Annual Report IPN working group on Equity, Diversity and Inclusion
Academic Year 2021/2022

Organisation
Marieke Huisman (UT) and Gabriele Keller (UU) chaired the working group during this period. Anna-Lena Lamprecht (UU) acted as secretary, until she started her maternity leave in November 2021. Roland van Rijswijk-Deij (UT) then took over as secretary.

Members during 2021– 2022
Marieke Huisman (University of Twente, co-chair)
Gabriele Keller (Utrecht University, co-chair)
Anna-Lena Lamprecht (Utrecht University, secretary until November 2021)
Roland van Rijswijk-Deij (University of Twente, secretary since November 2021)
Han la Poutré (CWI, IPN board representative)
Lejla Batina (Radboud University)
Lu Cao (Leiden University)
Zoé Cristoff
Judith Good
Çiçek Güven (Tilburg University)
Lynda Hardman (CWI)
Otti D'Huys (Maastricht University)
Ayalew Kassahun (Wageningen University and Research)
Cynthia Kop (Radboud University)
Patricia Lago (VU Amsterdam)
Matthijs van Leeuwen
Renata Medeiros de Carvalho (TU/e)
Burcu Özkan (TU Delft)
Przemysław Pawełczak (TU Delft)
Ayushi Rastogi (RU Groningen)
Alexander Serebrenik (TU/e)
Femke Stephan (NWO)
Animesh Trivedi (VU Amsterdam)
Ana Varbanescu (UvA)
Anja Volk (Utrecht University)
Tanja Vos (Open Universiteit)
Hans Weigand (Tilburg University)
Anna Wilbik (Maastricht University)
Astrid Zuurbier (NWO)

Activities
- We met 4 times with all members of the working group (3 times online, and 1 time in person, in March 2022 at Utrecht University)
- We discussed our report on the best practices for recruitment, onboarding and promotion of women in Dutch Computer Science: https://ict-research.nl/wordpress/wp-content/uploads/2021/05/Women-in-Dutch-Computer-

Science_-Best-Practices-for-Recruitment-Onboarding-and-Promotion.pdf with the heads of all Dutch CS departments. Based on these discussions, we added a supplement to the original report.

- The 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) continued their work.
- The working group on career narratives developed a plan to make profiles of researchers at various stages of their career, and to emphasize the different career paths.
- We have compiled a list of all female researchers in CS in the Netherlands with expertise in various areas. This list will be published via the IPN website, so people can consult it to find qualified female keynote speakers, panel members, interview partners.
- A new edition of Alice & Eve was organized on November 12, 2021 in Nijmegen. Moreover, a digital version of the exhibition was prepared, and is available at http://www.aliceandeve.nl. To support the webpage, 9 movies portraying female computer scientists were made, and 5 new pages portraying more female scientists working in the Netherlands have been added.
- At ICT.OPEN 2022, Lynda Hardman organized a session on experiences with local support networks. The goal was to share experiences of existing networks and to bring along ideas for setting up your own local group. Slides of the workshop can be found on the IPN EDI Working Group's website: https://ict-research.nl/edi-working-group/outcomes/
- Several members of the working group continued their participation in the EUGAIN COST action, see https://www.cost.eu/actions/CA19122/#tabs%7CName:overview.
- We discussed the position of LGBTQIA+ employees within the computer science research community. This led to a proposal on building a community of LGBTQIA+ ICT researchers, which has recently been funded by the NIRICT DEI fund.
- We are preparing to look deeper into the position of lecturers at the various universities, to see if we need to come up with a recommendations document on this topic.