



DiversIT

THE EUROPEAN DIGITAL WOMEN DIVERSITY CHARTER

Gold Level

Awarded to

**Turkiye Bilişim Derneği –
The Informatics Association of Türkiye**

*In recognition of being a leader in
achieving gender equality in IT
professions*

On behalf of the assessment team: Gillian Arnold

Awarded on: November 2022

Certificate number: : 1122TRG0001

Valid through: November 2025



Application for Gold Status of the DiversIT Charter

Applicant: TBD Informatics Association of Türkiye (IAT)

Submission date: 29th September 2022

Project Lead: Ms Nurcan ÖZYAZICI SUNAY

Date of certification: 24 November 2022

Application result. Justification and feedback summary

Overall Comments

The assessment team were easily persuaded to award Gold level of the DiversIT Charter to the TBD (Informatics Association of Türkiye) otherwise known as IAT. It was clear that the team working on gender diversity had been in place for a long time and were well versed in covering all aspects of retention and attraction of women and girls into the technology professions.

We particularly liked the clear objectives which the women's group were the framework for its diversity efforts. We were impressed with the consistent work in all areas, including women on panels and at events, and we loved the professional nature of the website with its clear indications of what was happening and why.

The organisation clearly understands that both the companies and the women technical professional workers need to be wrapped into its efforts on diversity for the whole process to be successful. The list of events was truly impressive, and the attention to detail on the Million Women mentoring project was exemplary. The efforts of the group were demonstrably rewarded and reflected in the senior leadership team of the TBD/IAT.

Recommendations

The assessment team had very few recommendations:

- We felt that the group could investigate equal pay. Even though a country might not mandate equal pay, it is possible that the pay for males might differ significantly from the pay for females. We thought that this might prove a useful exercise, although we recognise that there may be legal constraints.
- We felt that some hard targets (where the team has softer targets and objectives) might offer the opportunity for some creative and 'big deal' marketing and publicity for your efforts (when you reach the targets that is – and your own, great example of this, is the Million Women Mentoring project – which states its hard target right up front.

Outcome

The TBD/IAT team are very mature in their efforts. The application was extremely easy to read and consequently it was very easy to give the Gold status quickly. We would love to use your application form as an exemplar for other groups to use.



Thus, we are proud to accord the Gold level of the DiversIT Charter for the period of 3 years, starting from 24/11/2022 until 23/11/2025.

Signed: *Gillian Arnold, Assessment Team Leader*