# 2022 IEEE/ACM 3rd International Workshop on Gender Equality, Diversity and Inclusion in Software Engineering (GE@ICSE 2022)

Virtual Workshop 20 May 2022



IEEE Catalog Number: ISBN:

CFP22P88-POD 978-1-6654-6228-0 Copyright © 2022, Association for Computing Machinery (ACM) All Rights Reserved

#### \*\*\* This is a print representation of what appears in the IEEE Digital Library. Some format issues inherent in the e-media version may also appear in this print version.

IEEE Catalog Number:	CFP22P88-POD
ISBN (Print-On-Demand):	978-1-6654-6228-0
ISBN (Online):	978-1-4503-9294-5

#### Additional Copies of This Publication Are Available From:

Curran Associates, Inc 57 Morehouse Lane Red Hook, NY 12571 USA Phone: (845) 758-0400 Fax: (845) 758-2633 E-mail: curran@proceedings.com Web: www.proceedings.com



### Third Workshop on Gender Equality, Diversity, and Inclusion in Software Engineering **GEICSE 2022**

### **Table of Contents**

Foreword to GE@ICSE 2022	ii
GE@ICSE 2022 Program Committee	ii

## Third Workshop on Gender Equality, Diversity, and Inclusion in Software Engineering

Can Female Underrepresentation in Information Technology Be Solved Through An Awareness-Based Approach? Noshin Tahsin (University of Dhaka, Bangladesh), Nazmus Sakib Ahmed (University of Dhaka, Bangladesh), Moumita Asad (University of Dhaka, Bangladesh), and Kazi Sakib (University of Dhaka, Bangladesh)	1
The Role of Biased Data in Computerized Gender Discrimination	6
The Role of Diversity in Cybersecurity Risk Analysis: An Experimental Plan Katja Tuma (Vrije Universiteit Amsterdam) and Romy Van Der Lee (Vrije Universiteit Amsterdam)	. 12
Towards Gender Balance in Modern Hackathons: Literature-Based Approaches for Female Inclusiveness	. 19
Pros and Cons of Running Educational Hackathons in a Gender-Neutral Fashion Yekaterina Kovaleva (LUT School of Engineering Science, Finland), Ari Happonen (LUT School of Engineering Science, Finland), and Victoria Hasheela-Mufeti (University of Namibia, Namibia)	. 27
Retaining Women in Computer Science: the Good, the Bad and the Ugly Sides Simona Motogna (Babes-Bolyai University, Romania), Lenuţa Alboaie (Alexandru Ioan Cuza University, Romania), Ioana Alexandra Todericiu (Babes-Bolyai University, Romania), and Catrinel Zaharia (A.I. Cuza University, Romania)	. 35

<ul> <li>Designing Gender-Neutral Software Engineering Program. Stereotypes, Social Pressure, and</li> <li>Current Attitudes Based on Recent Studies</li></ul>
Gender Equality in Tech Entrepreneurship: A Systematic Mapping Study
Challenges and Opportunities when Deploying a Gender STEM Intervention During a Pandemic 59 Marie Travers (University of Limerick, Ireland), Ita Richardson (University of Limerick, Ireland), and Linda Higgins (Johnson & Johnson Vision, Ireland)
An Exploration of Intersectionality in Software Development and Use
<ul> <li>Discrimination, Misogyny and Harassment: Examples from OSS (Content Analysis of Women-Focused Online Discussion Forums)</li></ul>
A Social-Cognitive Analysis of a Female-Focused Hackathon
An Analysis of Sex Differences in Computing Teaching Evaluations

Author Index					89
--------------	--	--	--	--	----