



The Fear Factor

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FAIL



Are we on the
same page?

ZERO SUM ARGUMENT

OUTCOMES



I WIN

OR



YOU LOSE

What belief about DEIA of yours do you **imagine** would have you in this position if you posted it on social media?

What is your biggest fear related
to DEIA?



<https://duke.is/FearFactor>





Fear of...

- Cancel culture
- Saying the wrong thing
- Being labeled as complicit
- Not having the knowledge to best express yourself
- Having a view that's in the minority or is polarizing
- Finding out you **are** biased
- Having to do something about the fact that you **are** biased
- Changing the status quo as a result
- Moving away from “meritocracy”
- No practical way to implement strategies

your
feelings are
valid



CULTURAL
COMPETENCE
IN COMPUTING

3C Approach

01

Center people,
policies, and
practices

02

Provide closed
space for
(un)learning

03

Build
community of
practice

04

Ensure
demonstrable
result of
participation

2-year, Virtual Format



Rules of Engagement

- Everyone will participate in a mature and respectful fashion.
- Throw sunlight, not shade.
- Be open to be challenged or confronted on your ideas or prejudices.
- Study and avoid engaging in rhetorical fallacies.
- Avoid broad generalizations you can't back up with evidence
 - “everyone everywhere always does x”







Cohorts 1 & 2 completed

110 faculty

33 staff

17 graduate students

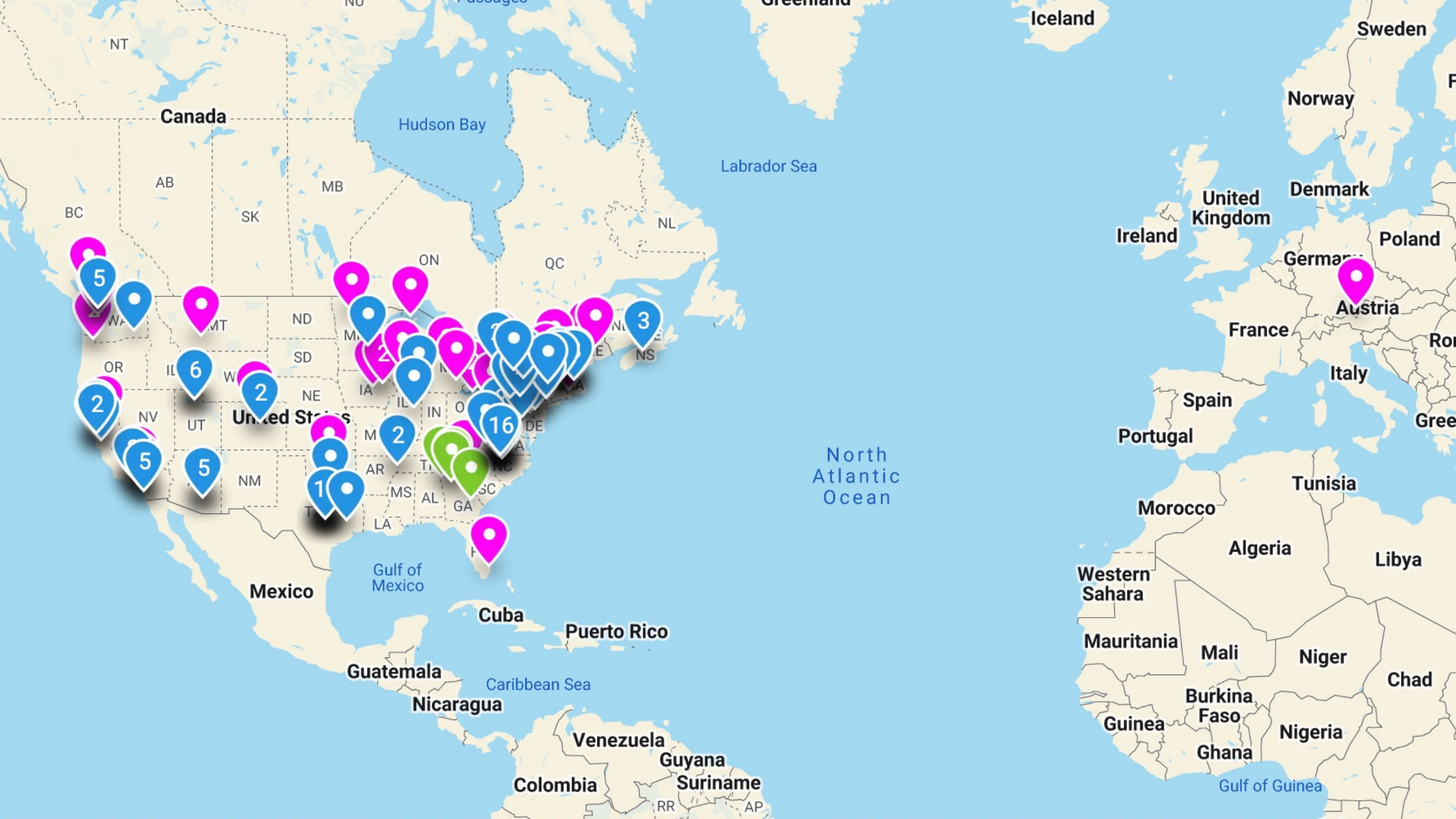
64 institutions/organizations
(5 **HSI**, 1 **AANAPISI**, 51 **PWI**, 7 K-12)

3 countries



Cohorts 3 & 4

125 in progress



Evaluation

- Iterative improvements between sessions based on participant feedback
- Duke Social Science Research Institute
 - Increased **knowledge and awareness** of the impact of systemic inequities on computing environments
 - Increased **self-efficacy** to identify factors negatively impacting minoritized people
 - Willingness and preparedness to act
 - Increased levels of **self-awareness**, including areas for growth

Challenges Faced



Participant
Buy-in

Consistent
Participation

Inaccessible
Meeting
Times

Disruptors

Future Directions

- Further understanding of facilitating difficult conversation
- Extensions to STEM disciplines
- Long-term impacts of participation



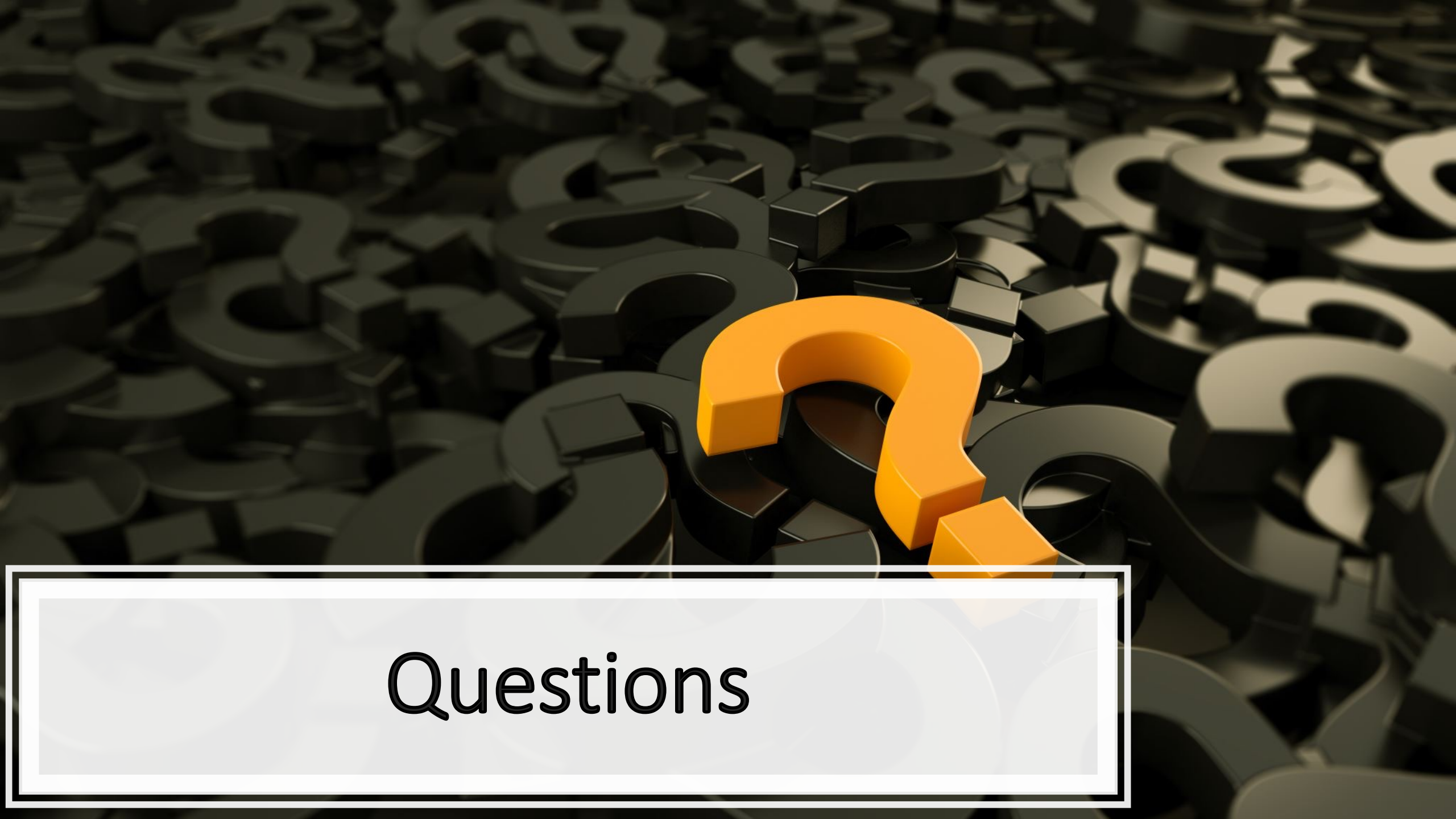
RATHMANN
FAMILY FOUNDATION



AIICE

**ALLIANCE FOR IDENTITY
INCLUSIVE COMPUTING EDUCATION**





Questions