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2020 NCWIT SUMMIT

Save the date! The 2020 NCWIT Summit on Women and IT: where conversations lead to change is slated for May 18-20, 2020 in Detroit, Michigan at the Detroit Marriott at the Renaissance Center.

The Summit planning team is working diligently to confirm plenary speakers, special guests, workshop presenters, and more representatives from the change-leading NCWIT community in order to preserve the world’s largest, one-of-a-kind experience that hundreds of educators, entrepreneurs, corporate executives, and social scientists have come to expect. An official confirmation has been received from Temple Grandin, a prominent author and speaker on both autism and animal behavior. And, a verbal confirmation has been received from Novelist Tommy Orange, a graduate of the MFA program at the Institute of American Indian Art and an enrolled member of the Cheyenne and Arapaho Tribes of Oklahoma.

NCWIT Alliance members will receive the first official notice in early November. Details on speakers and the three-day agenda, will be posted to the NCWIT Summit website, as they become available.

ncwit.org/summit

TECHNOLOCHICAS: HONORING HISPANIC HERITAGE MONTH AND GETTING CAMERA-READY

September 15–October 15 marks Hispanic Heritage Month, a time to pay tribute to the generations of Hispanic Americans who have positively influenced and enriched our nation and society.
**TECHNOLOchicas**, a national initiative that inspires young Latinas and their families about opportunities and careers in technology, is celebrating Hispanic Heritage Month by participating in several exciting events:

» On September 27, TECHNOLOchicas and the Computing Alliance of Hispanic-Serving Institutions (CAHSI) co-hosted a breakfast for Latinas in Computing at the 31st Annual GMIS conference in Lake Buena Vista, Florida.

» On October 12, TECHNOLOchicas will join Microsoft to provide free coding workshops for kids in nine Microsoft stores across the country. The day’s activities will also include presentations by Latinas working in tech fields.

» On October 14, TECHNOLOchicas Ambassador Emely Villeda-Príncipe will collaborate with NCWIT Counselors for Computing (C4C) to present a professional development workshop for school counselors in Austin, Texas.

» On October 18, TECHNOLOchicas and AT&T will host a Diversity Trek event in Atlanta, Georgia, where girls will participate in hands-on workshops and learn about career opportunities in technology.

» On October 27, three TECHNOLOchicas Ambassadors will speak on a panel hosted by CSforALL at Columbia University in New York, New York.

Additionally, production plans are in the works to capture the latest crop of TECHNOLOchicas Ambassadors on camera, presenting their powerful journeys and experiences in computing as a means for encouraging young women to chart their own trajectories. New multi-media assets are expected in time for Computer Science Education Week in December.

**technolochicas.org**

**NCWIT ACADEMIC ALLIANCE AWARDS: CALLING ALL CHANGE-LEADING INSTITUTIONS**

The NCWIT Academic Alliance (AA) offers several awards to further its member institutions’ efforts towards increasing women’s meaningful participation in computing and to honor its member institution representatives for their outstanding research, mentoring, and engagement with underrepresented students:

» The NCWIT Academic Alliance Seed Fund awards members at non-profit, U.S. institutions with start-up funds to develop and implement initiatives for recruiting or retaining women in computing and IT.

Applications are open through November 4, 2019: [ncwit.org/seedfund](http://ncwit.org/seedfund). The AA Seed Fund is sponsored by Microsoft Research and other generous supporters.

» The NCWIT Harrold and Notkin Research and Graduate Mentoring Award is given in memory of Mary Jean Harrold and David Notkin, in honor of their outstanding research, graduate mentoring, and diversity contributions. The award recognizes faculty members from non-profit, U.S. institutions (including U.S. territories) who combine outstanding research accomplishments with excellence in graduate mentoring, as well as those who advocate for recruiting, encouraging, and promoting women and minorities in computing fields at both a local and national level.

Applications are open through December 2, 2019: [ncwit.org/harroldnotkin](http://ncwit.org/harroldnotkin). The Harrold and Notkin Award is sponsored by the NCWIT Board of Directors.
The NCWIT Undergraduate Research Mentoring (URM) Award recognizes Academic Alliance representatives at non-profit, U.S. institutions (including U.S. territories) for their outstanding mentorship, high-quality research opportunities, recruitment of women and minority students, and efforts to encourage and advance undergraduates in computing-related fields.

Applications are open through October 28, 2019: ncwit.org/URMaward. The URM Award is sponsored by AT&T.

NCWIT ASPIRATIONS IN COMPUTING: CELEBRATING PAST AND UPCOMING WOMEN IN TECH

NCWIT Aspirations in Computing (AiC) Award Recognitions offers three distinct awards that honor aspirations, abilities, technical accomplishments, and influential guidance:

» **Award for Aspirations in Computing (Award for AiC)**
  The Award for AiC honors 9th-12th grade students who self-identify as women, genderqueer, or non-binary for their computing-related achievements and interests, and encourages them to pursue their passions. Award recipients are selected based on their aptitude and aspirations in technology and computing, as demonstrated by their computing experience, computing-related activities, leadership experience, tenacity in the face of barriers to access, and plans for post-secondary education. Since 2007, nearly 14,000 students have received an Award for AiC.

Applications are open through November 5, 2019: aspirations.org/recognitions/AiCAward. The Award for AiC is sponsored by Apple, Bank of America, Microsoft, and Motorola Solutions Foundation.

» **Aspirations in Computing Educator Award (AiC Educator Award)**
  The AiC Educator Award identifies exemplary formal and informal educators who play a pivotal role in encouraging 9th-12th grade students who self-identify as women, genderqueer, or non-binary to explore their interests in computing and technology. The award recognizes these educators for their efforts to promote gender equity in computing. Since 2011, more than 500 educators have been recognized and have received more than $225,000 in professional development funding to improve their computing education skills.

Applications are open through December 2, 2019: aspirations.org/recognitions/AiCEducatorAward. The AiC Educator Award is sponsored by AT&T.

» **NCWIT Collegiate Award**
  The NCWIT Collegiate Award honors the outstanding computing accomplishments of undergraduate and graduate students who self-identify as women, genderqueer, or non-binary. Conferred annually, the award recognizes technical contributions to projects that demonstrate a high level of innovation and potential impact. The Collegiate Award is open to all AiC Community members who are currently enrolled in a post-secondary institution (community college, college, or university) with a major or minor in a computing or engineering discipline, who have contributed substantially to a technical project involving computing or IT.

Applications are open for the Preliminary Round through October 15, 2019: aspirations.org/recognitions/AiCCollegiateAward. The Collegiate Award is sponsored by Qualcomm with additional support from Palo Alto Networks.
AiC Awardee Day

NCWIT Aspirations in Computing (AiC) is pleased to announce that October 10, 2019 marks the first-ever NCWIT AiC Awardee Day. This pilot event gives #NCWITAiC Award recipients an opportunity to share how being recognized has impacted their lives and to encourage others to apply for the 2020 AiC awards. It’s also a chance for NCWIT to raise visibility for the thousands of AiC Community members who are already revolutionizing the face of technology.

aspirations.org/AwardeeDay

AiC also got a website revamp! Be sure to take it for a spin: aspirations.org.

NCWIT ON THE ROAD

Grace Hopper Celebration (GHC)

Every year, women technologists and the best minds in computing convene to highlight the technical contributions of women at the Grace Hopper Celebration (GHC), co-presented by AnitaB.org with the Association of Computing Machinery (ACM). NCWIT proudly participated once again:

» NCWIT CEO Lucy Sanders presented “What Does Success Look Like? Learn How to Make Classrooms and Workplaces Inclusive and Welcoming,” along with Workforce Alliance Member Representative Kim Vorrath and Academic Alliance Member Representatives Tracy Camp, Jodi Tims, and Ed Lazowska.

» NCWIT Aspirations in Computing (AiC) convened its Community members for an “AiC Community Social.”

» NCWIT also staffed a booth at the Career Fair in Hall WB, offering swag and the latest resources to support women on their tech journey, from high school through college and career.

National Society of Blacks in Computing (NSBC) Conference

NCWIT proudly served as a Spotlight Sponsor of the NSBC Conference, hosted by leaders from iAAMCS (the Institute for African-American Mentoring in Computing Sciences):

» NCWIT Aspirations in Computing Community Engagement Manager TJ Alladin and NCWIT Research Scientist JeffriAnne Wilder hosted a networking event for women in IT and their advocates to become more familiar with the NCWIT mission.

» NCWIT Research Scientist JeffriAnne Wilder presented a “NCWIT Resources for Black Women in Computing” session for attendees to learn about available NCWIT resources that support Black women in computing at all levels, from K-12 through college and career.
Richard Tapia Celebration of Diversity in Computing (aka the TAPIA Conference)

The goal of the Tapi Conference is to bring together undergraduate and graduate students, faculty, researchers, and professionals in computing from all backgrounds and ethnicities to celebrate the diversity that exists in computing. NCWIT had a large presence:

» NCWIT K-12 Alliance and TECHNOLOchicas Director Jannie Fernandez participated on an "Increasing Diversity in Computing: Sharing of Good Practices" panel.

» NCWIT Academic Alliance (AA) Member Representatives Colleen Lewis and Kyla McMullen with NCWIT K-12 Alliance & TECHNOLOchicas Director Jannie Fernandez presented a "What Would You Say if... Responding to Microaggressions, Bias, and Other Nonsense" session.

» NCWIT personnel also hosted an Aspirations in Computing Social Hour and staffed a booth for attendees to learn how the organization can support their change-leading efforts.

And More

At the forefront, as NCWIT staff and supporters engaged educators in several sessions, both in-person and online including:

» a "Quality Stem: Identifying Elements of High-Quality Stem Programs for Youth" Twitter Chat, hosted by The Connectory (@the_connectory) and the Afterschool Alliance (@afterschool4all), for which @NCWIT and @TECHNOLOchicas Ambassadors Alexandra Marlette, Bea Mendez Gandica, and Emely Villeda-Principe all participated

» the American School Counselor Association (ASCA) conference where NCWIT Counselors for Computing Program Director Angela Cleveland with C4C Counselors Jennifer Correnti and Laura Ross presented an "Emerging Careers and Trends" session

» the Computer Science Teachers Association (CSTA) conference where EngageCSEdu Co-Editors-in-Chief Michelle Craig and Briana Morrison presented a "How EngageCSEdu Can Help You!" session

Additionally, NCWIT President and CTO Terry Hogan participated as a special guest for a luncheon at the Gartner Catalyst Conference where the agenda focused on the unique challenges and opportunities facing women in IT today. And, NCWIT Board of Directors Member Krista Marks represented NCWIT at the Women’s Entrepreneurship Roundtable with the Senate Entrepreneurship Caucus.

Follow #NCWITontheroad on Twitter to keep up with where NCWIT spreads the good word.

NEW NCWIT RESOURCES

» Building Sustainable Initiatives for Diversifying Undergraduate Computing Programs: An Introductory Self-guided Course // ncwit.org/Course1_UGPrograms

This self-guided course is designed for computing and information technology faculty and administrators who are beginning work on diversifying undergraduate computing programs or are trying to reignite existing initiatives. The course is broken down into several modules starring NCWIT social scientists and others from partner organizations, as well as faculty and administrators who have implemented successful initiatives. Upon completion of the course, faculty and administrators have a concrete plan for implementing doable recruitment and retention strategies, including some evaluation mechanisms that will help grow their work.

This course is supported by grants from the National Science Foundation (1525652, 1725018).
» Creating Inclusive Computer Science (CS) Programs for Youth Training Webinar // ncwit.org/InclusiveCSWebinar
How can library staff attract girls to their coding and maker programs? This webinar by NCWIT Senior Research Scientist Lecia Barker and Homer, Alaska Youth Services Librarian Claudia Haines describes reasons girls may shy away from these programs and gives some practical advice for identifying target audiences and their influencers, messaging that addresses four important factors that affect involvement, and ways of making programs visible.

This resource is part of NCWIT and ALA’s “Community Champion” Learning Series for Libraries, an initiative to connect young women program leaders to public libraries.

» Guide to Inclusive Computer Science Education: How educators can encourage and engage all students in computer science // ncwit.org/csedguide
Knowledge of computer science (CS) is fundamental to students’ future careers. This guide provides educators with context and concrete steps to build and expand inclusivity in CS education. By actively engaging students in CS, educators can build an even stronger pipeline of creativity and innovation to tackle the world’s challenges and help ensure students have the skills needed to thrive today and tomorrow.

Microsoft and Microsoft Philanthropies TEALS (Technology Education and Literacy in Schools) partnered with the NCWIT to develop this tool to help educators convey the importance of computer science, and ensure that recruitment and retention strategies, curricula, and the classroom environment are welcoming for all students.

» Intersectionality in Tech 101 // ncwit.org/Intersectionality101
Intersectionality is a critical and necessary concept to develop effective programs to broaden the participation of women and girls in computing. This resource provides a background and overview of the concept, in addition to key readings and resources related to women and girls of color in STEM and computing.

The NCWIT Scorecard shows trends in girls’ and women’s participation in computing in the U.S. over time, providing a benchmark for measuring progress and identifying areas for improvement. NCWIT supplies these data and embedded charts, as well as an executive summary, for the computing community free of charge.

» Performance Evaluation Toolkit // ncwit.org/PerformanceEval-Toolkit
Research shows that even individuals who consider themselves committed to equality still engage in unconscious forms of bias and discrimination that negatively affect the evaluations and experiences of women and other underrepresented groups at work. Biased performance evaluation undermines the meritocratic goals of talent management systems: to identify, develop, and retain talent, improve employee effectiveness, and build strong and innovative teams. These resources give you the tools to identify and avoid bias in performance evaluations.

» Set Up a Mentoring Culture for Graduate Students: Roles of Faculty and Peers // ncwit.org/peer-and-faculty-mentors
Mentoring programs are an excellent way to support graduate students’ sense of belonging in the local intellectual community and help them move forward in their professional careers. Everyone benefits from mentoring, including the mentors themselves, especially when both mentors and mentees are fully committed to the relationship.
You Can Actively Recruit a Diverse Range of Girls into High School Computing Classes: A Workbook for High School Teachers // ncwit.org/HSTeacherWorkbook

This workbook will help educators and influencers understand the research-based reasons why a diverse range of girls are less likely to take computing courses in high school. High school teachers are provided with actionable recommendations for creating recruiting and outreach interventions that work.

NCWIT IN THE NEWS

‘Gender Equality Is Within Our Reach,’ Says Melinda Gates, Co-Chair of the Bill & Melinda Gates Foundation and a Passionate Supporter for Women in Tech

In a Harvard Business Review announcement, author Melinda Gates lays out her vision and plan to accelerate women’s power and influence in the U.S. over the next ten years through her personal philanthropic commitment:

“New investment and energy should be channeled into three high-leverage interventions: dismantling the most pervasive barriers to women’s professional advancement, fast-tracking women in the sectors with outsized impact on our society, and amplifying external pressure on the institutions that can reinvent the status quo. Using this three-pronged strategy we can accelerate the pace of progress and achieve measurable results by 2030.” ~ Melinda Gates

NCWIT statistics and research are represented, and the organization receives attribution as a philanthropic investment recipient.

Read the full announcement online: ncwit.org/HBR_GenderEquality.

NCWIT CEO and Co-founder Lucy Sanders Takes the Mic, Alongside NCWIT Consultant Paula Stern, CED Legacy Trustee and Founder and President of The Stern Group

Lucy Sanders and Paula Stern discuss NCWIT’s efforts to “revolutionize the face of technology” by increasing girls’ and women’s participation throughout the tech ecosystem, from K-12 and higher education to the industry itself, with lessons for increasing the participation and utilization of women and underrepresented minorities throughout the U.S. economy.

Tune in: ncwit.org/ConferenceBoard_Podcast.

New NCWIT Study Outlines Roadmap for Bringing More Girls Into Tech

In a recent Forbes article written by NCWIT K-12 Alliance Member TechGirlz Founder Tracey Nelson-Rossman, NCWIT Director of Evaluation and Senior Research Scientist Wendy DuBow discusses key findings from one of the few longitudinal, pervasive studies of girls and women in computing, conducted by NCWIT. This six-year study of young women participating in NCWIT Aspirations in Computing leads to practical action items for those with a vested interest in the future of the technology industry.

Follow along as a Forbes contributor digs into the findings and identifies actionable takeaways for girls, their parents, and teachers: ncwit.org/Forbes_AiCStudy.
CU Boulder Researchers Find Five ‘Types’ of Computing Students

NCWIT Director of Evaluation Wendy DuBow and Senior Research Scientist Beth Quinn analyzed how community college students feel about introductory computing classes, and how that relates to gender, race, and ethnicity. They surveyed 500 students attending eight community colleges across the country — work funded by a National Science Foundation $605,000.

Take a deep dive into their methodologies and results, as featured in the Daily Camera: 
ncwit.org/DailyCamera_TypesStudents.

NCWIT Announces Technical Skills Training Opportunities for Women in Alabama

NCWIT Regional Initiatives brings together programs powered by NCWIT and NCWIT Alliance members focused on increasing the influence and meaningful participation of girls and women from every community. Through this initiative, change-leading representatives from NCWIT and local partner organizations are united across the tech ecosystem, forming regional, action-oriented coalitions.

The multi-year Alabama Digital Skills Initiative is designed to increase the number of technical women in Alabama by contributing to existing pipeline efforts; building additional opportunities, such as technical training for the NCWIT Aspirations in Computing (AiC) Community; and to collaborate with local stakeholders on an innovative, community-driven model for sustained change.

This initiative has been generously funded by the Cognizant U.S. Foundation.

Learn more about Regional Initiatives online: ncwit.org/RegionalInitiatives.

Innovator to Innovator

In this fifth edition, an Apple senior director, women entrepreneurs, and AiC Community Member and #WWDC19 Scholar Anne Li find solidarity in discussing inclusion in tech:

“To put it bluntly, technology often embodies the biases of its creators. But, by involving people of different backgrounds, we can better ensure the apps, games, and robots that we design best reflect the variety of humanity with positive impacts.”

~ Anne Li

Read the full blog: aspirations.org/InnovatorToInnovator05.

Innovator to Innovator, presented by Apple and NCWIT, is a series of personal essays and stories of innovation, as told by NCWIT Aspirations in Computing (AiC) Community members by way of conversations with Apple executives.
NCWIT Aspirations in Computing (AiC): Where Are They Now?

» AiC Community Members Ariana Sokolov and Anne Li were featured in an article on young women coders at Apple’s Worldwide Developer Conference who are creating social change by developing innovative apps.

» With a little help from her friends, AiC Community Member Emily Jin organized AIHacks, Southern California’s first all-female hackathon.

» The college application process can be daunting, especially for first-generation college students and those from disadvantaged groups. That’s why AiC Community Member Omika Suryawanshi started The Admit List, an app that matches high school students with current college students who act as mentors.

Get monthly updates on AiC Community members and more at aspirations.org/news.

And More

NCWIT research, programs, and commentary were included in a number of national and regional media outlets, including Boulder Daily Camera, CNET, Forbes, Fortune, Refinery29, and Wired; as well as community and trade publications and announcements (the Building, Recruiting, and Inclusion for Diversity [BRAID] initiative, Cengage Computing Instruction Forum, Computer Science Teachers Association [CSTA], Denver Startup Week, HR Technologist, Techstars, The Daily of the University of Washington, and the University of Colorado Boulder).

ncwit.org/InTheNews