



DiversIT

THE EUROPEAN DIGITAL WOMEN DIVERSITY CHARTER

The European Digital Women Diversity Charter

Executive Summary

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Council of European Professional Informatics Societies
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Today there are some eight million people working in the technology professions across Europe. All of the major agencies believe that technology is a growing field and that skills are at a premium, and forecast that skills shortages will hit in most countries as we optimise and grow the uses of technology. It is therefore doubly important that we access all parts of the workforce in our search for skills. Currently, across the greater Europe, we see that women make up less than 20% of the workers in the technology and digital professions, and yet are consistently nearly half of the available workforce. If we are to make up the shortfall in skills, there is a need for focus on the numbers of women who are taking up roles in technology and digital careers. This, in turn, is highly dependent on the pipeline of girls and young women who see their careers in the technology field.

CEPIS believes that it is a key part of every IT and Technology association's remit to have a concern for the availability of skills within their country, and consequently, part of the remit to ensure that all parts of the available workforce are accessed. The IT association or organisation has a clear role to play in encouraging members and public or private companies in their efforts to ensure that more females take up and stay in careers in the industry or related academic posts.

The European Digital Women Diversity Charter (The DiversIT Charter) outlined below is a three-stage roadmap to help associations achieve leadership in these areas. Bronze, Silver and Gold certifications of the charter will be awarded to associations which can show that they have activities and focus on this area. The levels build upon each other until, at Gold level, associations will be seen as thought leaders in encouraging more women into the field, and as such. We hope that the charter award at 'Gold' level will be seen as a truly aspirational target by many organisations.

Associations (and, subsequently, companies, educational establishments and other bodies) are asked to sign-up to the charter in May 2019 and start their journey through the levels thereafter. CEPIS are looking for as many signatories to the charter as possible at this time in order to demonstrate our total commitment to IT skills in Europe.

Whilst the IT Associations are working to gain Bronze and Silver of the DiversIT charter as outlined below, CEPIS and its women's organisation will be working to ensure that the Charter gets the external recognition and visibility which will add value to the brands of in-country IT Associations.

CEPIS will offer the same ability to sign up to the principles of the charter to companies, educational establishments and to partners. However, since these companies exist in country, it is believed that the associations will become awarding bodies for the DiversIT charter once they reach the Gold standard of the award. In this way, they can credibly support companies, educational bodies and other organisations in their own country to implement plans for gender diversity in IT.