

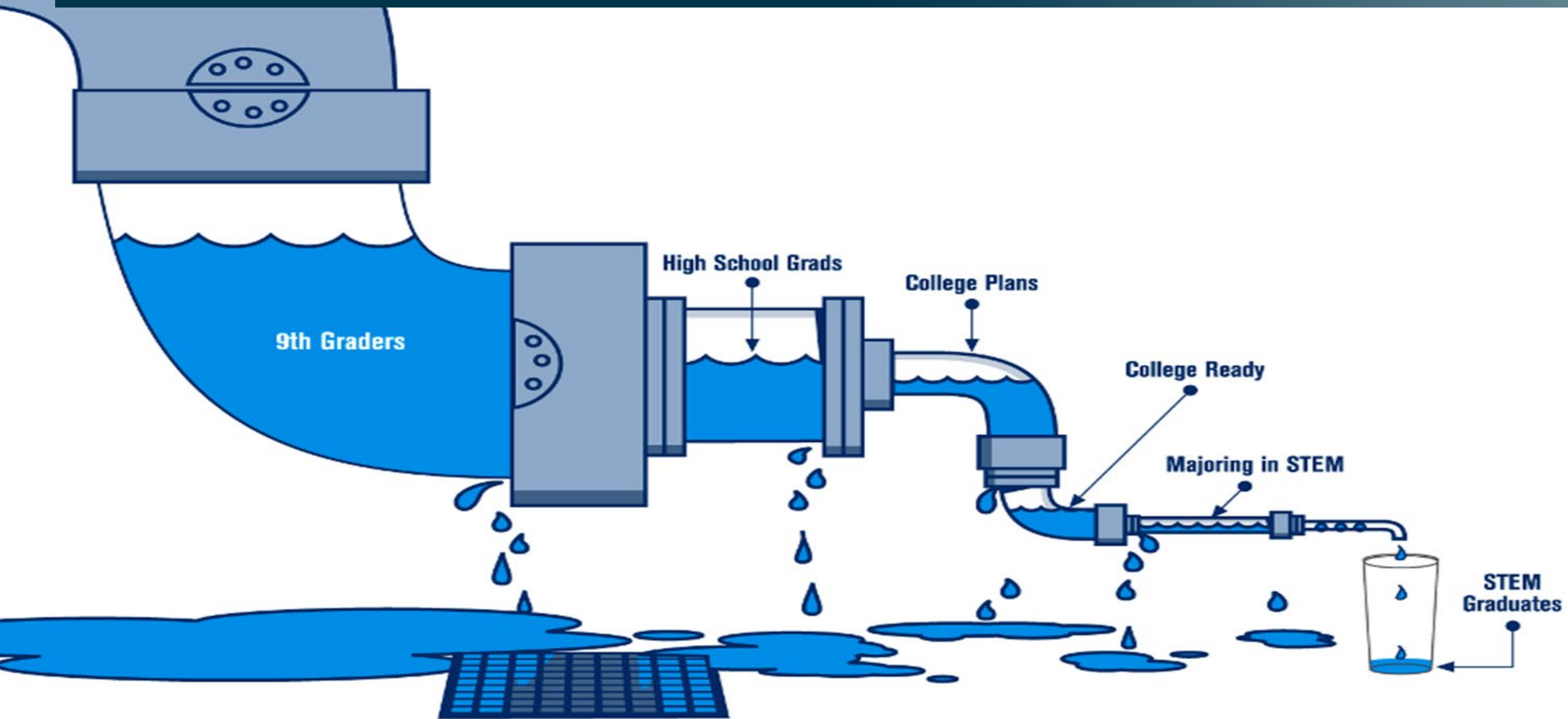
A heart-shaped Melexis chip is the central focus, resting on a complex circuit board. The chip is dark blue with white circuit traces and the Melexis logo and tagline 'INNOVATION WITH HEART' printed on it. The circuit board is populated with various components, including resistors, capacitors, and integrated circuits. Numerous small, warm-toned lights are scattered across the board, creating a glowing effect. The background is a blurred cityscape at night, with lights from buildings and streets visible.

Melexis
INNOVATION WITH HEART

Adjusting Perspectives

GSA WLI London - March 13th, 2024

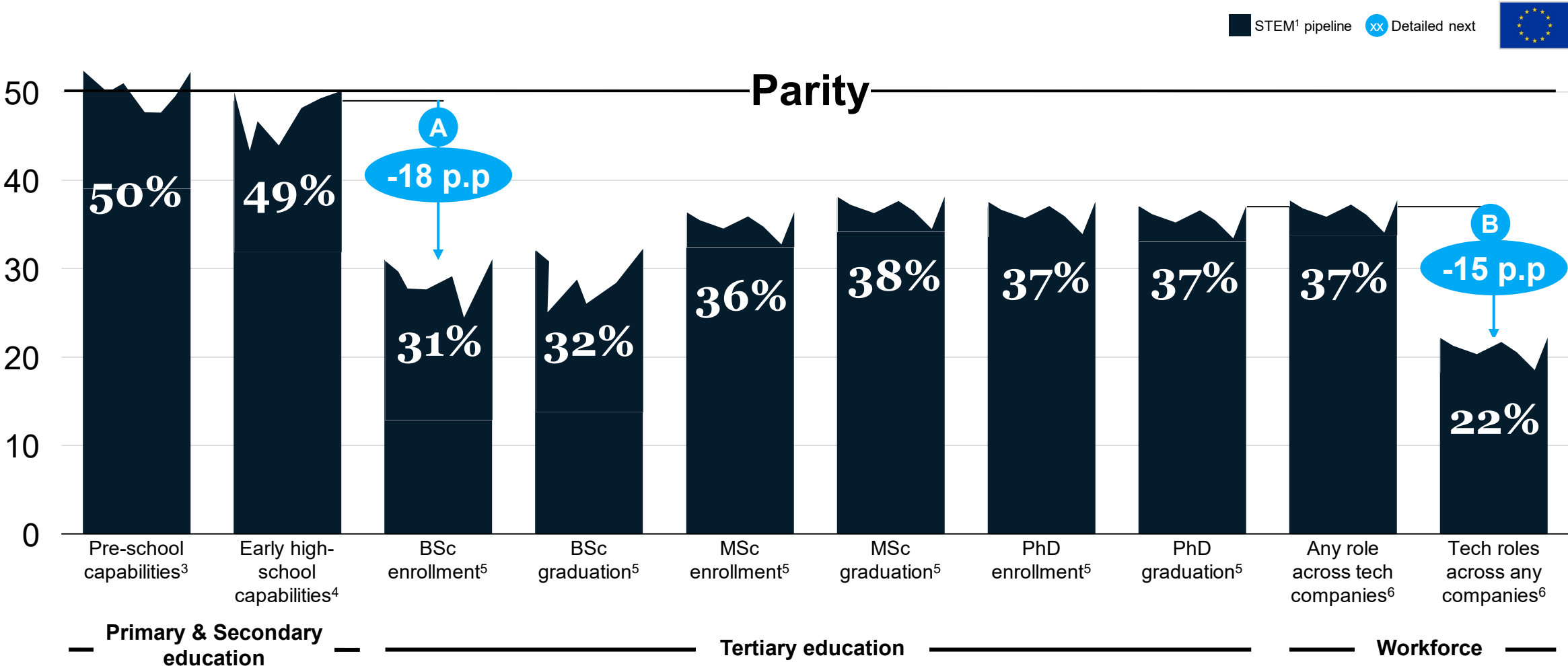
It's the pipeline, stupid!



Source: NCES Digest of Education Statistics; Science & Engineering Indicators 2008

Today we see 2 significant drop-off points for women in European tech: At the end of secondary education, and at workforce entrance

European² average, in % of total pool



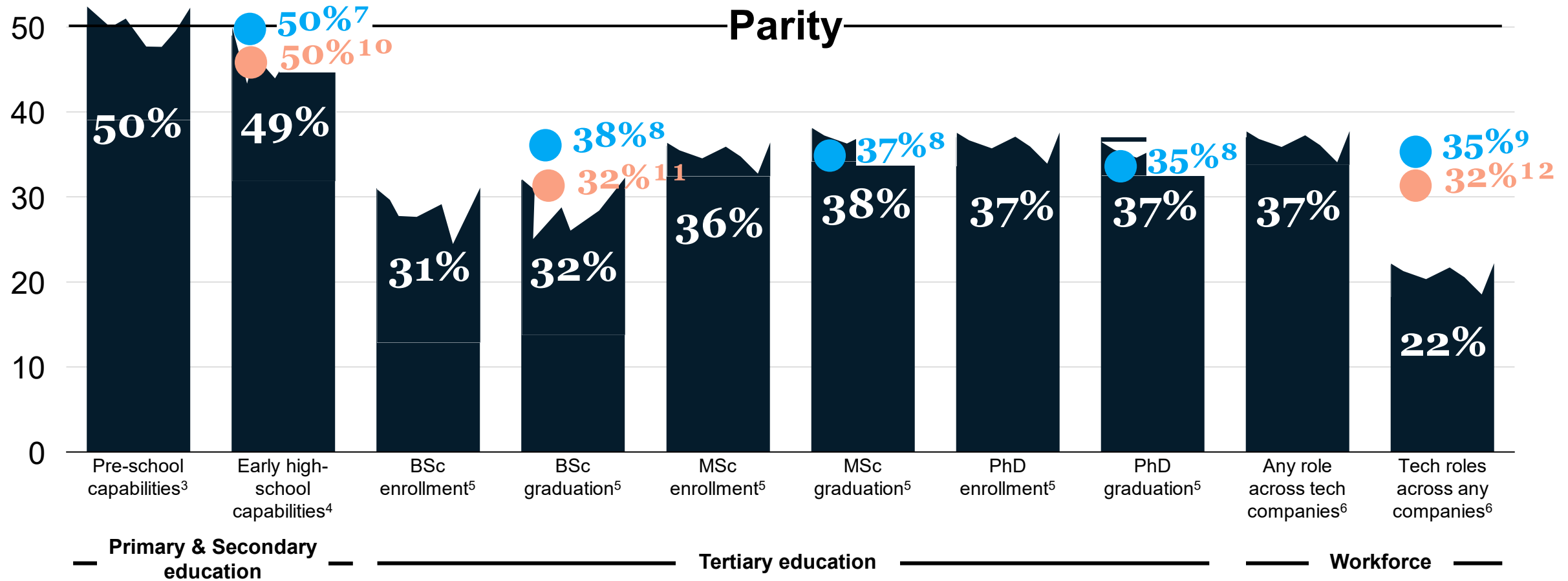
1. Defined as total across Natural Sciences, Mathematics, Statistics, ICT, Engineering, Manufacturing, and Construction; 2. Defined as EU-27 countries; 3. Calculated through average TIMSS Grade 4 test scores across Science and Math for EU27 participants, IEA TIMSS test scores 2019; 4. Calculated through average PISA/TIMSS Grade 8 test scores across Science and Math for EU27 participants, OECD Program for International Student Assessment (PISA), 2019; 5. Eurostat data on students enrolled in tertiary education for EU-27 countries, 2020; 6. McKinsey and Eightfold.ai research on state of European tech which draws on proprietary Eightfold.ai data source on +60Mio European workforce profiles, 2022

Compared to Asia and US, we see similar numbers in the education pipeline but higher numbers at workforce entrance

European², US and Asian¹³ average, in % of total pool

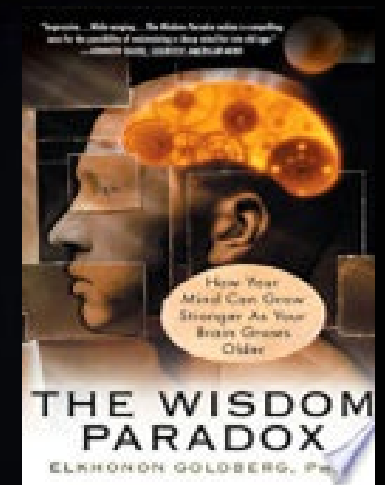
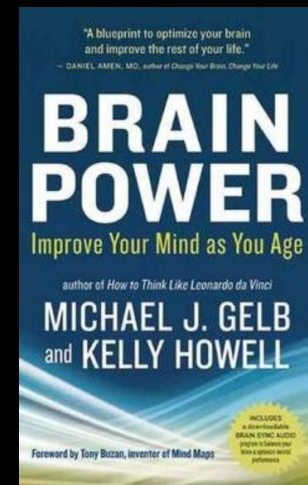
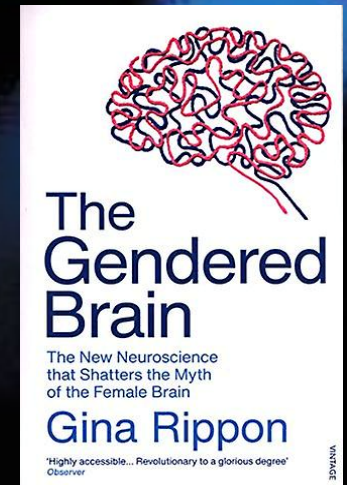
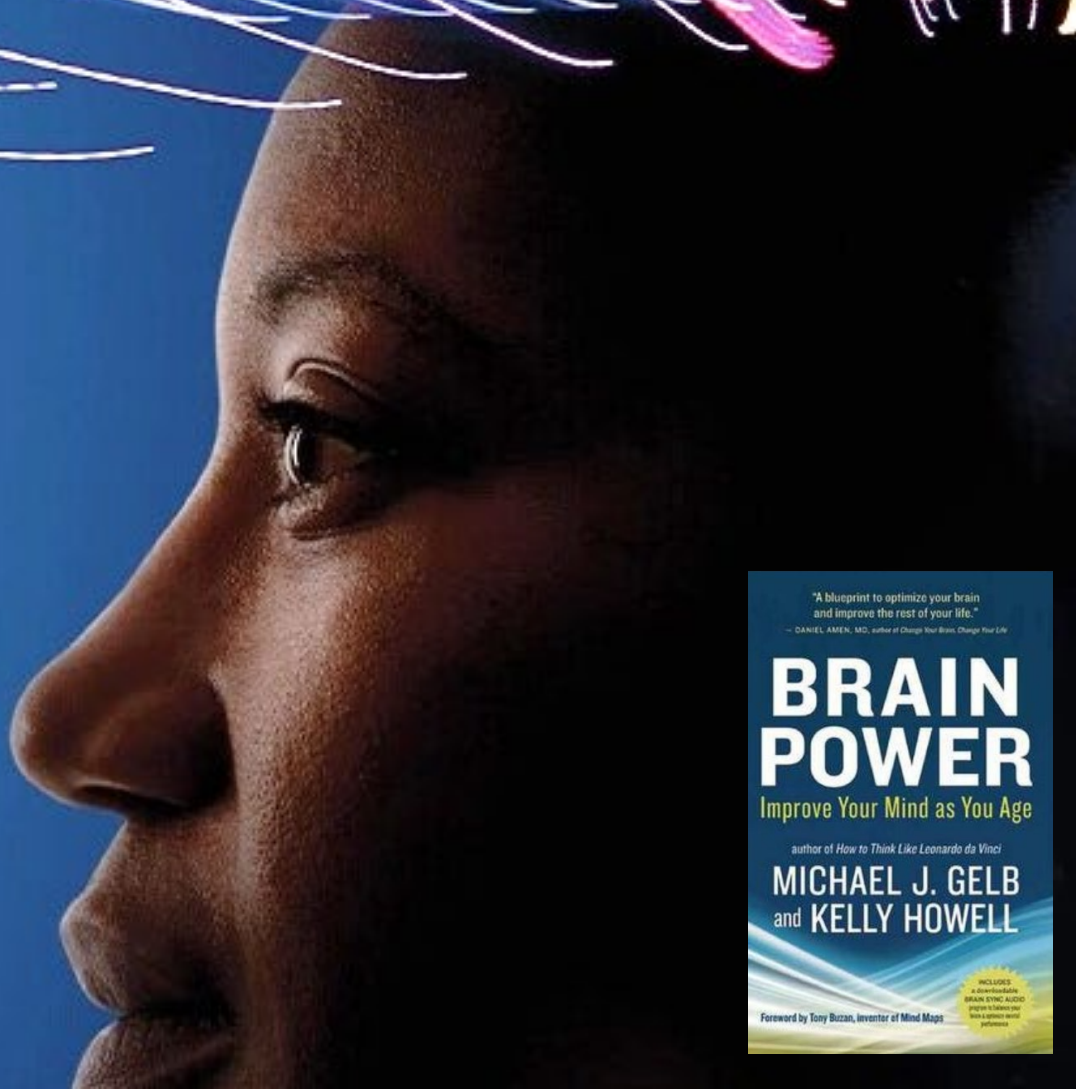
Highly indicative

European STEM¹ pipeline Asian STEM data USA STEM data



1.-6 please see previous slide; 7. Percentage of public and private high school graduates who took selected STEM courses in high school 2019, National Center for Educational Statistics, (2022, Table 225.46); 8..Number of STEM degrees/certificates conferred by postsecondary institutions, by level of degree/certificate and sex of student: 2020-21, National Center for Educational Statistics, (2023, Table 318.45); 9.The STEM Workforce 2021, National Center for Science and Engineering Statistics, 2022; 10. Engineering Access to STEM Education and Careers in South Asia, World Bank (2023); 11. Women in STEM in ASEAN, USAID (2020); 12. Busting Myths and Building New Narratives: Closing Southeast Asia's Inclusion Gap in Emerging Tech, Tony Blair Institute for Global Change, 2022; 13. Differing Asian countries due to the availability of public data, please see each footnote for the included countries

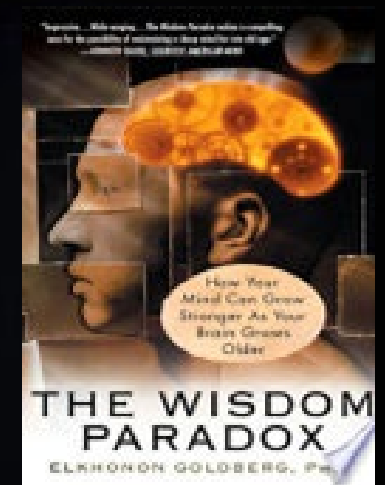
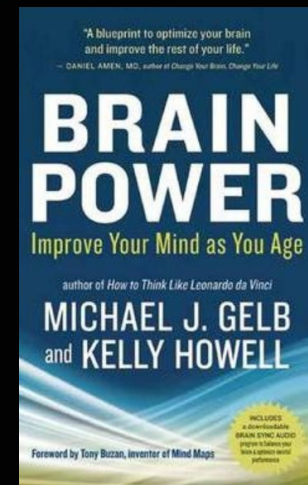
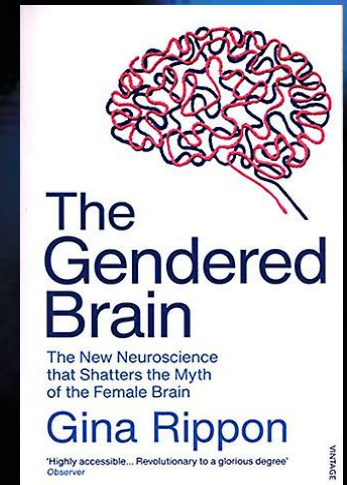
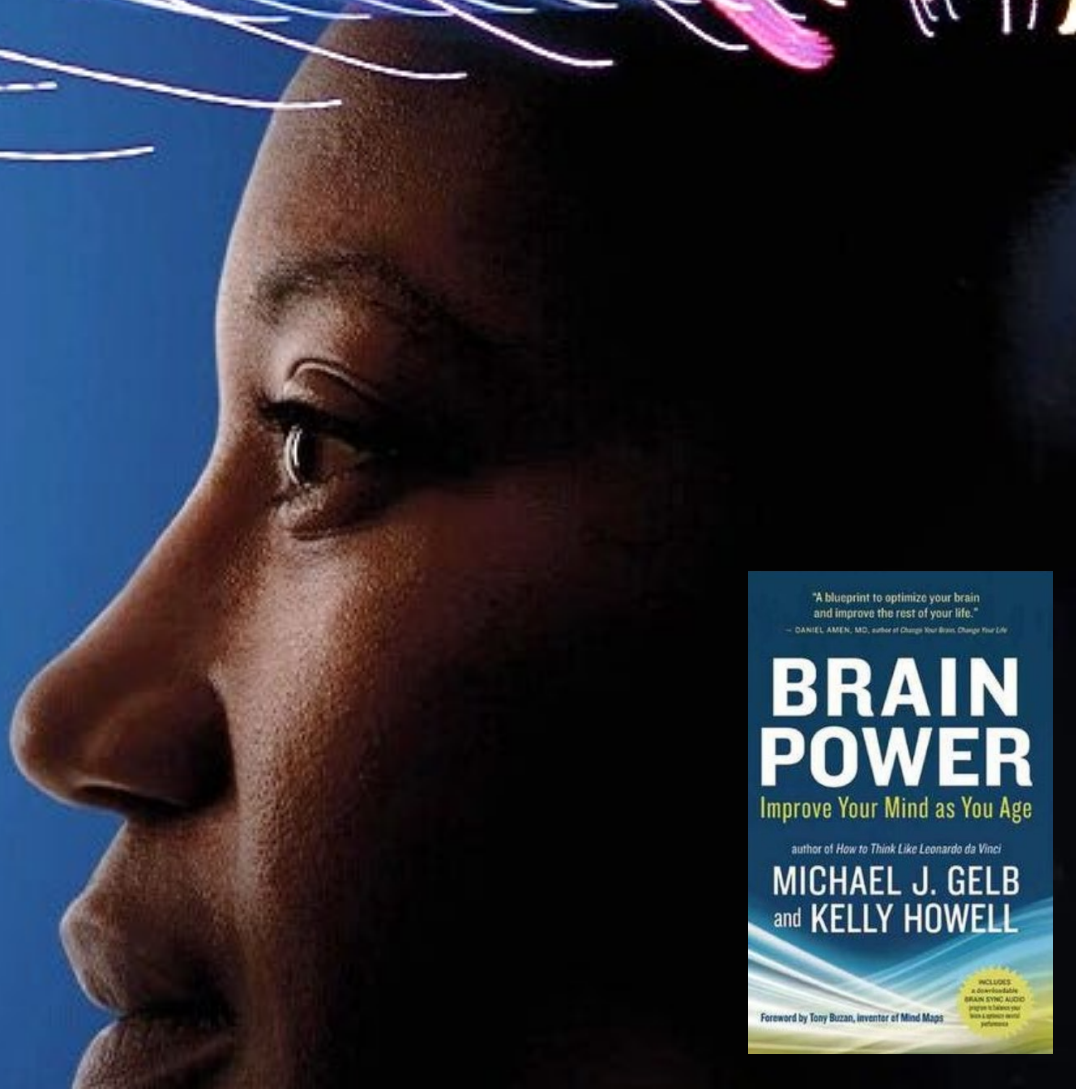
Brains reflect the lives they have lived





Father and son are driving a car. They get into a car

Brains reflect the lives they have lived



Our gendered selves ...

OpenArt

Upgrade



N



Generations

Albums

49 trial credits left

Upgrade

Feedback

Add To Albums

Download

Delete



Create

Edit

Real-time Drawing

Prompt

Your Prompt

A visual of a man doing the dishes while the woman is sitting at the table, working on her laptop.

Undo

Enhance prompt

Create

Estimates the time to generate each image: 52.1 s

2 credits will be charged for this generation

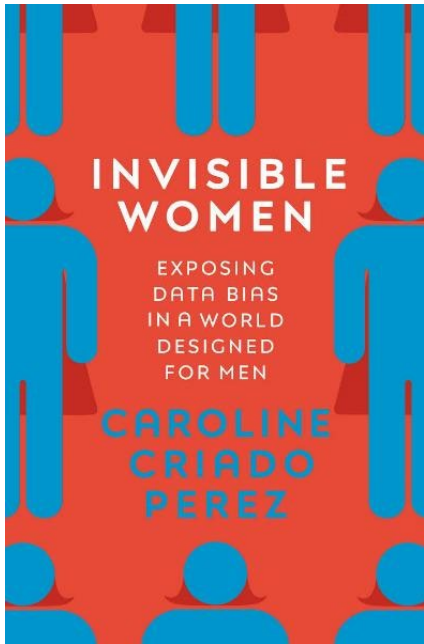




Credit Sonja Teughels

Unconscious bias

“AI’s gender & ethnicity problem:
If the developer demographic does not diversify, and
if bias is not sufficiently addressed in datasets,
AI stands to exacerbate **inequality** and **social injustice**
on a global scale.”



“When your big data is corrupted by **big silences**, the truths you get are half-truths, at best. And often, for women, they aren’t true at all.”

“When we are designing a world that is meant to work for everyone, we need women in the room.”

Source: Leverhulme Centre for the Future of Intelligence - <http://lcfi.ac.uk/projects/ai-narratives-and-justice/decolonising-ai/> (Right)
Invisible Women, Caroling Criado Perez (Left)

CFI

LEVERHULME CENTRE FOR THE
FUTURE OF INTELLIGENCE

DECOLONISING AI



Start here ...



Photographer Inge Wachtelaer

“You are not the norm!”

Elke Jeurissen
Inclusive Leadership Expert

You can't be what you can't see

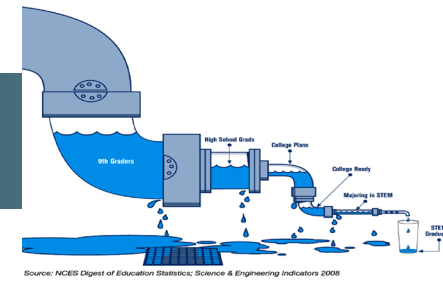


Etc.



Etc.

Showcase diverse inspiring role models



“The exposure to women with successful professional and personal experience in STEM fields is associated with increases in girls’ self-reported mathematics enjoyment, the importance they attach to maths and their beliefs that they can be successful in STEM fields, and thus raises their likelihood of choosing a STEM career”

European Commission

European Expert Network on Economics of Education (EENEE)

**Gender Gaps in Education:
Evidence and Policy Implications**

EENEE Analytical Report No. 46
Prepared for the European Commission

Viarengo, Martina
August 2021

Enough Leaning In. Let's Tell Men to Lean Out.

NY Times
October 10th, 2019
By Ruth Whippman



Diversity ≠ Inclusion



***“Diversity
is being invited to the party.
Inclusion
is being asked to dance.”***

Verna Myers, D&I Expert

(Fe)male allyship & sponsorship



Adjusting perspectives



One
Last
Thing

The people who are crazy enough
to think they can change the world
are the ones who do.

Steve Jobs

