Diversity: What Works?

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What are the Issues that we see?

- Women
  - Often feel isolated
  - Experience a lack of confidence
  - Look for career changes mid career, with particular attention to more flexibility
- Organizations and Institutions
  - Lack awareness of programs that work

Online Communities

- Systers Online Community (www.systers.com)
  - Systers is about bringing women together in community
  - Current system includes 3500+ members from 53 countries
  - System in active use since 1987
- ResearHers (http://athena.systers.org/researcHers)
  - Sponsored by CRA-W, and hosted by the Anita Borg Institute
  - Women in Computer Science Research, industry, government labs and academia
  - Moderated by Susan Landau (susan.landau@sun.com)
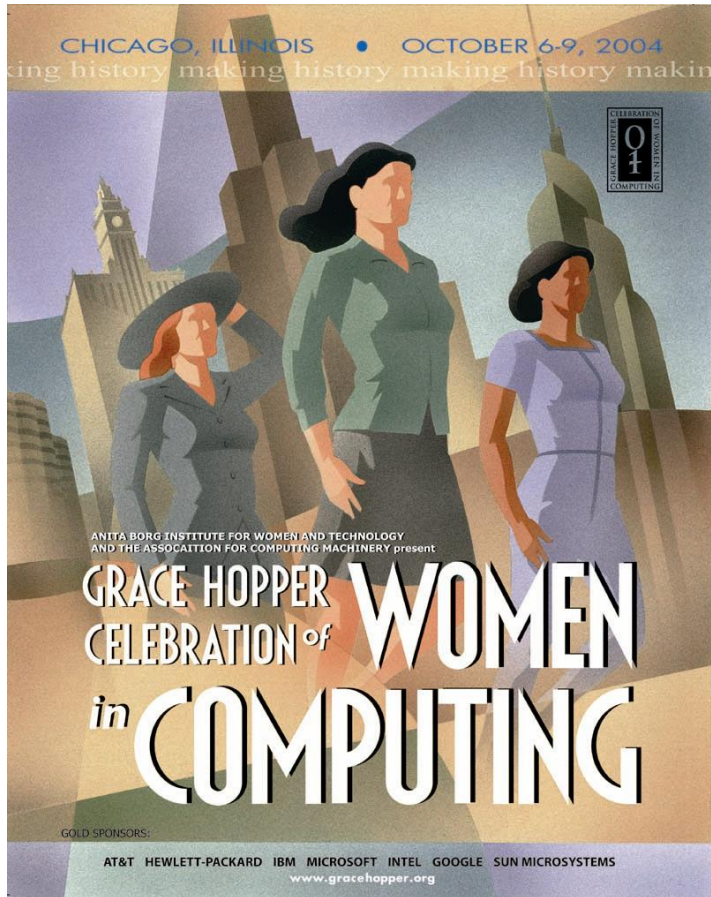
Grace Hopper Celebration
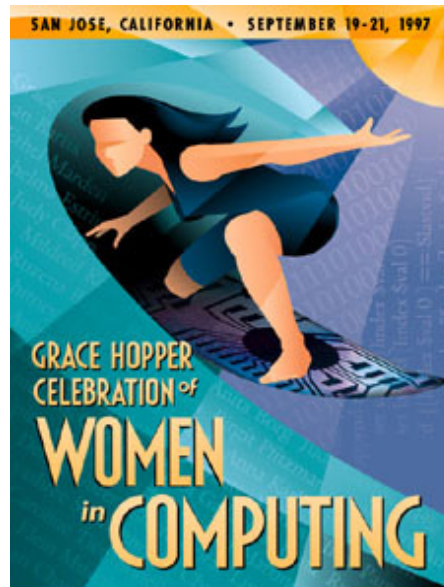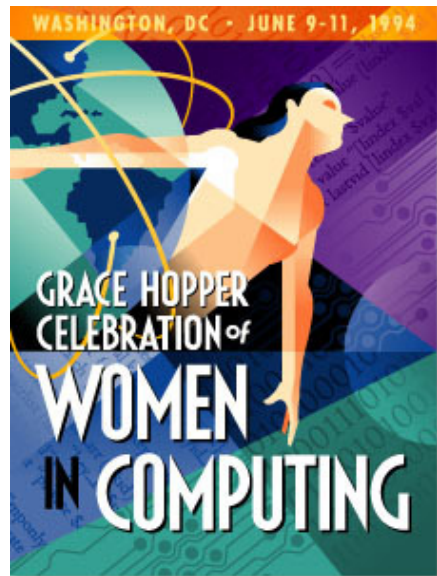October 6-9
Chicago, Illinois
www.gracehopper.org

Sponsors include ACM, Amazon, Apple, AT&T, ChevronTexaco, Cisco, Google, HP, IBM, Intel, Microsoft, Sun and
the National Center for Women and IT

Student scholarships provided by NSF

Academic Sponsors include
Harvard, University of Illinois, Toyota Tech, Carnegie Mellon, Indiana University, NCSA, Pittsburgh Supercomputing, Princeton, Texas A&M,
UC Irvine, UC Berkeley, UC San Diego, Caltech, Pace, ATLAS, National University of Singapore

"The Grace Hopper Conference is a great window through which the real world and real people who achieved a lot can be seen"

"I realized that many young women had the same fears and insecurities about our ability to do will in a field that is so male-dominated"
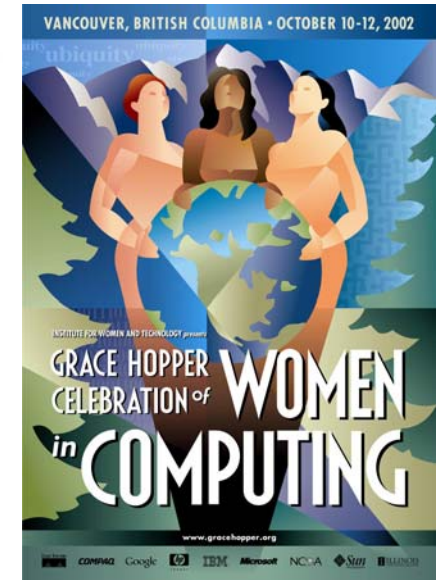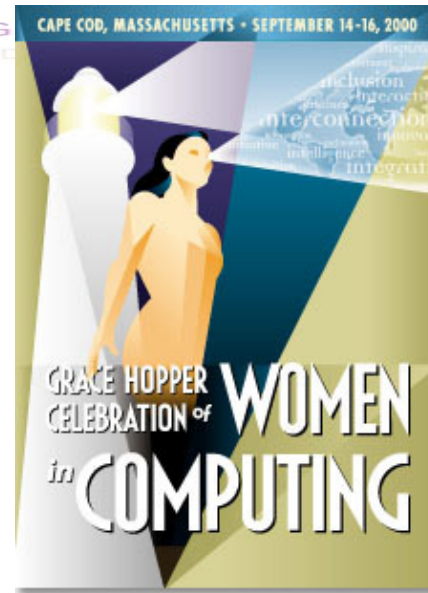
Keynotes:

Lydia Kavraki
Rice University
Winner 2000 ACM Grace Hopper Award

Shirley Malcolm
AAAS

Telle Whitney
Anita Borg Institute

Leadership Workshop

- The Institute for Pure and Applied Math (IPAM) and the Anita Borg Institute for Women and Technology held a very successful pilot workshop in Los Angeles, January 15 & 16, 2004

- Results of the Pilot workshop are at www.anitaborg.org/leadership.html

- Attendees were a mix of academic leadership & industry senior executives

- Future Leadership Workshop will be held
  - Day before Hopper
  - East Coast next spring

Leadership Workshop Topics

- January Workshop
  – Leadership for Cultural Change
  – Leadership Skill Development
  – Effective Technical Leadership Styles
  – Developing and Running Effective Organizations and Institutions
- Future Topics
  – Negotiation
  – Professional Development
  – Communication

National Center for Women and IT

Hub

Industry Alliance

Hub

Partners

Core

Hub

Academic Alliance

Hub

Hub

Advisory Board

Executive Advisory Council
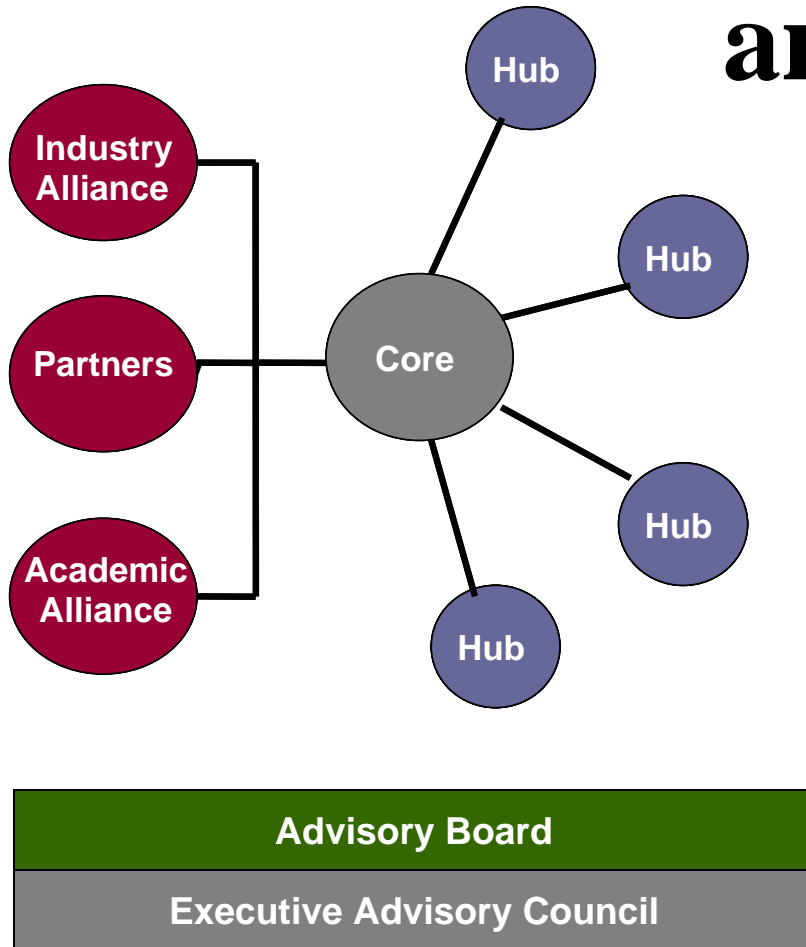
Anita Borg Institute for Women and Technology (hub/core)

University of Colorado *(hub/core)*

Computing Research Association (CRA/CRA-W)

Girl Scouts of the USA

University of California *(Irvine, Berkeley)*

Georgia Tech

ACM

Research Organization with Large Impact

- National Scope, Allowing for
  - *reach/coverage/influence*
  - *leveraging of best practices, reuse and efficiency*
  - *united community*
  - *orchestrated policy/funding/visibility*

- Focus on Full Pipeline
  - *K-12/Higher Education/Careers*

- Systematic and Measurable Approach

APPLICATION

DISSEMINATION

RESEARCH

ASSESSMENT

Virtual Development Center

- Innovation Workshop brings together the community and the designers

- Creativity rises from diversity of thought

- Designers, technologists and non-technologists realize they have opinions about these products

• **Nine academic partners**

Smith College, University of Texas, El Paso, Texas A&M, UC Berkeley, Santa Clara University, University of Washington, University of Arizona, Tucson, University of Colorado, Boulder, and Purdue

Over 500 students completed VDC-related courses

Student Projects
University of Colorado

Technology, Arts and the Media Major

> Computer Science, Political Science, Economics & Business

- Created new space for institutions in society to interact

- Use technical skills to serve communities
  - 45% female
  - 50% Engineering
  - 50% Arts & Science

7/21/2004

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University of Washington

Technical Communications

- Strong background in math, science & engineering
- Developed flash program that allows students to fly over mars
- Community group is the local middle school