The Fear Factor

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Are we on the same page?
ZERO SUM ARGUMENT

OUTCOMES

I WIN OR YOU LOSE
What belief about DEIA of yours do you imagine would have you in this position if you posted it on social media?
What is your biggest fear related to DEIA?

https://duke.is/FearFactor
Fear of...

- Cancel culture
- Saying the wrong thing
- Being labeled as complicit
- Not having the knowledge to best express yourself
- Having a view that’s in the minority or is polarizing
- Finding out you *are* biased
- Having to do something about the fact that you *are* biased
- Changing the status quo as a result
- Moving away from “meritocracy”
- No practical way to implement strategies
your feelings are valid
3C Approach

01 Center people, policies, and practices
02 Provide closed space for (un)learning
03 Build community of practice
04 Ensure demonstrable result of participation
2-year, Virtual Format

Fall Y1
Complete Prep Packet

Spring Y1
Professional Development (Feb – June)

Fall Y2
Implement Deliverable

Spring Y2
Final Sessions (Feb and April)
Rules of Engagement

• Everyone will participate in a mature and respectful fashion.
• Throw sunlight, not shade.
• Be open to be challenged or confronted on your ideas or prejudices.
• Study and avoid engaging in rhetorical fallacies.
• Avoid broad generalizations you can’t back up with evidence
  • “everyone everywhere always always does x”
Participation

Cohorts 1 & 2 completed
110 faculty
33 staff
17 graduate students
64 institutions/organizations
(5 HSI, 1 AANAPISI, 51 PWI, 7 K-12)
3 countries

Cohorts 3 & 4
125 in progress
Evaluation

• Iterative improvements between sessions based on participant feedback

• Duke Social Science Research Institute
  • Increased knowledge and awareness of the impact of systemic inequities on computing environments
  • Increased self-efficacy to identify factors negatively impacting minoritized people
    • Willingness and preparedness to act
  • Increased levels of self-awareness, including areas for growth
Challenges Faced

- Participant Buy-in
- Consistent Participation
- Inaccessible Meeting Times
- Disruptors
Future Directions

• Further understanding of facilitating difficult conversation

• Extensions to STEM disciplines

• Long-term impacts of participation
Questions