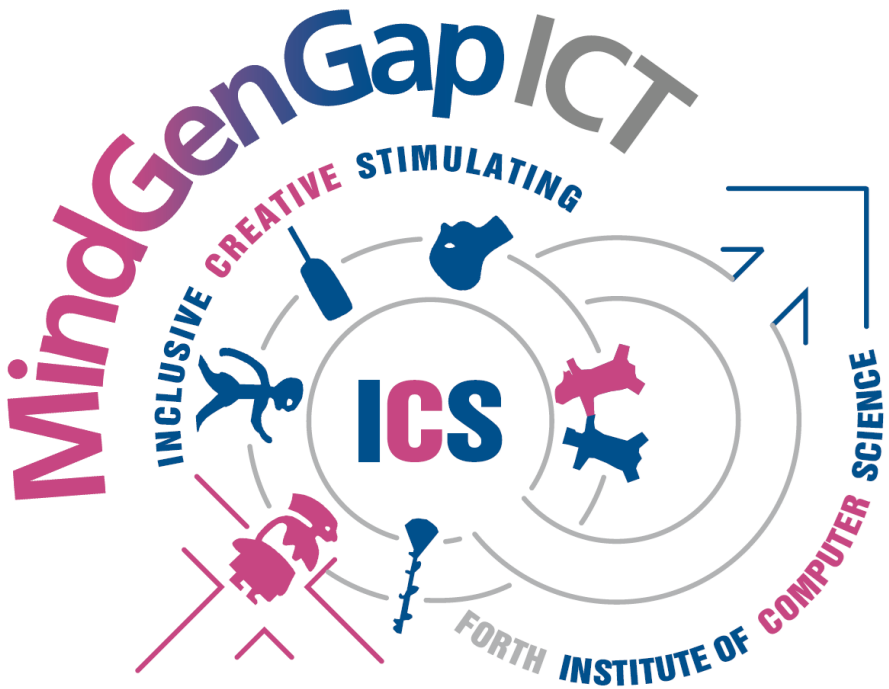
CoARA Boost

Co-funded by the European Union



Mind the Gender Gap in Computer Science MindGenGapICT

Institutional Change project
2nd cascade funding

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FORTH INSTITUTE OF COMPUTER SCIENCE

current situation and challenges

despite excellence in research, structural imbalances in participation remain an enormous institutional challenge.

women remain underrepresented in Computer Science at all career levels.

institutional structures, modus opernandi and research practices often reinforce disparities.

there is limited methodology to guide sustainable IDE (Inclusivity, Diversity, Equality) integration within research and assessment.

challenging to go beyond the gender gap. Avoid excluding by inclusion initiatives

MindGenGapICT project

- looking for a systemic approach for these challenges, the **CoARA Boost** provides the perfect framework to work towards inclusive excellence aligned with the European reform research assessment vision
- MindGenGapICT addresses institutional cultural and structural barriers limiting diversity, inclusion, and equality in research.

MISSION: to generate guidelines for interventions and policies for smoothing out IDE disparities in workforce composition, governance structure and research practice at FORTH-ICS

VISION: an inclusive and gender-balanced research environment aligned with CoARA vision

Co-funded by the European Union

objectives and impact

key objectives

1. analyse existing data to identify root causes
2. propose evidence-based interventions
3. ensure long lasting transformation

expected impact

1. integration of IDE dimension into research practice and outcomes
2. institutional: from scattered initiatives to systemic approaches.
3. cultural: improved IDE for research teams and administrative bodies
4. sustainability: iterative feedback between policy and practice, supported by leadership commitment.

12-month work plan

WP1: Baseline Assessment & Reform Planning (M1–M9)

- analyse existing data and institutional dynamics
- identify best practices and define KPIs
- deliverable: D1 – roadmap for institutional interventions

WP2: IDE in Research Practice (M3–M9)

- review international IDE-informed research practices
- conduct study visits and internal awareness events
- deliverable: D2 – IDE in research practice state-of-the-art review

WP3 – Dissemination & Communication (M1–M12)

- internal engagement, web updates, and bulletins.
- final hybrid dissemination event and external presentation.
- deliverables: D3 – dissemination report | D4 – scientific/policy publication.

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Gannt chart

		Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
							Mid-Term CoARA online event						
WP1	**Baseline Assesment & Reform Planning**									D1			
1.1	Analyzing qant&qual data												
1.2	Best Practices & interventions												
1.3	Identify KPIs for monitoring												
WP2	**IDE in Research Practice**									D2			
2.1	State of the art review on IDE-informed research practice												
2.2	2 Study visits, 1 invited speaker												
2.3	Organizing internal events												
WP3	**Dissemination & Communication**												D3, D4
3.1	Update the webpage												
3.2	2 internal bulletins & activate social media channels												
3.3	Final Hybrid Dissemination Event												
3.4	1 external scientific/policy Event												

background work

(2021-2024) Gender Equality Plan, community raising awareness events

(April 2022) FORTH Gender Equality&anti-Discrimination Committee initiated the Greek Network of Gender Equality and anti-Discrimination Committees in Research Centers and Independent Research Institutes (national-wide action)

(Sept. 2024&Sept 2025): intervention on the Researcher's Night: Mind the Gender Gap in Computer Science poster

(Nov. 2024): 2 policy papers initiated by ICS ERA Chair Prof. A. Stamatakis and other highly qualified Scientists@FORTH

https://www.biocomp.gr/assets/downloads/femaleProfessors.pdf

https://www.frontiersin.org/journals/political-science/articles/10.3389/fpos.2024.1471002/full

background & ongoing work

(July 2023): workshop: considerations on Horizon Europe gender sensitive research @FORTH

(Jan 2025): webinar: accessibility of digital products and services for people with disabilities

Feb. 2025): workshop: Gender Issues in Computer Science

(Apr. 2025): Initiative on IDE in CS @FORTH-ICS (interview @ERCIM News 141)

(Sept. 2025) Mind the Gender Gap in Computer Science-institutional change project

(Oct. 2025): Inclusive Digital Futures: Intersectionality, Accessibility and Responsible Innovation (guest editors ERCIM News 142)

(Oct. 2025): ERCIM 2025 Human Capital Task Group fall meeting, 30 Oct 2025, Rennes, France

(Oct. 2025): Coordinators of the ERCIM Working Group: Inclusive Digital Futures: Developing Technology and Culture

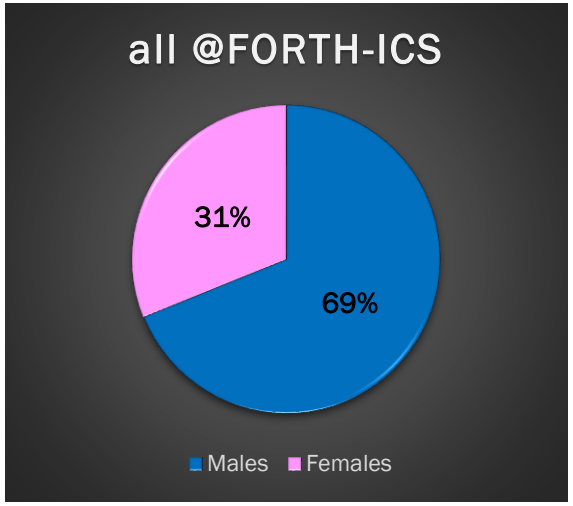
leadership&staff awards for FORTH-ICS

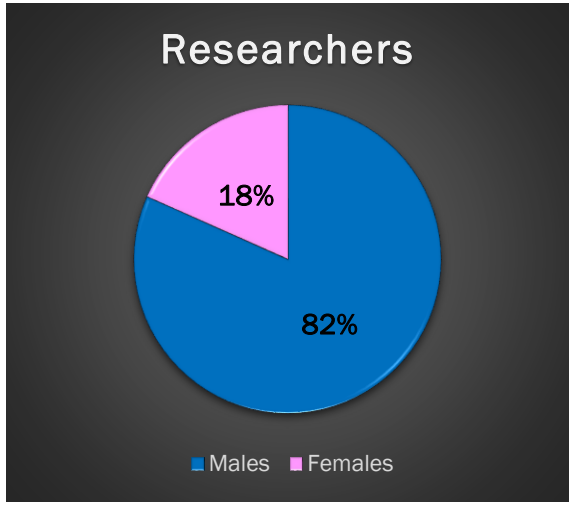
Leadership/Heads of Labs/Centers/Departments / Ηγεσία/Επικεφαλής Εργαστηρίων/Κέντρων/Τμημάτων	**male**/άνδρες	**female**/γυναίκες		**% male**/άνδρες	**%female**/γυναίκες
Director/Διευθυντής	1	0		100	0
Deputy Director/Αν. Διευθυντής	1	0		100	0
Carv Lab	1	0		100	0
CBML Lab	1	0		100	0
CeHa Center	1	0		100	0
CVRL Lab	1	0		100	0
HCCV Center	1	0		100	0
DiSCS	1	0		100	0
GR-domain Department	1	0		100	0
HCI Lab	1	0		100	0
ISL Lab	1	0		100	0
CCI Center	1	0		100	0
SPL	1	0		100	0
TNL	1	0		100	0
DSN Department	1	0		100	0
Critical Positions/Θέσεις Ευθύνης	3			100	0

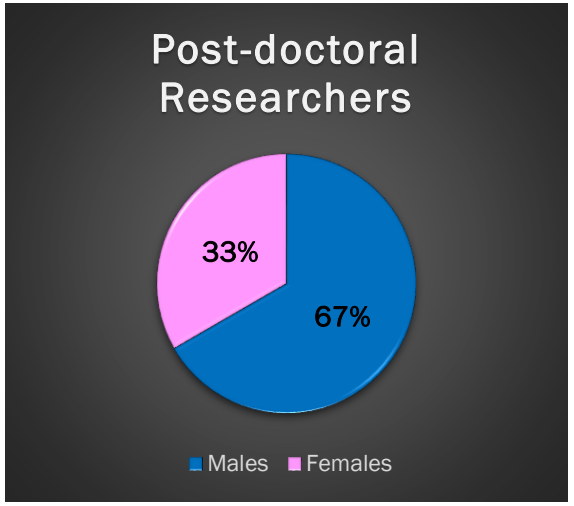
Scientific Council Composition					
YEAR	# members	male	female	% male	% female
2016	6	5	1	83.33	16.67
2018	6	4	2	66.67	33.33
2020	6	4	2	66.67	33.33
2022	6	6	0	100.00	0.00
2024	6	6	0	100.00	0.00

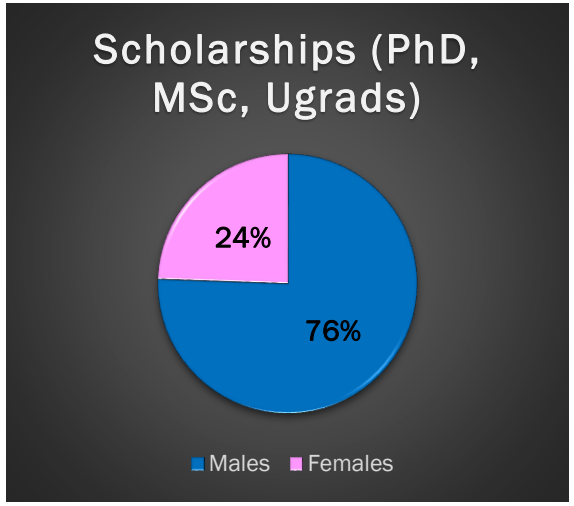
Most Valuable Personnel Award / Βραβείο Προσωπικού Κατηγ. Γ					
YEAR	**# personnel** / # προσωπικού	**male** / άνδρες	**female** / γυναίκες	%male / άνδρες	% female / γυναίκες
2009	2	2	0	100.00	
2010-2016	n/a	n/a	n/a		
2017	1	0	1		100.00
2019	2	2	0	100.00	
2022	1	0	1		100.00
2024	2	2	0	100.00	
total	8	6	2	75.00	25.00

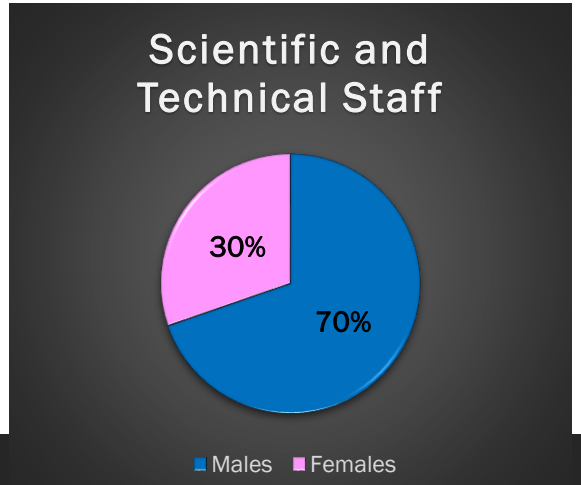
some numbers for FORTH-ICS (Oct.2025)

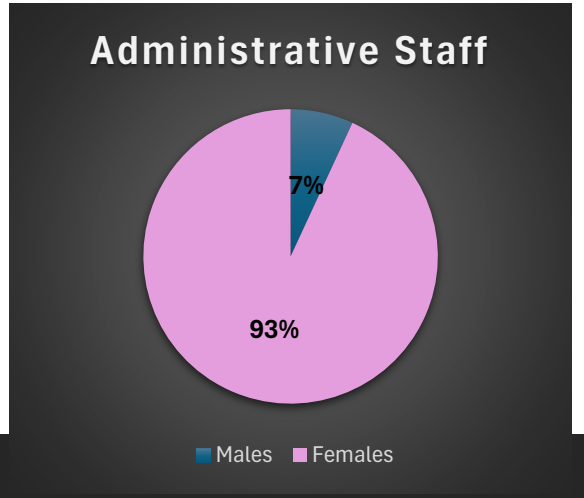


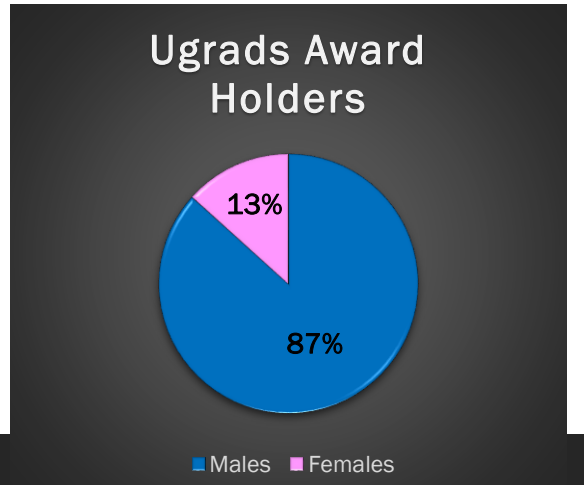




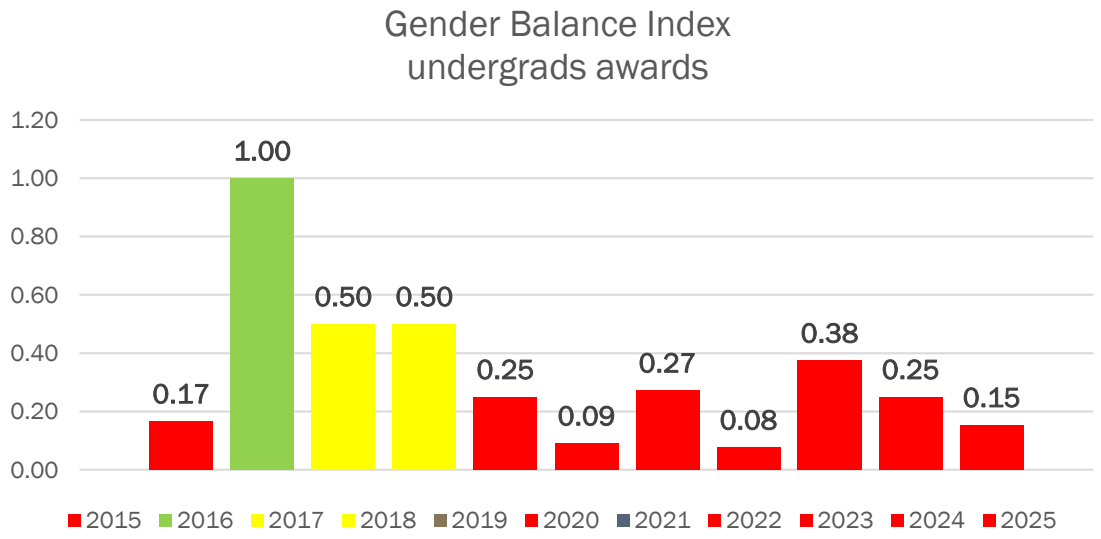






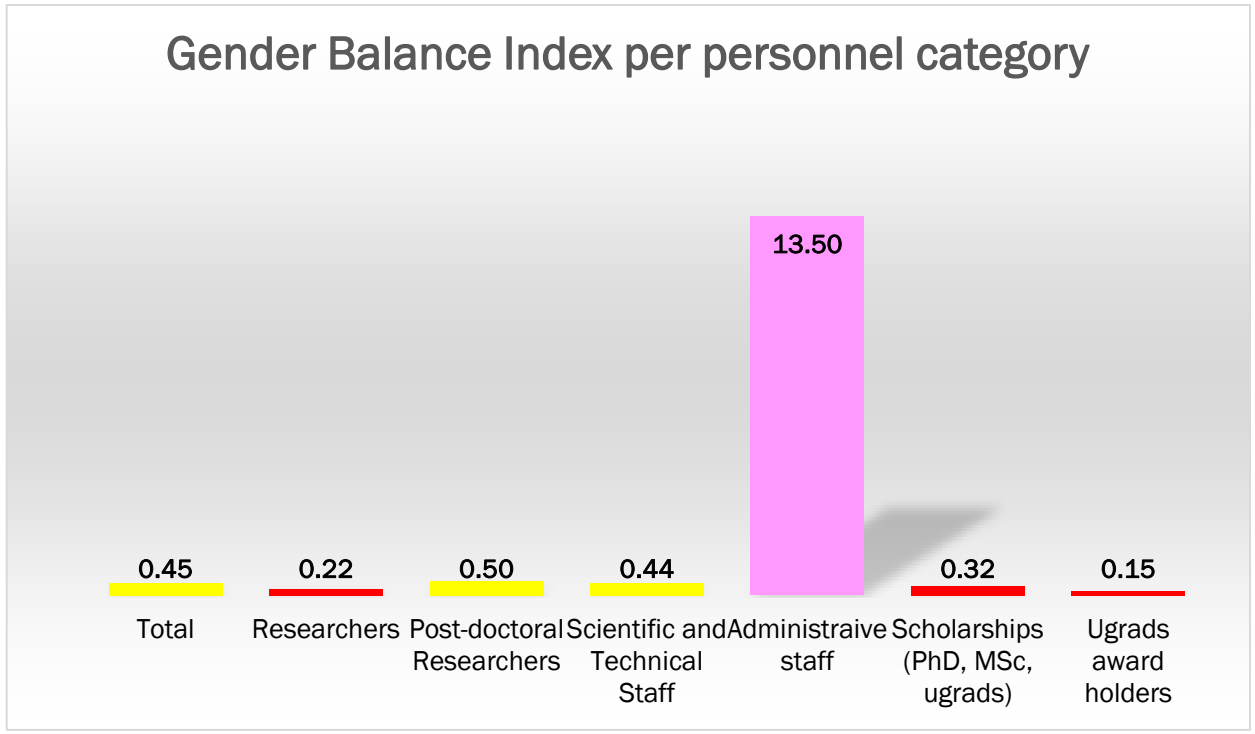


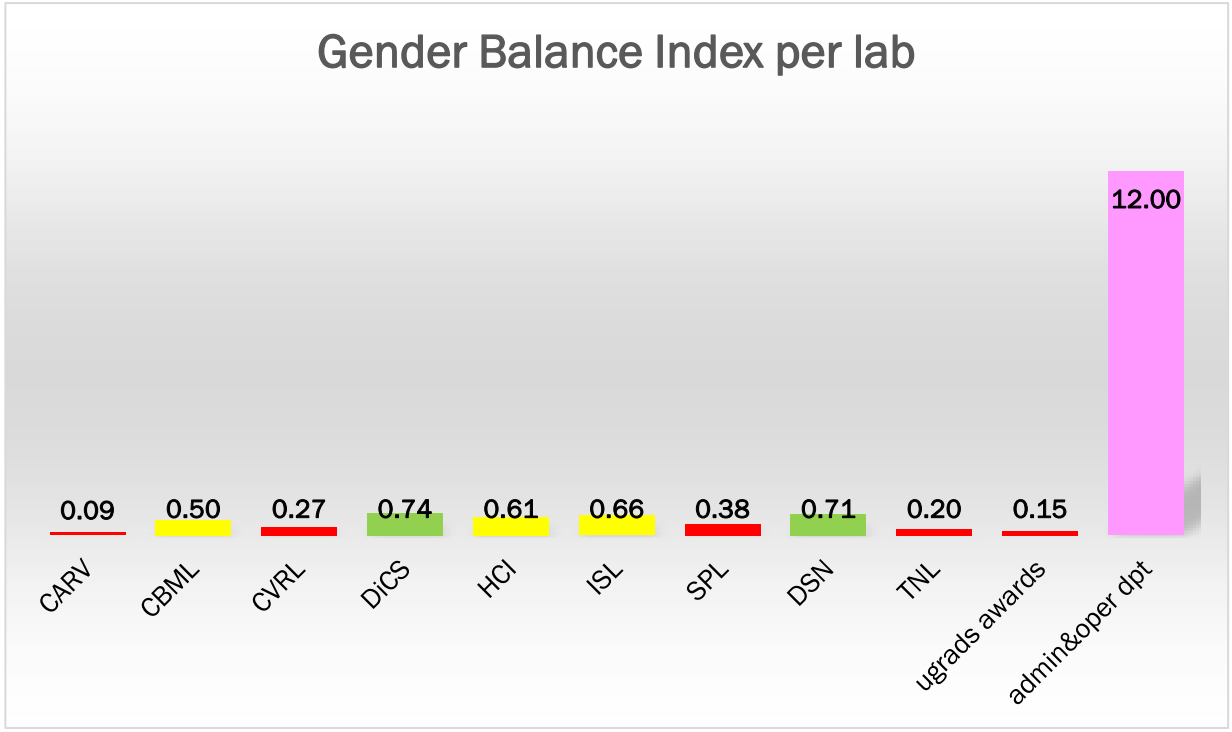
Gender Balance Index (GBI) = Females/Males



Range	Interpretation	Labs	Comment
[0.00–0.40)	Strong male majority	CARV (0.09), CVRL (0.27), TNL (0.20), SPL (0.38), Undergrads Awards (<0.38)	Very low female representation; need for targeted actions.
[0.40–0.70)	Moderate male majority	CBML (0.50), HCI (0.61), ISL (0.66)	Some improvement but still imbalance.
[0.70–1.00)	Mild male majority	DiSCS (0.74), DSN (0.71)	Approaching balance; female participation increasing.
1.00	Gender balance		Equal male–female participation.
(1.00-1.50]	Mild female majority		slight female domination
(1.50-2.50]	Moderate female majority		Moderate female domination
(2.50-]	Strong female majority	ICS Secretariat&Project Mngnt Office (12.0)	Very low male representation; need for targeted actions

Gender Balance Index (GBI) = Females/Males





discussion

leadership, MVP and undergrads awards: male majority

intervene to awards

scientific council & evaluation committees: male majority

difficult to overturn

postdoctoral researchers (precarity): f/m = 1 / 2

collaborating faculty + elected researchers: f/m = 1 / 4.5

project management & secretariat: f/m = 13.2 / 1

the academic ladder (from ugrads to faculty or research position) suffers most

future work

propose evidence-based interventions

identify best practices and define KPIs

design monitoring framework

research synergies

networking, internal engagement, dissemination events

MindGenGapICT

Thank you,

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https://www.ics.forth.gr/dsn/