Stanford POC-IT and CIO Council
Spotlight on Stanford IT Statement of Solidarity and Commitment to Action
Rodney Carter, UIT
Program Lead for Stanford People of Color in Technology (POC-IT)
IDEAL IT promotes and advances the Stanford Presidential IDEAL Initiative. [IDEAL stands for Inclusion, Diversity, Equity, and Access in a Learning Community]
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.

Discrimination and inequality against Blacks and 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 is not new. What is new is the laser focus these issues are receiving from many different quarters.

https://itcommunity.stanford.edu/ideal-it/poc-it/solidarity-statement
Joint CIO Council and POC-IT Working Group

Working Group met from June 9 to July 27 to formulate a response and plan to address inequality in IT at Stanford

CIO Council
- Nancy Ware - Chief of Staff, UIT
- Tom Cramer - Assoc. University Librarian, SUL
- Jon Pilat - CIO, H&S
- Kathy Pappas-Kassaras - CIO, OOD and SAA
- Sameer Marella - CIO, GSB
- Jon Russell - CIO, SLAC

POC-IT
- Rodney Carter, UIT - Program Lead
- Nancy Ware, UIT/POC-IT CIOC Sponsor
- Felicia Smith, SUL
- Michael Gray, R&DE
- Maria Inciong, UIT
- Mark Matienzo, SUL
“By focusing attention on the issues at the core of anti-Black racism, we hope to simultaneously address many of the issues that other marginalized groups experience. While many of the actions we’ve identified are geared towards our Black staff, they are meant to be inclusive as we must work together.”
Six immediate actions
Six immediate actions

01. (Re)Design Systems

Words matter
(Examples: Master/Slave; Whitelist/Blacklist; Blackhat/Whitehat hacking; Whitebox/Blackbox)

Intentional Systems Thinking and Design Processes: *
- Equity-Centered Design Framework
- Empathy Techniques for Educational Equity
- Liberatory Design Cards

* Source: https://dschool.stanford.edu/resources-collections/liberatory-design
Six immediate actions

02. Post open positions where URM look

- POC-IT Talent Pipeline Planning Committee
- Resources emailed to CIO Council, Campus IT Leaders and UIT Managers
- Make it available Stanford-wide
- Support UHR making outreach to these resources the norm for postings
- Commit to attend job fairs attended by URM
Six immediate actions

03. Ensure URM representation on interview/search Committees

- Required for Salary Grades K/L and higher
- Recommended for lower Salary Grades
Six immediate actions

04. Expand IT EDP Pilot to POC-IT (and WIT)

IT EDP pilot (full program starting Feb 2021) allows participants to broaden their skill sets, expand their personal networks, and acquire new work experiences through job shadowing someone from a different IT group.

More info at https://itcommunity.stanford.edu/edp
Six immediate actions

05. Sponsorship for URM staff

- Sponsorship is a more involved commitment than mentorship
- Sponsors actively support their protege’s career vision by opening up networks, making new connections, championing visibility
- Sponsors are personally vested

Pilot will launch Winter 2021 with full program to follow later in the year
Six immediate actions

06. Representational Data

- CIOC units vary in size
- De-identification
- IT Community website
<table>
<thead>
<tr>
<th>Additional Actions</th>
<th>Themes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness</td>
<td>Bias</td>
</tr>
<tr>
<td>Diversity</td>
<td>Onboarding</td>
</tr>
<tr>
<td>Representation</td>
<td>UHR-specific</td>
</tr>
<tr>
<td></td>
<td>Career Development</td>
</tr>
<tr>
<td></td>
<td>Partnerships</td>
</tr>
<tr>
<td></td>
<td>Miscellaneous</td>
</tr>
</tbody>
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Getting the word out

- IT Unconference
- UIT Community Newsletter
- IT Community Newsletter
- POC-IT website

Nurturing a Diverse and Inclusive IT Community

THURSDAY, DECEMBER 3, 2020

The Stanford CIO Council (CIOC) and the Stanford People of Color in Technology (POC-IT) affinity group agree that Stanford IT must play an active and accountable role in addressing systemic racism at Stanford. They have released a joint statement of Solidarity and Commitment to Action that focuses on shared goals around building and nurturing a diverse and inclusive IT Community.

Next Steps

- Additional actions
- Partnership between POC-IT and CIOC
How can you help turn actions into reality?

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


Reach out to me directly: rwcarter@stanford.edu
@rwcarter in Slack
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Thank you!