

A short survey: WeInTel



ICTON 2025
25th Anniversary International Conference on
Transparent Optical Networks

July 6th to 10th 2025
Barcelona – Catalunya – Spain



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Have you ever received training or education around diversity, equity and inclusion, specifically related to gender balance?



What is your company doing to ensure gender balance?

It's a parameter when hiring

I have no idea what my company is doing I don't hear many things beside 8M

Nothing particular

Im not sure but maybe in my institution Made some workshop about this topic in the past

In my group there's not much attention payed to the gender, because there isn't any kind of discrimination regarding it. In the university they sometimes organize workshop but don't publicise them

Not any specific actions but at the same time they didnt perform any sexism behaviour.

my company hasn't take specific actions to promote gender balance but there is also no resistance to it

My company does not transparently discuss these informations

What is your company doing to ensure gender balance?

I am working in an N3Cat group as a Ph.D student. So every gender is equally contributing to our research and there is no discrimination on the basis of gender.

Nothing specific. To our credit I can say that my boss (the CEO) is a woman.

I don't know

Use of quotas

We have women working in technology in our company. Ratio is approx 1 : 10. We do not differentiate.

We have special trainings and also for hiring there is a parameter

What is your company not doing, although it would be beneficial?

Not fully understanding that mothers need time for family on evenings and weekends

Having a mentorship program would be really nice

Highlight the figure of the woman in this field, making it normal and not an exception

They could organise talks and workshops, maybe involving women in sciences that have experienced something (like "this thing happened, I would have appreciated this resolution")

First of all they need to consider gender equality as a necessity not just as a fashionable trend

Speaking about women accomplishments in industry

Be more outspoken. Which would be risky in and of itself in the present day America

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What is your company not doing, although it would be beneficial?

I don't know

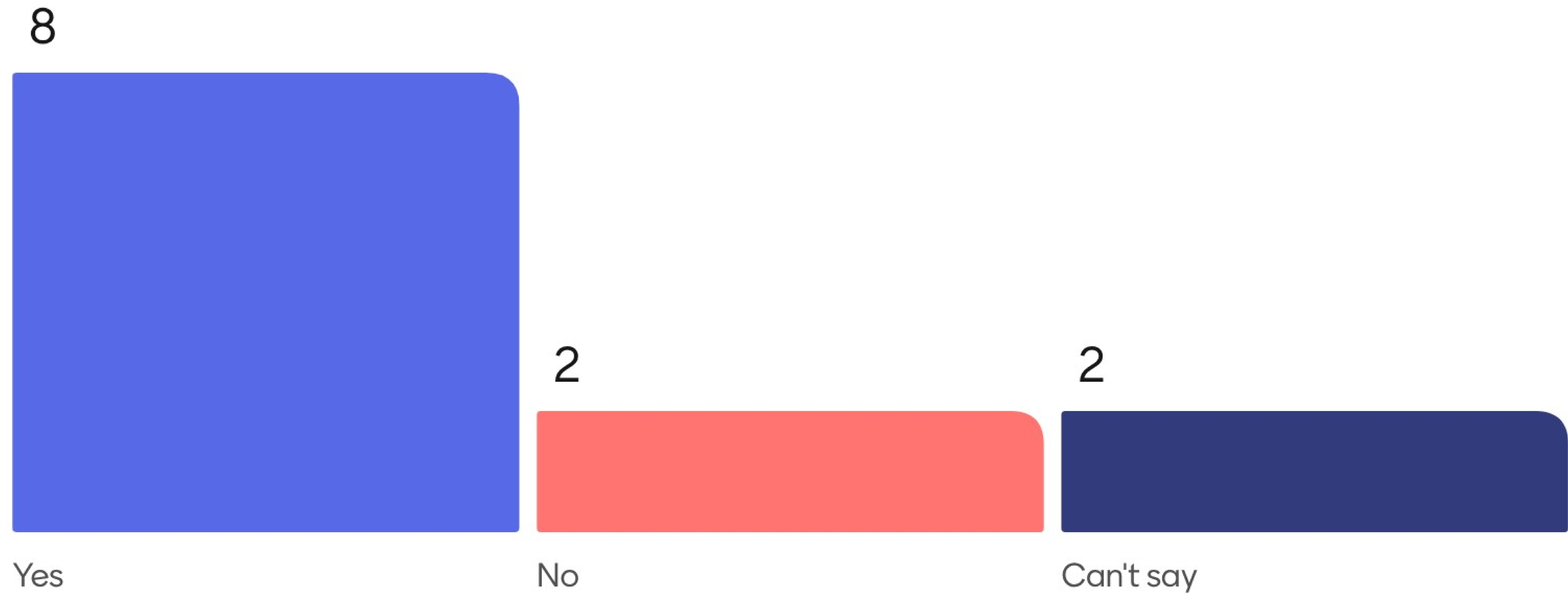
I don't know

Tell our female
colleagues about
women in telecom
initiative.

Nan

NAN

Does gender diversity have a positive impact on your business success?



How can we improve the current statistics in SNS with women participation and retention?

I think retention is more important I'm not sure how this can be done though!!!

Show woman success in these fields can attract other women

Highlighting the work and the success other women in science have experienced could increase the involvement

Improving participation isn't just about access, it's about culture, confidence, and continuity. If we build supportive systems at every stage, from school to senior leadership

- I think it is not beneficial for gender equality if the continuations of women celebrated just based on their gender and not based on their scientific contributions.

Part of solution is know the problem. I suggest to statistically study the level of participation of Woman in this field and find why they might prefer to leave.

Highlight excellent women to motivate current ones

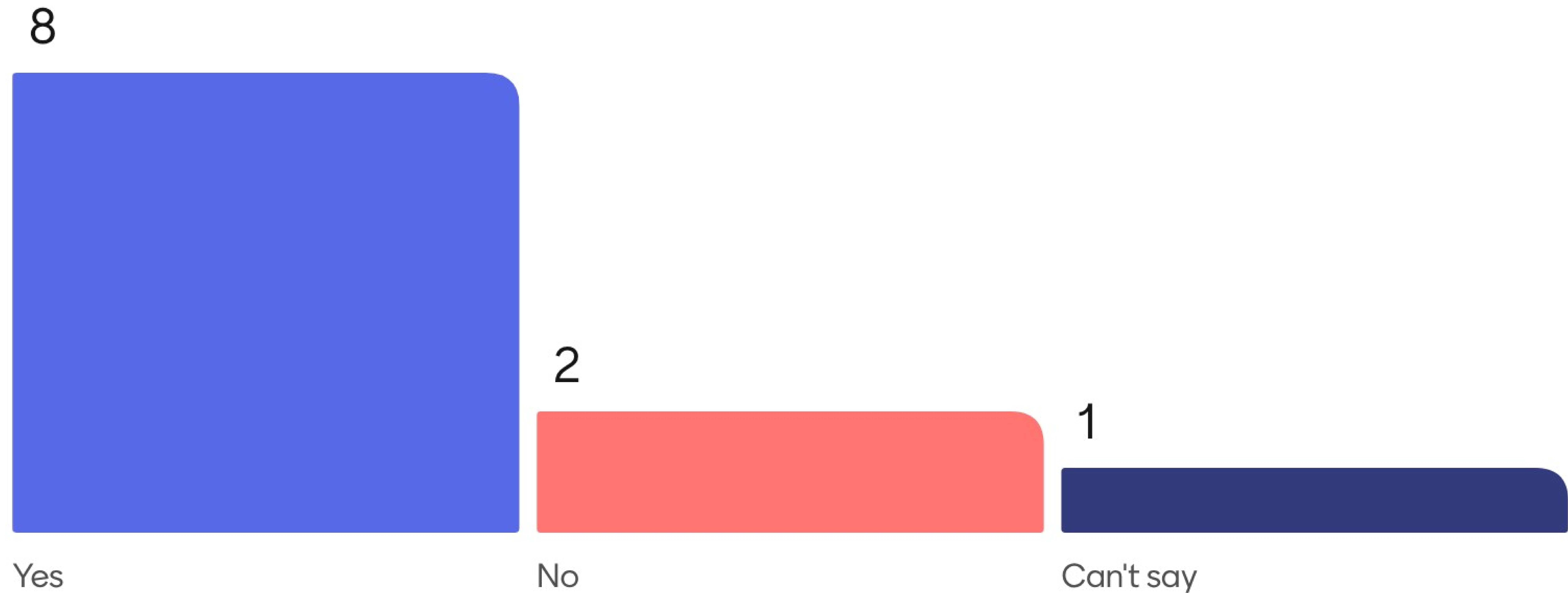
Make aware about the initiative.

How can we improve the current statistics in SNS with women participation and retention?

More training and
working groups

Increase publicity

Are you agree in areas like product design, hiring and funding etc. gender balance helps to address biases and fosters fair and equitable approach?



Which actions/initiatives could support gender diversity and inclusiveness in SNS-JU?

Other workshops in conferences like this one

I would support many if they were advertised well

Increasing the number of workshops focalised on women

start early and redefine the pipeline... introduce STEM and SNS role models in early educations

Use of quotas but wherever they make sense

Visit to SNS project partners.

more support from JU in this matter

special session for addressing the gender diversity and ...

Which actions/initiatives could support gender diversity and inclusiveness in SNS-JU?

Encouraging girls to study tel. engineering since they are young, during high-school for example

Thank you for completing the survey!