Women in Architecture – Enterprise / Solutions

Hosted by BCS EASG & BCS Women

Tuesday 24th September 2019
London, UK
• Welcome

• Health & Safety

• Interactive Workshop Format

• Social Media #WOMENINEASA #EASGDIVERSITY

• 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
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Rubi Kaur
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Ian West
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Gabrielle Liddy
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Jacqueline Shakespeare
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We hope this event helps to promote further diversity in the Enterprise and Solution Architecture profession.

#BCS #EASGDIVERSITY #WOMENINEASA #BCSEASG #BCSWOMEN
Rubi Kaur
Senior Solutions Architect

BCS Women in Architecture
Career Path

Enterprise/Solutions Architect
Solution Designer
Systems Integration & Test
Industrial Placement
Computer Science & Physics degree
STEM Subjects
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/](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.
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

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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