



# CRA-WP

Computing Research Association  
Widening Participation

## CRA-WP & Level Up!

### Lessons Learned and Resources for Your Department

**Purposefully develop your department culture** (including your BPC plan) as you would a research agenda: plan for success, build on best practices, evaluate your progress.

Sample Resources:

- BPCnet, from CERP, <https://bpcnet.org/>
- Sexual Harassment, from CRA-WP, <https://cra.org/cra-wp/sexual-harassment/>

**Construct inclusive and equitable mentoring networks:** Provide members of your department with near peer mentors and consider individuals' identities and intersectionality when constructing mentoring programs.

Recognize mentors for their leadership.

Sample Resources:

- Mentor Resources, from DREU, <https://cra.org/cra-wp/dreu/#tab-id-2>
- Best Practices for Mentors, from the Career Mentoring Workshop, <https://cutt.ly/AwaXimq4>
- Advising and Supervising Students, from the Career Mentoring Workshop, <https://cutt.ly/pwaXy5jp> or <https://cutt.ly/7waXu03P>
- Bonus! Best Practices for Mentoring Postdocs, from CCC, <https://cutt.ly/kwaXplhU>

**Break down information barriers:** Provide every member of your department with the information they need to consider, try and succeed in computing research.

Sample Resources:

- Masters vs PhD, from the Grad Cohort for Women, <https://cutt.ly/WwaXfIDj>
- Preparing a Strong PhD Application, from CSGrad4US, <https://cutt.ly/VwaXjr7x>
- Building Your Professional Persona, from the Grad Cohort for IDEALS, <https://cutt.ly/xwaXgAEy>
- Strategies for Advancing Your Career, from the Career Mentoring Workshop, <https://cutt.ly/cwaXjGFc>

**Support multiple pathways into and through computing research careers.** CRA-WP can help! We offer programs for undergraduate students, students in applied Master's programs, people in industry considering computing research, and computing researchers at every career stage. Many more resources are available at the program websites:

- DREU, <https://cra.org/cra-wp/dreu/>
- DREAM, <https://cra.org/cra-wp/dream-distributive-research-apprenticeships-for-masters/>
- UR2PhD, <https://cra.org/ur2phd/>
- CSGrad4US, <https://cra.org/csgrad4us/>
- Mentoring Tracks at Grace Hopper, <https://cra.org/cra-wp/career-mentoring-workshops-at-grace-hopper/>
- Mentoring Tracks at Tapia, <https://cra.org/cra-wp/mentoring-tracks-at-tapia/>
- Grad Cohort for IDEALS, <https://cra.org/cra-wp/grad-cohort-ideals/>
- Grad Cohort for Women, <https://cra.org/cra-wp/grad-cohort-for-women/>
- Career Mentoring Workshops, <https://cra.org/cra-wp/mentoring-workshop/>
- Early Career Awards, <https://cra.org/cra-wp/scholarships-and-awards/awards/cra-wp-early-career-awards/>
- Mentoring Mentors, coming this fall! <https://cra.org/cra-wp/mentoring-mentors/>

Participants in CRA-WP programs have a stronger affinity with computing, a stronger professional network and better long-term success in computing research careers.

Visit us at [cra.org/cra-w/](https://cra.org/cra-w/)