CRA
Computing Research Association

Grad Cohort
Underrepresented Minorities & Persons with Disabilities

Improve Diversity

Increasing the number of underrepresented minorities and persons with disabilities with graduate computing degrees will increase innovation and help meet workforce needs

Graduate Cohorts Work!
Evidence from 10 years of CRA-Women Graduate Workshops show that women who attend Graduate Cohorts are more successful in their careers

URMD Graduate Cohort needs sustained funding
Due to insufficient funding, CRA had to turn down over 100 qualified applicants in 2018x

What is the Graduate Cohort for Underrepresented Minorities and persons with disabilities?
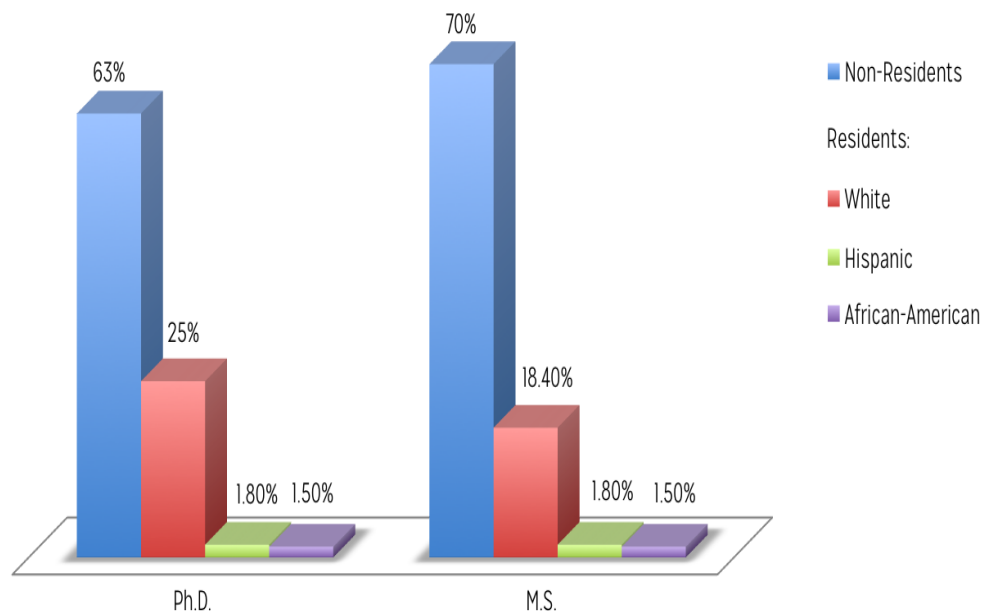
The URMD Grad Cohort is a new, two-day mentoring workshop for underrepresented minorities and persons with disabilities in graduate school in computing. Ph.D. and master's students learn research skills and career strategies from experienced researchers and professionals. Underrepresented minorities include African Americans, American Indians/Alaska Natives, Latinos and persons with disabilities.

The agenda includes a mix of formal presentations, informal discussions, and networking. Attendees build relationships and peer networks that enhance and support their careers in graduate school and beyond.

Students Learn

- Strategies and information on navigating graduate school
- Skills and qualifications that lead to success in the computing communities
- Strategies for developing strong professional networks and cultivating supportive mentors
- Strategies for peer networking
- Techniques for overcoming barriers as a cultural minority

URM Ph.D. and M.S degrees awarded in 2016

Legend:
- Non-Residents
- Residents:
- White
- Hispanic
- African-American

Ph.D.: Non-Residents 63%, White 25%, Hispanic 1.80%, African-American 1.50%
M.S.: Non-Residents 70%, White 18.40%, Hispanic 1.80%, African-American 1.50%

CRA
Computing Research Association

Increasing the success and participation of URMs and persons with disabilities in computing research

Students in early years Cohort

Everything is new
Networking; MS vs. PhD; Finding the right adviser for you; Finding financial support for your Grad Education; Internships...

Students in middle years Cohort

Considering research options
Presentation Skills; Finding a Research Topic; MS Career Opportunities and Job Search; Building Self-Confidence; Interdisciplinary Research...

Students in final years Cohort

Diving into your thesis
Preparing Your Thesis Proposal; Writing your proposal and Becoming a PhD candidate; Publishing; PhD Career Paths; PhD Job Search...

Why Sponsor CRA URMD Grad Cohort?

Short term benefits

• Resumes of URMs and persons with disabilities attending URMD Grad Cohort receiving Ph.D. and M.S. seeking employment this year

• Resumes of URMs and persons with disabilities attending URMD Grad Cohort receiving Ph.D. and M.S. looking for internships

• Networking at poster session, meals, breaks and social events

• Recognition in CRA, CRA-W web and printed materials

• Early contact with URMs and persons with disabilities in computing

Year	URM Ph.D. Graduates	Grad Cohort Attendees	Grad Cohort Applicants
2018		89	200

Long term benefits
• Hire more URMs and persons with disabilities with Ph.D.s and master's in computing
• Create a more diverse, inclusive and dynamic workforce

Sponsorship Opportunities

Sponsor students in a potentially career changing opportunity at the CRA URMD Grad Cohort. It costs on average $1500 to send one student to the CRA URMD Grad Cohort Workshop. If you are already a sponsor of CRA-Women Grad Cohort and considering also sponsoring URMD Grad Cohort, we want to talk to you!

Benefits	Platinum $75,000	Gold $30,000	Silver $15,000	Bronze $7,500
2018 URMD Grad Cohort Applicant Database	Access in December	Access in January	Access in February	Access in March
Networking & participation	Sponsor table Poster session Advise students Recommend speakers	Sponsor table Poster session Advise students Recommend speakers	Sponsor table Poster session Advise students Recommend speakers	Sponsor table Poster session Advise students
Advertising with CRA	Ad in 10 issues of Computing Research News	Ad in 10 issues of Computing Research News		
More students!	50 attendees	20 attendees	10 attendees	5 attendees

Please visit us at **www.cra.org** or email Erik Russell (**erik@cra.org**) for detailed information about the benefits of each level or to discuss naming opportunities.

If you are a startup, passionate about diversity, and not able to sponsor at the Bronze level, please contact Erik Russell (**erik@cra.org**).