



IDEAL IT

Get the latest on IDEAL IT

December 2022



IDEAL IT is a system of programs for all of Stanford IT

IDEAL IT

IDEAL for the IT
Community at Stanford

Stanford IT staff
+ staff in technology roles
~1,500 employees*

*including UIT staff



IDEAL IT

Vision for the IT Community, *included in the Campus IT Plan*

Stanford University is home to the most dynamic, innovative, and collaborative IT community in Silicon Valley and across higher education. Our shared purpose is to attract and develop the top IT talent by providing an extraordinary work environment that celebrates the diversity of background, thought, and experience of our people. We deliver human-centric information and support services that power Stanford's unparalleled learning, research, and healthcare mission.

Stanford

Vision for the IT Community, *included in the Campus IT Plan*

Stanford University is home to the most dynamic, innovative, and collaborative IT community in Silicon Valley and across higher education. Our shared purpose is to attract and develop the top IT talent by providing an extraordinary work environment that celebrates the diversity of background, thought, and experience of our people. We deliver human-centric information and support services that power Stanford's unparalleled learning, research, and healthcare mission.

Stanford

IDEAL IT

IDEAL for the IT Community at Stanford

IDEAL IT is a system of programs focused on diversifying recruitment, deepening inclusion and belonging, and increasing overall cultural awareness, competence, and understanding of diversity, equity, inclusion, and belonging (DEIB) across Stanford IT

Conceived from the beginning as “IDEAL for the IT Community at Stanford,” the program is sponsored as a strategic initiative by the CIO Council



IDEAL IT builds momentum and makes real change happen



BUILD TALENT

Recruiting, retention,
development,
career advancement



BUILD COMMUNITY

Engagement, support,
inclusion, belonging,
connection to mission



BUILD EQUITY AND ACCOUNTABILITY

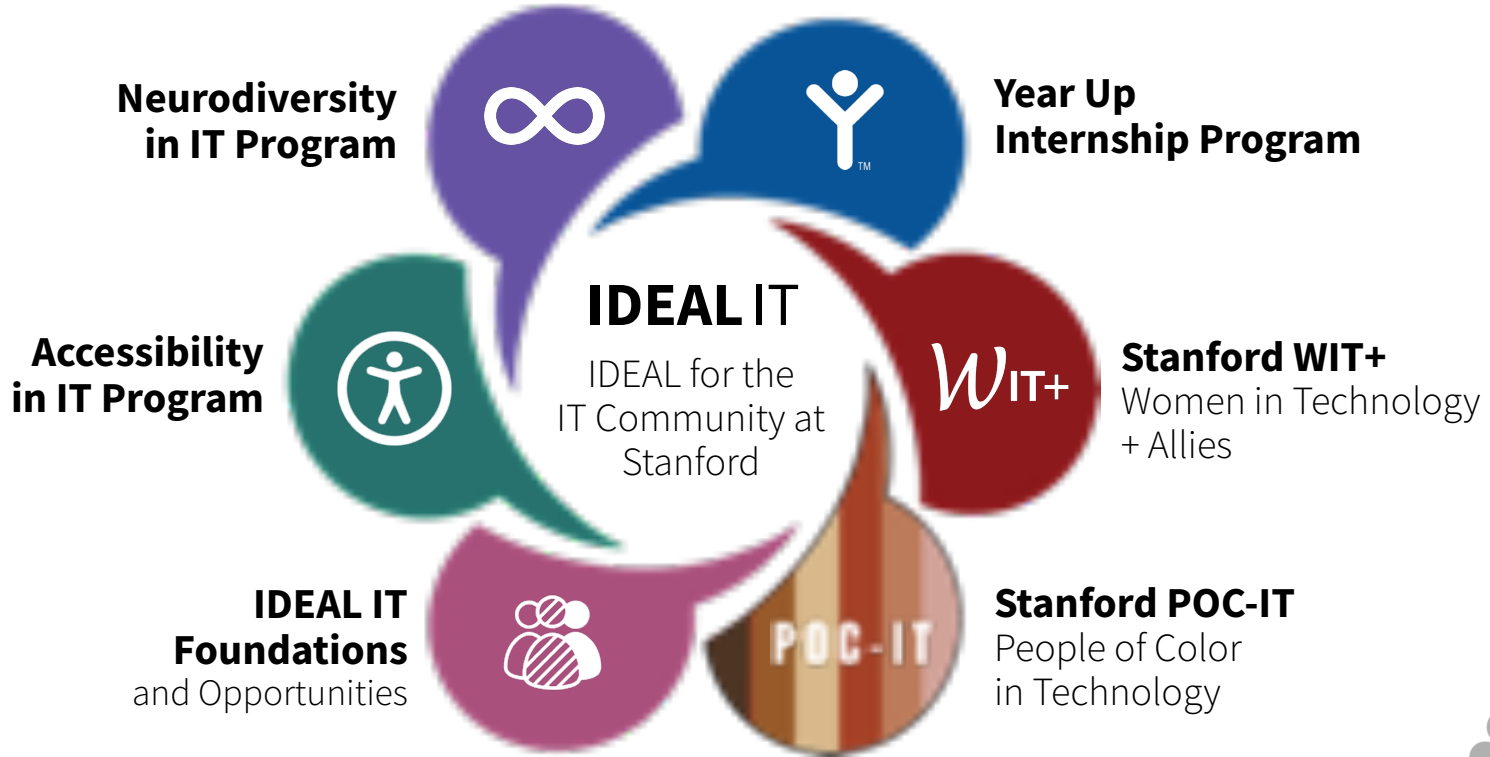
Goals and measurement,
policies and support



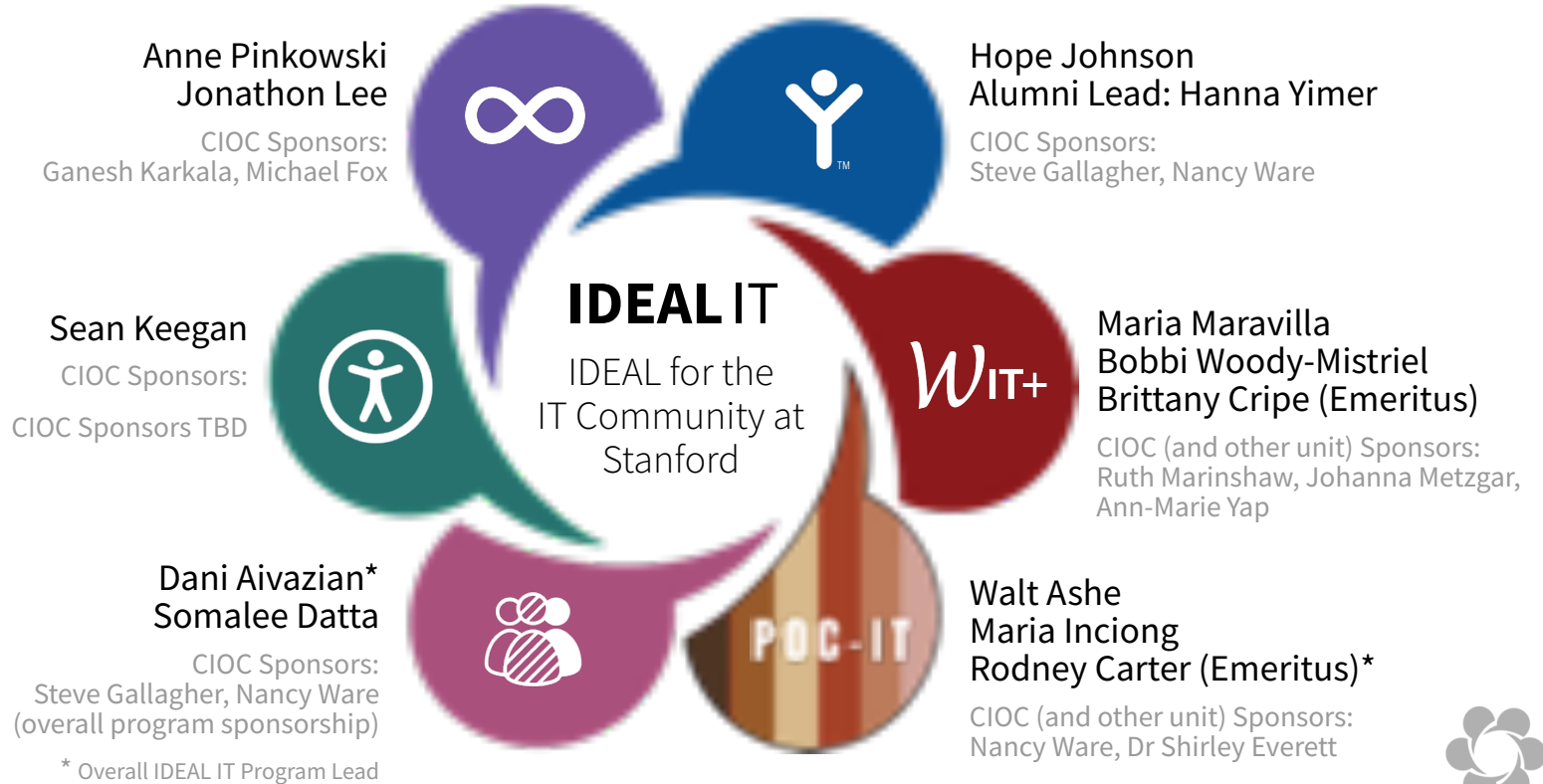
IDEAL IT

Stanford IDEAL IT Program

CIO Council Strategic Program



Current Leaders and Sponsors in the Stanford IDEAL IT Program

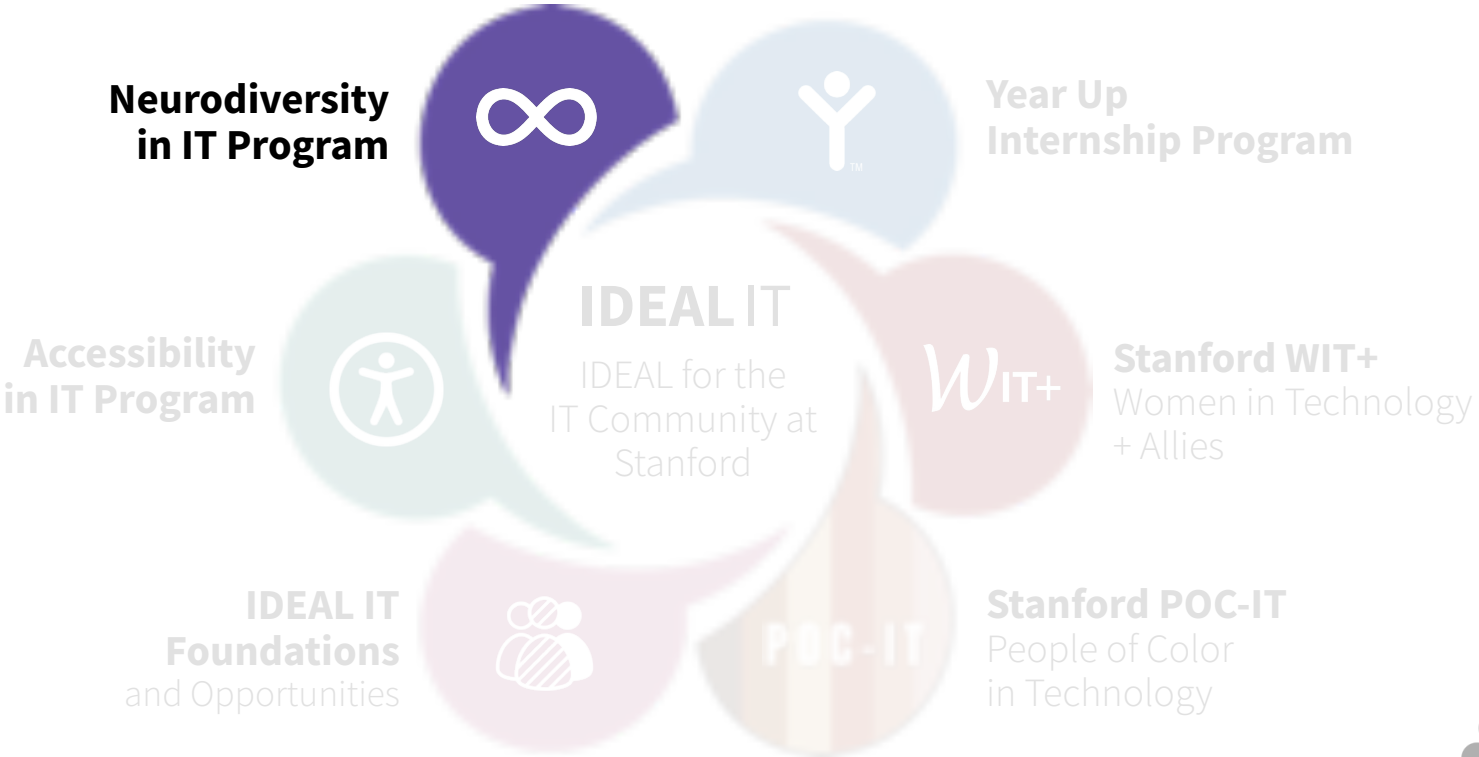


Tiana Ferreira
Hanna Yimer
Project Coordinators



Stanford IDEAL IT Program

CIO Council Strategic Program



Neurodiversity in IT Program

Dual focus:

- recruiting people who identify as neurodivergent
- awareness-building and education about how we can be better allies and support neurodiversity in the workplace

Inclusion for abilities
Acceptance for differences



Recruiting Partners

Zavikon and Neurodiversity Pathways (Goodwill of Silicon Valley)



Inclusive Hiring

Diversity statement to be included on all Stanford IT job descriptions



Quarterly Lunch-n-Learns

approved as Healthy Living events

1060 attendees to **29** Lunch-n-Learns
5 key organizations (UIT, LBRE, GSB, UHR, OOD)
7 hires (1 hire in GSB and 6 in UIT) 4 facilitated by our partner Neurodiversity Pathways and 2 by Zavikon
143 members of growing Community of Practice (COP)
12 active Task Team members



IDEAL IT

Neurodiversity in IT Program

Dual focus:

- recruiting people who identify as neurodivergent
- awareness-building and education about how we can be better allies and support neurodiversity in the workplace

Inclusion for abilities
Acceptance for differences



Recruiting Partners

Zavikon and Neurodiversity Pathways (Goodwill of Silicon Valley)



Inclusive Hiring

Diversity statement to be included on all Stanford IT job descriptions



Quarterly Lunch-n-Learns

approved as Healthy Living events



Growing the Program

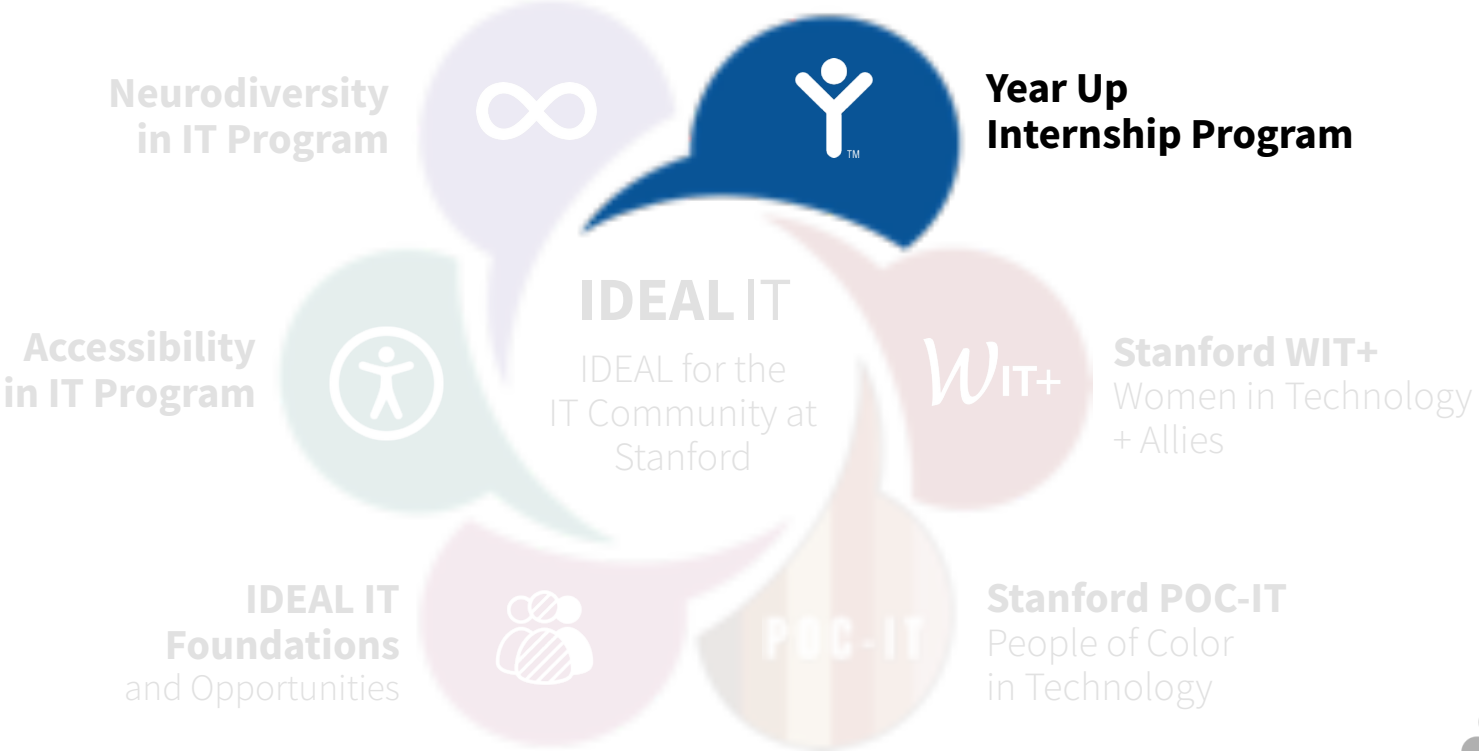
Working to create a Neurodiversity Internship Program



IDEAL IT

Stanford IDEAL IT Program

CIO Council Strategic Program





Year Up Internship Program

Recruiting program focused on helping to “bridge the opportunity divide” with internship opportunities at Stanford for young people from economically disadvantaged backgrounds



- 8** cohorts since 2019
- 92** interns sponsored
- 15** sponsoring units across Stanford IT
- 14** interns in current cohort
- 20+** YU alumni working at Stanford



IDEAL IT



Year Up Internship Program

Recruiting program focused on helping to “bridge the opportunity divide” with internship opportunities at Stanford for young people from economically disadvantaged backgrounds

Key Partnerships



Growing the Program

21 interns started Jan 31,
largest ever cohort +
conversions



Wraparound Support

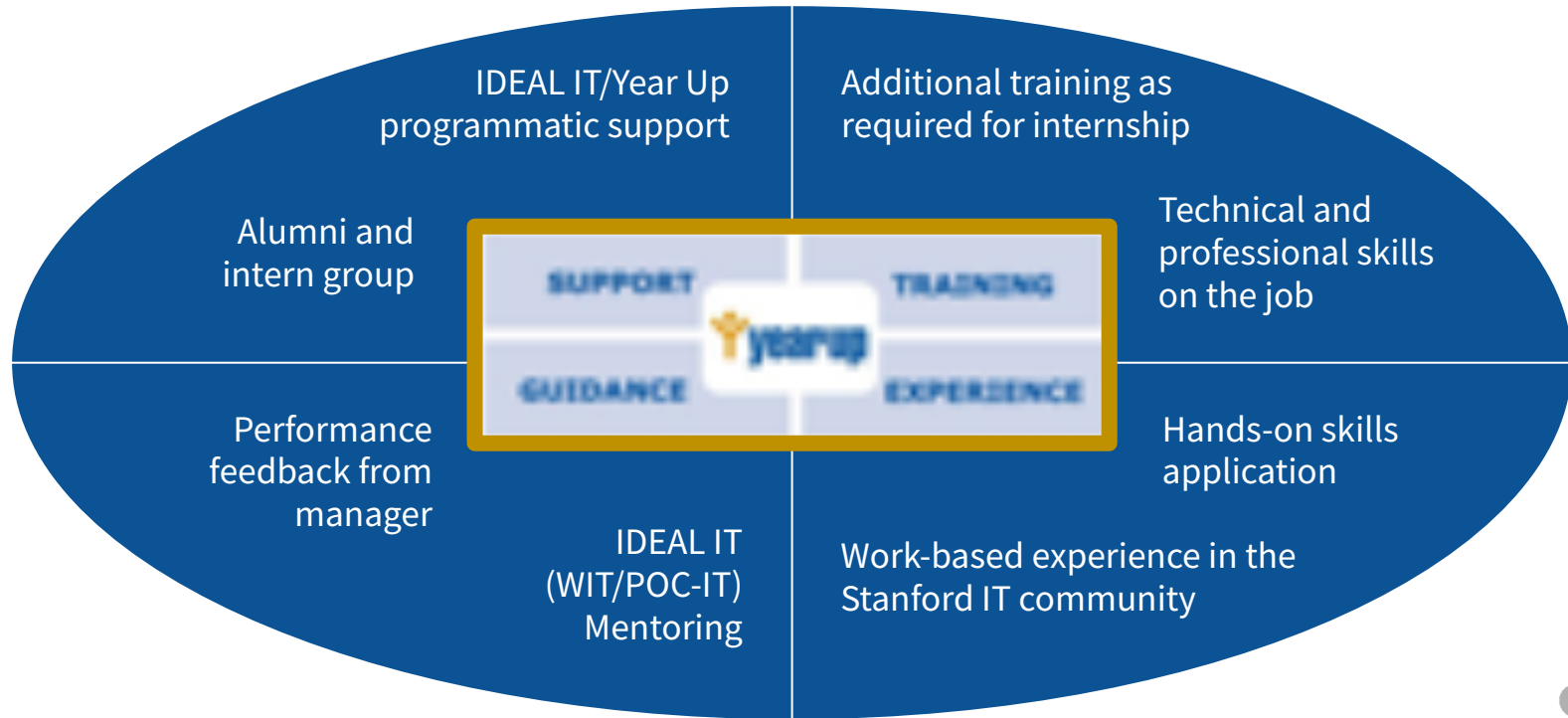
Structured internship +
Stanford specific support
and mentoring



IDEAL IT



Stanford leverages Year Up's Wraparound Support Model





Year Up Internship Program

Recruiting program focused on helping to “bridge the opportunity divide” with internship opportunities at Stanford for young people from economically disadvantaged backgrounds

Key Partnerships



Growing the Program

21 interns started Jan 31, largest ever cohort + conversions



Wraparound Support

Structured internship + Stanford specific support and mentoring

Building the Community

Alumni & intern peer group

Key activities, including (#IamRemarkable, resume reviews, mock interviews)



IDEAL IT