



Together we are facing a crisis that is affecting all of our families, our communities, our places of work, and our way of life. At NCWIT, the health and well-being of our members and staff is our highest priority while we do all that we can to remain focused on our shared mission.

Our technology industries have been foundational to the continuation of many schools, businesses, and other organizations during the COVID pandemic, and we salute you for your hard work during this critical time, as well as your past contributions, that have enabled the world to stay connected. We believe, as you do, that having diverse and inclusive technology cultures has contributed to our collective response, but there is more to do. As we run our organizations remotely, we have an opportunity to consider doing so in an inclusive fashion, and potentially finding a way to improve our organizational cultures in the face of a new kind of shared experience. NCWIT has published a blog about [Building More Inclusive Cultures at Work While at Home](#), and we encourage you to read it and consider your own organization's approach to remote work.

Additionally, today's social distancing requirements are underscoring the importance of online opportunities for students, who may otherwise rely heavily on in-person community connections, organizations, and programs. The NCWIT Aspirations in Computing (AiC) Community is filling the gap for nearly 20,000 high school, college, and early career women.

We are also contributing to the community at large through Lucy Sanders' participation in Colorado Governor Jared Polis' Emergency Council/Innovation Response Team, which is bringing together public and private sector resources and innovations to offer services to those under isolation or quarantine.

NCWIT has recently signed an "[Open Letter to the Computing Community](#)," asking that corporations consider their 2020 summer interns during their COVID-19 planning processes. Industry internships are critical for skill-building, network development, and employability for all students, and play an even larger role for students from underrepresented populations, providing critical professional experiences and income to support their education. The loss of income, skill development, and professional networking opportunities students get during a summer internship could irreparably disrupt and even permanently derail educational journeys for thousands of underrepresented students.

NCWIT is looking for ways to increase availability of virtual learning, mentoring, and internship opportunities available through the AiC Community as well.

Here are a few resources you can use to address the challenges we face:

1. [Suggested Approaches for Organizations That Host Interns](#)
2. [14 Computing-related Activities to Do From Home](#)
3. [Building More Inclusive Cultures at Work While at Home](#)

We are calling on organizations that host computing interns to make and publicly announce a plan for summer 2020 intern commitments as early as possible, as

students are anxiously awaiting news. A complete list of suggested approaches are available [online](#), but here are a few highlights:

- Convert to virtual internships, or deploy an alternate remote training experience.
- Commit to provide the internship at a later date, or transition to a project during the semester.
- Convert the intern salary dollars to scholarships to assist displaced low-income students that rely on internship earnings to cover college and housing expenses.
- Contribute to support students participating in a Distributed Research Experience for Undergraduates ([DREU](#)) through the [CRA Committee on Widening Participation](#).

Thank you, NCWIT Community, for your ongoing commitment to your organization's culture, to your current staff, to your interns, and to our shared mission. We are grateful for all you do, and we are here to help in any way we can. Please don't hesitate to reach out.

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