ALFRED P. SLOAN FOUNDATION

PROPOSAL COVER SHEET

Project Information

Principal Investigator

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Grantee Organization:	NumFOCUS
Amount Requested:	$10,000
Requested Start Date:	February 1, 2015
Requested End Date:	June 30, 2015
Project URL (if any):	http://training-up.org

Project Goal

All over the world, grassroots groups are trying to fix the tech sector's diversity problem. Whether they focus on women, racial minorities, the elderly, LGBT individuals, or people with disabilities, their goal is to foster diversity in tech. We are organizing a meeting in May 2015 to give representatives of these groups a chance to share ideas, make connections, and learn from each other and from people with more experience in the non-profit sector.

Objectives

Our goal is to give these groups a chance to help one another improve what they do and how they do it. Much of this can and should be peer-led, but since most volunteers in these groups come from the tech sector, guidance from people with more experience in the world of non-profits could save them a lot of time and grief.

Proposed Activities

The final agenda for this two-day event will be determined in collaboration with participants, but will include (a) demonstration lessons in which participants show off teaching techniques that they use, (b) short talks about ideas that have worked particularly well (or particularly badly), (c) tutorials on non-profit setup, governance, and fundraising, (d) presentations on how to move learners from workshops into participating in open source projects and/or employment in tech, and (e) discussion of next steps, possibly including formation of an umbrella organization to help foster further growth.

Expected Products

A full report on the event will be prepared and presented within a month of its completion, but the more important product will be a follow-on report six months later documenting the impact it has had. Have groups actually adopted each other's curriculum and teaching methods? Are they supporting each other through co-instruction and lead exchange? Has their governance and/or fundraising changed, and if so, for the better? Most importantly, are they more effective, and if so, in what ways?

Expected Outcomes

We expect this meeting to produce (a) stronger and more frequent connections between participants and the groups they represent, leading to (b) frequent exchange of ideas and people and (c) more effective and efficient operations, resulting in (d) greater impact on both the groups they are trying to assist directly, and on the tech sector as a whole. The last of these may not become evident for months or even years, but formation of an umbrella organization to foster deeper collaboration between these groups and others like them will be a significant step in that direction.