



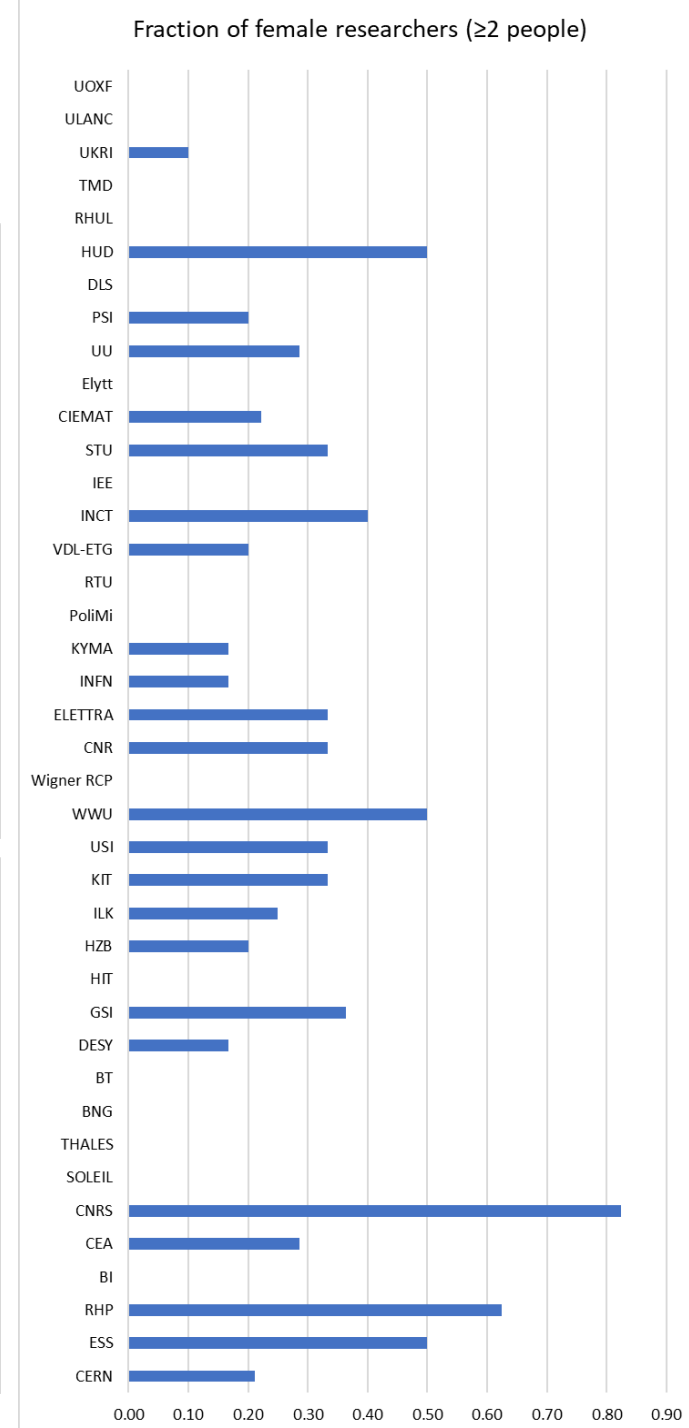
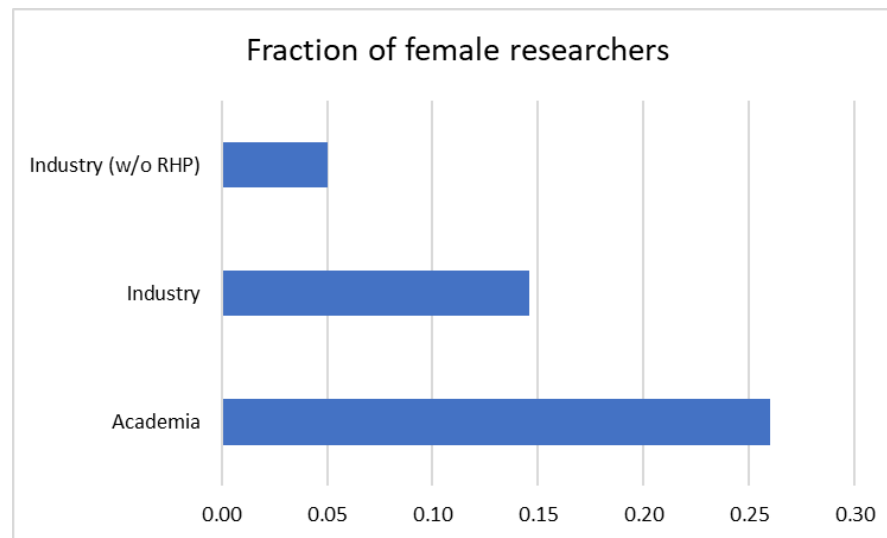
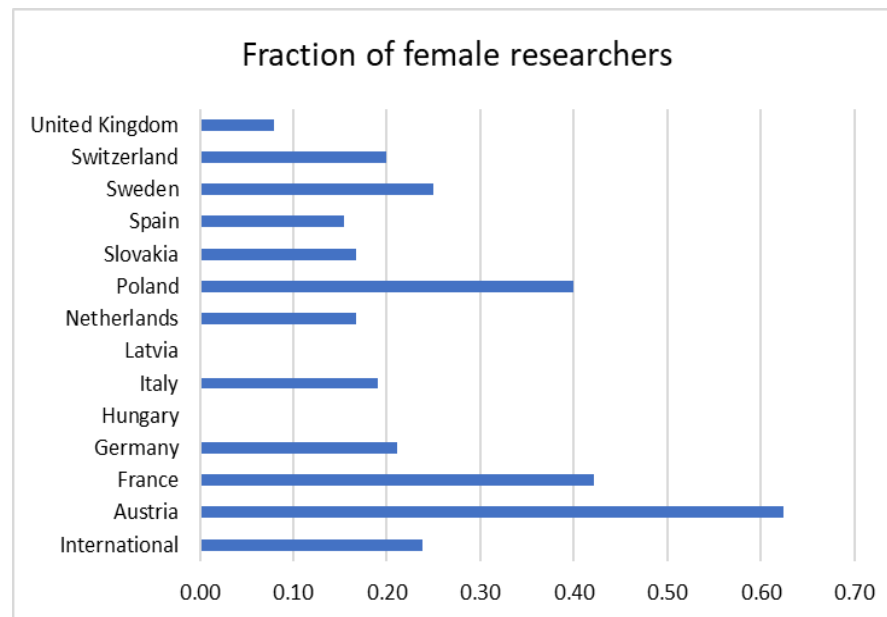
Gender balance in I.FAST

From 1st Periodic Report:

I.FAST gender balance not too bad for researchers (24% female) in comparison to our community but shows a wide difference between academia (26%) and industry (14%, or only 5% without counting one industry).

From this meeting:

Unbalance is high at representation level and in industry: 17% of female presenters in general meeting, 12% in industry session, 10% in industry workshop.



Why we need to improve

It is not only about gender: the main issue is **diversity** as a key element for **innovation**, the broader goal of I.FAST

Diversity in the broadest sense:

nationality/culture,
competences/profession,
age/generation,
gender,
individual differences such as
ethnic origin, belief, sexual
orientation or disability



At the roots of innovation

The Oslo Manual (OECD/Eurostat, 2005), defines innovation as “the implementation of a new or significantly improved product or process ...”

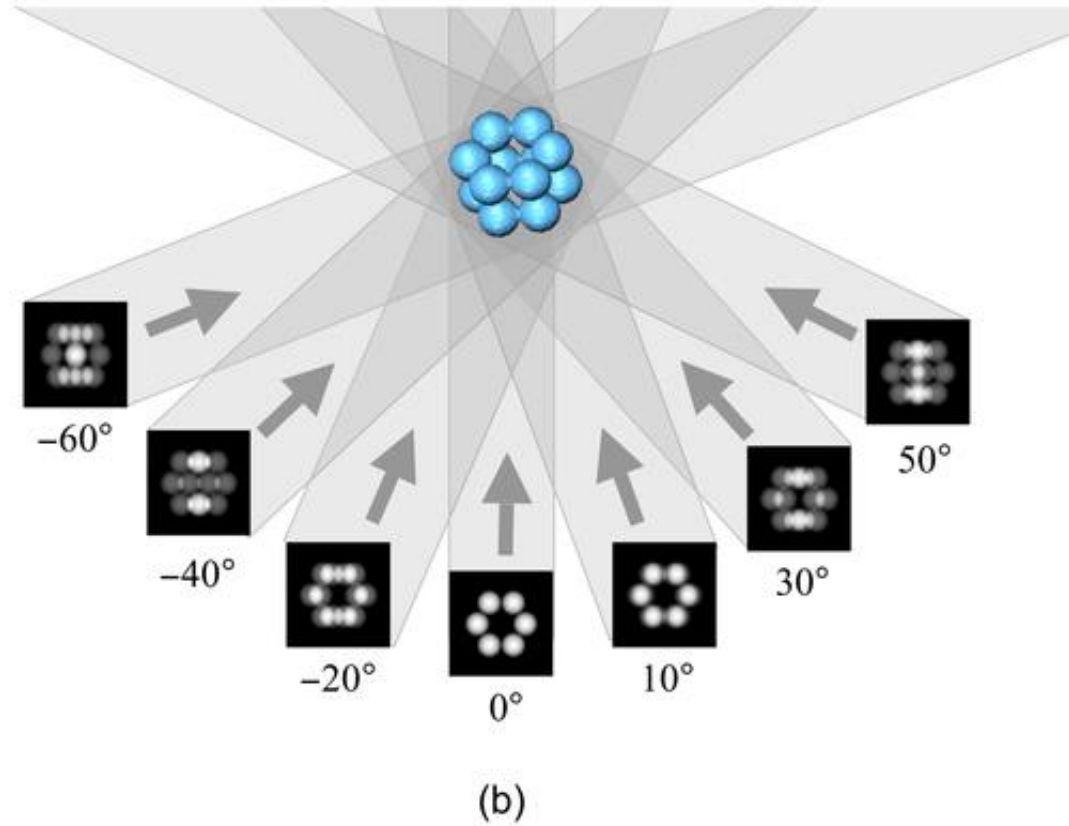


The 4 key elements of Innovation:

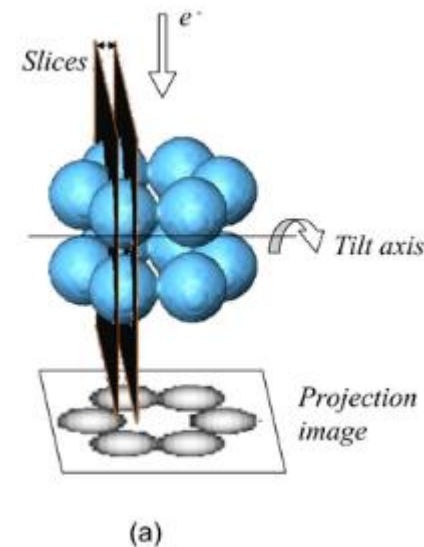
- **Collaboration,** ➤ Open and collaborative environment.
- **Ideation,** ➤ Fresh ideas, merging input from different fields.
- **Implementation,** ➤ Clear development process
- **Value** ➤ Well defined goals and objectives



The tomographic approach to problem solving

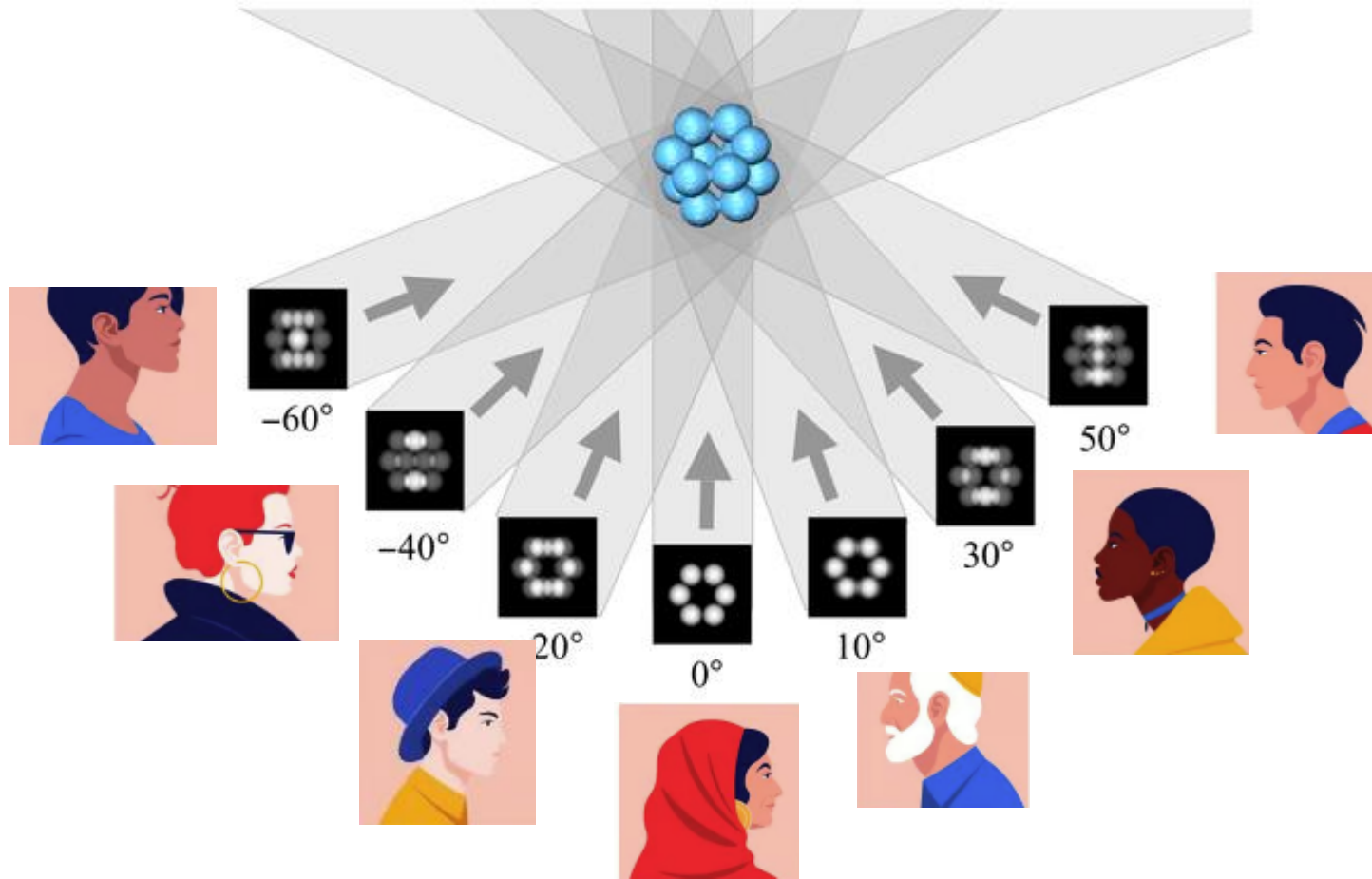


The best way to approach complex problems is by looking from different points of view and combine observations.



Like in a tomographic reconstruction

Diversity and Innovation



- A **diverse team** (gender, nationality, culture, etc.) with a good collaborative spirit (common communication language) offers automatically the different views needed to analyse a complex situation and to provide the ideas required to innovate.
- Need to encourage and preserve diversity (create a common language but preserve individual languages) in a team.

Building an inclusive and innovation-oriented team

- Foster diversity in the recruitment process (we have the tendency to appreciate at first glance people who look and behave like us...).
- Listen and value everyone's opinion, in particular from less represented groups (gender or others), help all members to express themselves freely.
- Encourage and construct leadership, in particular from less represented groups. Encourage members of the team to make decisions and take responsibilities.

