

CPSC 430 Diversity & Inclusion Initiatives in Silicon Valley

Learning objectives:

- Reflect on research related to diversity & inclusion and the implications for the tech field
- Apply ideas to common scenarios in the tech field

Watch the video (1 hour, 20 min):

The Science of Diversity and Inclusion Initiatives: Sparking Transformative Solutions by Kara Helander and Jeff Flory, co-founders of the Science for Diversity and Inclusion Initiative (SODI)

<https://www.youtube.com/watch?v=mDRwVLxpbR8&t=3604s>

Answer the following reflection questions:

1. In the video, Kara says, "...there is this link between being an ethical leader and diversity and inclusion because in truth, an ethical leader really does all that she or he can do to elevate and tap the full potential of everyone in that organization and in society." Is this how you could define an ethical leader? Explain.
2. The speakers refer to various sexual harassment, discriminatory hiring practice, and hostile work environment stories, all taking place within one company. They are speaking of recent news articles about Google
 - <https://www.usatoday.com/story/tech/news/2018/02/28/google-hit-sexual-harassment-lawsuit-alleging-bro-culture/383190002/>
 - <https://www.wired.com/story/new-lawsuit-exposes-googles-desperation-to-improve-diversity/>
 - https://www.huffingtonpost.com/entry/google-this-best-way-to-handle-a-hostile-co-worker_us_5990cb2be4b063e2ae0580de

One thing Google employees have done to combat issues is start a "Yes, at Google" list where employees can anonymously describe incidents related to bias, harassment, and discrimination.

(<https://www.bloomberg.com/news/articles/2017-05-23/at-google-an-employee-run-email-list-tracks-harassment-and-bias-complaints>) Do

you think this is a good way to raise awareness about company culture and promote accountability?

3. The video focuses on three major research areas: response to competition, work assignment/allocation, and attracting diverse candidates. How can you apply the lessons learned from the research cited in the video to your personal interactions in this course?
4. Imagine that it's 5-10 years in the future and you're in a position to influence company culture and/or hire new employees. What practices would you want to implement at the company to create the most skilled workforce?

Bring your responses to class so that you'll be prepared to engage in a discussion.