



Importance of R-Ladies Initiative in DS Community

DSC 4.0

18-19 Sep 2018
Belgrade



DataTeka.com

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tanjakec.github.io

Making Sense of it all

- The benefits to firms that embrace data science analytics are well documented.
- As demand for DSA workers grows, this growth puts pressure on the supply of DSA talent to grow in turn.
- IBM Predicts Demand For Data Scientists Will Soar 28% By 2020.
- The supply of DSA workers is lagging dangerously behind demand.
- To meet this explosive demand, governments, businesses would be wise to rethink hiring, training, and partnership initiatives.
- Education and training systems need to adopt a more agile approach in responding to workforce needs that will prepare a future work force for analytics-related roles, while existing workers need to continuously enhance their analytical and technological skills.

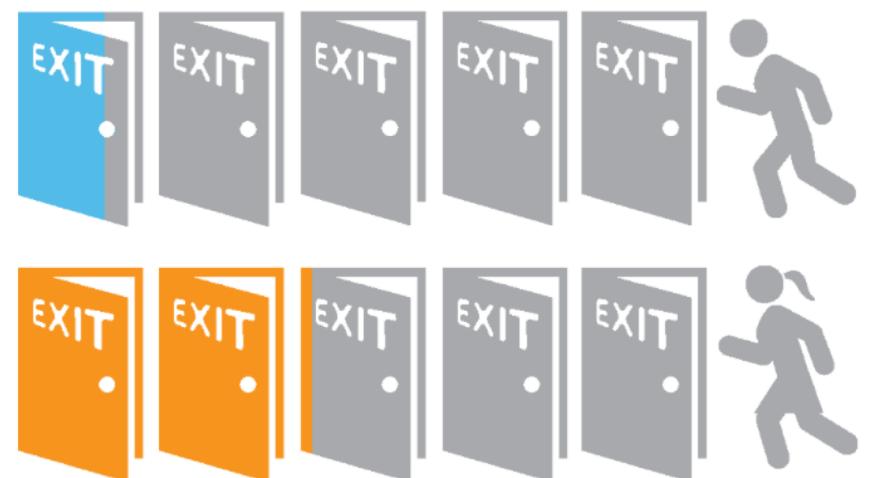


Flexible and Diverse

- in today's world of big and complex data DS is critical driver for innovation in all sectors and an area of increasing importance within STEM.
- Despite the opportunities and the growing demand for analytical talent, women are currently underrepresented in STEM-related careers.
- There is a large gender gap in the tech and data science field.

Woman make up just over a $\frac{1}{4}$ of data professionals.

Woman are **2X** more likely than man to quit a high-tech position.



Why **R**?

most sophisticated data analysis programming language,
quickly becoming the tool of choice for many data scientists

- The **R** language provides a rich and flexible environment for working with data, especially data to be used for statistical modelling or graphics.
- **R** is a comprehensive public domain language for data analysis, with no licensing costs associated with it.
- Being independent of any platform, **R** is universally applicable and simple to integrate into existing IT structures.



"The **R** community is one of **R'S** best features!", [Revolutions](#)



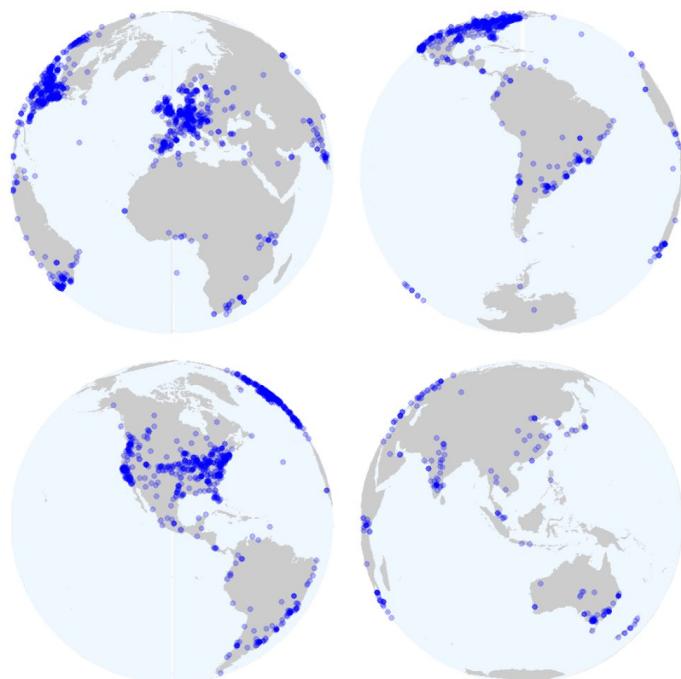


consortium

<https://www.r-consortium.org/>

<https://twitter.com/Rconsortium>

1616 respondents selected their location on an interactive map



R Consortium's mission is to work with and provide support to key organizations and groups developing, maintaining, distributing and using R.

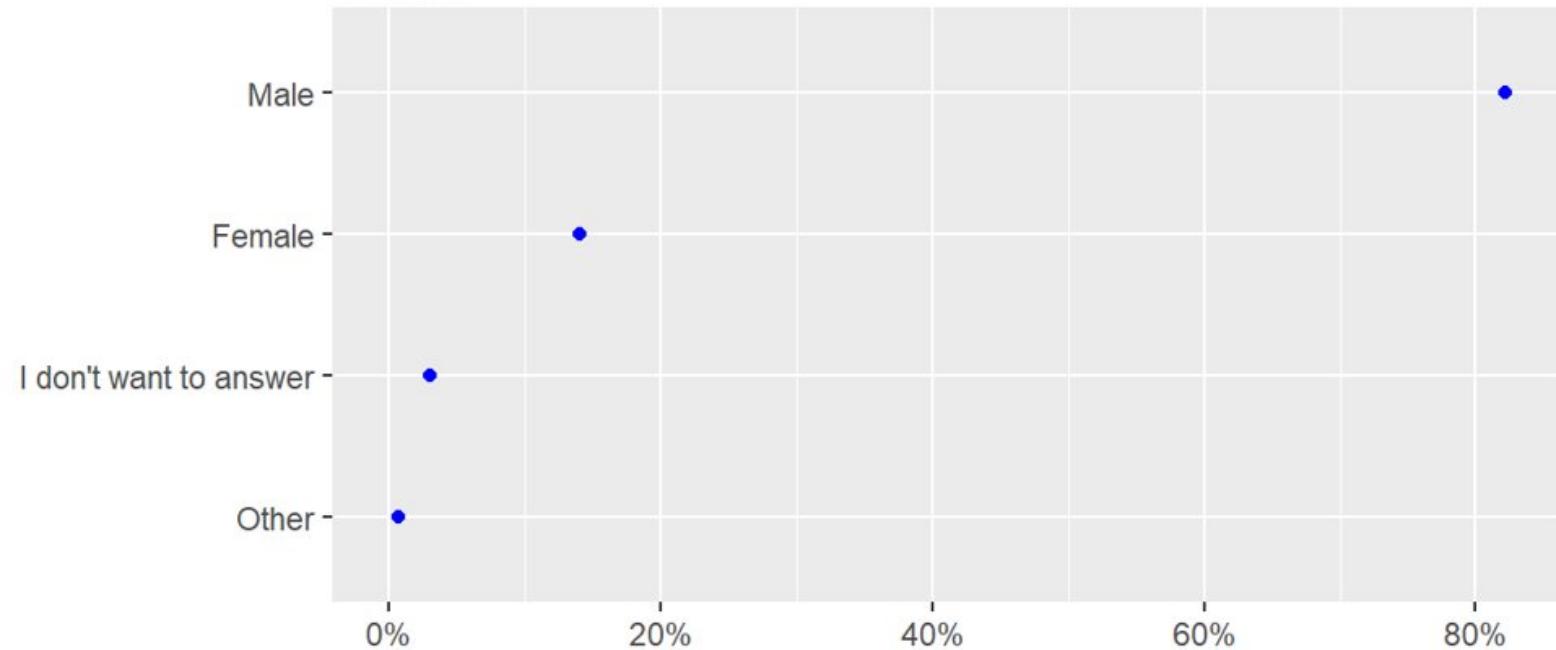
Survey of R users Worldwide

- 29 survey questions provided in English, Spanish and Chinese
- Opened July 1, 2017; closed Aug 31, 2017
- 3618 Responses
- 98% of respondents reported using R
- 2% of respondents used R in the past, or planned to in future
- Many verbatim (free-text responses)
- Lots of interesting feedback!

Demographics of respondents

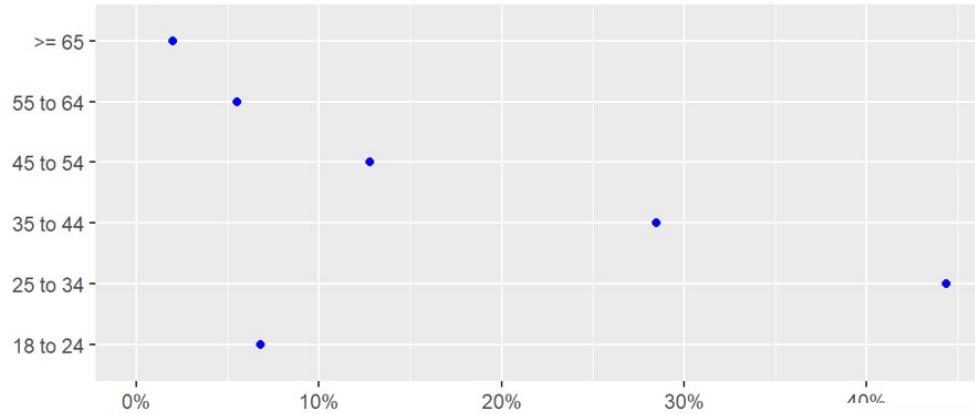
Q32: What is your gender?

n = 3607



Q33: How old are you?

n = 3597





<http://forwards.github.io/>

https://twitter.com/R_Forwards

R Foundation taskforce on women and other under represented groups

- Apr 2016: recommendations to increase proportion of women at useR!
- useR! 2016: first **diversity scholarships** and **mother's room**. In-depth survey.
- useR! 2017: first **conference buddies, newbie session, childcare, R-Ladies lunch, meet the diversity scholars**. Demographic survey.
- useR! 2018: **free R tutorial for newbies**. Collect demographic data during abstract submission. Africa + Asia + South America approx = North America!, good rep from Aus/NZ

Goals for R Community

- Developers (CRAN maintainers, GSoC students, Infrastructure Steering Committee (ISC) funding holders) should at least be comparable to computer science figures
 > 20% women
- Broader user community (R conference attendees/speakers, RUG members) should at least be comparable to mathematical/natural sciences
 30-40% women



Childcare: conference conundrum



face-to-face interactions are a crucial component for one's career advancement and ongoing education!

Initiatives



Workshops for Women and Girls

Organise Women in R workshops on package development

Work on “on-ramps” for women developers, e.g. encouraging GitHub contributions

Havana Workshop 2018

R in Africa

R in Latin America



First [#rstats](#) DS workshop for youngsters aged 13-18 years

in [#Belgrade](#) '#DS Story Telling with

<http://klikr.rbind.io>



Join in...

- Women:
 - Join R-Ladies as novice/mentor
 - Add yourself to R-Ladies directory
- Everyone:
 - Be aware of (other) women's contributions
 - Invite women to participate
 - Promote welcoming culture



```
library(dplyr)  
  
rladies_global %>%  
  filter(city == 'Belgrade')
```



Worldwide organization that promotes **diversity** in **#rstats** community via meetups and mentorship in **friendly** and **safe** environment.

Our goal

- to promote R, exchange knowledge and create an R community among women.

We are fully inclusive and respectful of LGBT identities - our priority is to provide a safe community space for anyone identifying as female who is interested in and/or working with R.





Our mission

More women and gender minorities* developing and creating R Packages and being involved in the R community



When R-Ladies was born?

San Francisco, CA

Oktobar, 2012 First R-Ladies MeetUp



Gabriela de Queiroz



2012

**San
Francisco**
(USA)

R-Ladies was born

October 2012

2013

2014

Taipei
(Taiwan)

2015

**Twin
Cities**
(USA)

August 2014

April 2015

2016

London
(UK)

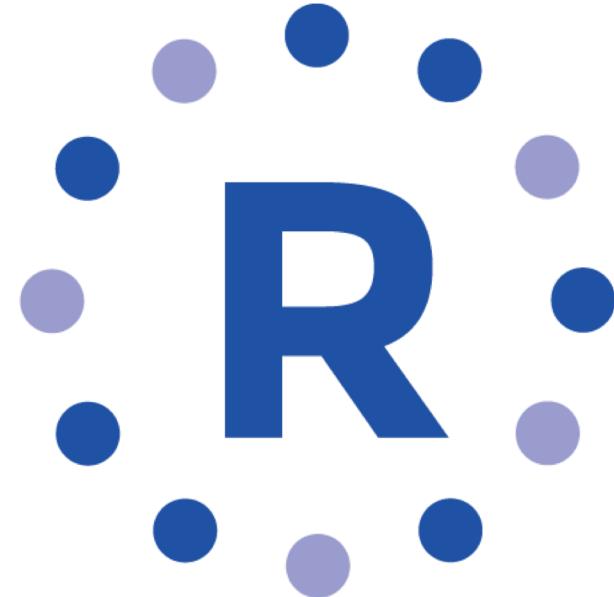
March 2016

R-Ladies



June 2016 - useR!

**San Francisco and
London**
meet and get together to
create ...



August, 2016

R-Ladies is awarded
\$10,000
to establish additional
R-Ladies groups
worldwide

consortium



One of the goals



Expand to 5-10 cities
within the next year

But!!!

What happened since, then?



@RLadiesGlobal



Tweets
5,065

Following
2,640

Followers
7,104

Likes
7,144

Lists
3

Following



R-Ladies Global

@RLadiesGlobal Follows you

Promoting diversity in the #rstats community via meetups, mentorship & global collaboration! 90+ groups worldwide. #RLadies

⌚ The World

🔗 rladies.org

📅 Joined August 2016

Tweets

Tweets & replies

Media

Pinned Tweet

 R-Ladies Global @RLadiesGlobal · 30 Aug 2016

Interested in starting an #RLadies meetup in your city? We'd love to help! Send us an email at info@rladies.org to get in touch. #rstats



22



88



147



⌚ R-Ladies Global Retweeted

 Gabriela de Queiroz @gdequeiroz · 14h

Be proud of who you R! #RLadies

Who to follow

· Refresh · View all



Pandora Boxchain @pan...

Follow



Charlotte Wickham @CV...

Follow



useR!2018 @useR2018_c...

Follow



R-Ladies Website

<https://rladies.org>

R-LADIES GLOBAL

R-LADIES IS A WORLD-WIDE ORGANIZATION TO PROMOTE GENDER DIVERSITY IN THE R COMMUNITY

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MEETUP LOCATIONS

Here is a list of locations of currently active R-Ladies meetup groups:

(This list is not updated frequently. To see the list of locations of all R-Ladies groups, check [here](#))

- San Francisco, California – US
- London, England – UK
- Research Triangle Park, North Carolina – US
- Istanbul – Turkey
- Paris – France
- Boston, Massachusetts – US
- Los Angeles, California – US
- Melbourne – Australia
- Madrid – Spain
- Nashville, Tennessee – US
- New York City, New York – US
- Barcelona – Spain
- Columbus, Ohio – US



Search ...

- SPONSORS -



123

R-Ladies groups on meetup.com

39

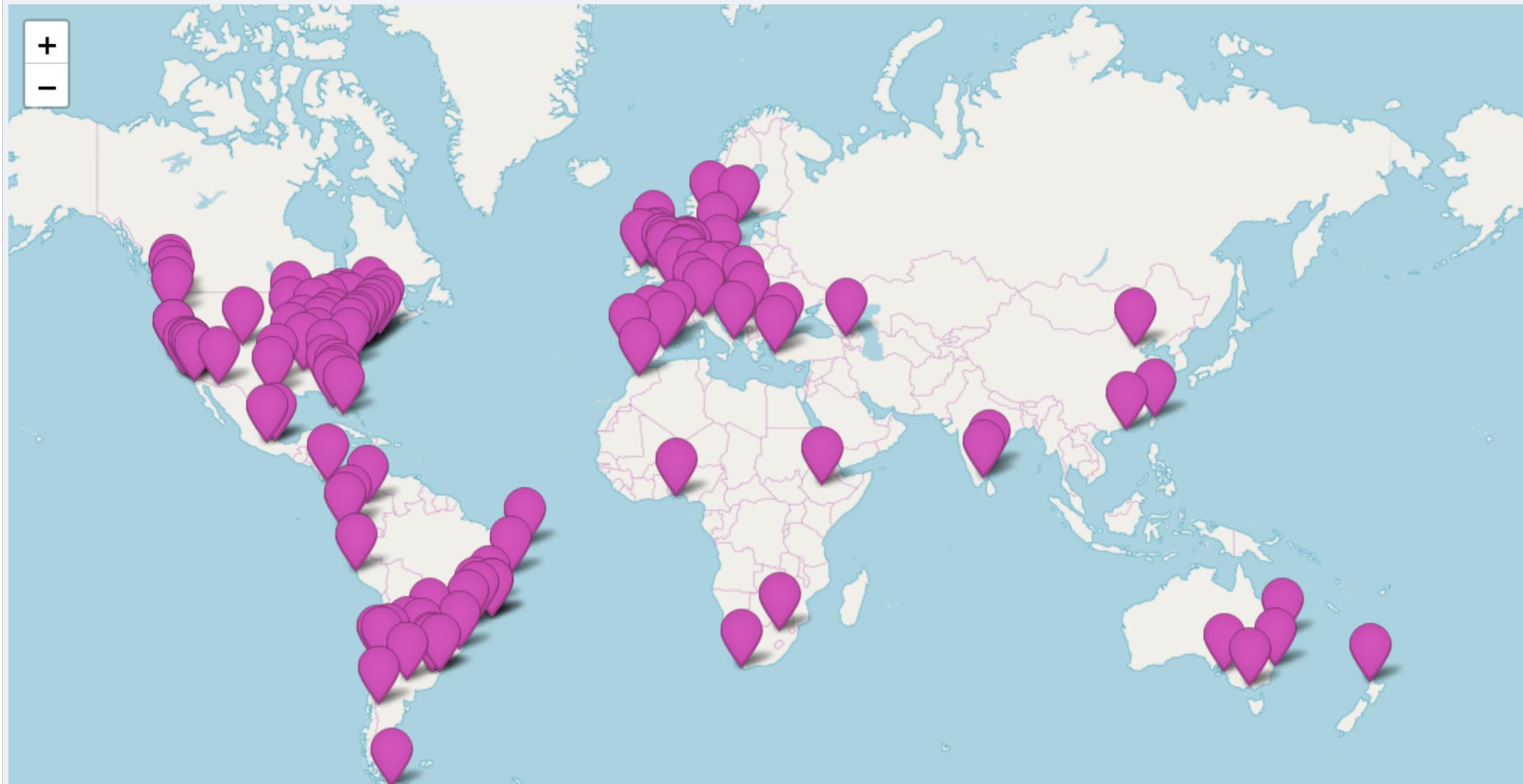
R-Ladies Countries

123

R-Ladies Cities

29167

R-Ladies members on meetup.com



R-Ladies Growth

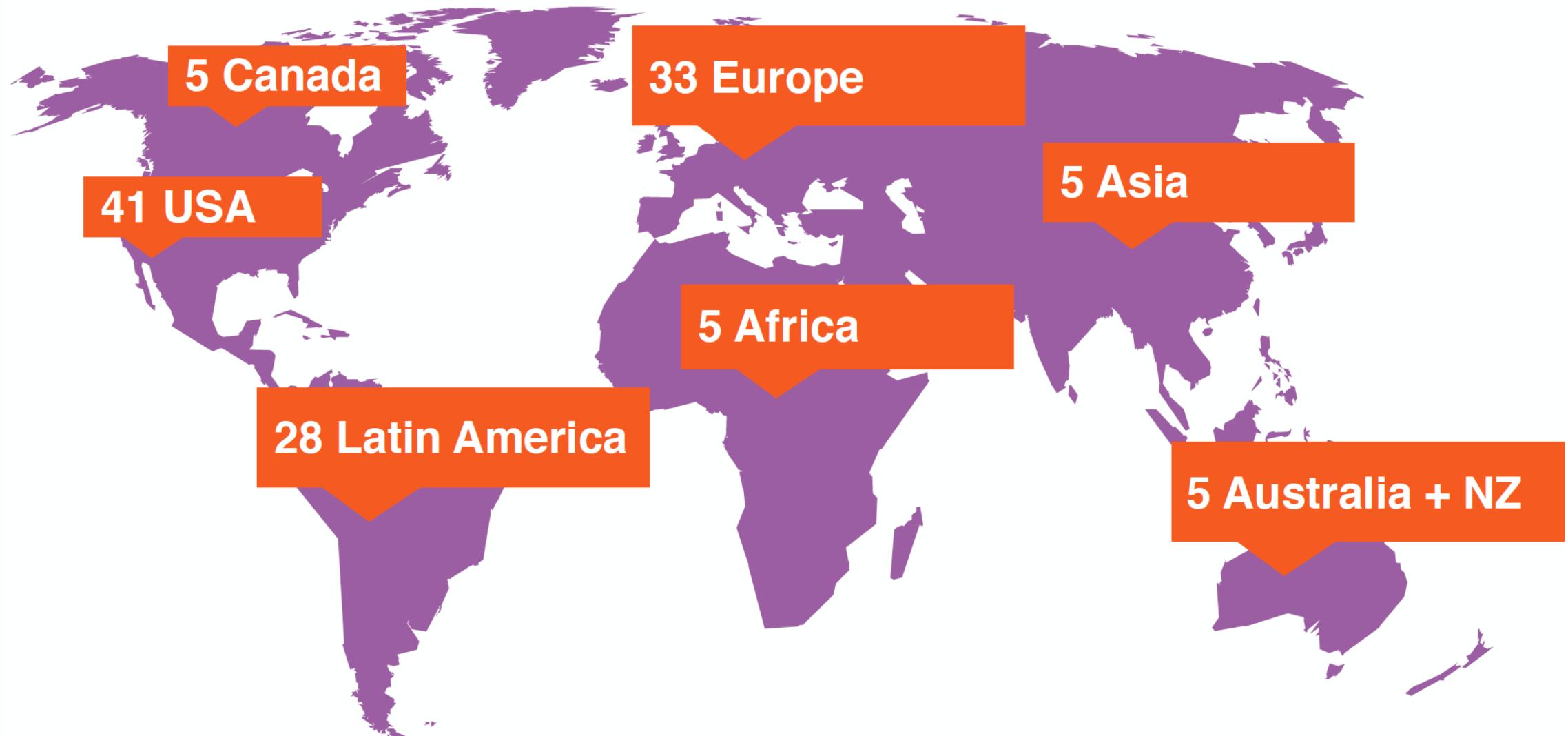
35+
countries

120+
cities

29,000+
members



R-Ladies In the World



R-Ladies Visits

R-Ladies Lisbon



Mia Chang - R-Ladies Taipei

R-Ladies London



Erin LeDell - San Francisco

R-Ladies Louisville



Jennifer Thompson - Nashville

R-Ladies San Francisco



Daniela Vázquez - Montevideo

R-Ladies Rio de Janeiro



Gabriela de Queiroz - San Francisco

R-Ladies Ames



Gabriela de Queiroz de San Francisco





Hadley Wickham visit R-Ladies



Hadley Wickham

@hadleywickham

Following

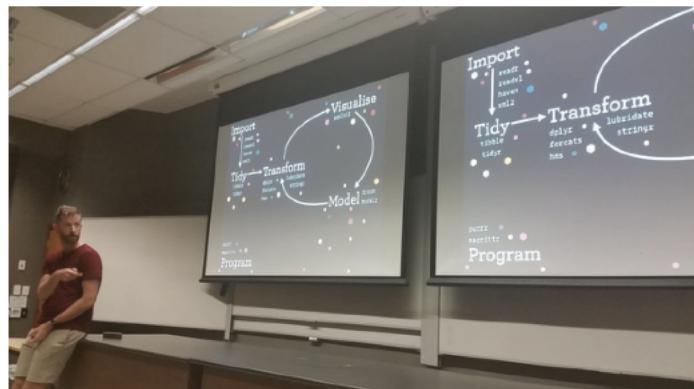
Early New Years resolution: only speak at
@RLadiesGlobal's meetups next year #rstats

12:30 PM - 11 Nov 2017

23 Retweets 278 Likes



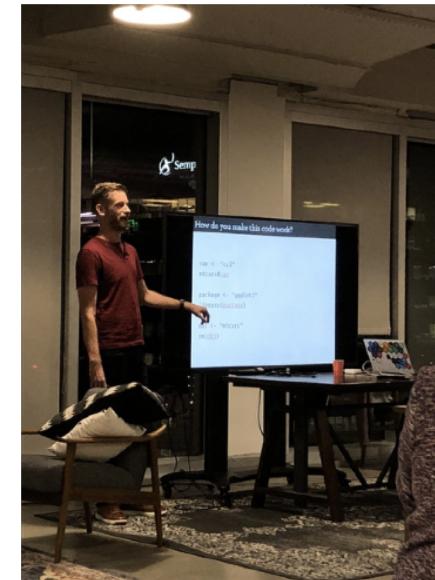
R-Ladies Auckland



R-Ladies San Francisco



R-Ladies San Diego



R-Ladies Chicago



R-Ladies Belgrade !!!

Support local chapter



- FREE venue
- Sponsorship for food and drink

Advocate



- Become an ally
- Spread the word
- Encourage others



Inspire

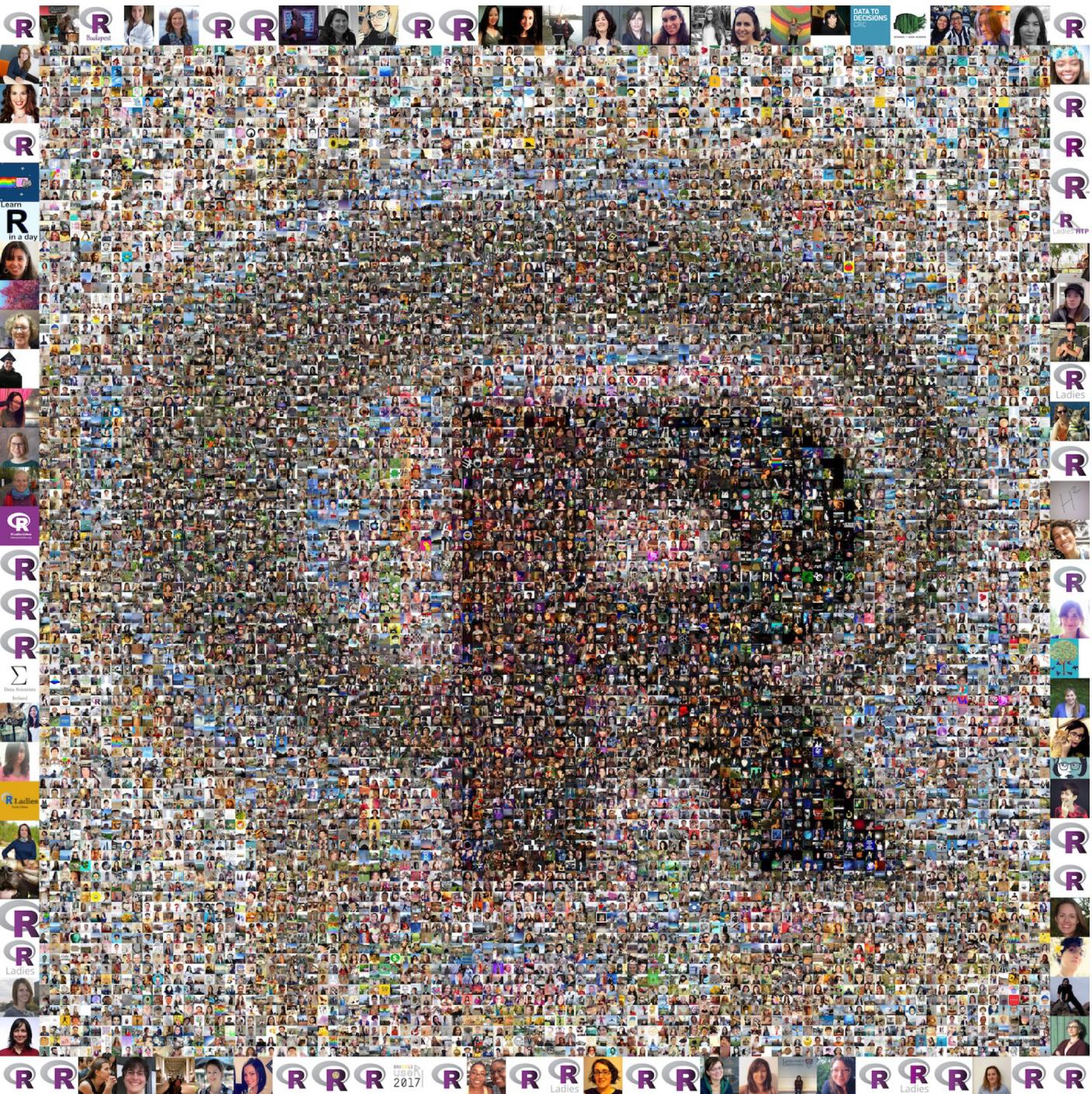


- Join R-Ladies
- Share your code
- Give back
- Teach/Mentor

A close-up photograph of a fluffy orange and white cat looking upwards and slightly to the right. A purple thought bubble originates from the cat's head, containing the text "How can I start my chapter?".

How can I start my
chapter?

Send an email to:
info@rladies.org



Local Belgrade Chapter:

R-Ladies Belgrade

<https://www.meetup.com/R-Ladies-Belgrade>

@RLadiesBelgrade



Women in DS useful links:

- IBM report: <https://www-01.ibm.com/common/ssi/cgi-bin/ssialias?htmlfid=IML14576USEN&>
- <https://www.betterbuys.com/bi/women-in-data-science/>
- www.customerthink.com/improving-gender-diversity-in-data-science
- www.triplepundit.com/2016/04/big-data-needs-women
- www.ncwit.org/sites/default/files/resources/womenintech_facts_fullreport_05132016.pdf

