IDEAL IT
IDEAL for the IT Community at Stanford
IT Unconference
December 3 2020
“There are decades where nothing happens; and there are weeks where decades happen.”

Vladimir Ilyich Lenin
Rudy Betrayed
@rudy_betrayed
this is gonna be the cover photo in the history chapter about 2020

Virtual meetings are basically modern seances.

“Elizabeth are you here?”
“Make a sound if you can hear us.”
“Is anyone else with you?”
“We can’t see you, can you hear us?”

Eric Weiskott
@ericweiskott
honestly, what a time to be teaching Foucault. a lecture capture system called "Panopto" (yes, really) records my lecture on quarantine and panopticism in Discipline and Punish. then I email that recording to students in quarantine

Danny Bate
@DannyBate4
2020 was invented by historians to sell more history

Topshelf Tyson
@topshelftyson
Surely a year of hyper condensed traumatic events won’t have permanent lasting effects on all of us, right

The New Yorker
DECEMBER 7, 2020
Price $8.99

THE
NEW
YORKER

IDEAL IT
Inclusion can’t stop even when the world seems to

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>35%</td>
<td>Ethically diverse organizations are 35% more likely to have returns above industry medians</td>
</tr>
<tr>
<td>28%</td>
<td>Employees in diverse organizations report being 28% more engaged at work</td>
</tr>
<tr>
<td>6%</td>
<td>Companies with 30% or more female leadership earn 6% more in profits</td>
</tr>
<tr>
<td>6x</td>
<td>Inclusive workplaces are 6x more likely to be innovative</td>
</tr>
<tr>
<td>19%</td>
<td>Employees in diverse organizations report a greater well-being in their lives</td>
</tr>
<tr>
<td>3x</td>
<td>Employees in diverse organizations are 3x more intent to stay longer</td>
</tr>
</tbody>
</table>

Source: Limeade Institute, 2018; McKinsey, 2015; Peterson, 2016
Stanford IDEAL IT Program  CIO Council Strategic Initiative

Neurodiversity in IT Program

IDEAL IT Foundations & Opportunities

IDEAL IT

Year Up Internship Program

Stanford WIT
Women in Technology
Affinity Group

Stanford POC-IT
People of Color in Technology
Affinity Group

IDEAL IT promotes and advances the Stanford Presidential IDEAL Initiative  [IDEAL stands for Inclusion, Diversity, Equity, and Access in a Learning Community]
Increasing **access and diversity** in recruiting

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Year Up Internship Program

Year Up is a national non-profit organization dedicated to closing the Opportunity Divide.
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Market-driven technical skills curriculum:
- Help Desk
- Cybersecurity
- Data Analytics
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- Amazon Web Services (AWS)
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Students spend six months in the classroom learning

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Students advance to a six-month paid internship
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Program Lead: Hope L. Johnson
Year Up Peer Group Coordinator: Martin Paredez
Key Partner: Vic Espino, YearUp

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Next cohort starts in February 2021

4 interns
1st Cohort
Jan-Jul 2019

8 interns
2nd Cohort
Jul 2019-Jan 2020

24 interns
3rd Cohort
Jan-Jul 2020

8 interns
4th Cohort
Jul 2020-Jan 2021
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Talent is everywhere. Opportunity is not.
Start a career. Hire a star.

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4. Hire Year Up graduates
5. Be a sponsor
Building community and belonging with affinity groups

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Stanford Women in Technology

Started in September 2018 as part of the IDEAL IT program
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We aim to advance representation, engagement, and support for women and in technology roles at Stanford
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Women in Technology (WIT) is an initiative at Stanford aimed at advancing representation, engagement, and support for women and in technology roles at Stanford. It is open to women, non-binary, and allies of all genders who work in or have an interest in technology roles.

Started in September 2018 as part of the IDEAL IT program, WIT focuses on education and training, data analysis, and connection and engagement.

Over 350 members and growing, WIT continues to expand and foster a community of support and growth in technology roles.
Women in Technology (WIT) at Stanford University aims to advance representation, engagement, and support for women and in technology roles at Stanford. Founded in September 2018 as part of the IDEAL IT program, the organization is open to women, non-binary, and allies of all genders who work in or have an interest in technology roles. We offer workshops, community groups, quarterly speakers, and mentoring programs. Over 350 members and growing, our outreach continues to expand and support women in technology.
Stanford Women in Technology

Open to women, non-binary, and allies of all genders who work in or have an interest in technology roles

Started in September 2018 as part of the IDEAL IT program

Data Analysis

Workshops
Community Groups
Quarterly Speakers
Mentoring Program
Dashboard

We aim to advance representation, engagement, and support for women and in technology roles at Stanford

Connection & Engagement

Learn more and get involved: stanfordwit.stanford.edu

Over 350 members and growing!

Education & Training

Service & Outreach
Co-Lead Stanford WIT!

We are looking for **TWO** leads, beginning February, 2021

- Sharpen leadership skills
- Gain experience and exposure
- Expand your network
- Make a difference!

For more information and to apply:
email Brittany Cripe
(blcripe@stanford.edu)

Applications due December 11
From February to May 2020, 11.5 million women lost their jobs compared with 9 million men.

Source: The Guardian
In September 2020, 1.1 million US workers dropped out of the workforce.

Source: US Department of Labor, via National Women's Law Center Report
In September 2020, 1.1 million US workers dropped out of the workforce. 80% of them were women.

Source: US Department of Labor, via National Women's Law Center Report
The conditions of teleworking + increased caregiving responsibilities = a perfect storm that disproportionately impacts women.

Source: Marianne Cooper, VMware Women's Leadership Innovation Lab
1 in 4 women are considering downshifting their careers or leaving the workforce due to the impacts of COVID-19.

Source: Women in the Workplace 2020
Technology organizations that already struggle with gender representation simply cannot afford to lose more women.
Five Ways to Support Working Moms and Caregivers in a COVID-19 World
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1. Check in

Source: Karen Catlin, Better Allies
Five Ways to Support Working Moms and Caregivers in a COVID-19 World

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1. Check in
2. Create firm boundaries between personal and work time
3. Be understanding of demands on home and WiFi
4. Evaluate impact, not hours
5. **Send dinner**

Source: Karen Catlin, Better Allies
Learn More

The 'Shecession': Why Economic Crisis is Affecting Women More than Men

2020 Women in the Workplace Report

Mothers’ Careers Are at Extraordinary Risk Right Now

National Women’s Law Center

Better Allies
Building **community and belonging** with affinity groups

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POC-IT

Purpose: To advance representation, engagement and support for all people of color who work in technology roles

Sponsors: Shirley Everett and Nancy Ware (seeking a 3rd sponsor to replace Harry Elam)

Newest IDEAL IT Pillar launched January 2020
POC-IT

Advisory Group + 4 Planning Committees:
- Connect & Engage
- Data Analysis
- Education & Training
- Talent Pipeline

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Strategic Objectives
• Continue to partner with CIOC on actions
• Continue to form alliances with other campus groups
• Continue to increase membership and member engagement

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November event around developing your career, featuring alum and entrepreneur Stacy Kirk and CAPS Psychologist Helen Hsu
COVID-19 PIVOTS AND RESPONSES

- Joint Statement of Solidarity with CIROC
- Revised Theme and Focus for POC-IT
- Planning Committees revisiting charters
- Talent Pipeline Committee: Diverse Hiring Resources

Newest IDEAL IT Pillar launched January 2020

May Event featuring Sarah Soule from GSB

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POC-IT’s Pivot During Year 1

ORIGINAL Year 1 Theme
Being your authentic self in technology vís-a-vís being your Stanford self

NEW Year 1 Theme
People of Color in Technology Matter! (aka POC-IT Matters!)

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

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
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 anti-Black systemic racism 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 positions in salary grade K and higher
  - Sponsor a URM staff member (pilot to launch early 2021)
  - Make combined representational data across all CIOC units available
Stanford POC-IT and CIO Council
Statement of Solidarity and Commitment to Action

The remaining actions, which will be released over the next couple of years, encompass the topics of

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

Next Steps

- POC-IT and the CIOC have agreed to work together more whenever possible.
- Statement is currently published: [https://itcommunity.stanford.edu/ideal-it/poc-it/solidarity-statement](https://itcommunity.stanford.edu/ideal-it/poc-it/solidarity-statement)
- Accompanying news article will be published in IT community newsletter.
Stanford POC-IT and CIO Council
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 transformative measures to increase representation and opportunities across the Stanford IT community for Blacks and other people of color.

A history of racism in America
In the months since George Floyd, Breonna Taylor, Ahmaud Arbery, and others were murdered, the world has begun to discuss racism against Blacks and alternatives to traditional policing approaches.
POC-IT’s Impact

“With POC-IT, I’m exposed to a collection of diverse voices from colleagues who share insights, experiences and opinions with each other, all with the goal of creating strategies that improve representation in the workplace.”

“Being a part of POC-IT allows me to dedicate time to a cause I care about, that is within my bandwidth as an individual contributor. Sometimes incremental, I know I’m still helping to take forward strides as part of a bigger initiative.”

“Simply being aware of an issue isn’t enough, but POC-IT has provided a structured forum to develop actionable steps towards lasting change on campus.”

Nora Cata
Growth Marketing Specialist, SoE & Advisory Group member
POC-IT’s Impact

“I wanted to do something for the larger Stanford community and I felt that POC-IT is an important program.”

“POC-IT provides a common platform for all of us, no matter what color, to come together. It makes you realize that we are all the same, we all have similar challenges and we all have stories to share. POC-IT allows us all to support and grow together and that to me is very powerful.”

“Through the planning committee and the speaker events, I have seen the outpouring of love and support for this community and it is humbling. I am honored and grateful to be a part of this program and community.”

Lily Lee
Senior Program Manager, H&S Dean’s Office and Connect & Engage Committee Chair
How can you get involved in POC-IT?

Check out the POC-IT website:
https://itcommunity.stanford.edu/programs/ideal-it/poc-it

Sign up for our mailing list:
Stanford_POC-IT@lists.stanford.edu

Join us on Slack:
stanford-poc-it.slack.com

Give us feedback:

Reach out to me directly:
rwcarter@stanford.edu
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Increasing access and diversity in recruiting, and building awareness

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Neurodiversity in IT Program

SILICON VALLEY BUSINESS JOURNAL
BRAIN POWER

Across Silicon Valley, employers are seeking out workers who think differently, like Raye Keslensky.

ALLISON LEVITSKY, 4-8

IDEAL IT
Neurodiversity in IT Program

Pilot kickoff September 2018

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ALLISON LEVITSKY, 4-5

IDEAL IT
Neurodiversity in IT Program

Awareness building by hosting a screening of *Intelligent Lives* for Autism Awareness month

Pilot kickoff
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First Hire
January 2019

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BRAIN POWER

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SILICON VALLEY BUSINESS JOURNAL

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IT Takes a Village

Past Contributors
Jan Cicero (sponsor)
Angela Bickar
Brittany Cripe
Ken Doran
Kevin Haney
Maria Maravilla
Elaine Moise
Matt Paquet

Current Contributors
Sponsors: Ganesh Karkala and Michael Fox
Daniela Aivazian
Charu Bhatia
Lucrecia Kim Boswell
Tiana Ferreira
Maria Gregorio
Sushila Iyer
Vacilis Kollias
Jonathon K. Lee
Srinivas Mikkilineni
Anne Pinkowski
Bhavana Tirukovalluri
Kevin Tully
Get Involved!

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Kevin Tully

Do you want to contribute?
Anne Pinkowski - apink@stanford.edu - @apink on Slack
Programmatic and strategic planning, coordination, and communication

- Neurodiversity in IT Program
- Year Up Internship Program
- IDEAL IT Foundations & Opportunities
- Stanford WIT Women in Technology Affinity Group
- Stanford POC-IT People of Color in Technology Affinity Group

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How we build momentum and make real change happen

BUILD PIPELINE
Recruiting, retention, development, career advancement

BUILD COMMUNITY
Engagement, support, inclusion, belonging, connection to mission

BUILD EQUITY AND ACCOUNTABILITY
Goals and measurement, policies and support
Join us!

IDEAL IT reflects our commitment to providing opportunities where individuals with diverse backgrounds can collaborate, grow, and excel across different functions and disciplines.

Want to know more?

https://itcommunity.stanford.edu/programs/ideal-it

Dani Aivazian
daivaz@stanford.edu
@Dani Aivazian on Slack