



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

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Does Your Company Have a Technical Culture, and Does It Impede or Improve Your Diversity Efforts?

Elizabeth K. Eger and Jill Reckie, NCWIT WA/EA Summit Break-out Session

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Let's Do a Poll!



**WHAT DO YOU
THINK?**

Poll Question 1

Each function (e.g., sales, HR, tech) in my company has a different “feel” or culture.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

Poll Question 2

Technical culture(s) are unique and stand out from other parts of the company.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

Poll Question 3

Technical culture(s) in my company are evident in:

- A. Technical staff meetings
- B. Email communications
- C. Hallways / informal gatherings
- D. All of the above
- E. I don't see technical culture as unique

Poll Question 4

The technical culture in my company has many subcultures.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

Poll Question 5

I think tech culture has changed for the better.

- A. Strongly Agree
- B. Agree
- C. Disagree
- D. Strongly Disagree

Research on “Tech Culture”

- We have research on **biases** in technical culture(s).
- But there is not a current line of published research on **broader** technical culture(s).
- There is research on organizational cultures that we can apply here.

Culture...

- Is created and sustained together
- Can feel rigid
- Impacts us and is impacted by us
- Is fluid and changing

The word "CULTURE" is displayed in a vibrant, multi-colored font. Each letter is filled with a different color from a rainbow spectrum, and the letters are slightly overlapping and tilted diagonally upwards from left to right. The background behind the text is a soft, white-to-yellow gradient.

Cultural Experiences Will Vary

- Subcultures
- From our intersectional identities and experiences
- From our company roles

The word "CULTURE" is written in a bold, sans-serif font, tilted upwards from left to right. Each letter is filled with a different color from a rainbow spectrum: C (red), U (orange), L (yellow), T (light green), U (green), R (teal), E (blue), and E (purple). The letters have a slight 3D effect with shadows.

Discussion Questions on D&I

- (How) does technical culture(s) impact company Diversity and Inclusion efforts?
- What are examples of approaches you take for implementing D&I in technical culture(s)?
- Would your company benefit from having research on technical culture(s) and the impact on D&I efforts?

And So...



Reflections and Integration



Reflections and Integration

How can you use ongoing evaluation to better understand tech culture(s)?



Reflections and Integration

How can we change and challenge biases about tech culture(s)?



Key Takeaways & Next Steps

On a post-it note, write:

- What is one takeaway about technical culture from today's session?
- How will today's session impact your diversity and inclusion efforts with technical employees?

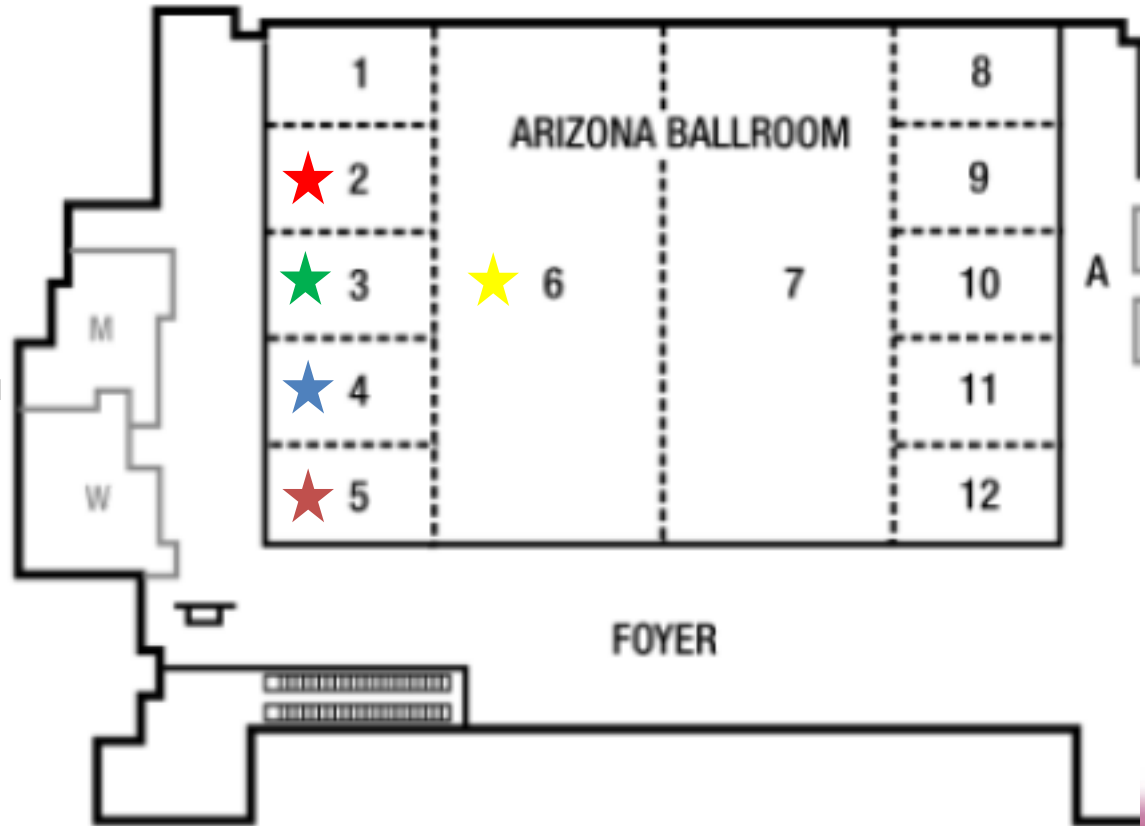
Questions?



Thought-provoking Breakouts:

- Are Alphas Impeding Innovation in Your Organization?
 - Intersectionality: How Can We Address Multiple Biases and Identities at Once?
 - Are you Missing the Mark When You Benchmark?
 - It Takes a Village: Do You Have One?
- Does Your Company Have a Technical Culture, and Does It Impede or Improve Your Diversity Efforts?

Break: 3:30 - 3:45pm
(Arizona & Tucson Ballroom Foyers)

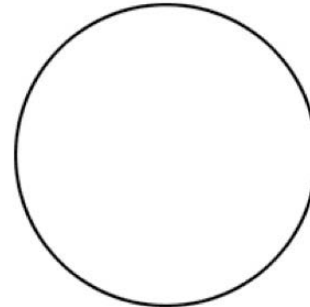


Consider This...

Cultures are **double-ended**. And they will impact the effectiveness of your D&I efforts!



Circle of trust



• ← YOU