

Women in Architecture – Enterprise / Solutions

Hosted by BCS EASG & BCS Women



Tuesday 24th September 2019
London, UK

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- **Welcome**
- **Health & Safety**
- **Interactive Workshop Format**
- **Social Media *#WOMENINEASA #EASGDIVERSITY***
- **Speaker Line-up**

Speaker Line-up

BCS Enterprise Architecture SG and BCS Women in collaboration are delighted to jointly host an **Interactive Workshop** and ideal opportunity for Enterprise and Solution Architects **to discuss and share specific challenges women have experienced** and how we can further promote more women moving into the **SA/EA domain**.



Dr Gabby Mooney

<https://www.linkedin.com/in/gabby-mooney-7753b35/>



Rubi Kaur

<https://www.linkedin.com/in/rubikaur/>



Ian West

<https://www.linkedin.com/in/ian-west-26b31021/>



Gabrielle Liddy

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Jacqueline Shakespeare

<https://www.linkedin.com/in/jacqueline-shakespeare-a8895312/>

We hope this event helps to promote further diversity in the Enterprise and Solution Architecture profession.

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Rubi Kaur
Senior Solutions Architect

BCS Women in Architecture



Career Path

A woman with long brown hair is wearing a black VR headset and smiling. She is gesturing with both hands as if interacting with a virtual environment. On the right side of the image, there is a vertical career path diagram consisting of five colored boxes connected by a line of red circles. The boxes are: a blue box at the bottom labeled 'STEM Subjects', a light blue box labeled 'Computer Science & Physics degree', a green box labeled 'Industrial Placement', a darker green box labeled 'Systems Integration & Test', and a red box at the top labeled 'Enterprise/Solutions Architect'. The background is a blurred office or lab setting with computer monitors.

Enterprise/Solutions Architect

Solution Designer

Systems Integration & Test

Industrial Placement

Computer Science & Physics degree

STEM Subjects

Challenges?



Call out

Authentic

Front foot

Only Girl

EA Environment

Right Skills

Right Culture

**Big
Picture**

**Problem
solver**

Empathize

ATTRACT

EMPOWER

RETAIN

October 2019



Thankyou



About Ian West...



Enterprise Architect at Informa

Ian West is a practicing Enterprise Architect currently working for a leading UK organisation. With experience in establishing and running architecture practices he has a proven ability to deliver value to organisations.

We are looking forward to Ian talking his experience of recruiting women in architecture and the benefits of mixed teams..

<https://www.linkedin.com/in/ian-west-26b31021/>

GENDER BIAS IN MACHINE LEARNING

What can an Enterprise Architect do?

Gabrielle Liddy

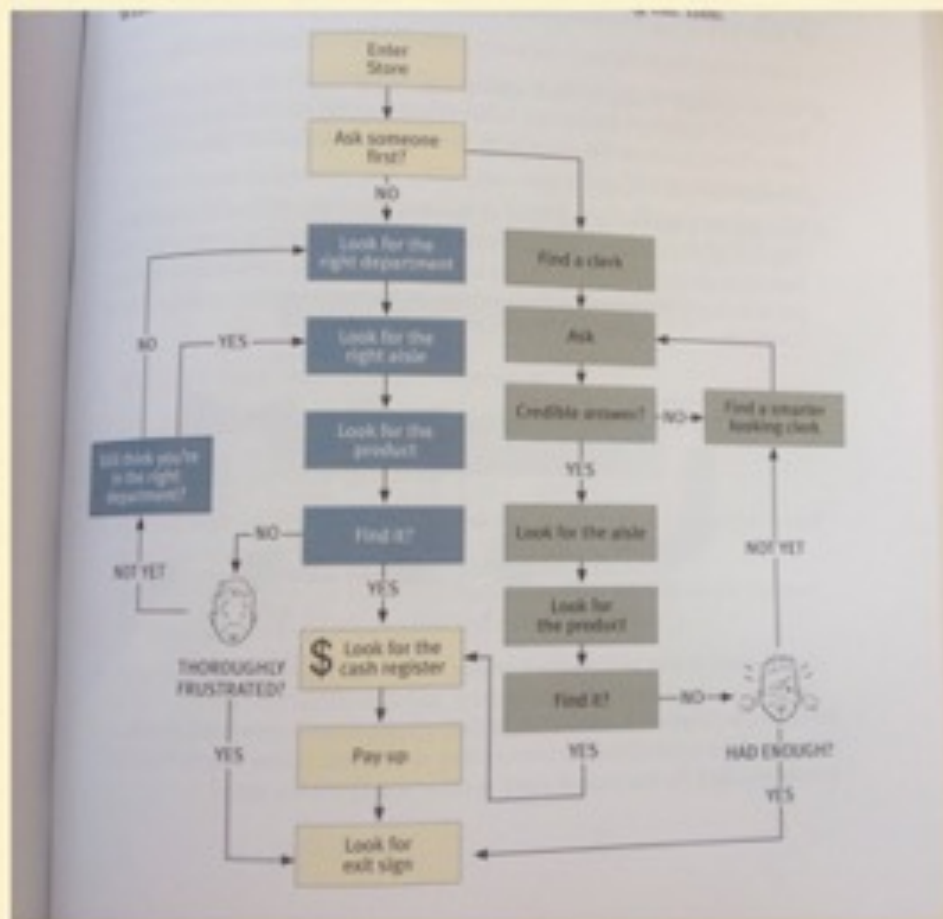
TERM 1: GENDER BIAS

- Assuming that 'man' means men and women.
 - It turning out that 'person' is usually assumed to be a 'man'
 - Therefore 'Gender neutral' does not always mean 'gender equal'
-

TERM 2: MACHINE LEARNING

- We are talking about historical data being used to make decisions about the present and future
 - E.g. CV readers, insurance quotes, finance approvals
 - Involves algorithms and statistics and geeks
-

WHAT IS AN ALGORITHM ?



- A repeatable process.
- Can be just a thought process
- We need to add in a few more steps to the assessment of suitable historical data

MARGARET
ATWOOD
WILDERNESS TIPS



L O O M S B U R Y

'A lifetime's worth of wisdom'
Steven D. Levitt, co-author of *Freakonomics*

The International
Bestseller

Thinking,
Fast and Slow



Daniel Kahneman
Winner of the Nobel Prize

Ways of Seeing
John Berger



Seeing comes before words. The child looks
and recognizes before it can speak.

But there is also another sense in which seeing
comes before words. It is seeing which establishes our place
in the surrounding world, we explain that world with words,
but words can never undo the fact that we are surrounded by
it. The relation between what we see and what we know is
never settled.



The Renaissance painter Magritte commented
on this always-present gap between words and seeing in a
painting called *The Day After Tomorrow*.

The way we see things is affected by what we

HOW BUILDINGS LEARN

What happens after they're built



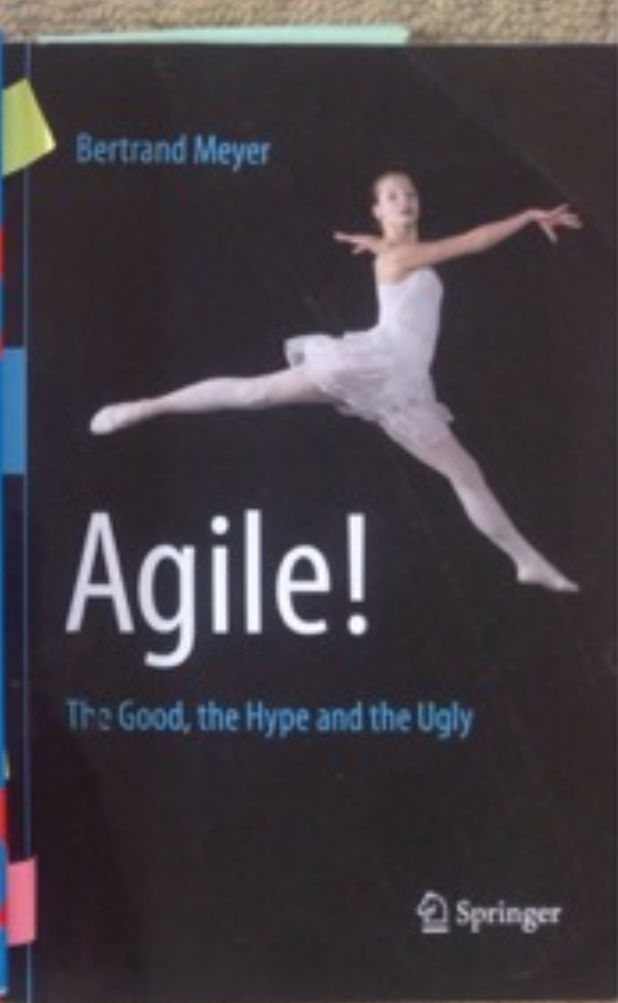
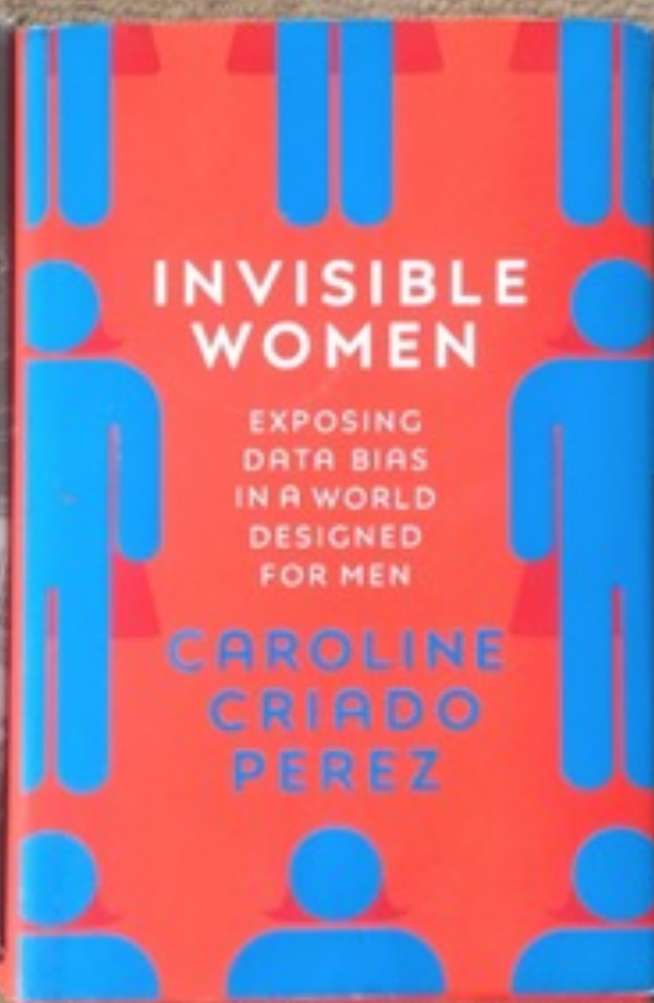
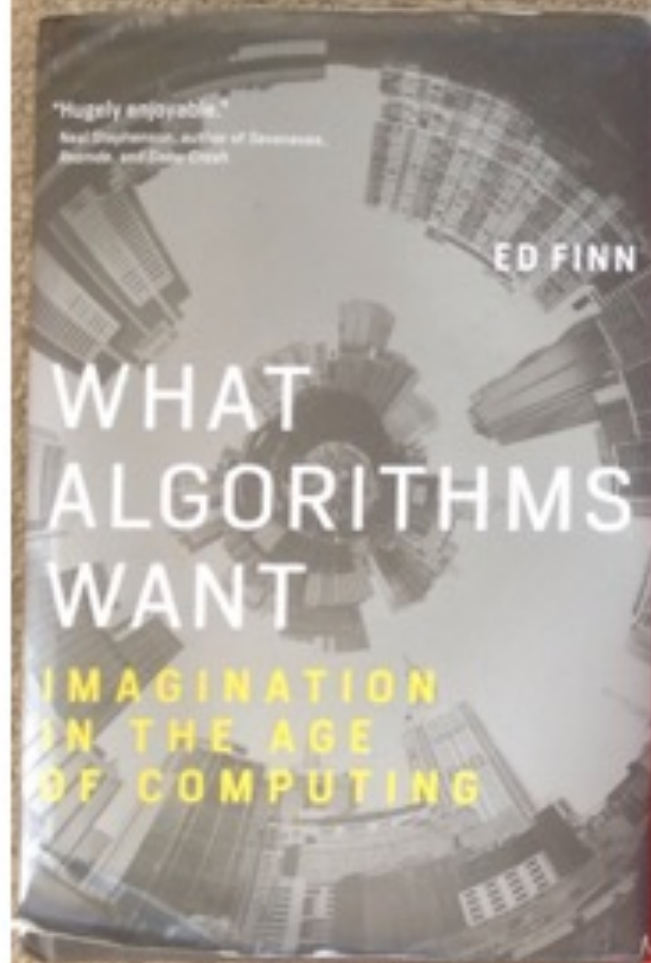
New Orleans, 1887



The same two buildings, 1997

STEWART BRAND

CONCEPTUAL PHOTOGRAPHY BY GARY W. CANTON



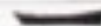
SO WHAT CAN **YOU** DO AS AN EA TO MINIMISE RISK OF GENDER BIAS



- Money, technology, fashion
 - Immoveable object versus unstoppable force
 - Force: Have women present to make it personal
 - Object: Principles to guard against bias
-

In This Moment

Jacqueline Shakespeare













Society's perceptions of working mothers



Society's perceptions of working mothers

A study in 2016 found that 11% of people believe a man is less committed to his job when he becomes a father.



Society's perceptions of working mothers

A study in 2016 found that 11% of people believe a man is less committed to his job when he becomes a father.

But 46% believe a woman is less committed.



Society's perceptions of working
mothers

Inequality in the home



Society's perceptions of working mothers

Inequality in the home

Caring for the family - women devote over 17 hours per week compared to 9 for men.

Housework - women spend over 17 hours per week, while men report an average of less than 9 hours.



Society's perceptions of working
mothers

Inequality in the home

We live in a complex world

The 5 principles



The 5 principles

The image features two hands, one from the left and one from the right, positioned to form a heart shape. The fingers are curled inward, and the thumbs meet at the bottom. The background is a solid light blue color. A semi-transparent light blue circle is overlaid on the right side of the image, containing a list of five principles.

Know that good is good enough

Live in the moment

Be your own best friend

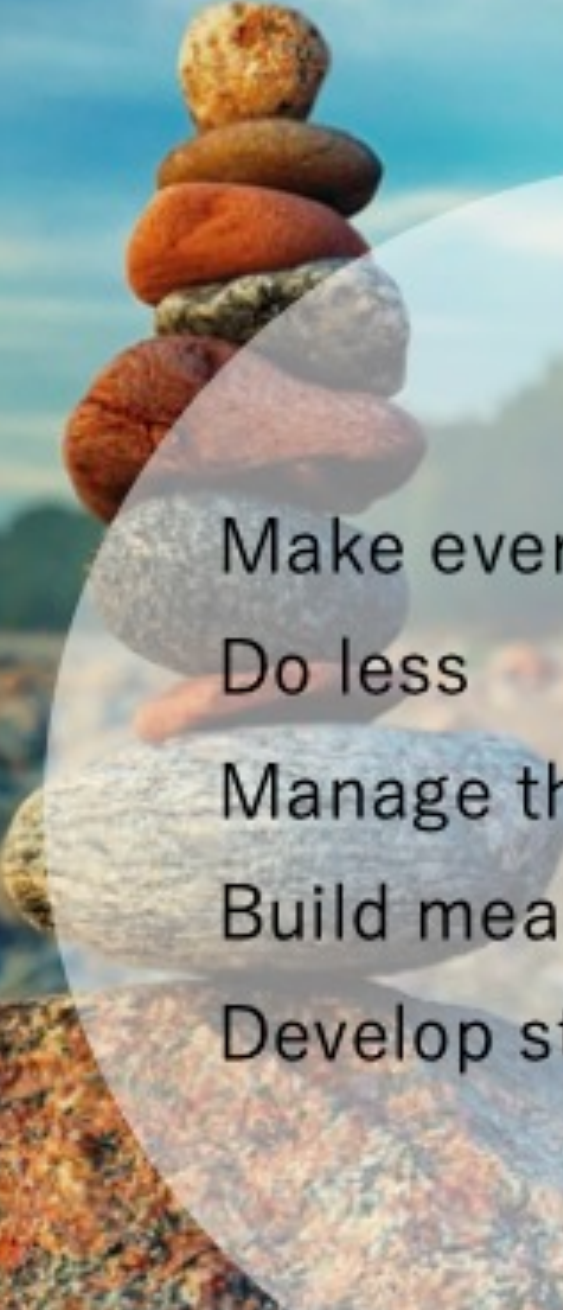
Be resilient every day

Believe in yourself

The 5 skills



The 5 skills



Make everything visible

Do less

Manage the day to day

Build meaning into your work

Develop strong routines



Together we can shape the world

Thank You



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