - Prove it again: “.. but while hard work may be necessary for success, it’s not always sufficient.”

- Keine „Manels“ – es gibt auch Expertinnen!
- Netzwerke und Expert:innendatenbanken (z.B. www.femtech.at)

- DiveRSE
 - Keynote - Mary Ann Leung: “Normalizing inclusion by embracing difference”
 - <https://diverse-rse.github.io/events/2022-03-22>
 - workshop “[Vive la différence - research software engineers](#)” - [Lorentz Centre](#) in Leiden, NL 19 - 22 April 2022.



- Familienmaßnahmen nicht nur als frauenspezifisches Problem wahrnehmen („Frauen-Sonderlösungen“)



istockphoto.de/sorbetto

- Friedrich et al, 2018, Frauen in Informatik, CHE gemeinnütziges Centrum für Hochschulentwicklung
- Østergaard et al., 2011, Research Policy 2011, DOI: 10.1016/j.respol.2010.11.004
- Vasilescu et al., 2015, Proc. CHI`15, DOI:10.1145/2702123.2702549
- Williams & Dempsey, 2014, What Works for Women at Work - Four Patterns Working Women Need to Know, NY University Press
- Blincoe et al., 2019, IEEE Software, DOI: 10.1109/ms.2019.2917428

Vielen Dank für die Aufmerksamkeit