NCWIT Summit on Women and IT
practices and ideas to revolutionize computing

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Sample NCWIT AA Member Goals for all Goal Tags
www.ncwit.org/activities

Goal Tag	Example
Recruiting	**Title:** CS1 Recruitment **Activity:** Recruiting **Goal statement:** Increase the proportion of women who enroll in CS1 by 5% over baseline. **Activity Description:** • Distribute information about CS1 through student orientation. • Provide information to first-year advisors about the importance of taking CS1 early. • Revise the website for CS1 so that students can clearly see what they'll learn in CS1 and why it is important. • Use evidence-based teaching methods shown to retain students in CS and broaden participation in CS1
Retaining	**Title:** Increase CS2 enrollment **Activity:** Leverage NCWIT resource **Goal statement:** Increase the proportion of women to men by 5% who enroll in CS2 after taking CS1 over 3 years. **Activity Description:** • Have CS1 students present about opportunities in CS2. • Send individualized email to women in CS1 (using mail-merge) to encourage them to enroll in CS2. • Recruit women to serve as undergraduate tutors in CS1 and CS2 and ask them to encourage students to enroll in CS2.
Organizational Change	**Title:** REU applications **Activity:** Raise Awareness **Goal statement:** Recruit X women or change proportion of women who participate in REUs for next academic year. **Activity Description:** • Create a system where students can apply for REU positions at the institution (so that more students know that these REU positions exist.) • Promote the application process through the women in CS group and CS course mailing lists. • Recruit faculty members to post REU positions on the system.

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Outreach	**Title:** Connect CS Students to High School Classrooms
	Activity: Outreach
	Goal statement: Increase high school students' awareness of computer science and interest in pursuing CS.
	Activity Description:
	• Encourage students to make a presentation at their high school during winter break.
	    o Provide students with a template of an email that they can send to their high school teachers.
	    o Provide notes for what information to share with students.
	    o Encourage the student to make a presentation in a representative classroom at the high school.
	• Record the number of students who make presentations and how many high school students attend.
	• Gather feedback from the college students about how the presentations could be improved, and how their awareness increased, if at all.
	• Allow high-school students to request more information about computer science by having them provide an email address and having someone from your institution send a follow-up email.

Reducing Unconscious Bias	**Title:** Anonymous grading **Activity:** Other **Goal statement:** Increase the number of courses using anonymous grading this coming academic year, to reduce biases in grading. **Activity Description:** • Present to faculty members about the benefits of anonymous grading. • Distribute training information to faculty members about how they can grade homework assignments and exams anonymously. • Host a faculty development workshop on reducing unconscious bias.

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Mentoring	**Title:** Peer mentoring **Activity:** Mentoring **Goal statement:** Provide all students in CS1 with a peer mentor, to improve identification with the major. **Activity Description:** • Send an email to women in CS1 to allow them to opt in to receiving a peer mentor. • Recruit current CS majors to serve as peer mentors. • Match students into peer mentoring groups. • Have an event where peer mentoring groups can meet for the first time over ice cream.
Advising/ Counseling	**Title:** CS pathways **Activity:** Raise Awareness **Goal statement:** Increase students' understanding of the CS major timeline so that more students feel it is do-able. **Activity Description:** • Create a document that outlines the CS major that shows how a student could complete the major even if they first take CS1 in their sophomore year. • Post this document online and display copies throughout the department. • Disseminate this document to first and second year advisors in other departments.
Evaluating	**Title:** Department evaluation **Activity:** Evaluation **Goal statement:** Identify departmental improvements based upon the Experience of the Major survey to be conducted this Spring. **Activity Description:** • Distribute the "experience of the major" survey to students in the department. • Collect the results and meet with a committee of faculty to analyze the results. • Identify strengths and weaknesses indicated in the survey. • Make a presentation to the faculty about possible problems and solutions. • Celebrate strengths. • Prioritize the top 3 weaknesses and develop an improvement strategy.

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Raising Awareness	**Title:** Promoting Female Colloquium Speakers **Activity:** Outreach **Goal statement:** Increase this year's attendance by all genders at colloquium presentations made by women and other underrepresented minorities. **Activity Description:** • Gather statistics on how many women are currently participating. • Make flyers for colloquium presentations that will be made by women and other underrepresented minorities. • Send emails to students in CS1 and CS2 to promote the colloquium talk. Include a photo of the presenter in the email. • Count the number of attendees at colloquium speakers for talks that were and were not advertised. • Recruit additional talks by women and other underrepresented minorities.
Teaching	**Title:** Installation help session **Activity:** Mentorship **Goal statement:** Ensure all students install the necessary software for CS1, help set expectations of students, and therefore decrease attrition from CS1 class. **Activity Description:** • Recruit student volunteers to hold two sessions during the first week of classes to help students install the necessary development environment. • During the two sessions reinforce that the classroom environment is intended to be collaborative and that even if they think they wouldn't have been able to do this without help, they belong in the class!