

# WOMEN IN COPERNICUS (WIC) + GEOCHICAS + FOSS4G

Collaboration between Women in Copernicus and  
Geochicas in promoting a gender balanced Earth  
Observation and Geoinformation ecosystem

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Service Public Wallonie



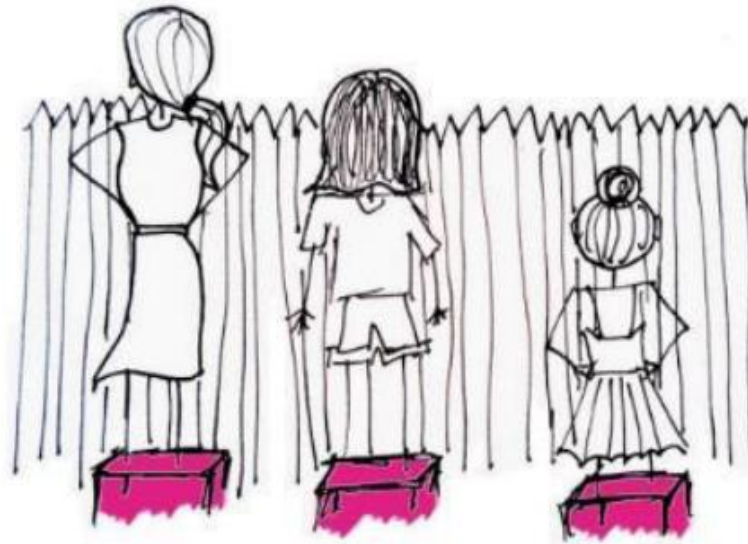
*WIC team Marie Jagaille , Barbara Riedler, Natassa Antoniou, Grazia Fiore, Aida Monfort-Muriach, Kathrin Lenvain  
Geochicas : Miriam Gonzalez*

# WHY? And What NEXT ...

« It is easier to  
break an atom  
than a prejudice »  
A. Einstein

- Why you are here?
- Why I am with you today?
- Why we talk about equality/inclusion in FOSS4G?
- What do we want next, what can we do ?

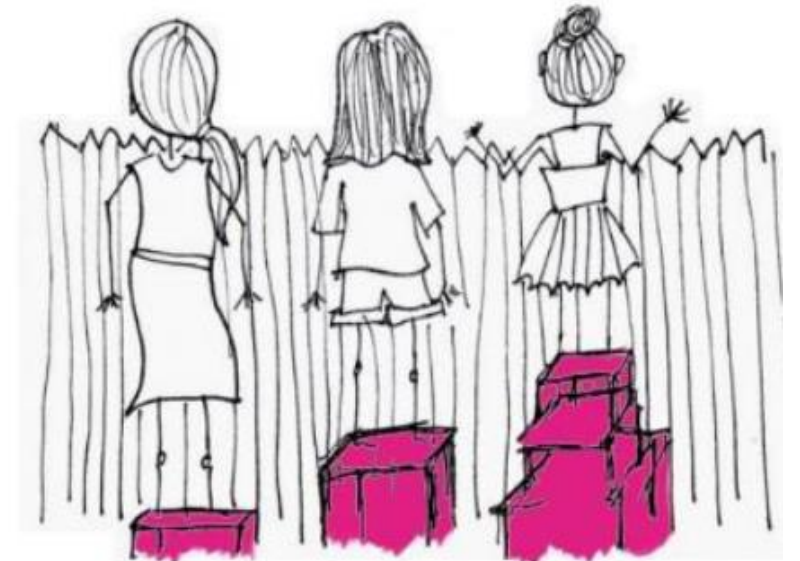
Diversity is being invited to the party



**EQUALITY**

[www.jump.eu.com](http://www.jump.eu.com)

Inclusion is being asked to dance




**INCLUSION**

JUMP



 Our Community

 Our mission

 OpenStreetMap Belgium



# Why are you in FOSS4G?

- 4Exchanging
- 4Brainstorming
- 4Tranforming the geoworld of tomorrow ....





# We are with you to talk about inclusion

- Geochicas and OSM (Myriam is with us 😊)
- Women in Copernicus in EO (my colleagues and friends in support)
- We are happy to be with you in FOSS4G and the geoworld



# Why talking about gender equality in Geoinformation and Space sectors ?

53% of young girls are convinced that they will never perform as well as boys (Microsoft, and KRC Research)



90% of future jobs will require IT/STEM-related skills

A diversity of skills leads to greater innovation success  
> in GEO, in EO, in EU !



- + Human rights (SDG)
- + Scientific Innovation
- + Ressources management (missing skills)



*"Gender equality is a core principle of the European Union, but it is not yet a reality. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity. Using only half of the population, half of the ideas or half of the energy is not good enough."*

President Ursula von der Leyen

Striving for a Union of Equality means a Union where all women and men, girls and boys in all their diversity - are equal. This is a joint undertaking by all stakeholders. The **Gender Equality Strategy 2020-2025** sets out a vision, policy objectives and actions to make concrete progress on gender equality in Europe and towards achieving the Sustainable Development Goals.

# Gender inequality in... studies

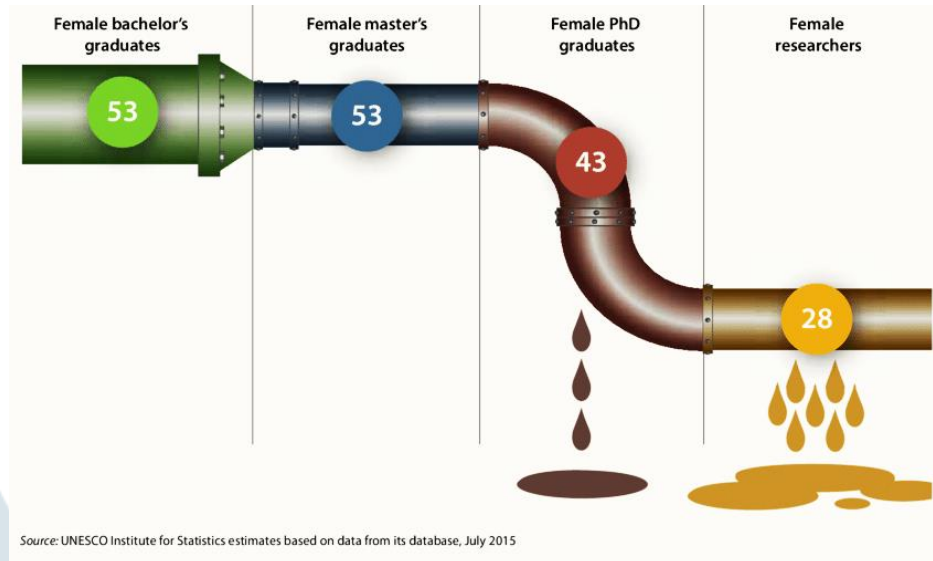
## and IT/ STEM jobs

gender gap distinct in STEM disciplines

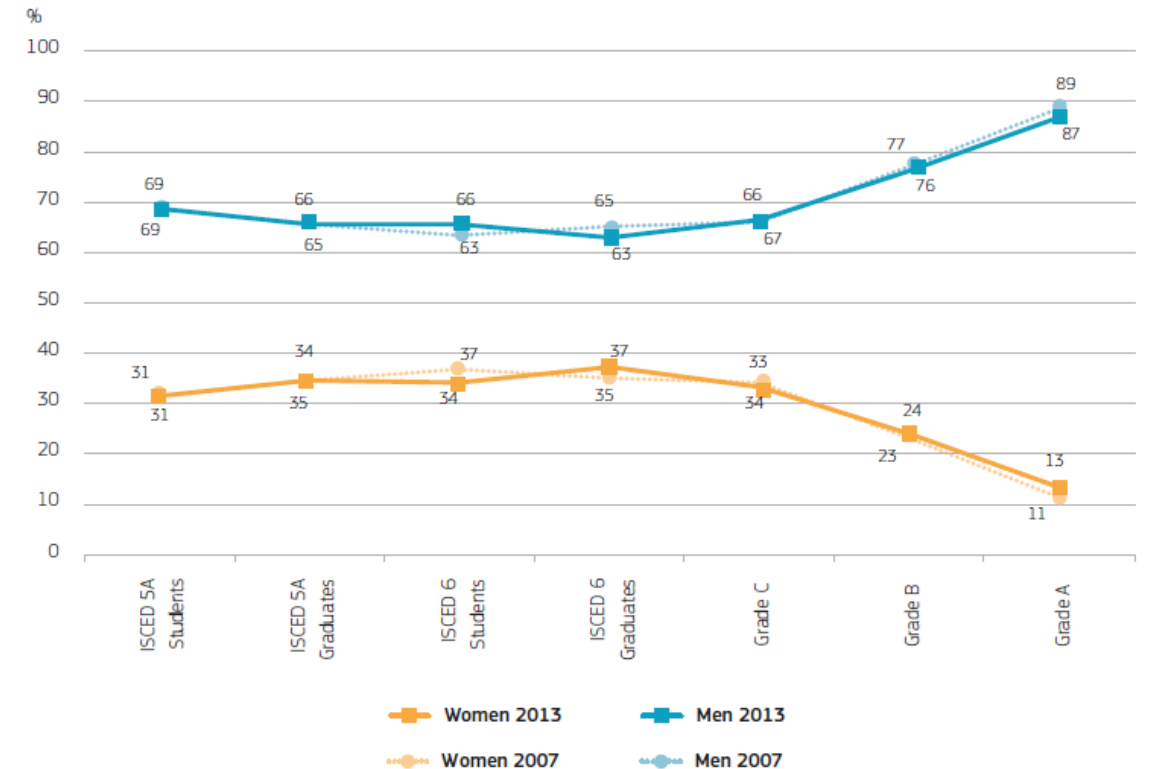
increases with level of career positions



Only **22%**  
of AI programmers  
**are women**



**Figure 6.2.** Proportions of women and men in a typical academic career in science and engineering, students and academic staff, EU-28, 2007–2013



# Gender inequality in... IT and Open Street Map

## Skewed Gender participation

87 % (Gardner et al. 2020) update the

95/98% (Buudhathoki and Haythornthwaite 2013)

## Geochicas efforts

- Increase the number of female mapper around the world
- Create a female network (safe space and support leading role)
- Share knowledge (project, wiki, expert database)

## Potential impacts

- Differences in editing (more creation from women side and edition - focus on quality from men side)
- Biased representation of reality if only from male vision
- Gender gaps (proportions on map)



# Geochicas State of the Map events

- Geochicas is present in 6 continents with more than 250 members
- Higher female presence at global events (parallel events called Geochicas take "*name the city*" in FOSS4G/ Geospatial World Forum)
- Sense of community
- Women involvement to map and make their environment more secure





Aim: identify, inventory, understand and gather stories of Copernicus Women to give them a voice and a face

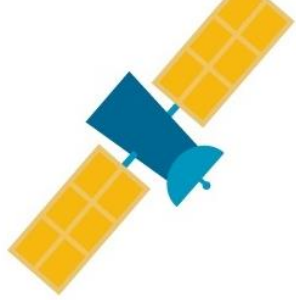
# WOMEN IN COPERNICUS



[www.womenincopernicus.eu](http://www.womenincopernicus.eu)

... Make women in the Copernicus ecosystem more visible to inspire girls and support young women





# Underrepresentation of Women in Copernicus/EO\*GI sector ?

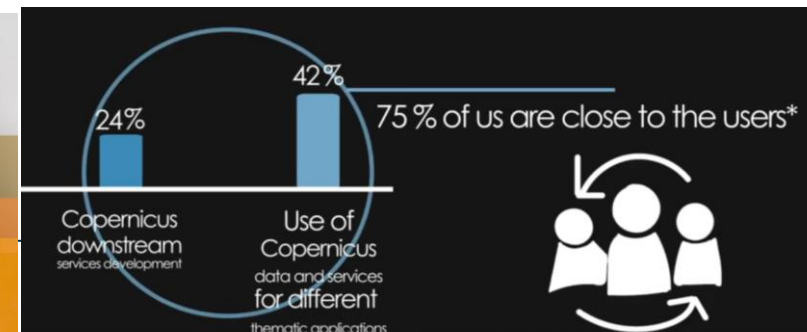


But Women are in Copernicus and they want to be visible !

## Women in Copernicus

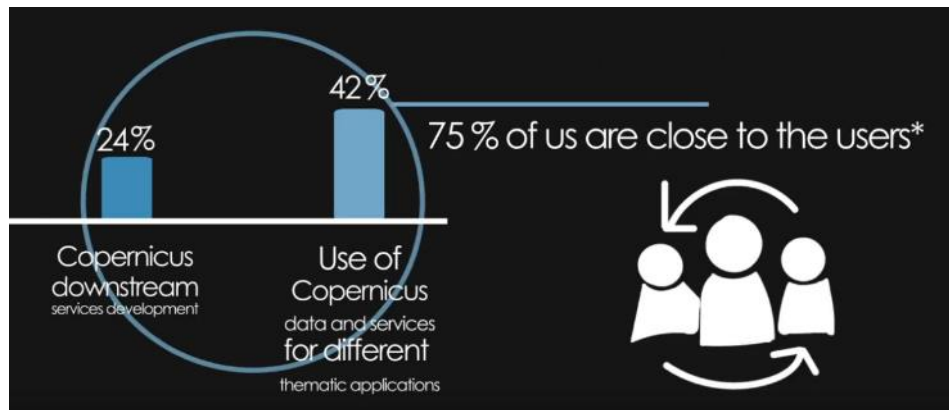
2020 and 2022 : 2 Global surveys about

- + background, career, barriers, facilitators and educational choices for by women working in Copernicus
- + 450 answers in 2020
- + 200 new participants > 80 men



# High work satisfaction > why?

closely working with users



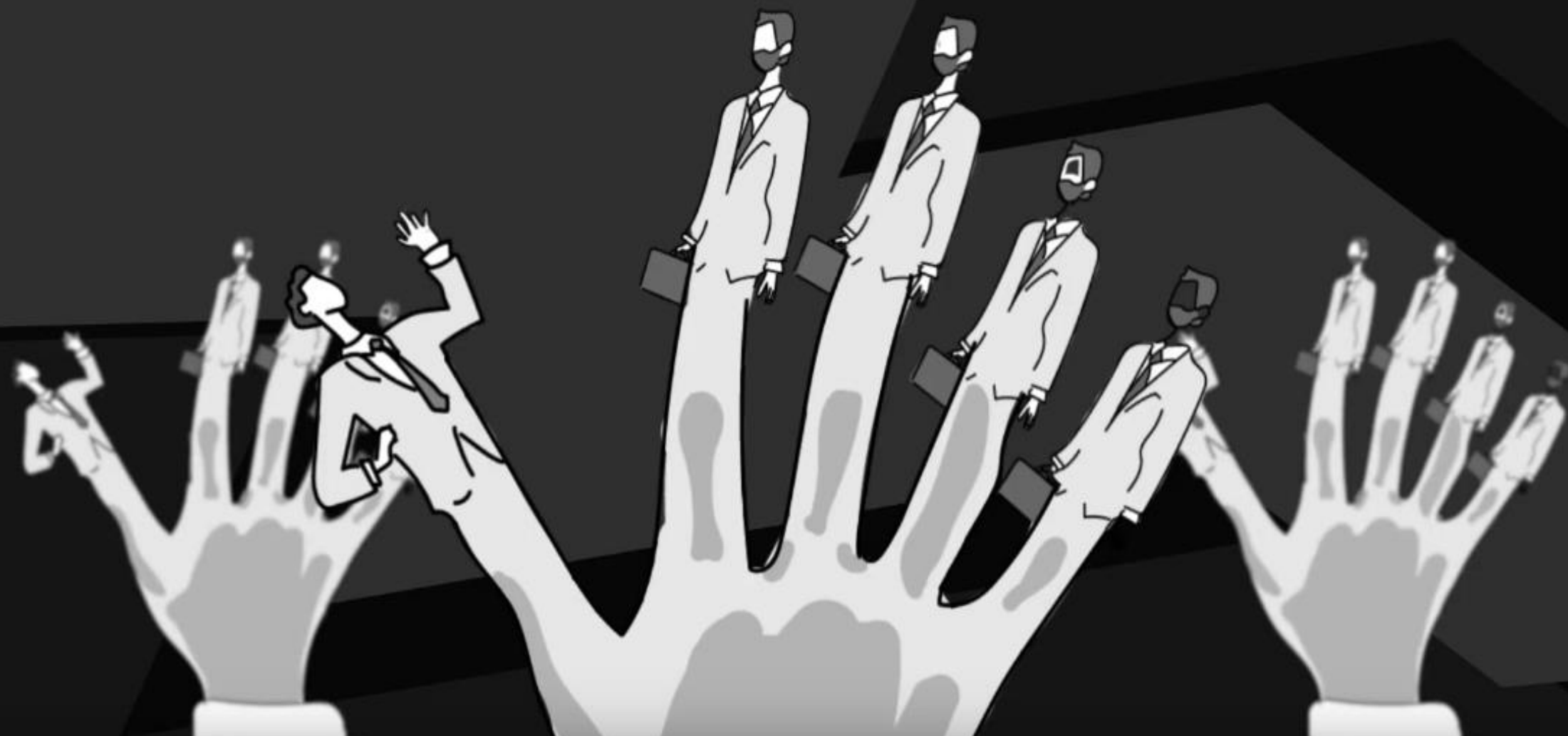
Asked about the accomplishment most proud of > 50% of the examples are related to service or support of users

proud contributing to societal challenges

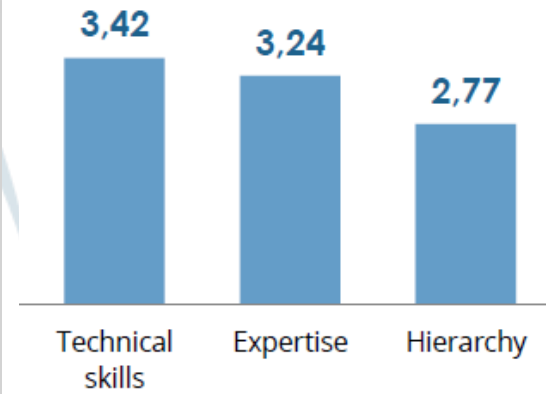
“  
User-oriented  
Innovative  
Data-processing  
Democratization of data  
Solve societal challenge  
”

This is a STRENGTH as woman can play a crucial role in **increasing** the **use and usability** of Copernicus data and services

Being a minority is still the main barrier identified by the women taking this survey



...the hierarchical level is still not very high.



It's still difficult to occupy a leading position as a women in the Copernicus field!

# From WIC to future



Attract **next generations**  
and **talents** including **girls**  
changing the image  
of STEM and Copernicus profession



**WHICH ARE THE CHALLENGES TO OVERCOME**

# Reminder ... Why are you in FOSS4G?

- 4Exchanging
- 4Brainstorming
- 4Tranforming the geoworld of tomorrow ....



# PROPOSED SOLUTIONS

for minimizing barriers, supporting the women that are in Geoinformation and attracting new ones ....



Implementation of **policies** to achieve gender balance

**Empathy** in the management & team working

**Mentoring** and coaching with female & men actors



**Visibility** of role models and existing women

**Networks** of Women dedicated to exchange personal experiences and expertise

**WOMEN IN COPERNICUS ACTIONS**

# Ideas to all: from top hierarchy to all teams

- Recrutement process (because men are still mainly in the top management) : TEDx Tomas Chamorro-Premuzic Why do so many incompetent men become leaders? And what can we do about it?
- Support the women who are in the team > being in minority is difficult!
- Be carefull about the « mansplaining » et « maninterrupting », « sexism » for ♂♀ : listening to each other 😊
- Stop believing people because they are talking loader « halo effect »
- Job satisfaction - engagement - being usefull for the planet together (equality)



“ Male oriented events  
The only women at the  
board ”



Achieve gender  
equality and  
empower all  
women and girls

# Ideas for women and girls



- Find a safe place (quit a position if needed, some male attitudes are toxic)
- Find nice colleagues (women and men) to express your feelings (men are happy to be sensible 😊)
- Create or join networks 4support and 4exchange ideas > why not OSM/ opengeo / ... WIC
- Register in expert database to be more visible
- Believe in yourself : the GIS world need you!

**Bridging GI and Space initiatives  
fostering gender equality**

**Women in Copernicus webinars**  
April - May 2021 every Wednesday at 15:00





Women in  
Copernicus

AND



WISH YOU

# HAPPY GIS DAY

## LET'S MAKE GIS DAY MORE DIVERSE!

In 2019, two thirds of professional speakers were male[1]. Same happens in GIS / EO conferences and events. There is a lack of diversity in panels, events and conferences.

## THE W+IG SPEAKERS DATABASE

We want to see more people of underrepresented gender backgrounds sharing their expertise on stage. With more diverse speakers at geospatial conferences and events, the GIS and EO fields will benefit through their wide ranging perspectives, skills and talent.

## REGISTER TODAY!

The speakers database is a chance to gather great talent and it is your chance to show your availability as a speaker, to talk about the great things you do and have done (big or small) and to contribute to make geospatial conferences and events more diverse.

# Just one day late

## WIC collaboration with Women in Geospatial+

Women in Copernicus webinars: Bridging GI and Space initiatives fostering gender equality

### WOMEN IN GEOSPATIAL+ -

CHANGING THE STATUS QUO BY CREATING A STRONG NETWORK OF WOMEN+ LEADERS AND CHANGEMAKERS



Julia Wagemann



Aida Monfort Muriach

[HTTPS://SPEAKERS.WOMENINGEOSPATIAL.ORG](https://speakers.womeningeospatial.org)

Register!

15/11/2022

# Network & community



Women in Copernicus

24 Abonnenten

ABONNIERT



ÜBERSICHT

VIDEOS

PLAYLISTS

KANÄLE

DISKUSSION

KANALINFO



Uploads

▶ ALLE WIEDERGEBEN



Build a common future for Copernicus



WTAC#4 - Women talk about Copernicus - "Copernicus is...



WTAC#3 - Women talk about Copernicus - "Gender bias"



WTAC#2 - Women talk about Copernicus - "Copernicus is...



WTAC#1 - Women talk about Copernicus - "Copernicus in...



WTAC#5 - Women talk about Copernicus - "Copernicus is...

**Women in Copernicus**  
@WomenCopernicus Vous suit  
499 Tweets

Women in Copernicus is a European action which aims to identify and give a voice to women involved in or using Copernicus  
\*womenincopernicus.eu\* ✓  
Traduire la biographie  
[womenincopernicus.eu](https://www.womenincopernicus.eu) A rejoint Twitter en juin 2020

803 abonnements 1 189 abonnés

Suivi par geo.informed, DG DEFIS #StrongerTogether et 36 autres personnes que vous suivez

Be our follower on Twitter

Be part of the google or linkedIn mailing list : 300 women registered across Europe and the world

# You are not alone. We are a lot! And you?



[www.womenincopernicus.eu](http://www.womenincopernicus.eu)



subscribe per mail at website



join group: Women in Copernicus



follow @WomenCopernicus



channel: Women in Copernicus

