



national center for  
women &  
INFORMATION  
TECHNOLOGY

# COLOR OF OUR FUTURE

## CONVERSATION 3: BLACK WOMEN IN THE TECHNOLOGY WORKFORCE

Thursday, March 12 at 1:00 p.m. MST

**FACILITATORS:** JeffriAnne Wilder and Catherine Ashcraft

**PANELISTS:** Blessing Adogame, Andrea Bowens-Jones,  
Yvonne Melton, Serina Shores, and Avis Yates Rivers

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# AGENDA

- 1:00 Welcome (Jannie Fernandez)
- 1:05 Overview of Series (Dr. JeffriAnne Wilder)
- 1:15 Panel (Dr. Catherine Ashcraft)
- 1:40 Q & A
- 1:55 Wrap-Up & Closing

# WELCOME!

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# 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 black women and girls in computing.
- A three-part series (K-12; post-secondary; industry) will explore key issues and solutions to advancing and enhancing the experiences of black women and girls across the tech ecosystem.

# BLACK WOMEN & TECH INCLUSION

*It's hard to see yourself growing in a company when you don't see yourself represented.”--Shani Leigh Christiansen*



**#blackcomputeHER  
Conference**



# 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

Blessing Adogame (Drexel University '21)

- Initiator, Chief Vision Officer, Co-Founder

[Andrea Bowens-Jones, Ph.D.](#)

- NCWIT Corporate Initiatives Consultant

[Yvonne Melton](#)

- Social Impact Program Manager, Google

Serina Shores

- VP-Chief Compliance Officer, Huntington Investment Company

[Avis Yates Rivers](#)

- President and CEO, Technology Concepts Group



## QUESTION 1:

Our goal in this conversation series is to empower and celebrate the contributions of black women and girls in computing. **Let's begin by having each panelist share with us the specific work that you're doing to "hold space" for and "give voice" to black women in tech.**



## QUESTION 2:

We know that black women do not represent a critical mass in the tech workforce. In 2017, black women made up 3% of the computing workforce. Let's talk about the barriers and areas of opportunity:

***What are the barriers that keep participation so low? What strategies are needed to achieve a critical mass of black women working (and thriving) in computing?***



## QUESTION 3:

Let's talk about the representations of black women in tech leadership roles. What can we do to increase the numbers of black women at this level?



## QUESTION 4:

How can the tech industry leverage membership resources from professional organizations to bridge the gap of women of color in tech? What is the balance of industry going to professional organizations versus organizations coming to industry?



## QUESTION 5:

In what ways can the tech industry leverage policymakers to broaden the participation of black women and girls in computing? In other words, how can the tech industry shape policies related to access and inclusion in computing?

# NCWIT RESOURCES

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

- [By The Numbers](#)
- [NCWIT Scorecard: The Status of Women in Computing](#)
- [Performance Evaluation Toolkit](#)
- [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](#)

# Q & A SESSION

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# THANK YOU!

Join us for a Twitter Chat on Tuesday, March 24th:  
Black Women in Post-Secondary Computing Education

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# SUPPLEMENTARY INFO

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# Blessing Adogame

Initiator, **#StudentsofLinkedIn**

Chief Vision Officer, **The Boundless Brand**

Co-Founder, **Blooming Lasting Careers**

# Andrea Bowers-Jones,

STEM D&I Leader · Speaker · Coach · Trainer

Ph.D.

Dr. Andrea Bowers-Jones is a former Procter & Gamble Section Head, now STEM Diversity & Inclusion consultant, certified coach, trainer, and speaker. She is President/CEO of IDG Vision Consulting & Training where she focuses on equipping leaders and their teams to be successful. Current initiatives focus women and STEM leaders. Dr. Andrea serves as a Corporate Initiatives Consultant with NCWIT.



**I**  
**Inspire**  
When we are inspired, we become motivated to push past barriers to achieve higher success.

**D**  
**Develop**  
When we invest in developing ourselves as leaders, we automatically raise the potential on what we can achieve.

**G**  
**Grow**  
When we choose to plant a seed in others, we grow our influence and multiply our impact.

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We Inspire, Develop, & Grow Your Vision

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with Dr. Andrea  
Virtual Coaching Club to help you POWER UP!

Dr. Andrea Bowers-Jones  
Certified John Maxwell Coach,  
Speaker & Trainer

To join: idgvision.com/coffeebreak  
770-648-3756 | andrea@idgvision.com

**CONNECT · BUILD · EXCEL in STEM Leadership**

The tech industry is constantly evolving and the need for adaptive leaders is critical to keep up with the pace of innovation. **Connect · Build · Excel in STEM Leadership** is a professional development training program for new and experienced STEM leaders. It includes facilitated workshops and peer mastermind groups to increase accountability and growth. Leaders learn to better connect with each other and the teams they lead, how to build the foundations of a coaching culture, which leads to increased productivity and better results.

For more information contact Andrea Bowers-Jones, Ph.D. | [andrea@idgvision.com](mailto:andrea@idgvision.com) | 770-648-3756

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