CONVERSATION 2: BLACK WOMEN IN POSTSECONDARY COMPUTING EDUCATION

Thursday, February 27 at 1:00 p.m. MST

FACILITATORS: JeffriAnne Wilder and Lecia Barker

PANELISTS: Deborah Kariuki, Allison Scott, and Cheryl Swanier
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<th>Time</th>
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<tr>
<td>1:00</td>
<td>Welcome (Jannie Fernandez)</td>
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<tr>
<td>1:05</td>
<td>Overview of Series (Dr. JeffriAnne Wilder)</td>
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<td>1:15</td>
<td>Panel</td>
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<tr>
<td>1:40</td>
<td>Q &amp; A</td>
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<td>1:55</td>
<td>Wrap-Up &amp; Closing</td>
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WELCOME!
NCWIT: Broadening Participation & Diversity in Computing

CONVENE  EQUIP  UNITE

NCWIT uses a three-pronged strategy to improve awareness and knowledge, and motivate change leaders to act.
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.
BLACK WOMEN IN POST-SECONDARY COMPUTING EDUCATION

While all women remain underrepresented in computing education, there is a critical shortage women of color (including Black women) earning computing degrees across the post-secondary computing landscape:

- 3 percent of bachelor’s degree earners are Black women (18 percent of degree earners are female);
- 2 percent of doctoral degree recipients are Black women (21 percent of doctoral degree earners are female).

---Women of Color in Computing Data Brief (Kapor Center, 2018)
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

Deborah Kariuki
● Faculty, STEM Education UMBC

Allison Scott, Ph.D.
● Chief Research Officer, Kapor Center

Cheryl Swanier, Ph.D., Ed.D., MDiv
● Associate Professor of Computer Science, Claflin University
QUESTION 1:

Our goal in this conversation series is to empower and advocate for the inclusion of more black women and girls in computing. Let’s begin by having each panelist celebrate one program, initiative or individual whom you feel has served as a change agent in broadening the participation of black women in postsecondary computing education.
QUESTION 2:

In higher education, how are the issues faced by black female faculty in tech departments different from that of black female students? What are effective strategies for addressing the issues of each group?
QUESTION 3:

Where are the areas of opportunity across the postsecondary landscape for strengthening the meaningful and influential participation of underrepresented women of color in academic computing pathways?
QUESTION 4:

What suggestions do you have for faculty for changing classroom climate and other structures of educational programs to establish a strong sense of belonging for black women in academic computing?

○ How can department chairs/heads, and chairs of undergraduate and graduate programs make a difference?
QUESTION 5:

What are your suggestions for changing the “value” system in academia that often penalizes black women and (other women of color) for being good citizens and attending to demands that others do not face?
QUESTION 6:

Let’s talk about the importance of mentorship (formal, informal, peer, etc) in the recruitment, retention, and advancement of black women in higher education? How do we build a culture of mentorship culture for black women, particularly for those who may be underrepresented in their programs and departments?

● What advice do we give department chairs/deans to provide proper support for women of color?
Consider intersectionality in all that you do by learning more about the following NCWIT programs and resources:

- Top 10 Ways to Recruit Underrepresented Undergraduate Students
- NCWIT 101: Introduction to Diversifying Undergraduate Computing Programs
- Set Up a Mentoring Culture for Graduate Students
- 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 Conversation 3: Black Women in the Tech Workforce on Thursday, March 12 at 1:00 p.m. MST
SUPPLEMENTARY INFO
Deborah Kariuki, UMBC

https://www.umbc.edu/

Currently I am a Faculty at UMBC- University of Maryland in Baltimore City. I have been honored to create a Computer Science Education masters program that is going to prepare effective and leader teachers to teach computer science to the next generation starting Fall 2020 semester. The computer science content area is the first and only program of its kind in Maryland. This content area was created in response to the Maryland state mandate for a computer science teacher to be in place at 100% of Maryland high schools by 2021.
Deborah Kariuki, UMBC

- **Equity in Computer Science Evangelist** I accomplish this by
- Sponsoring WiCyS- Women in Cybersecurity at UMBC
- SheLeadsTeach Ambassador
- Manage the WomenInComputingWIC facebook webpage
- Run the PRAXIS certification program for Maryland Teachers
- Give presentations to students, parents and teachers on computer science
- Involved in so many organization that promote K-12 CS education CSTA, SIGCSE, ITSE, CodeorgFacilitator, codeintheschools, AP Advocate
CHERYL A. SWANIER, PhD, EdD, MDIV

Claflin University, Former Chair and Endowed Professor

Founder and CEO, Swanier Consulting, LLC
- Education
- Technical Solutions
- Accreditation

Founder and CEO, The SIS Foundation, Inc.
- Kewl Girlz Kode [www.kewlgirlzcode.com](http://www.kewlgirlzcode.com)
- Sisters of The Faith
- The Anna Swanier Foundation

Past:
- Fort Valley State University
- Muscogee County School District
- TSYS (Total System Services)
- IBM

Personal Philosophy – Inspire, Educate, and Empower
The Color of Our Future: Black Women in Higher Education
ASPIRATIONS IN COMPUTING
## The Aspirations in Computing Journey

### AiC Awards: Identifying and Honoring Technical Women and Their Influencers

<table>
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<th>K-12</th>
<th>HIGH SCHOOL</th>
<th>COLLEGE</th>
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<td><strong>NCWIT AspireIT</strong> connects high school and college women with K-12 girls to teach programming and computational thinking fundamentals in fun, creative environments.</td>
<td>The NCWIT Award for Aspirations in Computing 9th-12th grade women who are active and interested in computing and encourages them to pursue their passions.</td>
<td>The NCWIT Aspirations in Computing Educator Award publicly celebrates formal and informal educators who encourage 9th-12th grade women’s interest and ability in computing.</td>
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### AiC Community: Encouraging Persistence Into Computing Education and Careers

9th Grade through College+
Because of this Award I am....

“Open to new opportunities because I now know that I am very good at computing.”
This has to be the best program I have seen to recognize students... NCWIT goes very far in helping [young women] see the benefits of a tech career.

~ Educator

ASPIRATIONS COMMUNITY GROWING RAPIDLY

• In 2007 – 15 members
• By 2012 – 1,505 members
• Today, there are over 15,000 members from every state and 76 regional affiliates
• 77% of those who enter in high school who have moved on to college reported having a Computing or Engineering major or minor
Since 2013, NCWIT has gifted more than $575,000 to

235 computing programs, providing an estimated

200,000 instruction hours to nearly

5,300 K-12 girls in 36 states
Modern Figures Podcast
A PODCAST ELEVATING THE VOICES OF BLACK WOMEN IN COMPUTING
Podcast Timeline

August 2018
NCWIT enters collaborative partnership with IAAMCS

October 2018
Season 1 Taping begins

February and March 2019
Weekly episodes launch during Black History Month and Women’s History Month

January 2020
Season 2 launches; new episodes air every Monday through the beginning of May
The Institute for African-American Mentoring in Computing Sciences (iAAMCS, pronounced ‘i am cs’) serves as a national resource for all African-American computer science students and faculty.

The objective of iAAMCS is to increase the number of African-Americans receiving Ph.D. degrees in computing sciences, promote and engage students in teaching and training opportunities, and add more diverse researchers into the advanced technology workforce.
MODERN FIGURES SEASON ONE

Podcast details:

● Highlighting members of the BWIC community and allies
● (10) Long-form conversational podcast episodes
  ○ Discussing what influenced their career-path
  ○ Learning about their field(s) of study
  ○ Hearing about life beyond employment/schooling

Why is this important?

● Providing examples of career options
● Role-modeling
● Dispelling myths and preconceptions around BWIC
2,219 downloads (1939 unique)
41 states in the U.S
20 countries outside the U.S.