



Retention of Women of Color Students in Tech

An MSI Perspective
Monique Ross, Ph.D.

Context matters

- Established in 1972 with approximately 5,667 students
 - 80% of the student body came from MDCC
- 2016 - FIU gained R1: Doctoral University – Very high research activity
 - Serve approximately 57,942 students
- Among the top 10 largest universities in the nation (#4)
 - Has more than 200,000 alumni



Context matters

- Largest Hispanic Serving Institution (HSI – 25 % threshold)
 - FIU – 66.9%

Vision

Florida International University will **achieve exceptional student-centered learning** and upward economic mobility, **produce meaningful research** and creative activities, and lead transformative innovations locally and globally, resulting in recognition as a Top-50 public university.

Mission

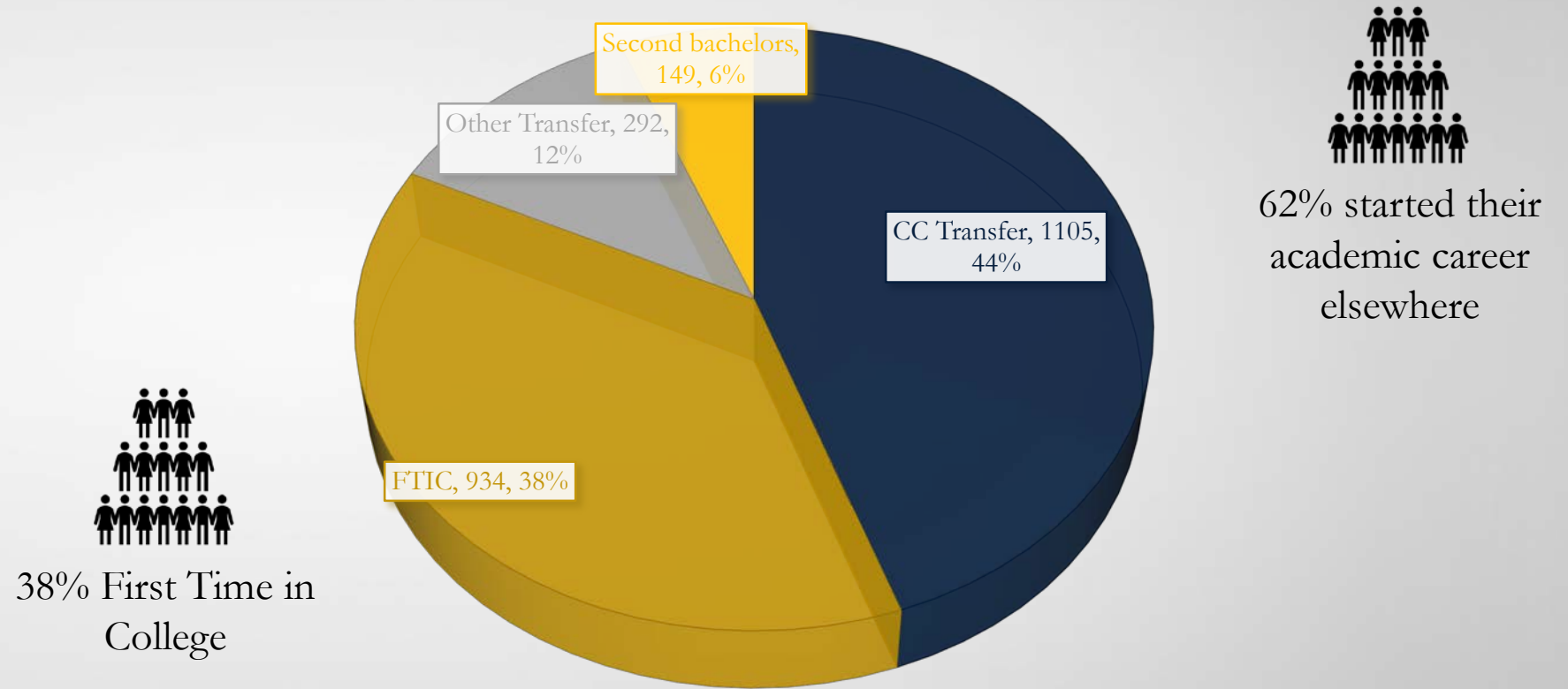
Florida International University is an urban, multi-campus, public research university serving its students and the **diverse population of South Florida**. We are committed to high-quality teaching, state-of-the-art research and creative activity, and collaborative engagement with our local and global communities.

FIU



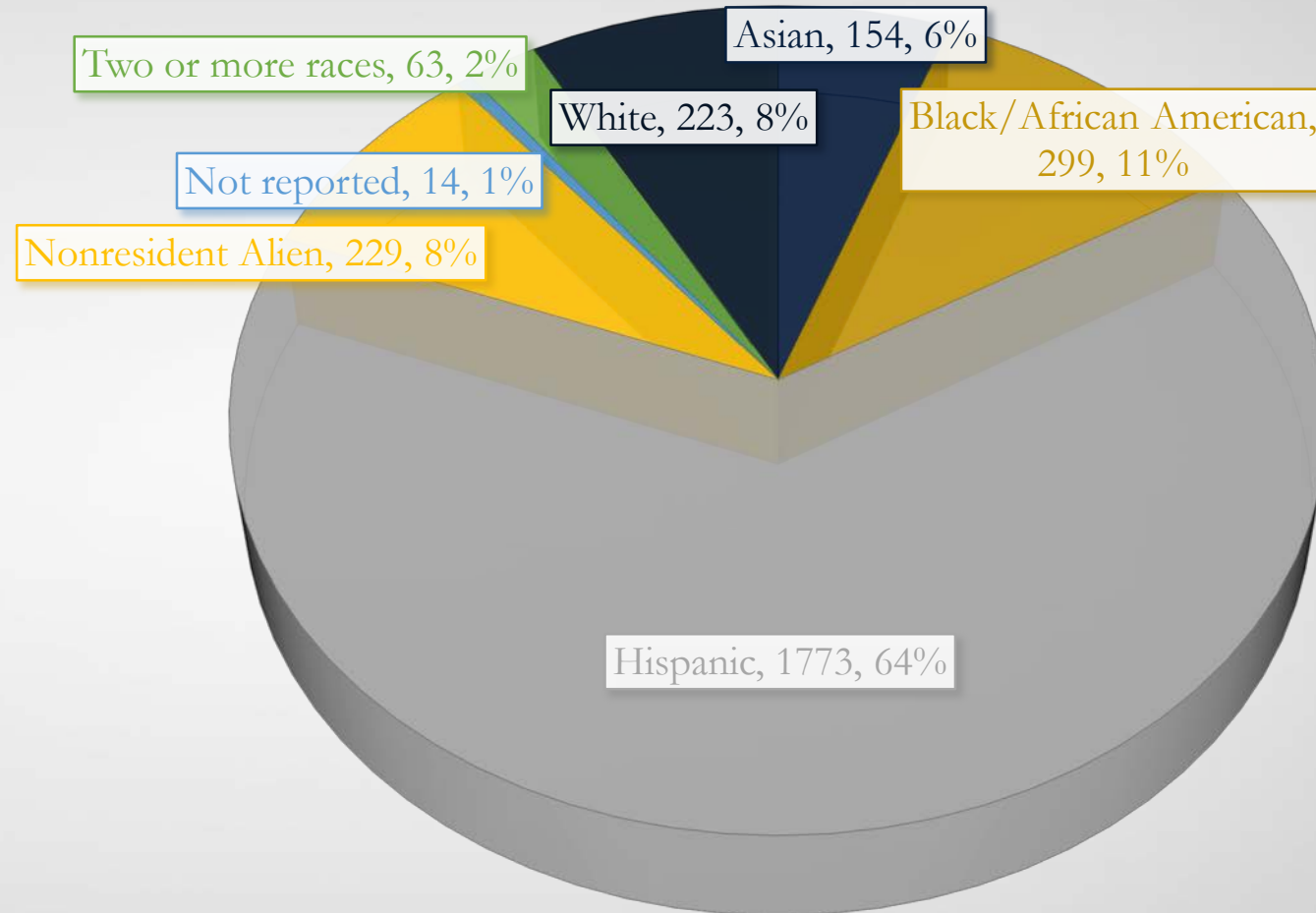
Context matters

2019-2020 UNDERGRADUATE FALL ENROLLMENT SCIS



Total SCIS Undergraduate Enrollment = 2,480

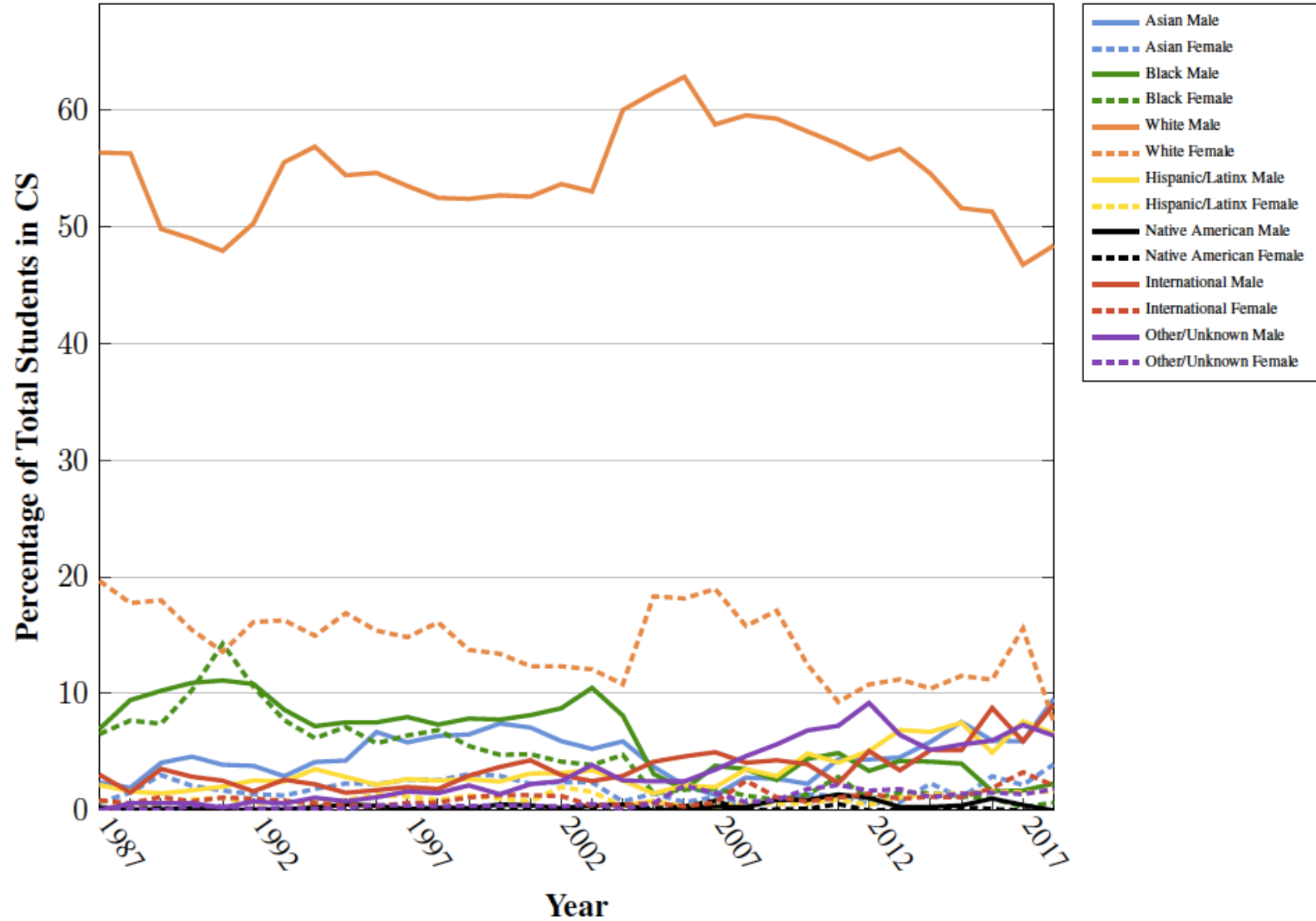
Context matters



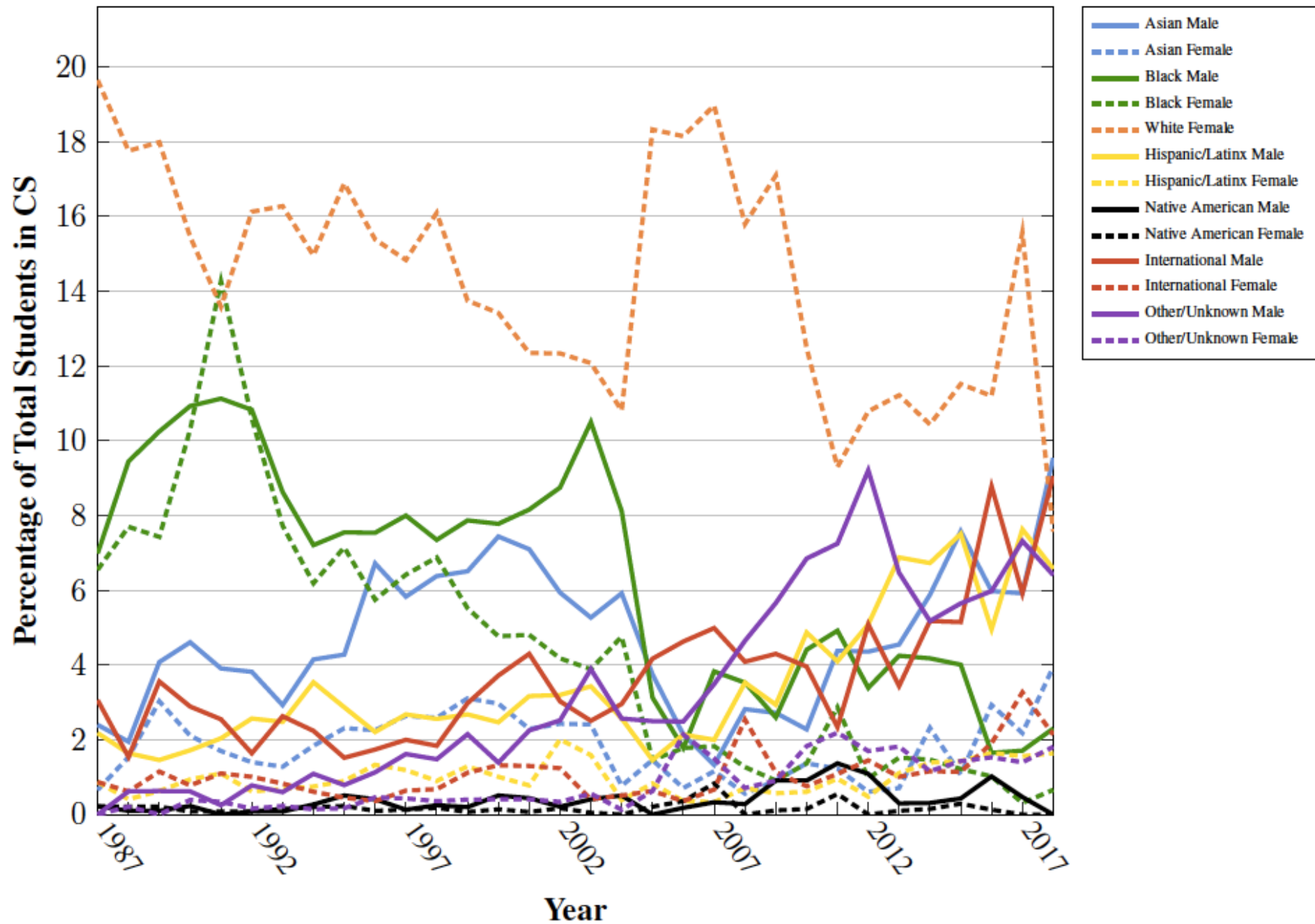
2019 UNDERGRADUATE FALL ENROLLMENT SCIS RACE/ETHNICITY

Context matters

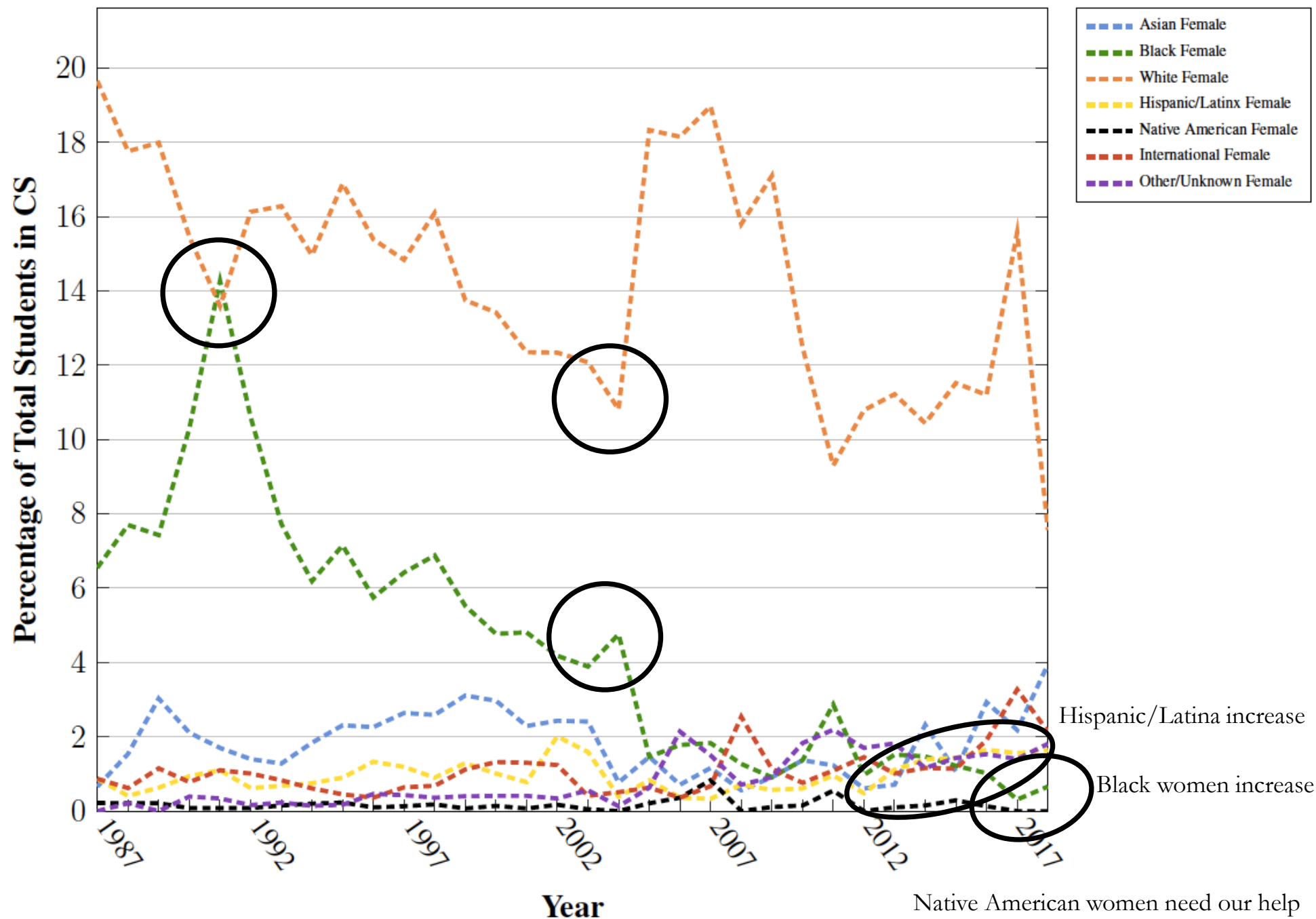




Annual Changes in CS Demographics Between 1987 to 2018; MIDFIELD database analysis

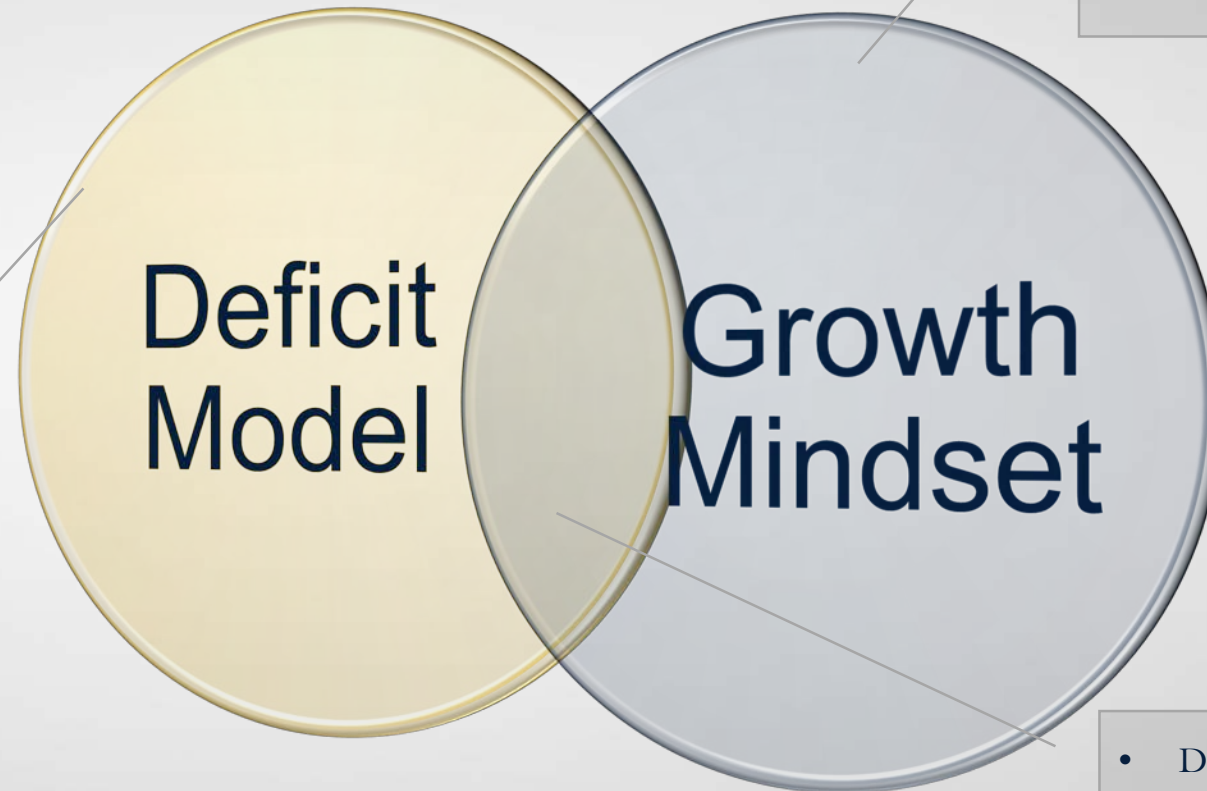


Annual Changes in CS
 Demographics Between 1987 to
 2018
 NO WHITE MEN
 MIDFIELD database analysis



Annual Changes in CS
Demographics Between
1987 to 2018
WOMEN ONLY
MIDFIELD database
analysis

State of the Literature



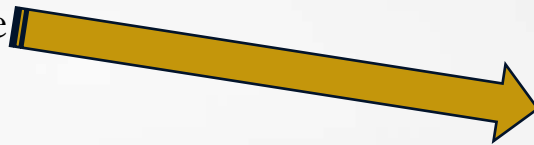
- Interest
- Confidence
- Peer networks are critical

- Demands of CS Programs
- Familial Demand
- Lack of access
- Parents predict pursuit
- Less adult support

- Digital divide
- Appeal to interdisciplinarity, social impact

CALL TO ACTION

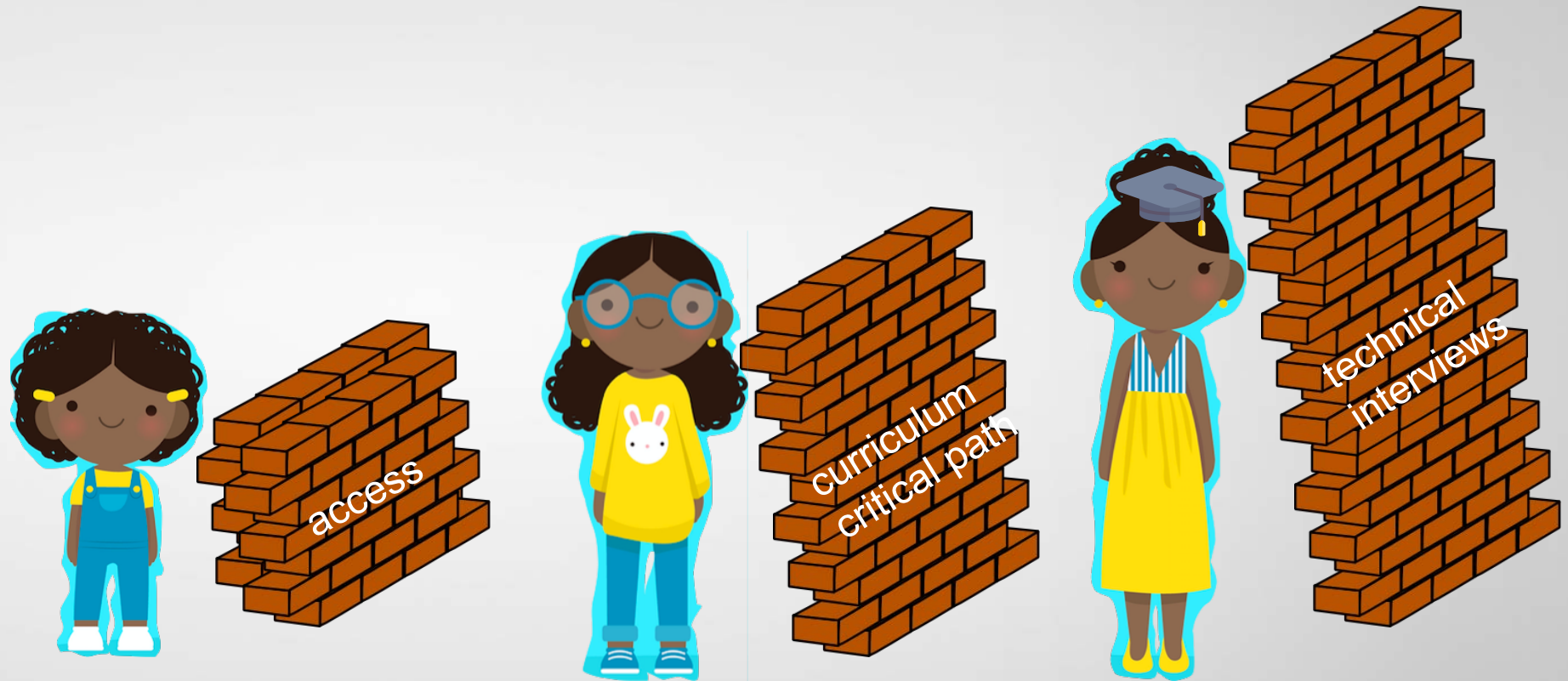
- Build the body of knowledge
- Explore what works for us (unapologetically)
 - K-12 informally and formally
 - Undergraduate
 - Graduate
 - Faculty
 - Industry
 - Quantitatively
 - Qualitatively



Undergraduate (specific)

- Build spaces for us
- Advocate for diverse hires
- Plant the seeds of support to student organizations

CALL TO ACTION



critically examine the systems and the barriers

References

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Be WorldsAhead



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