

IEEE MTT-S WIM-Sponsored Session | COMCAS 2015

"Diversity in High-Tech – What's Working and Why?" *Sharing of Experiences from North America and Europe*

Date: Tuesday 3rd November

Duration: 16:30h –18:00h

Location: Room 4, First Floor, David Intercontinental Hotel, Tel Aviv, Israel

Co-Chairs:

Helen Duncan, Managing Director, MWE Media Ltd. (UK)

Sherry Hess, VP Marketing, AWR Group, NI (USA)

Overview:

Many sources say diversity is good for business. One article says raising women's participation in the work force to the same level as men could raise the GDP by 5 percent in the U.S., 9 percent in Japan, and 34 percent in Egypt.

Sophie Vandebroek of Xerox comments that diversity and inclusiveness is a business imperative, not only an innovation imperative. Brian Krzanich of Intel shares that data suggests that best-in-class companies with the highest level of racial diversity generated 15 times more sales than those with the lowest levels. Pankaj Patel of Cisco is cited as saying, "We all know it is the right thing to do. But most importantly, it is great for business."

Within Israel, an excellent "**Diversity Advocate**" exists, namely, Professor Orit Hazzan of Technion. Please join us to hear her thoughts on diversity in high-tech, what's working and why as well as to engage with her in the follow-on roundtable discussion of a few high-tech females who work within the RF/microwave industry.

16:30h – 17:00h Invited Speaker - Professor Orit Hazzan

Professor Hazzan, Department of Education in Science and Technology, Technion - Israel Institute of Technology (Israel)

Abstract:

This invited speaker presentation asserts that it is in the interest of the high-tech world, rather than in the interest of any specific underrepresented group in the community, to enhance diversity in general, and gender diversity in particular. The talk will illustrate how the creation of a culture that enhances diversity, benefits the entire STEM community. Specific references from past research papers and public speaking events will be cited. A follow-on lively discussion is encouraged.

Biography:

Professor Hazzan holds four Technion academic degrees. Three degrees of the Department of Education in Technology and Science (B.Sc in 1989, M.Sc. in 1991, Ph.D. in 1995) and an MBA from the Faculty of Industrial Engineering (2000).

Following her post-doc position in Education Development Center - EDC (1995-1996), Hazzan joined the Department of Education in Technology and Science in October 2000. Her research focuses on computer science and software



engineering education. Within this framework she researches cognitive and social processes on the individual, the team and the organization levels, in high schools and software organizations.

She has published about 100 papers in professional refereed journals and conference proceedings and four books: Human Aspects of Software Engineering with the late Jim Tomayko in 2004, Agile Software Engineering with Yael Dubinsky in 2008, Guide to Teaching Computer Science: An Activity-Based Approach with Tami Lapidot and Noa Ragonis in 2011, and Agile Anywhere - Essays on Agile Projects and Beyond with Yael Dubinsky in 2014.

In 2006–2008 she served as the Technion's Associate Dean of Undergraduate Studies; In 2007-2010 she chaired the High School Computer Science Curriculum Committee assigned by the Israeli Ministry of Education. Starting January 2011, Hazzan is heading the Department of Education in Science and Technology.

17:00h – 18:00h Roundtable – Diversity Observations from N. America and Europe

Abstract: Gender diversity, racial diversity, regional diversity – no matter how you define it, we are an industry of many diverse people, viewpoints and experiences. Join the conversation on diversity in high-tech to contemplate the benefits a diverse organization offers as well as where are we in achieving a diverse work culture in North America and Europe.

Roundtable participants include:

Prof. Orit Hazzan, Technion (Israel)

Dr. Kiki Ikossi (USA)

Helen Duncan, MWE Media Ltd. (UK)

Sherry Hess, AWR Group, NI (USA)

18:00h – 18:30h Informal Networking

If your schedule permits, please join the event co-chairs of Helen Duncan and Sherry Hess in the hotel's atrium lobby lounge for light refreshments. This informal networking meet-up encourages further interaction of female attendees to share ideas on the topic of diversity as well as to brainstorm on ways to help further promote diversity within the RF/Microwave community (academia, industry and/or professional society).

Can't attend?

Join us online at our MTT-S WIM LinkedIn page:

https://www.linkedin.com/grp/home?gid=6955695&trk=my_groups-tile-grp