



COLOR OF OUR FUTURE

Keynote by Dwana Franklin-Davis

March 17th, 2021 12:00 pm PST / 3:00 pm EST

FACILITATORS:

Jannie Fernandez, NCWIT

JeffriAnne Wilder, Ph.D. NCWIT

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AGENDA

- **Welcome** - Jannie Fernandez, Director K-12 Alliance & TECHNOLOchicas, NCWIT
- **Color Of Our Future Overview** - Dr. JeffriAnne Wilder, Senior Research Scientist, NCWIT
- **Keynote Presentation** - Dwana Franklin-Davis, CEO Reboot Representation
- **Q&A**
- **Closing Remarks**



THE COLOR OF OUR FUTURE

- **Computing pathways can bridge the economic, social, political, and cultural gap for women and girls of color now and in the future.**
- **NCWIT organizational strategy** that anchors NCWIT programs, initiatives, and research-based resources focused on broadening the meaningful participation of underrepresented women and girls of color (black, Latinx, and Native American) to positively impact the future of computing.

Dwana Franklin-Davis, CEO Reboot Representation



Dwana Franklin-Davis is the CEO of Reboot Representation. She is a collaborative and compelling visionary leading the Tech Coalition's pooled philanthropic investments that enable Black, Latina, and Native American women to graduate with computing degrees by 2025 and lessens the diversity gap in tech.

A lifelong technologist with a passion for increasing diversity, equity, and inclusion in the tech sector, Dwana joined Reboot Representation in 2019 after working in IT, software engineering, and leadership positions for Mastercard, May Department Store Companies, and IBM. Based in New York City, Dwana holds a BS in Management from Purdue University, an MS in Information Management from Washington University in St. Louis, and a Certificate in Project Management from Washington University in St. Louis.

Twitter: [@DFranklinDavis](https://twitter.com/DFranklinDavis)

What is Reboot Representation?

ACCORDING TO THE REBOOTING REPRESENTATION REPORT, 32 SURVEYED COMPANIES REPRESENTED 

\$500B IN REVENUE
\$500M IN PHILANTHROPIC GIVING


Of that, **5%** went to creating pathways for women and girls in tech


Less than **.01%** focused on Black, Latina, and Native American women specifically



OVER THE PAST DECADE, THE PERCENTAGE OF STUDENTS RECEIVING COMPUTER AND INFORMATION SCIENCES DEGREES WHO WERE BLACK, LATINA, AND NATIVE AMERICAN WOMEN FELL BY NEARLY

40% 





The Coalition is 18 members strong

11 Executive Members



6 General Members



1 Ally Member

S&P Global

1 Partner

Adobe



~\$21M

Committed to Black, Latina and Native American women of color in computing



~\$12M

Total cash contributions for Reboot grants



GRANTEES

HIGH SCHOOL

American Indian Science and Engineering Society	+
Equal Opportunity Schools	+
KIPP	+
Rise Up: University of Maryland	+
RiseUp: University of Michigan	+

COLLEGE

American Indian College Fund	+
Break Through Tech	+
CAHSI	+
Information Technology Senior Management Forum	+
UC IRVINE	+
UNCF	+



Today's Discussion

How do we hold ourselves accountable and turn words into action, both at the corporate level and at the individual level?

What do **leaders and decision makers** at companies need to **understand** in order to support more diverse environments?



1. There is **no one path** into tech.
2. Diversity is a **feedback loop**, not a checkbox.
3. Companies must acknowledge where they're **starting**, even if there's a long way to go.

Beyond platitudes, what are some **real actions** that companies can take to foster a more diverse and inclusive environment?



1. Require a **diverse slate of candidates** in the hiring process.
2. Meaningfully **support** and resource ERGs.
3. **Disaggregate** data at every level.



How can **employees** support a more diverse and inclusive environment?

At the individual level, what does support for diversity look like?





THANK YOU!



rebootrepresentation.org



medium.com/reboot-representation



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[@DFranklinDavis](https://twitter.com/DFranklinDavis)



[@Reboot Representation](https://www.linkedin.com/company/Reboot-Representation)
[@Dwana Franklin-Davis](https://www.linkedin.com/in/Dwana-Franklin-Davis)

Q & A SESSION

Please use the Q&A pop-up window to send your questions and comments.

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NCWIT RESOURCES

Consider intersectionality in all that you do by learning more about the following NCWIT programs and resources:

- [The Color of Our Future Online Conversation Series](#)
- [By The Numbers](#)
- [NCWIT Scorecard: The Status of Women in Computing](#)
- [NCWIT 101: Intro to Diversifying Undergraduate Computing Programs](#)
- [Interrupting Bias in Industry Settings](#)
- [Intersectionality in Tech 101](#)
- [Colorism Bias in the Tech Industry](#)
- [Modern Figures Podcast](#)
- [Black Women & Girls in Computing Roundtable: Executive Brief](#)