

## Anders Halvorsen

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**Fra:** Julian David [Julian.David@techUK.org]  
**Sendt:** Thursday, April 23, 2015 7:56 AM  
**Til:** Santiago Gutierrez; Jim Poisant; Anders Halvorsen  
**Kopi:** Gina Lang  
**Emne:** WITSA Women in Tech Working Group Call - 20th April 2015  
**Vedlegg:** GPAC\_WG\_Women-IT\_Template - UPDATED 200415.doc

Dear Santiago, Jim and Anders.

Please find below my notes from the call on Monday along with the updated template.

### Women in Tech Working Group Call – Monday 20<sup>th</sup> April 2015

#### Attendees

Julian David  
Santiago Gutierrez  
Jim Poisant  
Anders Halvorsen  
Vilma Misiukoniene  
Nancy Volesky  
Suzzan

#### Call Summary

Julian welcomed everyone and explained the objective of the call. This is to get an overview from the group on their views on the problems with Women in Tech, discuss outcomes, timelines and to try and progress with the working group template that was circulated by Anders Halvorsen. Julian also sent a link to techUK's manifesto to discuss as a starting point. The template covers what impact the group would like to have, the principles, decide which stakeholders should be contacted and how this should be communicated and lastly how do judge the success of the group.

Julian asked the group if the problem of the lack of women in the tech industry was similar in other countries to the UK. Everyone agreed.

**Action:** Vilma to circulate a recent study identifying that that if more women continued to work this would give the digital tech industry an extra 9 billion euros to the European economy.

**Action:** Nancy to circulate an article from Booz Allen Hamilton showing the increase in women in the industry.

**Action:** Anders to keep a repository of all data relating to Women in tech

Julian then led the discussion what the principles should be. Julian suggested they should cover equal opportunities and equal jobs. Jim then thanked everyone for their time as this activity will help members. Jim is seeking to establish principles in a paper which members can take to Government and industry which, if they abide by, will help and benefit them. Santiago agreed with Julian and confirmed the principles should be.

1. WITSA members will promote Equal Access for Women to both Education and Employment
2. WITSA members will support Equal Opportunity for Women in Job positions and Job remuneration
3. WITSA members will contribute to culture change in our industry and economies in favour of gender equality.

Santiago also agreed we need to contribute to the promotion of culture change. Lots of work needs to be done on attitude and social views to support equality.

Vilma said the problem was on a worldwide scale and there are big differences in the all the countries. We needs supportive means from the Government and example is the UK universities are offering scholarships in order to attract more women. Suzzan agreed with the principles. Nancy also agreed and said we need to include focus on the lack of females at the board table. Julian confirmed we need to focus on the principle of equality, not discrimination.

Julian then asked the group which stakeholders they should target. It was agreed that every WITSA member and their members needs to be contacted. Also need to contact the WITSA government of the relevant countries. Julian captured the groups suggestions in the template attached.

**Action:** Suzzan to discuss internally and send recommendations

### **Next steps**

It was agreed by the working group that Julian would send the updated Women in IT template to Anders, Santiago and Jim. Anders would then create the first initial draft with the additional input from the group. This would then be sent to WITSA members to see if there is any interest and for their views and further input.

Regards  
Julian

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