Riga
TechGirls

Riga TechGirls

Diversity and Inclusion at the heart of technology.

WE BELIEVE THAT TECH IS FOR EVERYONE

Accessible and inclusive education programs, workshops, mentoring and inspiration events to develop digital skills of the society in Latvia and support more women joining the Tech workforce!

#RigaTechGirls #DiversityInTech #WomeninTech

ONLY 22.7%

from all IT professionals in Latvia are Women (26,4% in EU)

We want to provide equal opportunities for all. This means making sure IT field is diverse and inclusive.

000101010000
0011010101010010100
000101010111000
000101010001111110

EXPERIENCE

- 100+ workshops
- 40+ meetups
- 50+ other events (webinars, hackathons etc.)
- 20'000+ participants in online education programs
- 40'000+ event attendees

Facebook	Instagram	LinkedIn
17K followers	4.5K followers	8K followers

000101010000
0011010101010010100
000101010111000
000101010001111110

COMMUNITY BUILDING

> Digital skills trainings to support prosperity of women and the society in general

> Networking events for female tech professionals and support events for beginners

> Sharing open job positions and study opportunities in our channels

> Safe space to share concerns, insights, resources and help among women in tech.

000101010000
0011010101010010100
000101010111000
000101010001111110

GOALS

> Basic digital skills in Latvia
43% of the society have them, goal - 70%

> Intermediate Digital skills in Latvia
35% of the society have them, goal - 45%

> % of workforce employed in Tech in Latvia
2,9% in 2020, goal - 3,9% (~26K + 9K)

FIND YOUR PATH

Riga TechGirls offers a wide variety of programs, workshops and events for both those just stepping into IT world and those who want to dig deeper in a specific area.

START YOUR TECH CAREER

- Discover Tech (LV)
- Mentorship program
- She Goes Tech
- Work in Tech

START YOUR START-UP

- Hackathon
- Female Founders Across borders
- Inclusive Startupreneurs
- Female Founders Lunch

IMPROVE YOUR DIGITAL SKILLS

- Digital skills for teachers, creatives and health care professionals (LV)
- Digital Skills for NGOs

CILVĒCĪGI PAR TEHNOLOĢIJĀM
(TECH HUMANLY)

Under the name "Cilvēcīgi par Tehnoloģijām" there are three separate digital skills development programs created by Riga TechGirls in cooperation with the Google.org grant program “Google Impact Challenge” for the following professions - teachers, creatives and healthcare professionals.

Riga TechGirls

Google.org

Digital skills masterclasses

For Teachers

FOR TEACHERS

This program aimed to increase the digital skills of Latvian teachers. It was designed to provide teachers with not only theoretical but also practical knowledge on how to use a variety of digital tools more effectively in classrooms. Through the newfound knowledge the teachers could increase the digital skills of all students.

IN NUMBERS:

> **2174** registered participants;
> **1068** participants received a certificate for completing the program;
> **2084** female and **90** male participants;
> **56** academic hours of content created specifically for the program;
> **3** months, **24** lectures, **4** workshops and **4** tests;
> **31+** industry professionals as lecturers;

IN NUMBERS:

> Main topics: **Digital security**, **Gamification in Education**, **Tools for Digital Collaboration**, **Netiquette**, **Modern Technologies for education**;
> Youngest participant: **19 years old**;
> Oldest participant: **78 years old**;
> **Fully online** (YouTube, StreamYard, Slack, Zoom and a website);
> Latvian diaspora participants from such countries as: **USA**, **UK**, **Canada**, **Spain** and many more.

LESSONS LEARNED:

> Many teachers participated in the program either because their schools pushed them or because they were looking to gain Continuing Education Units (CEU);
> Teachers need active support as well. Places or channels where they can discuss the topics in groups are beneficial. So are spaces where to ask questions publicly;
> Encouraging collaboration between teachers during the program helped them with gaining most out of it;

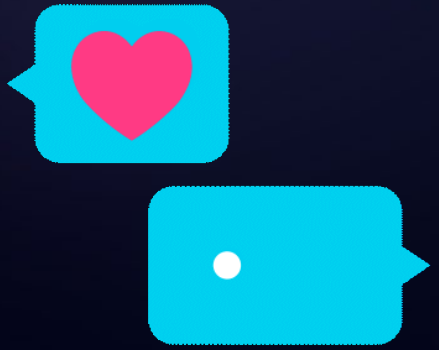
LESSONS LEARNED:

> It's important to approach the process as humanly as possible. The communication has to be clear, simple yet respectful. But most of all - always helpful;
> Even if the same question is asked 5x, it's important to answer it friendly and in a positive manner. You must not make a person feel bad for not knowing something;
> Some teachers find it difficult to admit that they don't understand or know something. That's why it's important also to work on their mindset, mentor them along the way and encourage to ask questions;

LESSONS LEARNED:

> A handbook with a vocabulary, lesson descriptions and links to lecture recordings and slides is highly appreciated;
> A program teachers can participate in at their own pace will be valued and is beneficial to teaching more teachers;
> It's important to be flexible with the program and its contents, if possible. Making changes to the curriculum on the go helped with the overall reception of it;
> Such programs are necessary and they help teachers but the approach has to be tailored and as human as possible.

THANK YOU!



rigatechgirls.com
Riga TechGirls
@rigatechgirls
Riga TechGirls
Riga TechGirls
@RigaTechGirls
pauls.silins @rigatechgirls.com