

 ANITA B.ORG 2023
GRACE HOPPER
CELEBRATION

THE WAY
FORWARD



Being an Ally in Academia

Nancy M. Amato | University of Illinois, Urbana-Champaign
Richard Ladner | University of Washington

Nancy in Brief

- Prof & Dept Head (back at), UIUC
- Prof, Texas A&M (24 years!)
- PhD UIUC; MS Berkeley; BS Stanford
- Research - Applied Algorithms
 - robotics, comp bio & geometry, parallel
 - 25 PhDs (12 profs)
- Professional Activities
 - CRA-WP DREU Co-Director, since 2000
 - CRA Board (Chair), CRA-E, NCWIT
 - IEEE Robotics & Automation VP
- Other Stuff
 - Bernese Mt Dogs - currently Fred & Wilma
 - Husband Lawrence Rauchwerger - also Stanford, UIUC, Texas A&M, UIUC. Collaborator throughout
 - Highlights: bucket trip to Machu Picchu & Diving

Richard briefly

- Professor Emeritus, U. of Washington
- PhD 1971 UC Berkeley
- Research
 - CS Theory - 1971 - 2005
 - Accessibility: 2000 - now
 - 30 Phd's, (13 women)
- Professional Activities
 - PI - AccessComputing
 - CRA-WP Board
 - CMD-IT Board
 - CSTA Board
- Other Stuff
 - Golf
 - Ski
 - Corgis



CRA-WP: CRA's Committee on Widening Participation in Computing Research



Our mission is to improve the access, opportunities, and positive experiences of individuals from populations underrepresented in computing research and education.

We provide individual and group research mentoring programs for 2400+ participants a year:

- ***Undergrads*** — Undergraduate Research Experiences (DREU), Scholarships for Women Studying Information Security (SWSIS)
- ***Grad Students*** — CSGrad4US Fellowships, Grad Cohort for IDEALS, Grad Cohort for Women, Mentoring Tracks at GHC, and Scholarships for Women Studying Information Security (SWSIS)
- ***Academics/PhD Researchers*** — Career Mentoring Workshop (CMW), CSGrad4US Mentoring Program, and Mentoring Tracks at GHC

What is an Ally?

one that is associated with another as a helper :
a person or group that provides assistance and
support in an ongoing effort, activity, or struggle
-Merriam-Webster

Allyship is a Journey

Constantly learning, improving, changing your opinion.

Anyone can be an ally!

Better Allies

Everyday Actions to Create Inclusive, Engaging Workplaces



Karen Catlin

THE ALLY JOURNEY

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people who are members of systematically oppressed groups (such as women) can still have privilege due to their membership in other groups (such as being white, straight, etc.).

Fifty potential privileges in the workplace

Now for the hard part: Take a moment to examine your own privilege, and reflect on the benefits or obstacles you face at work. Using the list below, quiz yourself by measuring how your privilege compares to your coworkers.

As you review this list, keep a tally. Note any items that surprise you and make you wonder, "Does anyone actually face this challenge?"

1. You are white.
2. You are male.
3. You are straight.
4. You are cisgender (you identify as the gender you were assigned at birth).
5. You're not significantly younger or older than your coworkers.
6. You don't have any disabilities, visible or otherwise.
7. You have a college degree.
8. You attended an elite university.
9. You were born in the United States or you're a citizen of the United States.
10. English is your first language.
11. You don't receive comments about your accent or the way you pronounce certain words.
12. You've never been passed over for a job (or fired from one) based on your gender, race or ethnicity, religion, age, body shape or size, disability, or sexual orientation.
13. You are partnered and feel comfortable speaking openly about your significant other.

BETTER ALLIES

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14. You're not the primary caregiver for anyone else.
15. You feel welcome at networking opportunities.
16. You aren't asked to do menial tasks that colleagues of another gender or race are asked to do.
17. Others don't routinely assume you're a lower seniority level than you are.
18. You feel comfortable actively and effectively contributing to meetings you attend.
19. You're rarely interrupted or ignored in meetings.
20. You are confident that if you raise an idea in a meeting, you'll be credited for that idea.
21. Your manager maintains eye contact when speaking to you.
22. You recently received feedback about a technical skill you need to learn.
23. You have spare time to spend on open source projects or learning new technologies.
24. You haven't been told to wait your turn for a promotion or plum project assignment behind an equally qualified peer.
25. You have gotten a job or a promotion with the help of a social, family, or school-related connection.
26. You can talk about politically or identity-oriented extracurricular activities without fear of judgment or bias from colleagues.
27. You can observe the holy days in your religious tradition without having to use vacation days.
28. You feel welcome and valued on group projects.
29. You've never been called a "diversity hire."
30. When meeting people at technical events, they assume you're attending in a technical role (versus being the partner of an attendee or that you work in a non-technical role).
31. At events, people don't mistake you for a member of the catering staff.
32. You don't receive unwanted sexual advances at work.

THE ALLY JOURNEY

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33. You haven't had to change teams or companies because of harassment.
34. You feel physically safe at work and at professional events.
35. You feel safe leaving work late at night and going home after evening events.
36. You have stable housing.
37. You're confident that if you were to lose your job, you'd be able to land another one without worrying about paying bills.
38. You can afford to join out-of-office lunches or after-work social activities.
39. You can manage monthly payments on any debt you have.
40. You never have to decide which bills to pay or go without meals because of not being able to afford food.
41. You're not financially supporting a parent, grandparent, sibling, or other extended family member(s).
42. You have a partner who takes on a large share of household and family responsibilities.
43. You're rarely, if ever, late to work or miss work because of a child's illness or family emergency.
44. You don't have a long career gap on your resume.
45. You've never been arrested, incarcerated, or charged with a criminal offense.
46. People never touch you or your hair without consent.
47. You're comfortable speaking in meetings, without worrying someone will find a flaw in your logic and prove you're not qualified to be there.
48. You don't receive abusive comments on social media.
49. You don't remember the last time someone was condescending or overly pedantic when explaining a topic to you.
50. You don't depend on a sponsor, mentor, or any other ally to be respected and taken seriously.

Privilege Activity

As you review the list, keep a tally. Note items that surprise you.

1. White
2. Male
3. Straight
4. Cisgender
5. Not significantly older or younger than co-workers
6. Don't have disabilities
7. Have college degree
8. Attended elite university
9. Citizen of the U.S.
10. English as first language
11. Never been passed over for a job
12. Partnered and feel comfortable speaking about significant other.
13. Not the primary caregiver for anyone else
14. Feel welcome at networking opportunities
15. Generally take seriously

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Roles an Ally can Play

Sponsor

Support work of underrepresented groups in ways that will boost their standing.
e.g. Share colleagues' career goals with influential people.

Champion

Defer to underrepresented in public settings. Similar to sponsor, but more visible.
e.g. Direct questions to others with expertise rather than answering yourself.

Confidant

Creates a safe space underrepresented peers to express fears, frustrations and needs.
e.g. Listen and ask questions. Don't jump in with your own personal stories.

Roles an Ally can Play

Amplifier

Ensure that marginalized voices are heard.
e.g. Repeat someone else's good idea, giving them credit.

Advocate

Use power to bring peers from underrepresented groups into exclusive circles.
e.g. Look at invite lists, advocate for marginalized to be invited.

Upstander

The *opposite* of a bystander. Someone who sees wrongdoing and acts to combat it.
e.g. In meetings shut down off-topic questions asked only to test the presenter.

Preparing to be an Ally

Scholar

Seek to learn as much as possible about the challenges faced by marginalized peers

e.g. Ask coworkers in about their experience working in your institution.

Acknowledge Your Imperfection

The best allies are willing to make mistakes, and and keep trying.

Can you be an Ally in a Junior Role?

As a Student

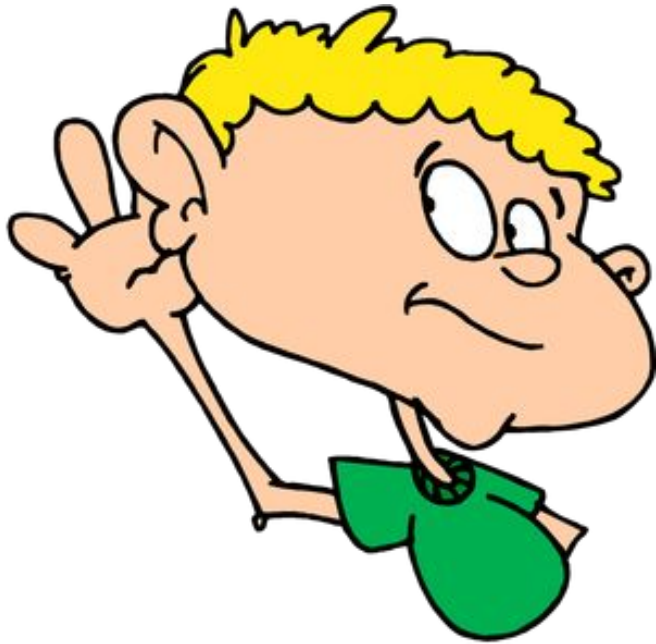
- It can be hard to go against existing culture
- You feel like you must prove yourself

As an Assistant Professor

- Your senior colleagues must know more than you
- You may be concerned about judgement for promotion

Realize you have power to cause change!

Be a Good Listener



- Listen for the pervasive issues
- Be a friend rather than a fixer
- Try to put yourself in the other's shoes



Schedule individual meetings

Find Fellow Voices

Someone more senior with a louder voice



Build a coalition of voices requesting change



Ask questions. Get advice.



Build the Support Needed

Organize a club if there isn't one

Join if there is and get involved

Volunteer and take the lead



Resources, e.g., mailing lists



Model Good Behavior for Change

Make sure everyone has a
chance to speak

Lead the change

Keep informed



Encouragement via DMs



Live to Keep Fighting

Feeling powerless will impact your self-esteem

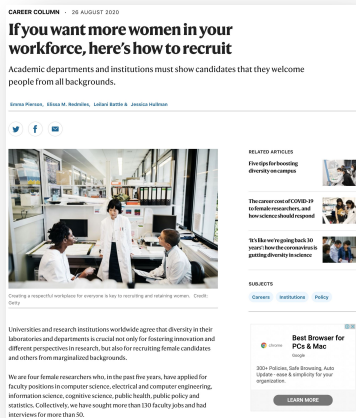


Important to keep progressing so that you can lead even bigger change



Social events -
(virtual) lab yoga?

Hiring Practices



If you want more women in your workforce, here's how to recruit

Nature Career Column
26 August 2020

Emma Pierson
Elissa M. Redmiles
Leilani Battle
Jessica Hullman

Have candidates visit before they are on the job market

"Think broadly about whom you might invite and consider creating specific programs to which candidates can apply, to avoid biases."

Talk to your faculty about etiquette for interviewing candidates

"A job interview is a high-stress situation for the candidate, perhaps particularly for women: we are alone with a stranger in a small space, there's a power imbalance and comments can easily be misconstrued."

Take action if you see or hear someone speak or act inappropriately

"If you ... witness a colleague's inappropriate comment or behavior, your reaction conveys to the candidate whether that behavior is acceptable in your department."

Be honest

"...frankness is both more fair to the candidate and more persuasive as a recruiting tactic than is trying to pretend that everything is perfect."

Create an environment that retains happy and successful women

"Remember that if your department treats women poorly, word will spread.."

Be mindful of how you treat other women besides the candidate

"A rude seminar culture makes a department significantly less appealing to women."

Note: Pierson et al's article is couched in terms of gender, but the principles apply broadly.

Committees and Meetings

Committee Composition

Diversity is crucial, particularly in universities, where committees set the tone and strategic direction on major issues.

Share the Load

Avoid going to the same people. Look out for, nurture, and mentor new talent.

Learn the Art of Chairing Meetings Well

Chairing a meeting well gives voice to marginalized members.

Take the time to learn how to do this crucial job well.

Interruptions

Interject, say you want to hear the speaker finish. Talk to repeat offenders offline

Idea Hijacking

Acknowledge others' work, particularly when they are not present.

Housework

Use roster, lead by example, don't leave 'housework' to marginalized members

Off-topic Questions

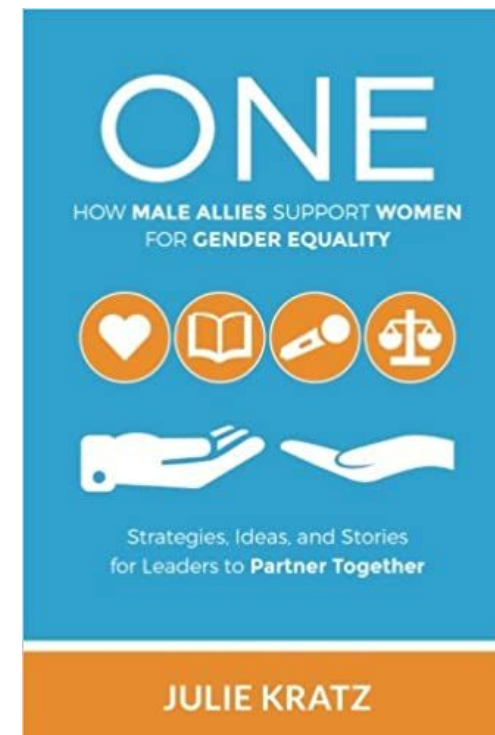
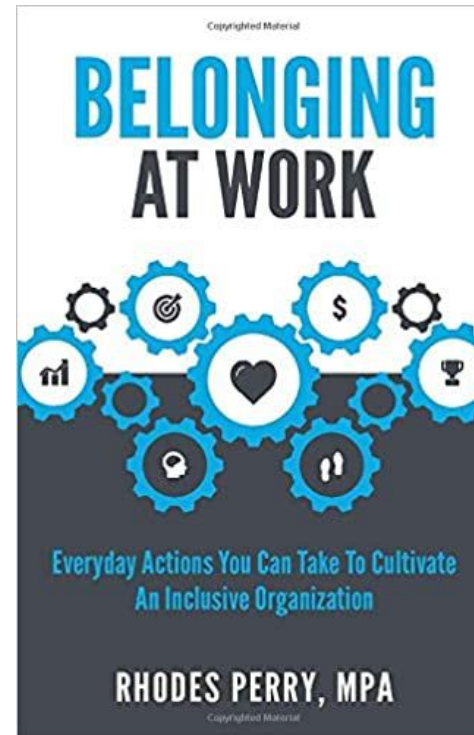
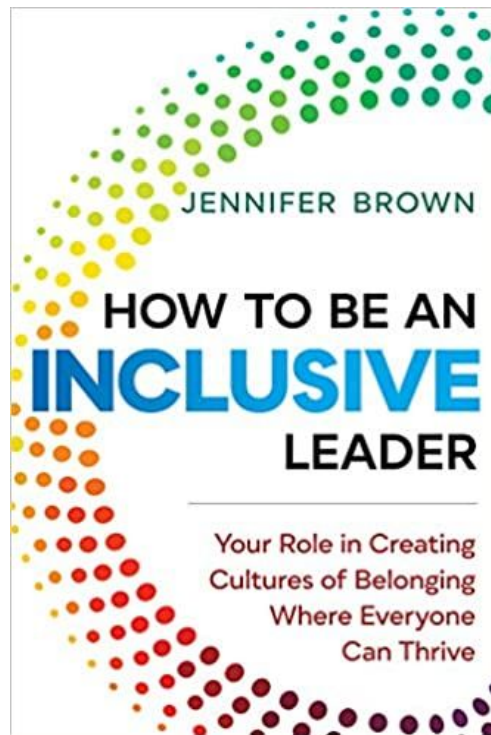
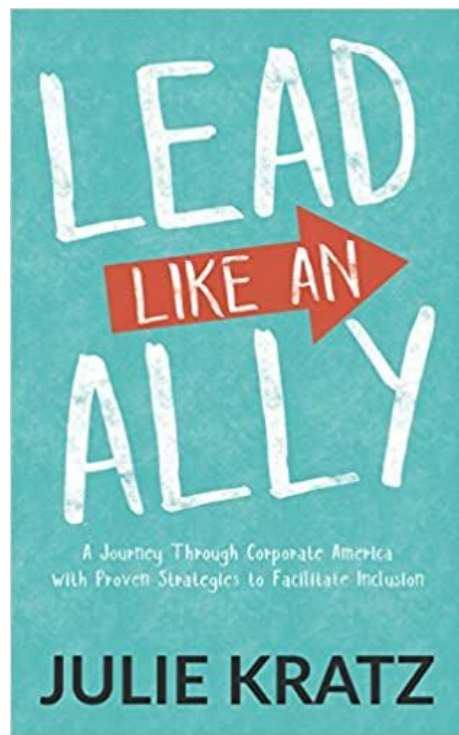
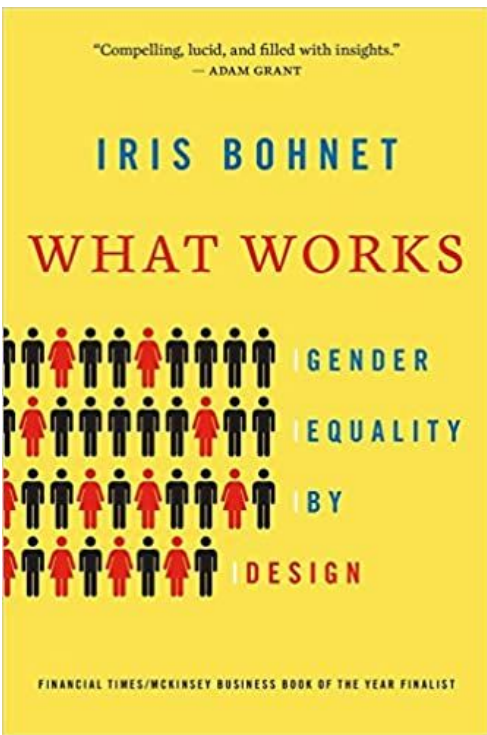
Be on the lookout for questions intended as power-plays, questioning credentials. Shut them down.

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Additional Resources

Discussion

THANK YOU

