knowledge**web**

realizing the semantic web

D 4.5.1-v2 Gender Action Plan Revision

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Abstract.
EU-IST Network of Excellence (NoE) IST-2004-507482 KWEB
Deliverable D4.5.1v2 (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. Revised recommendations for monitoring gender issues and actively supporting female members of the consortium are proposed.

Document Identifier:	KWEB/2005/D4.5.1/v2.0
Class Deliverable:	KWEB EU-IST-2004-507482
Version:	V1.0
Date:	December 31 2005
State:	Draft
Distribution:	

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	22-12-2005	Yeliz Yesilada	Initial Draft
0.2	30-12-2005	Carole Goble	Revisions to Draft

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.

For the initial Gender Action Plan D4.5.1v1 we sought the advice of an external gender expert, Elaine Welsh, from the Department of Sociology, University of Warwick, UK.

A number of recommendations in D4.5.1v1 were proposed. Due to personnel and expert availability, we have had a slow start implementing the recommendations. In particular, the unavailability of the coordinator and the gender expert at the Crete Knowledge Web plenary has delayed the establishment of the Gender Observatory and the implementation of the mentoring scheme. However, the University of Manchester has now identified a staff member, Yeliz Yesilada, who will implement the proposals in this deliverable and manage the Gender Plan.

Specific plans for 2006 are:
- **Resources**
  - The network continues to allocate 0.7% of the Knowledge Web budget to support financial incentives for women to attend women and ICT conferences etc. These funds have yet to be fully taken advantage of, and will be advertised more widely in 2006. Specifically we plan to support the Women's Career workshop that accompanies the WWW2006 conference in May 2006, and support the attendance of Knowledge Web members.
- **Targets for Participation**
  - Partners of the network are asked to aim for 30% participation of women in their organisations and make plans for this. This is on-going.
  - At least one woman should participate in the decision making and management of the main goals related to the education, industry and research area. This is on-going
  - Each area should aim for 30% participation in the work package business. The areas that still need special attention are Research and Education.
  - The T-Rex exchange programme should positively discriminate in favour of women. Disappointingly, the number of female participants declined in 2005. This needs attention in 2006.
  - 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. This is on-going.
- **Information and Support**
  - Knowledge Web should forge links with relevant women's networks and projects, and attend or support women and IT events such as the Grace Hopper

conferences. Specifically we propose that we sponsor the career development workshop that accompanies WWW2006.

- A *Hoppers@KWeb portal* has been set up specifically for disseminating information, funding opportunities, networks, events etc identified by the survey. Management of this portal and a mailing list for the women of the Knowledge Web network will pass to the University of Manchester.

- **Monitoring and Advice**
  - A Knowledge Web *Gender Observatory*, made up of Knowledge Web partners and external experts, will finally 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 will be established in 2006. We propose basing this on the award winning mentoring scheme set up by mentorSET, http://www.mentorset.org.uk/.
  - A *Mailing list* should be established within the Knowledge Web network in 2006 to have better communication between the women within the network.
  - The *Gender Review* and audit plenary by external experts from the Sociology Department at Warwick University, UK has been difficult to organize as it has been hard to get a commitment from our external advisors. We therefore propose to try again for the summer 2006 plenary in Budva, Montenegro (June 15-16).
  - The *Gender Awareness Workshop* has been difficult to organize as it has been hard to get a commitment from our external advisors. We propose dropping this.

– **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 by these means we hope to create a mutually supportive community of women in Knowledge Web include:

   a. the promotion of opportunities and information through a dedicated sub-portal — Hoppers@KWeb — of the Knowledge Web portal;

   b. encouraging women to participate in the T-Rex exchange programme and the Summer School;

   c. enabling women to participate in national and international women and Information and Communication Technology (ICT) meetings; and

   d. the instigation of a women's mentoring scheme across the network.

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.

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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.

3. **Promotion of gender awareness** across the Knowledge Web network thorough quantitative and qualitative monitoring and gender awareness workshops 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 a 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 advisors in the Observatory subject to their availability.

2 Knowledge Web Gender Observatory

In D4.5.1v1 we proposed the establishment of a Knowledge Web Gender Observatory as a means of gathering a wide view of Knowledge Web and its surroundings with respect to the impact on women. The Observatory will be 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.

The unavailability of the coordinator and the gender expert at the Crete Knowledge Web plenary has delayed the establishment of the Gender Observatory and the implementation of the mentoring scheme. However, the University of Manchester has now identified a staff member, Yeliz Yesilada, who will implement the proposals in this deliverable and manage the Gender Plan in 2006.

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. From 2006 Hoppers@KWeb portal will be hosted, revised and managed by the University of Manchester, specifically Yeliz Yesilada.

2.2 Statistical monitoring

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

- network members;
- exchanged network members;
- educational trainers at Summer Schools and similar events;
- educational trainees at Summer School and similar events;
- delegates and PC members for meetings sponsored by Knowledge Web;
- participants in area meetings;
- authors' of each deliverable.

The statistics of the network at 24 months are given in Section 7.

2.3 External observatory

To enhance the understanding and the relevance of Knowledge Web, the network would benefit from external observation from a gender perspective by invited experts. In D4.5.1v1 we identified 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[3]. The network commenced discussions with Elaine Welsh in early 2005, with plans to develop a long-term relationship with Dr Welsh to aid qualitative evaluation, and to develop the network's gender strategies. One possibility explored was to set-up a PhD studentship, supervised by Welsh to examine the wider gender dynamics among members of the group.

We had hoped that Dr Welsh would be able to attend the summer plenary meeting in Crete, 2005. However, her prior commitments and the unavailability of the coordinator, meant this plan faltered, and the contact has been neglected. In 2006 we hope to revive the contact, and get an external observe to attend the summer plenary meeting in Budva, Montenegro 2006 (June 15-16), or the summer plenary meeting of 2007.

During the plenary, the experts would:
- 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.

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,

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

- Research Area Director Carole Goble,
- Network member TBD,
- External member.

The Observatory Oversight Board will define their terms of reference in the plenary meeting in Trento, Italy (16-17 January 2006).

3 Knowledge Web Members Participation

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

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 will be enabled through the portal and assessed by the Observatory Oversight Board. A positive discrimination policy for female applicants is practised. This needs to be more widely advertised in 2006.

- The T-Rex exchange programme of WP2.6 aims to achieve 30% participation in exchanges by women in the network. Figures for 2004 and 2005 are given in Table 7.2.

- The Women@KWeb web pages list funding and networking opportunities for women.

- A Mailing list will be established within the Knowledge Web network in early 2006. This will also encourage participation and better communication between the women within the network.

- 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 24 months of Knowledge Web, the status is as follows.

- **Industry Area**: Two area directors: 100:0 male: female ratio. Six work packages: leaders 33:66 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 2004-2005 are given in Table 7.1. and 7.8.

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 2004-2005.

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. Disappointingly, the number of female participants in T-Rex declined in 2005; this needs attention in 2006. Numbers for the Summer School were sustained in 2005.

The network proposes to enable members to participate in national and international women and Information and Communication Technology (ICT) meetings. Meetings are 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 by end January 2006. Advertising these opportunities needs to be improved in 2006, as no take-up was made in 2005.

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/). We plan to develop a working partnership with MentorSET.

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 2006. But before we set up this up, we plan to survey potential mentors and mentees in order to set up an efficient and appropriate scheme. This survey will include, but will not be limited to the following questions:

Mentor:

- What is a mentor?
- Are you currently involved in any mentoring schema?
- Would you be willing to participate in the KWeb mentoring schema?
- Have you ever had a mentor?

Mentee:

- What is a mentor?
- Do you have a mentor? If not would you like to have one?
- What kind of support would you expect from a mentor?
- Would you like to have a mentor from your own country or do you think it is better to have somebody from another country?

5 Promotion of Gender Awareness

Quantitative and qualitative monitoring by the Observatory will contribute to gender awareness throughout 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 2004-2005. Only 3 currently reach the target of 30% or more female participation.

Participant	Male	Female	% Female
UIBK	9	5	38%
ITI-CERTH	7	1	13%
FT	8	0	0%
EPFL	8	0	0%
LivUni	4	2	33%
FUB	7	1	13%
INRIA	8	2	20%
L3S	4	1	20%
NUIG	10	0	0%
UPM	9	3	25%
OU	4	0	0%
UKARL	9	0	0%
VUA	11	3	21%
UniTn	16	2	11%
UoM	13	5	28%
VUB	3	0	0%
USFD	3	2	40%
Total	**133**	**27**	**17%**

Table 7.2 T-Rex Exchanges between network partners in 2004 and 2005, as given on the Knowledge Web Portal December 2005. The table shows %12.5 female ratio. Thus the target of 30% exchanges to be female has not been achieved.

Start	End	Person	Sender	Host	Topic	Gen
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	M

					Distributed Environments	
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
24.09.2004	15.10.2004	Rafael Gonzalez Cabero	UPM	USouth	Adequacy of the SW technology for developing the AgentLink III portal	M
27.09.2004	27.01.2005	Davide Guidi	FUB	OU	Web services and ontologies development and Integration of the Sesame architecture into OCML language	M
27.09.2004	1.10.2004	Klaus Schild	FU Berlin	NUIG	RDF Model Theory	M
04.10.2004	06.10.2004	Marta Sabou	VUA	UoM	Evaluation of Extracting web-service ontologies using Natural Language Technologies	F
06.10.2004	3.11.2004	Pavel Shvaiko	UniTn	INRIA	Ontology Alignment	M
01.11.2004	31.12.2004	Wolf Winkler	NUIG	UKARL	Ontology Versioning	M
22.11.2004	11.02.2005	Christoph Tempich	UKARL	INESC-ID Lisabon	Ontology Engineering methodology	M
17.01.2005	11.02.2005	Heiner Stuckenschmidt	UoM	L3S	Combining Semantic Web and Peer-to-peer Technologies to support inter-organizational information sharing	M
31.01.2005	13.02.2005	Jeff Z. Pan	VUM	FUB	Querying databases with ontologies	M
16.02.2005	11.03.2005	Wolf Siberski	L3S	VUA	Combining knowledge representation and information sharing infrastructures	M
14.03.2005	14.04.2006	Raul Palma	UPM	UKARL	Oyster + Ontology Repository	M
04.04.2005	29.04.2005	Knud Moller	NUIG	USFD	Scalability of Annotation Services	M
17.04.2005	30.04.2005	Jeff Z. Pan	UoM	FUB	Querying ontologies and datatypes	M
25.04.2005	27.05.2005	Marc Ehrig	UKARL	INRIA	Ontology Alignment	M
09.05.2005	27.05.2005	Lyndon JB Nixon	FU Berlin	ITI-CERTH	Multimedia and Semantic Web technologies	M
22.05.2005	30.05.2005	Jeff Z. Pan	UoM	ITI-CERTH	f-SI and f-SWRL	M
28.06.2005	08.07.2005	Jos de Brujin	UIBK	FUB	Logical reconstruction of RDF	M
04.07.2005	16.07.2005	Jeff Z. Pan	UoM	VUA	Anytime DL reasoning	M
25.07.2005	19.08.2005	Jörg Diederich	L3S	OU	ASPL-2: The next version of the Advanced Platform for Learning	M

01.08.2005	19.08.2005	Elena Paslaru Bontas	FUB	UKARL	Ontology Cost Estimation	F
24.08.2005	30.09.2005	Mustafa Jarrar	VUB	FUB	Ontology Modularization	M
01.09.2005	30.09.2005	Stefano Spaccapietra	EPFL	FUB	Temporal Logic and Conceptual Modeling of Temporal Data	M
03.11.2005	20.02.2006	Max Völkel	UKARL	Deri Galway	SemVersion, Semantic Wikis for Personal KM	M
					Overall %F	**12.5**

Table 7.3 Educational trainers at the 2004 and 2005 European Summer School on Ontological Engineering and the Semantic Web, Cercedilla, Spain.

Summer School	Dates	Tutors			Invited Speakers			Directors		
		M	**F**	**%Female**	**M**	**F**	**%Female**	**M**	**F**	**%Female**
SSSW'04	19/07/2004-4/07/2004	5	1	**17**	5	0	**0**	2	1	**33**
SSSW'05	10/07/2005-6/07/2005	5	2	**29**	5	1	**17**	2	1	**33**

Table 7.4 Educational trainees at the 2004 and 2005 European Summer School on Ontological Engineering and the Semantic Web, Cercedilla, Spain.

Summer School	Male	Female	%Female
SSSW'04	41	15	**27**
SSSW'05	40	16	**29**

Table 7.5 Organization committee and invited speakers of the workshops organised by Knowledge Web in 2004-2005 (? means figures are unavailable and **–** means there were no keynote or invited speakers).

Acronym	Title	Organization Committee			Invited/ Keynote Speakers		
		M	**F**	**%F**	**M**	**F**	**%F**
BAOSW2005	Building and Applying Ontologies for the Semantic Web (http://baosw.epia05.di.ubi.pt/)	2	2	**50**	1	0	**0**
SWCASE2005	Semantic Web Case Studies and Best Practices for eBusiness (http://nbi.inf.fu-berlin.de/conf/SWCASE05)	3	0	**0**	-	-	-
SWESE2005	Semantic Web Enabled Software Engineering (http://www.mel.nist.gov/msid/conferences/SWESE/)	3	1	**25**	-	-	-
OWLED2005	OWL Experiences and Directions (http://www.mindswap.org/2005/OWLWorkshop/)	4	0	**0**	-	-	-
IntOnt2005	Integrating Ontologies (http://km.aifb.uni-karlsruhe.de/ws/intont2005)	4	0	**0**	-	-	-
Font2005	Foundational Aspects of Ontologies (http://www.aifb.uni-karlsruhe.de/WBS/phi/FOnt2005/)	3	0	**0**	1	0	**0**
WORM 2005	The 3rd International Workshop on Regulatory Ontologies (http://www.starlab.vub.ac.be/staff/mustafa/WORM_2005.htm)	5	0	**0**	-	-	-

Acronym	Title	M	F	%F	M	F	%F
LWS2005	Learning in Web Search (http://cosco.hiit.fi/search/learninginsearch05/)	3	0	**0**	2	1	**33**
C&O2005	Contexts and Ontologies: Theory, Practice and Applications (http://dit.unitn.it/~pavel/cando/)	3	1	**25**	2	0	**0**
OntoP2P2005	Ontologies in P2P Communities (http://www.kde.cs.uni-kassel.de/ws/ontop2p2005)	3	0	**0**	-	-	-
SFSW2005	Scripting for the Semantic Web (http://www.semanticscripting.org/SFSW2005/)	2	1	**33**	-	-	-
UserSWeb	Workshop on End User Aspects of the Semantic Web (http://kmi.open.ac.uk/events/usersweb)	2	1	**33**	-	-	-
ESWC05_MSW	Multimedia and the Semantic Web (http://www.acemedia.org/ESWC2005_MSW)	4	0	**0**	1	1	**50**
	Interoperability of Web-Based Educational Systems at the WWW 2005 (http://www.l3s.de/~olmedilla/events/interoperability.html)	3	0	**0**	-	-	-
IKMTOOLS2005	Workshop on Intelligent IT Tools for Knowledge Management Systems: Applicability, Usability, and Benefits (http://wm2005.iese.fraunhofer.de/workshop11-en.html)	4	1	**20**	-	-	-
CECC 2005	Corporate Education Course Content (http://www.l3s.de/~diederich/cecc)	1	1	**50**	-	-	-
SWop2005	Semantic Web Interoperability Workshop (http://kmi.open.ac.uk/events/SWOp)	1	1	**50**	-	-	-
OMAC2005	Workshop on Ontology Modularization and Context (http://www.starlab.vub.ac.be/staff/mustafa/OMAC.htm)	1	0	**0**	-	-	-
ONS 2004	Ontologies for Networked Systems (http://km.aifb.uni-karlsruhe.de/ws/ons2004)	2	1	**33**	-	-	-
EON 2004	Evaluation of Ontology-based Tools (http://km.aifb.uni-karlsruhe.de/ws/eon2004)	4	0	**0**	-	-	-
MCN2004	Meaning Coordination and Negotiation (http://dit.unitn.it/~bouquet/ISWC-04-MCN/)	7	0	**0**	-	-	-
SWS2004	Semantic Web Services (http://www.ai.sri.com/SWS2004/organization.html)	3	0	**0**	-	-	-
WORM 2004	Workshop on Regulatory Ontologies (http://www.starlab.vub.ac.be/staff/mustafa/WORM_2004.htm)	2	0	**0**	1	0	**0**
OMAC2004	Workshop On Ontology Modularization and Context (http://www.starlab.vub.ac.be/staff/mustafa/OMAC.htm)	1	0	**0**	-	-	-
SWEB 2004	Semantic Web technologies in Electronic Business (http://sweb.xml-clearinghouse.de)	3	0	**0**	?	?	**?**
SWSDN 2004	Semantic Web Services and Dynamic Networks (http://km.aifb.uni-karlsruhe.de/ws/swsdn2004)	3	0	**0**	-	-	-
SIM2004	Semantic Intelligent Middleware for the Weband the Grid (http://www.intelligence.tuc.gr/sim2004)	4	2	**33**	-	-	-
SWWC2004	Workshop on Application of Semantic Web Technologies to Web Communities (http://www.deri.at/events/meetings/swpECAI04/)	5	1	**17**	1	0	**0**
OLP2004	Ontology Learning and Population (http://olp.dfki.de/ecai04/cfp.htm)	3	0	**0**	-	-	-
MSW2004	Mining for and from the Semantic Web (http://km.aifb.uni-karlsruhe.de/ws/msmw2004)	2	1	**33**	?	?	**?**
P2PKM2004	Peer-to-Peer Knowledge Management (http://www.p2pkm.org)	2	0	**0**	2	0	**0**

Table 7.6 Organization committee and invited speakers of the conferences organised by Knowledge Web in 2004-2005 (? means figures are unavailable and **–** means there were no keynote or invited speakers).

Acronym	Title	Organisation Committee			Invited Speakers		
		M	F	%F	M	F	%F

ESWS 2004	1st European Semantic Web Symposium (http://www.esws2004.org/)	5	0	**0**	1	0	**0**
ISWC 2004	3rd International Semantic Web Conference (http://iswc2004.semanticweb.org/)	15	2	**12**	2	1	**33**
EKAW 2004	14th International Conference on Knowledge Engineering and Knowledge Management (http://kmi.open.ac.uk/ekaw)	46	9	**16**	3	0	**0**
ESWC 2005	2nd European Semantic Web Conference (http://www.eswc2005.org/)	12	3	**20**	2	0	**0**
ISWC 2005	4th International Semantic Web Conference (iswc2005.semanticweb.org/)	15	3	**17**	2	1	**33**
	Semantic Web Days 2005 (http://semantic.web-days.net)	3	4	**57**	2	0	**0**
	Berliner XML Tage 2005 (http://www.xml-clearinghouse.de/ws/BXML2005)	2	0	**0**	?	?	**?**

Table 7.7 Participants in Knowledge Web Meetings 2004-2005.

Area	Work Package Meetings	Dates	Delegates		
			M	**F**	**%F**
Industry	GA Heraklion	Jun 2005	15	5	**25**
	GA Hanover	Jan 2005	8	6	**43**
	Berlin Industrial Meeting	Nov 17-19 2004	11	6	**35**
	Trento Industrial Meeting	Sept 9-10 2004	12	8	**40**
	Heraklion Industrial Meeting	May 13-14 2004	34	9	**21**
	Paris Industrial Meeting	Mar 5 2004	10	4	**29**
	Madrid Industrial Meeting	Feb 4 2004	17	4	**19**
Research	Manchester Meeting	Sept 27-29 2004	29	6	**17**
	Crete Research Area Meeting	May 13-14 2004	35	5	**13**
	Amsterdam Meeting	Mar 3-4 2004	31	6	**16**
Education	Crete Education Area / WP3.1	Jun 6 2005	8	2	**20**
	Crete Education Area / WP3.2	Jun 6 2005	5	1	**17**
	Crete Education Area / WP3.3	Jun 6 2006	7	0	**0**
	Hannover Education Area / WP3.1	Jan 24-25 2005	10	0	**0**
	Hannover Education Area / WP3.2	Jan 24-25 2005	5	0	**0**
	Hannover Education Area / WP3.3	Jan 24-25 2005	4	0	**0**
	Manchester Education Area	Sept 27-29 2004	12	2	**14**
	Madrid Education Area Kick-off	Feb 3-4 2004	15	2	**12**
Management	PMB Meeting	Nov 24 2005	9	3	**25**
	PMB Meeting	Oct 27 2005	7	2	**22**
	PMB Meeting	Sep 29 2005	6	2	**25**
	PMB Meeting	Sep 08 2005	10	3	**23**
	PMB Meeting	Jun 30 2005	8	3	**27**
	PMB Meeting	Jun 2 2005	12	2	**14**
	PMB Meeting	April 28 2005	5	2	**29**
	PMB Meeting	Mar 31 2005	7	3	**30**
	PMB Meeting	Feb 24 2005	8	3	**27**
	PMB Meeting	Jan 24 2005	11	4	**27**

Table 7.8 Authors of delivered deliverables, from the Knowledge Web Portal December 2005.

Deliverable	Title	Gender

		M	F	%
Industrial Deliverable				
D1.1.1v1	Industry board members list, clustering and organizational and operational charter (MoU)	4	1	**20**
D1.1.1v2	Industry board members and Economic Sector	1	0	**0**
D1.1.2v1	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	6	2	**25**
D1.1.4v1	System and knowledge technology components for prototypical applications and business cases	2	0	**0**
D1.2.2	Report on Semantic Web Framework requirements analysis	5	2	**29**
D1.2.3	Methods for ontology evaluation	3	3	**50**
D1.3.2	Identification of standards on metadata for ontologies	4	3	**43**
D1.4.1v1	Technology roadmap Skeleton	2	3	**60**
D1.4.2	Success Stories and Best Practices	2	1	**33**
D1.4.3	Report on first international technology show	1	0	**0**
D1.5.1	Project presentation and project showcase	1	2	**67**
D1.5.2	Report on joint education and training activities with cooperating networks	0	1	**100**
D1.6.1	Portal requirements analysis and system design	2	1	**33**
D1.6.2	Portal ontology	1	2	**67**
D1.6.3	Portal versions	0	2	**100**
D1.6.4	Portal contents releases	1	1	**50**
E-D2	Co-operation with Knowledge Web/EASE on graduate education	2	0	**0**
T-D2	Co-operation with Knowledge Web and other NoE on industrial competence centres and EASE	3	1	**25**
Research Deliverables				
D2.1.1	State of the art on the scalability of ontology-based technology	4	0	**0**
D2.1.2	Report on methods for approximate reasoning using knowledge compilation, language weakening and approximate deduction	5	0	**0**
D2.1.3.1	Report on modularization of ontologies	13	0	**0**
D2.1.4	Definition of a methodology, general criteria, and benchmark suites for benchmarking ontology tools	4	1	**20**
D2.2.1v1	Specification of a common framework for characterizing alignment			
D2.2.1v2	Specification of a common framework for characterizing alignment	10	0	**0**
D2.2.2	Specification of a benchmarking methodology for alignment techniques	3	0	**0**
D2.2.3	State of the art on current alignment techniques	14	2	**13**
D2.3.1	Specification of a methodology for ontology syntactic and semantic versioning	12	0	**0**
D2.3.2	Specification of knowledge acquisition and modelling of the process of the consensus	3	4	**57**
D2.3.3v1	Full RDF versioning system	3	1	**25**
D2.4.1	Semantic requirements for web services description	10	0	**0**
D2.4.2	Definition of semantics for web service discovery and composition	9	0	**0**
D2.4.3	State of the art on agent-based services	2	1	**33**
D2.4.4	Guidelines for the integration of agent-based services and web-based services	7	0	**0**
D2.4.5	A Conceptual and Formal Framework for Semantic Web Services	2	0	**0**
D2.4.6.1v1	Theoretical Integration of Web Service Discovery and Composition	8	0	**0**
D2.4.9v1	Reputation Mechanism	3	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	1	**50**
D2.5.2	Report on query language design and standarization	3	1	**25**
D2.5.3	Report on Inplementataion and Optimisation Techniques for Ontology Query Systems	8	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**

D2.6.4	Report on research advance	3	1	**25**
Educational Deliverables				
D3.1.1	Specification of VISWE tasks and goals (as result of a requirements analysis)	3	1	**25**
D3.1.2	Document on organizational structure and legal form of VISWE to which all participating partners have agreed	5	0	**0**
D3.1.3	First version of the EASE association statutes	7	2	**22**
D3.1.4	Requirements for a joint e-learning infrastructure	3	1	**25**
D3.2.1v1	Learning unit collection available	3	0	**0**
D3.2.2	Report on educational events	6	1	**14**
D3.2.3	Report on core curricula in Ontology and Semantic Web	2	0	**0**
D3.2.5	Procedure for the shared masters programme, version 1	1	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**
D3.3.3	Prototype of advanced learning platform (ASPL-v1)	2	0	**0**
D3.3.4	Report on collaboration with IMS consortium and ProLEARN	1	0	**0**

8 Organisations, Networks and International Events

This information appears on the Hoppers@KWeb Portal. Some relevant vents in 2006 are listed below.

1. The Grace Hopper Celebration of Women in Computing 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
• October 2006, San Diego, California, USA

2. Women@CL is a UK network which celebrates, informs and supports women engaged in, or aspiring to, careers in computing research or academic leadership, and encourages them to move to the next stages of their careers. For further details on any events see our web site http://www.cl.cam.ac.uk/women.
• They organize an annual Senior Women's Summit, the first was in April 2005, and was attended by Carole Goble.
• 9th February in London, joint with BCSwomen, at the BCS headquarters in Southampton Street, London. Travel support is available for students. The event, including coffee and buffet lunch, is free but advance registration is required.
• The World Wide Web Conference Women@CL Women Career Development workshop. At IJCAI 2005, Women@CL ran a successful career development workshop (see http://www.cl.cam.ac.uk/women/ijcai05-ws). They will run two further workshops in 2006:
    o International WWW Conference, May 23-27, 2006, Edinburgh
    o Human Computer Interaction 2006 in London.

Knowledge Web should actively support and sponsor the WWW2006 meeting, and enable and encourage its members to attend.

3. **The British Female Inventor & Innovator Network Exhibition, Conference & Awards** 2006, 20 – 21 February 2006, The Guildhall, London

The BFIIN event is organised by Equalitec partner, GWIIN (www.gwiin.com). As part of this event, Equalitec will be presenting an ITEC Innovation Award. The award is for innovations made by women involving new technological developments or advancements in the way technology is applied to improve the way we work and live. Nominations for the ITEC Innovation Award are now open. The award is for innovations made by women, involving new technological developments in ITEC, or leading to advancements in the way technology is applied to improve the way we work and live. Nominations for the Award can be submitted on-line, either by following the link on the Equalitec home page, www.equalitec.org.uk, or by completing the application form on www.gwiin.com. Nominations can be made by organisations, individuals, and can include self- nominations. The BFIIN Panel of Judges will review all nominations, in all BFIIN categories. Professor Wendy Hall (a computer scientist) has been invited to present the ITEC Innovation Prize at the award ceremony on the 21st February. Deadline is 27th January 2006

4. The Royal Society Rosalind Franklin Award
http://www.royalsoc.ac.uk/page.asp?id=1782
Closing date 13 January 2006. The Royal Society Rosalind Franklin Award is made to an individual for an outstanding contribution to any area of natural science, engineering or technology (SET). Nominations are welcomed from both women and men. The Award, made annually, consists of a medal and an award of £30,000, and the recipient is called upon to deliver a lecture as part of the Society's public lecture series.
As part of the nomination process for the Award all nominees are asked to put forward a proposal for a project that would raise the profile of women in SET in their host institution and/or field of expertise, and the recipient of the Award will be expected to spend a proportion of the Award fund on implementing their project. The Award is funded by the DTI's Office of Science and Technology (as part of its efforts to promote women in SET) and is made to someone in mid- career, ideally between five and twenty five years after the start of their PhD, and actively involved in scientific research.