NCWIT Summit on Women and IT practices and ideas to revolutionize computing

MAY 18-20, 2010 | PORTLAND, OREGON
2011 NCWIT Summit on Women and IT practices and ideas to revolutionize computing

May 23-25
New York City

Bunk Bots®
PROUD SUPPORTER OF NCWIT
Awesome soft robot toys
bunkbots.com

Special thanks to Intel for hosting NCWIT’s Summit Wednesday Workshop
NCWIT is the National Center for Women & Information Technology, a coalition of over 200 prominent corporations, academic institutions, government agencies, and non-profits working to increase women’s participation in information technology (IT) and computing. We believe that inspiring more women to choose IT careers will create a larger and more competitive workforce, and will foster the design of technology that is as broad and innovative as the population it serves. Members of NCWIT’s five alliances – K-12, Academic, Workforce, Entrepreneurial and Social Science – address reform along the entire educational and career pipeline, with programs in K-12 education, college-level outreach and curriculum reform, corporate recruitment and retention, and entrepreneurial endeavors. A new alliance for affinity groups is forming in 2010. Together, we can make a bigger difference than if each organization acted alone.

The Academic Alliance (AA) consists of more than 90 distinguished representatives from the computer science and IT departments at colleges and universities across the country — spanning research universities, community colleges, women’s colleges, and minority-serving institutions. The AA provides feedback on NCWIT programs, contributes and adopts effective practices, and serves as a national agent of change. It meets several times per year to compare approaches and provide guidance and mutual support. AA members work together to award seed funds to accelerate reform efforts and have access to Extension Services consulting to improve recruitment and retention in undergraduate programs.

The Entrepreneurial Alliance (EA) brings together representatives from more than 20 established entrepreneurial organizations that understand the factors associated with entrepreneurial success. The EA’s work addresses the causes and possible interventions concerning the small number of women involved in starting businesses, filing patents, and transferring technology in the IT field; and its member organizations work to increase women’s representation. The EA developed the popular Entrepreneurial Heroes and Entrepreneurial Toolbox interview series, and is a supporting partner of the We Own It Summit in New York City, June 6-7.

The K-12 Alliance leverages the efforts of multiple capacity-building organizations and corporations from across the country, with significant leverage and distribution capabilities. The K-12 Alliance addresses fundamental issues of inequity in the representation of girls in computing programs in both formal and informal education, and works to ensure that computing is established as a critical skill set for twenty-first century. K-12 members recently launched a new resource series, Talking Points, focused on K-12 girls, parents, and educators.

The Social Science Advisory Board (SSAB) plays a key role in determining NCWIT’s evaluation techniques and research agenda, and serves as a valuable resource to the NCWIT Alliances. Social scientists from preeminent institutions nationwide, with expertise in areas of history, policy, anthropology, gender studies, technology, education, and workforce study, provide guidance and research for NCWIT projects and lend their evaluation skills to the determination of best practices. The SSAB also guides the formation of evaluation procedures and research foundations, identifies and disseminates theories relevant to girls and women and information technology, and provides direct consulting to member institutions.

The Workforce Alliance (WA) leads NCWIT’s efforts in corporate institutional transformation and helps NCWIT gauge its success in achieving workforce gender parity. The WA works within its member corporations to implement and contribute promising practices, and provides advice concerning NCWIT research and resources. The Data Subcommittee is working to identify areas where data and statistics regarding women’s participation are lacking. The Practices Subcommittee is supporting several studies that seek to determine the current climate and barriers for women in IT companies, and identify promising practices to address them. WA members also are working on two new exciting programs: a talent pipeline project, and efforts to build awareness with key corporate stakeholders.

Interested in joining an NCWIT Alliance?
If you’d like to find out more about joining an NCWIT Alliance, please email us at info@ncwit.org.
NCWIT Heroes is a series of magazine-style audio interviews highlighting women entrepreneurs in information technology (IT) careers. Listen as these successful, creative, and technical women discuss their lives and their work — how they first get involved with technology, why they chose to be entrepreneurs, and what advice they would give to young people interested in IT or entrepreneurship.

NCWIT Entrepreneurial Toolbox is a new interview series designed to promote fundamental skills of entrepreneurship. The series interviews both men and women about a range of topics critical to entrepreneurial success, such as networking, how to procure funding, writing a business plan, and the importance of failure.

Entrepreneurial Heroes is sponsored by the NCWIT Entrepreneurial Alliance and the Ewing Marion Kauffman Foundation.

Listen Up.

www.ncwit.org/heroes | www.ncwit.org/etoolbox
Providing American students with a 21st-century computing education is essential to creating a workforce that is innovative, competitive, and well-employed. Consider that even as unemployment nears 10 percent nationally, computing and information technology (IT) professions are growing at a rate of 22 percent — faster than all other jobs in the professional sector. However, our schools are not providing the computing education that will allow our students to fill these jobs.

**IMPROVING COMPUTER SCIENCE EDUCATION**

Get your data and resources www.ncwit.org/cseducation

**Moving Beyond Computer Literacy: Why Schools Should Teach Computer Science**

Computer Science — not computer literacy — underlies most innovation today, yet the majority of U.S. schools require only that students use computers. Computer science teaches students design, logical reasoning, and problem solving — all valuable well beyond the computer science classroom. This resource provides information about the value of computer science curriculum for students, educators, local and national economies as well as global society. It offers steps schools can take to successfully incorporate computer science education.

**CONTACT US FOR EDUCATION AND JOBS DATA FOR YOUR STATE OR DISTRICT**

datarequest@ncwit.org
Greetings!

Welcome to NCWIT’s annual Summit on Women and IT: practices and ideas to revolutionize computing. We’re so pleased to be here in Portland, Oregon – home to a thriving tech community, terrific academic institutions, a passionate sustainability community, 13 local winners of the NCWIT Award for Aspirations in Computing, and our host, Intel.

You may have noticed this year that we’ve been using the term “Summit” to refer to what we used to call our “meetings.” The phenomenal growth of the NCWIT community is directly responsible for this re-branding. Since our first gathering in May of 2004, membership and attendance among NCWIT Alliances has grown nearly 400 percent; in response to your feedback we’ve moved from a twice-per-year to an annual format, and packed our three-day Summit agenda with the research, practices, small workshops, big ideas, and networking opportunities you’ve told us you wanted.

Over the course of the next few days, we’re going to engage you in conversations about how to inspire girls to choose computing studies and careers; the discrepancy between good ideas and good practices; and what national computing policy has to do with computing and your organization. We’re going to deliver first-hand tools for engaging more women in open-source, teaching computing without computers, recruiting diverse faculty, supervising technical employees, raising funds, using social media to reach women, and evaluating what you do. We’re going to gather you with other members of your Alliance to chart your next projects, brainstorm, and compare programs and ideas. And we’re going to ask you to help us celebrate some phenomenal achievements: the winners of the NCWIT Award for Aspirations in Computing; Kim Polese, winner of the NCWIT Symons Innovator Award; and you yourselves, for all the work you do to increase girls’ and women’s participation in computing.

We’d like to thank Intel for its generosity in hosting us at its Hillsboro campus, and we thank all of you for taking time from your busy schedules to join us. Special thanks also go to the NCWIT Strategic and Investment Partners: the National Science Foundation, Microsoft, Avaya, Bank of America, and Pfizer. Their financial support helps make these meetings possible. One final note: our 2011 Summit will take place May 23-25 in New York City, and we hope you will save the date!

Sincerely,

Lucy Sanders, CEO and Co-founder, NCWIT
Join us at the NCWIT Community Reception

May 19, 2010 | 6:00pm
Ecotrust Building

honoring Portland Metro Affiliate Award-winners of the
2010 NCWIT Award for Aspiration in Computing

Victoria Chen, Sunset High School
McKenzie Griffin, Sherwood High School
Polly Irungu, Tualatin High School
Britney Johnson, Sherwood High School
Emma Knight, Sherwood High School
Sarah Lima, Reynolds High School
Priantiki Prentice, Southridge High School
Rashee Rabe, North Salem High School
Anugraha Rajendran, Tualatin High School
Khue Tran, Benson Polytechnic High School
Amy Wiegand, Wilsonville High School
Nina Yang, Tualatin High School

The NCWIT Award for Aspirations in Computing honors young women at the high-school level for their computing-related achievements and interests.

Visit www.ncwit.org/award for more information.
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:00 AM–5:00 PM</td>
<td>ESC Meeting</td>
<td>Hotel Monaco Alder Creek B/C</td>
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<tr>
<td>12:00–1:30 PM</td>
<td>ESC/Pacesetters Lunch</td>
<td>Hotel Monaco Red Star Club Room</td>
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<tr>
<td>12:00–5:30 PM</td>
<td>Registration Table Open</td>
<td>Hotel Monaco Main Lobby</td>
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<tr>
<td>1:00–2:00 PM</td>
<td>Grace Hopper Regionals Luncheon</td>
<td>The Benson Hotel London Grill</td>
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<tr>
<td>2:00–5:00 PM</td>
<td>Alliance Meetings</td>
<td>Hotel Monaco AA: Fifth Ave. A/B/C, K-12: Lipman Wolfe B, WA: Lipman Wolfe A</td>
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<tr>
<td>5:00–6:00 PM</td>
<td>NCWIT Welcome Reception</td>
<td>Hotel Monaco Red Star Club Room and Mezzanine</td>
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<tr>
<td>6:00–7:30 PM</td>
<td>Salon Dinner</td>
<td>Hotel Monaco Alder Creek A/B/C, Lipman Wolfe A/B/C</td>
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<tr>
<td>7:30–8:30 PM</td>
<td>Dessert Talk “Inspired for Life: Supporting Girls in Developing Expectations for Success” Joyce Roché</td>
<td>Hotel Monaco Fifth Avenue A/B/C</td>
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<td>Time</td>
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<tr>
<td>7:00–8:00 AM</td>
<td>Breakfast Buffet</td>
<td>Hotel Monaco Lipman Wolfe A/B/C</td>
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<td>7:45 AM</td>
<td>Shuttles to Intel</td>
<td>Buses depart from loading zone</td>
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<td>at Hotel Monaco main entrance</td>
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<tr>
<td>9:00–9:30 AM</td>
<td>Welcome and Introduction</td>
<td>Intel Campus JFCC Auditorium</td>
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<tr>
<td></td>
<td>Steve Tophoka, Justin Rattner, &quot;The State of NCWIT&quot;</td>
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<td>Lucy Sanders</td>
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<tr>
<td>9:30–10:45 AM</td>
<td>Talk &amp; Discussant Panel</td>
<td>Intel Campus JFCC Auditorium</td>
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<td></td>
<td>&quot;Turning Good Policies into Good Practice: The Need for Culture Change&quot;</td>
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<tr>
<td></td>
<td>Speaker: Dr. Wendy Faulkner, Panelists: Dr. Debra Richardson, John White, Brenda Allen, Steve Tophoka</td>
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<tr>
<td>10:45–11:10 AM</td>
<td>Breakout Overviews</td>
<td>Intel Campus JFCC Auditorium</td>
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<tr>
<td>11:15–11:30 AM</td>
<td>Move to Breakouts</td>
<td>Intel Campus</td>
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<tr>
<td>11:30 AM–12:30 PM</td>
<td>Breakouts</td>
<td>Intel Campus</td>
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<tr>
<td></td>
<td>1. &quot;CS Unplugged: Computer Science Without Computers&quot;</td>
<td>1. JFCC Auditorium</td>
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<td></td>
<td>Presenter: Dr. Tim Bell</td>
<td>2. Room JFCC 116</td>
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<td>2. &quot;Women and Open Source: Pathways and Perspectives&quot;</td>
<td>3. Room JFCC 117</td>
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<td></td>
<td>Panelists: Kirrily Robert, Denise Paolucci, Angela Byron</td>
<td>4. Rooms JFCC 121-122</td>
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<td>3. &quot;Advancing Faculty Diversity in the STEM Disciplines at the University of Michigan&quot;</td>
<td>5. Rooms JFCC 119-120</td>
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<td>Presenter: Dr. Wayne Jones</td>
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<td>4. &quot;The Role of Implicit Bias in Perpetuating the Gender Gap in Science and Engineering&quot;</td>
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<td>Presenter: Dr. Brian Nosek</td>
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<td>5. &quot;COMPUGIRLS: Increasing Girls' Participation in Computer Science through Culturally Relevant Education and Social Change Efforts&quot;</td>
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<td>Presenter: Dr. Kimberly Scott</td>
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<tr>
<td>12:30–1:30 PM</td>
<td>Lunch Buffet</td>
<td>Intel Campus Rooms JFCC 116-117</td>
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<tr>
<td>1:30–4:30 PM</td>
<td>Alliance Meetings</td>
<td>Intel Campus</td>
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<td></td>
<td>Academic Alliance (AA) Meeting</td>
<td>AA Meeting: Room JFCC Auditorium</td>
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<td></td>
<td>K-12 Alliance (K-12) Meeting</td>
<td>K-12 Meeting: Room JFCC 121-122</td>
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<td>Workforce Alliance (WA) Meeting</td>
<td>Workforce Alliance Meeting</td>
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<td>Social Science Advisory Board (SSAB) Meeting</td>
<td>Social Science Advisory Board (SSAB) Meeting</td>
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<tr>
<td>4:30 PM</td>
<td>Shuttles back to Hotel Monaco</td>
<td>Buses depart from the main entrance.</td>
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<tr>
<td>6:00–8:00 PM</td>
<td>NCWIT Community Reception</td>
<td>Ecotrust Building</td>
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<td></td>
<td>Emcee: Eileen Sweeney</td>
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<td>Musical Guest: Second Wind Jazz Ensemble</td>
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<tr>
<td></td>
<td>Honoring Portland Metro Affiliate Award-winners of the 2010 NCWIT Award for Aspirations in Computing</td>
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Bring a photo ID to clear security at Intel. You will receive a sticker to put on your Summit name badge.
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<thead>
<tr>
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<th>Event</th>
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<tbody>
<tr>
<td>7:30–8:30 AM</td>
<td>Breakfast Buffet</td>
<td>Hotel Monaco</td>
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<td>Red Star Club Room</td>
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<tr>
<td>7:30–8:30 AM</td>
<td>AA Executive Committee Breakfast</td>
<td>Hotel Monaco</td>
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<td></td>
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<td>Wendel Boardroom</td>
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<tr>
<td>8:30–8:45 AM</td>
<td>Introductions</td>
<td>Hotel Monaco</td>
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<td></td>
<td>Lucy Sanders</td>
<td>Alder Creek A/B/C</td>
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<tr>
<td>8:45–9:30 AM</td>
<td>Computing Update from Washington, D.C.</td>
<td>Hotel Monaco</td>
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<td>Interviewer: Ed Lazowska</td>
<td>Alder Creek A/B/C</td>
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<td>Interviewees: Karen Cator, Bryan Sivak, Lucy Sanders, Cameron Wilson</td>
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<tr>
<td>9:30–9:45 AM</td>
<td>Breakout Overviews</td>
<td>Hotel Monaco</td>
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<td>Cross-Alliance Action Planning Session Overviews</td>
<td>Alder Creek A/B/C</td>
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<tr>
<td>9:45–10:45 AM</td>
<td>Breakouts</td>
<td>Hotel Monaco</td>
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<td></td>
<td>1. “CS Unplugged: Computer Science Without Computers”</td>
<td>1. Alder Creek A/B</td>
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<td>2. “Women and Open Source: Pathways and Perspectives”</td>
<td>2. Red Star Club Room</td>
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<td>3. “Advancing Faculty Diversity in the STEM Disciplines at the University of Michigan”</td>
<td>3. Lipman Wolfe A</td>
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<td>4. “Social Tech ID: How Social Media Convinces Us We Are Crossing Boundaries”</td>
<td>4. Lipman Wolfe B</td>
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<tr>
<td>10:45–11:00 AM</td>
<td>Move to Cross-Alliance Action Planning Sessions</td>
<td>Hotel Monaco</td>
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<tr>
<td>11:00 AM–12:00 PM</td>
<td>NCWIT Cross-Alliance Action Planning Sessions</td>
<td>Hotel Monaco</td>
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<tr>
<td></td>
<td>1. “Evaluating What We Do: Challenges and Solutions”</td>
<td>1. Lipman/Wolfe B</td>
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<td>2. “Program Sustainability: Strategies for Fundraising”</td>
<td>2. Alder Creek A/B/C</td>
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<td></td>
<td>3. “Planning CS ED Week 2010”</td>
<td>3. Lipman/Wolfe A</td>
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<tr>
<td>12:00–1:00 PM</td>
<td>Lunch Buffet (with grab-and-go option)</td>
<td>Hotel Monaco</td>
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<td>Red Star Club Room</td>
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<tr>
<td>12:30–1:30 PM</td>
<td>Leadership Team (LT) Meeting</td>
<td>Hotel Monaco</td>
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<td>Lipman Wolfe B</td>
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<tr>
<td>1:30–4:30 PM</td>
<td>Social Science Advisory Board (SSAB) Meeting</td>
<td>Hotel Monaco</td>
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<td>Alder Creek A/B/C</td>
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<tr>
<td>6:30–8:30 PM</td>
<td>NCWIT Symons Innovator Award Celebration</td>
<td>Oregon Health &amp; Science University (OHSU), South Waterfront District</td>
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<td></td>
<td>Co-hosted by the Software Association of Oregon</td>
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<td>Honoring 2010 Winner, Kim Polese</td>
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</tbody>
</table>
NCWIT will provide shuttles to/from Intel

The Benson Hotel [Lodging option; Tues. Grace Hopper Regional Luncheon]

Vintage Plaza [Lodging option]

Hotel Monaco [Lodging option; Tues. - Thurs. Summit Events]

Ecotrust Building [Wed. NCWIT Community Reception]
NCWIT recommends using the streetcar.

OHSU
Oregon Health Sciences University,
South Waterfront Complex
[Thurs. NCWIT Symons Innovator Award Celebration]
NCWIT recommends using the streetcar.

The route to/from OHSU and hotels is $2.30 for one roundtrip.

The route to/from Ecotrust and hotels is free.

See next page for transit options.
**STREET ADDRESSES**

<table>
<thead>
<tr>
<th>Hotel/Museum</th>
<th>Street Address</th>
<th>City, State/Zip</th>
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<tbody>
<tr>
<td>Hotel Monaco</td>
<td>506 SW Washington; Portland, OR 97204</td>
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<tr>
<td>Benson Hotel</td>
<td>309 SW Broadway; Portland, OR 97205</td>
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<tr>
<td>Ecotrust Building</td>
<td>721 NW 9th Ave; Portland, OR 97209</td>
<td></td>
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<tr>
<td>Vintage Plaza</td>
<td>422 SW Broadway; Portland, OR 97205</td>
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<tr>
<td>Intel</td>
<td>2111 NE 25th Ave; Hillsboro, OR 97124</td>
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<tr>
<td>Oregon Health Sciences University (OHSU), South Waterfront Complex</td>
<td>3303 SW Bond Ave.; Portland, OR 97239</td>
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</tbody>
</table>

**DRIVING DIRECTIONS**

**FROM HOTELS TO PDX**

- Take SW Adler Rd, crossing Morrison Bridge
- Take I-5 North through Portland to the I-84 East Exit
- Take I-84 East to I-205 North
- Exit onto I-205 North
- Take Airport Way West exit off I-205
- Follow Airport Way to PDX terminal

**FROM HOTELS TO INTEL, JFCC AUDITORIUM**

- Take US-26 W via the ramp to Oregon Zoo Forestry Center
- Take exit 61 for Helvetia Rd toward Shute Rd
- Turn left at NW Helvetia Rd
- Continue onto NE Brookwood Pkwy
- Turn right at NW Evergreen Rd
- Turn left at NE 25th Ave
- Look for signs directing you to building

**LOCAL TRANSIT OPTIONS**

**SHUTTLES**

- The hotels do NOT offer a complimentary shuttle service.
- The Blue Star shuttle serves all NCWIT hotels to/from PDX. Please contact them 24 hours in advance at 503.249.1837 or http://www.buluestarbus.com

**TRIMET MAX LIGHT RAIL**

TRIMet MAX Light Rail offers a non-stop, 45-minute trip to/from PDX for $2.30. To PDX: Walk to Pioneer Square South MAX Station (Stop ID 8334) located at SW 6th and SW Yamhill. Take the Red Line towards PDX. Plan your trip at http://trimet.org.

**TAXIS**

Taxis serving downtown Portland from PDX, with charges starting at about $35 one way:

- Green Cab: 503.234.1414
- Radio Cab Co.: 503.227.1212

**STREETCAR TRIP DETAILS FOR WED. AND THURS. EVENING EVENTS**

**FROM HOTELS TO ECOTRUST**

- Depart: SW 10th and Stark (Stop ID 10769)
- Arrive: NW 10th and Johnson (Stop ID 10773)
- You will be dropped at the west side of the building. Look for signs directing you to the entrance.

**FROM ECOTRUST TO HOTELS**

- Depart: NW 11th and Johnson (Stop ID 10753)
- Arrive: SW 11th and Adler (Stop ID 13302)
- Walk to your hotel

**FROM HOTELS TO OHSU**

- Depart: SW 11th and Adler (Stop ID 13302)
- Arrive: SW Moody and Gibbs (Stop ID 12760)
- You will be dropped at the northwest side of the building. Look for signs directing you to the entrance.

**FROM OHSU TO HOTELS**

- Depart: NW 11th and Johnson (Stop ID 10753)
- Arrive: SW 11th and Adler (Stop ID 13302)
- Walk to your hotel

**NOTE:** The route to/from the hotels and Ecotrust is free. The route to/from the hotels and OHSU is a $2 fare for a roundtrip.
WOMEN IN IT: THE FACTS

Women in IT: The Facts, sponsored by NCWIT’s Workforce Alliance, brings together the latest findings from recent research on technical women.

www.ncwit.org/thefacts

Programs-in-a-Box

NCWIT’s “in-a-Box” programs offer turnkey solutions that address pressing issues facing the IT community. Each “in-a-Box” program is designed for practical use by IT professionals and supplies all the components necessary for quick and strategic action. Program materials include sample letters, templates, slide presentations, and other resources.

Roadshow-in-a-Box: Capitalizing on Models for Outreach is a complete set of resources developed for colleges and universities wanting to establish or enhance their roadshow outreach programs. It draws on the wisdom and practices of a variety of successful roadshow programs that focus on recruiting for diversity and put trained student presenters in a leading role.

The Supervising-in-a-Box Series is designed to help you develop and supervise a high-performing, diverse, technical team. This box series provides guides, templates, and resources for addressing unconscious bias and institutional barriers that affect five different supervisory job functions – Employee Recruitment/Selection, Employee Development, Team/Project Management, Performance Review/Promotion Processes, and Supervisors as Agents of Change.

www.ncwit.org/boxes
As guests at Intel, we’ve been asked to follow their security protocol. **Bring a photo ID to clear security.** You will receive a sticker to put on your Summit name badge.

**PLEASE wear your name tag at all times, as a form of proper identification.**

**PLEASE stay in the designated areas at the designated times listed in the agenda.**

Shuttles back to Hotel Monaco on Wednesday following the Alliance Meetings will pick up at the main entrance at 4:30pm.
NCWIT offers practices for increasing and benefiting from gender diversity in IT at the K-12, undergraduate, graduate, and career levels.

www.ncwit.org/practices

Offer Computing Workshops and Camps
They Benefit Both Students and the Teachers Who Offer Them

The card and accompanying website is a resource for computer science teachers that offers ideas for partnering, existing curriculum, and materials for implementation.

Visit ncwit.org/summercamps for more information.

This resource was produced by the NCWIT Social Science Team in collaboration with Barbara Ericson.

Gotta have IT

Gotta Have IT is an all-in-one computing resource kit designed with educators’ needs in mind. A select set of high-quality posters, computing and careers information, digital media and more, the resource kit builds awareness and inspires interest in computing. Gotta Have IT is for all students, but is especially inclusive of girls.

www.ncwit.org/ghit
EXTENSION SERVICES CONSULTANTS MEETING (By invitation only)
8:00 AM–5:00 PM | HOTEL MONACO, ALDER CREEK A/B/C
This meeting is a full-day training for NCWIT Extension Services Consultants. Extension Services (ES) provides customized consultation services to members of the NCWIT Academic Alliance (AA) for implementing systemic change in their undergraduate programs (UP) in ways that increase enrollment, retention, and graduation of women.

ACADEMIC ALLIANCE MEETING (By invitation only)
2:00 PM–5:00 PM | HOTEL MONACO, FIFTH AVE. A/B/C
The AA will celebrate its sixth year in developing a community of over 90 dedicated universities and colleges. It will be introducing new ways to move from community-building to becoming organizations that promote and support positive change initiatives.

K-12 ALLIANCE MEETING (By invitation only)
2:00 PM–5:00 PM | HOTEL MONACO, LIPMAN WOLFE B
The K-12 Alliance will be introducing new members, examining resources, discussing CS education policy and making key decisions that put its strategic plan into action. The K-12 membership represents 27 leading organizations and the Alliance becomes more diverse and has a greater reach with each new member. Its focus is on driving change to increase girls’ and women’s meaningful participation in computing.

WORKFORCE ALLIANCE MEETING (By invitation only)
2:00 PM–5:00 PM | HOTEL MONACO, LIPMAN WOLFE A
The WA will be debuting new resources and conducting a training session on the new Supervisory box. Members will have a chance to participate in working sessions on WA projects and interact with new people. WA membership is now at 75 individuals representing 28 leading organizations. More senior executives are engaged in the WA than ever before.

WELCOME RECEPTION
5:00 PM–6:00 PM | HOTEL MONACO, RED STAR CLUB ROOM AND MEZZANINE
Gather with NCWIT members and guests for a drink and some informal networking.

SALON DINNER AND A DESSERT TALK
Joyce Roché
6:00 PM DINNER | HOTEL MONACO, ALDER CREEK A/B/C AND LIPMAN WOLFE A/B/C
7:30 PM DESSERT TALK | HOTEL MONACO, FIFTH AVENUE A/B/C
Join us for dinner followed by an enlightening talk at 7:30pm by Joyce Roché, President and CEO of Girls Inc., will be our guest speaker for “Inspired for Life: Supporting Girls in Developing Expectations for Success.” Inspiration is the transformational experience that allows us to dedicate ourselves fully to a vision of the future. It is a critical ingredient of success. Joyce Roche will share her perspective on the role of inspiration in the educational approaches required to ignite girls’ and young women’s excitement about IT and to equip them with the skills necessary to overcome the gender barriers to success in the field. She will draw on her personal experience as a trailblazer in corporate America and on the highly successful programming of Girls Inc., the oldest girl-focused organization in the United States, whose mission is to inspire all girls to be strong, smart, and bold.
As guests at Intel, we've been asked to follow their security protocol. **Bring a photo ID to clear security.** You will receive a sticker to put on your Summit name badge.

PLEASE wear your name tag at all times, as a form of proper identification.

PLEASE stay in the designated areas at the designated times listed in the agenda.

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**WELCOME & INTRODUCTION**

The State of NCWIT  
9:00 AM–9:30 AM | INTEL CAMPUS, JFCC AUDITORIUM

A welcome from Intel VP and CTO Justin Rattner, and an update on NCWIT from CEO Lucy Sanders.

**TALK & DISCUSSANT PANEL**

"Turning Good Policies into Good Practice: The Need for Culture Change"  
**Dr. Wendy Faulkner, Dr. Debra Richardson, John White, Brenda Allen, Steve Tolopka**  
9:30 AM–10:45 AM | INTEL CAMPUS, JFCC AUDITORIUM

The proportion of women in specialist ICT roles, and in engineering more generally, remains remarkably low in many countries. There is now a well-established consensus about the main factors behind the poor recruitment, retention and progression of women in these professions, and what kind of policies should help redress these. Indeed, increasing numbers of large engineering employers ‘tick all the boxes’ at corporate level. Yet time and again ones finds that having a set of good policies does not in itself guarantee that good practice is happening on the ground. The aim of this talk is to consider why, and how we might overcome this. Immediately following the talk, a discussant panel will invite questions and comments, and suggest takeaways for audience members.

**BREAKOUTS**

1. **CS Unplugged: Computer Science Without Computers**  
   **Presenter: Dr. Tim Bell**  
   11:30 AM–12:30 PM | INTEL CAMPUS, JFCC AUDITORIUM

   Computer Science Unplugged is a project that introduces principles of computer science in a fun way, without using computers. It can be used in conjunction with computer courses, in classrooms, and in situations where access to computers is limited. This talk will look at the issues surrounding Computer Science education from an international perspective, and introduce the CS Unplugged approach as one way to get students’ interest and enhance routine computing courses.

2. **Women and Open Source: Pathways and Perspectives**  
   **Panelists: Kirrily Robert, Denise Paolucci, Angela Byron**  
   11:30 AM–12:30 PM | INTEL CAMPUS, ROOM JFCC 116

   In this session, three high-profile women in the open source community present the unique opportunities the open source movement presents for inspiring and educating women in technology. Using their history and experiences, they'll discuss how to reach women and get them more involved, how women can get the most out of their participation in an open source project, and specific tactics and tips they've picked up along the way.
3. Advancing Faculty Diversity in the STEM Disciplines at the University of Michigan
   **Presenter: Dr. Wayne Jones**
   11:30 AM–12:30 PM | INTEL CAMPUS, JFCC 117

This presentation will describe the work of the University of Michigan's ADVANCE Program, from its creation as a five-year NSF-funded program in 2001 to its institutionalization as a UM-funded program in 2006, to its present role in university-wide efforts to increase faculty diversity. In particular, the role senior faculty can play in educating their colleagues about the negative consequences of evaluation bias, even non-conscious bias, especially as it relates to recruitment and retention of women and underrepresented minorities will be discussed. Finally, best recruiting practices, gleaned from the efforts at the University of Michigan and other institutions, which increase the effectiveness of recruiting for diversity will be presented.

4. The Role of Implicit Bias in Perpetuating the Gender Gap in Science and Engineering
   **Presenter: Dr. Brian Nosek**
   11:30 AM–12:30 PM | INTEL CAMPUS, ROOMS JFCC 121-122

Conscious experience provides an immediate, compelling, and incomplete account of mental life. Much of perception, thinking, and action is shaped by mental activity that occurs outside of conscious awareness or conscious control. Because of that, judgment and action can be unintentionally influenced by factors that we do not recognize, and may not value. These implicit processes may influence judgments of self and others, and play a role in participation and performance in science and engineering-related training and careers.

5. COMPUGIRLS: Increasing Girls’ Participation in Computer Science through Culturally Relevant Education and Social Change Efforts
   **Presenter: Kimberly Scott**
   11:30 AM–12:30 PM | INTEL CAMPUS, ROOMS JFCC 119-120

Find out more about COMPUGIRLS, a unique program that aims to increase the participation of underrepresented girls in computing. The Phoenix-based program enrolls a particularly high number of African-American and Native American girls, ages 13-18, and uses culturally relevant curriculum to help the girls create technologies for social change in their local communities. Dr. Scott will present an overview of the program and will summarize outcomes, successes, and challenges.

**ALLIANCE MEETINGS** *(By invitation only)*

1:30 PM–4:30 PM ACADEMIC ALLIANCE (AA) MEETING | INTEL CAMPUS, JFCC AUDITORIUM
1:30 PM–4:30 PM K-12 ALLIANCE MEETING | INTEL CAMPUS, ROOMS JFCC 121-122
1:30 PM–4:30 PM WORKFORCE ALLIANCE (WA) MEETING | INTEL CAMPUS, ROOMS JFCC 119-120
1:30 PM–4:30 PM SOCIAL SCIENCE ADVISORY BOARD (SSAB) MEETING | INTEL CAMPUS, ROOM JF3-TR D

**NCWIT COMMUNITY RECEPTION**

**Musical Guest: Second Wind Jazz Ensemble, featuring Intel Workforce Alliance member Steve Topolka**

6:00 PM–8:00 PM | ECOTRUST BUILDING

The Ecotrust Jean Vollum Natural Capital Center has been acclaimed as a unique blend of environmental innovation and historic restoration and has been awarded gold-level LEED certification. With Patagonia as the retail anchor, the building also houses a mix of non-profit and business tenants gathered around the themes of sustainable forestry and fisheries, green building, and financial investment. The Center includes outdoor seating, a public atrium, a resource center, and an outdoor terrace with fireplace. All floors incorporate display areas for exhibits and shared information.
There will be a self-serve luggage room available off of the lobby of Hotel Monaco on Thursday.

Please make your own transportation arrangements to the airport following the Summit. The NCWIT hotels do not offer a complimentary airport shuttle. NCWIT recommends the TriMet MAX Light Rail (Plan your trip at http://triment.org). See page 9 of this program for transit options.

COMPUTING UPDATE FROM WASHINGTON, D.C.
Interviewer: Ed Lazowska
Interviewees: Karen Cator, Bryan Sivak, Lucy Sanders, Cameron Wilson
8:45 AM–9:30 AM | HOTEL MONACO, ALDER CREEK A/B/C

This panel discussion will address recent developments on Capitol Hill and elsewhere in Washington, D.C., that influence diversity in computing education and the IT workforce. Dr. Lazowska and panelists will introduce topics such as computing education reform, the digital divide, support for building an IT talent pipeline, and policies that influence technical innovation.

BREAKOUTS
1. CS Unplugged: Computer Science without Computers
   Presenter: Dr. Tim Bell
   9:45 AM–10:45 AM | HOTEL MONACO, ALDER CREEK A/B
   (repeated from prior day)

2. Women and Open Source: Pathways and Perspectives
   Panelists: Kirrily Robert, Denise Paolucci, Angela Byron
   9:45 AM–10:45 AM | HOTEL MONACO, RED STAR CLUB ROOM
   (repeated from prior day)

3. Advancing Faculty Diversity in the STEM Disciplines at the University of Michigan
   Presenter: Dr. Wayne Jones
   9:45 AM–10:45 AM | HOTEL MONACO, LIPMAN WOLFE A
   (repeated from prior day)

4. Social Tech ID: How Social Media Convinces Us We Are Crossing Boundaries
   Presenter: Shireen Mitchell
   9:45 AM–10:45 AM | HOTEL MONACO, LIPMAN WOLFE B
   Girls, women of color and other demographics that seemed to be challenging at best to reach in the past has become simpler with the new social tech tools like Facebook, Twitter and others. Are access, education and income still barriers today? Have social networks resolved this problem? Added to it? Or presented new challenges to face? This session will discuss a diverse perspective on new media technologies and changing the lives of girls, women, and teens of color. Your input is expected.
NCWIT CROSS-ALLIANCE ACTION PLANNING SESSIONS
1. Evaluating What We Do: Challenges and Solutions
   Moderator: Dr. Wendy DuBow
   Panelists: Tricia Berry, Katy Dickinson, Dr. Debra Richardson
   11:00 AM–12:00 PM | HOTEL MONACO, LIPMAN WOLFE B

Implementing new programs or practices takes a lot of effort. How do you know if it's paying off? Come hear three NCWIT members (Association of Women & Men in Engineering, Sun/Oracle, and UC Irvine) talk about the challenges of evaluation and the solutions they have devised. The NCWIT internal evaluator will share her experiences and insights too, as time permits.

2. Program Sustainability: Strategies for Fundraising
   Co-moderators: Lucy Sanders, Telle Whitney
   Panelists: Jody Mahoney, Bobby Schnabel, Eileen Sweeney
   11:00 AM–12:00 PM | HOTEL MONACO, ALDER CREEK A/B/C

Sustaining programs focused on girls/women and computing is a challenge many of us face. This panel will focus on the essential steps organizations might consider in funding their work. Panelists — representatives from academia, funding foundations, non-profits and consulting services, will exchange ideas on fundraising strategies.

3. Planning CS Ed Week 2010
   Speakers: John White and Cameron Wilson
   11:00 AM–12:00 PM | HOTEL MONACO, LIPMAN WOLFE A

In 2010, ACM led a coalition of organizations, including NCWIT, in the formation of CS Education Week. With little planning time, press releases were issued, a web site was created, and resources recommended — see http://www.csedweek.org/. We would like this to be an annual event with broad national coverage — come offer your ideas about what CS Education Week can become, and learn how your organization can be involved.

4. Recognition Works! The NCWIT Award for Aspirations in Computing Affiliate Program
   Moderator: Ruthe Farmer
   Panelists: Allison Clark, Charlie McDowell, Sonya Harris, Steve Roach, Tiffany Grady
   11:00 AM–12:00 PM | HOTEL MONACO, WENDEL BOARDROOM

Interested in connecting with aspiring female technologists in your community? Host a local NCWIT Award for Aspirations in Computing Affiliate!

NCWIT is scaling up the NCWIT Award for Aspirations in Computing through local and regional award programs around the country. Hear from NCWIT members who piloted the program in Texas, Illinois and the San Francisco Bay Area. Learn what it takes to implement the Affiliate Award, host an event and the rewards for doing so.

NCWIT SYMONS INNOVATOR AWARD CELEBRATION
6:30 PM–8:30 PM | OREGON HEALTH & SCIENCE UNIVERSITY (OHSU), SOUTH WATERFRONT DISTRICT

Join NCWIT and co-host Software Association of Oregon (SAO) in celebrating 2010 award-winner Kim Polese.

The NCWIT Symons Innovator Award honors an outstanding woman who has successfully built and funded an IT business. By recognizing women IT entrepreneurs, the NCWIT Symons Innovator Award hopes to inspire others to pursue IT entrepreneurship, and increase awareness about the importance of women's participation in IT innovation and business. The award is named for Jeanette Symons, founder of Industrious Kid, Zhone Technologies, and Ascend Communications, and an NCWIT Entrepreneurial Hero.
Brenda J. Allen is an Associate Dean in the College of Liberal Arts and Sciences, and a Professor in the Department of Communication at the University of Colorado Denver (UCD). She also is a faculty member of HERS (Higher Education Resource Services), the Knapsack Institute, and the Women's College at the University of Denver. Her research and teaching areas are organizational communication, diversity, group communication, and computer-mediated communication. She serves as Master Mentor of the Tenure Track Faculty Mentoring Program at UCD and presents speeches and workshops on a range of topics, including diversity, teamwork, self-empowerment, and presentational speaking.

Dr. Allen received the Francine Merritt Award for Outstanding Contributions to the Lives of Women in Communication from the National Communication Association in 2004, and in 2006 she received the first Annual Award for Outstanding Achievement for Commitment to Diversity at UCD. She also was named a Master Teacher by the Western States Communication Association. She obtained her Ph.D. from Howard University.

Christine Alvarado's research interests lie in the intersection of artificial intelligence and human-computer interaction. Her research in sketch recognition has included over 20 undergraduate students and led to several publications.

She is actively involved in outreach efforts to increase the number of women in computer science, and in designing novel introductory computer science curriculum that appeals to a broad audience. In 2005, she helped redesign Harvey Mudd's introductory CS course, and this revision has helped to quadruple the number of women majoring in CS over the last five years.

She has received three major grants, including the Faculty Early Career Development (CAREER) award for her sketch recognition work, and the CISE Pathways to Revitalized Undergraduate Computing Education (CPATH) award to export Harvey Mudd College’s introductory computer science course to other colleges and universities. She received her undergraduate degree in computer science from Dartmouth and her S.M. and Ph.D. in computer science from MIT.

Catherine Ashcraft’s research and teaching focuses on issues related to gender, race, and class in a variety of educational and organizational contexts. As a senior research scientist for NCWIT, she conducts research into effective practices for increasing women’s participation in information technology careers. She also consults with the Workforce Alliance, identifying and disseminating effective practices and developing evaluation tools to support implementation of these practices.

Previously Ashcraft served as an assistant professor of multicultural education at Western Washington University, where she researched, taught, and spoke about the ways in which schools and workplaces reproduce inequalities in terms of race, class, and gender. She has also worked as a K-12 public school teacher and as the Community Education Director for a battered women’s shelter where she identified best practices and implemented programs to address a variety of gender inequities.

Ashcraft obtained her M.A. in Communication and her Ph.D. in Education from the University of Colorado.
Speaker Biographies

Tim Bell is an Associate Professor in the Department of Computer Science and Software Engineering at the University of Canterbury in Christchurch, New Zealand. He is also a Guest Professor of Huazhong University of Science and Technology in Wuhan, China. His current research interests include computer science education, computers and music, and data compression.

His “Computer Science Unplugged” project is widely used internationally, and its books and videos have been translated into 12 languages. He received the Science Communicator Award from the NZ Association of Scientists in 1999, an inaugural New Zealand Tertiary Teaching Excellence Award in 2002, and the University of Canterbury Teaching medal in 2008. He has appeared with his “Computer Science Unplugged” show at the Edinburgh International Science Festival, the Dunedin International Science Festival, and the Australian Science Festival. He is the author or co-author of 70 journal and conference papers, and several books.

Tricia Berry, leads the recruitment and retention of women in the Cockrell School of Engineering. She concurrently serves as Director of the Texas Girls Collaborative Project, an initiative aimed at connecting Texas organizations, companies and individuals working to advance gender equity in science, technology, engineering and math fields; and she serves as a Consultant for the Assessing Women and Men in Engineering (AWE) Project. Berry is also Executive Vice President of 825 Basics, LLC, a professional training company that helps individuals develop healthy, fit and energetic careers. Previously she was a Process Engineer and a Product Development Engineer at The Dow Chemical Company in Freeport, Texas.

Berry received her B.S. in Chemical Engineering from the University of Texas at Austin and her MBA from the University of Houston – Clear Lake. She served on the WEPAN Board as President Elect, President and Past President from 2007-2010 and she is currently serving on the SWE-AWE Advisory Council.

Angela Byron is an open source evangelist who lives and breathes Drupal. In addition to being the release manager for the upcoming Drupal 7, her work also includes development and patch review, creating and contributing add-on modules and themes, testing and quality assurance efforts within the project, improving documentation, and providing user support on forums and IRC.

Angela was lead author on O’Reilly’s first Drupal book, Using Drupal, and recipient of the Google-O’Reilly Open Source Award for Best Contributor. She is on the Board of Directors for the Drupal Association and helps drive community growth by leading initiatives to help get new contributors involved, such as Drupal’s participation in the Google Summer of Code and Google's Highly Open Participation (GHOP) programs. She founded the “Drupalchix” group, for empowering and growing the number of women Drupal contributors.
Sapna Cheryan is an assistant professor of psychology at the University of Washington. Her research interests include identity, stereotypes and prejudice, and she has published articles on stereotype threat in Psychological Science and strategies of belonging to social groups in the Journal of Personality & Social Psychology. Her awards include the NSF CAREER Award and the American Psychological Association Dissertation Research Award. She received her Ph.D. in social psychology from Stanford University in 2007.

Dr. Allison Clark is a researcher, social entrepreneur, and founder of AMedia1.com, LLC, a company that creates culturally specific educational materials for K-12 youth. Previously Dr. Clark spent 15 years at the University of Illinois Urbana-Champaign. In her role as Co-Director of the Seedbed Initiative for Transdomain Creativity at UIUC, she explored the feasibility of using technology to create self-sustained interdisciplinary communities of collaboration involving artists, humanists, social scientists, and technologists from around the world. As Assistant Director of Digital Equity Initiatives at the National Center for Supercomputing Applications, she assisted in the equitable dissemination of new technologies across racial, ethnic and cultural lines.

Dr. Clark has researched, written, and presented on the digital divide and digital equity issues in the areas of computing, education and community. In 2009 she served as a Distinguished HASTAC Scholar in Residence at the John Hope Franklin Humanities Institute at Duke University.

Karen Cator is the Director of the Office of Educational Technology at the U.S. Department of Education. She has devoted her career to creating the best possible learning environments for this generation of students. Prior to joining the department, Cator directed Apple’s leadership and advocacy efforts in education. In this role, she focused on the intersection of education policy and research, emerging technologies, and the reality faced by teachers, students and administrators.

Cator came to Apple in 1997 from the public education sector, most recently leading technology planning and implementation in Juneau, Alaska. She also served as Special Assistant for Telecommunications for the Lieutenant Governor of Alaska. Cator holds a Masters in school administration from the University of Oregon and Bachelors in early childhood education from Springfield College. She is the past chair of the Partnership for 21st Century Skills and has served on the several boards including the Software & Information Industry Association–Education.
Jim Cohoon received his Ph.D. in Computer Science from the University of Minnesota in 1982. He joined the University of Virginia in 1983 as an Assistant Professor of computer science and was promoted to Associate Professor in 1989. He was a Fulbright Scholar in 1993. He has directed four Ph.D. theses and 20 M.S. students, and is the author or co-author of five books, three book chapters, and over sixty papers. He served as chair of the ACM Special Interest Group on Design Automation (SIGDA) from 1993-1997, and he received SIGDA’s Design Automation Fellowship, Outstanding Member Award, and Leadership Award. In 1997 he received the McGraw-Hill “Most Successful New title” Award for his best-selling C++ textbook (co-authored with Jack Davidson). He received the Department’s first annual Teaching Award in 1998, and the ACM-SIGDA Outstanding Member award in 2004. He has served on the ACM Publication Board, the ACM SIG Governing Board’s Executive Committee, the ACM-SIGDA Advisory Board, and the ACM Council.

Katy Dickinson creates then communicates measurably effective long-lasting corporate infrastructure and processes. Her specialty is acting as an effective change agent who resolves persistent and complex organizational problems.

Previously Dickinson was the Director of Business Process Architecture: CTO & Sun Labs organizations. She worked for Sun from 1984-2010 in Engineering, Marketing, Quality, Operations, Legal, Standards, Strategy, the Chief Technologist’s Office, and Sun Labs. She was a Six Sigma Master Black Belt for the CTO and Sun Labs.

Dickinson has a patent in electronic commerce (2000) and a defensive patent publication on the SEED process (2004) as well as two other patent applications. From 1992-2004 she was a lecturer and reviewer for the University of California at Berkeley’s Engineering-110 (“Venture Design: The Start-up Company”) class. From 2001-2010 she led the SEED (Sun Engineering Enrichment & Development) worldwide mentoring program.

Wendy DuBow serves as the evaluator of NCWIT’s many educational and outreach resources. The purpose of her work is to help NCWIT understand how and to what extent our resources help advance the NCWIT mission. She also is responsible for producing two NCWIT resources, By the Numbers and the NCWIT Scorecard.

DuBow has been conducting social science research since 2001. Prior to coming to NCWIT, she conducted evaluations and survey research in private-sector firms for a diverse client base, including non-profit organizations, grant-making foundations, and local governments throughout the U.S. Her fields of inquiry have included organizational capacity building, positive youth development, healthy lifestyles, and including marginalized populations in evaluation. In a former life, DuBow managed the Communications and Training units in Information Technology Services at the University of Colorado.

She received her M.A. from Mills College and her Ph.D. from the University of North Carolina at Chapel Hill.
Speaker Biographies

Crystal Eney, Lead Undergraduate Advisor, Department of Computer Science and Engineering (CSE), University of Washington

Crystal Eney graduated from the University of Washington with a double degree in history and psychology and a minor in music. Prior to her current position she served as both a substitute advisor and program assistant in both Undergraduate Advising and Student Athlete Academic Services. During her time as an academic advisor with CSE, she has developed an interest in encouraging more women to pursue the fields. She co-led CSE 190e during its first two years, a seminar designed to show women the breadth and depth of careers in CSE. She presented a paper at the 2005 American Society of Engineering Education Exposition in Portland, Oregon; and she has participated in an international working group at the Innovation and Technology in Computer Science Education conference in Lisbon, Portugal, which has published two papers. Eney was executive producer of Pathways in Computer Science, a video designed to demonstrate the breadth and creativity of a career in CSE.

Ruthe Farmer, Director of Strategic Initiatives, NCWIT

Ruthe Farmer provides strategic planning and direction, fund development, and cultivation of new partnerships for NCWIT. She oversees the NCWIT Award for Aspirations in Computing and efforts to accelerate distribution of NCWIT promising practices and resources throughout the computing community and beyond.

In her previous position as the National Project Manager for Technology & Engineering Education for Girl Scouts of the USA, Ruthe designed and implemented national programs and partnerships to increase girls' participation in STEM. She established a national Lego Robotics initiative and formed a national partnership between FIRST Robotics and Girl Scouts.

Ruthe has served on the National Girls Collaborative Project Champions Board, the FIRST Robotics Girls FIRST Advisory Board, and the Lewis & Clark College Board of Alumni. She is an ambassador for the University of Oxford Said Business School and was a founding board member of Springboard Innovation, a nonprofit dedicated to incubating grass roots social entrepreneurs. She earned her MBA in Social Entrepreneurship & Marketing at the University of Oxford.

Dr. Wendy Faulkner, Honorary Fellow, The Institute for the Study of Science, Technology and Innovation (ISSTI), University of Edinburgh, Scotland

Wendy Faulkner has a longstanding research interest in gender, science and technology, starting with her involvement in the early women and science collection. She has since made significant contributions to feminist technology studies, most notably through a major ethnographic study of engineering workplaces, Genders in/ of Engineering, which included research in a U.S. IT company. In addition, she was involved in EU collaborative projects on gender inclusion in the information society (SIGIS) and on women in engineering research (PROMETEA), the latter involving a cross-national study of good practice in gender equality and diversity.

Faulkner trained in biology and science and technology policy studies, completing her doctoral research at the University of Sussex. She was a sociologist of technology at the University of Edinburgh and ran postgraduate programmes in science and technology studies.

She has conducted research on knowledge flows in industrial R&D and innovation, and recently collaborated on a project on public engagement in debates surrounding stem cell research.
Tiffany Grady serves as the Assistant Director for Academic Initiatives for the Department of Computer Science at the University of Texas at Austin. She manages recruiting, retention, diversity and departmental outreach efforts and she advises all the student organizations. Tiffany received her B.A. in Journalism at Oklahoma State University and her M.A. in Educational Administration at the University of Texas at Austin. Tiffany began her career at UT in Corporate and Foundation Relations in the College of Natural Sciences and previously served as a Development Specialist at the American Cancer Society.

Sonya Harris is the Coordinator of Outreach Programs for the Department of Computer Science at University of Illinois Urbana-Champaign. She works closely with students and faculty to create and enhance outreach initiatives college-wide and oversees the ChicTech Outreach Program. Prior to her current position, she created and led outreach programs for low-income families in Champaign County while pursuing a Masters degree in Education with an emphasis on Technology.

Harris chairs the Illinois affiliate of the NCWIT Award for Aspirations in Computing and is a committee member on the UIUC I-STEM Committee. Last year, she began working towards her Ph.D. in Education, Curriculum and Instruction (Math, Science and Technology). She is active in a variety of community and cultural organizations including Boys and Girls Club, Park District, and Shelters.

J. Wayne Jones has been a member of the faculty of the Department of Materials Science and Engineering since 1978. He is also associate director of ADVANCE at the University of Michigan and director of the ADVANCE Program in the College of Engineering.

He served as Associate Dean for Undergraduate Education in the College of Engineering from 1996 to 2001 and he served as interim chair of MSE in 1992. In 2007 he received the Harold H. Johnson Diversity Award from the University of Michigan. He was elected a fellow of ASM International (a 50,000 member materials society) in 2000. In 2010 he will receive ASM International’s A. E. White Distinguished Teacher Award.

His research interests have focused on developing an understanding of structure-property relationships in advanced structural materials for automotive and aerospace applications. His research currently is funded by the NSF, Air Force Office of Scientific Research, U.S. Department of Energy, Ford Motor Company, and General Motors. He holds a Ph.D. in Materials Science from Vanderbilt University.
Ed Lazowska’s research and teaching concern the design, implementation, and analysis of high-performance computing and communication systems. He chairs the Computing Community Consortium, an NSF-sponsored effort to engage the computing research community in envisioning more audacious research challenges. He serves on the Technical Advisory Boards for several companies, including Microsoft Research, Voyager Capital, Ignition Partners, and Madrona Venture Group. He has served on the Board of the Computing Research Association and chaired DARPA’s Information Science and Technology (ISAT) study group.

Lazowska is a Member of the National Academy of Engineering, and a Fellow of the American Academy of Arts & Sciences, the Association for Computing Machinery, the Institute of Electrical and Electronics Engineers, and the American Association for the Advancement of Science. He has received the Computing Research Association Distinguished Service Award and the University of Washington Computer Science & Engineering Undergraduate Teaching Award. Lazowska received his A.B. from Brown University in 1972 and his Ph.D. from the University of Toronto.

Ran Libeskind-Hadas received a B.A. in Applied Mathematics from Harvard University and an M.S. and Ph.D. in Computer Science from the University of Illinois Urbana-Champaign. Since 1993 he has been with Harvey Mudd College, where he is a faculty member in the Department of Computer Science and serves as Associate Dean of Faculty. His research interests are in algorithms for computational biology. With colleagues Christine Alvarado, Geoff Kuenning, and Zach Dodds, he has been involved in the design, implementation, and evaluation of new introductory computer science curricula at Harvey Mudd.

Jody Mahoney is vice president of business development at the Anita Borg Institute for Women and Technology, responsible for developing current and new Institute sponsors and partners willing to grow with ABI as its programs expand in support of its mission. Prior to joining ABI, Mahoney was senior director of international development with TechSoup, a social enterprise based in San Francisco, where she was instrumental in developing the corporate and nonprofit partnerships needed for international expansion. Prior to TechSoup, Jody held many and varied positions in business development, partnership recruitment, and technology sales. Jody holds a BFA from Antioch College and an MFA from Warren Wilson College.
Charlie McDowell has been a faculty member in the Computer Science Department at the University of California Santa Cruz since 1985. He served as department chair from 1991-97. Since July 2006 his has been serving as the Associate Dean for Undergraduate Affairs in the Baskin School of Engineering at UCSC. In 2002, in collaboration with several colleagues at UCSC, he published the first of several articles reporting on the use of pair programming to improve the retention rates for women in university programming classes. UCSC has been participating in the NCWIT Academic Alliance with Charlie McDowell as the leader of their action team. He is the PI for an NSF S-STEM grant that provides scholarships targeted at women and other underrepresented groups in computer science, computer engineering, and electrical engineering. In addition to receiving scholarship money, the scholars are part of a living and learning community designed to increase the success rates of the students through community building and academic support.

Shireen Mitchell consults on Social Tech ID and helps organize various tech events, conferences and participates on program committees around the country, including Techno Rodeo; She’s Geeky D.C.; Feminism 2.0; Tech Adventure D.C.; Nonprofit 2.0; Gov2.0 Expo; Computers, Freedom and Privacy; TEDx Potomac, and many others.

She founded Digital Sisters, Inc., an organization that focuses on using digital media and technology to access tools for women and children. As Chair of the Media and Technology Task Force of the National Council of Women’s Organizations (NCWO), Mitchell works to increase participation in technology and media by women. She managed the Politically Black.com website prior to its sale and public offering.

Mitchell has been recognized as a Top 100 D.C. Tech Titans; Social Citizen Award: Apps for Democracy D.C.; Rising Star: Woman of Color in Technology; Heroine in Technology; Community Technology Leader; The Root 100; Black Twitterati; and finalist for the Shorty Awards & Young Women of Achievement.

Brian Nosek received his Ph.D. in from Yale University in 2002 and is an associate professor in the Department of Psychology at the University of Virginia. In 2007, he received early career awards from the International Social Cognition Network (ISCON) and the Society for the Psychological Study of Social Issues (SPSSI). He directs Project Implicit, an Internet-based, multi-university collaboration of research and education about implicit cognition: thoughts and feelings that exist outside of awareness or control.

Nosek’s research interests include implicit cognition, automaticity, social judgment and decision-making, attitudes and beliefs, stereotyping and prejudice, ideology, morality, identity, memory, and the interface between theory, methods, and innovation.
Speaker Biographies

**Dr. David Notkin, Professor, Department of Computer Science, University of Washington**

David Notkin received his B.S. in computer science, cum laude with honors, from Brown University and his Ph.D. in computer science from Carnegie Mellon University. He has been on the Computer Science & Engineering faculty at the University of Washington since 1984, serving as department chair (2001-06), and now holding the endowed Bradley Chair. Among his honors and awards are a 1988 National Science Foundation Presidential Young Investigator Award, the 2000 University of Washington Distinguished Graduate Mentor Award, and election as an ACM Fellow (1998) and IEEE Fellow (2007).

Notkin is editor-in-chief of ACM Transactions on Software Engineering and Methodology (2007-2013) and is a member of the Computing Research Association board of directors (2005-). He served as the chair of ACM SIGSOFT, the special interest group on software engineering (1997-2001). He was a visiting faculty member at Tokyo Institute of Technology and Osaka University; a visiting researcher at the IBM Haifa Research Laboratory; and a visiting researcher at Lund University in Sweden.

**Denise Paolucci, Founder, Dreamwidth**

Denise Paolucci is co-founder of Dreamwidth Studios, an open source blogging and social media platform whose contributors are over 75% women. She has been working in social media and Web 2.0 since before either term was coined.

Before co-founding Dreamwidth, she spent six years at LiveJournal.com, doing everything from technical support to Terms of Service enforcement to product planning to documentation to quality assurance testing. She is also an author of science fiction and fantasy.

**Kim Polese, CEO, Spikesource**

As CEO of SpikeSource, Inc., Kim Polese is helping to bring the “long tail” of software to a mass market through its revolutionary automated application-certification technology. Prior to joining SpikeSource in August 2004, Polese co-founded Marimba, Inc., a leading provider of systems management solutions. Polese served as President, Chief Executive Officer, and Chairman of Marimba, leading the company to profitability and a successful public offering prior to its acquisition by BMC Corporation in 2004. Before co-founding Marimba, Polese worked in software management at Sun Microsystems and was the original product manager for Java, leading its launch in 1995. Prior to joining Sun, Polese was a consulting engineer at IntelliCorp Inc., helping Fortune 500 companies in the development of expert systems.

She is an Aspen Institute Crown Fellow and serves on several boards, including the Silicon Valley Leadership Group, the University of California President’s Board on Science and Innovation, UC Berkeley’s College of Engineering, the Long Now Foundation, and the Global Security Institute. Polese earned a B.S. in Biophysics from the University of California, Berkeley.
Justin Rattner is Vice President and CTO at Intel, head of Intel Labs, and an Intel Senior Fellow. Rattner joined Intel in 1973 and was named its first Principal Engineer and its fourth Intel Fellow. Prior to joining Intel, Rattner held positions with Hewlett-Packard Company and Xerox Corporation.

In 1989, Rattner was named Scientist of the Year by R&D Magazine for his leadership in parallel and distributed computer architecture. In 1996, Rattner was featured as Person of the Week by ABC World News for his visionary work on the Department of Energy ASCI Red System, the first computer to sustain one trillion operations per second (one teraflops). In 1997, Rattner was honored as one of the Computing 200. Rattner has received two Intel Achievement Awards for his work in high performance computing and advanced cluster communication architecture. Rattner is also a trustee of the Anita Borg Institute for Women and Technology. He holds B.S. and M.S. degrees from Cornell University in electrical engineering and computer science.

Debra J. Richardson is a professor and the Ted and Janice Smith Family Foundation Dean of UC Irvine’s Donald Bren School of Information and Computer Science. She is a founding member of the Institute for Software Research, a UC Irvine Organized Research Unit, and serves as director of MICRO (Microelectronics Innovation and Computer Research Opportunities), one of the school’s Industry-University Cooperative Research Programs. Her current work focuses on enabling specification-based testing technology throughout the software lifecycle, from requirements and architecture analysis through operation and evolution.

Dr. Richardson received her B.A. in Mathematics from the University of California at San Diego and her M.S. and Ph.D. in Computer and Information Science from the University of Massachusetts.

Steve Roach received his Ph.D. in Computer Science from the University of Wyoming in 1997. He has 12 years of industrial software development experience in data acquisition, process control, and chemical process modeling as well as software development for NASA’s Cassini mission and the International Space Station. He has been using cooperative learning and the Affinity Research Group model in his courses and research since 1999. In 2002 and 2003, he chaired the IEEE CCSE Sub-Committee on Advanced Software Engineering Curricula. The CCSE is an international organization developing models of undergraduate and graduate software engineering programs. In 2003, he chaired the panel session “The Art of Getting Students to Practice Team Skills,” at the 33rd ASEE/IEEE Frontiers in Education Conference. He is an IEEE-CS Certified Software Development Professional and a program evaluator for the Computing Accreditation Committee of ABET. He served as a reviewer for SWEBOK and for the Graduate Software Engineering Curriculum 2009.
Joyce Roché has management and marketing expertise that drives Girls Inc.’s outreach to millions of girls across the country through technology, program distribution, and public education and advocacy. Before joining Girls Inc., Roché served as President and Chief Operating Officer of Carson Products Company, and Vice President of Global Marketing at Avon Products, Inc. While at Avon, Roché was the first African American female vice president and vice president of global marketing.

Roché was recognized by Business Week as one of the “Top Managers to Watch,” and Black Enterprise magazine named her one of the “40 Most Powerful Black Executives”. Roché is a graduate of Dillard University in New Orleans and holds an MBA from Columbia University. She completed Stanford University’s Senior Executive Program and currently sits on the Board of Directors of AT&T Inc., Tupperware Corporation, Macy’s Inc., The National Underground Railroad Freedom Center and The Association of Governing Boards of Universities and Colleges.

Lucy Sanders worked in R&D and executive positions at AT&T Bell Labs, Lucent Bell Labs, and Avaya Labs for over 20 years. In 1996, Lucy was awarded the Bell Labs Fellow Award, the highest technical accomplishment bestowed at the company. She has six patents in communications technology.

Sanders serves on several boards, including the Mathematical Sciences Research Institute (MSRI) Board at the University of California at Berkeley; the Engineering Advisory Council at the University of Colorado at Boulder; and several corporate boards, as well as the Information Technology Research and Development Ecosystem Commission for the National Academies. She is a member of the ACM nominating committee and the ACM-W Advisory Board.

In 2004 Sanders was awarded the Distinguished Alumni Award from the Department of Engineering at CU and in 2007 she was inducted into the Women in Technology International (WITI) Hall of Fame. In 2009 she was recognized as a Microsoft Community Partner. Sanders received her B.S. and M.S. in Computer Science from Louisiana State University and the University of Colorado at Boulder, respectively.

Kirrily Robert has been involved in open source software since 1993, as a Linux user, Perl developer, and community leader and advocate. She has worked extensively in the Open Source and Internet industries as a developer, sysadmin, and community manager. She has presented and given tutorials at many conferences, including OSCON, Yet Another Perl Conference, linux.conf.au, and the Open Source Developer’s Conference (Australia), and has spoken to numerous user groups and at BarCamps and unconferecnes.

In 2008 Robert launched the Geek Feminism Wiki, and more recently she has been contributing to and writing about two large open source projects with majority female developers: the Dreamwidth journaling platform and the Organization for Transformative Works’ “Archive Of Our Own.” Her interests also include free culture, open data, and technology for social justice.

Robert works for Metaweb Technologies as Community Director for Freebase.com, an open, creative-commons-licensed, API-accessible, structured database of the world’s information.
Dr. Bernice R. Sandler, Senior Scholar, Women’s Research and Education Institute

As a Senior Scholar at the Women’s Research and Education Institute in Washington, D.C., Dr. Sandler consults with institutions and others about achieving equity for women. The New York Times called her “the godmother of Title IX”. In 1970 she filed the first charges of sex discrimination against more than 250 institutions. As Director of the Project on Women at the Association of American Colleges, she published the first reports on campus sexual harassment, gang rape, campus peer harassment, and the chilly climate for women. She was the first Congressional committee staff member appointed to work specifically on women’s issues, and the first person to testify before a Congressional committee about sex discrimination in education. She has 12 honorary doctorates and numerous other awards. She has been quoted in media such as the N.Y. Times, Newsweek and Sports Illustrated, and has appeared on The Today Show, Larry King Live, and Good Morning America.

Dr. Robert Schnabel, Co-founder, NCWIT; Dean, Indiana University School of Informatics

Dr. Robert Schnabel is Dean of the Indiana University School of Informatics. Formerly he served as Vice Provost for Academic and Campus Technology at the University of Colorado at Boulder and was founding director of the Alliance for Technology, Learning, and Society (ATLAS) Institute. A faculty member in the Department of Computer Science at CU for nearly 30 years, he served on major strategic planning committees for the Multicultural Engineering Program and the Women in Engineering Program in the University’s College of Engineering.

Kimberly A. Scott, Ed.D., Executive Director, COMPUGIRLS

Dr. Kimberly Scott is Associate Professor in the Mary Lou Fulton Graduate School and Institute of Education at Arizona State University (ASU) in the Division of Advanced Studies of Education Policy, Leadership, and Curriculum. Prior to ASU, she was on faculty at Hofstra University’s College of Education and Allied Human Services. While at Hofstra, Dr. Scott established the TLC program in which girls and their parents from surrounding, high-needs Long Island districts attended mentoring, technology, and parenting workshops. TLC served as the basis for her current National Science Foundation-funded program, COMPUGIRLS, a social justice technology program for girls from Phoenix’s under-resourced districts and tribal communities. Dr. Scott is Executive Editor of the State of Black Arizona, and she has written more than 30 articles, op-ed pieces, technical reports, and book chapters, as well as three books. She has been recognized widely for her community work and scholarly activities. Dr. Scott received her B.A. from Smith College and her Ed.D. from Rutgers University.
Speaker Biographies

Bryan Sivak, Chief Technology Officer, District of Columbia

As CTO for the District of Columbia, Bryan Sivak leads an organization of more than 500 staff that provides technology services and leadership for 86 agencies, 38,000 employees, residents, businesses, and millions of visitors.

Formerly Sivak founded and developed InQuira, Inc., an international technological solutions company whose products are used at top private and public sector organizations including Bank of America, UK Ministry of Defense, Nokia and T-Mobile. Prior to his work with InQuira, Sivak founded Electric Knowledge LLC, which provided the world’s first Natural Language Search engine available on the web. Electronic Knowledge eventually merged with Answerfriend, when was the basis for the formation of InQuira. Sivak also served as lead software engineer for the IBM Corp. in its Santa Teresa Lab in San Jose, California.

Sivak holds a B.S. in computer science from the University of Chicago.

Eileen Sweeney, Director of Corporate and Foundation Philanthropic Relations, Motorola Foundation

Eileen Sweeney has over 15 years of experience in philanthropy and has lead the Motorola Foundation and global Corporate Contributions for the last five years. At Motorola Sweeney started the Innovation Generation Grant program for science technology, engineering and math education in the U.S. Previously Sweeney was Chief Executive Officer at Inkindex Corporation, and served as director of Civic Affairs for United Airlines.

She is a founding member of the National Science Advisory Committee for the Girl Scouts of the USA and a member of the National Advisory Council for the Dream Foundation. She serves on the boards of Working in the Schools, Project Exploration, and the Women’s Power Network. Eileen represented U.S. business on the national steering committee for the United Nations International Year of Volunteers, and is the immediate past-Chair of The Contributions Council of the Conference Board. She received her B.A. in education from Loyola University and her M.A. in Education from Harvard.

Steve Toloopka, Senior Principal Engineer and Director, Platform Architecture Research, Intel

Steve Tolopka is Senior Principal Engineer and Director of Platform Architecture Research for Intel’s Corporate Technology Group, Intel’s “corporate lab” that works with Intel business groups, academia, and the industry on leading-edge technical agendas.

Tolopka joined Intel in 1981 as a systems software engineer after earning a Ph.D. in Computer Science from Purdue University. His professional background at Intel Labs includes Computer Supported Collaboration, videoconferencing technology, networking technologies, and improved PC manageability. Steve sponsors CTG’s diversity agenda with a focus on career paths for technical women and co-chairs the National Center for Women & Information Technology’s Workforce Alliance.

Tolopka holds four U.S. patents and has received two Intel Achievement Awards in the areas of distributed models of computation and PC manageability. He serves on the Computer Science Partners Board and the Dean’s Leadership Council for the College of Science at Purdue University. He plays clarinet and tenor saxophone with several local bands.
Dr. John R. White has served as ACM Executive Director and Chief Executive Office since January 1999. During John's tenure, ACM membership has grown to an all-time high, its scholarly publishing program has doubled in size, and the Association is increasingly involved in issues related to the image and health of the computing discipline and field worldwide.

Prior to joining ACM, Dr. White was Manager of the Computer Science Laboratory at the Xerox Palo Alto Research Center (PARC), where he led several research groups. Previously he was a Professor of Computer Science at the University of Connecticut.

Dr. White is a Fellow of the ACM, recipient of the ACM Outstanding Contribution award, and recipient of the Xerox PARC Excellence in Science and Technology Award. He has served on the boards of the Computing Research Association and the Computing Sciences Accreditation Board. He received his Ph.D. and M.S. in computer science and B.A. in mathematics from the University of California, Santa Barbara.

Dr. Telle Whitney has served as President and CEO of ABI since 2003. Whitney has 20 years experience in semiconductor and telecommunications industries. She has held senior technical management positions with Malleable Technologies (now PMC-Sierra) and Actel Corporation, and is a co-founder of the Grace Hopper Celebration of Women in Computing Conference. Dr. Whitney served as ACM Secretary/Treasurer in 2003-2004, and is currently co-chair of the ACM Distinguished member committee. She was a member of the National Science Foundation Committee for Equal Opportunity in Science and Engineering (CEOSE). She serves on the advisory boards of MentorNet and the Professional Business Women's Conference, and is a member of CRA-W.

Dr. Whitney received her Ph.D. from Caltech and her bachelor's degree at the University of Utah, both in computer science.

As Director of Public Policy for ACM, Cameron Wilson develops and oversees ACM’s public policy agenda with specialized focus on technology policy, including information technology research and development funding, computing education, technology issues related to intellectual property, privacy issues, and security and reliability of computing systems. Wilson also represents ACM’s positions to the Washington, D.C. community and the media.

Wilson joined ACM after spending 10 years on Capitol Hill. During his career he served as Deputy Chief of Staff to Representative Vernon Ehlers (R-MI) and on Representative Nick Smith’s (R-MI) staff. He also served as professional staff on the House Science Committee, where he oversaw technology, standards and environmental issues. For the Science Committee, he staffed several legislative efforts including the Great Lakes Legacy Act, the Help America Vote Act and the National Construction Safety Team Act. He has a B.A. in finance from Michigan State University.
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