Load the survey on a device

ncwit.org/survey
What Would You Say If...
Helping Change Leaders Respond to Microaggressions, Bias, and Other Nonsense

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Intro
Make CS More Accessible

- Understand and optimize learning
- Identify and remove barriers
<table>
<thead>
<tr>
<th>Tips for Reducing Bias</th>
<th>Tips for Lecturing</th>
<th>Tips for Encouraging Help Seeking</th>
<th>Tips for Pair Programming</th>
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<tbody>
<tr>
<td>Make your expectations explicit</td>
<td>Integrate active learning</td>
<td>Reinforce students about resources</td>
<td>Explain pair programming goals</td>
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<tr>
<td>Grade anonymously</td>
<td>Motivate lecture content</td>
<td>Encourage your mistakes</td>
<td>Assign roles and computers</td>
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<td>Establish clear policies</td>
<td>Make learning goals explicit</td>
<td>Hold help sessions in public places</td>
<td>Peer students with similar skills</td>
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<td>Learn students’ names</td>
<td>Encourage questions</td>
<td>Structure collaboration</td>
<td>Name common behaviors</td>
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<td>Acknowledge &amp; manage your bias</td>
<td>Require students to self-assess</td>
<td>Introduce the growth mindset</td>
<td>Automate role-switching &amp; timing</td>
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<td>Teach students about bias</td>
<td>Ask students for feedback</td>
<td>Use Piazza for Q&amp;A</td>
<td>Only interact with pairs</td>
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<tr>
<td>Explain your pedagogical moves</td>
<td></td>
<td>Email students with low grades</td>
<td>Include buddy programming</td>
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<thead>
<tr>
<th>Tips for Assessment</th>
<th>Tips for Scratch</th>
<th>Tips for HS student Recruitment</th>
<th>Tips for Introducing CS</th>
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<tbody>
<tr>
<td>Predict the output of code</td>
<td>Emphasize Scratch is REAL coding</td>
<td>Educate counselors and teachers</td>
<td>Describe programs as instructions</td>
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<td>Find and fix a bug in code</td>
<td>Read code aloud</td>
<td>Make it welcoming</td>
<td>Point out products of CS</td>
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<tr>
<td>Explain, compare, or critique code</td>
<td>Use implicit then explicit variables</td>
<td>Have students promote your class</td>
<td>Explain that bugs are expected</td>
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<tr>
<td>Arrange code segments</td>
<td>Add sound blocks to code</td>
<td>Show off student projects</td>
<td>Introduce synonyms for CS</td>
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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
Explain what counts as CS to help students realize that they are learning CS.

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

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

Move to students' eye-level to connect with students as equals.
Strategies
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“We want diversity, but don’t want to water down the content”
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.
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”
Round #1 Nonsense: All women are the same and need to act like men, but not too much.
Round 2
Themes
I should probably sign you up for sensitivity training
Jim drove his kids to school.

What a great dad!
@ManWhoHasItAll

The Man Who Has it All

From Frazzled to Fabulous
MY DREAM: That one day boys will become anything they want to be – male oarswomen, men writers, male spacewomen, men poets and gentleman doctors.
TODAY’S DEBATE: How many men in total do we need on boards?

12:00 PM - 15 May 2018
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.
"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.
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.

What Works for Women at Work

Joan C. Williams & Rachel Dempsey

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.
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
I'm sorry.

You offended me.

I'm sorry.
Round #4 Nonsense: “Good people” aren’t biased.
What do you want to remember from this workshop 1 month, 1 year, and 10 years from now?

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I didn’t mean to.

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