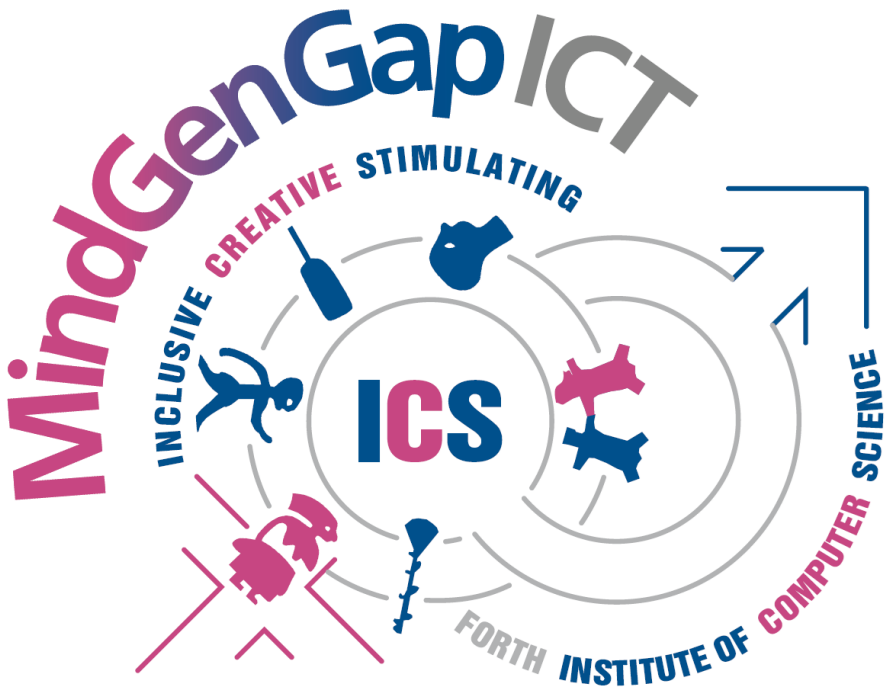
CoARA Boost
Funded by the European Union



Mind the Gender Gap in Computer Science
MindGenGapICT

Institutional Change project (25-CoARA-055)
2nd cascade funding

This project has received funding from the European Union's Horizon Europe Research and Innovation program under Grant Agreement No. 101131826

MAGDALINI CHATZAKI

STEPS FORWARD: MORE INCLUSIVE FORTH-ICS

HERAKLION, CRETE, 30 MARCH 2026

Gender Equality and anti-Discrimination Committee
FOUNDATION FOR RESEARCH & TECHNOLOGY - HELLAS

FORTH
INSTITUTE OF COMPUTER SCIENCE

Foundation for Research and Technology-Hellas (FORTH)



Facts & Figures

The Foundation for Research and Technology – Hellas (FORTH) was founded in 1983.

It is the premier multidisciplinary research institution in Greece with well-organized facilities, highly qualified personnel and a reputation as a top-level research institution worldwide.

10 Institutes

155 Research Groups

567 Active Projects

1552 People

FOUNDATION FOR RESEARCH AND TECHNOLOGY - HELLAS

INSTITUTE OF COMPUTER SCIENCE

CoARA Boost
Funded by the European Union

Established in 1983 as one of the first 3 Institutes of FORTH

The largest of the 10 Institutes of FORTH and the **largest research institute in Greece in ICTs** (>500 personnel)

ICS Mission



Perform high quality basic and applied research, promote education and innovation, and contribute to the development of the Information Society, at a regional, national, and European level

ICS has been pursuing basic and applied research activities spanning the broader ICT domain

challenge-driven (rather than project-driven)
interdisciplinary
development of the Information Society
domain applications with social impact

ICS has **excelled** in all evaluations of Greek Research Institutes conducted under the auspices of the General Secretariat of Research and Innovation: **consistently ranked 1st in the domain of Information and Communication Technologies**

current situation and challenges

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

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

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

moreover, women remain underrepresented in Computer Science at all career levels.

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

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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 shift: from scattered initiatives to systemic approaches.
3. cultural shift: improved IDE for research teams and administrative bodies
4. sustainability: iterative feedback between policy and practice, supported by leadership commitment.

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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												

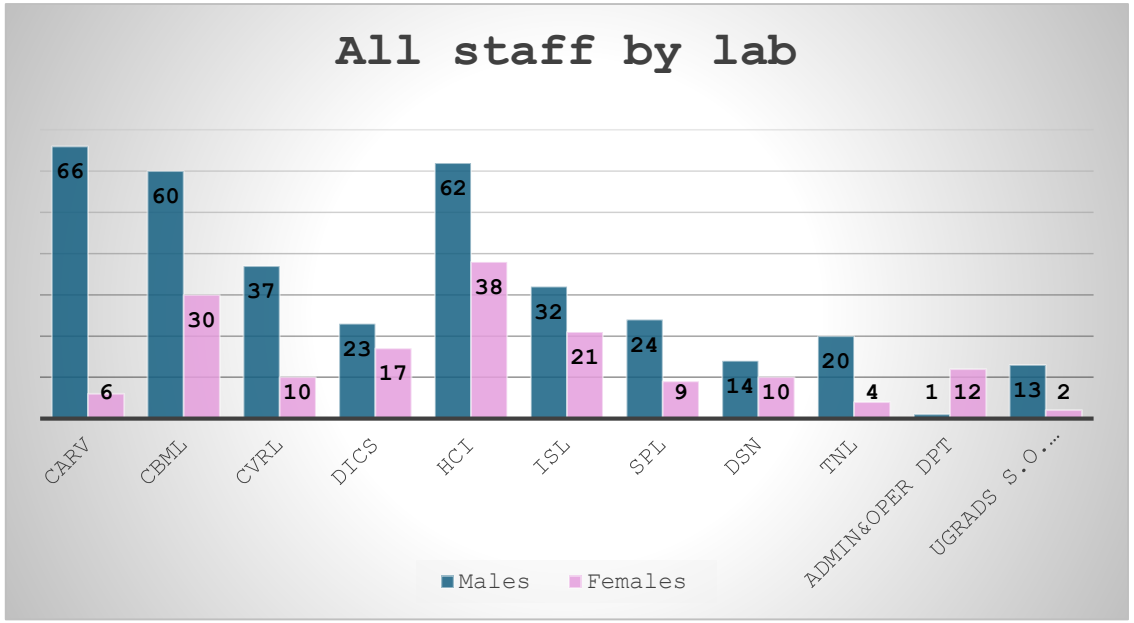
leadership&staff awards

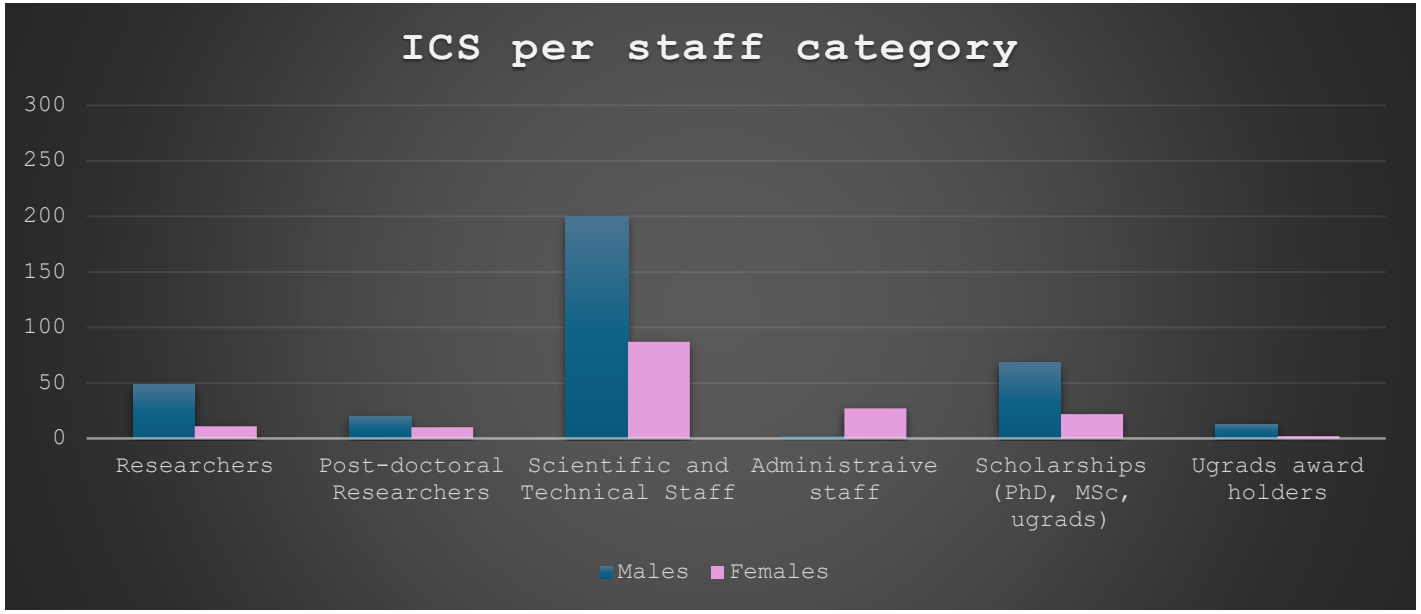
Leadership/Heads of Labs/Centers/Departments / Ηγεσία/Επικεφαλής Εργαστηρίων/Κέντρων/Τμημάτων	**male**/άνδρες	**female**/γυναίκες		**% male**/άνδρες	**%female**/γυναίκες
Director/Διευθυντής	1	0		100	0
Deputy Director/Αν. Διευθυντής	1	0		100	0
Carv Lab	1	0		100	0
CBML Lab	1	0		100	0
CeHa Center	1	0		100	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
Admin&Oper Dept	1	0		100	0
Critical Positions/Θέσεις Ευθύνης	3	0		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

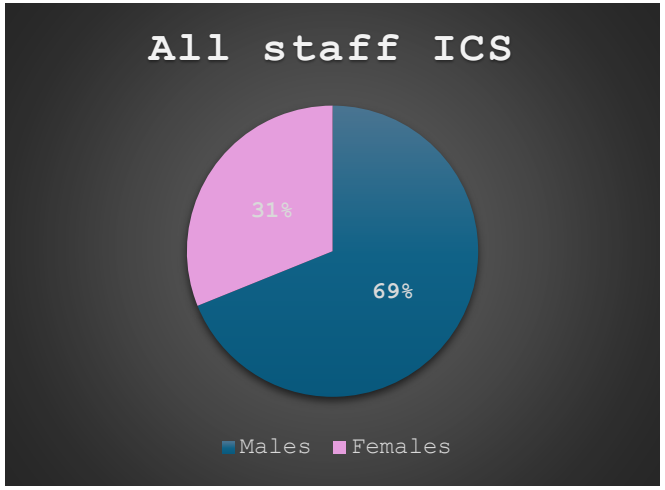
Most Valuable Personnel Award / Βραβείο Προσωπικού Κατηγ. Γ					
YEAR	**# personnel** / # προσωπικού	**male** / άνδρες	**female** / γυναίκες	%male / άνδρες	% female / γυναίκες
2009	2	2	0	100.00	
2010-2016	n/a	n/a	n/a		
2017	1	0	1		100.00
2019	2	2	0	100.00	
2022	1	0	1		100.00
2024	2	2	0	100.00	
total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

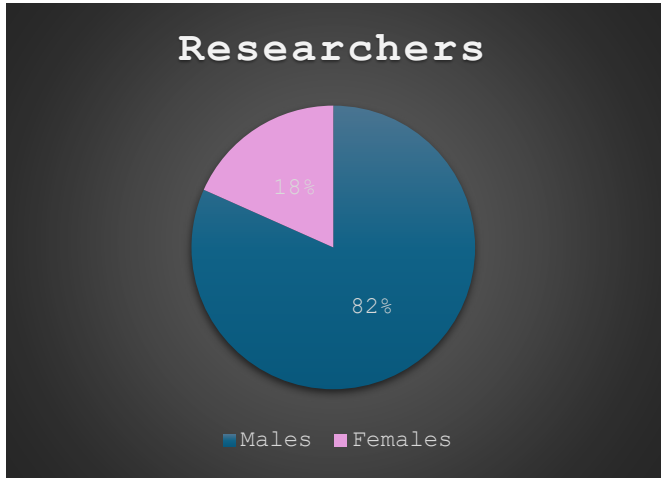
personnel per Lab & per staff category (Oct. 2025)

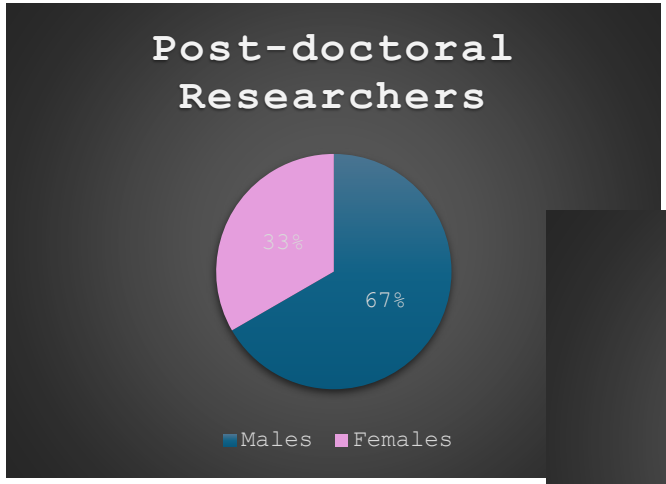


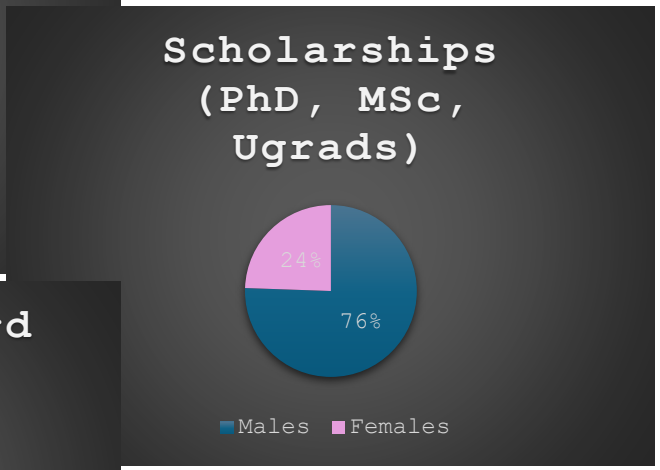


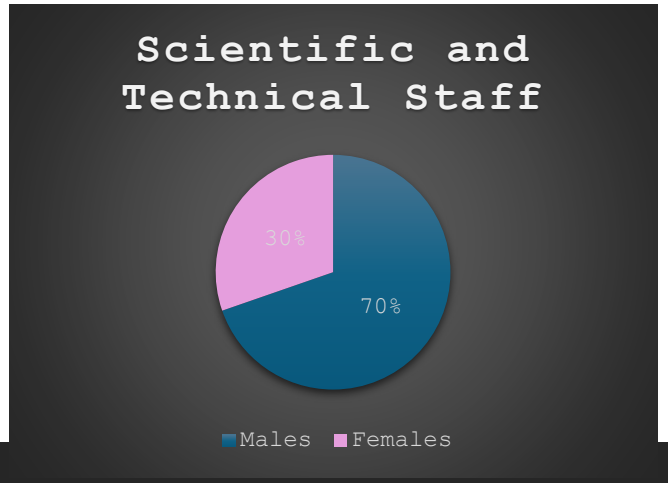
% per personnel category (Oct.2025)

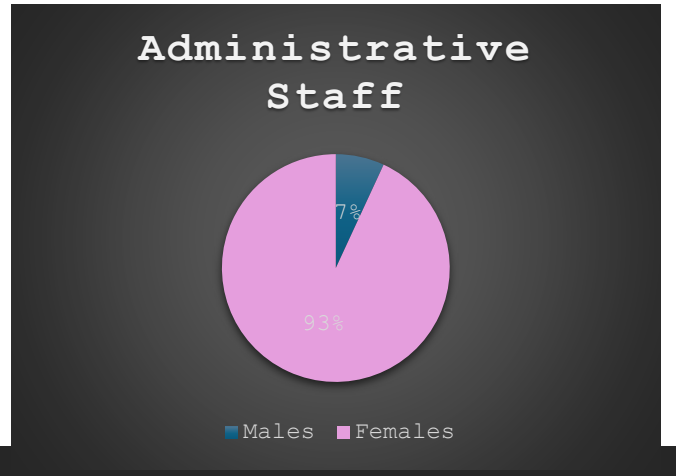


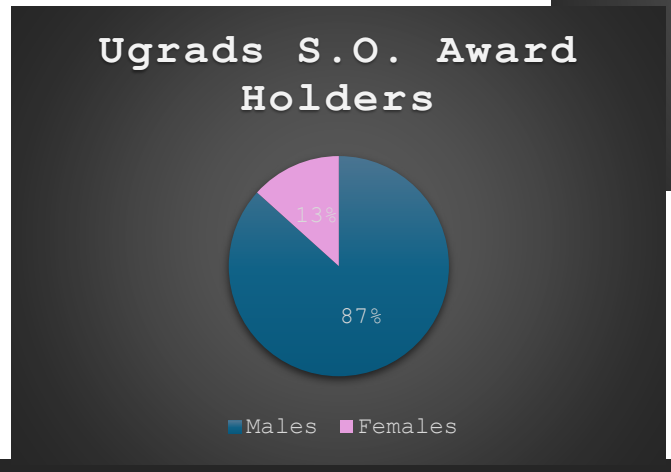












Gender Balance Index (GBI) = 1- abs(0.5- #females/#all)*2

How much balanced is the team. Evaluates fairness, balance

0.00: red or purple, totally unbalanced (either gender 100%)

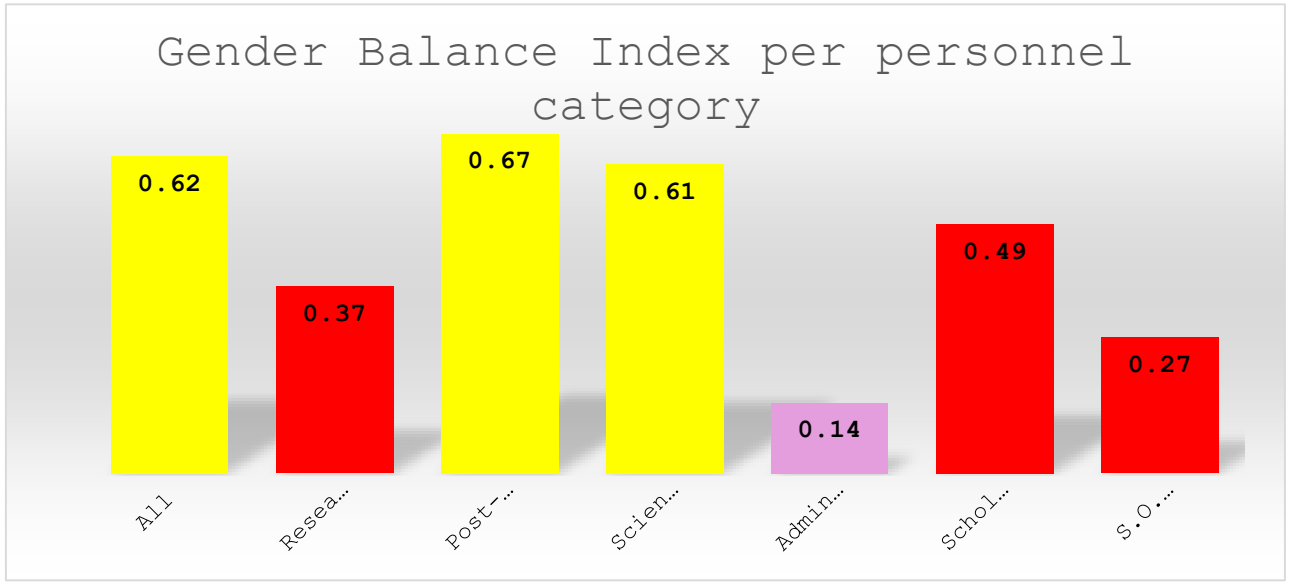
1.00: green, totally balanced (50%F, 50%M)

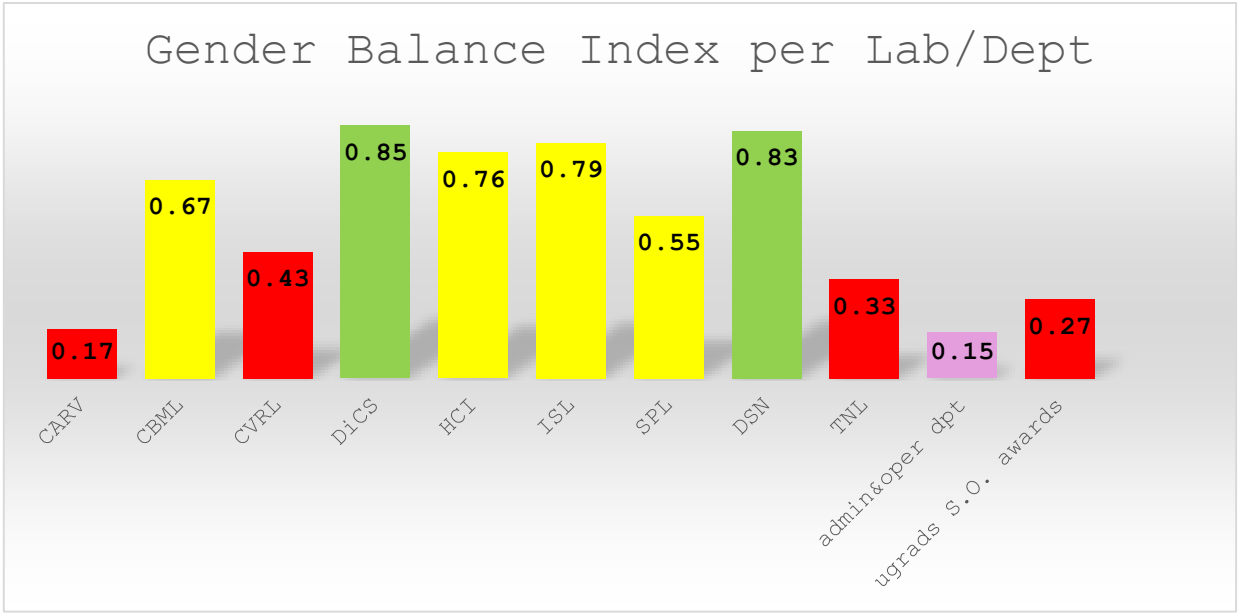
(0.00 – 0.50): red for male majority, purple for female majority, heavily unbalanced

[0.50 – 0.80): yellow, unbalanced

[0.8 – 1.00): green, fair, balanced

GBI per personnel category & per Lab





discussion

leadership, MVP and undergrad awards: male majority

interventions to be discussed

scientific council & evaluation committees: male majority

interventions to be discussed

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

suggested interventions

recruitment:

- initiate a research branch on Inclusion, Diversity, Equity & Techno-ethics
- create middle level management positions to create opportunities for younger researchers/staff to climb up the career ladder

DE&Techo-ethics research:

- cross-cutting activity combining policy design with IDE dimension in research practice (https://ercim-ide-wg.ics.forth.gr)

monitoring:

- KPI: Gender Balance Index (GBI) that evaluates fairness and balance per personnel category and per Lab
- new KPIs development: SHE FIGURES Index adapted to ICS setup
- develop digital platform to calculate the new KPIs for systematic monitoring

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suggested interventions (cont.)

education:

design and develop training modules for the leadership, for researchers/staff, univ. students, secondary education students

empowerment:

design and develop a mentoring scheme for career development and soft skills with a trach with emphasis to female students and young researchers

more females to participate to the Scientific Council and to the evaluation committees of FORTH-ICS

gender balance the “Most Valuable Personnel” Award

more girls to apply for the “Stelios Orfanoudakis Undergraduates’” Award

establish the ‘Equal Minds, Equal Code” Award to be awarded to Research Groups/Teams/Labs which actively incorporate IDE dimension in research and present yearly progress in gender balancing their research team

child-care support for young parents

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suggested interventions (cont.)

raising awareness:

- permanent informative column in the FORTH-ICS newsletter
- IDE coffee hour for casual discussions and brainstorming (e.g. once per month)

active participation:

- feedback loop with the leadership (i.e directors, Lab/Dept leaders, Scientific Council)
- feedback loop with FORTH-ICS community

IDE in Research Practice

cross cutting activity: we coordinate the ERCIM Working Group “Inclusive Digital Futures. Developing Technology and Culture” : https://ercim-ide-wg.ics.forth.gr

2 study visits

19th-20th Nov. 2025: Computer Science Dept@NTNU Trondheim Norway

20th-21st Jan. 2026: Institute of Women’s and Gender Studies@Johannes Kepler Univ. Linz, Austria

2 meetings with the Director and the Deputy Director of FORTH-ICS

dedicated informative column on Inclusion Diversity and Equity in Computer Science in the Newsletter of FORTH-ICS (published quarterly)

Tomorrow: the 1st IDE Coffee Hour @10:15am., Cafeteria Lobby

participate in 2 CfP (widera, Erasmus+) (we cross-fingers)

Dissemination and Communication

presented the MindGenGapICT project in 11 internal and/or external events/workshops

dedicated space in the FORTH-ICS web-site on “Inclusion Diversity Equity in Computer Science” where MindGenGapICT project deliverables and outcomes will be published: https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science

permanent column in FORTH-ICS Newsletter (published quarterly): https://www.ics.forth.gr/dsn/idecs-news

one internal bulletin already published: https://www.ics.forth.gr/dsn/inclusion-equality-diversity-computer-science

two publications in the scientific periodical of ERCIM News: https://ercim-news.ercim.eu

Mind The Gender Gap in Computer Science: https://ercim-news.ercim.eu/en142/special/mind-the-gender-gap-in-computer-Science

Inclusive Digital Futures. Developing Technology and Culture: https://ercim-news.ercim.eu/en143/jea/3008-inclusive-digital-futures-developing-technology-and-culture-a-new-ercim-working-group

co-editors of the ERCIM News dedicated issue on Inclusivity and Diversity: https://ercim-news.ercim.eu/en142

three posts on FORTH-ICS social media in Feb 2026

created 2 banners, 2 posters (Greek, English) and stickers, badges and bracelets as dissemination items for the project

future work (M7-M12)

(spring2026): #2 bulletin in ICS newsletter and social media posts

(March2026-Aug2026): enrich the web-site with data, news and outcomes

(30th-31st of March 2026): raising awareness workshop (keynote speaker: Dr. Anna Szlavi)

(April2026-May2026): meetings with each lab and the heads of the labs

(March2026-May2026):

- IDE dimension in ICT research - collaboration with the ERCIM IDE Working Group
- develop she figures KPIs for ICS
- publication of D1 and D2

(July2026): attend Network Gender & STEM Conference 2026, 9th-11th July 2026 @ University of Salzburg, Austria

(May2026-Aug2026): publication and conference participation

(Aug2026): publication D3 and D4

MindGenGapICT

Thank you,

Magdalini Chatzaki (magda@ics.forth.gr)

Dr. Maria Makridaki (makridaki@ics.forth.gr)

https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science

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background & ongoing work

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

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

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

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

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

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

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

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

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