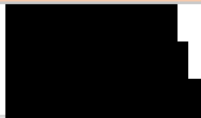## Knowledge sharing:
## One-pager on the planning and launch of Girls' IT Bootcamp event by DG/IS

### General questions

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| *Who are the contact person from DG/IS on the Girl's in IT Bootcamp?* | ███ ████████ ███████ |
| *What was the business Case for this initiative?* | • Increase the number of women in DGIS in longer term<br>• Attract more girls to technology fields<br>• Promote ECB culture and work environment |
| *What was the objective of the initiative?* | • Attract more girls to technology fields teaching them how coding can be fun through 2 day programming workshops and additional session on digital security<br>• Start educating them about IT from early stage<br>• Prove that IT roles are not reserved for boys only<br>• Promote ECB culture and work environment- teaching them about the main tasks of the ECB, explaining how IT supports it, showing the other |
| *Do you plan measuring success after the implementation and if yes, what are your KPIs?* | • Interest for IT events for girls only – the interest was much bigger than expected. We will compare it with the next year's number of applicants<br>• Due to data privacy rules, we are not able to save the personal data and monitor the participants in their future study/career paths<br>• After each session, both candidates and parents are asked for their feedback to check if the interest about IT topic has increased after the event |
| *What feedback did you receive from the participants/their parents?* | • Feedback from parents and participants was very positive. Around 200 girls applied, and only 24 were accepted based on very simple criteria described in T&C<br>• They said that they learned a lot but also had a great and fun time<br>• Some of the girls' feedbacks could be read on the ECB website<br>• We got many inquiries about the time of the next event<br>• Also, it was great to see how participants' confidence and the fascination for coding grew. The written feedback from some of the parents confirmed that the bootcamp "generated a wave of motivation, self-confidence, interest, feeling and belonging". |

### Planning & Organizational aspects

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| *When did you start planning the initiative?* | • October 2021 |
| *What stakeholders were involved, i.e. in view of access to the building, promoting the event, hosting external visitors, etc.?* | • CSO approval was needed as it was during pandemic when no events were allowed on premises<br>• Management approval and sponsorship (DGIS)<br>• DGIS/DSS, DBN, DGSE, Fitness Centre and Ecology/Urban garden section participated in the Bootcamp giving the girls such an inspirational and interesting sessions full of fun<br>• volunteers helped us manage and not lose the girls inside and outside of the ECB what was quiet challenging<br>• DGSE, DGL and DPO advised us during creation of documents: Terms and Conditions, Privacy statement, Registration form, parents consents for personal data and photographs, External and Internal Record of Processing<br>• Medical Centre gave us a green light to move on with the organization and continuously advised us on how to be aligned with the restrictions and stay corona safe<br>• IOS and IAS colleagues installed the specific software, prepared the IT equipment, Bluetooth sticks for LEGO robots and the training rooms<br>• DGHR/TMA we asked for permission to use whole floor in the Training Centre<br>• FM colleagues we ask for the conference room reservation<br>• DGC designed all promo materials based on our requirements, booked a photographer, promoted the event via social media on the ECB Website<br>• DGCS/SET and SSC Security colleagues who made an exception for our event which saved us a lot of time and stress (access to the building for minors under 16, opening security doors for transit for us instead of using badges for each girl...) |

|  | • Office President provided President's signatures for the certificates of completion and a great pre-recorded video sending the right message to the girls (we made a draft script for the video)<br>• DGCS/ADS and Catering services aligned with all our special requirements in the time of high pandemic restrictions (e.g. bringing the food on trolleys to the Training Centre and picking it up afterwards, gluten free meals… )<br>• Gender Intake target SQUAD team and WiIT network for supported us and shared with us great ideas for the improvement |
| --- | --- |
| **_Resource management_** | |
| _How many colleagues have been working on this and how much time did they dedicated to this project? (e.g. 4 colleagues working for approx. 2 hours a day for 2 weeks)_ | • 6 months, 3 colleagues, 1 day a week |
| _Please share your DO's & DON'Ts here. What would you do differently if you are to organize this event for a second time?_ | • Next time we would prefer to organize the event fully internally what would mean to use internal resources for the coding workshops instead of purchasing external service. This would give us a bit more flexibility and make easier testing and preparation activities before the event (e.g. software, HW, room and audio testing, access…).<br>• Based on the feedback from the participants: more coding/robotic sessions where they can rotate, more pizzas 😊 less fitness |