“Diversity Summit”
January 10, 2018
4th Quarterly Meeting
Rules of Engagement

1. **Mute your phone** if you’re not talking – on WebEx, that’s *6.
2. You have to **pick an audio channel** – you can’t listen on your phone and also listen through your computer. That creates an echo.
3. Feel free to speak up, but always **say your name** so everyone knows who’s speaking.
4. **Do not put us on hold.** We don’t want to hear your hold music.
5. We’ll be monitoring the WebEx “**Chat**” **tool** for questions. Send your comments and questions to the Host. Do not send messages to us via e-mail.
6. Whether you say “present” or not during roll call, **write your name and school** via the chat box. We want everyone to get credit.
AGENDA

1:00pm-1:10pm, CTC update
* Fall 2017 numbers
* Extension news
* Updated calendar

1:10pm-2:10pm, Team reports

2:10pm-2:15pm, Q&A
Fall 2017 enrollment

As for Fall 2017 enrollment numbers as of October 31 to measure success thus far...

Nine teams

- 2 are meeting or exceeding their DS action plan goals
- 3 reported no real change – status quo
- 1 reported overall school enrollment is way down
- 3 didn’t provide complete numbers
Extension

Extending grant timeframe to June 30, 2018 to show full impact through spring

Can spend approved action plan funds through June 30

Updated calendar:
- December 1, 2017 through Feb 28, 2018
- Cohort web meeting
- March 1, 2018 through June 30, 2018
- Final report
- Cohort web meeting - wrap

due Mon Mar 5
April
Mon July 9
due Fri Aug 3
Aug-Sept

Use your SMEs
Team Reports

Six minutes each

* What have been your biggest accomplishments and successes so far?
* What’s left for you to do in your action plan strategies and activities?
* What’s one lesson or advice you’d like to give to the next “Diversity Summit” team cohort?
* What are your plans for presenting data to administration and budget committees?
Kirkwood Community College

* Biggest accomplishments and successes
* Remaining action plan strategies and activities
* Advice for next “Diversity Summit” team cohort
* Plans for presenting data to administration
Lake Washington Institute of Technology

* Biggest accomplishments and successes
* Remaining action plan strategies and activities
* Advice for next “Diversity Summit” team cohort
* Plans for presenting data to administration
DIVERSITY SUMMIT QUARTERLY REPORT
3RD QUARTER

Third Quarter Accomplishments
The Information Technology Student Alliance and Computer Information Technology Department hosted a #GirlsMakeITHappen event at the west campus on November 11, 2017. Twenty-two participants from ages 9 to 40, spent five hours learning how to build a computer, program a website, and how to securely protect a network from hackers. Each course was taught by female mentors from the Information Technology Student Alliance. During a lunch break, there were a panel of local female IT representatives that provided a candid view of working in a male dominate field. It was a learning experience for all.

Fourth Quarter Goals

- Recruitment activity: Update marketing material and deliver it to various resource centers
- Recruitment activity: Run website through textio.com and work with web developer to make updates to CIT website to remove implicit bias
Girls Make IT Happen

Like helping others? Solving problems? Working in a team?

Lansing Community College Information Technology Student Alliance would like to find out if IT is for you. This one-day IT workshop is for women and girls interested in exploring IT careers. Workshops are taught by Lansing Community College female students. Lunch provided. 60 spots available. RSVP today!

Location: Lansing Community College, West Campus, 5708 Cornerstone Dr, Lansing MI 48917
Date: Saturday, November 11th
Time: 10 AM until 3 PM
Who can attend: Free to all women and girls interested in exploring IT careers
RSVP today only 60 slots available: http://makeithappen.rsgify.com
Contact us: lccita@gmail.com

AGENDA
10:00 AM – 10:30 AM Introduction
10:35 AM – 11:35 AM Session I
11:40 AM – 12:40 PM Session II
12:45 PM – 1:25 PM Lunch and Panel
1:30 PM – 2:30 PM Session III
2:35 PM – 3:00 PM Wrap-up and Door Prizes

Computer Support and Repair
Come learn about all the pieces a computer needs to operate. We will open up the inside and students will have the opportunity to build a working computer.

Programming and Web Development
Do you want to know how to code? Discover how to create a basic program in Java, as well as how to design and build a website using HTML, CSS, and Javascript.

Networking and Cybersecurity
Come learn how computers communicate with each other and the Internet. Discuss how hackers gain access to networks and what you can do to protect yourself.
GIRLS MAKE IT HAPPEN — PANELIST QUESTIONS

1. Name, where you work, and describe your background / experience in IT?

2. Did you always know that working in technology was what you wanted to do?

3. What is your average day like?

4. What was their biggest success and biggest learning opportunity in IT?

5. What do you think is the best part of being a woman in the tech industry?

6. What advice would you give to a woman considering a career in the tech industry? What do you wish you had known?

7. Do you notice a lack of women in technology? If so, why do you think that’s the case?

8. Have you ever felt your gender has affected the way that you are perceived or treated? Have you ever been in a situation like that? How did you handle it?

9. What were your biggest hurdles being a woman in tech?

10. What should be done by companies to increase the number of women in technology?
**GIRLS MAKE IT HAPPEN - RESULTS**

**NUMBERS**
- Total Reservations: 41
- Total in Attendance: 22
- Total surveys completed: 15
- 7 students out of the 15 surveys would like to be contacted to discuss LCC IT programs

**EVALUATION COMMENTS**
- It was fun and I learned new things
- Very interactive and informative. Really enjoyed the experience!
- Not long enough! Hands on is the best
- Good food, good presentation
- Informative. Appreciate the real world questions and issues confronting today’s women.
- I hate when people tell me as a woman that I’m disadvantaged and we need to inspire women to do things. I’m in stem because I’m good. My gender is irrelevant.
Diversity Summit
Report-Out

Marshalltown Community College
January 10, 2018
Biggest accomplishments/successes to date

- Rethinking approach to our action plan to move from recruitment to retention

- Support of Diversity Summit team has been critical:
  - Understanding of how conditions changed after 2016 election
  - Feedback on developing a new retention approach (mentoring program).
September-November Activity (Marshalltown CC)

<table>
<thead>
<tr>
<th>1A</th>
<th>Social media and website marketing campaign continues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic market</td>
<td></td>
</tr>
<tr>
<td>targeted audio-visual</td>
<td></td>
</tr>
<tr>
<td>recruitment materials</td>
<td></td>
</tr>
<tr>
<td>2D</td>
<td>Creation of mentoring program for current IT Hispanic</td>
</tr>
<tr>
<td>Mentoring Program</td>
<td>students</td>
</tr>
</tbody>
</table>

- Action plan accomplishment: Revised Action Plan/Created new focus on retention of Hispanic students through the Mentoring Program.

- Remaining work: Hispanic IT Student Mentoring Program
  - Student mentors have been identified.
  - Receive formal permission from grant personnel.
  - Train student mentors.
  - Implement mentoring program.
Lessons learned/advice

- Create Plans A, B, and C to start process—brainstorm and retain notes from the process.

- Ask questions on how action plan can be tweaked earlier—communicate better with our Diversity Summit support team.

- Create strong on-campus team to deal with potential changes (such as faculty departure).
**GOAL #1: By September 2017, increase enrollment of females in entry level IT courses (A+ and Intro to Digital Media) from 32% (fall 2016: 9 women, 28 total) to 39% (12 women/31 total).**

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall 2015</th>
<th>Fall 2017</th>
<th>Total</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Females</td>
<td>Males</td>
<td>Total</td>
<td>Females</td>
<td>Males</td>
</tr>
<tr>
<td>A+</td>
<td>3</td>
<td>14</td>
<td>17</td>
<td>5</td>
<td>11</td>
</tr>
<tr>
<td>Digital Media</td>
<td>6</td>
<td>5</td>
<td>11</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>9 (32%)</strong></td>
<td><strong>19 (68%)</strong></td>
<td><strong>28</strong></td>
<td><strong>16 (48%)</strong></td>
<td><strong>17 (52%)</strong></td>
</tr>
</tbody>
</table>

**Dr. Laura Berry, Dr. Doug Gere and Janet McMurrin**
GOAL #2: By January 2018, increase completion of females in entry level IT (A+ and Intro to Digital Media) courses from 56% (fall 2016: 5 of 9 women earned an A, B, or C) to 75% (9 of 12 by fall 2017).

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Females</td>
<td>Males</td>
<td>Total</td>
<td>Females</td>
</tr>
<tr>
<td>A+</td>
<td>1</td>
<td>8</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>Digital Media</td>
<td>4</td>
<td>3</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td>5/9 (56%)</td>
<td>11/19 (58%)</td>
<td>16/28 (57%)</td>
<td>13/16 (81%)</td>
</tr>
</tbody>
</table>
GOAL #3: By January 2018, increase retention of females in the IT program – as evidenced by enrollment of fall cohort females in the spring semester follow-up classes Web Design I or Any follow-up Networking course – from 22% (2 of 9) to 33% (4 of 12).

<table>
<thead>
<tr>
<th>GOAL #3: Retention</th>
<th>Fall 16 - Spring 2017</th>
<th>Fall 17 - Spring 2018</th>
<th>Target</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Females</td>
<td>Males</td>
<td>Total</td>
<td>Females</td>
</tr>
<tr>
<td>Enrolled At or Dig Media</td>
<td>9</td>
<td>19</td>
<td>28</td>
<td>16</td>
</tr>
<tr>
<td>Succeeded (A/C)</td>
<td>5</td>
<td>11</td>
<td>16</td>
<td>13</td>
</tr>
<tr>
<td>Continues to Web Design I or any Networking courses in spring</td>
<td>2/9 (22%)</td>
<td>8/19 (42%)</td>
<td>10/28 (36%)</td>
<td>7/16 (44%)</td>
</tr>
</tbody>
</table>
Greatest Accomplishments

- Janet co-taught A+ class with current Networking instructor

- Creation of a Livebinder site with strategies for recruiting, retaining, and teaching for diversity

- Promotion of programs at multiple Northark recruiting events
Diversity Summit Women in IT
By: jmcmurrin

**LIVEBinder Site**

- When Women Stopped Coding
- Ada Lovelace Book (ages 5-9)
- Grace Hopper Book (ages 5-9)
- Growth of Females in Computer Science (A Mighty Girl)
- Interests/Programs/Scholarships/Careers
- Recruit Girls to Computer Science
- 7 Female Coders
- Paper Maze Programming Activity (algorithms)
- Raspberry Pi Projects Kit
- Jean Bartik and the ENIAC Women
- Grace Hopper on Letterman
- Forgotten Female Programmers
- Attracting Girls to Computer Courses (NBEA)
- Interest/Camps/Online/Scholarships
- 3X More Women in Computing
- Talking Points Young Women in IT
- Girls Who Code (classes/programs)

**Other Links**

- Symbaloo - Web Portal
- 7 Must Try Knowledge Retention Strategies for eLearning Design
- 5 Visual Design Strategies that Promote Student Retention
- 5 Digital Strategies - Retention
- Promising and Practical Strategies to increase Postsecondary Success
- Ways Faculty can Encourage Retention
- Gender Gap from Student:POV
- Got Game: Keep Girls Interested
- Grab and Keep Girls’ Interest
- Keeping Girls and Minorities in Computer Science
- Pair Programming for Retention
- 10 Strategies for Retention
- Retention Strategies for Second Year Students
- Mentoring
- Microsoft Community Projects for Women in IT

**Additional Resources**

- Socrative - games/collaboration/feedback
- Poll Everywhere - survey
- Kahoot - games/collaboration
- Padlet - survey/collaborate
- GDI - Curriculum
- Newsela - Instructional Content Platform
- ClassHook - Teach through TV & Movies
- Corporate Logo Game
- Real or Fake Photo Game
- Real or Photoshopped Game
- The Kerning Game
- The Letter Shaping Game
- The Color Game
- The Bézier Game
- Binary/Text Converter
- Byte Size Memory Tips
- Raspberry Pi Book (age 11-15)
- Girls RiseNet Resources and Lesson Ideas
- Tech Girls Project Activities & Lesson Plans
- CS Unplugged Lessons for age 5-12
- Instructional Strategies for Engaging Girls in STEM
- Strategies to Support Females in STEM
- VidCode
- Classroom Design
- Effective Pedagogies for Girls
- Strategies for Boys and Girls
WHAT’S LEFT & COMMUNICATION

- Well-designed and comprehensive outreach materials for Networking & Digital Media
- Outreach to Home-schoolers
- Campus-wide roll out and use of Livebinder site
- Communication of results to administration & faculty leaders at “Big Group” meeting
San Jacinto College

* Biggest accomplishments and successes
* Remaining action plan strategies and activities
* Advice for next “Diversity Summit” team cohort
* Plans for presenting data to administration
DIVERSITY SUMMIT MEETING

Tallahassee Community College Team
Creating the Program Advocate Liaison (PAL) position
- Visible presence and promotion of IT programs at numerous recruiting events
- Making great headway on *Digital Rail* project
- Identified target population candidates from other limited entry A.S. programs
Solidify outreach method to identified target students
Complete the equipping and launching of the Digital Rail trailer
Solidify method for tracking progress of enrolled targeted students
Develop process for identifying target population within high schools
Create marketing plan and strategies for IT summer camps
Flexibility is the key to success. Many things may not work out as planned so be ready to adjust throughout the process.
University of North Texas

* Biggest accomplishments and successes
* Remaining action plan strategies and activities
* Advice for next “Diversity Summit” team cohort
* Plans for presenting data to administration
Accomplishments

- Our IT faculty have conducted 18 high school classroom visits within our service area.
- Participated in a middle school STEM event hosting a Coding Camp
  - 53 female youth (6th-8th) attended
The Final Stretch

- Finish marketing materials
- Develop a student retention program
  - Women in CIT student organization
  - Lunch ‘n Learn series
- Capstone Virtual Internship Options
Recommendations

- Create a robust team of both faculty and student services to implement tasks
- Ensure the entire CIT department is invested in the initiatives
Q&A
Thank you!

Next quarterly meeting:
TBD pending Doodle Poll
likely April 2018

copy of this presentation will be placed
on Diversity Summit wiki page

This material is based upon work supported by the National Science Foundation under Grant No. 1205077 and 1700530. Any opinions, findings and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.