# Sitting in this seat assigns you to Discussion Group 1: Advocacy

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. Discussion on mentoring up as well as down, i.e., older/more experienced colleagues mentoring younger ones, but also the other way around.
2. Do you give different guidance to men and women? And if not, do you think that mentors should?
3. How can we engage more men to support a better representation of women in data?
4. How do you think you can encourage more women into data?
5. If you could provide one piece of advice to the women here today, what would it be?
6. What advice do you have for women working in the data industry?
7. What have you done to encourage females (of all ages) into the data?
8. What is one thing you do to support other women in your workplace or industry?
9. What strategies would you suggest to overcome workplace bias to be taken seriously, promoted for merit and to receive fair wage?
10. What's the advice that you most frequently give to those that you mentor?

# Sitting in this seat assigns you to Discussion Group 2: Career

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. “At least for me, I had no idea this would be where my career would end up be while I was trying to figure out what to study in college. However I know it’s exactly where I should be.” Are there women who have had a similar experience? If so, could you tell a little bit about how your journey of getting to role you are in today?
2. What are some ways we can help inspire other women to be passionate about data? What inspired you to pursue a career involving data?
3. What do you think has had the biggest impact on your professional career progression? If you could have made one change to anything along the way, what would it be?
4. What do you think is critical for women to build careers in data? Is it education? Or curiosity? Or a combination?
5. What guidance would you share with young women who are building careers in data right now?
6. What is one of the biggest career-limiting moves you see people (specifically women) making? And how can we mediate this?
7. What is the biggest challenge that you faced in developing your knowledge and career? Was it something external, or internal? And if you have overcome it, how did you do so?
8. What is your advice to folks just trying to break into the tech industry who have a passion for data but aren't sure where to start?
9. What skills have served you well over the course of your career?
10. What type of work were you doing in the beginning of your career?
11. When did you know that a career in data was for you?

# Sitting in this seat assigns you to Discussion Group 3: Data

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. Describe a case where data analysis + visualization were indispensable in helping you drive change or make impact in your role.
2. Even with data to back you up, do you find it difficult to gain credibility?
3. Have you seen differences in how men and women approach data analysis? What can women learn from men and men from women?
4. What data set do you feel you approached differently because you are a woman?
5. What has been your "most valuable" analytic learning experience?
6. What is your first step of investigation when you are given a dataset?
7. Which of the vizzes you've created are you really proud of and why

# Sitting in this seat assigns you to Discussion Group 4: Education

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. How can we actively make the environment in data more friendly and accessible to women?
2. How can we set young girls (elementary/middle school) up to be data geeks?
3. What do you think we should do, collectively, to create more opportunities for women to build careers in technology?

# Sitting in this seat assigns you to Discussion Group 5: Gender

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. Do you think companies will ever make public their data about women’s salaries versus men’s salaries? Should they?
2. Do you think that there is an issue with gender parity in the data industry?
3. How can we, as a community, increase gender and wage equality?
4. How have you seen things change for women in your field?
5. In your observations, is there a difference in the professional lives of women differ from those of men? If so, what are the most stark differences?
6. Were there differences in the professional opportunities for men and women when you started your career? If so, what did those differences look like, and how have you seen them change?
7. What do you think about the recent use of social media to bring attention to the issue, particularly the #ilooklikeanengineer campaign on Twitter and Instagram? (or, how has technology changed the opportunities of the very people creating it?)
8. What do you think the greatest hindrances do gender parity are? Have you had any experiences that made these obstacles very real, or have you seen them have negative impacts on the lives of others?

# Sitting in this seat assigns you to Discussion Group 6: Impact

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. At this point in your career, what do you think your most impactful contribution has been?
2. Have you ever used data to help solve a problem related to diversity?
3. How do you see our work in this geographical area, and in the industries represented here, as catalysts for change worldwide?
4. This is a rich discussion, what are some actions items you think we can take with us and start working towards to make a change?
5. What is the greatest contribution women in data can give now and in years to come?

# Sitting in this seat assigns you to Discussion Group 7: Leadership

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. Are there instances where you have used data analysis to bring change in your group or organization?
2. Are there instances where you have used data to bring change in your group or organization?
3. Can you tell us about the types of initiatives for which you're providing leadership?
4. Everyone in this room has made it, we are leaders and representatives of women in data. What are everyday ways we can be evangelists and supporters for women in data?
5. How are women using data to change their lives, their companies and the world?
6. How has data and visual analysis impacted your career? And or your team?
7. How have you used data to change your opportunity or environment professionally?

# Sitting in this seat assigns you to Discussion Group 8: Personal

After the panel, please review the questions below, and share any stories or thoughts that come to mind with your other group members, nearby. A group representative that your group members choose will present a summary statement or key takeaways of the discussion in a few moments.

1. Based on what you know now, what would you do differently?
2. Can you tell us about an inflection point in your life in which you felt drawn to work with information?
3. How did you get into the data? Did you study it in school?
4. How did you know that you wanted to work with data?
5. Looking back, what would you say are the most important factors that helped you pursue your vocations?
6. Was there a person in your life who motivated you to do your current work? Or a community that inspired you?
7. What do you enjoy most about your work?
8. What has been the most memorable or most important lesson for you to date?
9. What's the best advice you received? And how did it help you chart your course?