

WELCOME REMARKS: MULTIPLE PATHWAYS TO ADVANCE WOMEN OF COLOR IN TECH

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THE PIPELINE METAPHOR

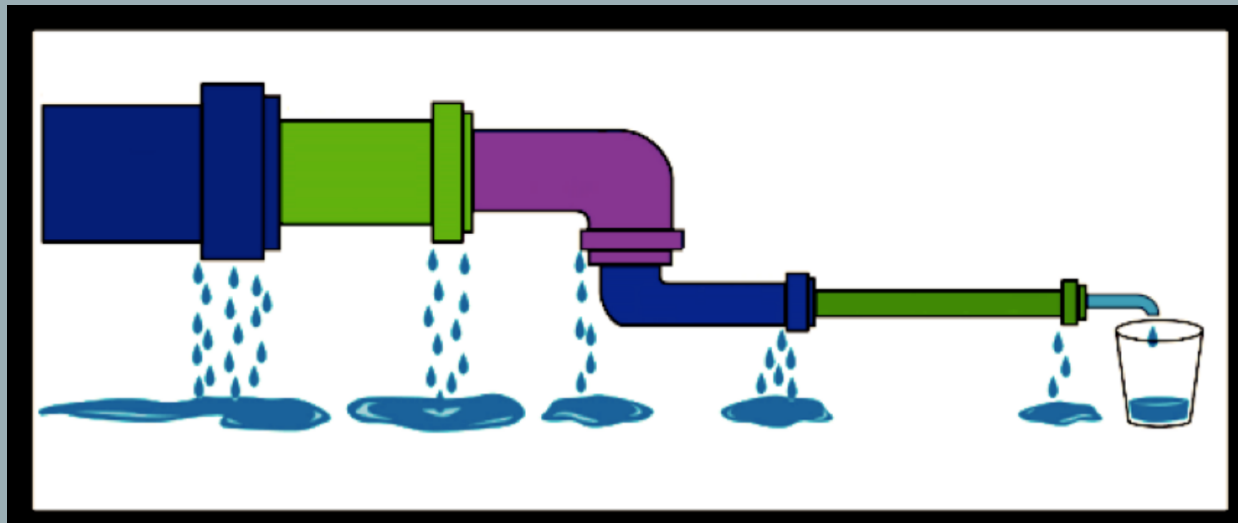


Image from: <http://www.techvision21.com/the-bachelors-to-ph-d-pipeline-is-not-leaking-women-and-underrepresented-minorities/>

THE PIPELINE METAPHOR

- emphasizes student-level characteristics
- places blame on women of color due to supposedly inherent characteristics
- implies passivity; fails to acknowledge the women's own attempts to navigate institutional environments
- minimizes the role of institutions

Sources: Malcom & Malcom, 2011; Ko, Kachchaf, Hodari, & Ong, 2014; CEOSE, 2004

PATHWAYS METAPHOR

- acknowledges wide variety of on-ramps, exits, potholes, routes, and destinations
- identifies the agency of women of color
- highlights the role of institutions in shaping outcomes in science
- acknowledges the importance of institution-specific contextual factors that support or inhibit student success

Sources: Branch, 2013; Malcom & Malcom, 2011; Reyes, 2011

WOMEN OF COLOR LEADERS IN IT

“Of interest is the fact that 43% of the participants have a nontechnical background (as represented by their degree) versus technical background. For those participants who started with educational qualifications outside of IT or technology, their undergraduate degrees were as diverse as History, English Literature, Accounting, Economics, Business Management, Psychology and Mathematics.” (p. 123).

“In addressing the shortage of talent in IT, organizations should not restrict their recruiting lens to those who are in STEM programs. Successful IT leaders can be attracted from the nontechnical fields and degree programs.” (p. 172).

Source: Skervin, 2015

WOMEN OF COLOR LEADERS IN IT: DEFINITIONS OF SUCCESS



Personal

Setting and meeting personal goals
Happiness
Making a difference in the lives of others



Professional

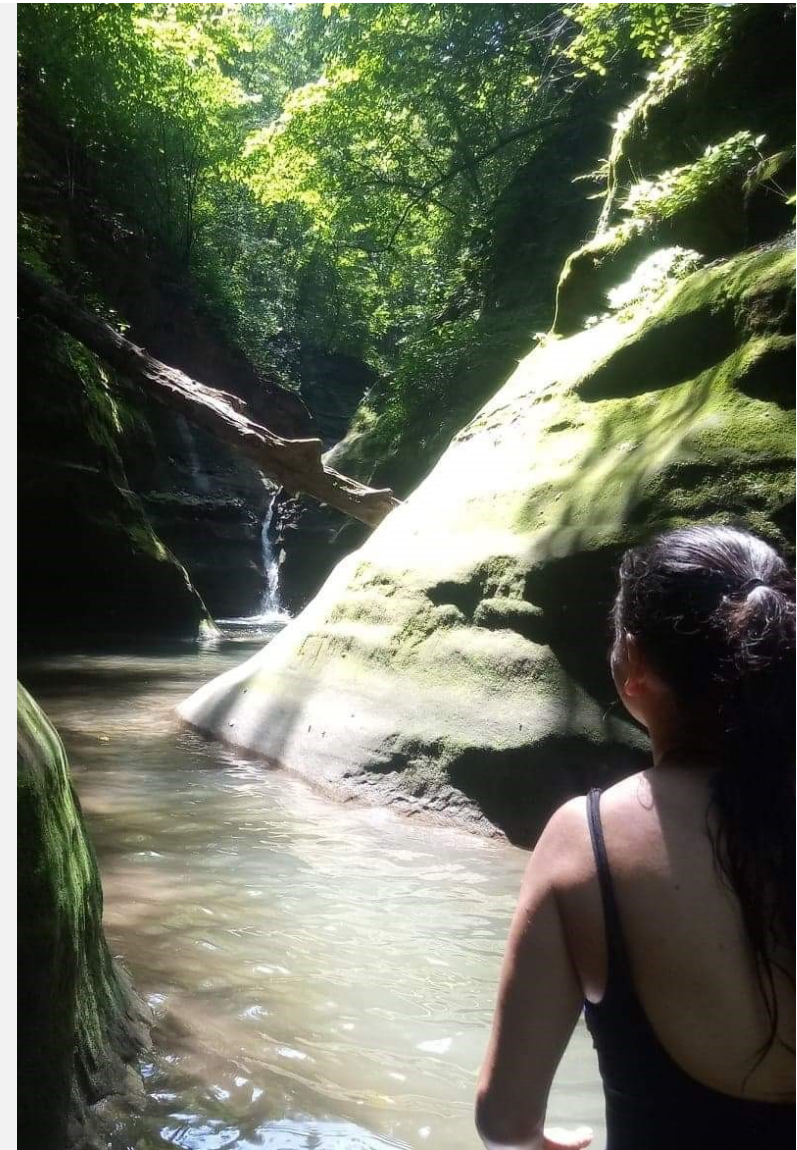
Delivering results successfully
Loving what they do
Receiving recognition through compensation

Source: Skervin, 2015

SWITCHING CAREERS

"I was working as a [world languages] teacher, and the job was way too stressful... So I started to look for different careers that I would enjoy. And I wanted to do a complete change, so I looked at salaries of different careers, and computing pays better than a lot of careers. And then I started playing around with [coding] tutorials, and I really enjoyed it, so I decided to go into the field then."

– Callie, Native American woman



WORKSHOP QUESTIONS

What are some alternative pathways for women of color into tech?

What are promising practices to recruit, retain, and advance women of color in tech careers?

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