

THE NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE

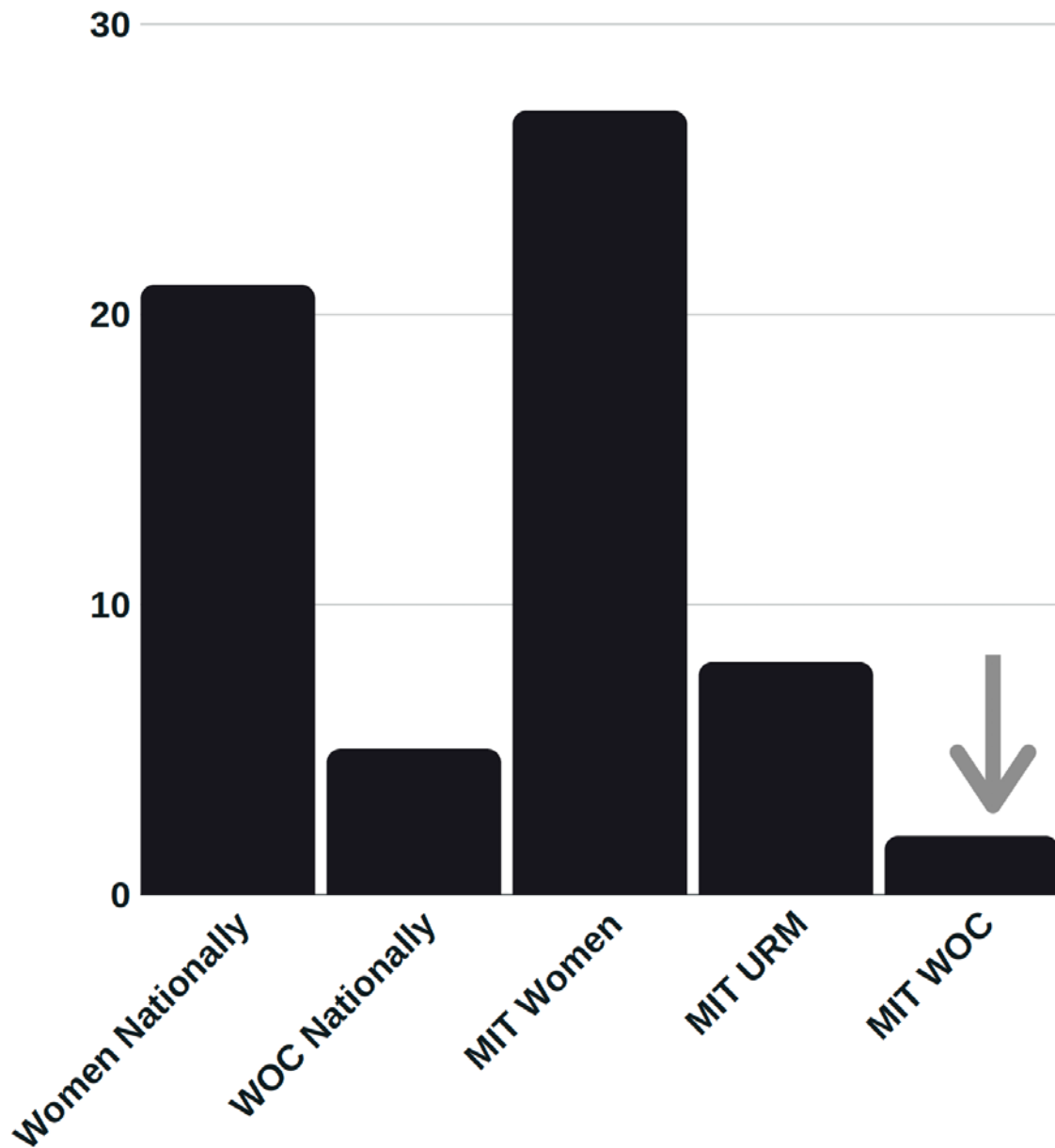
Addressing the Underrepresentation of Women of Color in Technology

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Massachusetts Institute of Technology



Doctoral Computing Statistics

(Electrical Engineering +
Computer Science)

(MIT Office of Institutional Research, 2020;
National Science Foundation, 2016)



Factors that Contribute to GWOC Success



COMMUNITY SUPPORT

- Peer Group Support (Leyva, 2016)
- "Counterspaces" = "Safe Spaces" (Ong et al., 2017)
- Faculty Mentoring and Advising (Moss-Racusin et al., 2012)

ACADEMIC + RESEARCH SUPPORT

- K-16 Exposure to Computer Science + Tech (Verma, 2010)
- Institutional Climate (Settles et al., 2007)

CAREER SUPPORT

- Career Aspirations + Goals (Cech et al., 2011)
- Career Expectations (Probert, 2015)
- Navigating Professional Environments (Good et al., 2012)

Building Blocks of Success for GWOC at MIT

RECRUITMENT

- Holistic EECS Recruitment
- Conference Recruitment



ACADEMIC PREPARATION

- MIT Summer Research Program



COMMUNITY SUPPORT + RETENTION

- Affinity Organizations
- OGE GradDiversity - Ignite Programming



CAREER SUPPORT

- Alumni of Color Mentoring Network
- Career Advising and Professional Development Office



Institutional Challenges



LACK OF REPRESENTATION

- Faculty of Color Recruitment
- GWOC Acceptance and Yield

INTERSECTIONAL RESOURCES

- Resources that separately address tenets of identity:
 - Being a woman, person of Color, graduate student in Technology



Future Implications

MIT + OTHER PARTNERSHIPS



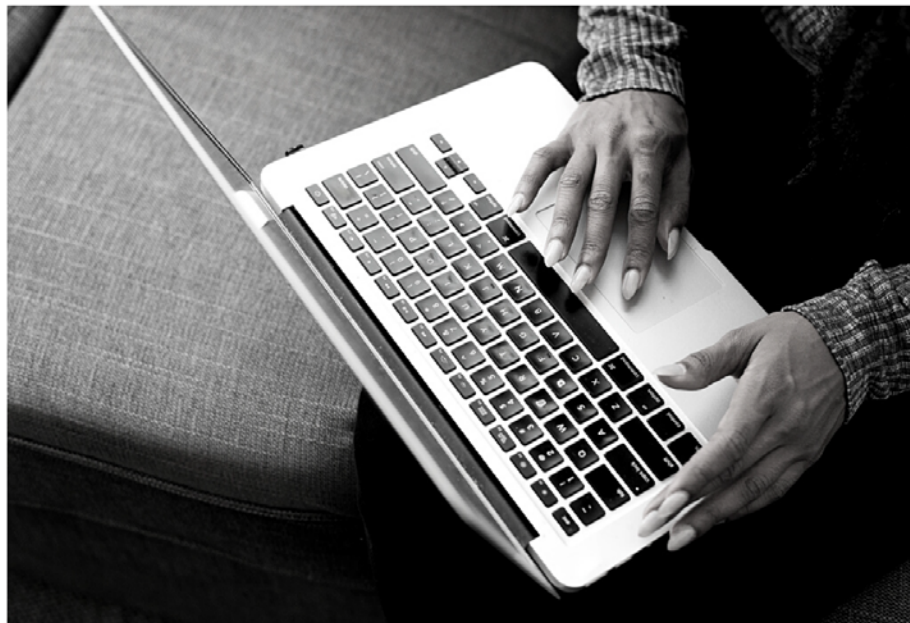
■ REFORM AT THE
INSTITUTIONAL LEVEL

■ ENGAGEMENT WITH MSIs +
PIPELINE PROGRAMS

■ DISRUPTING TRADITIONAL
SPACES + NETWORKING

"Do not let others define who you are. *Define yourself.* Do not be limited by what others expect of you, but reach confidently for the stars. "

- Dr. Shirley Jackson
(MIT Class of 1973)



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