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COMING SOON: NEW NCWIT WEBSITE

The ncwit.org website will be completely redesigned and rearchitected to provide visitors, both those familiar and unfamiliar, with a vibrant overview of how NCWIT serves as the farthest-reaching network of change leaders in the world focused on advancing diversity and inclusion for better innovation; a resources library that is easier to navigate and discover research and recommendations by change leader goals; and a more direct, quick-hit list of ways to get involved with NCWIT year round, both at individual and organizational levels.

The new site incorporates findings and recommendations from a multi-year study, conducted by a leading information architecture consulting firm. The study encompassed an analysis of website analytics; discussions with a core team of NCWIT technical, social science, and communications staff; and user research. The outcomes of the study result in an enhanced resource exploration experience and a more efficient site navigation.



2021 VNCWIT SUMMIT: LOOK WHO'S TALKING

Registration is open for the 2021 vNCWIT Summit on Women and IT, happening wherever you are on May 24-28, 2021. The virtual experience offers a mashup of NCWIT Conversations for Change, an interactive afterparty, on-demand videos, and more!



Sessions include:

- » Conversations for Change with **Cathy O'Neil**, Author // "Bad Algorithms & The Ethical Matrix"
- » Conversations for Change with **Van Jones**, CNN Host and Dream Corps Founder // "#YesWeCode: Race, Gender & The Digital Divide"
- » Conversations for Change with **Lisa D. Cook**, Professor of Economics and International Relations, Michigan State University
- » vNCWIT Summit Afterparty // hosted by NCWIT CEO and Co-founder **Lucy Sanders** with 2021 NCWIT Pioneer in Tech Award Winner **Dr. Gladys West**

The first 1,000 registrants are eligible to receive a swag box full of ways to further engage with NCWIT. What else is in the box? Popcorn; a printed copy of re:think, a thought-leadership magazine by NCWIT; and a set of Critical Listening flashcards.

2021 vNCWIT Summit sponsors include Silver Sponsors PNC and Bloomberg, as well as Anchor Point Foundation, Association for Computing Machinery (ACM), Facebook, and Walmart.



ncwit.org/summit

RE:THINK MAGAZINE ISSUE 2 COMING SOON

Production is underway for the second issue of re:think, a thought-leadership magazine from NCWIT that advocates for a more diverse, equal, and inclusive technology industry. Content will focus on ageism—an analysis of the myth that all the 'great' entrepreneurs are 'young,' an assessment of how underlying beliefs about ageism can deter a company from achieving the full potential of its bottom line, recommendations for combating age bias in the tech industry, and more. Contributors include **Jane Goodall**, Primatologist and Founder of the Jane Goodall Institute; **Benjamin Jones**, Gordon and Llura Gund Family Professor of Entrepreneurship, Professor of Strategy, and Faculty Director at the Kellogg Innovation and Entrepreneurship Initiative (KIEI); and **Carissa Lintao**, CEO and Founder of Apptuitive.

Be the first to know when additional re:think articles and issues become available:
ncwit.org/subscribe-rethink.

NCWIT HONORS MEMBERS OF THE COLLEGIATE COMMUNITY

NCWIT awards celebrate outstanding contributions and encourage persistence. A summary of 2021 award recipients is as follows:

- » The 2021 NCWIT Academic Alliance (AA) Seed Fund Award recipients are the College of St. Scholastica Computer Information Systems Department and the Georgia Gwinnett College School of Science and Technology.

The AA Seed Fund, sponsored by Microsoft Research, awards AA members with funds to develop and implement initiatives for recruiting or retaining women in computing. // ncwit.org/21SeedFund

- » The 2021 NCWIT Collegiate Award winners are Laura Lewis, Isha Puri, Rachel Guo, Marissa Sumathipala, Farita Tasnim, and Angelique Taylor.

The Collegiate Award, sponsored by Qualcomm and Amazon with additional support from Palo Alto Networks, 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. // aspirations.org/21CollegiateRecipients

- » The 2021 NCWIT Harrold and Notkin Research and Graduate Mentoring Award recipient is Dr. Barbara Ryder.

The Harrold and Notkin Award, sponsored by the NCWIT Board of Directors, is given in memory of Mary Jean Harrold and David Notkin, in honor of their outstanding research, graduate mentoring, and diversity contributions. // ncwit.org/21HarroldNotkin

- » The 2021 NCWIT Mentoring Award for Undergraduate Research (MAUR) Award recipients are Diba Mirza, Gloria Washington, Damla Turgut, and Haiyan Cheng.

The MAUR Award, sponsored by AT&T, recognizes faculty at AA member institutions 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. // ncwit.org/21MAURrecipients

NCWIT ON THE ROAD (VIRTUALLY)

NCWIT at SIGCSE 2021 // ncwit.org/NCWITatSIGCSE

The SIGCSE Technical Symposium (March 13–20, 2021) is the annual conference of the Special Interest Group on Computer Science Education, attracting more than 1,500 researchers, educators, and others interested in improving computing education in K-12 and higher education. The SIGCSE Technical Symposium addresses problems common among educators working to develop, implement, and/or evaluate computing programs, curricula, and courses. It provides a forum for sharing new ideas for syllabi, laboratories, and other elements of teaching and pedagogy, at all levels of instruction. This year, the Symposium was held entirely

online. NCWIT hosted a virtual booth where visitors could meet NCWIT staff and learn about NCWIT programs and resources. NCWIT also participated in several events throughout the conference:

- » **Birds of a Feather: Departmental Cultures of Inclusion.** Facilitators led participants in a discussion of practices that support inclusion at the departmental and classroom levels, focusing on ways that faculty and departments can prepare and implement inclusive practices and policies that support the ideas that all students can learn and belong. The session also covered ways departmental efforts can be documented and measured for effectiveness.



- » **The NCWIT Tech Inclusion Journey™: Tools to Strategically Move Your Undergraduate Computing Program Towards an Inclusive Culture.** Participants explored the new NCWIT Tech Inclusion Journey™ for Undergraduate Programs (TIJ-UP), a tool developed by the NCWIT to assist change leader teams with building the inclusive culture needed to attract and retain a more diverse range of students to their undergraduate computing programs. The goal of the session was to empower participants to take the TIJ-UP back to their departments and use it effectively and efficiently.
- » **Terms to Know and Videos to Help: Gender Identity, Sex, Sexual Orientation, Pronouns, Race, Intersectionality, Privilege, & Bias.** This workshop introduced participants to a new NCWIT resource that makes use of short videos to spark productive conversation and discussed different ways this resource can be used.
- » **How Racism and COVID-19 Have Impacted the Computing Community.** Researchers from NCWIT, AnitaB.org, and the Computing Research Association (CRA) discussed recent research that the respective organizations have conducted on racism and the COVID-19 pandemic and their impacts on the computing community.
- » **Improving Diversity, Equity, and Inclusion in Doctoral Computing Education and Lessons Learned in Propagation.** These panels brought together participants of the NCWIT Extension Services for Graduate Programs (ES-Grad) to discuss systemic issues, barriers, and replicable solutions for recruiting and retaining students from historically marginalized groups in graduate-level computing programs.

Advising for Future-Ready Careers // ncwit.org/C4CAdvisingWebinars

During this quarter, NCWIT Counselors for Computing (C4C) launched a monthly webinar series called Advising for Future-Ready Careers. The series provides information and resources to help counselors support students in pursuing opportunities in computing. This webinar series is free and open to the public, ages 16 and up. While the content is geared toward school counselors, educators, graduate students, and those in school advising roles, facilitators observed that with many computing activities being placed on hold due to the pandemic, some sessions were also sought out and attended by high school students themselves. Topics covered so far include Connecting 21st Century Skills and Educational Pathways for the Next Generation of Problem Solvers (February 24), What Makes an App Addicting (March 24), and Careers in Cybersecurity (April 21).



PNC Women in Business Week // ncwit.org/PNCMay21

PNC Women in Business Week celebrates women business leaders with a full slate of webcasts and online activities. On May 12, NCWIT CEO and Co-founder Lucy Sanders spoke as part of the Women in Tech panel. The session focused on why the world needs more women in technology and what NCWIT Workforce Alliance Member PNC Bank is doing to address the gap.

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

NEW NCWIT RESOURCES

- » **By the Numbers [2021 Update] // ncwit.org/bythenumbers**

Check out the most compelling statistics on women's participation in computing on a single page.

» **PowerTilt: Examining Power, Influence, and the Myth of Meritocracy Within Technology Teams // ncwit.org/PowerTilt**

NCWIT provides these tools in the hopes that you will find them useful as a starting point for your own evaluations. Along with survey questions, there are interview and observation protocols. Some of the survey instruments have been validated in particular settings, and others just field-tested. Ideally, you will hire a professional evaluator to work with you, but when that is not possible, you can move forward with these tools yourself.



» **Tech Culture Interrupted [Episode 5] // ncwit.org/TechCulturePodcast**

“Tech Culture Interrupted” is an engaging and provocative conversation between NCWIT social scientists (Dr. Catherine Ashcraft and Dr. Brad McLain) and a variety of special guests from the tech industry’s top leaders and innovators. The podcast explores ground-breaking research and ground-truth stories about how to build more inclusive and more innovative workplace cultures through new perspectives on leadership, community, and engagement.



The latest episode features Nancy Phillips and Ryan Heckman from Rallyday Partners, discussing diversity, equity, and inclusion through a venture capital, private equity, and entrepreneurial lens.

NCWIT is running a social media contest to help the podcast grow and reach more listeners. Every person that leaves a review in their favorite platform for listening to podcasts is eligible to receive an exclusive piece of NCWIT swag: a mini, wireless speaker with the message, “The idea you don’t have is the voice you haven’t heard.” Use this form to get in on the action: ncwit.org/podcast-review-giveaway.

» **The Color of Our Future: An Online Conversation Series on the Empowerment and Inclusion of Black Women & Girls in Tech [Episode 5] // ncwit.org/the-color-of-our-future**

“The Color of Our Future: An Online Conversation Series” examines important questions related to broadening the participation of Black women and girls in computing, exploring key barriers and solutions to advancing and enhancing their experiences across the tech ecosystem.



The fifth conversation features a keynote by Dwana Franklin-Davis, CEO of Reboot Representation, addressing how we hold ourselves accountable and turn words into action, both at the corporate level and individual level as we work to make tech more diverse and more equitable.

NCWIT IN THE NEWS

24 Ways to #ChooseToChallenge Bias in Computing

The theme for International Women’s Day 2021, which took place on March 8, was #ChooseToChallenge. To celebrate, NCWIT shared 24 ways that individuals can take action to reduce barriers to women’s full and meaningful participation in computing. From K-12 education through college and the tech workplace, these tips and resources can help you recruit and retain women in computing programs and technical positions, while building an inclusive, equitable environment to support their success.

Read the full blog post at ncwit.org/IWD2021.

Beyond Thoughts and Prayers: Dismantling the Racist, Sexist Root Causes of Violence

“We were about to update the original 2016 blog below to include a response to the racialized and gendered nature of the recent Atlanta spa mass shootings. As we were in the very process of doing so, 10 more people lost their lives in the Boulder King Soopers mass shooting — a community in which many NCWIT staff live. We grieve with all those impacted by these senseless tragedies. The Boulder shooting coming so quickly on the heels of the Atlanta shootings also serves as a sobering reminder that simply writing statements will not change the current state of affairs. Condolences and condemnation are not enough. Significant societal reform is needed.”

Read the full article by NCWIT Director of Research Catherine Ashcraft and Research Scientist Brad McClain at ncwit.org/DismantleRootCauses.

Black Girl Nerds Podcast

The April 12 episode of Black Girl Nerds Podcast featured NCWIT Social Scientists JeffriAnne Wilder and Catherine Ashcraft, and NCWIT President and CTO Terry Hogan as guests. The conversation dove into questions about why it is so important to address obstacles to women’s participation in computing at the systemic level, instead of “fixing the individual,” and why support from organizational leadership is critical for success. The participants also spoke about how the COVID-19 pandemic has complicated the picture for women in tech, bringing both new barriers and new opportunities.

Listen to the episode at ncwit.org/BlackGirlNerdsApril21.

Interrupt – and Recreate – Tech Workplace Cultures

“Have you noticed that the tech industry’s influence on society’s culture is increasingly under the microscope? Even amid acknowledgements of tech’s positive role in helping us cope with COVID through remote work, online commerce, and online schools, the industry is also facing negative heat for everything from democracy-threatening election interference and fake news dissemination to identity hacks and personal privacy concerns. The result has been bipartisan congressional calls for greater regulation and oversight, and a growing international discussion of how to “reign in Big Tech.” The New York Times recently called the situation the “Global Tipping Point.” But, much of this talk about tech’s influence on external worldwide culture, seems to sidestep the growing movement to change the internal culture of tech itself.

Should we be having these conversations together? Might interrupting – and recreating – tech workplace cultures also help address larger societal concerns about the role of tech? We, of course, think the answer is a resounding yes.”

Read the full article by NCWIT Director of Research Catherine Ashcraft and Research Scientist Brad McClain at ncwit.org/InterruptRecreateCultures.

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

- » AiC Community Member Gitanjali Rao was named TIME Magazine’s Kid of the Year in 2020. She’s also a published author and an advocate for diversity in STEM. In a recent interview, she said, “Right now, more than ever, we need to maximize innovation and creativity, and in order to do that, we need everyone. We need kids; we need girls; we need everyone from every single corner of life.”
- » “At 17 years old, [AiC Community Member Kavya] Kopparapu invented Eyeagnosis, a device that connects to your smartphone that can take a photo of your retina. It uses an artificial intelligence algorithm that processes the image and provides a diagnosis for diabetic retinopathy.” // Kavya founded the Girls Computing League when she observed that women were underrepresented in her computing classes. Now, the program has spread to 15 states in the U.S., and it has a branch in Japan.



- » When she was in the sixth grade, AiC Community Member Baylee Herman was already designing technical solutions for agricultural challenges, including a wireless system for monitoring her pig's feed and water. Since then, as her local newspaper reports, "[S]he has provided sensors and code for both the local water users association and local irrigation company." She also "upgraded a local farmer's center pivot control system by adding monitors and alerts to it and has prototypes for compost and grain bin temperature sensors in the works."

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

The AiC Community is sponsored by Apple and Facebook.

She Planned To Be a Nurse. This Scholarship Changed Everything.

An article in Bham Now explored the ways in which the NCWIT Regional Initiatives program is bringing benefits to both women and companies in Birmingham, Alabama. Scholarship recipient Tremain-Ajena Jones explained, "Doing the program opened me up to a community of tech people. It also helped me get a leg up—not necessarily just a job. Even when I wasn't the right fit for a particular role or position, interviewers were more than willing to talk with me about other opportunities to help me refine my search." Boulo Solutions CEO Delphine Carter added, "NCWIT's programming is integral to affecting generational change for women in our state by offering them free education in a career space that has endless opportunity."

Read the full article at ncwit.org/BhamNowMarch21.

And More

NCWIT research, programs, and commentary were included in a number of national and regional media outlets and blogs, including Chief Learning Officer, CIO, EdTech, Elite Daily, eSchoolNews, Fast Company, Forbes, Fortune, FOX2 Detroit, NBC6 Duluth, Politico, and VentureBeat; as well as community and trade publications and announcements (Georgia Gwinnett College, the International Society for Technology in Education [ISTE] blog, MSU Today, Purdue University Global, the Society of Women Engineers [SWE]: All Together blog, and the University of Southern Mississippi News).



ncwit.org/InTheNews

NCWIT Lifetime Partner:



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