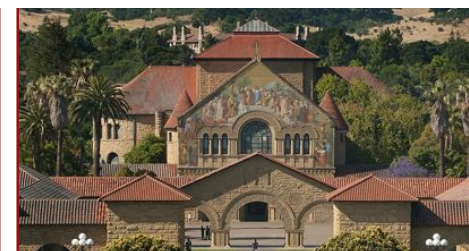


IDEAL IT

Program Overview and Program Lead Panel
2019 IT Unconference
December 12, 2019



Outcomes

- ✓ Learn more about IDEAL IT, and how Stanford IT's diversity, equity, and inclusion (DEI) programs are supporting recruiting, retaining, and developing a diverse community
- ✓ Hear from each of the IDEAL IT Program Leads, and ask questions
- ✓ Share your thoughts and ideas



Let's start with some key definitions

and a bit of context setting



I
D
E
A
L



IDEAL IT

Inclusion

Diversity

Equity and

Access in a

Learning Community (the C is silent)



Design Teams

[Design Teams Overview](#)

[Videos](#)

[Microsites](#)

[IDEAL Homepage](#)

[Diversity Statement](#)

[IDEAL Dashboard](#)

[IDEAL Team](#)

[Stanford Town Center](#)

IDEAL Homepage



IDEAL is about the future of Stanford. IDEAL's objective is to move the institution culturally to the future. The success of our teaching and research missions depend on doing this well. And if we can create positive change in these areas, then we will make Stanford better for everyone.

IDEAL IT

IDEAL for the IT Community at Stanford

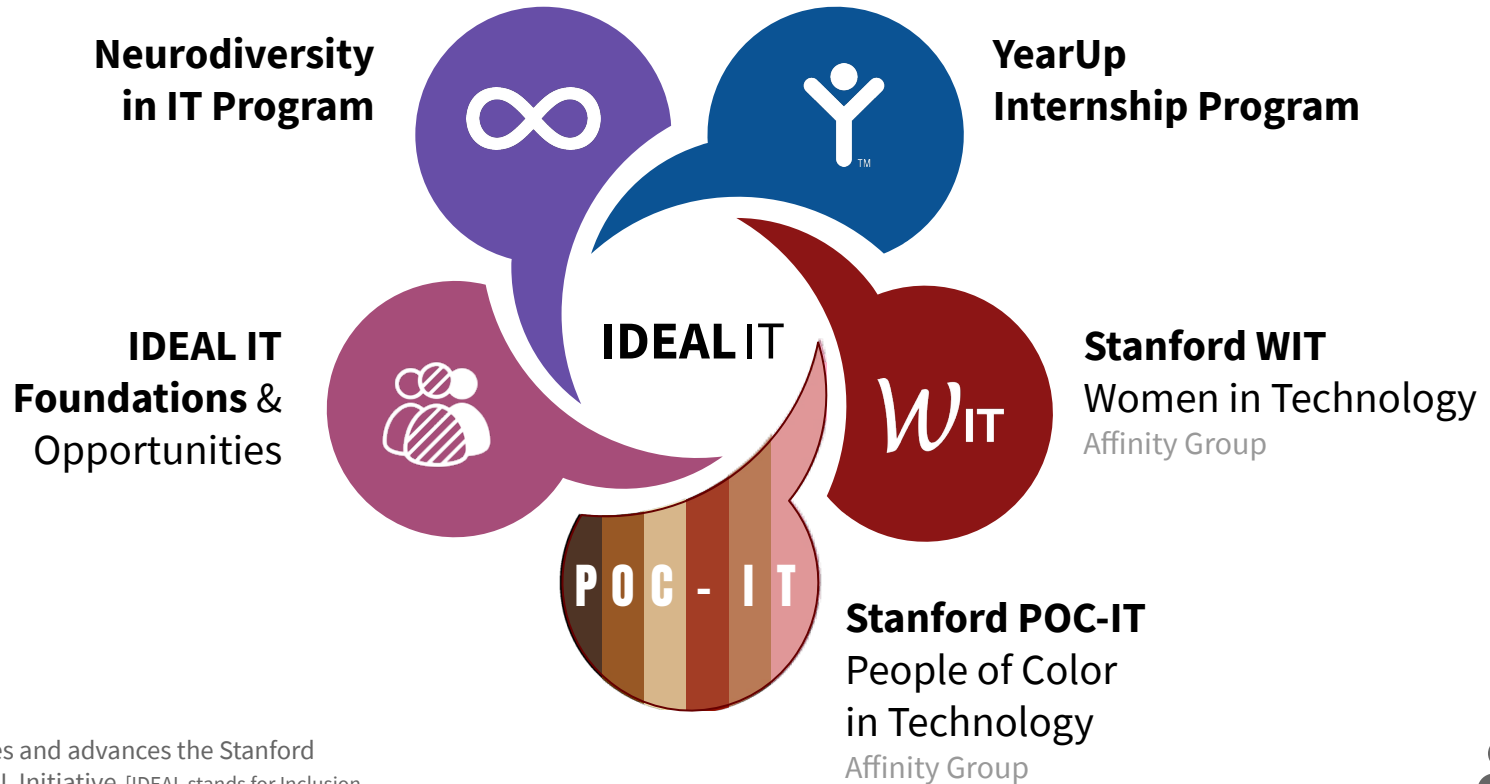
*Innovative approaches for increasing diversity,
inclusion, equity, and access across Stanford IT*



IDEAL IT

Stanford IDEAL IT Program

CIO Council Strategic Initiative

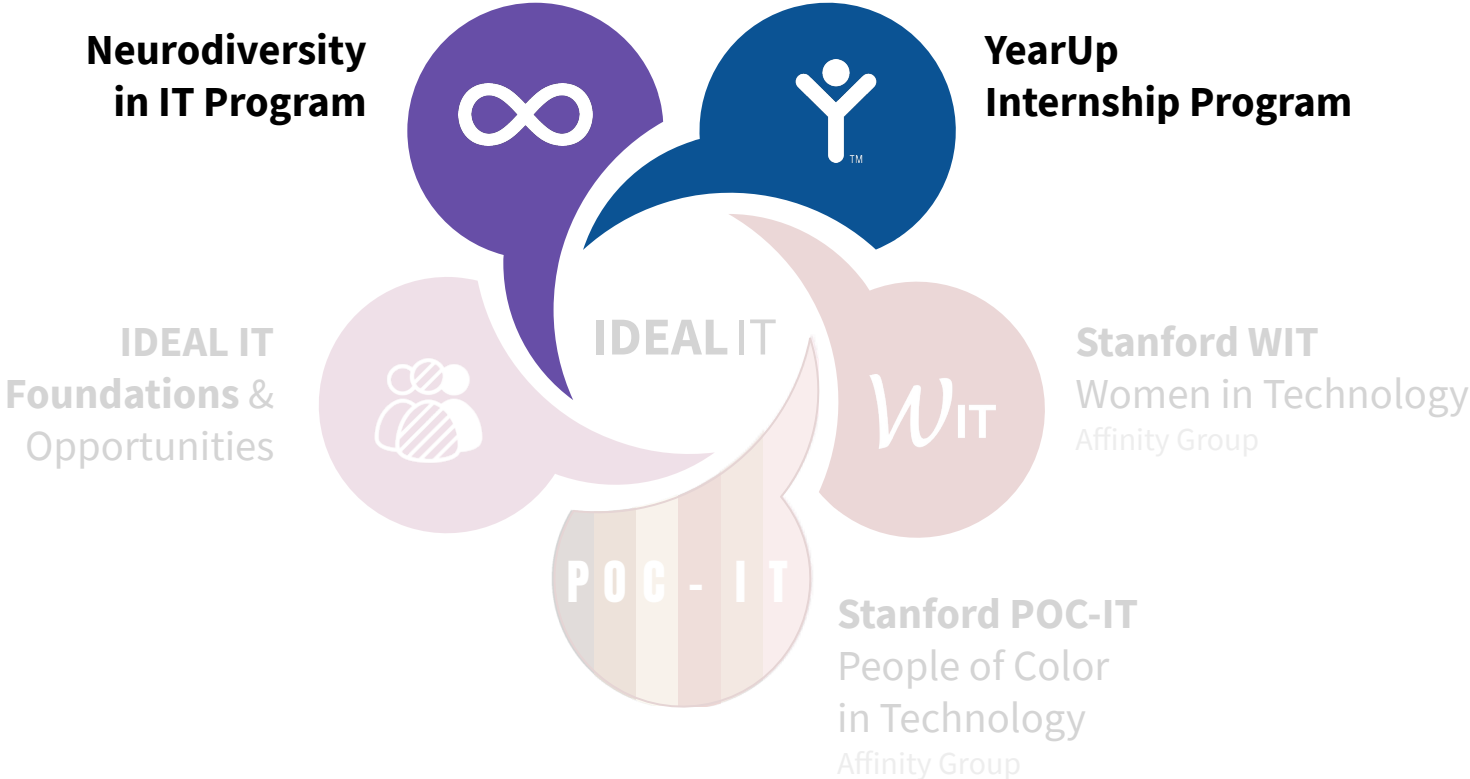


IDEAL IT promotes and advances the Stanford Presidential IDEAL Initiative [IDEAL stands for Inclusion, Diversity, Equity, and Access in a Learning Community]



IDEAL IT

Increasing **access and diversity** in recruiting





Neurodiversity in IT Program

CIOC Sponsors: Jan Cicero and Ganesh Karkala
Program Lead: Anne Pinkowski
Key Partner: Neurodiversity Pathways



It takes a village

- University IT/Stanford IT
- Neurodiversity Pathways (Goodwill of Silicon Valley)
- Stanford Neurodiversity Project (Stanford Medicine)
- Stanford University HR (UHR)



Build awareness

- “Brown bag lunches,” film screening of *Intelligent Lives*, Community of Practice (COP)
- Program Lead and Task Team engage in active recruitment

2 FTE in Year 1
8 FTE in Year 2

Make the hires

- Inclusive interview process
- 2 fixed term FTE in Year 1
- 8 hires by end of Year 2, including Auticon contractors
- Internship program *in development*



**Neurodiversity
in IT Program**
by the numbers

317

attendees for “brown
bag” sessions

5

participant
organizations
(UIT, LBRE, GSB, UHR, OOD)

4

hires (1 hire in GSB and 3 in
UIT) facilitated by our partner
Neurodiversity Pathways

65

members of our
now growing
Community of Practice

16

active Task Team
members



IDEAL IT



Year Up Internship Program

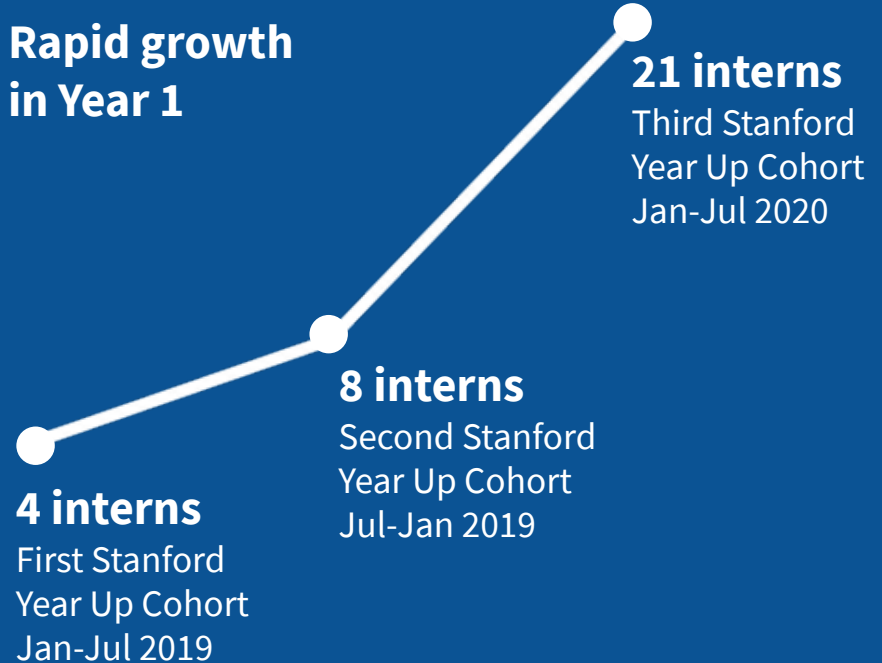
CIOC Sponsor: Steve Gallagher
Program Lead: Jon Russell
Key Partner: Year Up (yearup.org)

Critical partnership

Year Up (yearup.org) is a national non-profit organization that works with young adults from socioeconomically disadvantaged backgrounds, “bridging the opportunity divide”

- Six-month training + six-month internship; interns paid by stipend
- Stanford units sponsor interns, provide management/mentoring
- Initial cohort included subsidies from CIO

Rapid growth in Year 1





IDEAL IT



IDEAL IT

Building **community and belonging** with affinity groups

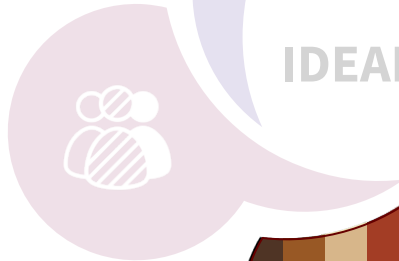
Neurodiversity
in IT Program



YearUp
Internship Program



IDEAL IT
Foundations &
Opportunities



IDEAL IT

Stanford WIT
Women in Technology
Affinity Group



** Affinity groups can also be called
Employee Resource Groups (ERGs)*



Stanford POC-IT
People of Color
in Technology
Affinity Group



IDEAL IT

Stanford WIT Focus Areas

- Connection + Engagement: Create safe spaces for authentic connection and belonging
- Education + Training: Address the interests and fundamental challenges of women in tech
- Service + Outreach: Empower the next generation through service activities and build the talent pipeline
- Data Analysis: Deliver meaningful data to inform decision making

Learn more and get involved:
stanfordwit.stanford.edu





WIT *Connect*





Stanford People of Color in Technology

POC-IT Affinity Group

CIO Council Sponsor: Nancy Ware
Other Sponsors: Harry Elam, Shirley Everett
Program Lead: Rodney Carter

Newest IDEAL IT Affinity Group

- Primarily geared towards people of color and allies who work in technology roles or fields at Stanford, but open to those who don't work in technology
- Primarily focused on staff, but open to faculty and students

Advisory Group Representation:

UIT, R&DE, SUL, SoM, GSB, SoEd

including representatives of every community of color on campus

Year 1 Theme

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

Year 1 Focus Areas

SOCIAL

Community building, networking, relationship/contact-building

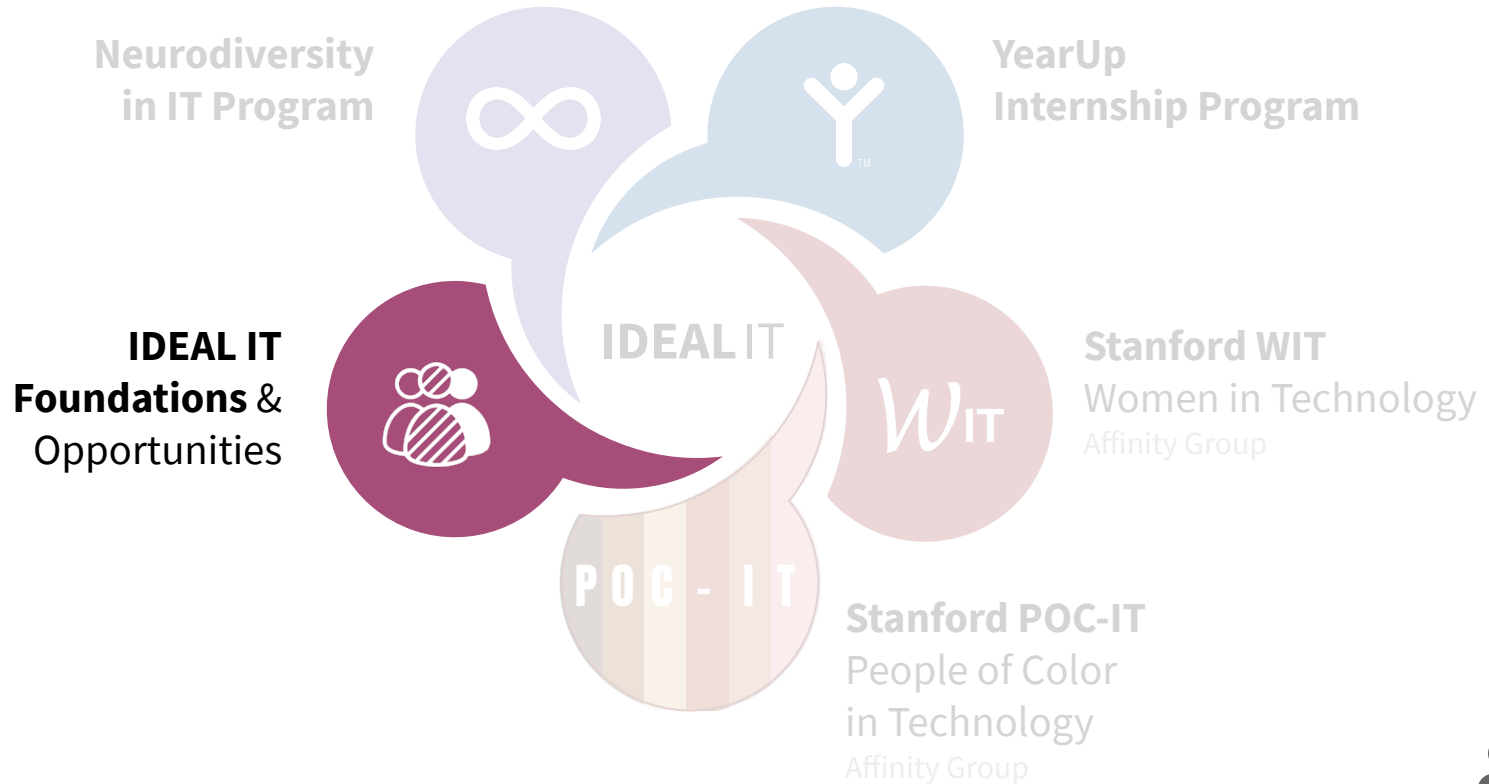
TRAINING/ EDUCATION

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

Program planning and overall communication





IDEAL IT Foundations and Opportunities

DRAFT IDEAL IT Roadmap

Overall IDEAL IT Sponsors: CIO Council
Overall IDEAL IT Program Lead: Dani Aivazian



Design Teams

[Design Teams Overview](#)

[Videos](#)

[Microsites](#)

[IDEAL Homepage](#)

[Diversity Statement](#)

[IDEAL Dashboard](#)

[IDEAL Team](#)

[Stanford Town Center](#)

IDEAL Homepage



IDEAL is about the future of Stanford. IDEAL's objective is to ensure the success of our teaching and research missions depends on change in these areas, then we will make Stanford b

What else you need to know about IDEAL IT:

- We are adding IDEAL IT to the “Our Vision” (Presidential IDEAL Initiative) microsite (webpages)
- Stanford WIT Data Analysis Committee is working with UHR and IRDS to create an “IT jobs” IDEAL IT Dashboard on the IT Community site
- IDEAL IT affinity groups – Stanford WIT and POC-IT – have been added to “groups you can join” part of Stanford New Hire Orientation



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



Thank you for joining us today!

Dani Aivazian (daivaz@stanford.edu, @ Dani Aivazian on Slack)

Anne Pinkowski (apink@stanford.edu, @ Anne Pinkowski on Slack)

Jon Russell (jdrussel@stanford.edu, @ Jon Russell on Slack)

Brittany Cripe (blcripe@stanford.edu, @Brittany Cripe on Slack)

Rodney Carter (rwcarter@stanford.edu, @ rwcarter on Slack)

Jessica Brooks (jrbrooks@stanford.edu, @ Jessica Brooks on Slack)





Want to know more about IDEAL IT?

itcommunity.stanford.edu/programs/ideal-it

Dani Aivazian (daivaz@stanford.edu, @Dani Aivazian on Slack)

