

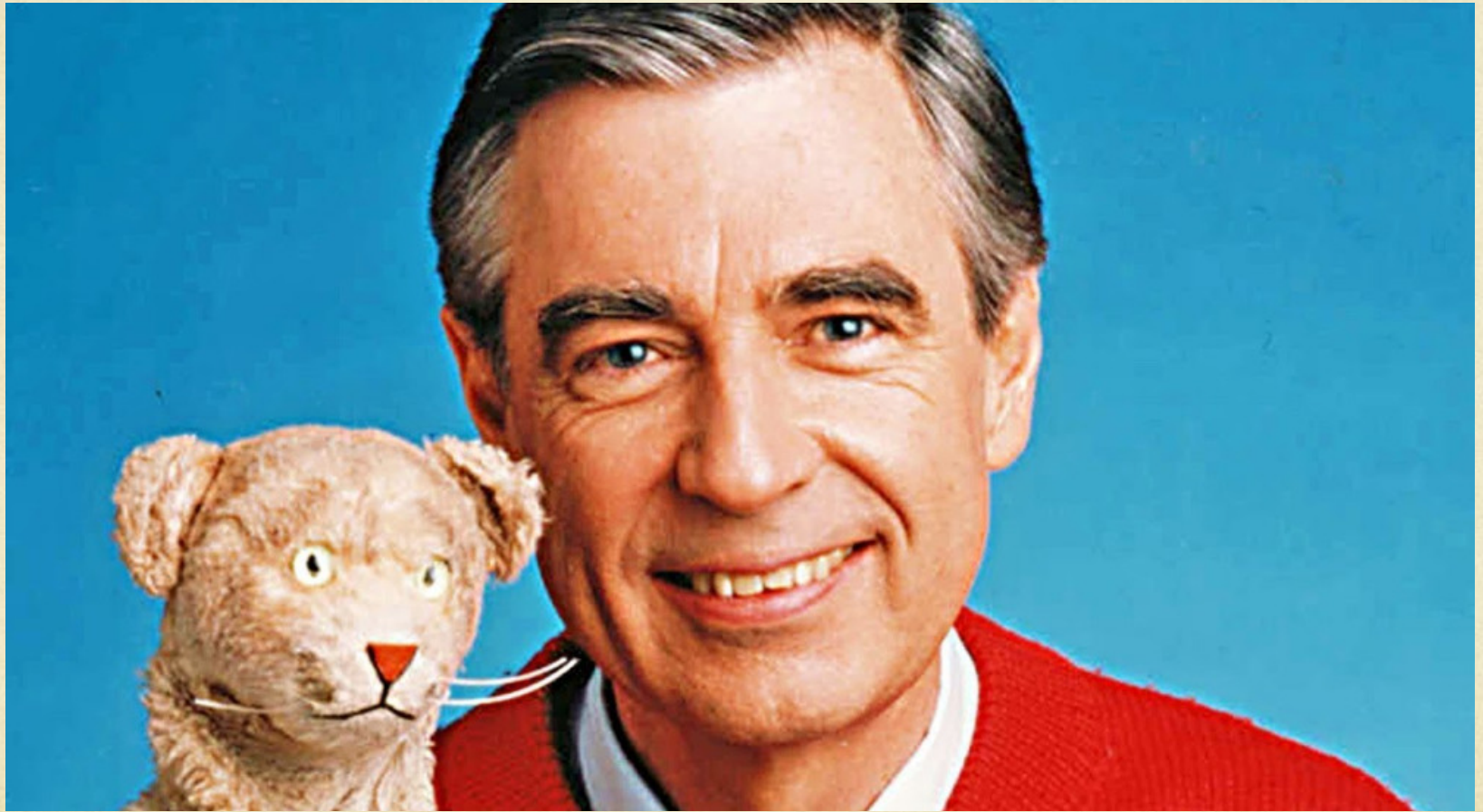
Property of A. Nicki Washington, Ph.D.

Look for the Helpers

Creating and Maintaining a Culture of Allyship in Computing+Tech

A. Nicki Washington, Ph.D.

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Source: Variety

Mister Rogers

- *“My mother used to say a long time ago, whenever there would be any...catastrophe that was in the movies or on the air, she would say ‘Always look for the helpers. There will always be helpers, just on the sidelines’...because if you look for the helpers, you’ll know that there’s hope.”*

Source: Television Academy Foundation

Imagine if...

- **Case 1:** Woman (Black) rejected as finalist for job because “not Googley enough.”
- **Case 2:** Woman (Black) denied promotion to full professor because subset of students complained she’s “rude, mean, disrespectful, and should smile more.”
- **Case 3:** Woman (Black) denied promotion because coworkers complain she’s “hard to work with and aggressive.”

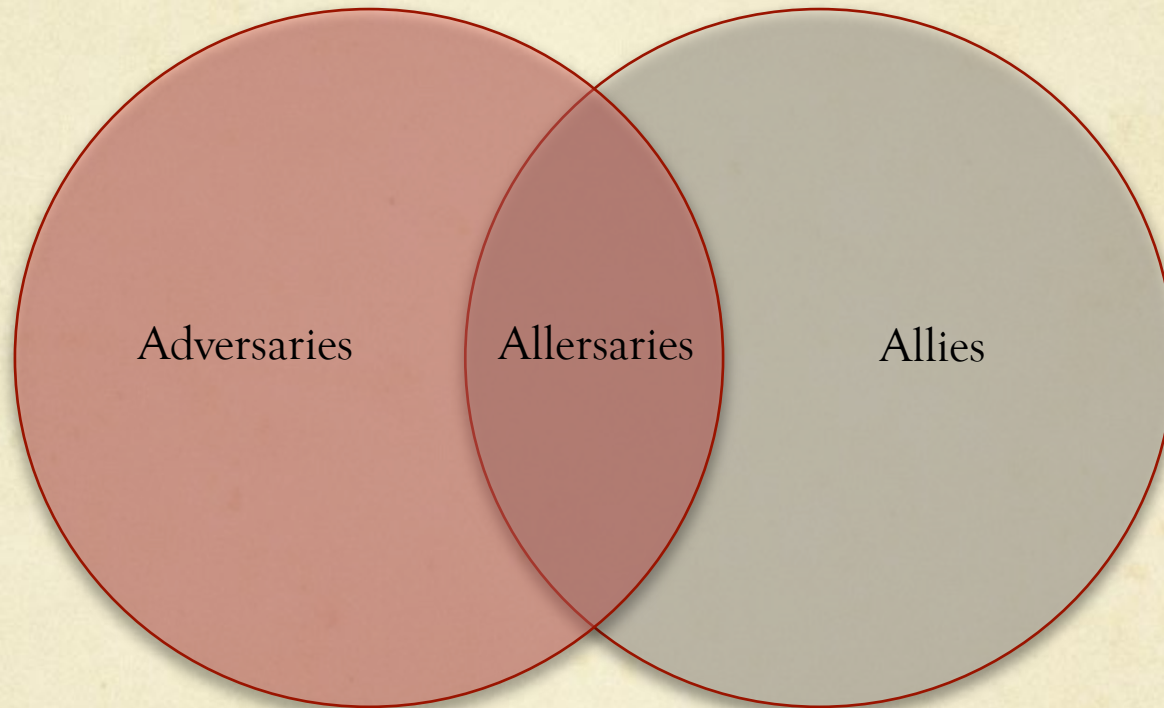
What's the common denominator?

- Black
- Women
- Computer scientists
- Confidence and content knowledge mastery
- Career trajectory denied/stagnated
 - Based on feedback from those in the majority
 - Negative comments unrelated to ability to perform

How do you see Black women?



Allies vs. Adversaries



Allersary

noun

A person who believes that he/she is an ally, but has toxic traits and beliefs that qualify as adversarial...just not as adversarial as others.

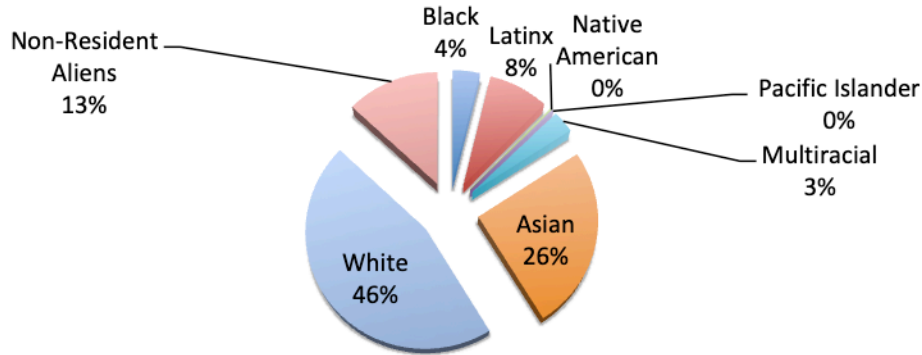
“She asserted that she was an ally in computing+tech, because she supports increasing representation of historically disenfranchised groups. However, her refusal to acknowledge her microaggressions demonstrated that she was really an allersary.”

Why does this matter? We're doing our part!!

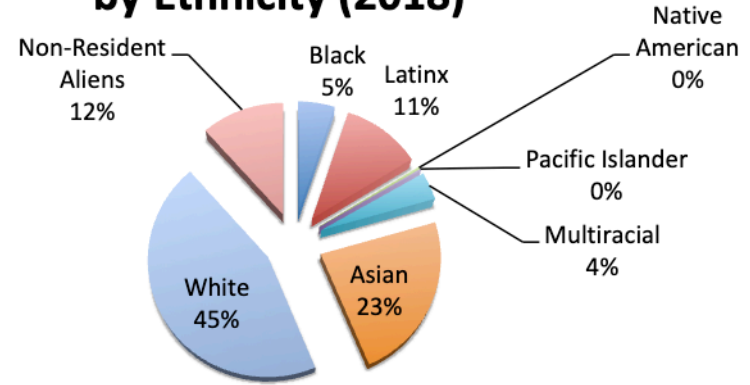
- Black Girls Code
- Latina Girls Code
- Girls Who Code
- Black Boys Code
- CodeStart
- #YesWeCode
- We Can Code IT
- Exploring CS
- ...

In the meantime...

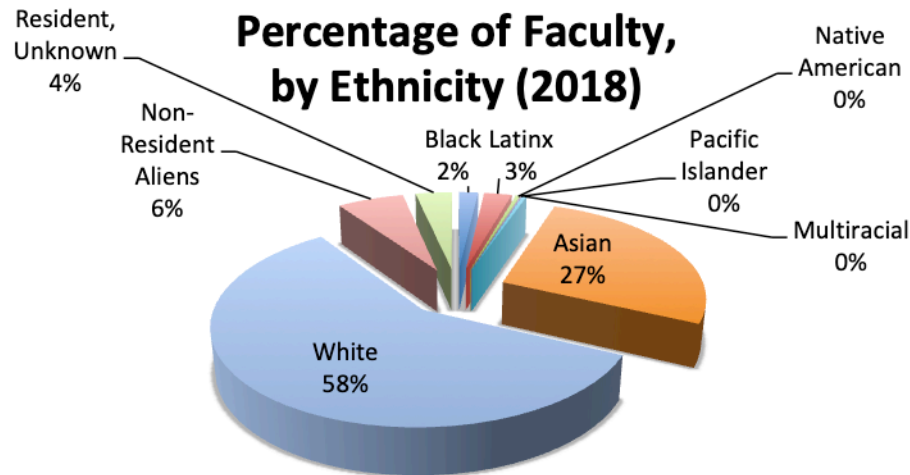
Percentage of Bachelors Awarded, by Ethnicity (2018)



Percentage of Bachelors Enrolled, by Ethnicity (2018)



Percentage of Faculty, by Ethnicity (2018)



Source: Taulbee Survey

What happens when students matriculate?

- Who is helping them?
- Who are their allies?
- What about *if* they pursue a graduate degree?
- When/how will the needle move?
 - Majority still dominates enrollment (and faculty)
 - Majority graduates and enters workforce dominated by majority
 - Cycle perpetuates

Where should DEI focus be?

Colleges and Universities

- “Culture” already created that benefits specific group(s).
- Where does that culture begin??
 - Faculty-no need/desire to be a true ally (tenure, etc.).
 - Students-bias against students/faculty based on ethnicity and/or gender.
 - Student evaluations-bias against faculty based on ethnicity and/or gender.
 - Hiring, promotion, and tenure decisions heavily affected.
- Majority demographic
 - Culture favors their beliefs, practices, and identity.
 - “If it ain’t broke...”

Why colleges and universities?

- Corporate affiliate programs, sponsorships, Boards of Visitors, scholarships, programs, etc.
- Recruitment
 - Internships and full-time opportunities
- Faculty research
 - Collaborations, grants, consultants
- *Translation: Universities *need* industry support...and vice versa*

Five A's of Behavioral Intervention

(Source: National Cancer Institute)

- Ask
- Assess
- Advise
- Assist
- Arrange

Five A's of Behavioral Intervention-Universities

- Ask (and listen)
 - What do *you* see as the problem?
 - What do *you* see as the solution?
 - How can I help you solve it?

- Assess (objectively)
 - Current department/college/university culture.
 - Feedback from other historically disenfranchised students/faculty.
 - What has *my* part been in creating/maintaining this culture?

Five A's of Behavioral Intervention-Universities

- Advise
 - Options that can be addressed by students, faculty, chair.
 - Department-external options with higher-level administrators.
 - Notify students, department, deans, provost, president of discussions, suggestions, and strategies and your support of them.

- Assist
 - Resources (release time, funding, space)
 - Make yourself available.
 - Support students/faculty as challenges arise (without undermining).
 - **Deflect the noise.**
 - **Acknowledge and celebrate the work!**

Five A's of Behavioral Intervention-Universities

- Arrange
 - Follow-up discussions on challenges, successes, etc.
 - Feedback on your progress and improvement!
 - Modifications for the next quarter, semester, year, etc.

DO NOT STOP! DO NOT STOP! DO! NOT! STOP!

Five A's of Behavioral Intervention-Industry

- Ask (and listen)
 - What commitment, expectations, requirements, and proof of intentional, meaningful, and impactful DEI are present?
 - What have been issues/challenges with *us*?
 - How can we fix this?
 - Ask executives for **THAT** plus more!
 - Qualitative feedback: Faculty, students, employees from historically disenfranchised groups

- Assess (objectively)
 - Organizational vs. university efforts
 - What worked?
 - What hasn't? Why not?
 - Fair assessment of all universities.
 - PWIs vs. HBCUs, TCUs, and HSIs

Five A's of Behavioral Intervention-Industry

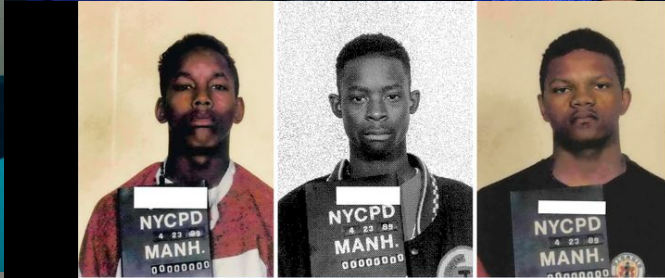
- Advise
 - Support Requirements
 - Courses, student and faculty mentoring
 - Colleges/Universities: Policies and actions implemented
 - Employee requirements
 - Courses, professional development
- Assist
 - Funding, programs, sponsorship
 - Hires (students/faculty)
 - Inclusion of organizational influencers
 - Intentionality

Five A's of Behavioral Intervention-Industry

- Arrange
 - Feedback
 - Students, faculty, administrators, employees, executives
 - Expected vs. actual efforts
 - Reporting
 - Executives, universities, national organizations, publications

Whoa...this is a bit...much!

- Civil Rights Movement
- Anti-Vietnam War Movement
- United Farm Workers Movement
- Stonewall Rebellion
- Occupy Wall Street
- Black Lives Matter
- The Women's March



Thank You

- Dr. Cynthia Worrad
- ECC Planning Committee

- Sources
 - Netflix, Teen Vogue, Innocence Project, The Hollywood Reporter, NY Daily News, theGrio, Town and Country Magazine

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