EMWOSE
Women from ethnic minorities in social enterprise

Interview Form

Overview

Name: Naz Cilo van Norel

Entrepreneur
Women Artificial Intelligence -TUR_GER

Hello, My name is Naz Cilo-van Norel.

My role in the academy is I am the founder of Women AI Academy currently. Why I started with this Project at all it was out of my frustration to see that so less women in the technical jobs. So I developed several concepts I tested how we can improve the situation and to market he TEC world more gender equal. I failed a lot, I have to say, therefore I have started to study what can women learn in the AI field, and came off with idea that data science even with no technical background every women can learn and they can find a job as a data scientist. I was dealing as a voluntary Project, as a social Project or an expensive hobby you know with this Project.

I could not create much impact last year. So last year I found other women in the Academy who have the shared vision about the situation of women and AI ethical issues etc… and we came together and decided to make my hobby... Let's say as a company, as an entrepreneur. Because of this historical patriarchal structures the men are already at one and we are starting at zero. So I said maybe we should have a positive discrimination against women to level the playing field, so we can get there.

Our target audience is woman who are left behind in the career path. Human who had a career break because of child issues, because of family issues and have to leave their career.

The main barriers to find funding…public money. So with this AI Academy our concept is based on three phases. The first phase where we teach women data science skills currently. That is the learning phase. After four months, they learned the basic skills to become a data scientist, but they do not have a practical experience.

In the second phase which will take between 3 to six months, we will have projects where they can practice their learnings. And we will coach them for career perspective and application etc.

The biggest success or the biggest achievement for me was in the last two years… In the last two years we developed many concepts with German audience.

May be one of the barrier as well I forget to mention in addition to hard way mind set is, in Germany education is paid by public money. The standard education at school at university is paid by public money, so students do not pay. If you get into job, your further qualification majors are paid by your employer. Or by the public organization. That means, people are not used to invest in personal development.

Coming back to success…last May (2020) we have our capacity for 15 learners. In April we finished our last test phase and we launched first batch to teach data science in 18 May 2020. We were expecting like 10 to 15, then we get 25 and for he batch 30 for on the waiting list... Again most of them were women who has no Money to pay even the fifty percent, and we had to give them scholarship. But now…it is like a snowball…next week I am kicking of the python learning session with 200+ women. In one-and a half month…you know…we have list of the women who are interested from Europe to learn data science 1100 women in our list. I did it mainly in the network where I was engaged for the last years... Even I found some of the networks and communities with other women. So we promoted the academy, or all they knew that Naz is developing something.

Naz Cilo van Norel — Co-Founder — B.Sc. in Electronic Engineering — M.Sc. in Political Science — Mum of 2

Dr. Azadeh Dindarian — Co-Founder — Ph.D. in Electrical and Electronic Engineering — Product manager — Mum of 1

Dr. Katharina Teuber — Co-Founder — Ph.D. In Numerical Modeling — Data Scientist — Mum of 1

WHO IS WOMEN AI ACADEMY FOR?

Are you considering a return to work but are not sure how to do it?

Do you crave connecting with other accomplished women who get you?

Do you know that you can learn and do any digital-tech jobs as women?

Do you want to change your professional focus and learn new skills needed for digital-tech job?

DO you feel like you don't fit in to your community because others don't understand the pressures you have?

Do you try to learn new skills alone but mostly fail?

Women AI Academy & Consulting defines "women" as "all women (cis, trans) and genderqueer".

As I told now, we are starting, we have the experts ready, and we have the platform ready. So most of them came…

If you have an idea, ıf you have a passion, if you have a vision that is the most important thing stick to it. I say, you do not give up if you have problem, you do not give up your vision but you can adapt your mission how to get there. The community spirit is very very important and to engage them all, not only as a spectator, but also engage them to get there. I believe in collective wisdom. Everyone has a great resources and if you have a form to bring them together.

In Germany we are facing one more barrier. Because of the certifications. German employers are still quite arrogant let's say. They require like, master, Ph.D. to employ a data scientist. We teach practical data science.

I did not face any difficulty being a Turkish women in TEC, in Germany. Bu it is demotivating and frustrating to be a women in TEC in Germany that was my prior experience, but I become very tough and very strong. I know the rules now what the men play, therefore I play them with.

I think I utilize women power let's say. That women have my vision and my passion and they work like crazy. As a leaner or as a teaching expert or in the organization of Academy I use mainly the free resources available in my networks... That helped me a lot, plus I invest of course from my personal Money which I earned form SIEMENS… But this women power. It is amazing. If you have a fixed mind-set you will consider your current conditions and find ways why not to move forward. But if you have growth mind-set you will always look for ways how to improve.

And for the ethnic minority women do not focus what you do not have, just focus what you have and what you can utilize already.

As I said starting conditions is not fair, but the Artificial Intelligence is a lottery for women. By the time, because artificial intelligence gives us back to chance or the possibilities, the opportunities which we had to give up in the 1980s in the programing to man. So, now women are at the beginning they were the minority as programing a PC became popular and they are all kicked out…Now artificial intelligence... The job for example as a data scientist as a women… you can learn it and you can reach from everywhere... It is family comfortability…highly paid…amazing possibility what we have wit AI.

MEET OUR TEACHING EXPERTS

Erum Afzal

Tanja Bäcker

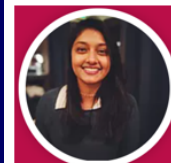Nabanita Roy

MEET OUR TEACHING EXPERTS

Anusha Balluru

Sarah Haq

Dr. Catia Silva e Santos

MEET OUR TEACHING EXPERTS

Rishika Singh

Hoa Nguyen

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