




# Women+ in IC



We represent and consist of women+ in the IC  
faculty of EPFL.

Our goals are to:

- **promote the research of women+ in Computer Sciences**
- foster solidarity
- **help women+ network across all academic bodies**  
(students, PhDs, staff members, professors)
- encourage our entire faculty to take part in  
(inter)national feminist initiatives
- **Offer a dedicated space for women+ to safely and freely  
express themselves**, helping them grow both  
academically and personally.

 <https://wic-epfl.github.io>  
 [WomenInIC\\_committee@groupe.epfl.ch](mailto:WomenInIC_committee@groupe.epfl.ch)  
 [@wic\\_epfl](https://www.instagram.com/wic_epfl)





## WHAT

Women+ in IC is an association that aims at promoting the representation of women, non-binary and agender peers (denoted women+) within the informatics and communication (IC) faculty of EPFL, the Federal Polytechnic School of Lausanne, Switzerland. Our events **promote the research of women+ in Computer Sciences**, foster solidarity, **help women+ network across all academic bodies** (students, PhDs, staff members, professors), and encourage our entire faculty to take part in (inter)national feminist initiatives. Additionally, they **offer a dedicated space for women+ to safely and freely express themselves**, helping them grow both academically and personally.

## WHO

Women, non-binary, agender, and allies from the computer and information science faculty of EPFL. These are kept up to date over **3** distribution lists, **1** telegram group and our social networks (**LinkedIn, Instagram and Slack**).



## Women<sup>+</sup> in IC

# WHY@EPFL?

In IC, only **17.5%** of the students identify as female among students ([1]), and only **16% amongst professors** (9/56) ([2]).

The 2021 EPFL Culture of Respect [3] illustrate this by showing that gender minorities are more prone to:

- **feeling less safe** at EPFL (chart 5)
- receiving **inappropriate or derogatory comments** (charts 18, 20)
- **being discriminated** against (charts 19, 23)
- being **subject to violence** and/or psychological harassment (chart 27)
- being **subject of unwanted physical contact** or sexual assault (charts 36 and 36b)

The 2022 Mental Health surveys [4] shows that gender minorities are more prone to:

- being at **higher levels of exhaustion** (figure 4)
- rating their **mental health** as significantly **worse** (figure 8)
- experience and witness more obvious and probable bullying/mobbing (figure 2)

## WHY SHOULD YOU CARE?

Also some information on **why diversity matters** from company profitability perspective:

In 2018, McKinsey found that **companies in the top quartile for gender diversity on their executive teams were 15% more likely to experience above-average profitability than companies in the 4th quartile**. Almost exactly three years later, this number rose to 21% and continued to be statistically significant. They also found that companies with more women on executive teams were 27% more likely than those with the least women to be leading their industry in value creation and profit ability.

[1] [https://www.epfl.ch/about/equality/data-and-reports/gender\\_monitoring/interactive-gender-monitoring/](https://www.epfl.ch/about/equality/data-and-reports/gender_monitoring/interactive-gender-monitoring/)

[2] <https://www.epfl.ch/schools/ic/about/faculty-members/>

[3] [https://www.epfl.ch/about/vice-presidencies/wp-content/uploads/2021/10/Respect\\_Survey\\_Report.pdf](https://www.epfl.ch/about/vice-presidencies/wp-content/uploads/2021/10/Respect_Survey_Report.pdf)

[4] <https://www.epfl.ch/campus/security-safety/en/mental-health-well-being-survey/>

[5] <https://www.insurance.ca.gov/diversity/41-ISDGBD/GBDEExternal/upload/McKinseyDeliverDiv201801-2.pdf>

# Sponsoring



**Promote diversity within your company, and your company to a diverse audience!**

All sponsoring options mentioned below include posts on our **communication channels** (Slack [PhDs and postdocs/staff], telegram [women+ in IC], whatsapp [BSc and MSc]) and our **socials** (Instagram and LinkedIn)

## workshop

**What:** Organise a workshop to **showcase** your company's research and activities.

**How:** **Provide** a full lunch for participants and an interactive session.

**Build** connections with **emerging talents** from EPFL-IC

## talk

**What:** **Present** your company's research and activities, and offer CV tips for students interested in roles with you.

**How:** **Provide** a full lunch for participants and a presentation.

**Build** connections with **emerging talents** from EPFL-IC

## sponsor

**What:** **Support** one of our events or projects by catering a full lunch to our members, or by **donating** money, time, menstrual products, conference access, or other resources.

**How:** **Donate** in the way that suits you best.

**Help** us foster a **welcoming and supportive space** for women+ in IC, and **gain visibility** on our website for 6 months as sponsor!

We are also opened to custom collaboration options. Combine, create, or edit or pick any of the categories above!

# Past Activities



## Lunch seminars

Top women+ in their field presenting  
their research and career path to  
our members

## Exhibition

Fun activities educational activities  
putting women+ forward during  
national feminist days

## Study Session

Study session organised in chosen  
non-mixity, catering afternoon tea  
and promoting collaboration across  
different bodies

## Awareness Training

Organisation of awareness training  
withing IC

## Career Workshop

Coding interview workshop (sold out  
in half an hour)