CRA-WP Grad Cohort Workshop for Inclusion, Diversity, Equity,Accessibility, and Leadership Skills (IDEALS):

2024 Speaker Feedback Report

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COMPUTING RESEARCH ASSOCIATION

CERP
Computing Research Association
Evaluation

CRA-WP
Computing Research Association
Widening Participation

About CERP & Acknowledgement

The Computing Research Association's (CRA) Center for Evaluating the Research Pipeline (CERP) is a research and evaluation center whose mission is to promote diversity in computing. CERP serves as a resource for the computing community by supporting efforts to recruit and retain individuals considered underrepresented in computing or historically marginalized (i.e., women; people who are Black/African American, Hispanic/Latinx, Indigenous and First Nations, Native Americans, Alaska Natives, Native Hawaiians, and Pacific Islanders; persons with disabilities; persons from low-income backgrounds; first generation college students; LGBTQIA+ individuals; and veterans). More generally, CERP strives to inform the computing community about patterns of entry, subjective experiences, persistence, and success among individuals involved in academic programs and careers related to computing.

For more information about CERP, visit http://cra.org/cerp/.

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FEEDBACK RESULTS

Perception on Workshop Co-Location

Figure 1. Agreement with the co-location on the speaker's overall experience.

1. The co-location of the Grad Cohort for Women and Grad Cohort for IDEALS workshops positively affected my overall experience (n = 14)

7%
"Disagreed" or "strongly disagree"

14%
"Neither agree nor disagree"

79%
"Agreed" or "strongly agreed"
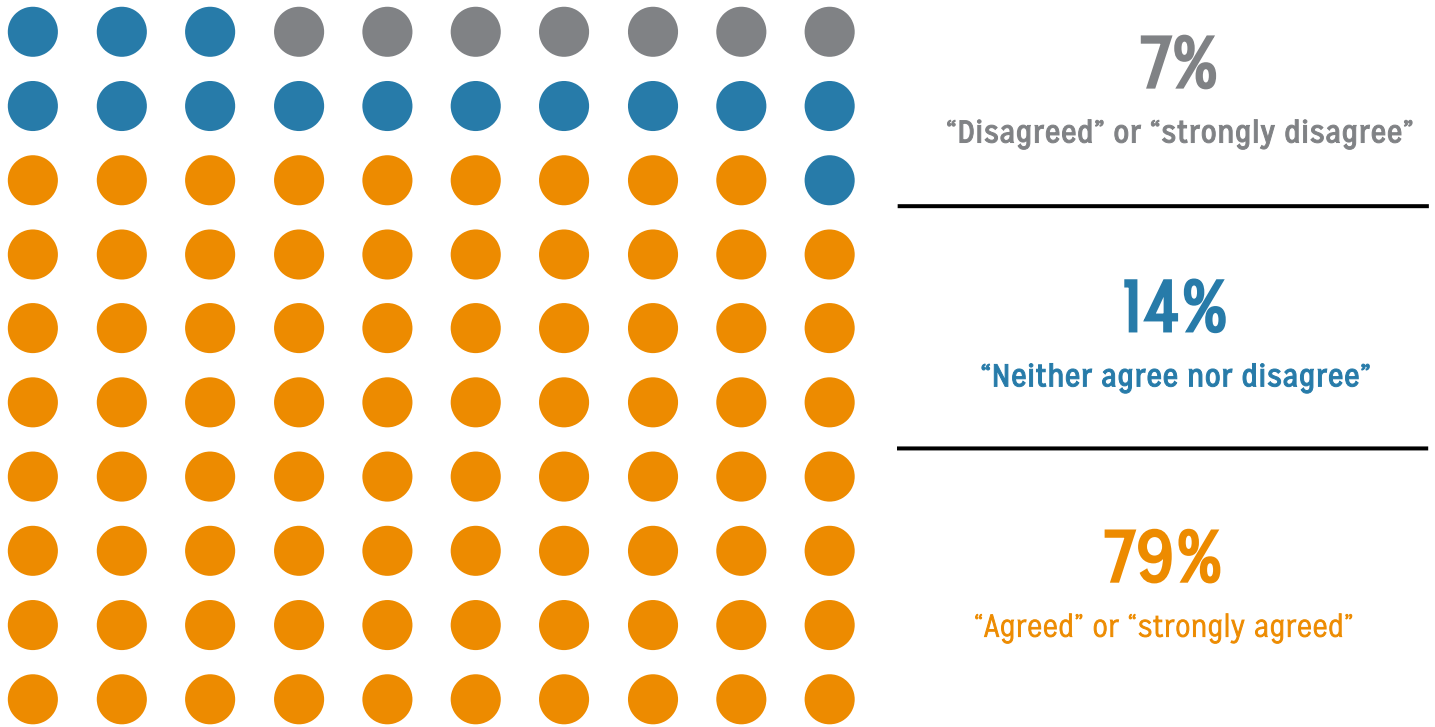
2. What aspects of the co-location of the Grad Cohort for Women and Grad Cohort for IDEALS workshops contributed to your overall experience?

- It was a good number of students and having co-located meetings gave many options to the students.
- The opportunity to interact with mentors & participants from both workshops. As well as more programming opportunities to choose from.
- Ability to connect with a broader set of attendees as well as a larger collection of speakers.
- Broader range of folks to interact with
- The support, the experience, the ability to network and connect with peers and professionals.
- Better networking opportunities. There was a very diverse, incredibly smart group of students, encouraging great conversations.
- It was a great opportunity to meet a broader community and reduces cost and travel of attending two meetings.

- I was delighted with the opportunity of interacting with the two cohorts within a single trip.
- Networking, breadth of events
- Interaction between IDEALS and Women participants
- Larger audiences for plenaries. More people to interact with.

3. Based on your experience with the co-location of the Grad Cohort for Women and Grad Cohort for IDEALS workshops, what recommendations would you suggest making the co-location more effective?

- Explicitly combine the parties, but I did like the idea of one space for conversation and one for dancing. Also have the app show all sessions from both programs - it was hard to see what the other workshop had
- Expand the awareness and interactions among the participants of the two events, so that they can benefits from all the opportunities available.
- Need better signage; Better explanation of which events are shared.
- None that I can think of.
- I think it was great as I experienced it this year!
- It may be a good idea to have some of the breaks to be separated, so that people more easily connected with members of their own cohorts.
- have more shared events (maintaining the foundational reason of keeping these workshops separate)
- Have one or two events for both groups
- As an IDEALS participant I was not able to see what the other program was, nor who the other participants were. Maybe merge the programs into one, but mark which workshop is for a particular session.
- Nothing to comment

Networking Opportunities

4. To what extent do you think the workshop offered participant?

Table 1. Ratings of what the workshop offered to participants.

	Not at all	A little	A moderate amount	Quite a bit	Very much	N
An accurate view of what it is like to be a professional computing	0%	7%	21%	43%	29%	14
The opportunity to make connections for future networking	0%	0%	14%	14%	71%	14
Useful career development strategies	0%	0%	0%	50%	50%	14
Encouragement to persist in their career trajectory	0%	0%	7%	21%	71%	14
A good mix of topics	0%	0%	8%	46%	46%	13
Tips to succeed in their graduate program	0%	0%	7%	43%	50%	14
How to overcome obstacles and build confidence?	0%	0%	7%	57%	36%	14

Note: Responses were given on a five-point scale from. (1) Not at all to very much (5). Percentages may not equal to 100% due to rounding error.

5. What other comments, if any, do you have on what the workshop offered participants? Please use the text box below.

- Enjoyed the prompts at meals. I wish there was easier way to distinguish students from speakers (learned about speaker stickers very late).
- I didn't get to see all other sessions but one topic that could potentially have more emphasis is "rejection"
- This was my first time in the grad cohort as a speaker, and I felt a bit disconnected from other mentors. The mentors were a group of old friends who had a lot in common and were not very open to inviting new members to their discussions.
- Students were eager to become LinkedIn contacts with me (speaker). That's great and of course I said yes. But I also encouraged them to become LinkedIn contacts with each other. In particular, at breakfast the last day, students at my table were super excited about all the peers they met, but they had no plan for how to stay in touch. We should help them remember to make a plan for staying in touch with each other.

Mentoring & One-on-One Advising Sessions

6. Did you participate as a mentor during the one-on-one advising sessions on Saturday?

Figure 2, Percentage of speakers participating as a speaker.

87%

Participated as a mentor
for the one-on-one
advising sessions.
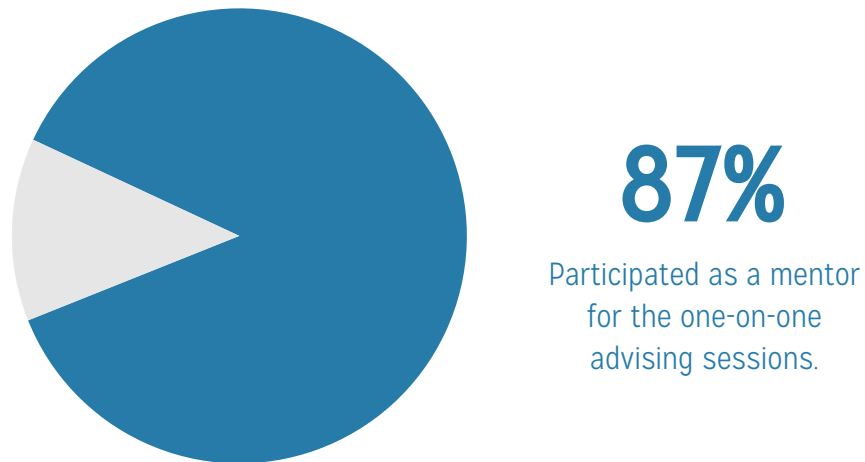
7. Please share any thoughts, positive or negative, you have about the one-on-one advising sessions using the text box below.

- The mentoring sessions are an absolute highlight for me. I really appreciate the chance to speak to students one-on-one and provide advice.
- Sessions are very popular. Main observation is the rooms should be larger so there is more space between the people, and the noise level arising from the conversations is much lower.
- I spoke with two students from iSchools. They both had problems adjusting to their advisors/research groups. I tried my best to give advice that I think would have been appropriate for a CS PhD student in a similar situation, but there were challenges that they encountered that seemed to be iSchool specific -- or at least not common for students in traditional CS PhD programs. Would it be possible to try to match these students to iSchool faculty?
- Excellent session. Students had many questions and were very happy with the mentoring opportunity.
- I like the one-on-one session. Just a little more room between mentee-mentor groups would have been a plus, but were able to communicate effectively.
- The one-on-one sessions were sparsely attended compared to previous years. I am unsure why.
- Compared to previous workshops, very few came to the individual mentoring.
- Mentees should be prepared to ask what they are seeking from the session.

Friday Lightning Talk Sessions

8. Please tell us any thoughts you have about the lightning talk session using the text box below.

- Really enjoyed this session!
- Content is always hard to read, and speakers need to speak louder

Workshop Logistics

9. How satisfied were you with the following aspects of the workshop?

Figure 3, Satisfaction ratings with workshop logistics.

Most speaker attendees were **"very"** or **"extremely"** satisfied with the number of networking with the participants (n = 14).

	■ Satisifed	■ Neutral	■ Dissatisifed
The number of networking opportunities with participants	100%		
The workshop content (i.e., the topics and overall focus)	93%		
The workshop dates	87%		
The workshop location	87%		
The workshop agenda (i.e., the schedule)	86%		
The breaks between sessions	79%		
The communication from organizers about the event	79%		

Notes: Values represent percentages within each item. Percentages may not equal to 100% due to rounding error.

10. If there was anything else related to the logistics of the workshop with which you were particularly satisfied or dissatisfied, please tell us below using the text box.

- It would be good to have the 1-on-1 mentoring not only at the very end.
- It appears that one-on-one meetings between attendees and speakers are highly popular. If there is a way to expand these sessions, it would be desirable. There is some degree of duplicity in the agenda of the two workshops. Understanding that the audiences are somewhat different, nonetheless it would be useful to coordinate the agenda of both workshops if they take place together. This year the agendas were organized without coordination, as far as I am aware.
- Workshop details were not shared far enough in advance.
- As much as I like to have omelets stations at a conference, the time waiting online decreased time spent with students.
- It was a wonderful workshop, and I appreciated the accessibility efforts from the organizers.
- Very few sponsors had tables. Where was Microsoft, Google, etc.? Not many students took advantage of individual mentoring on the Saturday afternoon.

Workshop Accommodations

11. Do you have any comments related to accommodations provided for persons with disabilities during the workshop? Please consider providing details below in the text box so that we can continue best practices or make improvements to future workshops.

- The steps to the stage in one of the session rooms did not have handrails and it was a problem for the speakers.
- While there were tables in the individual sessions, there weren't any for opening and closing sessions. the location was spacious, but the events had high tabletops.
- Very helpful to have a team of interpreters at the event. It would be helpful to connect the interpreters with the people requesting the interpreters.
- The sign language interpreters were highly qualified and did excellent work. I think there could be more emphasis on the individual mentoring.

Overall Thoughts

12. If you have any final comments about the workshop that you would like to add, please use the text box below.

- Congratulation to the organizing committee for a great event.
- Great workshop as always!
- The poster circles worked very well this year, at least the one I was mentoring.
- I'm not sure there should be two different workshops. Women and other minoritized groups are in the same boat.
- Another rewarding year, there were several topics that seemed to have dropped off this year. Not sure why. Definitely, should emphasize more industry related topics.

Respondent Demographics
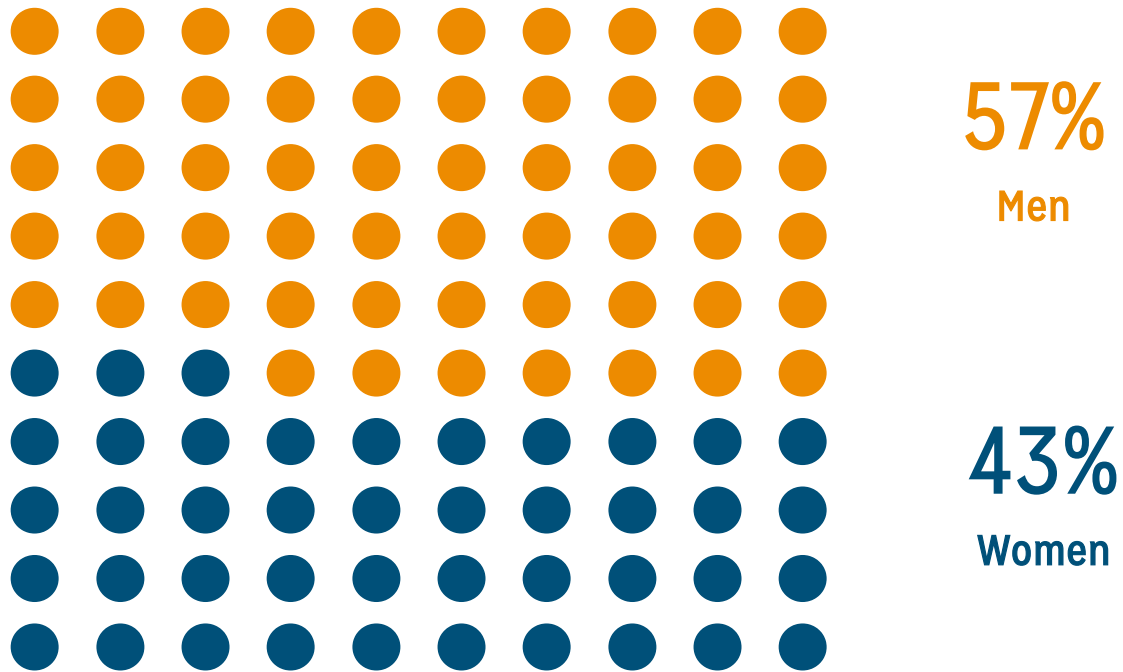
Figure 4. Breakdown of gender identity.

57%
Men

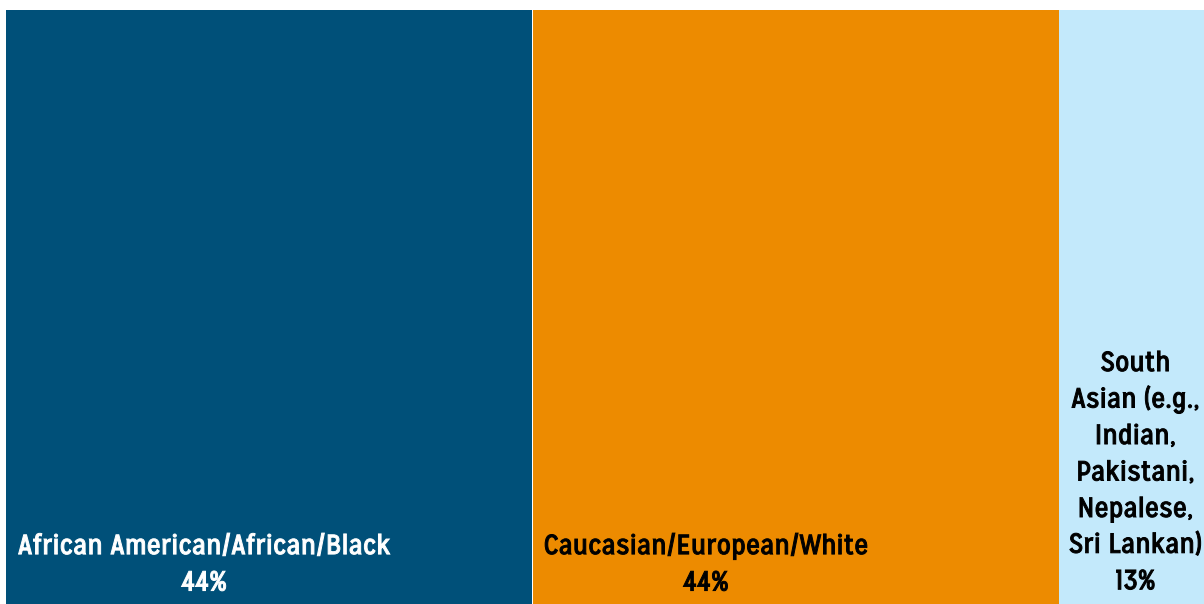43%
Women

Figure 5. Breakdown of racial/ethnic identity.

African American/African/Black
44%

Caucasian/European/White
44%

South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)
13%

Figure 6. Breakdown of disability status.

**I do not have a disability
77%**

**Mobility or
orthopedic disability
15%**

**Auditory disability
8%**