

The final push to start your own female network within your institution

Cécile Deprez



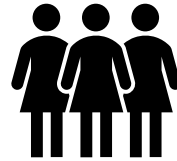
Knowledge for Tomorrow



Why would women network together?

Exchange

- Ideas
- Tips
- Gender-specific issues

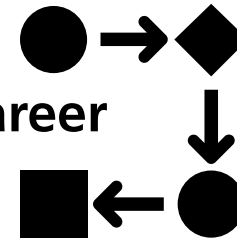


Not be alone

Get to know each other



Advance their career

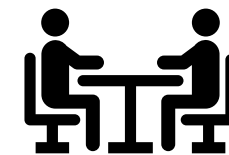
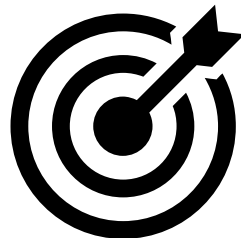


Safe place for discussion



Promote each other

Have more weight



Change their environment



Cécile Deprez



Researcher

German Aerospace Center (DLR)

Institute of Navigation and Communications (KN) located nearby Munich

Working group on *Visibility of Female Experts*

Women in Aerospace – Europe



Founder and manager

Sexism Flop, Belgian branch of Pépité Sexiste

Fight against sexism in marketing



Communication strategy and monitoring team

Visibility Watch EU – Brussels Binder



In my Institute at DLR, we are **15% women scientists**
Most women are **the only one** in their research group/projects



2020: **Women scientists' network**

↓ top
down

Women get to meet

Safe space to discuss potential issues

Conference: **4 women out of 84 speakers**



2021: **KN women scientists**

↑ up
bottom

Action-oriented group

Well-being and visibility of women scientists





KN women scientists



Cécile Deprez
Institute of Navigation and Communications (KN)



Women in SF



Natalie Hanrieder
Solar Research Institute (SF)



2022: DLR women scientists' network

↑ up
↓ bottom



Structure of the workshop

Let's get to know each other!

How to create a female network?

Step 1: Creation

Step 2: Organization

Practical exercise: What would your network look like?

Step 3: Establishing network's goals

Step 4: Facing the potential difficulties

Practical exercise: What would be your network's objectives?

Wrap-up of the workshop



Let's get to know each other!



With the support of



women's network
wintershall dea

Annett Hufe



Women in SF

Natalie Hanrieder



Sabine Ertl



**Diversity Initiative –
Fostering the leadership of tomorrow**



Claudia Kessler

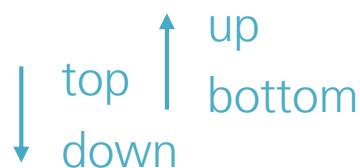


Women in Aerospace - Europe



How do you create your network?

- CEO ↓ top
- HR ↓ down
- Management



1. Initial idea from hierarchy (CEO, HR, etc.)

2. Women take over the control



Time →

- On your own ↑ up bottom
- With friends/colleagues



DLR women scientists' network

Initiative from women but already existing „sister“ network/organization that can help



Who will be part of your network?

- Women-only

- Women-only core organization and projects
- Women-only core organization but some projects for men too
- Women-only core organization but some projects together with men

- Women + non-binary folks

- Projects and core organization as inclusive as possible
- Collaboration with other underrepresented groups

- Women + men

- Projects and core organization together to improve working together
- Core organization together but projects mostly aimed at women



How do you name your network?



women's network
wintershall dea



Women in SF



Women in Aerospace - Europe



KN women scientists



DLR women scientists' network

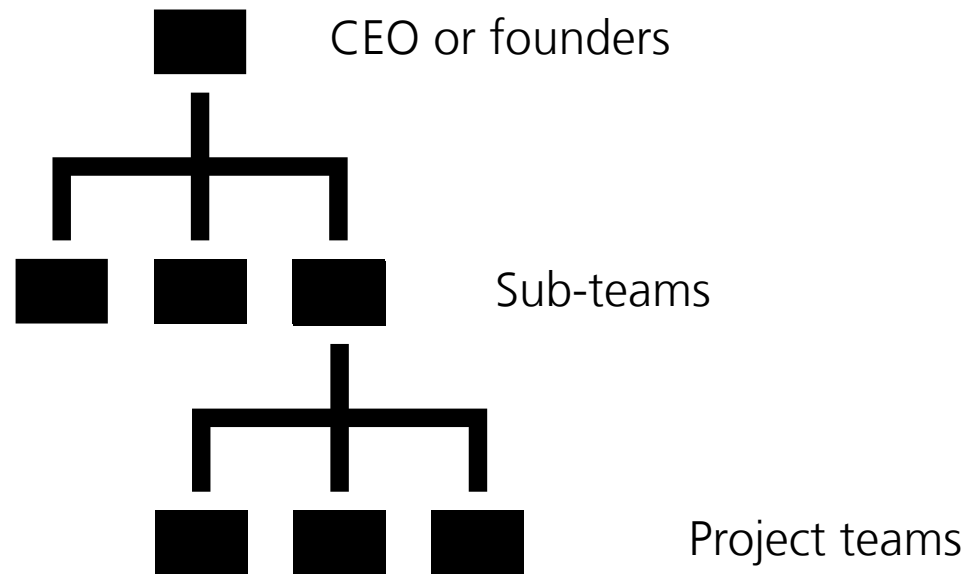


Diversity Initiative – Fostering the leadership of tomorrow

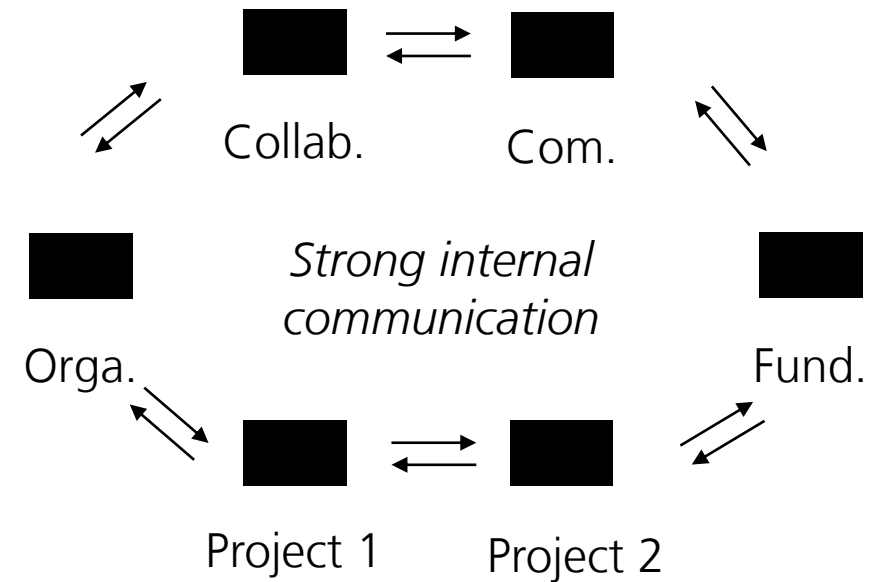


How can you organize your network?

Vertical hierarchy



Horizontal hierarchy



Your turn!

- Find **who** is your network for
- Find a **name** for your network
- Imagine a possible **organization**
- Specify if it is a **top-down or bottom-up** creation



What are a network's missions?

Networking

- Organize get to know each other events (suppers, lunch times, etc.)
- Support group
- Team building activities
- Dedicated discussion channels and discussion topics

→ Typically outside of working hours (lunch times, suppers)

Adding value to your company

- Organization of projects/actions aiming at improving women well-being, visibility, working together, etc.
- Definition of a network's philosophy
- Official position within the institution
- Visibility outside of your institution
- Activity report to hierarchy

→ During worktime



What are the difficulties you might face?

- Position yourself within your company
 - Are there other groups already existing?
 - What about diversity management?
- Find budget for your activities
 - Budget for some projects
 - Budget for the extra hours you spend in this network
- Motivate your team(s)
- Deal with (the opinions of) your male colleagues
 - Make allies
 - Include them in the core team
- Establish good communication means
- Organization → try different formats



Let's finalize your network creation!

- What are your network's missions going to be?
- What projects would you like to implement first?



Personal benefits of creating a network



Sabine Ertl

- *Possibility to reflect on my own career and my mindset and actions with regard to diversity,*
- *Broadening my network,*
- *Interesting exchange with colleagues about topics that might otherwise not arise,*
- *Visibility towards mgmt. as well as employees*

- *Meeting colleagues that you would have never met,*
- *Enjoying this working atmosphere/very different working with women,*
- *Gain experiences on project management, activities, learning from other people's experience, moderator, write advertisement, comm skills, etc..*



Annett Hufe



List of actions - ideas

Group activities

- Women of the month / week / etc.
- Invited speakers
- Team building activities (diner, supper, hiking, etc.)
- Workshops to tackle women-specific barriers:
 - Career path design
 - Leadership
 - Core strengths
 - Pitch yourself
 - Negotiate salary
 - Sexism at work
- Discussion rounds– maternity, sexism at work, etc.

Projects within Institution

- Improve job offers (more women-friendly)
- Improve work environment (tampons in the toilets, poster for prevention against harassment, etc.)
- Unconscious bias seminars for all colleagues
- Mentoring/sponsoring program
- Diversity day
- Girls' day
- Co-lead positions
- Temporary vs long-term contracts
- Diversity-balanced boards (recruiting team, leadership positions, etc.)



Biggest achievements in networks – celebrate success



Women in SF

Visibility of the women scientists and their special challenges; tackling under-representation within the institute; much more sensitivity of the colleagues.

Buy-in from top management; kick-off event with >250 colleagues (~20% male; continued traction even after 1 year in all workstreams; good stakeholder management. (e.g. with HR, mgmt., worker's council)

Diversity Initiative – Fostering the leadership of tomorrow



Strong corporate network (when women move to diff. locations); Budget; CEO as sponsor (award to make visible people in the company that support diversity and inclusion); visibility + recognition + diversity & inclusion manager; management support → activities during normal worktime; diversity targets in company strategy



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Support from IL; budget for projects; award nomination from FTA; credibility given to the topic; activities during normal worktime; visibility



KN women scientists



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Women in SF



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Women in Aerospace - Europe



Thank you for you participation!



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KN women scientists



Cécile Deprez
Researcher at German Aerospace Center
(DLR) | Women in STEM advocate | Co-...



If you have more question or if you start your own network → let's get in contact!

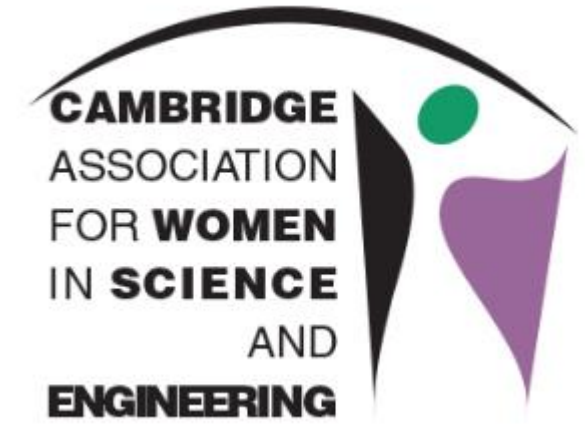


Feedback session



Additional networks for women in tech

net4tec



WOMEN
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