

AiiCE aims to promote identity-inclusive strategies to increase diversity in K-16 CS education. This involves systemic change, enhancing knowledge and awareness, supporting academic cultures, and advocating for policy-driven reforms to improve retention and completion rates.

[Learn More](#)



Opportunities to Engage

AiiCE can support your broadening participation efforts through programs, data, and research in various ways.

PROGRAMS & RESOURCES

- 3C Fellows Professional Development Program
- Teaching Assistant Professional Development Course
- Teacher Inquiry Groups
- Identity Inclusion Online PD
- Identity Inclusive Instructors Summit
- Byte-sized DEI-J Video Series

DATA

- Understand student trajectories through the Longitudinal Computing Degree Completion Data App

RESEARCH

- K-12 Landscape Survey
- Cultural Competency Survey
- Departmental Climate Survey

Identity-inclusive Tenet Guides

Tenets guide strategic planning, resource allocation, and collective action to increase the representation, power, and protection of marginalized people in CS.

CURRICULA & PEDAGOGY

- Inclusive and equitable CS classroom cultures that are created to ensure meaningful learning experiences and a sense of belonging for all students.
- Pedagogy and curriculum that are aligned to appropriate standards and authentic to students' experiences, interests, and cultures.
- Student voice, agency, self-determination, and advocacy that are valued, encouraged, and incorporated throughout the learning process.
- Families and communities (including their cultures and assets) are incorporated into the design of learning opportunities.
- A range of experts who are incorporated into learning opportunities (including researchers and community members).
- Curricula that address the social legacy of the uneven impacts of CS.

PROFESSIONAL DEVELOPMENT

- Definitions of identity (e.g., race, ethnicity, gender, class, sexuality, and disability), intersectionality, oppression, power, and other relevant concepts.
- Examination of disparities related to identity (racism, sexism, xenophobia, classism, ableism, homophobia, transphobia, and more) and how they're reflected in CS education & the tech industry.
- Reflection on the current state of IIC in schools, departments, and other institutions.
- Support for the development of pedagogy and/or practices that lead to anti-oppressive and identity-inclusive spaces.
- Guidance to develop or adapt identity-inclusive curricula and assessments.
- Strategies to empower individuals to enact change.

HIGHER EDUCATION POLICY

- Create or improve pathways to discovering, entering, participating in, and completing computing majors.
- Institutionalize identity inclusive computing across multiple courses within department curricula.
- Expand the definition and balance of scholarly work that is valued in computing departments.
- Recognize and address the oppressive nature (e.g., ableism, elitism, misogyny, and racism) of the hiring, promotion, and tenure processes.
- Provide comprehensive, IIC-informed professional development for faculty, staff, & TAs.
- Regularly solicit & incorporate feedback on department climate from students, faculty, & staff of diverse identities.
- Identify, implement, and promote a student-centered grievance process that addresses the inequities inherent in existing power structures.

K-12 POLICY

- Definition and prioritization of CS as a "core subject"
- Adoption of and provision to schools with curriculum and instructional materials that are aligned with identity-inclusive topics and approaches.
- Assurance during procurement process that hardware & software are accessible.
- Removal of institutional and access barriers to CS courses and exams.
- Provision of comprehensive educator preparation and professional development programs that support identity-inclusive pedagogy and practices.
- Development of local, regional, and state CS education plans that center identity-inclusive computing practices.
- Development of incentive structures to recruit, prepare, and retain a diverse pool of CS teachers.



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