

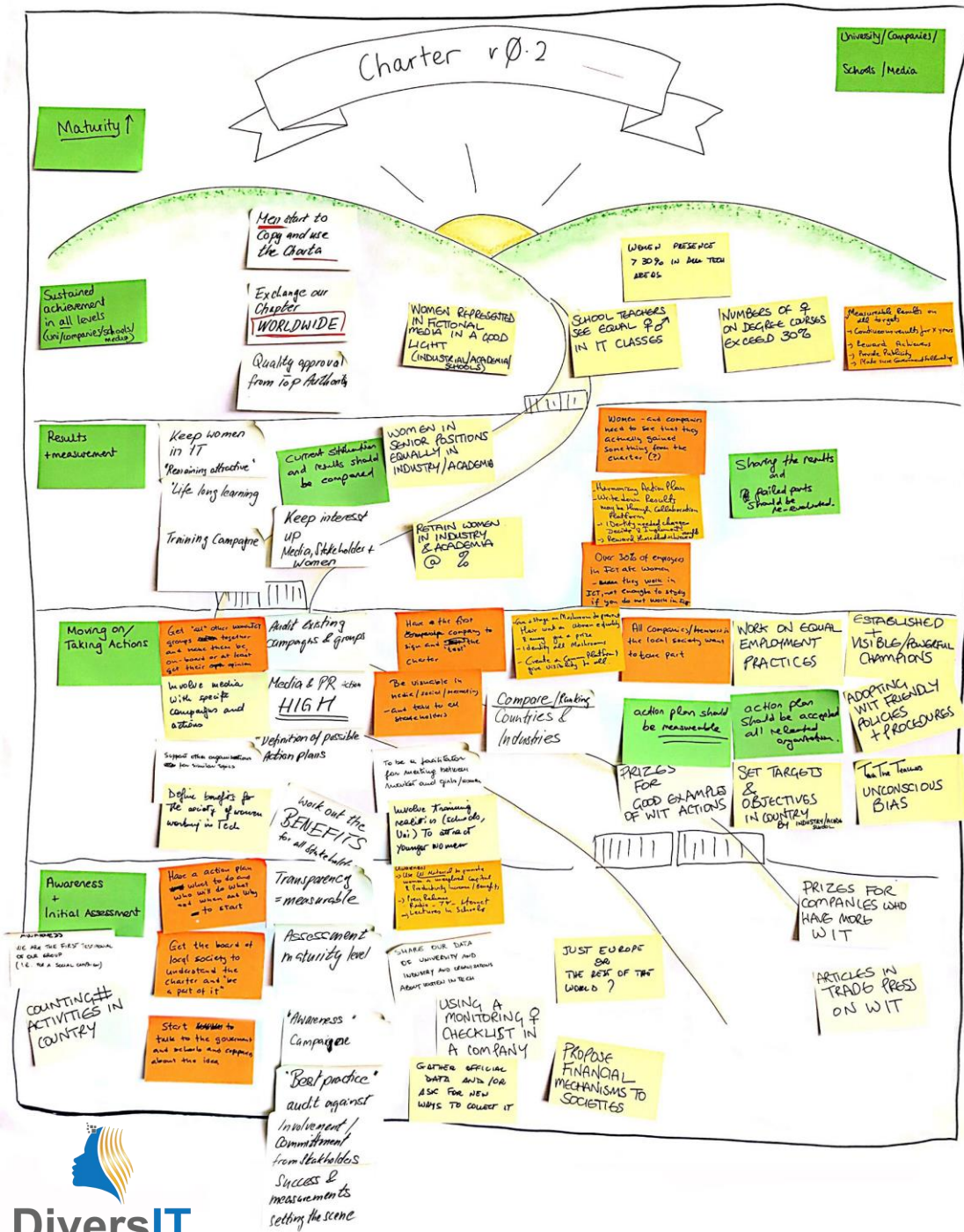


The DiversIT Charter
The European Digital Women Diversity Charter

Gillian Arnold
Chair, CEPIS Women in IT Taskforce

VISION

- Support the requirement for IT Skills by Increasing gender diversity in technical professions across Europe
- Key Initiatives
 - Challenging organisations to reach for equality and diversity in technical roles
 - Sharing best practice on diversity across companies, IT Associations and Higher Educational Establishments
 - Providing a framework for the growth of activities in support of women in technology professions
 - Building a community to support diversity in tech across Europe



Team



Spain Turkey Iceland Italy



Belgium Slovakia Cyprus Hungary

Switzerland Germany UK Norway
Latvia



The DiversIT Charter



Assessment Areas

- **Women's Groups**
- **Increasing Activity for Women in Tech**
- **Gender Equality in payment and job roles**
- **Interactions with other organisations on equality in technical professions**
- **Education and Academia**
- **Monitoring**
- **Objectives and KPIs**

Achieving Best Practice



Next Steps



Building Foundations



Nested communities of best practice

CEPIS Community

Assessment

Activity & ideas
Repository

Guidance

Activities

Standards

Local IT Association Community

Assessment

Guidance

Input to CEPIS

Activities & Ideas

Participation

Company or HEI Community

Certification

Activities

Input to local
IT association

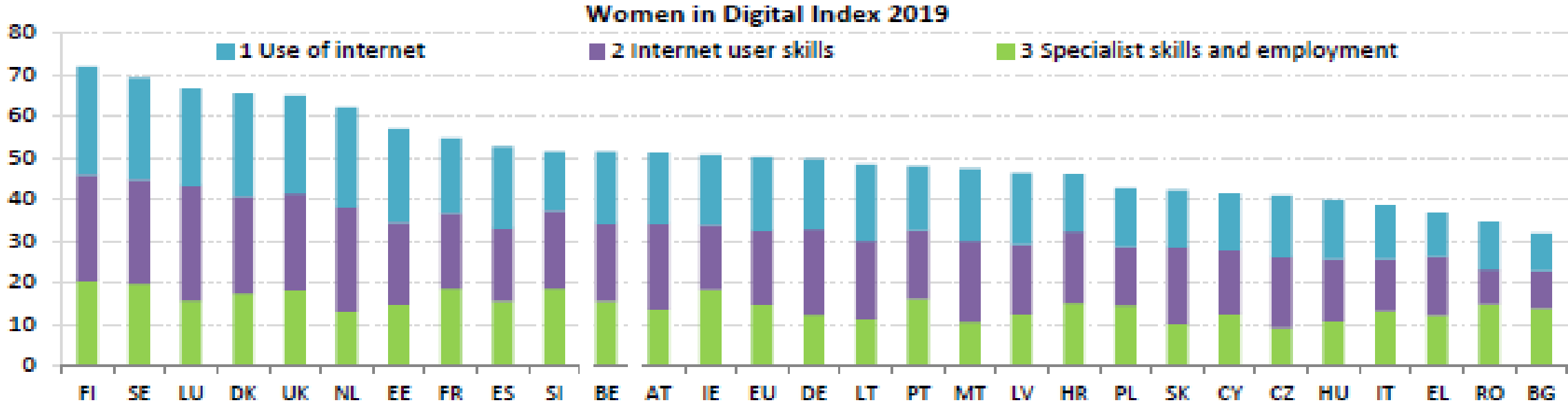
Participation

Aspirational Objective to 2025

1 Million more women employed with specialist IT skills and employment across the countries of Greater Europe



Women in Digital Scoreboard 2019



Source: European Commission Women in Digital Index