

In the International Women Day, donesCOEINF (<http://dones.coeinf.cat>), the gender commission of the Official Chamber of Informatics Engineering of Catalonia (COEINF) realizes the increasing social wish of transformation towards a more balanced future where integration of women in professional circles becomes permanently normalized.

Apart from the political and strategic proposals of higher level to reconstruct the social structure in this direction, donesCOEINF is aware that technological sectors involve an additional challenge to the women situation: the extremely low presence of professional women in technology in general, and in informatics engineering in particular.

Thus, on March 8th, 2020, donesCOEINF wants to be present by means of some practical recommendations, that our men colleagues might very easily apply to their daily activities at individual level to contribute to the gender gap bridging. The 10 recommendations are the fruit of a compilation of situations that professional women often face. They are small things that done by many can have a big impact.

We share them with all. Those that can introduce some of this recommendations in any of their activities are contributing to the social transformation towards a more fair and equitable world.

The 10 recommendations of donesCOEINF towards an equitable future

1. If you organize a round table, an opening or closing institutional table, include at least one women in it.
2. If you are invited to participate in a debate or round table, ask if some women as been also invited. If not, propose the inclusion of at least one woman.
3. If you have a meeting with a team including woman and a man, do not assume that the head is "him".
4. If the head is "her", do not address to him to find agreements; she is the responsible of the decision.
5. If you build a working team, commission or jury, include at least one woman.
6. If you write a document, report or essay among several persons, include at least one woman among co-writers.
7. If a woman talks in a meeting, stop for a while and listen to her. She deserves your attention the same as men do.
8. Respect the speaking time of women.
9. If you like the idea of a colleague, take 5 seconds to realise if some woman present in the room presented it before and include them in the discussion.
10. If you have a brilliant idea don't check it only with men before getting it through. Women will tell you things that men did not think about.

Because we add VALUE. Because men and women have COMPLEMENTARY views.

Search a little bit. May be you don't have the women that you need at distance-level of 1. But we are sure you can find it at distance-level of 2 or 3.

You can ASK us. We help you to find them.

.... and congratulations if you already daily incorporate some of these good practices!