

# GOOGLE DEVELOPER GROUPS ON CAMPUS TASK

## Challenge:

Lack of Networking Opportunities and Inclusive Tech Communities for Women

Many women in tech find it challenging to build strong professional networks or access tech communities that are genuinely inclusive. This can limit their exposure to new opportunities, mentorship, and collaboration, making it difficult to advance their careers. Moreover, many existing networking events may not consider different schedules or preferences, inadvertently excluding women who might have other responsibilities.

## Proposed Solution:

Create an initiative called **"Circle of Coders: Inclusive Tech Community Platform"**, which would offer a unique approach to fostering gender inclusivity through micro-networking groups and flexible participation options. The program would consist of the following components:

## Micro-Networking Circles

Instead of large-scale networking events, micro-networking circles would be formed based on specific interests (e.g., data science, web development, AI ethics) or career stages (e.g., early career, mid-career, career changers).

- Each circle would consist of 5-10 members, allowing for more meaningful connections and personalized support.
- Members would participate in weekly or bi-weekly virtual meetups to discuss tech trends, career growth, and shared projects, making it easy for women to fit networking into their schedules.
- Rotating facilitators from within the group would help manage the discussions, ensuring everyone gets an equal voice and opportunity to lead.
- Flexible "Tech Talk" Sessions Based on Different Schedules
- Organize "Tech Talk" sessions at different times of the day to accommodate diverse schedules, including morning sessions for early risers and evening sessions for those with daytime responsibilities.
- Allow participants to attend Tech Talks asynchronously by providing recordings and online discussion forums where they can interact with speakers and ask questions at

their convenience.

- Include focused topics such as balancing tech careers with other responsibilities, imposter syndrome, or technical skills that are in demand, tailored for women by women.

### "Project Buddy" Program for Skill Development

- Launch a "Project Buddy" program where participants are matched with a partner to work on tech projects together. The pairs would:
- Collaborate on short-term projects like building a small app, contributing to open-source software, or solving coding challenges.
- Review each other's code and provide feedback, creating a mutual learning experience while enhancing technical skills.
- Offer guidance from experienced mentors who provide feedback on projects and conduct periodic review sessions.

### Virtual Hackathon Platform with Focus on Inclusivity

- Host virtual hackathons with a focus on building solutions that promote gender inclusivity, such as tools for career development, bias detection in tech, or productivity apps tailored for diverse needs.
- Integrate collaborative team selection where participants can choose teams based on shared interests or skill levels, ensuring an inclusive environment where everyone feels comfortable contributing.
- Include a "Hackathon Lite" track, where participants can work on projects at a slower pace over a month instead of a weekend, accommodating those with busier schedules.
- Implementation within the Broader Tech Community:
- Pilot Program within Community : Start by setting up a few micro-networking circles within the Developer Student Club, offering virtual and hybrid Tech Talk sessions to ensure flexibility.
- Collaborations with Industry Partners: Partner with local companies and tech organizations to bring guest speakers and mentors into the platform, expanding the community's reach.
- Expanding the "Project Buddy" Program: Encourage community members to share their projects publicly on GitHub and seek contributions from other circles, fostering a collaborative and open-source mindset.

## **Impact:**

The Circle of Coders initiative aims to create a tech community that fits into the diverse lives of women, providing accessible, personalized networking and skill development opportunities. It

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could help build stronger professional connections, empower women to take on leadership roles, and promote a supportive, inclusive culture in tech.