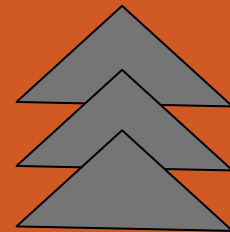


Addressing Underrepresentation of Women of Color in Tech: Perspectives of Native American Women in Computing

Andrea Delgado-Olson • 06.02.2020



Andrea Delgado-Olson



Member, Lone Band of Miwok Indians
Chair of Election Committee

Founder & Chair, Native American
Women in Computing (NAWiC)

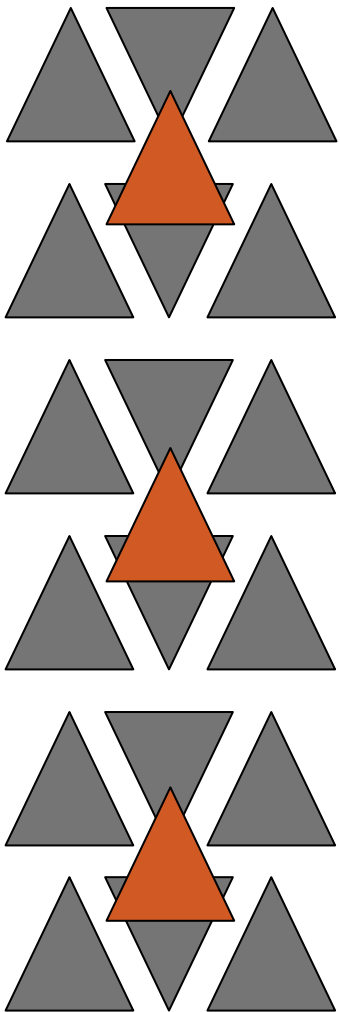
Board Member, American Indian
Science and Engineering Society

Deputy Chair, Birds of a Feather
Committee for CMD-IT Tapia
Celebration of Diversity in Computing
Conference

May 28, 1830 CE: Indian Removal Act

More than 46,000 Native Americans were forced—sometimes by the U.S. military—to abandon their homes and relocate to “Indian Territory” that eventually became the state of Oklahoma.





Sovereignty

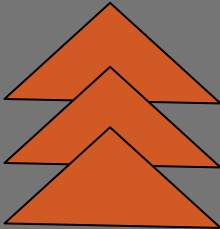
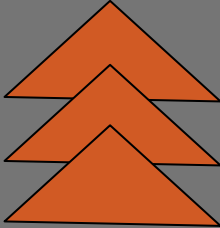
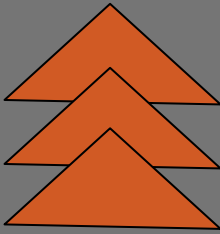
Tribal sovereignty refers to the right of American Indians and Alaska Natives to govern themselves.

However, tribes are described as "domestic dependent nations" and maintained that the federal-tribal relationship "resembles that of a ward to his guardian."

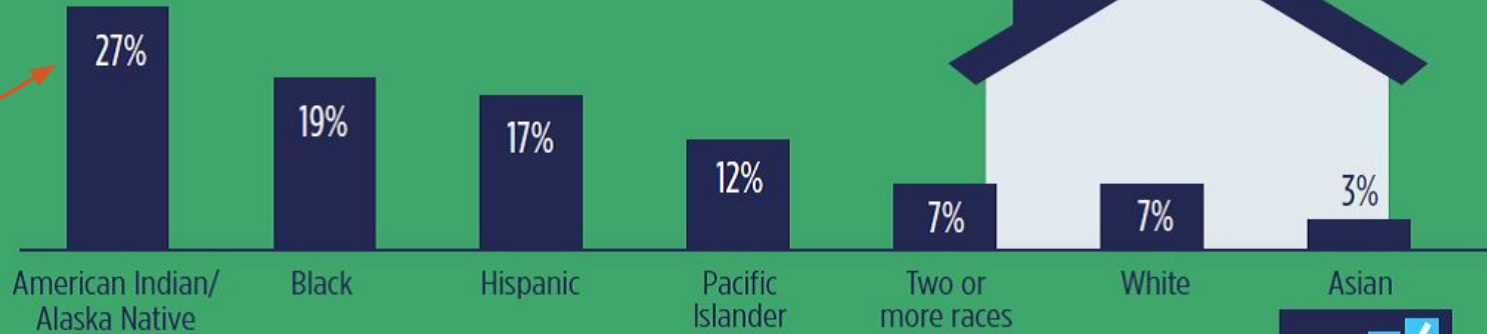
Visual of Digital Divide



David McNew/Getty Images



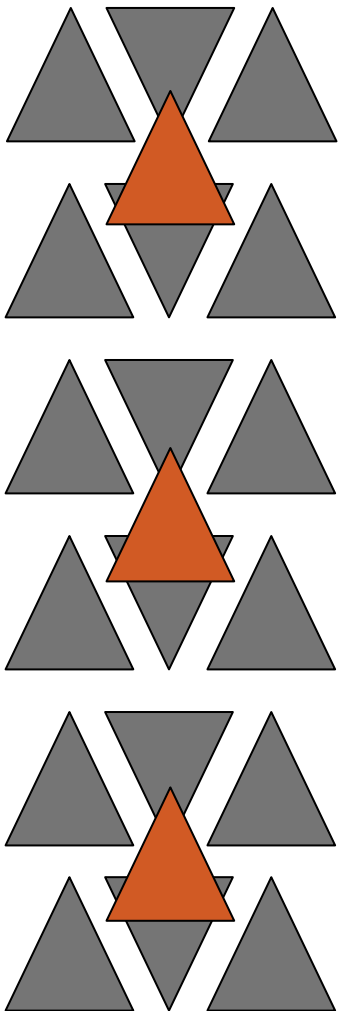
The percentage of students with either no internet access or only dial-up access at home was highest for American Indian/Alaska Native students.



#EdStats Find out more at go.usa.gov/xQaaq.



The Digital Divide: Differences in Home Internet Access¹, 2018

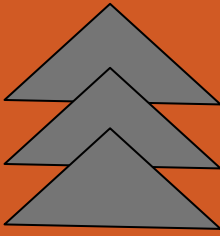


Importance of Access & Data

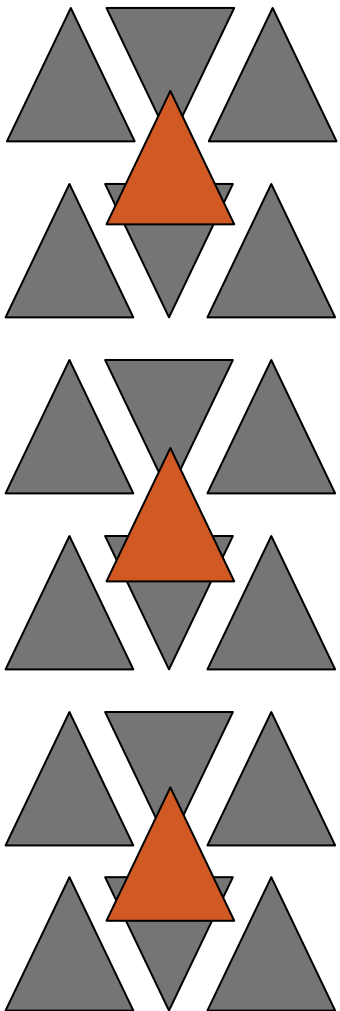
Quantitative Data

- Finding data in Indian Country is rare.
- No support to fund data collection.
- The need for data to provide services is imperative to tech.

Why a “One size fits all” approach won’t work



1. The needs of each Native Nation and their members are different.
2. Connectivity challenges differ uniquely from one another based on regions, and even within regions.
3. Jurisdictions and Authorizations differ.



Complex Challenges with Connectivity

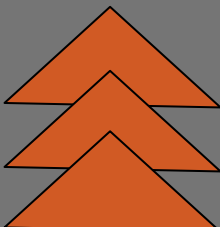
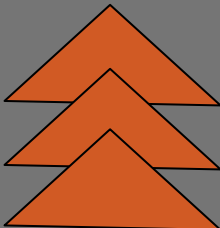
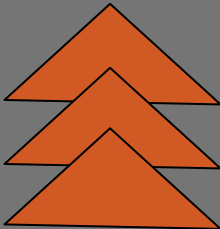
Prioritizing Access

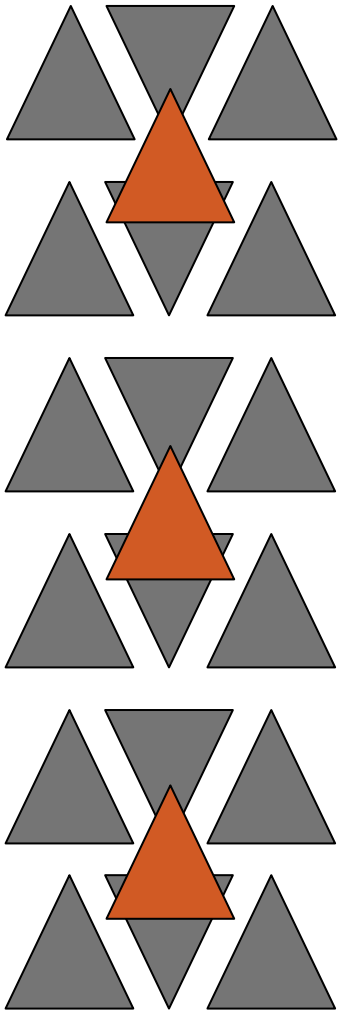
- Rural Native communities are without access to
 - Clean running water
 - Electricity
 - Healthy food/Grocery

Providing Digital Access

- Establish Infrastructure
 - Who is responsible?
 - Tribal, State, and Federal Jurisdiction conflicts
 - Reservations are not Native Owned.
-

**From Plan to Action:
Moving Forward
From Being Left
Behind**

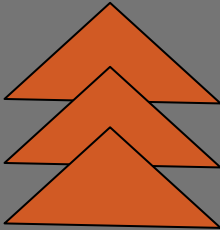
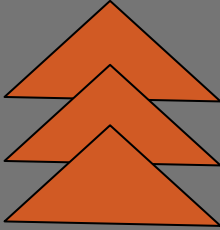
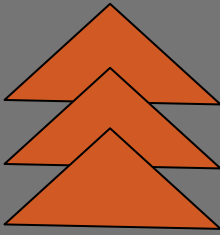




Incorporate Indigenous Perspectives

- Tap into Communities like NAWiC and NiT
 - Elevate their voices
 - Include them in your DE&I practices
 - Pay them their worth for speaking and consultations
 - Pass on your experiences to other organizations to follow and implement
 - Inclusivity in programs and products lead to better outcomes
-

Our Impact

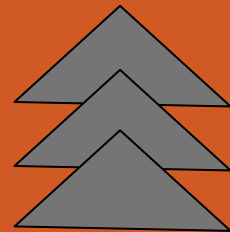




Miwok Language App



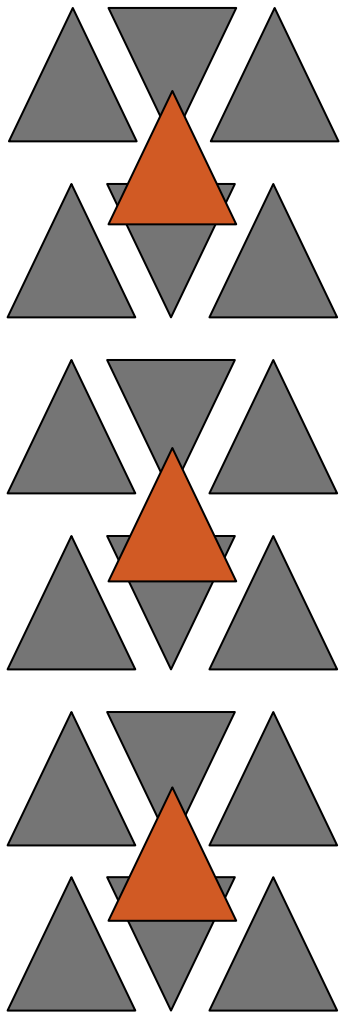
Udacity



Android Basics
Nanodegree

Multiscreen Apps





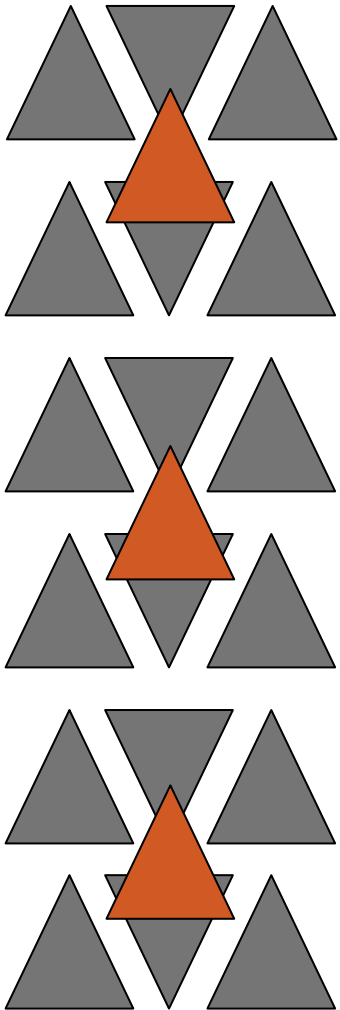
NAWiC Community

Launched in 2015 with the hopes that more Native American/American Indian/Indigenous women would connect and collaborate

Membership did not grow significantly until 2017

We curated sessions at GHC from 2016 - 2018 with a panels of all Native women with diverse technical backgrounds to discuss the importance of Native Perspectives in technology

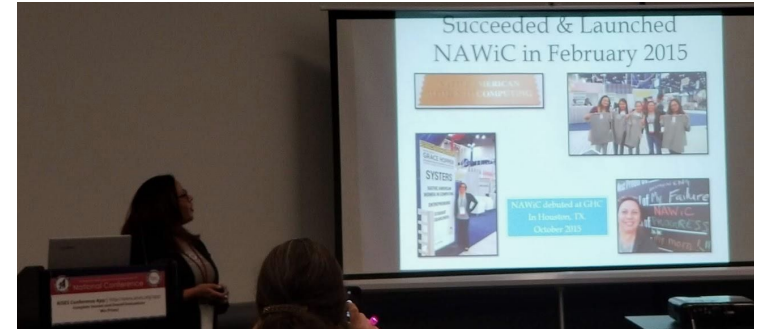
We currently have 40+ members and growing!



NAWiC Evolution

Qualitative Data

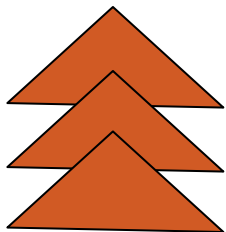
- NAWiC @ the Grace Hopper Celebration
 - 2015 to 2019
- AISES
 - National Conference
 - Regional
- Ohlone College

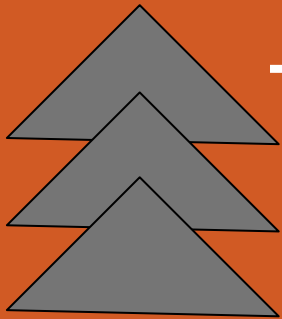


Our Impact and Growth

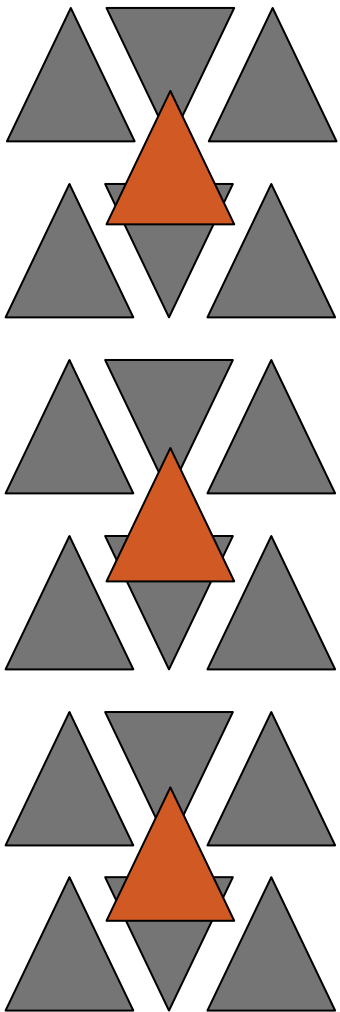


**AISES
&
GHC**
2017 -
2019





Next Steps & Recommendations



Next steps

Build Relationships & Establish Rapport

Listen to the Leaders and what their needs are for their community and how they would like to close the digital divide.

Policy Change

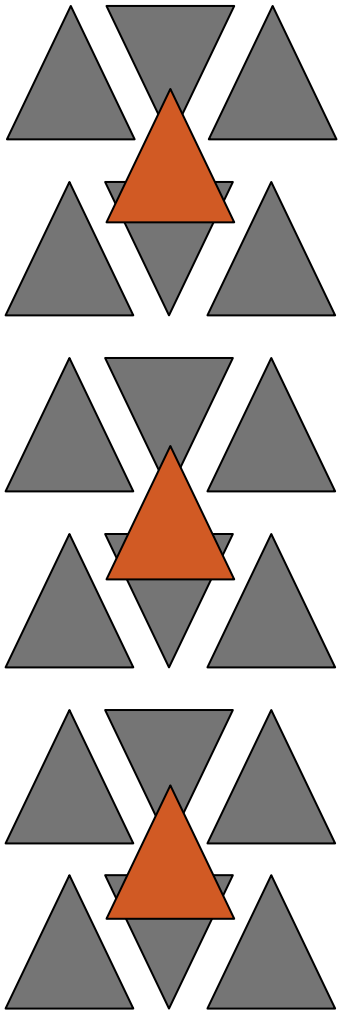
Give Tribal Governments the authority to make decisions to improve their community.

Build Trust & Work Together

Include Tribal Nations in your outreach plans from the beginning, not as an afterthought. Be intentional with your “Inclusion” practices.



Tangi Kamu
(Thank You)



Links to Resources

[Native Americans On Tribal Land Are 'The Least Connected' To High-Speed Internet](#)

[Report on Broadband Deployment in Indian Country](#)

[On Tribal Lands, Digital Divide Brings New Form Of Isolation](#)

[May 28, 1830 CE: Indian Removal Act](#)

[An Issue of Sovereignty](#)

[The Digital Divide in Indian Country](#)

[The Digital Divide: Differences in Home Internet Access](#)
