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INTRODUCING RE:THINK, AN NCWIT MAGAZINE

re:think magazine, created by NCWIT, is a popular magazine, focused on insights on inclusion, particularly in the realm of computing. The inspirational publication invites readers to re:imagine who innovates, educates, and inspires the technologists of the future and to re:align what it means to be a change leader, and the part we can play in creating a better future. Content covers research-based recommendations for instilling inclusive cultures, program participant profiles, insights from keynote presentations, and more.

The official publication and launch is coming soon! The magazine will be accessible across several channels and platforms, and a self-serve production option will allow NCWIT supporters to print and distribute copies of the magazine amongst their networks.



NCWIT CONVERSATIONS FOR CHANGE: A LOOK BACK AND A LOOK AHEAD

A Look Back

Earlier this year, NCWIT launched the first-ever NCWIT Conversations for Change: an online thought leadership series. The debut series of events occurred between May 4 and June 4, 2020, allowing participants to fully immerse themselves in research-based recommendations and peer-to-peer discussions to further their efforts in creating inclusive cultures for girls and women in computing.

Exhilarating weeks of being in the Zoom where change happened seemed to come and go so quickly! Pause, and rewind the abundance of unforgettable moments that we archived from Jane Goodall, Temple Grandin, Ruha Benjamin, and others.

Participants were also inspired to continue the conversation online through the #NCWITConversations Book Club; a special Zoom virtual background; a custom eCard for thanking inspirational peers, educators, or supervisors; and a collection of resources curated specifically for the Conversations series.



A Look Ahead

Save the date! NCWIT Conversations for Change continues on Thursday, November 5 with Dr. Nicki Washington who will present “My Work is My Protest.” In this conversation, Dr. Washington discusses how her personal journey in computing influenced her research on identity in computing, including the development of her “Race, Gender, Class, and Computing” course and why “teaching is political,” especially at this time, when events of 2020 have placed a national spotlight on the inequities and inequalities that are present in K-16 education and society at large.

ncwit.org/conversations

AN NCWIT COMMUNITY CALL TO ACTION FOR RACIAL JUSTICE

In June 2020, NCWIT disseminated a community call to action for racial justice:

Sometimes there are circumstances where no words will suffice. This is one of those times. And yet we cannot remain silent.

The brutal, racialized murders of Breonna Taylor, Ahmaud Arbery, and George Floyd (and so many others) are the most recent in a long history of abhorrent acts that highlight the pervasiveness of anti-Black racism in this country. Everyday acts that weaponize white privilege — such as the bigotry exhibited by Amy Cooper in Central Park — are also hurtful and destructive, as are more subtle everyday instances that often go unrecognized. These acts come amidst a pandemic that has disproportionately impacted Black communities with higher rates of unemployment, sickness, and death, also elevated by systemic racism and inequities. We stand with Black communities and the many other organizations and individuals who have denounced these actions and the systemic forms of racism, oppression, and privilege that underlie them.

We grieve for the lives so senselessly taken and acknowledge the range of feelings — historical and current — that have intensified in these past few weeks, from unspeakable sadness and loss to anger, agony, hopelessness, and depression. To Black Americans who are experiencing this collective trauma: we recognize the heavy weight that you carry as you process, reflect, and grapple to understand what is happening (again) in our nation — and that this is often compounded by having to act and carry on with “business as usual.” Nothing about these recent events should be normalized.

Reflection, of course, is not sufficient. Dismantling racism requires strategic and intentional work on multiple levels: 1) individual actions (e.g., self-reflection, bystander intervention, proactive learning); 2) organizational actions that change systems (e.g., increasing visibility of underrepresented groups, addressing biases in organizational systems and processes, creating welcoming work and classroom cultures); and 3) societal actions (e.g., policies, laws, culture change). This will take sustained efforts — especially on the part of majority-group members and allies — to have difficult conversations about race and racism and to apply a spirit of inquiry, examining ways that everyday practices and systemic processes contribute to normalizing whiteness and perpetuating racism.

Read the full communication online: ncwit.org/CallForRacialJustice.

TECHNOLOchicas CELEBRATES HISPANIC HERITAGE MONTH

Hispanic Heritage Month is held in the United States from September 15 through October 15. NCWIT and TECHNOLOchicas participated in the celebration with a full slate of activities honoring the important contributions of Latinas in tech:

- » The first-ever iTECHNOLOfiesta! brought together all of the TECHNOLOchicas Ambassadors for a virtual celebration. This event highlighted the importance of Latinas' participation in the tech industry and shared valuable resources about careers. Ambassadors also learned about the multiple opportunities available to them through NCWIT Aspirations in Computing. The fiesta concluded with a surprise message from Eva Longoria: ncwit.org/Longoria-TECHNOLOfiesta.
- » NCWIT collaborated with the Eva Longoria Foundation to produce #TECHNOLOtuesday, a weekly series of Instagram takeovers by TECHNOLOchicas. Each week, a different TECHNOLOchica took over the ELF account. Participants shared about their tech journeys, took viewers through “a day in the life” of a tech professional, and led hands-on STEM activity demonstrations.
- » In the Hispanic in Computing Birds of a Feather Session at Tapia 2020, more than 120 attendees heard about TECHNOLOchicas and the impact the program has had over the past five years.
- » TECHNOLOchicas Ilona Bodnar and Melissa Delgado paid a virtual visit to a group of 60 AP Computer Science students at KIPP Navigate College Prep in San Jose, California.
- » NCWIT will conclude its celebration of Hispanic Heritage Month with the fourth installment of The Color of Our Future Conversation Series: Latinas Among the Stars. This one-hour virtual conversation features TECHNOLOchicas Ambassadors currently working at NASA centers across the country: ncwit.org/COOF.



Additionally, NCWIT Strategic Partner and TECHNOLOchicas Partner Microsoft created an internal Hispanic Heritage Month webpage, spotlighting the program. The page included a unique playlist featuring all of the TECHNOLOchicas who have worked at Microsoft over the years. And, NCWIT collaborated with Lifetime Partner Apple and the employee group Amigos@Apple to offer a three-part professional development webinar series for TECHNOLOchicas and members of the Aspirations in Computing Community. The first panel featured Latinas who shared their experience working at Apple. The second panel included Apple recruiters who shared insights into getting noticed by prospective employers. In the final session, Apple volunteers walked participants through the technical interview process. Students who participated in the last two sessions were invited to submit their resumes for future employment or internship considerations.

Catch up on all of the program videos and profiles at technoichicas.org.

NCWIT ON THE ROAD (VIRTUALLY)

Back to School and Virtual Resources

On August 11, 2020 the NCWIT K-12 Alliance held a virtual convening on the topic of “Back to School and Virtual Resources.” In this special presentation, NCWIT Senior Research Scientist Lecia Barker talked about classroom climate and why it’s so important, offered research-based strategies that educators can use to promote positive classroom climate for all students, and even introduced a new resource for creating virtual classrooms.

View slides and video at ncwit.org/k-12-updates.

NCWIT at GHC

This year, the Grace Hopper Celebration of women technologists was held virtually (vGHC). NCWIT proudly participated, despite last-minute agenda changes:

NCWIT CEO and Co-founder Lucy Sanders joined a panel, “Invent Together: Closing Gaps in the Patenting and Commercialization of Inventions,” exploring the underrepresentation of women, people of color, and low-income individuals among patent applicants, and the steps that can be taken to close these gaps.

NCWIT Strategic Partner Bank of America named NCWIT the beneficiary of its social media challenge, “Find Your Power,” in which conference attendees were encouraged to post their selfies along with inspiring messages about the power of inclusive tech cultures. For each photo posted with the designated hashtag, Bank of America made a donation to the NCWIT Aspirations in Computing program.



NCWIT at Tapia

The annual Richard Tapia Celebration of Diversity in Computing (aka the Tapia Conference) promotes and celebrates diversity in computing. NCWIT had a strong presence throughout the online celebration:

- » A panel presentation aimed at Computer Science administrators and faculty in higher education discussed ways that NCWIT Extension Services can support efforts to diversify undergraduate and graduate programs.
- » NCWIT representatives participated in two sessions focused on Broadening Participation in Computing (BPC): NCWIT Director of Evaluation Wendy DuBow shared evidence-based practices for effective BPC initiatives, and NCWIT K-12 Alliance and TECHNOLOchicas Director Jannie Fernandez spoke about NCWIT programs and resources for increasing diversity in computing programs. NCWIT also hosted a booth at the Virtual Career Fair.



And More

While the conference scene looks a little different this year, with most events moving to virtual formats, this did not stop NCWIT from connecting with a wide range of audiences:

- » At WCET 2020, NCWIT Research Scientists Gretchen Achenbach and Beth Quinn spoke about how the NCWIT Tech Inclusion Journey can provide tools to help increase inclusion in undergraduate computing programs.
- » At the 2020 CS4CT Summit, NCWIT Counselors for Computing offered a breakout session exploring how school counselors can help make computing programs accessible for all students.
- » As part of a speaker series organized by the Computer History Museum, NCWIT CEO and Co-founder Lucy Sanders joined a live conversation with NCWIT BOD Chair Emeritus and TechStars Founder Brad Feld about how startup communities can increase success rates for entrepreneurs.

Follow #NCWITontheroad on Twitter to keep up with where NCWIT spreads the good word.

NCWIT AWARD APPLICATIONS ARE NOW OPEN

NCWIT Aspirations in Computing (AiC) Award Recognitions offers three distinct awards that honor aspirations, abilities, technical accomplishments, and influential guidance in computing:



- » The **Award for AiC** honors 9th-12th grade students who self-identify as women, genderqueer, or non-binary for their computing-related achievements and interests, and encourages them to pursue their passions. Award recipients are selected based on their aptitude and aspirations in technology and computing, as demonstrated by their computing experience, computing-related activities, leadership experience, tenacity in the face of barriers to access, and plans for post-secondary education.

Applications are open through November 20, 2020: aspirations.org/AiCHSAward. The Award for AiC is sponsored by Apple, Bank of America, Microsoft, and Motorola Solutions Foundation.

- » The **AiC Educator Award** identifies exemplary formal and informal educators who play a pivotal role in encouraging 9th-12th grade students who self-identify as women, genderqueer, or non-binary to explore their interests in computing and technology. The award recognizes these educators for their efforts to promote gender equity in computing. Since 2011, more than 500 educators have been recognized and have received more than \$225,000 in professional development funding to improve their computing education skills.

Applications are open through December 7, 2020: aspirations.org/AiCEduAward. The AiC Educator Award is sponsored by AT&T.

- » The **NCWIT Collegiate Award** honors the outstanding computing accomplishments of undergraduate and graduate students who self-identify as women, genderqueer, or non-binary. Conferred annually, the award recognizes technical contributions to projects that demonstrate a high level of innovation and potential impact. The Collegiate Award is open to all AiC Community members who are currently enrolled in a post-secondary institution (community college, college, or university) with a major or minor in a computing or engineering discipline, who have contributed substantially to a technical project involving computing or IT.

Applications are open through October 15, 2020: aspirations.org/AiCCollegiateAward. The Collegiate Award is sponsored by Qualcomm and Amazon with additional support from Palo Alto Networks.

The NCWIT Academic Alliance (AA) offers several awards to further its member institutions' efforts towards increasing women's meaningful participation in computing and to honor its member institution representatives for their outstanding research, mentoring, and engagement with underrepresented students:

- » The **AA Seed Fund** funds awards up to \$20,000 for projects that support inclusivity in an online environment within institution postsecondary computing and information technology programs. Submissions are encouraged from all types of institutions, including community colleges, minority-serving institutions, undergraduate-only institutions, and research institutions.

Applications are open through November 2, 2020: ncwit.org/seedfund. The AA Seed Fund is sponsored by Microsoft Research.

- » The NCWIT Harrold and Notkin Research and Graduate Mentoring Award recognizes faculty members who combine outstanding research accomplishments with excellence in graduate mentoring, as well as those who advocate for recruiting, encouraging, and promoting women and minorities in computing fields at both a local and national level.

Applications are open through October 19, 2020: ncwit.org/harroldnotkin. The Harrold and Notkin Award is sponsored by the NCWIT Board of Directors.

- » The NCWIT Mentoring Award for Undergraduate Research (MAUR) recognizes AA representatives for their outstanding mentorship, high-quality research opportunities, recruitment of women and minority students, and efforts to encourage and advance undergraduates in computing-related fields.

Applications are open through October 19, 2020: ncwit.org/mauraward. The MAUR is sponsored by AT&T.

NEW NCWIT RESOURCES

- » **Learning About Intersectionality: Videos That Spark Discussion // ncwit.org/intersectionality-videos**

Use a slide deck, with its short (~3 min) videos and discussion questions, to learn about the complexity of gender, the concept of intersectionality, and how to have productive discussions about race.

- » **Learning From Young Women: A Multi-Year NCWIT Research Study // ncwit.org/lfyw**

Why do some women persist in computing and others do not? The NCWIT “Learning from Young Women” study was a longitudinal mixed methods research project that explored this question. This longitudinal study included a large sample of women from around the United States who spanned the pipeline from high school through college through workforce over a period of six years.

- » **NCWIT-HigherEd: An NCWIT Community of Practice // ncwit.org/NCWIT-HigherEd**

NCWIT hosts a moderated group email list, NCWIT-HigherEd, to support a year round “community of practice” for NCWIT Alliance member representatives. The NCWIT-HigherEd group email list is: focused on issues around broadening participation in computing in higher education, including promising practices for recruiting, retaining, and supporting students and faculty; moderated by volunteers from the NCWIT Academic Alliance; open to any employee of an NCWIT Alliance member organization; civil, welcoming, and encouraging of robust conversation; and safe, offering the option for subscribers to use personal email addresses and to request that moderators post anonymously on their behalf.

- » **Virtual Classroom Décor for Computer Science and Tech Educators // ncwit.org/virtual-classroom**

Inspired by teachers creating Bitmoji virtual classrooms, NCWIT has assembled a set of interactive elements to help teachers make all students feel welcome and to maintain and enhance their interest in computing. By adding the elements to their own virtual classrooms, teachers can maintain a positive classroom climate, show students “possible selves” in computing, maintain student interest, and show them career and other opportunities (including NCWIT opportunities, of course).



NCWIT IN THE NEWS

Did You Know There Are Three Primary Ingredients for Influence in Tech Innovation?

What counts as influence in tech today? The easy answers that come to mind might include money, position, power, fame, reputation, or perhaps simply being in the right place at the right time. They would also be the wrong answers. Oh, these may be notable proxies for business influence in general, but when we look at how innovation actually happens in the tech industry today, we see three primary ingredients that deserve far more attention: Teams, Culture, and Problems.

Read the full research blog, authored by NCWIT Director of Research Catherine Ashcraft and NCWIT Research Scientist Brad McLain, online: ncwit.org/blog/influence-tech-innovation.

HealthWatch: Microaggressions – Did You Really Just Say That?

NCWIT Senior Social Scientist Dr. Wendy DuBow explains the impact of microaggressions and how victims and aggressors can choose to react. “There’s a power play going on, even if it’s unconscious,” said DuBow.

Watch the full interview: ncwit.org/HealthWatch-WendyDuBow.

NCWIT Aspirations in Computing (AiC): Where Are They Now?

- » “I wanted to find a way to help aid organizations monitor crop conditions as droughts evolve, to help them respond to food crises.” With her innovative tool that uses data from satellite imagery to accurately predict crop yields, AiC Community Member Lillian Kay Petersen won First Place in the prestigious Regeneron Science Talent Search.
- » AiC Community Members Sofia Ongele and Ari Sokolov are using code to connect people with important resources for mental health and sexual assault recovery. Apple’s Worldwide Developers Conference (WWDC) helped them to achieve their goals of “focusing on the tougher social problems of the world and addressing them with technology.”
- » AiC Community Member Skyler Wharton is helping to equip developers with the tools necessary to create more equitable systems. As Wharton explains, “Machine learning developers have a responsibility to recognize the harm that systems we build cause and the power imbalance that exists between us and the people who participate in our systems, and then work to reduce harm.”
- » “Learning how to tell fact from fiction is very important, since so many students get their news from social media and the internet.” That is why AiC Community Member Alexandra (Allie) Salzman started an extracurricular program at her local library to help girls learn to identify fake news about the COVID-19 pandemic.
- » AiC Community Member Cindy Yeh worked with fellow graduate students at the University of Washington to develop the weeklong Genome Hackers camp, which introduces women students in the life sciences to computer programming. The camp, now in its fourth year, went virtual this summer.

Get monthly updates on AiC Community members and more at aspirations.org/news.

NCWIT CEO and Co-Founder Lucy Sanders Speaks With M3AAWG About Sharpening Inclusive Leadership Skills

Lucy talks about her background in leadership and how she brings those skills to her role at NCWIT, strategies for addressing underrepresentation in the tech industry, why diverse teams have the potential to solve complex problems faster, top suggestions for tech professionals who want to develop inclusive leadership skills, and more.

Watch clips from the interview: ncwit.org/M3AAWG-LucySanders.

TECHNOLOchicas: A Critical Intersectional Approach Shaping the Color of Our Future

NCWIT K-12 Alliance and TECHNOLOchicas Director Jannie Fernandez and NCWIT Senior Research Scientist JeffriAnne Wilder authored an article for the Communications of the ACM, providing an overview of the TECHNOLOchicas program and the impact it has had on young Latinas and their families since the program’s initial launch in 2016.

View the full article: ncwit.org/CACM-TC-2020.

And More

NCWIT research, programs, and commentary were included in a number of national and regional media outlets and blogs, including CIO, CNBC, Forbes, and The Atlanta Journal Constitution; as well as community and trade publications and announcements (Arizona State University Engineering, Drexel University College of Computing and Informatics, Flatiron School, Tech Birmingham, and VentureBeat).

ncwit.org/InTheNews



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