

# Women in Tech

ACM-W at UCF

# Announcements

## Graduation cords!

Royal blue and gray; 2018 tag ; spring, summer, and fall  
2018 graduation

\$6.00 each

Let me know by **April 9** via email  
([huongd97@knights.ucf.edu](mailto:huongd97@knights.ucf.edu)), Slack direct message or  
reply to thread!

Pay when you get them during our last meeting – **April 16**



# Announcements

- Volunteer opportunity
  - NCWIT Awards
  - Saturday, May 12th 5:30-9:00 PM
  - Help out day of and/or prepping for award night
  - Let Rachael know via Slack direct message or in our #outreach channel

The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. In the center, there is a large orange speech bubble with a small tail pointing downwards. Inside the bubble, the text "Upcoming Election" is written in white.

Upcoming Election

## Timeline

- Officer descriptions published: 3/22/2018
- In-person review of officer positions and nominations: 4/2/2018
- Officer nominations are due: 4/6/2018
- Headshot and statement due: 4/8/2018
- Members get to read and learn more about candidates: 4/9/2018 to 4/16/2018
- Voting: Week of 4/16/2018

Nomination time!

The image features a large orange speech bubble with a small tail pointing downwards. Inside the bubble, the text "Nomination time!" is written in a white, sans-serif font. The background is light gray with faint, concentric circular lines and some dashed lines, creating a subtle pattern.

An orange speech bubble graphic with a small tail pointing towards the bottom left. The word "Positions" is written in white text inside the bubble.

## Positions

- President
- Vice President
- Secretary
- Treasurer
- Sponsorship lead
- Marketing lead
- Web development lead
- Outreach lead

## Our Nomination Form

- If you were not able to make it to our GBM, you can still nominate yourself or others for officer positions.
- <http://bit.ly/acmwNomination>



The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. In the center, there is a large orange speech bubble with a small tail pointing downwards. The text "Why diversity in tech?" is written in white inside the bubble.

Why diversity in tech?

# The Coded Gaze: Unmasking Algorithmic Bias



<https://www.youtube.com/watch?v=162VzSzzoPs>

An orange speech bubble graphic with a white question mark inside. The bubble has a rectangular body and a small triangular tail pointing downwards.

# Why?

- Research shows that companies with greater diversity earn higher profits
  - <https://www.morganstanley.com/ideas/gender-diversity-investment-framework>
  - <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
- "..We envision a future **where the people who imagine and build technology mirror the people and societies for whom they build it.**" -- AnitaB.org
- What are your thoughts?

The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. In the center, there is a large orange speech bubble with a small tail pointing downwards. The text is centered within the bubble.

Barriers that women and  
minorities face in tech

## "Culture Fit"

- A subjective hiring metric that predicts whether an applicant will belong in a company based on the people who already worked there
- The Beer Test
  - "Would I want to hang with this applicant at happy hours after work?"
  - Encourages homogeneity
- Negatively impact a person's job prospect
- Further exacerbate the problem of women and minorities conditioned to feel not belonged

"you don't look like a software engineer"



<https://www.youtube.com/watch?v=oxsRdY71E> 4 We watched:  
0:33 to 2:14 and 4:39 to 9:07

# Microaggressions

- Microaggressions: everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. - [Derald Wing Sue Ph.D.](#)
- Examples:
  - The experiences that were shared at the end of the video
  - Assertive women are labeled as "bossy" (or worse) while men showing similar level of assertiveness are viewed as normal
  - "You don't look like you study \_\_\_\_\_."
  - "I didn't know someone from <insert marginalized group> would be here!"
  - Sexist, racist, ableist jokes

An orange speech bubble with a tail pointing towards the bottom left. The text "What can be done?" is written in white inside the bubble.

What can be  
done?

- **At the industry standard?**
- **On a company-wide level?**
- **At the management level?**
- **At the individual level?**





## Joy Buolamwini

- Master's in Learning and Technology from Oxford University; Bachelor's in Computer Science from Georgia Tech
- Founder of Algorithmic Justice League: organization dedicated to fighting bias in machine learning. <https://www.ajlunited.org/>
- Piloted inaugural Rhodes Scholar Service year to launch Code4Rights which supports youth in creating meaningful technology for their communities in partnership with local organizations
- LinkedIn: <https://www.linkedin.com/in/buolamwini/>
- Twitter: @jovialjoy and @ajlunited

# Jarvis Johnson



- **Current:** Software engineer at Patreon
- **Past:**
  - Intern at Google
  - Intern and full-time software engineer at Yelp
  - Georgia Tech teaching assistant
- B.S. in Computer Science from Georgia Tech
- <https://www.linkedin.com/in/jarvis-johnson-aa442843/>
- <https://twitter.com/jarvis>
- <https://www.youtube.com/user/VSympathyV/vid eos>



# Dr. Maria Klawe

- Current president of Harvey Mudd College
- Emphasized increasing gender diversity in computer science and pushed for restructuring of computer science curriculum
- Result: 55% of computer science graduates are women (as of 2017)
- BSc, Mathematics, University of Alberta, 1973  
PhD, Mathematics, University of Alberta, 1977  
Graduate Studies, Computer Science, University of Toronto, 1979

# Dr. Fei-Fei Li



- **Current:** Professor and Director of Stanford University's AI Lab, and the Chief Scientist at Google Cloud AI/ML.
- **Inventor of ImageNet and the ImageNet Challenge**, a critical large-scale dataset and benchmarking effort that has contributed to the latest developments in deep learning and AI.



## Relevant Readings

- "Ghosts in the Machine"
  - <http://www.pbs.org/wgbh/nova/next/tech/ai-bias/>
- "How a Machine Learns Prejudice"
  - <https://www.scientificamerican.com/article/how-a-machine-learns-prejudice/>
- "Why tech's gender gap isn't just a pay gap"
  - <http://fortune.com/2014/11/24/why-techs-gender-gap-isnt-just-a-pay-gap/>
- "Why achieving diversity in tech requires firing the industry's 'cultural fit' mentality"
  - <https://techcrunch.com/2018/03/22/why-achieving-diversity-in-tech-requires-firing-the-industrys-cultural-fit-mentality/>

# Resources

- AnitaB.org
  - "...we envision a future **where the people who imagine and build technology mirror the people and societies for whom they build it**. We connect, inspire, and guide women in computing, and organizations that view technology innovation as a strategic imperative."
  - <https://anitab.org/about-us/>
- TAPIA Conference
  - The goal of the Tapia Conferences is to bring together undergraduate and graduate students, faculty, researchers, and professionals in computing from all backgrounds and ethnicities to:
    - **Celebrate** the diversity that exists in computing;
    - **Connect** with others with common backgrounds, ethnicities, disabilities, and gender so as to create communities that extend beyond the conference;
    - **Obtain** advice from and make contacts with computing leaders in academia and industry;
    - **Be inspired** by great presentations and conversations with leaders with common backgrounds.
  - <http://tapiaconference.org/>

# Resources

- From software engineers:
  - <https://www.youtube.com/user/hellomayuko/videos>
  - <https://www.youtube.com/user/VSympathyV/videos>
  - <https://www.youtube.com/user/LailaNassali/videos>
- Being an ally for women and minorities:
  - <https://twitter.com/betterallies>
  - <https://maleallies.com/>