

national center for  
women &  
INFORMATION  
TECHNOLOGY

# COLOR OF OUR FUTURE

## CONVERSATION 4: Latinas Among the Stars

Tuesday, October 20th 12:00 p.m. MST

**FACILITATORS:** Jannie Fernandez & JeffriAnne Wilder

**PANELISTS:** Rosa Avalos-Warren, Margaret Dominguez,  
Susana Harper Tapia, Alma Stephanie Tapia

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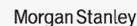
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# AGENDA

- |      |                    |
|------|--------------------|
| 1:00 | Welcome            |
| 1:05 | Overview of Series |
| 1:15 | Panel              |
| 1:40 | Q & A              |
| 1:55 | Wrap-Up & Closing  |



# NCWIT: Broadening Participation & Diversity in Computing



**CONVENE**



**EQUIP**



**UNITE**

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**NCWIT uses a three-pronged strategy to improve awareness and knowledge, and motivate change leaders to act.**



# ABOUT THIS SERIES

- [The Color of Our Future](#) conversation series will examine important questions related to broadening the participation of women and girls of color in computing.
- A multiple-part series of webinars will explore key issues and solutions to advancing and enhancing the experiences of women and girls of color across the tech ecosystem.

# LATINX WOMEN IN POST-SECONDARY COMPUTING EDUCATION

While all women remain underrepresented in computing education, there is a critical shortage women of color earning computing degrees across the post-secondary computing landscape:

- **2 percent** of bachelor's degree earners are Latinx women (18 percent of degree earners are female);
- **1 percent** of doctoral degree recipients are Latinx women (21 percent of doctoral degree earners are female).

--[Women of Color in Computing Data Brief](#) (Kapoor Center, 2018)



# 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.



# TODAY'S PANELISTS

- Rosa Avalos-Warren  
Human Space Flight Mission Manager  
NASA Goddard Space Flight Center
- Margaret Dominguez  
Optical Engineer  
NASA Goddard Space Flight Center
- Susana Harper Tapia  
Materials Flight Acceptance Standard  
Testing Manager  
NASA White Sands Test Facility
- Alma Stephanie Tapia  
Materials Engineer, Materials & Processes  
Branch  
NASA Johnson Space Center



## QUESTION 1:

Our goal in this conversation series is to empower and advocate for the inclusion of more women of color in computing. Let's begin by having each panelist celebrate one program, initiative or individual who you feel has served as a change agent in broadening the participation of Latinx women in STEM fields.



## QUESTION 2:

Give us an example of an exciting project/mission/initiative that you've lead at NASA that highlights the importance of the Latinx voice in this field.



## QUESTION 3:

Where are the areas of opportunity across the ecosystem (k-12 through career) for strengthening the meaningful and influential participation of Latinas in STEM?



## QUESTION 4:

What are your suggestions for changing the “value” system in your industry that often penalizes women of color for being good citizens and attending to demands that others do not face?



## QUESTION 5:

Let's talk about the importance of mentorship (formal, informal, peer, etc) in the recruitment, retention, and advancement of Latinas in STEM. How do we build a culture of mentorship culture for Latinas, particularly for those who may be underrepresented in their programs and departments?

# NCWIT RESOURCES

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

- [TECHNOLOchicas: A Critical Intersectional Approach Shaping the Color of Our Future](#)
- [Top 10 Ways to Recruit Underrepresented Undergraduate Students](#)
- [NCWIT 101: Introduction to Diversifying Undergraduate Computing Programs](#)
- <https://www.aspirations.org/aic-educator-resources>
- [Intersectionality in Tech 101](#)
- [Colorism Bias in the Tech Industry](#)
- [Modern Figures Podcast](#)
- [Black Women & Girls in Computing Roundtable: Executive Brief](#)

# Q & A SESSION

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# PANELIST RESOURCES (NASA)

The following links were shared/discussed during our session:

- [NASA's Texas High School Aerospace Scholars \(HAS\) applications open till Oct 21st!](#)
- [Summer Institute in Science, Technology, Engineering and Research \(SISTER\)](#)
- [NASA Days November 2020 Internship Info Session](#)
- [NASA Internships Page](#)

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# THANK YOU!

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