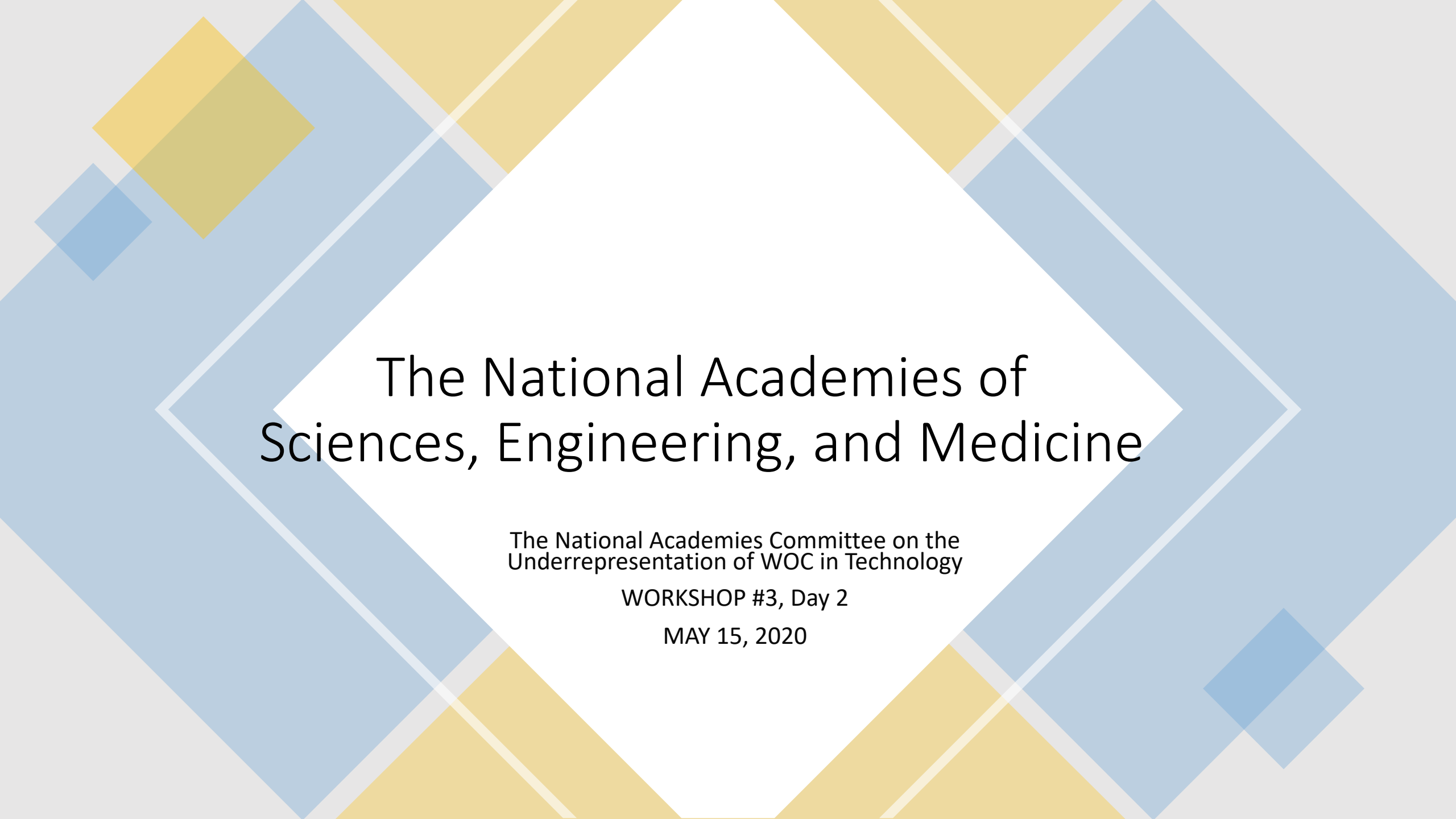




The National Academies of Sciences, Engineering, and Medicine

The National Academies Committee on the
Underrepresentation of WOC in Technology

WORKSHOP #3, Day 2

MAY 15, 2020



Welcome

Cynthia Winston-Proctor, Ph.D.

Professor

Howard University Department of Psychology

Aims

1. To recognize our team and summarize the committee study task
2. To stimulate our collective thinking about how we may transform the narrative discourse about women of color in tech

Our Team

NASEM COMMITTEE ON ADDRESSING THE UNDERREPRESENTATION OF WOMEN OF COLOR IN TECH

Committee Roster

Evelynn M. Hammonds, Ph.D.

Barbara Gutmann Rosenkrantz Professor of the History of Science,
Professor of African and African American Studies
Harvard University

Valerie Taylor, Ph.D.

Director, Mathematics and Computer Science Division
Argonne National Laboratory;
Executive Director
Center for Minorities and People with Disabilities in IT

Gilda Barabino, Ph.D.

Daniel and Frances Berg Professor, Dean of the Grove School of Engineering
The City College of New York

Sarita Brown

Co-founder and President
Excelencia in Education

Jamika D. Burge

Senior Manager
Capital One

Frances Colón

Deputy Science and Technology Adviser to the Secretary of State
U.S. Department of State

Sarah EchoHawk

Chief Executive Officer
American Indian Science and Engineering Society

Elena Fuentes-Afflick

Professor of Pediatrics
University of California, San Francisco

Ann Gates, Ph.D.

Professor and Chair, Department of Computer Science
University of Texas at El Paso

Shawndra Hill, Ph.D.

Senior Researcher
Microsoft Research, NYC

Maria (Mia) Ong, Ph.D.

Senior Research Scientist and Evaluator
TERC Communications

Manuel A. Pérez-Quiñones, Ph.D.

Professor, Department of Software & Information Systems
University of North Carolina, Charlotte

Karl W. Reid, Ph.D.

Executive Director
National Society of Black Engineers

Kimberly A. Scott, Ed.D.

Professor of Women and Gender Studies
Arizona State University

Allison Scott, Ph.D.

Chief Research Officer
Kapor Center for Social Impact

Raquel Tamez, J.D.

Chief Executive Officer
Society of Hispanic Professional Engineers

Brenda Wilkerson

President and Chief Executive Officer
AnitaB.org

Cynthia Winston-Proctor, Ph.D.

Professor of Psychology,
Howard University;
Principal, Winston Synergy, LLC

The National Academies of Sciences, Engineering, and Medicine Staff

- Rebekah Hutton
- Marquita Whiting
- Priyanka Nalamada
- Ashley Bear , Ph.D.
- Alex Helman, Ph.D.

Our Task

The National Academies Committee on the Underrepresentation of WOC in Tech: Study Task Summary

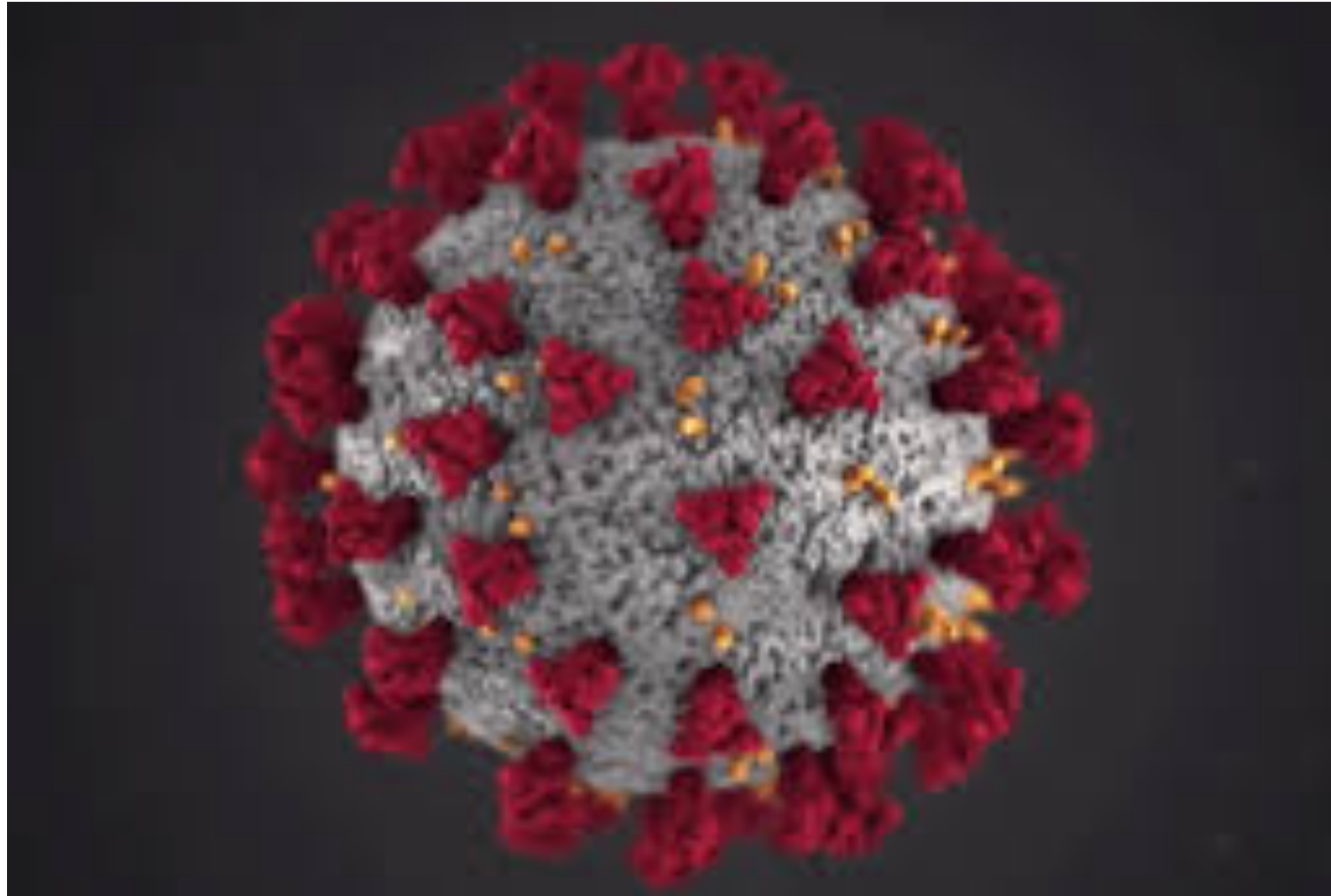
To collect a variety of forms of “evidence” to examine the strategies that improve the representation and success of women of color in technology.

Develop and broadly disseminate a consensus report that is informed by four regional workshops and other information gathered.

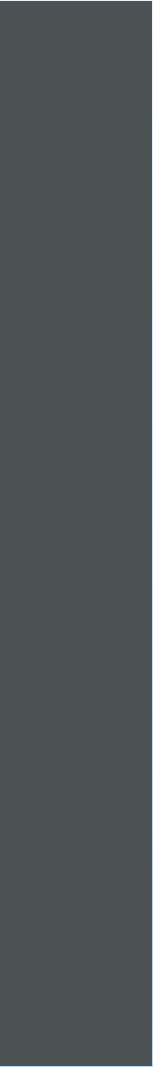
The Neuroscience of Storytelling



What is the Power of
Now?







Does Language
Matter?

Language Matters

MINORITY

MICROAGGRESSION

THE FIRST ...

THE FIRST AND ONLY

Language Matters

- Minority
- Underrepresentation
- Diversity, Equity, & Inclusion
- Diversity & Inclusion
- Organizational Culture & Climate
- The Science of Broadening Participation
- Microaggressions
- Unconscious Bias
- Intersectionality
- Discrimination
- Racism
- Sexism
- Gendered Racism

Women of Color

are...women!

Language Matters...

Professional women shoulder at least 3 x the amount of responsibility in their families (e.g. U.N. 2018; Salum, 2018; Rao, 2019)

- Childcare, elder care, transportation, cleaning ,cooking

Cardiovascular diseases: the #1 cause of death among women (American Heart Association, 2019); associated with chronic stress and obesity.

Depression: women 2 x more likely than men to experience depression (CDC, 2018)

Language Matters

Intellectual Capital

- Knowledge
- Expertise
- Creativity
- Emotional Intelligence

Cultural Wealth

- Cultural knowledge, skills, abilities, values, and contacts
- Spirituality
- Various forms of capital nurtured through cultural wealth include aspirational, navigational, social, linguistic, familial and resistant capital (Yasso, 2006)



Serving as First lady of the United States has been the greatest honor of my life....

I understood already, that I would be measured by a different yardstick.

As the only African American first lady to set foot in the White House,

I was other, almost by default.

If there was a presumed grace assigned to my white predecessors, I knew it was not likely to be the same for me.

I learned from the campaign stumbles that I had to be better, faster, smarter, and stronger than ever.

-Michelle Obama, Esq. (2018)



Welcome

Let's Go!