

First Progress Report from Action

Submitted on: 30-11-2021

This report was submitted by the Action Chair, on behalf of the Management Committee of the Action, in fulfilment of the requirements of the rules for COST Action Management, Monitoring and Final Assessment. The first Progress Review (PR1) enables the monitoring of the Action's implementation of the SC Recommendations from the proposal stage and the COST Excellence and Inclusiveness Policy.

In the tables below the acronyms "YRI" and "ITC" refer to Young Researchers and Innovators and Inclusiveness Target Countries, as defined in the "Annotated Rules for COST Actions".

At the proposal stage the Network of Proposers addressed the COST Excellence and Inclusiveness Policy as follows:

| Proposal | | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------|-----|--------|---------------------------|-----|--------|
| | Participating countries | Main Proposer | | | % in Network of Proposers | | |
| | % ITC | ITC | ECI | Female | ITC | ECI | Female |
| Proposal OC-2019-1-23975 | 50% | NO | NO | YES | 50% | 14% | 86% |
| <p>For the statistics at the proposal stage the acronym "ECI" refers to Early Career Investigators and per COST implementation Rules in force before 1 November 2021.</p> <p>The COST Scientific Committee selected this COST Action for funding and recommended that:</p> <ul style="list-style-type: none"> • To comply with the COST Excellence and Inclusiveness Policy, in the implementation of the Action: <ul style="list-style-type: none"> • - the level of involvement of Inclusiveness Target Countries (ITCs) should be maintained and a plan should be developed and implemented to ensure the full involvement of ITC representatives in all aspects of the Action's implementation (including in Action leadership positions); • - the level of involvement of Early Career Investigators (ECIs) should be increased and a plan should be developed and implemented to ensure the full involvement of ECIs in all aspects of the Action's implementation (including in Action leadership positions); - the gender balance should be improved and the plans described in the proposal for ensuring gender balance should be implemented. | | | | | | | |

After month 12 from the Action start date, the implementation of the COST Excellence and Inclusiveness is as follows (for the explanation of the calculation of statistics please see Annex):

COST Association AISBL

Avenue du Boulevard - Bolwerklaan 21, box 2 | 1210 Brussels, Belgium
T +32 (0)2 533 3800 | office@cost.eu | www.cost.eu



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| Geographical Diversity: COST Inclusiveness Target Countries (ITCs) | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------|---------------------|----------------------------------------|------------------------------------|----------------------------------|
| | % ITC represented in the MC(2) | % ITC MC Members(3) | % ITC WG Members(4) | % ITC in mandatory leadership roles(5) | % ITC in other leadership roles(6) | % ITC in all leadership roles(7) |
| Action CA19122 | 55% | 51% | % | 33% | % | 65% |
| All Actions(1) | 54% | 53% | % | 30% | % | 57% |
| Comment: | | | | | | |
| <p>During the first year, the Action passed from 12/24 to 21/38 countries/ITC Countries. The Leadership roles % ITC is 33% that is higher than the average for COST actions (30%). ITC members involved in scientific/leadership roles are: Vice-chair, WG4 leader, and Science Communication Manager. The MC has now 72 members of which 36 from ITC. The main event in the first year was the workshop held in Madrid during the Informatics Europe annual conference. ITC is a criterion that WG leaders have in mind when reimbursing members. Another important event is ACM womENCourage conference that was held in Czech Republic in September 2021. The Action video: Three of the six core group members participating in the video are from ITC countries. Unfortunately, no ITC Grant has been granted. For the MC meeting of March 2022, members from ITC countries are asked to propose to host activities in their countries.</p> | | | | | | |

| Career Stage: Young Researcher and Innovators (YRIs) | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|-----------------------------------------|-------------------------------------|-----------------------------------|
| | % YRI MC Members(8) | % YRI WG Members(9) | % YRI in mandatory leadership roles(10) | % YRI in other leadership roles(11) | % YRI in all leadership roles(12) |
| Action CA19122 | 27% | % | 11% | % | 41% |
| All Actions(1) | 15% | % | 14% | % | 93% |
| Comment: | | | | | |
| <p>CA19122 network of proposers initially counted 15% ECI Participation. The participation of ECI involved in leadership positions is 11%. ECIs: a) are involved in scientific/leadership roles: - Core Group: WG5 leader The Action has co-leaders for each WG. One Co-leader is ECI and she is supposed to take the formal role in one year from now. Moreover another WG is looking for a co-leader and we will prioritize ECI candidates. The one STMS was assigned to an ECI. The Action has planned its 1st International Winter School on Gender Balance in Informatics that will be held in Norway in March 2021. The committee is composed of 5 members, of which 2 are ECI. The goal of the school is to establish Gender Balance in Informatics as a research theme and to create a community of ECI that will be recruited in the network.</p> | | | | | |

| Gender Balance(13) | | | | | |
|---------------------------|--------------------------------------------|--------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------|
| | Gender distribution MC Members (%F/%M)(14) | Gender distribution WG Members (%F/%M)(15) | Gender distribution in mandatory leadership roles (%F/%M)(16) | Gender distribution in other leadership roles (%F/%M)(17) | Gender distribution in all leadership roles (%F/%M)(18) |
| Action CA19122 | 89% / % | % / % | 89% / % | % / % | 100% / % |
| All Actions(1) | 44% / % | % / % | 47% / % | % / % | 107% / % |
| Comment: | | | | | |

CA19122 network of proposers initially counted 86% women participation; after the first year 72 members are involved in the MC and 89% are female. In the leadership roles, Chair and Vice-Chair, WG1, WG2, WG4, WG5, Science Communication, and GH Scientific representatives are female. The leader of WG3 is male. Each WG has a

co-leader and one co-leader is male and he is supposed to enter the position formally in one year. Moreover we are actively searching for a Co-Leader for WG4 and we will prioritize a male. Within computing only 25% is female, the Action needs the representative of those women to establish links in their countries. Moreover, it is an international trend in the research community that gender balance in informatics is addressed mostly by women researchers who can ultimately act as role models for women in Informatics research and education.

Action comment on its implementation (achievement and/or effort) of SC Recommendation(s) to date:

The Action has managed to establish a functioning network in spite of the challenges imposed by COVID-19. The first two MC meetings have been held digitally. The Core Group has met six times and each WG has met on average 8 times. The Action has implemented the website and connected it to social media channels, including youtube, where videos of webinars and on-line workshop sessions are available. Scientific publications are also available at the EUGAIN website. There has been one STMS, one Virtual Support Grant and two Virtual Mobility Grants. In the main physical event, held in October 2021 in Madrid, 70 persons participated in a joint session on gender balance in Informatics during the annual gathering of European Informatics departments at ECSS. and to the meetings of the 5 Action Working Groups. No applications were received for: ITC Grants, Dissemination Meetings or Open Access publications. Members of the Action implemented two webinars, led and participated to the ACM womENCourage conference. The Action organized a session in the most prestigious software engineering conference ICSE 2021 and meet- ups with initiatives working on the topic of gender balance in informatics across Europe to broaden our network.

Action description of plans to implement SC Recommendations and COST policy in the future:

ECIs: To encourage the participation of ECI, a school has been planned and approved by the MC. A ECI task force will be created to coordinates exchanges with conferences. Members will be nominated as national delegates (whenever possible). Leader role of the task force will be assigned to an ECI to act as coordinator and attractor of the ECI's. This role will also act as secretary and rapporteur for the Action. ITCs: the organization of an international conference in Cyprus (Women Encourage) is on the way (September 2022). We propose a new role to be assigned to a member from an ITC country to make sure that the ITC countries are well represented, and the ITC grants are used. Gender balance: Based on the mutual benefit principles (and COST inclusiveness and excellence policy), the new members will fill the gap of the less-represented gender. The participation of men working in the field of gender and inclusion will be encouraged. We propose a new role who will oversee taking care of gender balance. All: Cooperation with industry and society must be increased. CA19122 is strongly oriented towards the implementation of gender balance policies in industry and society. As part of two-day public event dedicated to industry and society is planned during 2022, and followed by a panel discussion with industrial partners. ECI, men and women and CA19122 members from ITC Countries will be involved in different committees. Collaboration with industry will be implemented also by promoting STSMs with the industry (host).