



JUNE-JULY 2009

DEWIS agenda **DEWIS LUNCH MEETING 24 SEPTEMBER 2009**

The next lunch meeting will be held on Tuesday **24th September 2009** from 12.30-13.30 o'clock in the Faculty Room of DCT. At the moment of compiling this newsletter DEWIS is working on the last details with or guest speaker. As soon as more information is available, we will inform you about this lunch meeting. Do you want to attend the lunch meeting? Subscribe before Thursday 17 September 2009 through our [website](#).

DEWIS CONFERENCE "INNOVATION THROUGH DIVERSITY"

To get innovative solutions it is necessary to have diverse teams working together. DEWIS has planned her annual conference, combined with an interactive workshop about "Diversity in Teams" on Tuesday **27th October 2009**. Everyone is welcome. The more diversity the better! As from week 30 you can find more information on our [website](#) and then you can also register to attend.

DEWIS news **UPDATE LUNCH MEETING 26 MAY 2009**

DEWIS has organised a lunch meeting about the Charter Talent To The Top which our Executive Board has signed in 2008. The lunch meeting was a kind of work out session about what we CAN and WILL do to increase the number of women in (the run up to) top positions at TU Delft. We have heard so many interesting thoughts and ideas that we are planning another session with the HR director, this session will probably be held during our lunch meeting in November.

UPDATE CHARTER "TALENT TO THE TOP"

Organisations which have joined this charter develop a strategy for the flocking in, flowing through and retention of (more) female talent in top positions. Joining the charter is on voluntary basis, however participation is not without commitments. The participating organisations formulate therefore specific quantitative targets and report yearly to the Monitoring Committee in what degree they have attained the set goals.

TU Delft is the first university in the Netherlands that has committed itself to the above mentioned aim. What are the first duties resulting from the charter? In July 2009 TU Delft has to:

- put the intentions of getting more women to top positions into established hard targets for the coming 3-5 years.
- formulate or accentuate a strategy to realise the goals.
- establish the starting situation

Planned actions for the coming months

A number of scientists and members of the Supporting Service will be requested to participate in the WIST survey (EU). The Executive Board together with the HR director will visit the Deans and HR managers of the faculties to establish the targets for the faculties.

Further on in the process two faculties will be invited to establish a thorough and shared problem definition and analysis. The resulting elaborated policy plans, which are supported by the most important stakeholders, will be elaborated to the organisation as a whole later on. The charter "Talent to the Top" is a joint activity of DEWIS and HRM and is sustained by the Executive Board of TU Delft.

External poll

WHICH FEMALE SCIENTIST HAS INSPIRED YOU THE MOST?

"The world needs science and science needs women". Even today, as in the past, women scientists and their role in driving science forward may be invisible. This is why L'Oreal and the UK Resource Centre for Women In Science, Engineering and Technology believe it's important to celebrate great women scientists, of the past and of today, to inspire those of the future. We invite you to read about the extraordinary women scientists and vote in our poll for the woman scientist who inspires you most. The results will be announced in time for the presentation of the L'Oréal For Women In Science Fellowships 2009 on July 1st.

»»» Read the [full article](#) »»»

External agenda **GENDER TOOLKIT IN EU-FUNDED RESEARCH**

To further promote gender equality in scientific research within the 7th Framework Programme, the European Commission's Research DG has decided to develop a gender toolkit and training activities which will provide the research community with practical tools to integrate gender aspects into FP7 research. Before the training activities begin, four half-day information seminars on the project are scheduled to take place in Brussels between June and November 2009. Find more information on the [website](#).

GENDER AND DIVERSITY IN ENGINEERING AND SCIENCE

From 11-13 September the German Engineers Association (VDI) will organize an international conference that aims to bring the gender and diversity arguments from the gender sciences to industry and to those people who can make a change. Find more information on the [website](#).

GOING DIVERSE: INNOVATIVE ANSWERS TO FUTURE CHALLENGES

RWTH Aachen, in cooperation with Imperial College, ETH Zürich and TU Delft, has organised an international conference about gender and diversity in science, technology and business. This final event of the project TANDEMplusIDEA will be held from 29-30 October in Aachen, Germany. Find more information on the [website](#).

External news **THE FEMALE UNDERCLASS**

Funding agencies and universities should collaborate to make the most of women in research. There's an old joke about the farmer who responds to a driver's request for directions: 'I wouldn't start from here'. For women beating a path to a leading position in science, 'here' would include Bulgaria, Croatia, Cyprus, the Czech Republic, Estonia, France, Greece, Hungary, Israel, Italy, Latvia, Lithuania, Luxembourg, Malta, Poland, the Slovak Republic, Slovenia and Turkey. These countries are characterized as being "relatively inactive" in a report from the European Commission. According to the same report, the Netherlands is a notable hotspot for promoting women's interests. Over the past ten years, the funding agency NWO has given Dutch universities incentives to senior lectureships and professorships to high-achieving women. Without branding them as tokens.

»»» Read the [full article](#) »»»

DATED ATTITUDES TOWARDS GENDER 'HOLDING SCHOOLGIRLS BACK'

- Low expectations limit job choices
- Fear of failure hampering working-class pupils

Gender attitudes in schools have not changed since the 1960s and girls are still far more likely to be encouraged to do hairdressing, catering and childcare courses, while boys go on to do mechanics and plumbing, according to the equalities watchdog. The women's rights movement has encouraged women to compete harder and they are now more likely to go to university, get good degrees and become doctors. But girls from working-class backgrounds have been left behind, according to the research, published today by the Equality and Human Rights Commission.

»»» Read the [full article](#) »»»

DIVERSITY HELPS YOUR BUSINESS, BUT NOT THE WAY YOU THINK!

Ask someone what's good about diversity, and you'll likely be told that it's beneficial because different people bring different perspectives to discussions. Today's executives may wonder: Is there really something of value to get from all this diversity? We often bring outsiders, socially distinct newcomers, into our organizational groups in hopes of introducing new perspectives. We tolerate these outsiders because we understand that people with different cultural, gender and national backgrounds will, with contrasting experiences, offer differing perspectives and opinions about any given problem.

»»» Read the [full article](#) »»»

MAD MEN

Madison Avenue, in the sixties the New York epicentre of the world of advertising, today the scene for the television series Mad Men. In the advertising agency Sterling Cooper the swinging advertising boys rule the place. And the women? For convenience's sake they are always called *honey*. The women who were not afraid to apply for a job are either hemmed in or insulted by the bosses. The women should know their place and –especially– the right length of their skirt which is –of course–above the knee. Mad Men (by the writer of The Sopranos) is a fascinating document of historical interest. But above all it is an embarrassing portrait of the division of roles between men and women on the shop floor, not even that long ago... As from 24 June weekly on Nederland 2 at 23.20 o'clock.

Colophon

Contact

With questions of remarks about or suggestions for (activities of) DEWIS you may contact the steering committee by sending an [e-mail](#). Or take a look at [our website](#) to get in contact with the DEWIS representative of your faculty.

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