**Personal Reflection - Ofer Tlusty**

In the framework of the workshop, I had the opportunity to experience a completely different form of learning than what is commonly practiced in the university, especially in engineering and exact science faculties. The task was undefined, and so was the topic of the work. The lecturer spoke to us about emotions, feelings, and research (something amorphous?) instead of evidence, techniques, and algorithms - I won't lie, the confusion was significant.

Throughout my life, I have made sure to dedicate some of my time to volunteering, mostly in the field of education and occasionally in other areas. However, I have never delved into the field of gender and the disparities between women and men. Liron raised the topic, and along with the opportunity to work with students in occupational studies, we had a good feeling that it was an important and interesting subject worth investing time and effort in.

*Embracing Modesty and Humility*

The process began with reading articles and posts (with emphasis on the amazing blog by Moran Webber!). I always knew there was a gap, but the small details about how deeply it was ingrained in us, in our language, in the most basic habits, were both shocking and fascinating. The more I delved into it and shared my findings with my close surroundings, I discovered two things: first, even the women in my environment were not always aware of these hidden aspects (especially the men), and secondly, they identified with the feelings even when I somewhat belittled them because as a man, I didn't imagine they would resonate with some of the criticisms – from my perspective, it was an important lesson in modesty and humility.

After learning about the topic, we wanted to connect with the students' task in the parallel course. We held a synchronization and expectation coordination meeting and found that there was a good connection. We contributed our ability to provide value to them with automated tools and data analysis, and they guided us on where our impact would be expressed in the field of human resources. Due to the different schedules between the courses, we had to adjust and "jump in the water".  
We formulated a relatively quick task without deep characterization of the broader research context we were required to adhere to, and we completed the task to enable the parallel group to continue their work. Later on, we used the basic output transferred to the parallel group as a "review" means for potential features in the model we developed, but collaboration with the parallel group came to an end due to scheduling incompatibilities – I believe that if we had better alignment, we could have achieved more significant results and learned more from this unique collaboration.

*Being Agile and Adaptive*

Our next challenge was to obtain relevant data repositories for our task. My main effort was to try to obtain a tagged data repository from a private company or association that would reflect the distribution of women and men who submitted resumes for a job. I tried reaching out to recruiters at Apple (where I work), to companies of friends from the high-tech industry, and even to utilize a family member's connection who has been working for years in employment in the Arab sector in order to establish contact with the "Aluma" association (managers of a course that involves students in the employment world as part of their studies), but all my collaborative efforts fell due to the privacy policies of the companies.

*Perseverance and Creativity in the Face of Challenges*

The enlightening suggestion by Yuval to use language models like GPT and/or BARD as a tagging model for the job descriptions we found was no less than exciting. We knew there would be challenges in the process (we didn't realize how many), but thanks to the perseverance, we managed to create a model that even produced good results in a short period.

From this moment, I felt like I returned to my comfort zone. We have a database, we found a suitable model that could deal with the received data, generate graphs and histograms, and analyze the results obtained. We went back to cleaning the data repository, improving the accuracy of the model, fine-tuning the graphs or the extracted results, and drawing conclusions from them.

This workshop allowed me to explore various aspects that I was not familiar with, from the research field of gender in the world of employment, through the research work itself, and even touching on the world of NLP and its practical application for solving real problems.

Thank you for the process, and good luck,

Ofer