

The National Academies of **SCIENCES • ENGINEERING • MEDICINE**

POLICY AND GLOBAL AFFAIRS DIVISION
COMMITTEE ON WOMEN IN SCIENCE, ENGINEERING AND MEDICINE

COMMITTEE ON ADDRESSING THE UNDERREPRESENTATION OF WOMEN OF COLOR IN TECH **May 14-15, 2020** **Workshop #3 | Virtual Meeting**

Day 1: <https://bit.ly/3drqX9T> | Day 2: <https://bit.ly/3ciaV1Z>

Speaker Biographies

Carlotta M. Arthur, Ph.D., is Director of the Henry Luce Foundation's Clare Boothe Luce Program for Women in Science, Engineering, and Mathematics (CBL). CBL is the most significant source of private support for women in STEM higher education in the U.S., having awarded over \$200M in grants to support 2,500+ women at 200 institutions. Dr. Arthur has worked to significantly increase the number of minority-serving institutions and students of color supported by the program, and currently co-leads the development of the Luce Foundation's diversity, equity and inclusion (DEI) strategy. Carlotta also provides strategic leadership at the Foundation in identifying initiatives with the potential to transform STEM higher education, such as the National Academies of Sciences, Engineering, and Medicine's Sexual Harassment of Women study and related activities, which Luce has supported since the initial scoping workshop. Prior to joining Luce in 2012, Dr. Arthur directed the Mellon Mays Undergraduate Fellowship; Diversity Initiatives; and Historically Black Colleges and Universities and Appalachian Colleges Programs at the Andrew W. Mellon Foundation. Carlotta was the first African American woman to earn a B.S. in Metallurgical Engineering from Purdue University. Following nearly a decade in the aerospace and automotive industries, she went on to complete a Ph.D. in Clinical Psychology (Psychophysiology emphasis) at SUNY Stony Brook. Dr. Arthur was a member of the inaugural cohort of W.K. Kellogg Scholars in Health Disparities at the Harvard School of Public Health, examining psychosocial determinants of health with a focus on translation of research to policy and practice. She has also served as an Assistant Professor at Meharry Medical College, an Historically Black College in Nashville, TN; and as an Adjunct Assistant Professor at the Dartmouth Geisel School of Medicine. In addition to serving on the Council on Competitiveness, National Commission on Innovation and Competitiveness Frontiers Working Group, and the Society of Women Engineers Research Advisory Committee, Carlotta is a member of the American Psychological Association Leadership Institute for Women in Psychology Advisory Committee, and is a Licensed Psychologist.

Gilda A. Barabino, Ph.D., is the Daniel and Frances Berg Professor and Dean of The Grove School of Engineering at The City College of New York (CCNY). She holds appointments in the Departments of Biomedical Engineering and Chemical Engineering and the CUNY School of Medicine. Prior to joining CCNY, she served as Associate Chair for Graduate Studies and Professor in the Wallace H. Coulter Department of Biomedical Engineering at Georgia Tech and Emory. At Georgia Tech she also served as the inaugural Vice Provost for Academic Diversity.

Prior to her appointments at Georgia Tech and Emory, she rose to the rank of Full Professor of Chemical Engineering and served as Vice Provost for Undergraduate Education at Northeastern University. She is a noted investigator in the areas of sickle cell disease, cellular and tissue engineering, and race/ethnicity and gender in science and engineering. She is an elected member of the National Academy of Engineering (NAE) and an elected fellow of the American Association for the Advancement of Science (AAAS), the American Institute of Chemical Engineers (AIChE), the American Institute for Medical and Biological Engineering (AIMBE) and the Biomedical Engineering Society (BMES). She is Past-President of BMES and Past-President of AIMBE. Her many honors include an honorary degree from Xavier University of Louisiana, the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring and the Pierre Galetti Award, AIMBE's highest honor. Dr. Barabino is a trustee of Xavier University of Louisiana and a member of the National Science Foundation's (NSF) Advisory Committee for Engineering, the congressionally mandated Committee on Equal Opportunities in Science and Engineering and the National Academies Committee on Women in Science, Engineering, and Medicine. She has served on the National Institutes of Health's (NIH) National Advisory Dental and Craniofacial Research Council and the National Academies Committee on the Impact of Sexual Harassment in Academia. Dr. Barabino consults nationally and internationally on STEM education and research, diversity in higher education, policy, workforce development and faculty development. She is the founder and Executive Director of the National Institute for Faculty Equity. Dr. Barabino received her B.S. degree in Chemistry from Xavier University of Louisiana and her Ph.D. in Chemical Engineering from Rice University.

Kamau Bobb, Ph.D., M.S., is a national authority in STEM education. He is the founding Senior Director of the Constellations Center for Equity in Computing at Georgia Tech. He is an engineer and science and technology policy scholar whose work focuses on the relationship between equity for students and communities of color in the STEM enterprise, large educational systems, and the social and structural conditions that influence contemporary American life. He brings to his current position a wealth of experience as a former Program Officer at the National Science Foundation (NSF). At NSF he was responsible for \$30 million annually of investments targeted on improving computing and STEM education. In that role, Bobb worked at the highest levels of the federal government to help shape the national research agenda for effective means of delivering equitable and quality computational education to all students. He has worked with members of the Office of Science and Technology Policy in the Obama Administration to set the national strategy for STEM education at both post-secondary and secondary school levels. He was selected as a member of President Obama's My Brother's Keeper STEM + Entrepreneurship Taskforce to help U.S. cities craft strategies to engage young men and boys of color in the STEM landscape. Prior to his federal appointment, Bobb was the Director of the STEM Initiative for the University System of Georgia, a collaborative effort with the governor's office to improve STEM education across the 30 public institutions serving approximately 325,000 students in the state. Bobb brings to STEM education a fierce commitment to equity as an indicator of justice. He has addressed and advised numerous leading tech sector companies, universities, and k-12 schools. His writing on STEM education and culture has been featured in *The Atlantic*, *Black Enterprise*, *The Root*,

Edutopia and on the Obama White House Blog. His national and state leadership have contributed to a STEM education agenda that is more honest and reflective of contemporary social and cultural realities. Bobb holds a Ph.D. in Science and Technology Policy from Georgia Tech and M.S. and B.S. degrees in Mechanical Engineering from the University of California, Berkeley.

Sarita E. Brown is the co-founder and President of Excelencia in Education. For more than 30 years, she has worked at prominent educational institutions and at the highest levels of government to implement effective strategies to raise academic achievement and increase opportunity for low-income and students of color. She started her career at The University of Texas at Austin by building a national model promoting minority success in graduate education. Coming to the nation's capital to work for educational associations, Sarita was tapped to serve as Executive Director of the White House Initiative for Educational Excellence for Hispanic Americans under President Bill Clinton and U.S. Secretary of Education Richard Riley. She later applied her talents and experience to the not-for-profit sector. Her efforts have been recognized with the Harold G. McGraw Jr. Prize in Education, the Truman Award from the American Association for Community Colleges, the National Association of Student Personnel Administrators, the American Association of University Women and others. She has also been awarded honorary degrees from North Carolina State University, Carlos Albizu University and the University of Saint Joseph. An advocate for educational equity, Sarita currently serves on boards and advisory committees including the Editorial Projects in Education, the Center for First-generation Student Success and Excelencia in Education.

Ashley Carpenter, Ph.D., M.A., is the Program Coordinator for the University Center for Exemplary Mentoring program and Diversity Initiatives within the Office of Graduate Education at Massachusetts Institute of Technology. In these roles, she helps coordinate several initiatives that endeavor to increase the recruitment of diverse students, support student research and success, improve retention and time to degree, and create more cohesive for underrepresented and underserved communities. Within her community, Dr. Carpenter serves on the Education Board for the National Association for the Advancement of Colored People (NAACP) in Boston, and is a member of the Association for the Study of Higher Education (ASHE). Due to her efforts surrounding diversity and inclusion, she was awarded the Inaugural 2019 Commitment to Diversity award from the University of Massachusetts - Amherst, where she received her Ph.D. in Higher Education (Educational Policy). She also holds Bachelor of Arts degrees in Psychology and Sociology from the University of Missouri - Columbia, and Masters of Arts degree in American Culture Studies from Washington University - St. Louis.

Dilma Da Silva, Ph.D., is the Ford Motor Company Design II Professor at the Department of Computer Science and Engineering at Texas A&M University and Associate Dean for Faculty Success in the College of Engineering. She was Department Head for Computer Science and Engineering from 2014 to 2019. Her prior work experience includes Principal Engineer and Manager at Qualcomm Research in Santa Clara, California (2012-2014) where she led the area of mobile cloud computing; IBM T. J. Watson Research Center, in New York (2000-2012),

where she led the Advanced Operating Systems Group and was Principal Investigator of the Ireland Exascale project. Her research activities have been around scalable and adaptive system software. She received her Ph.D. in Computer Science from Georgia Tech in 1997. Dilma is an ACM Distinguished Scientist, a member of the board of CRA-WP (Computer Research Association's Committee to Widening Participation in Computing Research, formerly CRA-W), and co-founder of the Latinas in Computing group.

Dwana Franklin-Davis is the Chief Executive Officer of Reboot Representation. She is a visionary, collaborative and compelling executive leading the Tech Coalition in closing the gender gap in tech by doubling the number of Black, Latinx, and Native American women earning bachelor's degrees in computing by 2025. Dwana joined Reboot Representation after 13 years at Mastercard, where she contributed to innovative, leading-edge efforts as a senior software engineer and as a project lead before ascending to senior leadership roles. She spent five and a half years in Vice President positions and has brought immense value as a leader, mentor, decision maker, and team member. During that time, Dwana was a founding member of MasterCard's Leveraging Employees of African Decent (LEAD) Business Resource Group, serving on its steering committee from 2008 – 2011. She also acted as the St. Louis Chapter President for the Black Data Processing Associates, which is focused on enabling the upward mobility of African Americans and other underrepresented groups in technology fields, for nearly two years. Dwana has a true passion for creating diverse environments and efforts because they lead to greater innovation. Dwana holds a Bachelor of Science in Management from Purdue University, a Master's of Information Management from Washington University in St. Louis, and a Certificate in Project Management from Washington University.

Evelynn M. Hammonds, Ph.D., is the Barbara Gutmann Rosenkrantz Professor of the History of Science and Professor of African and African American Studies at Harvard University. She holds a BS in physics from Spelman College, a BEE in electrical engineering from Georgia Tech, SM in Physics from MIT and a PhD in the history of science from Harvard University. Hammonds was the first Senior Vice Provost for Faculty Development and Diversity at Harvard University (2005-2008). From 2008-2013 she served as Dean of Harvard College. Her areas of research include the histories of science, medicine and public health in the United States; race and gender in science studies; feminist theory and African American history. Hammonds work focuses on the intersection of genetic, medical and socio-political concepts of race in the United States. She is currently the director of the Project on the Study of Race & Gender in Science & Medicine at the Hutchins Center for African and African American Research at Harvard University. Prof. Hammonds is an Area Advisor for African American History, History of Science and Technology for the Online Bibliography of Oxford University Press.

Carolina Huaranca Mendoza is the Founder of 1504 Ventures, an online entrepreneurship training program with the mission of building a new generation of tech entrepreneurs. 1504 was inspired by Carolina's lived experience as a venture capitalist, tech founder, and experience building a pipeline of future female engineers. She believes technology is where future generational wealth will be created and 1504 is her response to ensuring that the Latinx community is not left behind. Prior to 1504 Ventures, Carolina was a Principal at Kapor Capital

where she focused on investing in early stage companies. She had a particular interest in investments in the future of work, future cities, and education. Carolina began her technology career as a Sales & Marketing Manager at SchoolNet; which was sold to Pearson for \$230MM. In 2012, she founded Spriggle, a marketplace that helped parents identify science and math inspired products for children ages 3-9. Carolina is a graduate of Cornell University and was awarded the Konologie MBA Fellowship at The Wharton School. As a Latina and first-generation Peruvian-American hailing from Long Island, NY, she feels strongly about ensuring that people from all backgrounds know how to navigate getting access to capital and advice. Based on her experience serving as the founding National Director of the Clubs division of Girls Who Code, where she launched 186 Clubs serving approximately 2,000 girls, she is extremely passionate about working to close the gender gap in technology. Carolina also sits on the Governing Board of Latinas in Tech and oversees the Entrepreneurship Committee.

Stephanie Lampkin, M.B.A., TEDx speaker and former downhill ski racer, has graced the cover of The Atlantic, Fortune 40 under 40, MIT Tech Review 35 under 35 and Forbes to name a few. She is the founder & CEO of Blendoor, software that mitigates unconscious bias in hiring. With a 15 year career in the tech industry founding two startups and working in technical roles at Lockheed, Microsoft, and TripAdvisor, Stephanie is now using her talents to build augmented intelligence and people analytics that help us see people better.

Ed Lazowska, Ph.D., holds the Bill & Melinda Gates Chair in the Paul G. Allen School of Computer Science & Engineering at the University of Washington, and is a Senior Data Science Fellow in the University of Washington eScience Institute. Lazowska received his A.B. from Brown University in 1972 and his Ph.D. from the University of Toronto in 1977, when he joined the University of Washington faculty. Lazowska's research and teaching concern the design, implementation, and analysis of high performance computing and communication systems, and, more recently, the techniques and technologies of data-intensive discovery. Twenty three Ph.D. students and twenty three Masters students have completed degrees working with him. (See a Ph.D. family tree as of August 2010 [here](#).) In recognition of his research accomplishments Lazowska has been elected a Member of the National Academy of Engineering (he was elected a Councillor of NAE in 2018); a Fellow of the American Academy of Arts & Sciences; a Fellow of the Association for Computing Machinery, the Institute of Electrical and Electronics Engineers, and the American Association for the Advancement of Science (he was elected to the AAAS Council in 2020); and a member of the founding class of the Washington State Academy of Sciences. In addition he has received the Vollum Award for Distinguished Accomplishment in Science and Technology from Reed College.

Bo Young Lee, M.B.A., is Chief Diversity & Inclusion Officer at Uber. Bo leads Uber's Diversity and Inclusion efforts in the company, with our stakeholders, and in the communities where we operate. Bo partners with senior leadership including its CEO, Dara Khosrowshahi, to build a work culture where radically diverse and inclusive teams drive innovation, accelerate growth, and increase connection to customers and driver-partners. This begins with building a work culture and systems where all employees have the opportunity to excel and grow to their highest potential. Prior to joining Uber, Bo was the first Global Diversity and Inclusion Officer

for the Risk and Insurance Services businesses for Marsh and McLennan Companies. Bo also launched and led Aon/Hewitt Associates' Global Emerging Workforce Solutions consulting practice and held diversity leadership roles at Ernst & Young and National Grid. Bo also served as a Director of Advisory Services at Catalyst, the leading non-profit focused on the advancement of women in business. As a consultant and thought leader, Bo has enabled dozens of clients to achieve their diversity & inclusion goals. Past clients include Marriott International, Northern Trust, John Deere, Allstate, Booz & Co., Discover, Aon, Human Rights Campaign, and McKesson. Bo has an MBA with distinction from New York University's Stern School of Business and a BBA magna cum laude from the University of Michigan's Ross School of Business. She is a frequently sought after speaker and has been featured in The Wall Street Journal, The Huffington Post, MSNBC, Business Insurance, and other media outlets and conferences. She lives in New York City with her husband, daughters, Annabelle and Beatrice, and Betty the dog.

Cherri M. Pancake, Ph.D., is President of the Association for Computing Machinery (ACM.org) and Director of the Northwest Alliance for Computational Research. She recently retired as Professor of Electrical Engineering & Computer Science and Intel Faculty Fellow at Oregon State University. Her background combines in environmental design and anthropology with computer engineering. Pancake conducted much of the seminal work identifying how the needs of scientists differ from computer science and business communities. Over a period of 25 years, she served as PI or coPI on research grants totaling over \$160 million from industry, not-for-profits, NSF, and US Depts of Agriculture, Commerce, Defense, Education, Energy, and Interior. The user-centered design methods she developed were reflected in software products from Hewlett Packard, Convex, Intel, IBM, and Tektronix. Her current focus is software systems to help resource managers access and analyze complex research data more effectively so their decisions can be science-based. A Fellow of ACM and IEEE, Pancake was the founding chair of SIGHPC, ACM's Special Interest Group on High Performance Computing.

Fay Cobb Payton, Ph.D., is a Program Director at the National Science Foundation (NSF) in the Division of Computer and Network Systems. At the NSF, she is working with a group of leaders on programs involving Computer Science for All, Broadening Participation in Tech/STEM, Smart and Connected Health, Ethics in Computing and others. She is also a Full Professor (with Tenure) of Information Technology/Systems at North Carolina State University and was named a University Faculty Scholar for her leadership in turning research into solutions to society's most pressing issues. She is a workshop facilitator, speaker and consultant. She received the 2017 PhD Project Hall of Fame and 2013 National Coalition of Women in Information Technology (NCWIT) Undergraduate Mentoring Awards. As an American Council on Education Fellow, she worked on issues of academic review, interdisciplinary graduate research and education, and institutional economic and community impact. She serves as a member of the NC State University Women in Science & Engineering Advisory Committee and was a consultant evaluating STEM living and learning models across U.S. institutions. The National Science Foundation, National Institutes of Health, AT&T, Kenan Institute and others have supported Dr. Payton's research and teaching. She was a National Institute of Environmental Health Sciences Fellow where she worked on data management, technology

and communications strategies for a health disparities study. She was awarded a SAS Institute Fellow for her work in analytics and teaching in the IS/IT classroom, and as received two NC State University Alumni Extension Awards. She is a former member of the IEEE Medical Technology Policy Committee. Dr. Payton has worked in an advisory and/or volunteer capacity with the Information Systems Doctoral Student Association, Wake County Public School Systems and the City of Raleigh. She is often the speaker or panelist for corporate career development and leadership programs, and serves as a consultant for leadership development programs for current mid-level corporate African Americans in IT careers. She has appeared on CBS Radio Network, Sunrise America, Financial Review and others to discuss tech inclusion and under-representation. She earned a Ph.D. in Information & Decision Systems (with a specialty in Health Care Systems) from Case Western Reserve University. Prior to joining academe, she worked in corporate IT and consulting at IBM, Ernst & Young/Cap Gemini and Time, Inc. Dr. Payton was featured and/or cited in several media outlets (Ageism, Hidden Figures, MyHealthImpact, HealthCare IT, etc.) for her mentoring work and inclusion in the tech.

Timothy M. Pinkston, Ph.D., M.S., is a Professor and George Pflieger Chair in Electrical and Computer Engineering at the University of Southern California (USC). He also is the Vice Dean for Faculty Affairs in the USC Viterbi School of Engineering. He earned a B.S.E.E. degree from The Ohio State University in 1985, and he earned M.S. and Ph.D. degrees in Electrical Engineering from Stanford University in 1986 and 1993, respectively. Prior to joining USC in 1993, he was a Member of Technical Staff at Bell Laboratories, a Hughes Doctoral Fellow at Hughes Research Laboratory, and a visiting researcher at IBM T. J. Watson Research Laboratory. He founded the SMART Interconnects Group at USC where he conducts research on computer systems architecture. He has received prominent national awards, including the NSF Minority Research Initiation Award and NSF CAREER Award, and he is the proud recipient of a Distinguished Alumnus Award from The Ohio State University's College of Engineering and Minority Engineering Program. He served three years (2005-2008) as an NSF Program Director in the Computer Information Science and Engineering (CISE) Directorate, serving the last year of his stint as the inaugural Lead Program Director for the newly established Expeditions in Computing Program. Dr. Pinkston is a Fellow of the ACM and a Fellow of the IEEE.

Denise Peck, M.B.A., is passionate about helping Asian professionals to reach their aspirational career goals through mentoring, executive coaching, public speaking, and publishing research on the Asian glass ceiling. She spent her long career in multi-functional areas in executive positions at Sun Microsystems and Cisco. Currently, as Executive Advisor to Ascend, Denise develops and facilitates leadership workshops for professionals and managers to prepare them for senior leadership positions. She co-authored several papers which detailed the leadership gaps for ethnic minorities in Silicon Valley companies. She holds a BA in Economics from U.C. Berkeley, and an MBA from Stanford University.

Melonie Parker, M.A., is the Chief Diversity Office and Director of Employee Engagement. Melonie has an extensive HR background spanning ~20 years. In her 2 1/2 years at Google, she

has been a People Partner and Director of Diversity, Equity and Inclusion. Prior to joining Google served as the Vice President of Human Resources & Communications at Sandia National Laboratories and also spent 17 years in a variety of Lockheed Martin business areas, locations, and progressive leadership roles that touched on employee relations, staffing, EEO/Affirmative Action, diversity programs, compensation, benefits, and K-12 outreach initiatives. Melonie Parker received a B.A. in Mass Communications from Hampton University and an M.A. in Human Resources from Villanova University.

Manuel A. Pérez-Quñones, D.Sc., is Professor in the Department of Software and Information Systems and Associate Dean of the College of Computing and Informatics at the University of North Carolina, Charlotte. His research interests include personal information management, human-computer interaction, user interface software, and educational/cultural/diversity issues in computing. He is a member of the Coalition to Diversify Computing, a joint organization of the ACM and CRA that seeks to increase the diversity in computing research, academia, and industry. He holds a DSc from The George Washington University and a BA & MS from Ball State University. He has published over 100 refereed articles and co-authored several book chapters. He is an NSF CAREER Awardee. He has worked at Virginia Tech (15 years), University of Puerto Rico-Mayaguez (4 years), Visiting Professor at the US Naval Academy, and Computer Scientist at the Naval Research Lab (6 years). He is originally from San Juan, Puerto Rico.

Karl W. Reid, Ph.D., was named executive director of the National Society of Black Engineers (NSBE) on June 2, 2014, marking his return to the organization that gave him his first major leadership experience, 32 years earlier. For the past 22 years, he's been a leading advocate for increasing college access, opportunity and success for low-income and minority youth. Dr. Reid came to NSBE from the United Negro College Fund (UNCF), where he oversaw new program development, research and capacity building for the organization's 37 historically black colleges and universities and held the title of senior vice president for research, innovation and member college engagement. Before his service at UNCF, he worked in positions of progressive responsibility to increase diversity at his alma mater, the Massachusetts Institute of Technology (MIT), which he left as associate dean of undergraduate education and director of the Office of Minority Education. While working at MIT as director of Engineering Outreach Programs, Dr. Reid earned his Doctor of Education degree at Harvard University. After graduating from MIT, Dr. Reid worked in the computer industry for 12 years, in product management, marketing, sales and consulting. Dr. Reid sits on the DC STEM Council, the Dean's Advisory Cabinet of the Harvard University School of Engineering and Applied Sciences, and the Dean's Advisory Council for Diversity, Equity and Inclusion at the University of Michigan College of Engineering. Dr. Reid is now supporting NSBE's National Executive Board and the Society's 25,000 active members in reaching the main goal of NSBE's 10-year Strategic Plan: to partner with educational institutions to end the underrepresentation of blacks in engineering in the U.S. by producing 10,000 black engineers annually in the country, by 2025.

Beena Sukumaran, Ph.D., M.S., B.Tech., Professor of Civil and Environmental Engineering, has been on the faculty at Rowan University since 1998 and is currently serving as Vice President

for Research. On August 1, she will be joining Miami University as Dean of the College of Engineering and Computing. She also served as President's Fellow for Diversity and Inclusion at Rowan University from 2017-2018. In this capacity, she took a comprehensive look at Rowan University's efforts to provide an inclusive environment for students, staff and faculty, which ensures equity. She served as Department Chair and then Department Head of the Department of Civil and Environmental Engineering from 2010 to 2017. She was PI for an NSF Revolutionizing Engineering and Computer Science Department (RED) grant titled Revolutionizing Engineering Diversity (RevED). The RevED grant is looking at strategies to grow representation of women, underserved groups and ethnic/racial minorities in Rowan University's Civil and Environmental Engineering Department and all Engineering departments, while at the same time enhancing inclusion through curriculum design, teaching and learning. She has also been involved in various outreach activities to recruit more ethnic/racial minorities, women and underserved groups into engineering. She served as the Division Chair of the Women in Engineering Division of ASEE. She is also the co-organizer of the Collaborative Network for Engineering and Computing Diversity (ConECD) conference since its inception in 2018. She was the recipient of the 2011 New Jersey ASCE Educator of the Year award, the 2013 Distinguished Engineering Award from the New Jersey Alliance for Action, the 2016 New Jersey Department of Transportation Research Implementation Award and featured in NJ.com in 2020 as one of 8 N.J. women whose fearless stories you should know for International Women's Day.

Rocio van Nierop is Cofounder and Executive Director of Latinas in Tech, a powerful non-profit organization dedicated to empowering and connecting Latinas in the Technology Industry. Latinas in Tech is a non-profit organization with the mission to connect, support, and empower Latina women working in technology and a vision to achieve a fair representation in leadership positions. The organization comprises more than 9,000 women working at more than 100 of the top technology companies. The group began in Silicon Valley in 2014 and has since then expanded to 9 other cities: Austin, Mexico City, Sacramento, Los Angeles, New York City, Miami, Washington DC, Chicago, Boston, and Atlanta. Rocio was previously Director of Product Marketing at Prezi, launched and led Prezi's operations in Latin America, and has worked in technology for the last 15 years.

Cynthia Winston-Proctor, Ph.D., Professor of Psychology at Howard University, is a widely respected and accomplished narrative personality psychologist. She has also held appointments as a Howard Hughes Medical Institute Research Professor at Brown University, Director of Internship and Fellowship Programs at the Congressional Black Caucus Foundation, Director of the National Science Foundation Alliance for Graduate Education and the Professoriate at Howard University, a Visiting Scholar at the University of Michigan, and a Visiting Scholar at the Chicago School of Professional Psychology. Dr. Winston-Proctor earned her Bachelor of Science degree in psychology from Howard University and her Ph.D. in psychology and education from the University of Michigan. Dr. Winston-Proctor draws on multiple disciplines of psychology such as personality psychology, cultural psychology, developmental science, cognitive psychology, educational psychology, and neuropsychology to explore the role of narrative processing and autobiographical reasoning in the development of

narrative identity and success across the life course. Building on her extensive interdisciplinary research and organizational development consulting, Dr. Winston-Proctor created Life Synergy™, a new narrative personality model to promote narrative reconstruction practices, psychological fulfillment, and well-being within the daily lives of professional women who have too many competing demands on their time and mental energy. Dr. Winston-Proctor received the National Science Foundation's Early Career Award, the foundation's most prestigious award for early career scientists. She has been awarded over twelve million dollars of federal and private foundation funding in support of her research, which has been published in numerous academic journals and books. In addition, Dr. Winston-Proctor recently co-authored the book, Behavioral Cybersecurity: Applications of Personality Psychology and Computer Science. Dr. Winston-Proctor's national leadership and professional service are extensive and include the following: President, the Society of STEM Women of Color; Co-Principal Investigator, HU ADVANCE-IT; Committee Member, the National Academies of Science, Engineering, and Medicine Committee on Women of Color in Technology; Director, Board of Directors of the Alfred Harcourt Foundation; Elected Member, the Society of Personology; Editorial Board Member, Qualitative Psychology published by the American Psychological Association; and Executive Committee Member, Society for Qualitative Inquiry in Psychology within Division 5 of the American Psychological Association.

Renee Wittemyer, Ph.D., M.P.A., is the Director of Program Strategy and Investments for Pivotal Ventures, an investment and incubation company created by Melinda Gates to advance social progress for women and families in the United States. Renee leads the development and execution of innovation-focused investments and partnerships in areas ranging from women and tech, caregiving solutions to adolescent mental health. Prior to joining Pivotal Ventures, Renee held multiple leadership positions at Intel, including her roles as Director of Social Innovation and Director of Strategy and Research, spearheading the company's \$300 million Global Diversity and Inclusion effort and Director of Social Innovation. Renee also worked as a research scientist in Intel Research Labs and Microsoft Research Labs. For her work on gender and technology, Renee has been awarded the "GemTech Global Achiever Award" by UN Women. Renee holds a PhD in development studies from the University of California, Berkeley and a Master's degree in Public Affairs from Princeton University's Woodrow Wilson School.