D 4.5.1 Gender Action Plan

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Abstract.
EU-IST Network of Excellence (NoE) IST-2004-507482 KWEB
Deliverable D4.5.1 (WP4.5)

An assessment of the gender considerations of Knowledge Web is made. Statistics have been gathered on gender ratios over a range of metrics. A number of recommendations for monitoring gender issues and actively supporting female members of the consortium is proposed.

Document Identifier:	KWEB/2004/D4.5.1/v1.0
Class Deliverable:	KWEB EU-IST-2004-507482
Version:	V1.1
Date:	January 31 2005
State:	Final
Distribution:	Public

Knowledge Web Consortium

This document is part of a research project funded by the IST Programme of the Commission of the European Communities as project number IST-2004-507482.

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Changes

Version	Date	Author	Changes
0.1	28-12-2004	Carole Goble	Initial Draft
0.2	06-01-2004	Joerg Diederich	Education updates
0.3	09-01-2004	Carole Goble	Changes to external observatory
0.4	23-01-2005	Carole Goble Asun Gómez Pérez	Changes to the external observatory and tidying up
0.5	31-01-2005	Asun Gómez-Pérez M. Carmen Suárez-Figueroa	Q.A. Changes

Executive Summary

Knowledge Web is not a gender specific project. However, gender is a relevant issue for the project since it will: contribute on different levels to an enhanced understanding of gender issues; promote the participation of women in scientific research, education and outreach to industry; and include gender expertise in its scientific team and management.

We observed the gender issues involved in Knowledge Web, gathered statistics on gender ratios over a range of metrics, and surveyed organisations, networks, and projects concerned with gender and ICT. We sought the advice of an external gender expert, Elaine Welsh, from the Department of Sociology, University of Warwick, UK.

The network identifies four aspects relevant to Knowledge Web:
1. **Support of the women in the Knowledge Web** network in their career development within their home institutions or organisations.
2. **Participation by women in Knowledge Web**: monitoring and enabling participation by women in Knowledge Web management, meetings, and deliverables.
3. **Promotion of gender awareness** across the Knowledge Web network.
4. **Relevance of Knowledge Web to women** as it affects their working, social and family lives.

A number of recommendations are made. In brief these are:
- **Resources**
  - The network allocates 0.7% of the Knowledge Web budget to support financial incentives for women. For example to attend women and ICT conferences.
- **Targets for Participation**
  - All and new partners of the network are asked to aim for 30% participation of women in their organisations and make plans for this.
  - At least one woman should participate in the decision making and management of the main goals related to the education, industry and research area.
  - Each area should aim for 30% participation in the work package business. The areas that need special attention are Research and Education.
  - The T-Rex exchange programme positively discriminates in favour of women.
  - Every effort should be made to ensure an appropriate and representative gender balance in the organizing and programme committees of the meetings sponsored and supported by Knowledge Web.
- **Information and Support**
  - Knowledge Web should actively forge links with relevant women's networks and projects, and attend or support women and IT events such as the Grace Hopper conferences.
  - A *Hoppers@KWeb portal* has been set up specifically for disseminating information, funding opportunities, networks, events etc identified by the survey. This should be updated regularly by the network.
- **Monitoring and Advice**
  - A Knowledge Web *Gender Observatory*, made up of Knowledge Web partners and external experts, should be established to monitor and review the network,

advise on and oversee gender strategies and policy, and review applications for gender-related meetings and visits.

− A *Mentoring Scheme* for women in the Knowledge Web network should be established in 2005.
− A *Gender Review* and audit plenary by external experts from the Sociology Department at Warwick University, UK, is proposed for the mid-year plenary in 2005.
− A *Gender Awareness Workshop* is proposed for early 2006.

Contents

1 Background and Overview

Knowledge Web is not a gender specific project. However, gender is a relevant issue for the project since it should:

- contribute on different levels to an enhanced understanding of gender issues;
- promote the participation of women in scientific research, education and outreach to industry; and
- include gender expertise in its scientific team and management.

According to a study by the Research Foundation for Improving the Representation of Women in the Technology Workforce, the number of women obtaining Bachelor's and Master's degrees in computer science is declining since 1996. However, according to Nielsen NetRatings, 51.7 percent of active US Internet users are women. The figures for Europe vary between 30% and 50%, and are still climbing.

Despite established systems of democracy and liberal doctrines of equality of opportunity, educational and professional fields in the West remain highly gender-oriented. 1999-2000 data from the UK shows that women were 62% of university graduates in arts and humanities subjects, but made up only 25% of computer science, 22% of physics and 13% of engineering graduates during this period[1] [2].

We identify four aspects relevant to Knowledge Web:

1. **Support of the women in the Knowledge Web** network in their career development (recruitment, retention, participation, progression and promotion) within their home institutions or organisations. Chief mechanisms include: the promotion of opportunities and information through a dedicated sub-portal — Hoppers@KWeb — of the Knowledge Web portal; encouraging women to participate in the T-Rex exchange programme and the Summer School; enabling women to participate in national and international women and Information and Communication Technology (ICT) meetings; and the instigation of a women's mentoring scheme across the network. By these means we hope to create a mutually supportive community of women in Knowledge Web.

2. **Participation by women in Knowledge Web**: monitoring and enabling participation by women (postgraduates, researchers, industrialists and faculty academics) in Knowledge Web management, meetings, and deliverables; and in ensuring an inclusive and positive environment for women, for example by adopting gender-neutral language in deliverables and selecting gender-neutral case studies.

3. **Promotion of gender awareness** across the Knowledge Web network thorough quantitative and qualitative monitoring and gender awareness workshops

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[1] Source: Gender, Science and Technology for Sustainable Development (GenSciTech)
[2] Source: Promoting Science Engineering and Technology for Women Unit (SET), Department of Trade and Industry, UK.

organised by specialists in the area. Gender awareness should propagate to the home institutions and organisations.

4. **Relevance of Knowledge Web to women** as it affects their working, social and family lives. Mechanisms include forging links with women's networks, and presentations at relevant meetings.

The chief means of building and disseminating statistical evidence, know-how and information is through an Knowledge Web Gender Observatory. *The network allocates 0.7% of the Knowledge Web budget to support other financial incentives for women.* Incentives include: to fund participation in network activities and events that the network sponsors; to fund participation in women events such as the Grace Hopper Conferences; and to fund the participation of external observers in the Observatory.

2 Knowledge Web Gender Observatory

An Observatory is a building for commanding a wide view of its surroundings. The Knowledge Web Gender Observatory is a means of gathering a wide view of Knowledge Web and its surroundings with respect to the impact on women. It is made up of a number of information dissemination and gathering activities, an oversight group and external observation by invited experts. The Observatory's four activities – Support, Participation, Promotion and Relevance – were outlined in Section 1.

2.1 Hoppers@KWeb Portal

The Knowledge Web semantic portal includes a sub-portal dedicated to the Hopper comes from the "Hoppers" networks of women in ICT in the UK and USA. The name is a tribute to Grace Hopper, a female pioneer of computing. The Hoppers@KWeb portal carries announcements of events, and specific references to: women's groups and networks; relevant initiatives and projects; funding opportunities for women; relevant publications; scientific and technological careers; and any other information the network thinks useful. The Hoppers@KWeb portal is accessible from the Knowledge Web portal home page.

2.2 Statistical monitoring

A range of statistics for quantitative monitoring are collected by the network to contribute to the Network's metrics, and to inform the Observatory. These statistics are collected and published through the Portal. Metrics include the gender ratios of:

1) network members;
2) exchanged network members;
3) educational trainers at Summer Schools and similar events;
4) educational trainees at Summer School and similar events;
5) delegates and PC members for meetings sponsored by Knowledge Web;
6) participants in area meetings;
7) authors' of each deliverable.

The statistics of the network at 12 months are given in Section 7.

2.3 External observatory

To enhance the understanding and the relevance of Knowledge Web, one of the plenary meetings in 2005, possibly the summer plenary meeting in Heraklion, Crete, will include external observation from a gender perspective by will include up to two invited experts from the Sociology Department, University of Warwick. The department has close links with the Centre for the Study of Women and Gender at the University of Warwick and at least one of our invited experts is an associate member of the Centre[3]. The network has already commenced discussions with Elaine Welsh. The network plans to develop a long-term relationship with Dr Welsh to aid qualitative evaluation, and to develop the network's gender strategies. One possibility is a set-up a PhD studentship for this project, supervised by Welsh to examine the wider gender dynamics among members of the group.

During the plenary, the experts will:
*   review research case studies, benchmarks and ontologies for gender bias and gender impact;
*   review teaching materials and the Summer School programme for gender bias and gender impact;
*   observe interaction practices during the discussions in work package breakouts;
*   audit the current practices with regard to gender awareness;
*   report on their observations and recommend strategies to improve participation, support, promotion, and relevance by and to women.

The material gathered during this observation will contribute to a Gender Awareness Workshop (see Section 5.1).

2.4 Observatory Oversight Board

To ensure that the issues are properly monitored and developed, a small oversight committee will meet at plenary meetings every 6 months, supplemented by telecons. The committee is proposed to be composed of:
*   Technical Director Guus Schreiber,
*   Deputy Director Asunción Gómez-Pérez,
*   Network administrator Alice Carpentier,
*   Research Area Director Carole Goble,
*   Network member Rose Dieng,
*   External member Elaine Welsh, Centre for the Study of Women and Gender, UK.

The Observatory Oversight Board will define their terms of reference in January 2005.

3 Knowledge Web Members Participation

The issues regarding gender, and the action plans pertaining to gender, apply equally to all Work Packages and Areas.

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[3] http://www2.warwick.ac.uk/fac/soc/sociology/gender/

3.1 Enabling and encouraging participation

- The Observatory monitors partners to ensure that the listed female participates of the network have attended meetings or have been given the opportunity to attend meetings.

- To ensure the participation in Knowledge Web meetings of women who do not belong to partner institutes with funding, the project management team provides financial support for travel. Applications by all participants is made through the portal to the project managing director and assessed by the EPMB. A positive discrimination policy for female applicants is practised.

- The T-Rex exchange programme of WP2.6 aims to achieve 30% participation in exchanges by women in the network. Figures for 2004 are given in table 7.2 and show this has been achieved in the first year.

- The Women@KWeb web pages of the portal lists funding and networking opportunities for women.

- Work packages are encouraged to use modern virtual meeting technologies such as the Access Grid (http://www.accessgrid.org) and video conferencing for face to face meetings to limit the travel required and enable women (and men) with family commitments to fully participate. WP2.5 has used of the Access Grid technology for WP meetings.

3.2 Mixed management teams and decision making

The network aims to ensure that a least one woman will participate in the decision making and management of the main goals related to the education, industry and research area, and that each area should aim for 30% participation in the work package business. In the first 12 months of Knowledge Web, the status is as follows.

- **Industry Area**: Two area directors: 100:0 male: female ratio. Six work packages: leaders 50:50 male:female ratio.
- **Research Area**: Two area directors: 50:50 male:female ratio. Six work packages: leaders 100:0 male:female ratio.
- **Education Area**: Two area directors: 100:0 male: female ratio. Three work packages: leaders 100:0 male:female ratio.
- **Management Area**: Two scientific vice directors: 50:50 male:female ratio. The scientific director and the project coordinator are male. Two of the three managing directors are female. Six work packages: leadership 66:33 male:female ratio.

We must improve the gender ratio of work package leadership across the network. The majority of the Research work package participants are male. It is this area needs particular attention by the Observatory. Further statistics for 2004 are given in Table 7.7.

3.3 Supported & sponsored meetings

Every effort will be made to ensure an appropriate and representative gender balance in the organizing and programme committees of the meetings sponsored and supported by Knowledge Web. Tables 7.5 and 7.6 give the statistics for 2004.

3.4 New partners

New partners to the network are required to show that they will aim for 30% participation of women in their organisations. Partners that show a commitment to redressing the gender balance of the network will be given greater priority than those that do not.

4   Knowledge Web Members Support

The network aims to create a mutually supportive community of women in Knowledge Web. In addition to the promotion of opportunities and information through the Hoppers@KWeb portal, further specific actions are proposed.

4.1 Meetings and events

The network proposes to encourage women to participate in the T-Rex exchange programme and the Summer School. The network proposes to enable members to participate in national and international women and Information and Communication Technology (ICT) meetings. Meetings will be advertised on the portal and members in the network encouraged to apply for funds to attend if they cannot acquire funds from their home institutions, using the set aside funds for this purpose. The Observatory Oversight Board will review applications. A review form will be posted on the Hoppers@KWeb portal. Meetings include the Hopper conferences (http://gracehopper.org/), The International Conference of Women Engineers and Scientists (http://www.icwes13.org/) and the 3rd European Symposium on Gender & ICT: Working for Change (http://ict.open.ac.uk/gender/). Current meetings are listed in Section 8.4.

4.2 Mentoring

We propose setting up a mentoring scheme for the female members of the network, along the lines of MentorSet (http://www.mentorset.org.uk/). A mentor is a guide who can point you in the right direction, advise on career matters, and help you to overcome problems. Having a good mentor can be a short cut to success. A mentor should help you to believe in yourself and boost your confidence, should ask questions and challenge you, while providing guidance and encouragement. Mentoring is acknowledged as a key tool in personal development and empowerment.

We aim to connect women in Knowledge Web with mentors either within Knowledge Web or without who can offer advice and guidance about the issues important to them; mentors who can help with self-development, suggest networking opportunities and empower mentees to make their own decisions and turn these into actions.

We aim to set up the mentoring scheme in 2005.

5 Promotion of Gender Awareness

Quantitative and qualitative monitoring by the Observatory will contribute to gender awareness throughout the network. In addition we propose a gender awareness workshop.

5.1 Gender Awareness Workshop

We propose a Gender Awareness Workshop organised by specialists from the Department of Sociology, University of Warwick after their observations made to be held at a Knowledge Web plenary after their observations made during the Summer 2005 Knowledge Web plenary. The outcomes of gender awareness training for all participants in the network should propagate to the home institutions and organisations, and should indirectly support the women of the network.

6 Relevance of Knowledge Web to Women

We encourage women to pursue a scientific, engineering or technological career by giving them access to the necessary resources, through linking them up to inspiring female scientific and technological networks, and in providing them with gender neutral tools and languages.

In the dissemination of Knowledge Web, we will ensure that part of the effort will be directed towards a female public and presented at several international women in computing organizations such as the Grace Hopper conference and workshops and conferences of the most relevant organizations of women and technology in Europe and the USA such as the ones mentioned above.

Further suggestions will be made by the Observatory.

7 Observatory Statistics

Table 7.1 Gender distribution network partners of active participants as given on the Knowledge Web portal, Dec 2004. Only 4 currently reach the target of 30% or more female participation.

	Male	Female	% Female
UIBK	6	5	55%
ITI-CERTH	6	1	14%
FT	8	0	0%
EPFL	8	0	0%
LivUni	1	1	50%
FUB	6	1	14%
INRIA	5	1	16%
L3S	4	1	25%
NUIG	8	0	0%
UPM	8	3	27%
OU	4	0	0%
UKARL	8	0	0%
VUM	7	3	30%
UniTn	16	2	11%
VU	12	3	25%
VUB	3	0	0%
USFD	1	2	66%

| | **Total** | **111** | **23** | **17%** |

Table 7.2 T-Rex Exchanges between network partners in 2004, as given on the Knowledge Web Portal 30 January 2005. The table shows a 2:13 ratio of female to male. Thus the target of 30% exchanges to be female has not been achieved.

Start	End	Person	Sender	Host	Topic	Gedr
16.01.2004	30.01.2004	Ilya Zaihrayeu	UniTn	UIBK	Semantic heterogeneity	M
25.02.2004	16.04.2004	M. Carmen Suarez-Figueroa	UPM	LivUni	Ontology Evaluation	F
04.06.2004	09.07.2004	Angel Lopez Cima	UPM	OU	Kweb portal and MagPie integration	M
20.07.2004	20.08.2004	Wolfgang Nejdl	L3S	EPFL	Semantic Web Query Evaluation in Distributed Environments	M
21.07.2004	15.09.2004	Axel Polleres	UIBK	NUIG	Reasoning for Semantic Web Services in WSMO WSML	M
22.07.2004	30.09.2004	Ruben Lara	UIBK	NUIG	Semantic Web Service discovery in WSMO	M
23.08.2004	03.09.2004	Wolf Siberski	L3S	EPFL	Semantic Web Query Evaluation in Distributed Environments	M
24.08.2004	15.10.2004	Rafael Gonzalez Cabero	UPM	USouth	Adequacy of the SW technology for developing the AgentLink III portal	M
30.08.2004	11.09.2004	Holger Wache	VUA	UniTn	Ontology Modules and Contexts for Ontologies	M
13.09.2004	15.10.2004	Marta Sabou	VUA	USFD	Extracting web-service ontologies using Natural Language Technologie	F
01.10.2004	31.10.2004	Pavel Shvaiko	UniTn	INRIA	Ontology Alignment	M
01.11.2004	31.12.2004	Wolf Winkler	NUIG	UKARL	Ontology Versioning	M
01.12.2004	31.12.2004	Jeff Z. Pan	VUM	FUB	Information integration on peer to peer semantics	M

Table 7.3 Educational trainers at VISWE Second European Summer School on Ontological Engineering and the Semantic Web, Cercedilla, Spain. 19/07/2004 -24/07/2004

Tutors			Invited Speakers			Directors		
Male	Female	%Female	Male	Female	%Female	Male	Female	%Female
5	1	**17%**	5	0	**0%**	2	1	**33%**

Table 7.4 Educational trainees at VISWE Second European Summer School on Ontological Engineering and the Semantic Web, Cercedilla, Spain. 19/07/2004 -24/07/2004

Male	Female	%Female
41	15	26%

Table 7.5 Delegates and committee memberships of Conferences and Workshops organised by Knowledge Web in 2004

Areas	Acronym	Title	Programme Committee male:female:%			Organising Committee male:female:%			Delegates male:female:%		
Research	EON2004	3rd International Workshop on Evaluation of Ontology http://km.aifb.uni-karlsruhe.de/ws/eon2004/	16	2	**11**	4	0	**0**	20	10	**30**
	MSW2004	Mining for and from the Semantic Web http://km.aifb.uni-karlsruhe.de/ws/msw2004/	6	4	**40**	2	1	**33**	16	8	**30**
	ONS2004	Intelligent Networked and Mobile Systems http://km.aifb.uni-karlsruhe.de/ws/ons2004/	13	1	**7**	2	1	**33**	22	8	**27**
	SWSDN2004	Workshop on Semantic Web Services and Dynamic Networks http://km.aifb.uni-karlsruhe.de/ws/swsdn2004	18	0	**0**	3	0	**0**	12	4	**25**

Table 7.6 Conferences and Workshops sponsored by Knowledge Web in 2004. Gaps are where figures are unavailable.

Acronym	Title	Programme/ Organising Committee male:female:%			Invited Speakers male:female:%			Delegates male:female:%		
EKAW2004	4th International Conference on Knowledge Engineering and Knowledge Management http://kmi.open.ac.uk/events/ekaw/	46	9	**16%**	3	0	**0%**	72	17	**19%**
SWS2004	Semantic Web Services: Preparing to Meet the World of Business Applications http://www.deri.at/events/meetings/swpECAI04/	3	0	**0%**	-	-	**-**	5	1	**17%**
MCN2004	Meaning Coordination and Negotiation http://dit.unitn.it/~bouquet/ISWC-04-MCN/	7	0	**0%**	-	-	**-**	18	7	**28%**
P2PKM	International Workshop on Peer-to-Peer Knowledge Management http://www.p2pkm.org/	19	3	**14%**	-	-	**-**	14	0	**0%**
ISWC2004	3rd International Semantic Web Conference http://iswc2004.semanticweb.org/	15	2	**11%**	2	1	**33%**	-	-	-

Table 7.7 Participants in Knowledge Web Meetings

Area	Work package meetings	Delegates	%

		male:female		female
Industry	Kick-off meeting, Madrid, Feb 4 2004	17	4	**19%**
	Paris Industry meeting, Mar 5 2004	10	4	**29%**
	Heraklion plenary meeting, May 13-14 2004	34	9	**30%**
	Trento meeting, Sept 9-10 2004	12	8	**40%**
	Berlin meeting, Nov 17-19 2004	11	6	**35%**
Research Plenary	Kick-off meeting, Madrid Feb 4 2004	34	8	**19%**
	Amsterdam Mar 3-4 2004	31	6	**16%**
	Heraklion plenary meeting, May 13-14 2004	35	5	**12%**
	Manchester, Sept 27-29 2004	29	6	**18%**
Education	Kick-off meeting, Madrid Feb 4 2004	15	2	**13%**
	Heraklion meeting, May 13-14 2004	14	2	**14%**
	Manchester, Sept 27-29 2004	12	2	**17%**

Table 7.8 Authors of delivered deliverables, from the Knowledge Web Portal December 2004.

Deliverable	Title	male	: female	% female
D1.1.1v1	Industry board members list, clustering and organizational and operational charter (MoU)	4	1	**20%**
D1.1.2	Prototypical business use cases	3	2	**40%**
D1.1.3	Typology of ontology-based processing tasks and high level components needed to fulfil the propotypical application requirements	7	2	**28%**
D1.2.2	Report on Semantic Web Framework requirements analysis	5	1	**17%**
D1.2.3	Methods for ontology evaluation	3	3	**50%**
D1.5.1	Project presentation and project showcase	1	2	**66%**
D1.6.1	Portal requirements analysis and system design	2	1	**33%**
D1.6.2	Portal ontology	1	2	**66%**
D2.1.1	State of the art on the scalability of ontology-based technology	3	0	**0%**
D2.2.1v1	Specification of a common framework for characterizing alignment	6	0	**0%**
D2.3.2	Specification of knowledge acquisition and modelling of the process of the consensus	2	3	**60%**
D2.4.2	Definition of semantics for web service discovery and composition	9	0	**0%**
D2.4.ID1	State of the art of current Semantic Web Services initiatives	1	1	**50%**
D2.5.1	Specification of coordination of rule and ontology languages	1	0	**0%**
D2.6.2	Report on research exchange and collaboration	2	0	**0%**
D2.6.2a	T-REX: Topic-oriented Researcher EXchange in Knowledge Web	2	0	**0%**
D2.6.3	Report on workshop and conference organization	2	0	**0%**
D3.1.1	Specification of VISWE tasks and goals (as result of a requirements analysis)	2	1	**33%**
D3.1.2	Organizational Structure and Legal Form of VISWE	5	0	**0%**
D3.2.1v1	Learning unit collection available	3	1	**25%**

D3.2.2	Report on Educational Events	7	1	**13%**
D3.2.3	Report on core curricula in Ontology and Semantic Web	2	0	**0%**
D3.3.1	Report on the agreed metadata standard for learning units	2	1	**33%**
D3.3.2v1	Basic infrastructure available, provides initial learning unit collection from task 3.2.3	2	1	**33%**
D3.3.2v2	Basic infrastructure available, provides initial learning unit collection from task 3.2.3	4	0	**0%**
D3.3.4	Report on collaboration with IMS consortium and ProLEARN	1	0	**0%**

8 Organisations and Networks in Partner Countries

This information appear on the Hoppers@KWeb Portal.

8.1 Portals

FeMiNa http://femina.cybergrrl.com/
Femina is a comprehensive, searchable directory of links to female friendly sites and information on the World Wide Web

Search Directory for Women Online http://www.wwwomen.com/

Webgrrls http://www.webgrrls.com/
Webgrrls International provides a forum for women in or interested in new media and technology to network, exchange job and business leads, form strategic alliances, mentor and teach, intern and learn the skills to help women succeed in an increasingly technical workplace and world.

The Ada Project (TAP) http://tap.mills.edu/
The Ada Project (TAP) is a WWW site designed to serve as a clearinghouse for information and resources relating to women in computing. The goal of TAP is to provide a central location through which these resources can be "tapped." TAP includes information on conferences, projects, discussion groups and organizations, fellowships and grants, notable women in Computer Science, and other electronically accessible information sites. TAP also maintains a substantive bibliography of references.

8.2 Networks

8.2.1 International

INWES International Network of Women Engineers and Scientists http://www.inwes.org/
INWES's aims are to strengthen the capacity of organisations working on women in science, technology and engineering worldwide through the exchange of information,

networking, advocacy and promotion of specific projects; to be a stronger, effective voice and influence in scientific, engineering and technological issues; and to increase the presence of women in mainstream science, technology and engineering organisations.

Women in Global Science and Technology (WIGSAT)
http://www.Wigsat.org/index.html
Women in Global Science and Technology facilitates global networking among women scientists and technologists on critical issues in science and technology for development. One of the main goals of WIGSAT is to promote international collaboration and coalition building among women scientists and technologists (both formal and informal) around the world, for policy advocacy and action which recognises and supports women's contributions to S&T for development.

8.2.2 Pan-European

A list of Europe-wide networks is available from the Women in Science sector of the European Commission's website (http://www.cordis.lu/improving/women/networks.htm). The network list is available from http://europa.eu.int/comm/research/science-society/pdf/women-sc-net-guide_en.pdf. A document discussing the outcomes of a survey for setting up a European women scientist platform is available from http://europa.eu.int/comm/research/science-society/pdf/reco_report_250703.pdf

WiTEC (Women in Science, Engineering and Technology) http://www.witec-eu.net/
WiTEC is a European Network with co-ordinators in twelve countries and works to promote women at all stages of SET education and employment. The network covers UK, Belgium, Germany, Sweden, Norway, France, Greece, Spain, Finland, Ireland and the Netherlands.

8.2.3 UK
There are a wide range of active organisations in the UK

Women@cl http://www.cl.cam.ac.uk/women
Provides local, national and international activities for women engaged in computing research and academic leadership. Only 1 in 4 computing PhDs, 1 in 8 computing academic staff and 1 in 20 computing professors are females yet 33% of academic women, as opposed to 22% of men, aspire to leadership positions.

Department of Trade and Industry Promoting SET for Women Unit
http://www.set4women.gov.uk/
Science, Engineering and Technology (SET) portal for the UK government.

Association for Women in Science & Engineering (AWiSE)
AWiSE is a national organisation with a central office in London and branches in the regions. AWiSE promotes SET for girls and women and covers all the sciences and technologies across a range of levels.

African-Caribbean Network for Science & Technology
http://www.ishangohouse.com/
The African-Caribbean Network for Science & Technology is an educational charity with the singular objective to advance the educational achievements and career aspirations of Black youth within the fields of Science, Mathematics & Technology, by engendering the ethos that the pursuit of such qualifications and careers can be fun, empowering and achievable.

The Daphne Jackson Trust http://www.daphnejackson.org/
The Daphne Jackson Trust enables scientists, engineers and IT specialists to return to work after career breaks. The Trust is the foremost women returner's scheme in the UK.

The Fawcett Society http://www.fawcettsociety.org.uk/
The Society works for improvement in all areas of women's lives and has a strong network of supporters and local groups. They are also an important lobbying group for policy makers.

PORTIA-WEB http://www.portia.ic.ac.uk/
Portia and the PortiaWeb Project acts as a gateway to all aspects of education and employment in SET.

UK Resource Centre for Women in SET http://www.setwomenresource.org.uk/
UK Resource Centre for Women in Set. This is the official website funded by the Department of Trade and Industry as part of their Strategy for Women in Science, Engineering and Technology (SET). The website is a comprehensive dynamic resource for all women in SET, for employers, for Professional and Academic Institutions, for Sector Skills Councils and anyone who is concerned with the position of women in SET, and includes new and statistics, expert women's database, mentoring information, case studies, courses, links and resources including funding and grants.

Women's Engineering Society http://www.wes.org.uk/
WES is the major UK network for promoting the education, training and practice of engineering among women. It provides regional and university groups, an annual conference and membership opportunities, as well as expert speakers and for schools and expert advice for policy makers.

Women into Science and Engineering (WISE)
http://www.wisecampaign.org.uk/wise.nsf/?Open
WISE aims to promote science, engineering and technology as valuable and interesting career choices among girls and women, helping them to progress in their careers and ensuring their retention in the profession. See also WISE Northern Ireland, WISE in Wales and WISE Scotland.

SETNET http://www.setnet.org.uk/
The Science, Engineering, Technology and Mathematics Network (SETNET) is a UK-wide charity that promotes Science Technology Engineering and Mathematics (STEM)

awareness, especially among young people. SETNET aims to help ensure there is a flow of well-motivated, high quality people going from schools into Science Technology Engineering and Maths careers and prepare young people for the technological world they live in.

Women Returners Network http://www.women-returners.co.uk/Home_Page.asp
WRN (The Women Returners' Network) in association with the Grow Trust is the national charity which helps women return to work after a career break.

Everywoman http://www.everywoman.co.uk/
UK online network and resource provider for women business owners.

8.2.4 Belgium

Belgian Women in Science (BeWiSe) http://bewise.naturalsciences.be/
BeWiSe is dedicated to achieving the equal and full participation of women in all scientific disciplines and at all levels.

8.2.5 Germany

Women in the Information Society and in Technology
This Centre of Excellence ties together nationwide equal opportunities measures and aims to raise the proportion of women in IT and engineering. The website is available in German and partly in English.

Centre of Excellence – Women and Science (CEWS)
The CEWS is a nationwide initiative with an international outlook. It disseminates information and provides advice to scientific and political institutions on equal opportunities in science and research. The website is available in German.

FiF Contact Point for Women in EU Research
The FiF Contact Point supports women scientists involved in European research activities. The site is available in German.

Women in Science and Technology Association (NUT)
The NUT covers areas including feminist critiques of science, women's networks, as well as science and technology policy. Information is available in German and there is an introduction in English.

MentorinnenNetzwerk
This network is dedicated to women in science. Information is only available in German.

Deutscher Ingenieurinnen Bund e.V

The German Association of Women Engineers is an association of and for women that work in engineering or study engineering. The website is mainly in German with some information in English, French, Spanish, Italian, Polish, Greek and Russian.

8.2.6 France

Ministry of Research and New Technologies
These pages describe the French Ministry for Research and New Technologies' policy in favour of a well-balanced mix in research and education. This site is available in French.

Mission pour la place des femmes au CNRS
The Mission aims to support women working at France's national centres for scientific research (CNRS).

Ministry of Youth, Education and Research
The equal opportunities section contains gender-related statistics. There is also a link to the 'Women and Science' website. The information on these sites is available in French.

Association Femmes et Science
France's Women and Science Association aims to improve the position and image of women in public and private scientific institutions across the country. The website is mainly in French with some information in English.

8.2.7 Ireland

Women in Technology & Science (WITS)
WITS actively promotes women's involvement in science in Ireland. The association has members from a broad range of scientific, engineering and technological backgrounds including teachers, computer experts, technicians and journalists.

Mentorlink.ie
Mentorlink.ie is a three-year project funded by Ireland's Department of Justice, Equality and Law Reform. It aims to establish a support structure of mentors for young women entering the engineering field.

8.2.8 The Netherlands

Emancipatie
This webpage contains links to emancipation-related organisations, documents and websites on women in higher education and science in the Netherlands. Information is only available in Dutch.

Ministry of Education, Culture and Science

This webpage focuses on the position of Dutch women in education and science, providing information on and links to government policy, press releases, national reports, newspaper articles and speeches. Information is only available in Dutch.

National organisation of women in higher technical education and positions
This organisation aims to increase the involvement of Dutch women in advanced technological education and careers. The site offers information on projects, networks, interesting publications and links in Dutch and English.

Centre for Gender and Diversity
The Centre initiates, inspires and coordinates education and research at all Maastricht University's gender and diversity studies facilities. It also provides a link to the EQUAL project, which aims to familiarise participating universities with gender mainstreaming. The site is available in Dutch and English.

Dutch Women's Studies Association
The Association promotes, at the national and international levels, the importance of gender studies and the role of women in science. The site is only available in Dutch.

Netwerk voor Informaticae, Mathematicae en Fysicae (NIMF)
NIMF is an informal and diverse network of women working in or studying computer science, mathematics or physics and aims to enhance the profile of women in these fields. The website is available in Dutch.

8.2.9 Switzerland

Femdat
Femdat is a comprehensive Swiss database of women scientists and experts from various fields. The website is available in French, German and English.

Federal Gender Equality Programme for Universities 2000–2003
This government-funded programme aims to double the proportion of female professors from 7% (in 1998) to 14% by 2006. This website – available in French and German – outlines the measures necessary for the successful accomplishment of this goal.

Federal Programme for Equal Opportunities in Applied Science 2000-2003
An expert group has developed an action plan on behalf of the Federal Office for Professional Education and Technology (OPET). The plan aims to boost the number of women working in Swiss universities of applied science. This site is available in French, German and Italian.

Federal Office for Equality between Women and Men
The Office promotes equality between men and women in all walks of Swiss life and aims to eliminate all forms of direct and indirect gender discrimination. The site is available in French, German, Italian and English.

8.2.10 USA

The USA has a wide range of networks and runs several influential conferences, including the Grace Hopper Conference. Although US dominated, they are open to all nations.

Anita Borg Institute for Women and Technology http://www.anitaborg.org/
The Anita Borg Institute for Women and Technology is a nationally recognized organization that provides platforms allowing women's voices, ideas and spirits to influence technology. The participants in the Anita Borg Institute's programs are an unusual mix of academics and industry, and include many of the technology thought leaders of today. Its impact is significant on the lives and careers of women who both work in the technology field and are affected by technology. Their mission is to increase the impact of women on all aspects of technology, to increase the positive impact of technology on the lives of the world's women, and to help communities, industry, education and government benefit from these increases.

The Society of Women Engineers http://www.swe.org/
The Society of Women Engineers (SWE) is a not-for-profit educational and service organization. SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life-changing contributions and achievements as engineers and leaders. The SWE organizes an annual national conference.

Center for Women and Information Technology http://www.umbc.edu/cwit/
Based at University of Maryland, Baltimore County.

Women of NASA http://quest.arc.nasa.gov/women/intro.html
The Women of NASA resource was developed to encourage more young women to pursue careers in math, science, and technology. Throughout history, women have made valuable contributions to these fields. Although these disciplines are still dominated by men, and these women are seen as exceptions, there is a growing appreciation of cultural and gender diversity in the workplace. The Women of NASA interactive project showcases outstanding women who are enjoying successful careers and demonstrates how these women balance personal and professional responsibilities.

Women in Computer Visual Arts, Effects, and Animation
http://women.animation.org/
This site doesn't seem to have been updated since 2000.

8.3 National and International Projects

WOMEN in IT (WINIT) http://www.isi.salford.ac.uk/gris/winit/index.html
Aims to gather together all the available current statistics on gender and IT from Government, EU, academic and business sources. They will report on the current situation with regards women and the IT industry, as well as focus on more general

gender-related trends to give a context to our work on IT. They contact different organisations in regions throughout England. Research settings include 'Blue Chip' companies, SME's, public organisations such as the NHS, and academia. Women who are self-employed and trying to return to the IT sector will also be included.

Their findings should:

- Identify barriers that encourage a minority of women to opt in to the IT industry;
- Identify drivers that encourage a majority of women to opt out;
- Access the impact of government initiatives outlined in the white paper 'Opportunities for all in a world of change';
- Identify possible 'solutions' to tackle gender imbalance that will ultimately impact on government and employer policies for women in the IT industry;
- Contribute to the burgeoning body of academic literature on gender and technology, developing theoretical perspectives from a solid empirical base.

Equalitec http://www.equalitec.com/
Equalitec has been designed to provide Companies and Higher Education Institutions with global best practice information on the recruitment and retention of women in Information Technology, Electronics and Communications (ITEC). Many resources, lists placements and advertises events.

GIST - Gender Perspectives Increasing Diversity For Information Society Technology http://www.e-gist.net
The goal the GIST initiative is to integrate the results of research, development, and applications in Information Society Technology (IST) with various fields of gender research in order to influence IST development in a sustainable way. GIST is a initiative of the group "Digital Media in Education" at the Department of Mathematics and Computer Science at the University of Bremen, Germany under guidance of Prof. Dr. Heidi Schelhowe.

The European Database of Women Experts in SET
http://www.setwomenexperts.org.uk/
A tool to raise awareness of the skills and knowledge of women in science, engineering and technology.

Newtonia http://www.ulb.ac.be/newtonia/index.html
Newtonia is a research programme based in Belgium assessing the evolution of young women's access to university studies in the sciences and applied sciences.

MentorSET http://www.mentorset.org.uk/
A UK-based initiative organised jointly by two well-established organisations, the Women's Engineering Society and AWiSE (the Association for Women in Science and Engineering).

Centre for the Study of Women and Gender
http://www2.warwick.ac.uk/fac/soc/sociology/gender/

Women & Computing Pioneers
http://www.onepine.info/women2.htm

8.4 National and International Events

The Grace Hopper Celebration of Women in Computing Series of Conferences
http://gracehopper.org/
Held every two years, the Grace Hopper conferences are designed to bring the research and career interests of women in computing to the forefront. Presenters are leaders in their respective fields, representing industrial, academic and government communities. Leading researchers present their current work, while special sessions focus on the role of women in today's technology fields. The relevant schedule for Knowledge Web is:
- October 2004, Chicago, Illinois, USA
- October 2006, San Diego, California, USA

ICWES13, **The International Conference of Women Engineers and Scientists**
http://www.icwes13.org/
August 26-29 2005, Seoul, Korea
The 13th in the series of International Conferences begun in New York in 1964 and since held all over the world. It is a dynamic International Conference for women engineers, scientists, and researchers. It provides an opportunity for all participants to interact, exchange thoughts, ideas, and information that are pertinent to women in these fields.

3rd European Symposium on Gender & ICT: Working for Change
http://ict.open.ac.uk/gender/   February 1st 2005, Manchester, UK

Women in IT - Thought Leadership Debates The British Computer Society in association with the Oxford Internet Institute, 14 Nov 2004, London. This is the first of s series of debates.

8.5 Bibliographies and Key Gender & ICT/SET Researchers

Dr Alison Adams Key researcher in AI and Gender. http://www.isi.salford.ac.uk/staff/aa/research/research.htm

Ellen Spertus. Her web page on women and computer science is available from http://www.mills.edu/ACAD_INFO/MCS/SPERTUS/Gender/gender.html. Spertus, a graduate student at MIT, wrote the seminal and highly influential 1991 paper on "Why are There so Few Female Computer Scientists"?, still available from http://www.mills.edu/ACAD_INFO/MCS/SPERTUS/Gender/why.html

The Gender and Technology Bibliography.
http://mcs.open.ac.uk/mcs-tech-reports/GenderBib.pdf

Bibliography: Women and the Internet
The materials specifically deal with the love/hate relationships women experience with the Internet. They are broken down into general sections, by topic.
http://www.unb.ca/web/PAR-L/win/biblio.htm

History of Women in Science & Technology
http://www.cs.yale.edu/homes/tap/historical-refs.html

WOMEN IN COMPUTER SCIENCE Annotated Bibliography by Raelyn Anderson, Dylana Bloor and Lona Vanberg
http://www.ucalgary.ca/~dabrent/380/webproj/women.html

Women in Science Bibliography
http://www.calacademy.org/research/library/biodiv/biblio/women2000.htm