

CICS Male Ally Workshop 2017

Outline

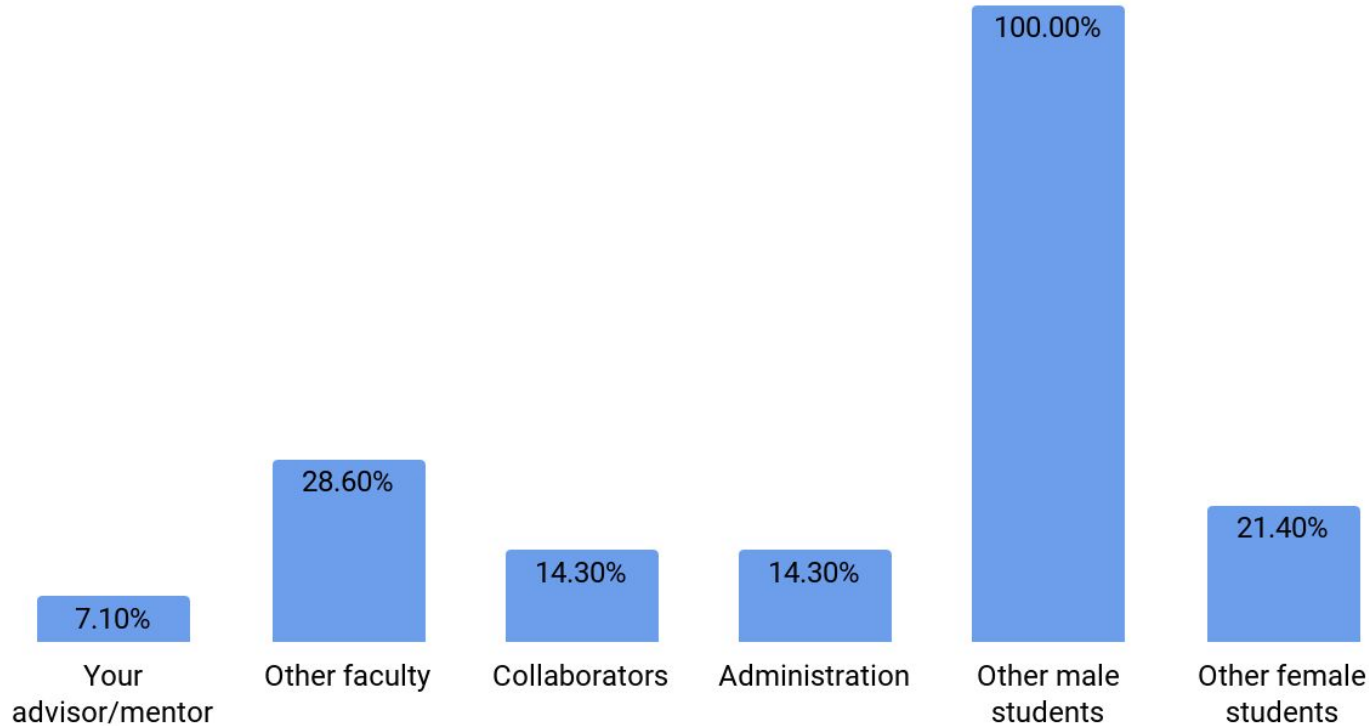
- Welcome & Overview (Kevin)
- Intro
 - Department survey (Katie)
 - Gender in CS statistics (Su Lin)
- Scenarios
 - Intro (Katie)
 - **Discussion 1, 20 minutes**(small groups)
 - Reflection, (all)
 - **Discussion 2** (small groups)
- Wrap-up (Kevin)
 - Handouts, Exit survey

The **mission** of this workshop is (1) to spark conversation about gendered issues in the workplace and (2) to prepare you to effectively identify issues and respond appropriately.

Department statistics

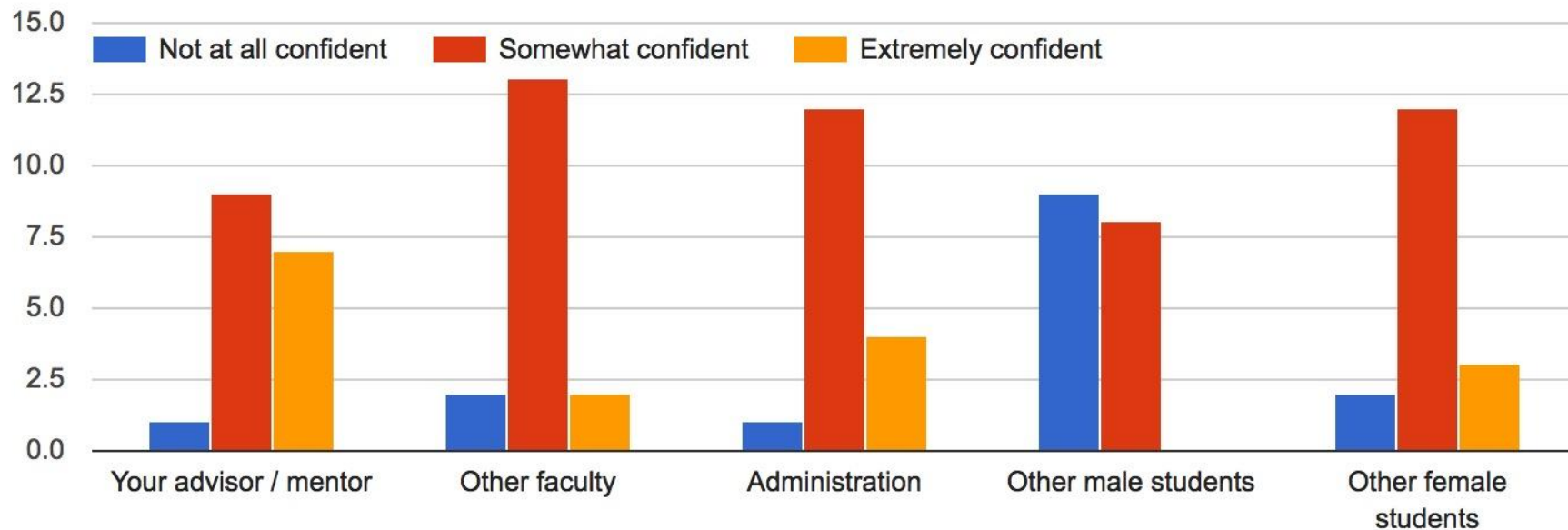
	Total	Women
Tenured Faculty	53	6 (11.3%)
PhD Students	199	45 (22.6%)
Masters Students	528	137 (25.9%)

From whom have you experienced sexism (defined as broadly or narrowly as you'd like) in academic environments?



Survey respondents = 17

How confident are you in the following people's support here in CICS?

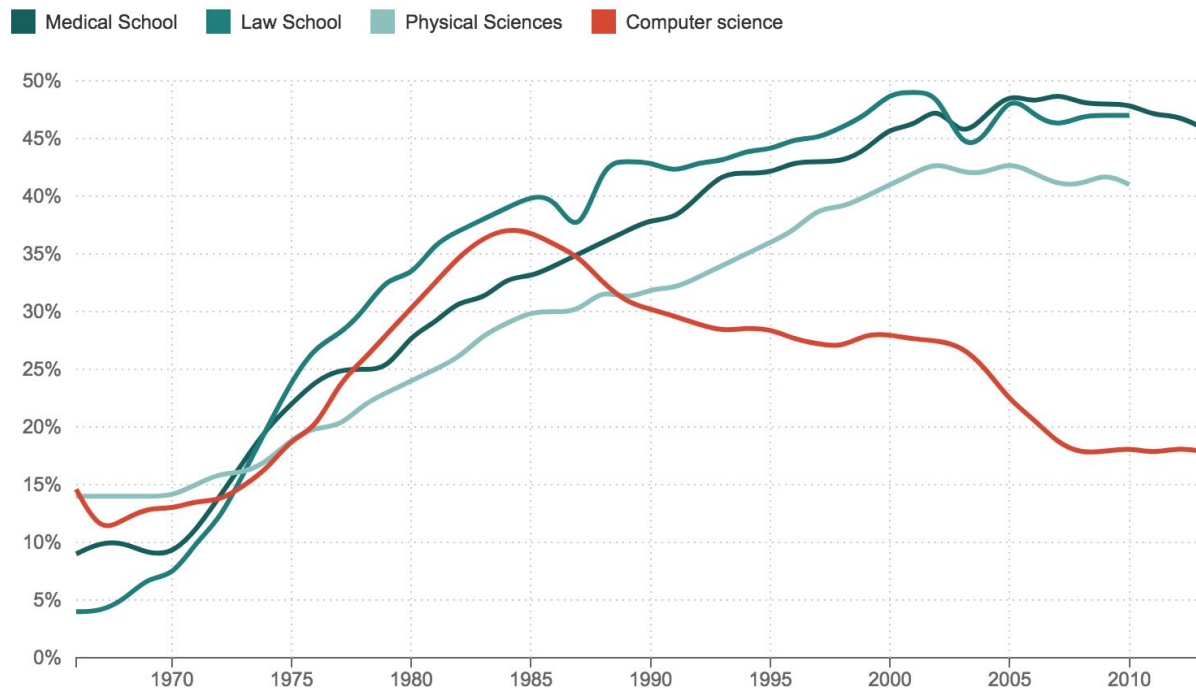


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History

What Happened To Women In Computer Science?

% Of Women Majors, By Field



Source: National Science Foundation, American Bar Association, American Association of Medical Colleges

Credit: Quoc Trung Bui/NPR

Culture: implicit bias and workplace environment

- In tech, 41% of women quit, vs. 17% of men
 - Only 27% cite family reasons
 - Major reason: workplace environment!

Culture: implicit bias and workplace environment

- Women are perceived as less credible
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 - Women display the same biases men do
- Awareness is important!
 - Self-perception of objectivity correlates with greater bias

Scenarios Intro

- Motivation:
 - Develop premeditated strategies before you encounter the scenarios in the real world
 - Distributing the effort mass over genders
- Discussion guidelines:
 - Give people the benefit of the doubt
 - Step up. Step back.
 - No right/wrong answers
- Timing
 - Find groups 3-5 people
 - 2 x 20 minutes (large group discussion in the middle)
 - Pick the scenarios that seem most applicable to you (no need to go through them all)
 - (1) Identify potential issues raised by the scenario (2) Discuss potential responses

Potential Discussion Points

- Who is complicit? Who has power?
- Interrupt in the moment or afterwards? (1, 3)
- How should you report what you see? (6, 9)
- Benevolent sexism? (2)
- Ask the woman how'd she'd like you to respond. (1)
- Documentation (6, 9, 10)
- Using your power and privilege to speak up when a marginalized member cannot
- Address implicit bias directly before making selection/hiring decisions (11)

Wrap-Up

Handouts: (1) actions (2) institutional resources

Wrap-Up Survey

All workshop materials:

<https://github.com/mrlucasch/cics-male-allyship-workshop17>