CONVERSATION 3: BLACK WOMEN IN THE TECHNOLOGY WORKFORCE

Thursday, March 12 at 1:00 p.m. MST

FACILITATORS: JeffriAnne Wilder and Catherine Ashcraft

PANELISTS: Blessing Adogame, Andrea Bowens-Jones, Yvonne Melton, Serina Shores, and Avis Yates Rivers
AGENDA

1:00  Welcome (Jannie Fernandez)
1:05  Overview of Series (Dr. JeffriAnne Wilder)
1:15  Panel (Dr. Catherine Ashcraft)
1:40  Q & A
1:55  Wrap-Up & Closing
WELCOME!
NCWIT: Broadening Participation & Diversity in Computing

NCWIT uses a three-pronged strategy to improve awareness and knowledge, and motivate change leaders to act.

CONVENE    EQUIP    UNITE
ABOUT THIS SERIES

● The Color of Our Future conversation series will examine important questions related to broadening the participation of black women and girls in computing.

● A three-part series (K-12; post-secondary; industry) will explore key issues and solutions to advancing and enhancing the experiences of black women and girls across the tech ecosystem.
It’s hard to see yourself growing in a company when you don’t see yourself represented.” -- Shani Leigh Christiansen
THE COLOR OF OUR FUTURE

- Computing pathways can bridge the economic, social, political, and cultural gap for women and girls of color now and in the future.

- NCWIT organizational strategy that anchors NCWIT programs, initiatives, and research-based resources focused on broadening the meaningful participation of underrepresented women and girls of color (black, Latinx, and Native American) to positively impact the future of computing.
TODAY’S PANELISTS

Blessing Adogame (Drexel University ‘21)
- Initiator, Chief Vision Officer, Co-Founder

Andrea Bowens-Jones, Ph.D.
- NCWIT Corporate Initiatives Consultant

Yvonne Melton
- Social Impact Program Manager, Google

Serina Shores
- VP-Chief Compliance Officer, Huntington Investment Company

Avis Yates Rivers
- President and CEO, Technology Concepts Group
QUESTION 1:

Our goal in this conversation series is to empower and celebrate the contributions of black women and girls in computing. Let’s begin by having each panelist share with us the specific work that you’re doing to “hold space” for and “give voice” to black women in tech.
QUESTION 2:

We know that black women do not represent a critical mass in the tech workforce. In 2017, black women made up 3% of the computing workforce. Let’s talk about the barriers and areas of opportunity:

*What are the barriers that keep participation so low? What strategies are needed to achieve a critical mass of black women working (and thriving) in computing?*
QUESTION 3:

Let’s talk about the representations of black women in tech leadership roles. What can we do to increase the numbers of black women at this level?
QUESTION 4:

How can the tech industry leverage membership resources from professional organizations to bridge the gap of women of color in tech? What is the balance of industry going to professional organizations versus organizations coming to industry?
QUESTION 5:

In what ways can the tech industry leverage policymakers to broaden the participation of black women and girls in computing? In other words, how can the tech industry shape policies related to access and inclusion in computing?
Consider intersectionality in all that you do by learning more about the following NCWIT programs and resources:

- By The Numbers
- NCWIT Scorecard: The Status of Women in Computing
- Performance Evaluation Toolkit
- Interrupting Bias in Industry Settings
- Intersectionality in Tech 101
- Colorism Bias in the Tech Industry
- Modern Figures Podcast
- Black Women & Girls in Computing Roundtable: Executive Brief
Q & A SESSION
THANK YOU!

Join us for a Twitter Chat on Tuesday, March 24th: Black Women in Post-Secondary Computing Education
Blessing Adogame

Initiator, #StudentsofLinkedIn
Chief Vision Officer, The Boundless Brand
Co-Founder, Blooming Lasting Careers
Andrea Bowens-Jones, Ph. D.

Dr. Andrea Bowens-Jones is a former Procter & Gamble Section Head, now STEM Diversity & Inclusion consultant, certified coach, trainer, and speaker. She is President/CEO of IDG Vision Consulting & Training where she focuses on equipping leaders and their teams to be successful. Current initiatives focus women and STEM leaders. Dr. Andrea serves as a Corporate Initiatives Consultant with NCWIT.