Presentation of the Competence Center Technology-Diversity-Equal Chances

15.09.2017

www.kompetenzz.de
Agenda

- Background of the association
  - Girls‘Day / Wenka Wentzel
  - Komm, mach MINT. / Christina Haaf
  - Gewinn / Ute Kempf
  - Niedersachsen-Technikum / Elke Turner
  - Genderkompetent / Eva Viehoff
## History of the association

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<tbody>
<tr>
<td>FOUNDATION OF THE INITIATIVE</td>
<td>FOUNDATION OF THE NON-PROFIT ORGANISATION</td>
<td>COMPETENCE CENTER TECHNOLOGY-DIVERSITY-EQUAL CHANCES</td>
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<tr>
<td>“Frauen geben Technik neue Impulse”</td>
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More than 80 successfully performed projects (regional, national, international)
On a nationwide level, we promote equal chances of women and men as well as diversity as a success strategy in economy, society and technological development.

Order and project volume: approx. EUR 2.4 million in 2017 and 15 projects

approx. 90% of ideal funds

56 employees (April 2017)
We develop innovative ideas concerning important challenges in society.

We implement projects and campaigns and run head and coordination offices.

We establish and manage networks – especially in the fields of technology, women, companies, universities and associations.

We conduct surveys, analyses, data acquisitions & evaluations on the topics technology, diversity & equal chances.

We cooperate with the federal government, the federal states, universities, companies and associations.

Mixture of federal government and federal state projects, innovative development projects and expert advice.
Organisation Chart: Association

GENERAL ASSEMBLY

BOARD OF TRUSTEES

EXECUTIVE BOARD

HEAD OFFICE

TOPICS
- CAREER AND LIFE PLANNING
- DEMOGRAPHY
- DIVERSITY
- DIGITAL INTEGRATION
- WOMEN IN STEM FIELDS
- FAMILY AND WORKING LIFE
Girls’Day – Future Prospects for Girls

One-day trial internships for girls, especially in craft and in STEM professions and courses of study on the 4th Thursday in April

Goal: Broadening the range of vocational choice of girls and young women

since 2001

Funding of the nationwide coordination office Girls’Day by the German Federal Ministry of Education and Research (since 2001), the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (since 2002) and until June 2014 by the European Social Fund

From 2001 up to 2017, **1.8 million girls** in total explored professions which are still dominated by men in more than **100,000 companies** and organisations. **355 regional work groups** emerged which look after the actives on-site.

More than 20% of the companies which have participated in the Girls’Day for several times employ young women who spent the action day at their site.
### Personal use of Girls‘Day

**Which personal use did the Girls´Day have for you? (questions answered with “yes” specified in %)**

<table>
<thead>
<tr>
<th>Personal Use</th>
<th>Percentage</th>
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<tr>
<td>I have become acquainted with professions that interest me.</td>
<td>62%</td>
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<tr>
<td>I can imagine to work in the field I got to know today.</td>
<td>37%</td>
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<tr>
<td>I have found a new desired occupation today.</td>
<td>6%</td>
</tr>
<tr>
<td>Gaining practical experience has confirmed my desire to work in that field.</td>
<td>6%</td>
</tr>
<tr>
<td>Now I know which profession I don’t like to pursue.</td>
<td>15%</td>
</tr>
<tr>
<td>I still don’t have any precise career aspiration.</td>
<td>40%</td>
</tr>
<tr>
<td>Not specified.</td>
<td>2%</td>
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Alle Mädchen (n = 10.034)
„First I wanted to spend Girls‘Day at my father‘s working place, he is cold and air conditioning technician. But I became even more curious of the big variety of offers at Opel“. Laura, 18 years, Jahre, attends an apprenticeship as a technical model constructor at Adam Opel AG in Rüsselsheim after having participated at Girls‘Day.
National Pact for Women in MINT careers – “Go MINT.”

Nationwide network initiative for women in STEM fields. Goal: getting young women interested in natural scientific and technical courses of study & attracting female graduates to careers in economy and science since March 1st, 2008.

Funding of the head office “Go MINT” by the German Federal Ministry of Education and Research (BMBF).

In 2015 there are as many female students and graduates in STEM fields as never before. More than 240 partners from politics, economy, science and media as well as social partners participate and set up measures concerning “women and STEM”.
More than 240 Pact Partners in 2017
Pact Setting

NETWORKING LEVEL

- Acquisition of new partners
- Development and coordination of the Pact network
- Networking among partners
- Advice on opportunities for participation
- Progress reports

PROJECT LEVEL

BMBF FUNDED PROJECTS

BMBF FUNDS CHANGING PROJECTS WITHIN THE FRAMEWORK OF THE PACT

INCLUSION / INTEGRATION OF EXISTING MINT COMMITMENT INTO THE PACT INITIATING PROJECTS WITH PACT PARTNERS

COMMUNICATION LEVEL

PUBLIC RELATIONS WORK TO PROMOTE „MINT”

- Website with project map
- Attendance at trade fairs and events
- Press and public relations
- Information materials
The goal is to make research on gender and computer science usable in practice in order to support female young professionals in computer science on their way to leading positions.

Knowledge on gender shall be developed, prepared and made manageable for practical implementation by means of a dialogue between companies and science.

January 1st, 2017 – December 31st, 2019

Federal Ministry of Education and Research (BMBF)
Affiliated partners: Heilbronn University, Siegen University
Measures

Living Labs
- Insights in the future of software development
- Ensuring a dialogue between research and practice
- Promoting intensive professional cooperation through action research

Symposia
- Forums for continues exchange
- Talks from researchers in gender studies and practitioners in IT
- Breakout sessions on different topics
- Sharing experiences and exchange ideas

Locations and dates
Agility of software development by gender perspective: Are women more agile?

Nov 21st, 2017 Berlin
May 16th, 2018 Heilbronn
Sep 28th, 2018 Munich
Apr 25th, 2019 Hamburg
Sep 20th, 2019 Cologne
Measures

- International conference on Gender & IT
  - Discussion and presentation of the current international state of research about gender and IT

- Recommendations for action
  - Developing knowledge on gender & IT
  - Preparing and making the knowledge manageable for practical implementation by means of a dialogue between companies and science

Call for Papers | Submission Deadline: October 31st, 2017

Conference on Gender & IT
May 14/15th, 2018
Heilbronn, Germany
Mint for Girls

Gaining practical experience in selected industrial branches

„MINT for Girls“ since 2015

➢ Trial Phase in Osnabrücken und Braunschweig

➢ Target
  intensive orientation offering detailed practical experience in certain industrial branches

➢ Target Group
  female pupils doing their A level in their 10th year

➢ „MINT for Girls“ is offered in the whole of Lower Saxony since 1. June 2017
Mint for Girls

3 Days in August

- Working in a Laboratory
- Visiting a Company in Osnabrück
- Workshop „What am I really good at?“
- Gender Workshop
- Information „Professions and Study Courses“, Labour Office and University of Applied Science Osnabrück
Successful approach and implementation

**Niedersachsen-Technikum: Vocational orientation – Target group women**

- after graduation from school
- 6 month internship in company,
- participation in first semester lecture,
  (1 day/week), visiting laboratories
- network of participants, students, engineers
- degree: certificate
- sponsorship: Niedersächsisches Ministerium für Wissenschaft und Kultur
Niedersachsen-Technikum in Osnabrück

<table>
<thead>
<tr>
<th>Jahr</th>
<th>Technikantinnen</th>
<th>Unternehmen</th>
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<tbody>
<tr>
<td>2010/11</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>2011/12</td>
<td>9</td>
<td>9</td>
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<tr>
<td>2012/13</td>
<td>17</td>
<td>15</td>
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<td>2013/14</td>
<td>27</td>
<td>23</td>
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<tr>
<td>2014/15</td>
<td>25</td>
<td>21</td>
</tr>
<tr>
<td>2015/16</td>
<td>34</td>
<td>30</td>
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Hochschule Osnabrück

Hochschule & Universität Osnabrück

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GenderKompetent NRW (2013 – 2015)

The goal of the project is the structural anchoring of gender awareness in the project “Kein Abschluss ohne Anschluss - Übergang Schule/Beruf in NRW” (concerning the transition from school to work) and the qualification of job counsellors, representatives of chambers and associations and other persons involved in the process.

since October 1st, 2013

Ministry for Work, Integration and Social Affairs North Rhine-Westphalia, European Union – European Social Fund, Ministry of Health, Equalities, Care and Ageing North Rhine-Westphalia

Affiliated partners: BerufsWege Münster e.V., FUMA Fachstelle Gender NRW, Handwerkerinnenhaus Köln e.V.

A broad sensitisation for the gender equitable design of the transition from school to work has been initiated by means of 17 workshops and 266 participants up to now.
GenderKompetent NRW (2013 – 2015)
The goal of the actual project is the structural implementation of gender awareness into the fields of action of the initiative “Kein Abschluss ohne Anschluss - Übergang Schule/Beruf in NRW” (concerning the transition from school to work). To reach this goal the affiliated partners are consulting local coordinations exemplary by preparing action plans in the different fields of action of KAoA.

since January 1st, 2016


Affiliated partners: BerufsWege Münster e.V., FUMA Fachstelle Gender NRW,

The partners have consulted up to 15 local coordinations in different fields of action. Up to now two action plans are ready. There are still 9 local coordinations in the consulting process.
Nice to have met you in Bielefeld 😊

Interesting Links:

In the model project "MINTrelation Zukunftswerkstatt Technikberufe" (April 2013 - April 2016), hr managers, female professionals and future junior staff jointly developed ideas and measures for a modern corporate culture presented in a tool-box

http://www.minttoolbox.de/

klischee-frei.de is the portal of the National Cooperations. It supports all those involved in the career process, who accompany the girls and boys on their way to work free from gender stereotypes.

https://www.klischee-frei.de

Any questions?

Girls‘Day: Wenka Wentzel wentzel@kompetenzz.de , Bärbel Henkenjohann henkenjohann@kompetenzz.de „Komm, mach MINT.“ Christina Haaf haaf@kompetenzz.de

GEWINN: Ute Kempf kempf@kompetenzz.de

Niedersachsen-Technikum E.Turner@hs-osnabrueck.de

Gender Kompetent 2.0 NRW: Eva Viehoff viehoff@kompetenzz.de