



# What Would You Say If...

## Helping Change Leaders Respond to Microaggressions, Bias, and Other Nonsense



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Load the survey on a device

**[ncwit.org/survey](https://ncwit.org/survey)**



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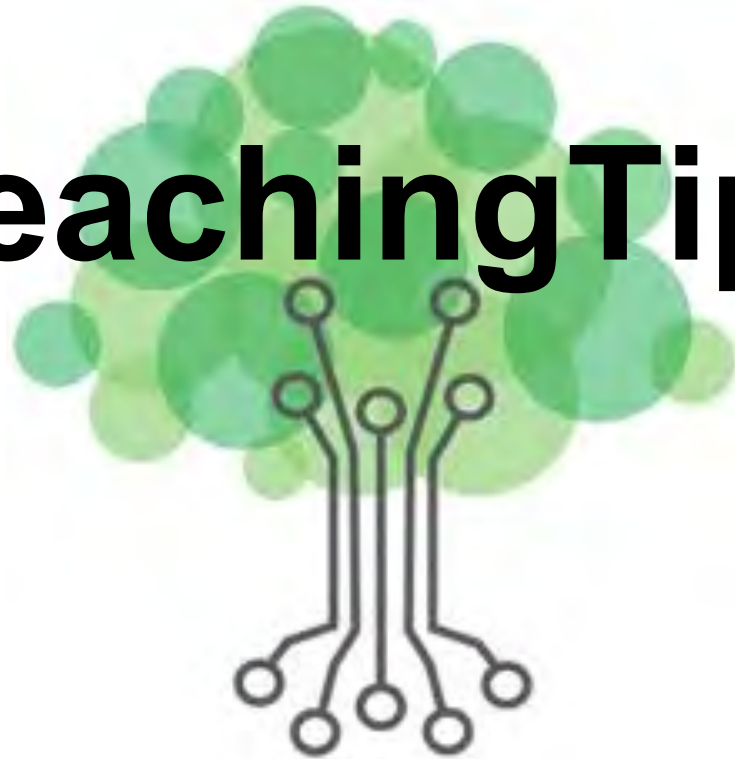
**Intro**

# Make CS More Accessible

- Understand and optimize learning
- Identify and remove barriers



**CSTeachingTips.org**



**@CSTeachingTips**

# Tailor your teaching with our Computer Science Teaching Tips!

## Tips for Reducing Bias

Collecting Teaching Tips for Reducing Bias

- ✓1 **Make your expectations explicit**  
To avoid bias assumptions within your class.
- ✓2 **Grade anonymously**  
To mitigate the effect of unconscious bias.
- ✓3 **Establish clear policies**  
To ensure students are held to the same standards.
- ✓4 **Learn students' names**  
To enable you to engage all students equally.
- ✓5 **Acknowledge & manage your bias**  
To mitigate and monitor the impact of your biases.
- ✓6 **Teach students about bias**  
To educate your students and show your care.
- ✓7 **Listen to students' experiences**  
To learn how you can create a supportive environment.

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## Tips for Lecturing

Collecting Teaching Tips for Lecturing

- ✓1 **Integrate active learning**  
To increase students' learning and engagement.
- ✓2 **Motivate lecture content**  
To help students understand the relevance.
- ✓3 **Make learning goals explicit**  
To help students identify the important ideas.
- ✓4 **Encourage questions**  
To have a classmate to clarify unclear content.
- ✓5 **Require students to self-assess**  
To help students identify what they understand.
- ✓6 **Ask students for feedback**  
To adjust to their needs & show that you care.
- ✓7 **Explain your pedagogical moves**  
To help students understand your teaching strategies.

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## Tips for Encouraging Help Seeking

Collecting Teaching Tips for Encouraging Help Seeking

- ✓1 **Remind students about resources**  
To set the expectations that someone will need help.
- ✓2 **Embrace your mistakes**  
To show that everyone makes mistakes.
- ✓3 **Hold help sessions in public places**  
To reduce power differences and encourage attendance.
- ✓4 **Structure collaboration**  
To help all students develop a peer network.
- ✓5 **Introduce the growth mindset**  
To help students reflect on their learning process.
- ✓6 **Use Piazza for Q&A**  
To enable an anonymous Q&A forum.
- ✓7 **Email students with low grades**  
To communicate your care and believe they can catch up.

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## Tips for Pair Programming

Collecting Teaching Tips for Pair Programming

- ✓1 **Explain pair programming goals**  
To motivate students to work together.
- ✓2 **Assign roles and computers**  
To avoid unnecessary pair negotiations.
- ✓3 **Pair students with similar skills**  
To avoid one student dominating the collaboration.
- ✓4 **Name common behaviors**  
To encourage productive pairing interactions.
- ✓5 **Automate role-switching & timing**  
To facilitate role-switching compliance.
- ✓6 **Only interact with pairs**  
To support students in working together.
- ✓7 **Include buddy programming**  
To provide student autonomy and teach Problem Solving.

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## Tips for Assessment

Collecting Teaching Tips for Assessment

- ✓1 **Predict the output of code**  
To demonstrate code tracing skills.
- ✓2 **Find and fix a bug in code**  
To demonstrate debugging skills.
- ✓3 **Explain, compare, or critique code**  
To practice abstracting from bits of code.
- ✓4 **Arrange code segments**  
To code without syntax errors.

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## Tips for Scratch

Collecting Teaching Tips for Teaching Scratch

- ✓1 **Emphasize Scratch is REAL coding**  
To build students' confidence for future learning.
- ✓2 **Read code aloud**  
To help students debug code by asking it out.
- ✓3 **Use implicit then explicit variables**  
To make creating raw variables more intuitive.
- ✓4 **Add sound blocks to code**  
To help students reason about sequencing.

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## Tips for HS student Recruitment

Collecting Teaching Tips for Recruitment

- ✓1 **Educate counselors and teachers**  
To help dispel myths about CS and who does CS.
- ✓2 **Make it welcoming**  
To make sure all students feel they belong.
- ✓3 **Have students promote your class**  
To have someone near from students that CS is cool.
- ✓4 **Show off student projects**  
To show students the variety of assignments.

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## Tips for Introducing CS

Collecting Teaching Tips for Introducing Computing

- ✓1 **Describe programs as instructions**  
To connect programming with student everyday life.
- ✓2 **Point out products of CS**  
To help students see computing around them.
- ✓3 **Explain that bugs are expected**  
To encourage students to embrace mistakes.
- ✓4 **Introduce synonyms for CS**  
To demystify terms describing CS jobs.

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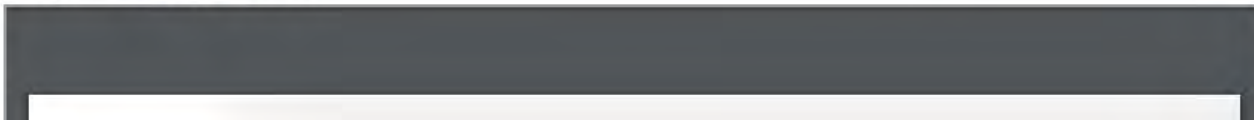
# Tips for Pair Programming

Below are the tip sheet and video about pair programming. If you'd like to print all the tip sheets together, you can do so [here](#).

## Video: Tips for Pair Programming



## Printable Tip Sheet





## Browse All tips

Search

Tags

Choose some options

Source

Choose some options

Sort by

New ↕

Order

Desc ↕

Reset

Apply

**Explain what counts as CS to help students realize that they are learning CS.**

Un-like

(5 Likes)

**Volunteers: Defer to the teacher to be consistent with classroom norms.**

Like

(3 Likes)

**Volunteers: Stay quiet during announcements to model respect for the teacher.**

Like

(3 Likes)

**Move to students' eye-level to connect with students as equals.**

Like

(2 Likes)



Strategien

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“We want diversity, but  
don’t want to water  
down the content”

**national center for**

**women** &

**INFORMATION  
TECHNOLOGY**



# Critical Listening Guide: Just Because You Always Hear It, Doesn't Mean It's True



Use this guide to help identify common misunderstandings that surface when people talk about how to increase the participation of women. Learn to spot "red flags" that indicate a particular discussion is headed in a direction that may not be research-based or effective.

[View online.](#)



## Resources & Tools

NCWIT Resources

Recursos en Español

Member Activity &

[Nonsense]

What makes  
you say that?

[Nonsense]

Say more.



**Situation:**

Last week at our dept. meeting

**Behavior:**

You said/did [Nonsense]

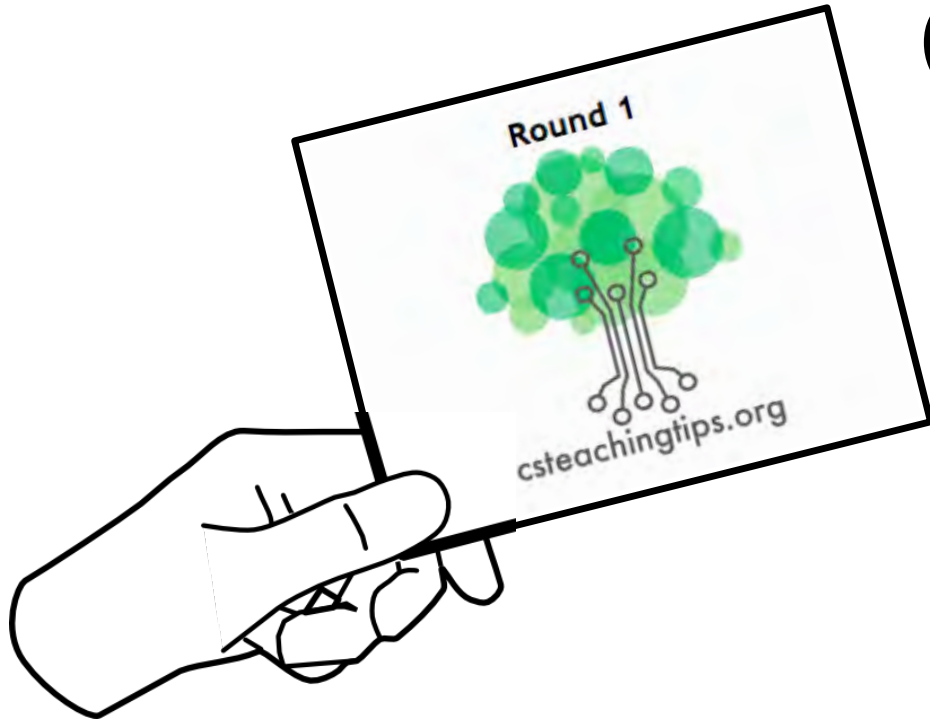
**Impact:**

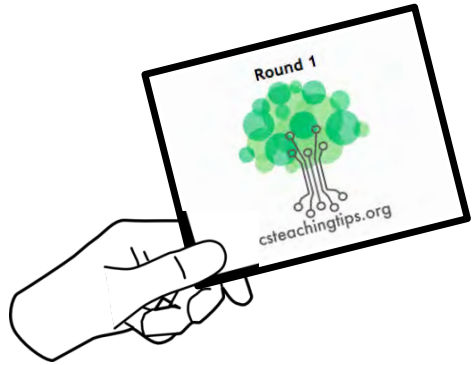
I was [offended, frustrated, etc]

Game

Play

# CSTeachingTips The Game





## What would you do if...

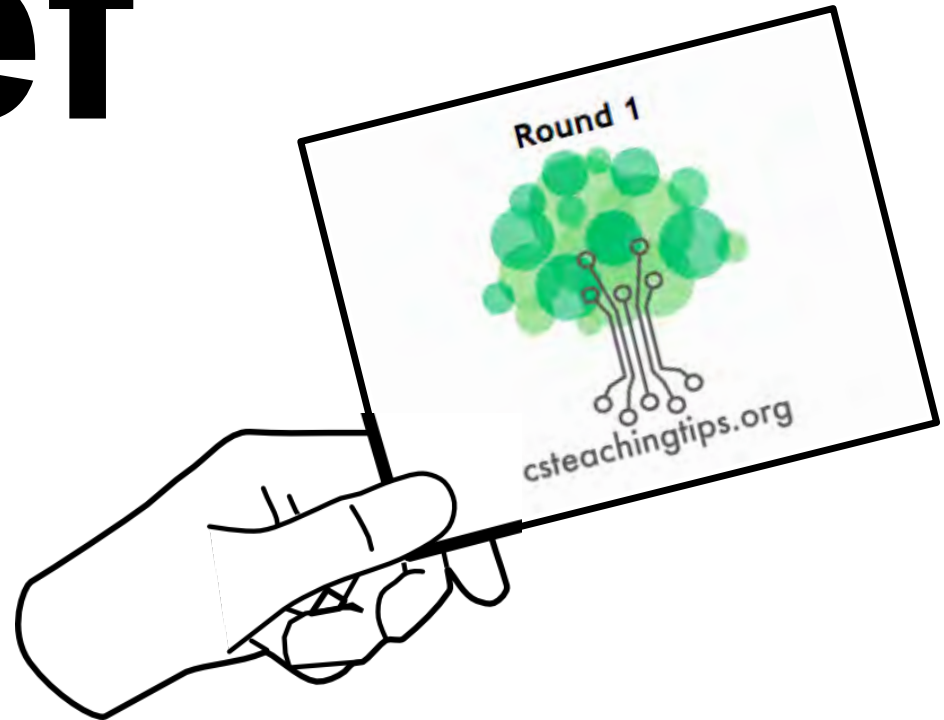
a student asks what other resources might help them learn?

# CSTeachingTips: The Game

- The player who traveled the least starts as the “judge”
- Anatomy of a Round:
  - The judge reads a question card
  - In clockwise order, players answer (players can pass)
  - After 150 seconds or hearing all answers, the judge picks their favorite answer
  - The round’s winner keeps the question card
  - The role of judge rotates clockwise



# Debrief



Round 1

Themes

“Women are great  
collaborators”





<http://difference-works.com/wp-content/uploads/new-bell-curve-2013.png>



Prof. Karen Ashcraft  
Univ. of Colorado  
Boulder



# **Round #1 Nonsense:**

**All women are the same  
and need to act like men,  
but not too much.**

Round 2

Themes

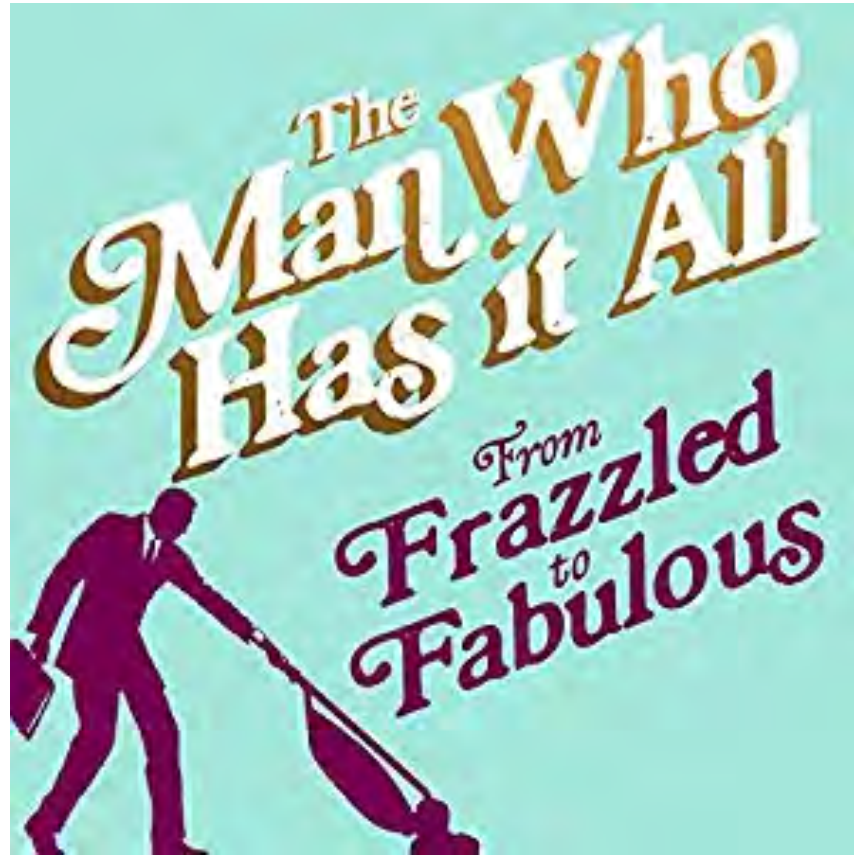
[Nonsense]

I should probably  
sign you up for  
sensitivity training

Jim drove his  
kids to school.

What a great dad!

**@ManWhoHasItAll**







**manwhohasitall**

@manwhohasitall

Following



MY DREAM: That one day boys will become anything they want to be – male oarswomen, men writers, male spacewomen, men poets and gentleman doctors.

6:00 AM - 12 May 2018



**manwhohasitall**

@manwhohasitall

Following



**TODAY'S DEBATE: How many men in total do we need on boards?**

12:00 PM - 15 May 2018



**manwhohasitall**

@manwhohasitall

Following

**PRO TIP:** If you struggle to get your wife to do her share of the childcare, it could be that your standards are too high, you use the wrong tone of voice or you criticise too much.

6:00 AM - 15 May 2018



**manwhohasitall**

@manwhohasitall

Following



"I'm not hung up on the label 'businesswoman' because I know it covers both women and men," Mark, male businesswoman, age 45. Very sensible mate.

6:00 AM - 3 May 2018

# **Round #2 Nonsense:**

Women (and only women)  
should parent.

I should make comments  
about/to women  
that I'd never make to men.

Round 3

Themes





# LEAN IN

WOMEN, WORK, AND  
THE WILL TO LEAD

SHERYL SANDBERG  
COO of FACEBOOK

*"The business manual of the year" The Times*

**VS.**

JOAN C. WILLIAMS & RACHEL DEMPSEY

What FOUR PATTERNS  
WORKING WOMEN  
NEED TO KNOW

Works for  
Women

at Work

FOREWORD BY ANNE-MARIE SLAUGHTER





**Thriving**



**Dwindling**



**Absent**

Becky Wai-Ling Packard, 2015, p. 11-12

Professor of Psychology and Education, and Director of the  
Weissman Center for Leadership at Mount Holyoke College.



**VS.**

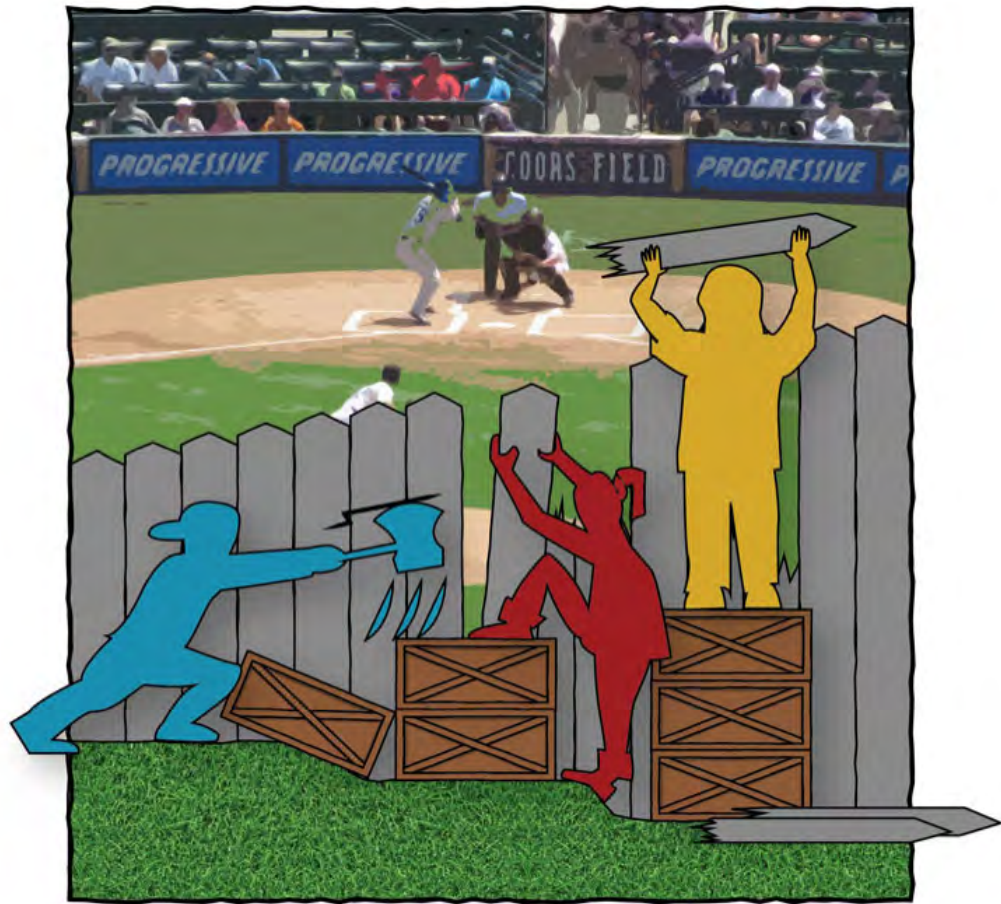




**EQUALITY**



**EQUITY**



**JUSTICE**

# **Round #3 Nonsense:**

**This stuff isn't a problem,  
and trying to solve it has  
created new, bigger  
problems.**

Round 4

Themes

**Power  
dynamics  
matter!**

You stepped on  
my toe.

I didn't mean to.



Intent

vs.

Impact


You offended me.

I'm sorry.



# **Round #4 Nonsense:**

**“Good people” aren’t  
biased.**


# ncwit.org/survey



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**What do you want  
to remember from  
this workshop 1  
month, 1 year, and  
10 years from now?**

**Lewis@hmc.edu**

**[tinyurl.com/ncwit2018Lewis](https://tinyurl.com/ncwit2018Lewis)**



Thinking  
Styles

Language

Ethnicity

Religion

Perspectives

Experiences

Nationality

Job Level

Race

Culture

Skills

Gender

Physical  
Abilities

Sexual  
Orientation

Age

I didn't mean  
to.

I'm sorry that  
I did [X]. In  
the future I  
will do [Y].