

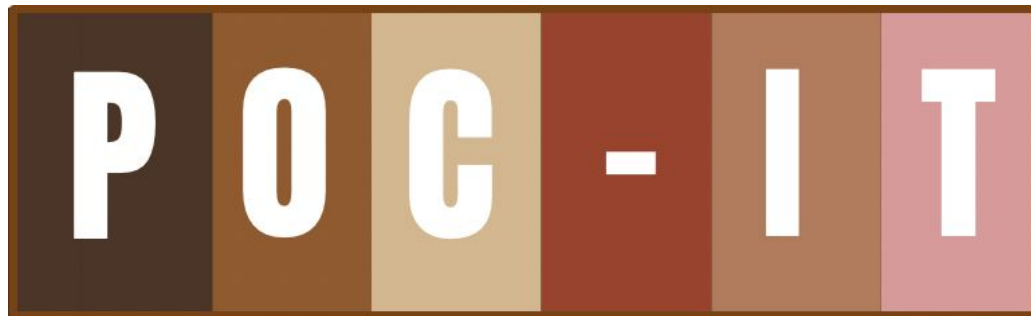
# POC - I T

We'll start ~2:02 PM to give folks time to connect and get settled



Welcome to our third meeting

Stanford **People of Color in Technology**



# How this meeting will work

Keep your **video on** as much as possible

Please **mute yourselves**; you can unmute to ask a question during Q&A periods

If you happen to be on-campus, you can unmute yourself from a conference room by **pressing \* 1 2**

We will be using **Zoom Chat and Zoom Annotate**

If you are on campus in a conference room, **at least one person** should be logged into the meeting from another device so they can participate via Zoom Chat if needed

# Other things to know about today's meeting

Remember: **VIDEO ON, MIC MUTED**

*unless* you're presenting, asking a question, or speaking to contribute to the conversation

- We will be using the **Annotate function in Zoom** during today's icebreaker
- If you run into technical problems or want to ask a question, please reach out to Philip Bailey or Walt Ashe via Zoom Chat to get it addressed
- **Tip:** You can tailor your Zoom experience!  
For more Zoom tips, visit: <https://bit.ly/34Jw6IW>

# Our Proposed Agenda for Today

Time	Topic
1:50	Zoom Room Opens/Get Settled
2:00	Program Begins Steve Gallagher Rodney Carter
2:15	Icebreaker Tiana Ferreira
2:20	Featured Speaker Stacy Kirk
2:50	Q&A with Featured Speaker

Time	Topic
3:00	Stretch Break
3:10	Featured Speaker Helen Hsu
3:40	Q&A with Featured Speaker
3:50	POC-IT Updates, General Q&A, Closing Comments Rodney Carter
4:00	Adjourn

# Steve Gallagher

Stanford CIO



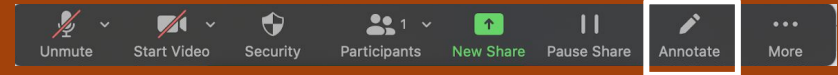
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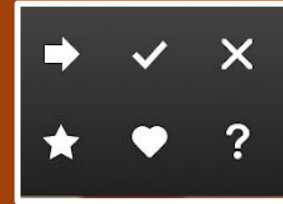
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# Tips for using Annotation in ZOOM

During the icebreaker, we will be using the Zoom Annotate feature located in the “View Options” drop down on your Zoom window



Add a check mark, star or heart for each of the things below that you have done since sheltering in place started

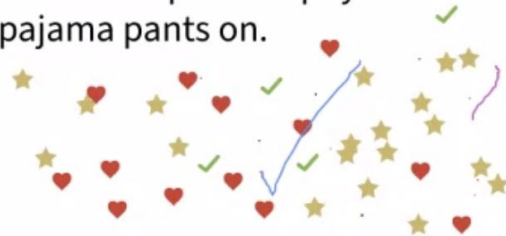




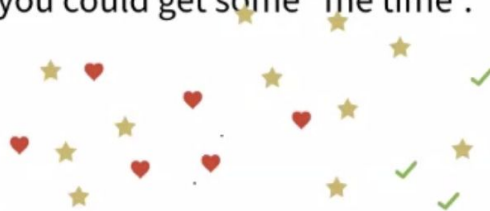
# Icebreaker

Using the Zoom Annotate feature located in the “View Options” drop down on your Zoom window. Add a check mark, star or heart for each of the things below that you have done since sheltering in place started.

Dressed up professionally from the waist up and kept your pajama pants on.



Told your spouse/roommate/kids that you had a meeting, just so you could get some “me time”.



Called in sick to work because you spent the entire night binge watching a Netflix series.



Rolled out of bed five minutes before your first meeting of the day.



Used a “I’m having computer or internet issues” as an excuse to leave a meeting early.



Ordered delivery from a place that is within walking distance from your home in order to avoid interacting with people.



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# Stacy Kirk

Mother, Entrepreneur, Stanford Computer Science grad, model advocate for Black excellence, CEO and founder of an international company QualityWorks Consulting Group and CEO of Posture



# Next LEVEL



The Skills to Advance Your Career in  
Technology

Presented by **Stacy Kirk**

CEO, QualityWorks Consulting Group & Posture Inc.

# THE JOURNEY



**STARTUP**

**MANAGEMENT**



**ENTREPRENEUR**

**CONSULTANT**



# WHAT DIRECTION DO YOU GO?

A photograph of a road sign in a desert landscape, overlaid with a dark blue tint. The sign is a diamond-shaped sign with two arrows pointing left and right. The left arrow is labeled 'ATM' and 'Bank'. The right arrow is labeled 'ATM' and 'Bank'. The background shows a desert landscape with a utility pole and a road sign.

**STRENGTH**

**PASSION**

**OPPORTUNITY**



# Who Knows You?

## Keys to Promotion

### Perception

*Humility Gets You Nowhere*

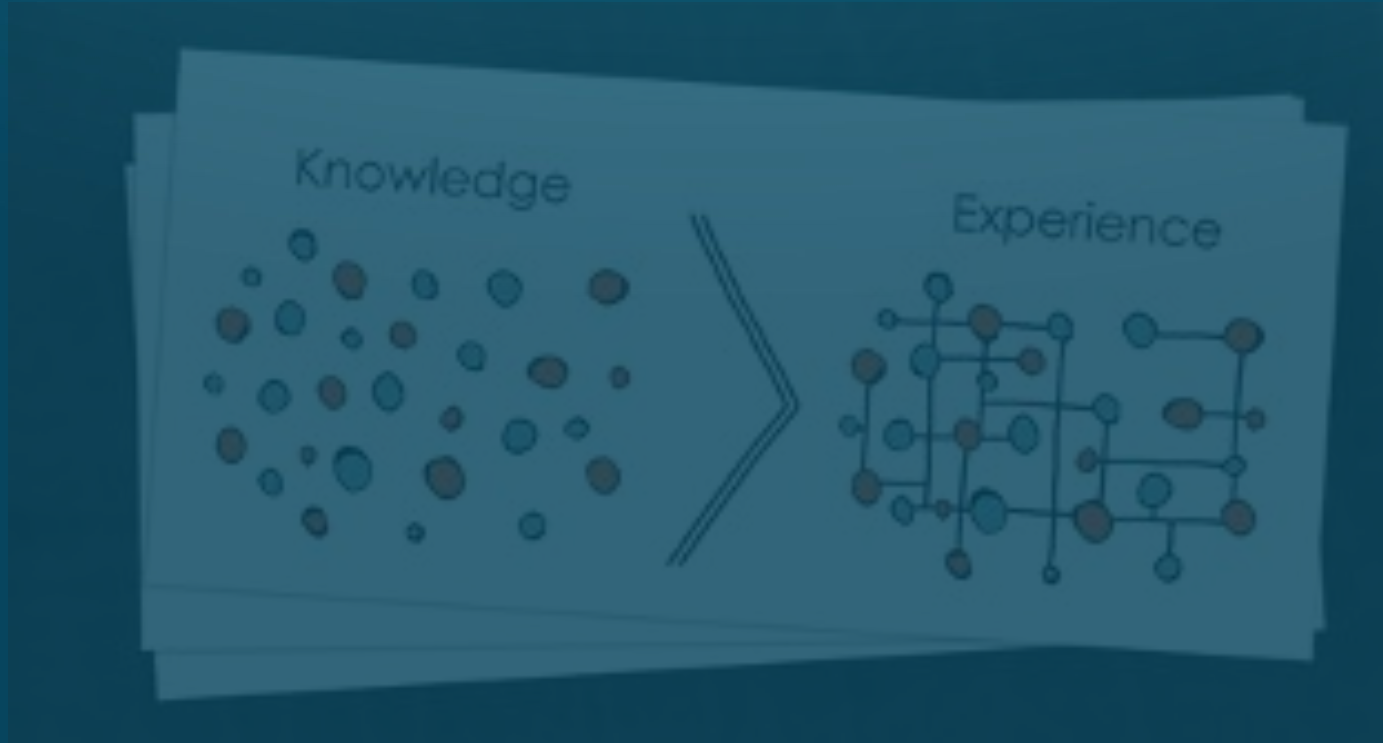
### Solutioneer

*Hard Work. Nah.*

### Mentor Promoter

*Good Mentors Go Beyond Advice*

# Experience Transcends Skills





# What

# EQ

# means to Technologist?

# WHAT TECH IS POPULAR?

## The Skills Companies Need Most in 2020



### Top 5 Soft Skills

- 1 Creativity
- 2 Persuasion
- 3 Collaboration
- 4 Adaptability
- 5 Emotional intelligence



### Top 10 Hard Skills

- 1 Blockchain
- 2 Cloud computing
- 3 Analytical reasoning
- 4 Artificial intelligence
- 5 UX design
- 6 Business analysis
- 7 Affiliate marketing
- 8 Sales
- 9 Scientific computing
- 10 Video production



# WHAT ARE PEOPLE PAYING?

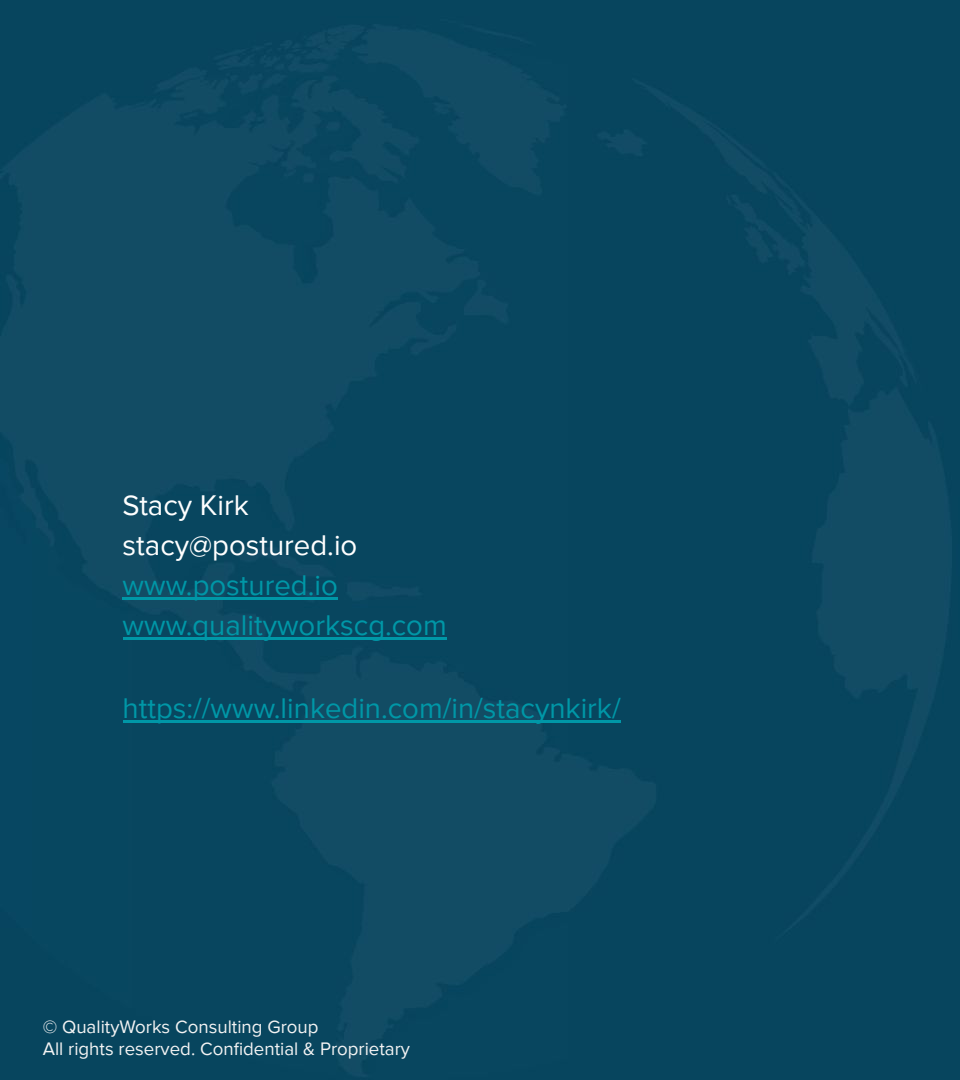
## Highest Average Tech Salaries by Skill

SKILL	2019	YEAR/YEAR CHANGE
Apache Kafka	\$134,557	▲ 5.5%
HANA	\$134,462	▲ 9.4%
Cloudera	\$133,695	▲ 8.9%
MapReduce	\$132,708	▲ 7.9%
Cassandra	\$132,497	▲ 6.7%
Chef	\$132,136	▲ 19.5%
Mokito	\$131,772	▲ 11.5%
Service Oriented Architecture (SOA)	\$131,556	▲ 7.6%
Amazon Redshift	\$130,723	▲ 4.5%
PAAS	\$130,669	▲ 6.3%
Deep Learning	\$129,978	— N/A
Elasticsearch	\$129,938	▲ 4.8%
Zookeeper	\$129,833	▲ 8.2%
Amazon Route 53	\$129,295	▲ 7.7%
Dynamo DB	\$129,255	▲ 2.9%
Jetty	\$128,751	▲ 14.4%
NoSQL	\$127,741	▲ 4.3%
Redis	\$127,441	▲ 4.0%
Spring Framework	\$127,286	▲ 16.0%
Containers	\$127,110	▲ 5.7%

# Pandemic Proof. Pandemic Pivot.



What do you do in difficult times? **Make it and bring others with you.**



Stacy Kirk

stacy@postured.io

[www.postured.io](http://www.postured.io)

[www.qualityworkscg.com](http://www.qualityworkscg.com)

<https://www.linkedin.com/in/stacynkirk/>

# THANK YOU



# Q&A *with* Stacy

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3:00 PM - 3:10 PM



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# Helen Hsu

Psychologist at Stanford  
Counseling & Psychological  
Services (CAPS)



# CULTIVATING

EMOTIONAL RESILIENCE

POC-IT

DR. HELEN H. HSU

NOV. 4, 2020

## HOLISTIC GROWTH

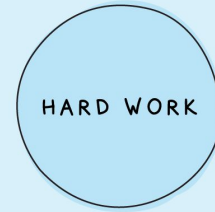
- When career candidates of similar technical skills compete- the distinguishing factors are those of the emotionally resilient and adaptable.



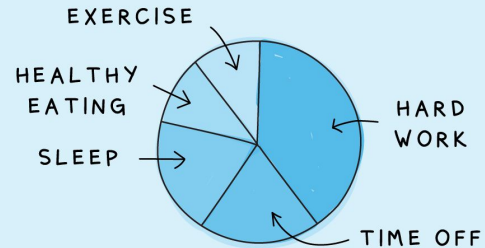
# SEEKING BALANCE

- CREATIVITY
- PERSUASION
- COLLABORATION
- ADAPTABILITY
- EMOTIONAL INTELLIGENCE

WHAT I THOUGHT WOULD  
MAKE ME PRODUCTIVE



WHAT ACTUALLY DOES



# DOMAINS OF RESILIENCE



# SURFING UNCERTAINTY

## 6 STEPS TO MINDFULLY DEAL WITH DIFFICULT EMOTIONS



1

### Turn toward your emotions with **acceptance**

Become aware of the emotion and identify where you sense it in your body.

### Identify and label the emotion

To stay mindful, say to yourself, "This is anger" or "This is anxiety."

2



3

### Accept your emotions

Don't deny the emotion. Acknowledge and accept that it is there.

### Realize the **impermanence** of your emotions

Even if the emotion feels overwhelming, remember that it will pass.

4



5

### Inquire and investigate

Ask yourself, "What triggered me? Why do I feel this way?"

### Let go of the need to control your emotions

Be open to the outcome of your emotions and what unfolds.

6



The Gottman Institute

- We are all inclined to seek control and certainty
- Clinging and rigidity are maladaptive in times like these
- **Cognitive reframing** is a skill to move from freezing / defensive / avoidance to growth

# SET INTENTIONS & PACE YOURSELF



The graphic is a square divided into two main sections. The left section has a green background with the words "SMART GOALS" in white, bold, sans-serif font. The right section has a white background and lists the acronym "SMART" vertically, with each letter in a different color (S: green, M: blue, A: light green, R: dark blue, T: green) and its corresponding definition to its right.

<b>S</b>	SPECIFIC
<b>M</b>	MEASURABLE
<b>A</b>	ACHIEVABLE
<b>R</b>	REALISTIC
<b>T</b>	TIME-BASED



## BODILY AWARENESS AND BALANCE

- Where in your body are you prone to hold emotions?
- Do you notice flare ups when under stress?



# EMOTIONAL MODULATION



**5** things you can see  
**4** things you can feel  
**3** things you can hear  
**2** things you can smell  
**1** thing you can taste

[nyulangone.org/perinuffercancercenter](http://nyulangone.org/perinuffercancercenter)



## KNOW YOUR MODALITY



- Gamify
- Friendly competition
- Workbooks
- Practice
- Whiteboard
- Journal
- Videos
- Apps

# RESOURCES

## FACULTY STAFF HELP CENTER



## SELF-DEVELOPMENT

- Reframe Solution and Help-seeking as strategic and empowering
- Why do things the hard way when you have resources available?
- Disproportionate stressors and inequities call for reinforcements.

# THANK YOU!



@HelenHsuPsyD



@HellaMentalHealth






# Q&A *with* Helen

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**P O C - I T**



# Growing the Stanford POC-IT Affinity Group During Year 1

## ORIGINAL Year 1 Theme

Being your authentic self in technology vís-a-vís being your Stanford self

### **SOCIAL**

Community building, networking, relationship/contact-building

### **TRAINING/ EDUCATION**

Develop a workshop for leadership on encouraging staff to be their authentic selves

### **OUTCOME/ DELIVERY**

Develop a guide/materials to support POC career advancement at Stanford, including profiles

## NEW Year 1 Theme

People of Color in Technology Matter! (aka POC-IT Matters!)

### **SOCIAL**

Community building, networking, relationship/contact-building

### **ACTION**

Partner with CIOC to form and enact a plan of action to address racial inequity in IT

### **OUTCOME/ DELIVERY**

Create resources to support POC career mobility; celebrate POC who have moved up the ladder

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# Join us in building our community

---



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**Sign up for our mailing list:**  
[Stanford\\_POC-IT@lists.stanford.edu](mailto:Stanford_POC-IT@lists.stanford.edu)



**Join us on Slack:**  
[stanford-poc-it.slack.com](https://stanford-poc-it.slack.com)



SCAN ME

**Give us feedback:**  
<http://bit.ly/poc-it>

---

**Reach out to the Connect &  
Engage Planning Committee:**  
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# RUNNING EMPLOYEE RESOURCE GROUPS (ERGs) IN TIMES OF CRISIS

Stanford People of Color in Technology (POC-IT)

Stanford Women in Technology (WIT)

TechInclusion 2020

*October 15 2020 | Noon to 1:00 pm*

Crowdcast Recording

<https://www.crowdcast.io/e/TechInclusion2020CareerFair/1>



# Stanford POC-IT and CIO Council

## Statement of Solidarity and Commitment to Action

- Working group met from 6/9 to 7/27 to formulate a response to and plan to counteract inequalities that Black face in IT
- At July 10th CIOC meeting, CIOC agreed to six immediate actions it could take within its organizations
  - Design/redesign systems
  - Promote/advertise/market openings where URM look
  - Expand IT Experiential Development Program to POC-IT (and WIT)
  - Require URM representation on search committees for upper management positions
  - Sponsor a URM staff member (pilot to launch Winter 2020/2021)
  - Make combined representational data across all CIOC units available

The working committee rank-ordered the remaining actions into themes around

- Awareness
- Bias
- Career Development
- Diversity
- Onboarding
- Partnerships
- Representation
- HR-specific
- Miscellaneous



# Q&A *with* hosts

In closing... We want to leave you with a thought

**TAKE TIME FOR  
YOUR SOUL**

In closing... We want to leave you with a final thought

**CONNECT**



# Join us in building our community

---



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SCAN ME

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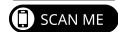
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POC - IT

Thank you for attending today!

**We would love to hear from you!**

**Please leave us feedback at:  
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# Stanford POC-IT and CIO Council

## Statement of Solidarity and Commitment to Action

Stanford University SUNet Login

**Stanford** | IT Community Governance ▾ Planning ▾ Programs ▾ News Events ▾ Connect IT ▾



## Statement of Solidarity and Commitment to Action

The [Stanford CIO Council \(CIOC\)](#) and the [Stanford People of Color in Technology \(POC-IT\)](#) affinity group stand in solidarity with the Black community at large and, specifically, at Stanford. Furthermore, we support structural transformation to ensure equal representation and opportunities across the Stanford IT community for Blacks and other people of color.

### A history of racism and brutality

In the months since George Floyd, Breonna Taylor, Ahmaud Arbery, and others were murdered, the world has begun to discuss institutionalized racism and police brutality against Blacks.

Discrimination and inequality against Blacks as well as other people of color has been going on for hundreds of years. These communities are denied the same basic rights that others receive, as well as equal access to education, healthcare, and financial opportunities.

The discussion about racism and brutality is nothing new. What is new is the laser focus these issues are receiving from many different quarters.