**Coalition to Diversify Computing**

A Joint Committee of the ACM, CRA, and IEEE-CS

<http://www.cdc-computing.org>

Status Report: July 2013 – June 2014

Jamika D. Burge, Chair

Manuel A. Pérez-Quiñones (Co-Chair)

Juan E. Gilbert, Past Chair

M. Brian Blake, Past-Past Chair

The following report represents an update on the activities and accomplishments for the Coalition to Diversify Computing for the period stated above.

**Leadership Team**

Dr. Burge is Senior Research Scientist based in Washington, DC, and as of July 1, 2013, she is the Chair of CDC. This year, at the annual meeting at the Tapia Conference, the CDC elected to move to a co-chair model in which two co-chairs lead the organization’s activities for two years. To support this model in subsequent years, the CDC will also select two chairs-elect during the two years leading up to their co-chair appointments. Dr. Manuel A. Pérez-Quiñones is the Co-Chair. The current co-chairs will serve until July 2015.

We are in the process of electing new co-chairs-Elect. Both Drs. Gilbert and Blake will continue to serve on the CDC leadership team.

The leadership team consists of:

Jamika D. Burge (Co-Chair)

Manuel A. Pérez-Quiñones (Co-Chair)

Juan E. Gilbert (Past-Chair)

M. Brian Blake (Past-Chair)

**Existing Projects**

The list below includes all of the projects that CDC manages, some of them in collaboration with CRA-W. We have provided here important updates on projects over the past 6 months. Beneath the name of the project is the name of the CDC members (*although they work with CRA-W co-chairs*) active with the project.

1. Richard Tapia Celebration of Diversity in Computing 2014 Conference  
   *CMD-IT (led by Valerie Taylor), Manuel A. Pérez-Quiñones, Jamika D. Burge*

The Tapia conference is the premier conference for Celebration of Diversity in Computing. The Conference just convened in Seattle, WA, in February 5-8, 2014 in Seattle, WA. Annie Antón served as Conference General Chair, and Manuel Pérez-Quiñones of Virginia Tech (Past CDC Chair) served as Program Committee Chair. The conference planning leadership was as follows:

Annie Antón, Conference General Chair

Manuel A. Pérez-Quiñones, Program Committee Chair

Carlos Evia, Birds of a Feather

Ronald Metoyer, Panels Chair

Jamika D. Burge, Scholarships Co‐Chair

Tao Xie, Doctoral Consortium Chair

Monica Anderson and Quincy Brown, Posters Co-Chairs

CDC has a ratified policy that charges a “repeatable” steering committee that administers the TAPIA conference. The policy is available on CDC’s website. The Steering Committee consists of the following core members:

* Co-Chair of CDC – Jamika D. Burge
* Co-Chair of CDC – Manuel A. Pérez-Quiñones
* Co-Chair-Elect of CDC – To be announced
* Co-Chair-Elect of CDC – To be announced
* Past Chair of CDC – Juan Gilbert
* ACM Representative: Elaine Weyuker
* Current General Conference Chair – Annie Antón
* 2015 General Conference Chair – Charles Isbell
* 2015 Program Chair – Ronald Metoyer
* Elected Member: David Patterson
* Permanent Member: Richard Tapia
* Permanent Member: Founder: Cynthia Lanius
* Permanent Member: Founder: Valerie Taylor
* Permanent Member: Founder: Bryant York

1. Academic Workshop for Underrepresented (Ethnic Minorities and People with Disabilities) Assistant & Associate Professors, and Senior Doctoral Students  
   *Valerie Taylor, Bryant York*

The Academic Careers workshops are co-organized with CMD-IT, CAHSI, and AccessComputing.  Currently, the workshops are funded by a three year grant from NSF, which was funded in 2013.  This year, the workshop was held at the Allen Center at Northwestern University on March 27-30, 2014.  The workshop agenda was expanded to include a session on interviewing.  A main feature of the workshop continues to be the proposal writing session, with mock review panels.  The workshop continues to be well received by the participants.

1. IEEE-CS Distinguished Visitor Program Liaison  
   *Dilma da Silva*

CDC nominates a diverse set of potential speakers to the IEEE-CS Distinguished Visitor Program. This year, the program is working on a new slate of nominees.

1. Sending Students to Conferences  
   *Quincy Brown*

CDC sponsors students (in our programs) to present their work at research conferences. Up to 5 students are supported each year. For the current year, one student was funded to attend the International Conference on Software Engineering, in Hyderabad, India, May 31 - June 7, 2014.

1. CDC Research Initiatives/Special Projects
   1. Di-PaSS (https://www.di-pass.com/). Project goal: To increases diversity in privacy and security research. Project leads are Drs. Tyrone Grandison and Raquel Hill
   2. Data Buddies Visualization. Project goal: To develop visualization techniques for data collected on behalf of CERP (Center for Evaluating the Research Pipeline). Project lead is Dr. Ron Metoyer. In 2013, Ron worked closely with Dr. Jane Stout of CERP to develop a prototype interactive visualization for the Databuddies survey data.   The resulting proof of concept was well received and CERP asked for a proposal for further development of a fully functional interactive web site for the Databuddies project.   Ron has formed a team, including a DREU student (from Morehouse College) and a graduate student, which will be carrying out the design and development this summer with the goal of delivering the fully functional site by September, 2014.
   3. Women of Color Initiative. Project goal: The *Celebration of Women of Color* initiative was started in 2007 to develop a comprehensive collection of Women of Color who have earned their PhDs in the computing sciences.  The compilation, now in its second edition, serves to recognize the contributions of Women of Color in the field, and has also helped to connect the larger technical community to women with specialized technical skill for networking, professional collaborations, and mentorship.  In fall of 2013, we presented the inaugural edition of the *Celebration of Latinas in Color in Computing*, which was distributed at the Grace Hopper Conference in Minnesota (October 2013). Both editions can be downloaded here, <http://www.cdc-computing.org/programs/current-programs/womenofcolor/>. (*The first edition of the Celebration of Black Women in Computing* was recognized in NSF’s Bits and Bytes, a publication of the NSF CISE Office that makes computer science more accessible to educators and learners.)
2. The following programs are jointly managed with CRA-W. To reduce duplication, we ask that you reference details of these programs on the CRA-W Board report. The list below contains the CDC members that co-chair these programs. We have discussed preparing a joint report in the future.
   1. CREU: Collaborative Research Experiences for Undergraduates (2013-14)  
      *Joel Branch, Jamika Burge*

For the **2013-14 year**, CREU received 25 proposals (up from 19 the previous year) and selected 14 for funding. In all, 32 students are receiving financial support from CREU, though several projects involve additional students. Of the 32 students, 25 are women (21 White, 1 African-American, 2 Hispanic, 1 Native Islander) and 7 are men (4 African-American and 3 Hispanic). Two students self-identify as having a disability. These numbers show a slight decrease from the team membership numbers since proposals were accepted last spring. Four students dropped out due to other commitments and a new team member replaced one of them.

* 1. DREU: Distributed Research Experiences for Undergraduates (2013-14)  
     *Nancy Amato, Monica Anderson*

For Summer 2013, undergraduate students completed 168 applications in February. Of those, the DREU co-chairs selected and successfully matched 61 DREU students with 43 faculty mentors. Mentors also apply and are selected based on their research and mentoring credentials. The demographics of the 61 students are: 35 women (17 White, 8 Asian, 6 Hispanic, 4 African American) and 26 men (17 African American, 6 Hispanic, 3 White).  Of the 4 Access Computing students there are 3 men (3 White) and 1 woman (1 White). The 17 students that participated through the iAAMCS program included 3 women (3 African American) and 14 men (14 African American). Students are supported through AccessComputing and iAAMCS, which are funded through the NSF BPC. All but two students are US citizens or permanent residents, and are funded with unrestricted funds. Of the 43 mentors, 29 provided full or partial funding for their students.

* 1. DSW: Discipline-Specific Mentoring Workshops (2013-14)  
     *Russ Josephs*

November 13, 2013 – SOSP Diversity Workshop, 22 participants and 14 speakers/mentors. The workshop included advice on topics such as hot topics in OS research, choosing a PhD topic, internship, the academic job search, and effective networking.

February 24, 2014 - Broadening Participation in Visualization Workshop, 38 participants and 12 speakers/mentors. The purpose of this workshop was to provide an opportunity for networking, exposure to research topics, and mentoring underrepresented groups in the field of visualization.

May 31 – June 1, 2014 – Fostering Diversity in Design Automation for the Emerging Computing Community, 22 participants and 27 speakers/mentors. The workshop had three main objectives: 1) expose students to major milestones achieved in emerging computing paradigms and engage participants in critical issues and challenges ahead, 2) provide students with networking and mentoring opportunities with researchers, including women and minority experts from academia and industry/research labs, and 3) foster a sense of community among students and researchers, including creating mailing lists for women and underrepresented minorities in Emerging Computing and related fields that can be used at future events.

Scheduled:

July 27, 2014 – AAAI 2014. The objectives of this workshop are to provide students from underrepresented groups the opportunity to learn more about important research topics, network with peers and with well-established researchers, engage in activities designed to build the community, and provide career mentoring.

August 18, 2014 – N2Women: Broadening Participation. The purpose of the Networking Networking (N^2Women) is to foster connections among underrepresented women in communications and networking research.

September 13, 2014 – Ubiquitous Computing Diversity Workshop. The goals of this workshop are threefold: 1) to expose participants to cutting edge research in the field and engage students in discussion and knowledge on the subject of ubiquitous computing, 2) to provide mentoring and networking opportunities, and 3) to increase and engage the overall participation of traditionally underrepresented groups in the ubiquitous computing research community.

* 1. CDC/CRAW Distinguished Lecture Series (2013-14)  
     *Cheryl Seals*

Southeast Women in Computing (Nov. 15-17, 2013)

Speakers: Valentina Salapura (IBM) and Michele Weigle (Old Dominion University)

Carolina Women in Computing (Feb. 7-8, 2014)

Speakers: Lynn Parker (University of Tennessee) and Mondira Pant (Intel)

Kentucky TRI - Women in Computing (Feb. 7-8, 2014)

Speakers: Adriana Compagnoni (Stevens Institute of Technology) and Boyanna Norris (University of Oregon)

Indiana Women in Computing (Feb. 7-8, 2014)

Speakers: Jennifer Bernhard (University of Illinois) and Tiffany Trusty (Rose-Hullman)

Capitol Women in Computing (Mar. 14-15, 2014)

Speakers: Mary Jane Irwin (Penn State) and Tiffani Williams (Texas A&M University)

First National Women in Cybersecurity Conference (Apr. 11-12, 2014)

Speakers: Jaeyeon Jung (Microsoft Research) and Diana Burley (George Washington University)

1. CRA-W/CDC BPC Alliance - A new proposal submitted to NSF in 2010, entitled, “Sustainable Diversity in the Computing Research Pipeline”, was awarded. It extends our BPC Alliance together with CRA-W. The award supports several Alliance programs such as: Collaborative Research Experience for Undergraduates (CREU), Distributed Research Experience for Undergraduates (DREU), Discipline Specific mentoring Workshops (DSW), Distinguished Lecture Series (DLS), and Career Mentoring Workshops (CMW) at the Grace Hopper Celebration of Women in Computing and the Richard Tapia Celebration of Diversity in Computing. At this year’s Tapia Conference (2014) the Alliance members met with NSF Alliance Evaluators to provide a full description of the programs and their impact.

**Collaboration with other groups**

*CDC/CRA-W Alliance*: By far the most fruitful collaboration that CDC has is with CRA-W. The two organizations run an NSF BPC Alliance that manages the following projects: Distinguished Lecture Series (DLS), Distributed Research Experiences for Undergraduates (DREU), Collaborative Research Experiences for Undergraduates (CREU), and the Discipline-Specific Workshops (DSW). The leadership team from CDC and the CRA-W co-chairs participate in regular monthly teleconferences to coordinate efforts and ensure the programs continue to run smoothly.

*CMD-IT*: A 501(c)(3) non-profit organization with the vision to contribute to the national need for an effective workforce in computing and IT through synergistic activities related to minorities and people with disabilities.  The Executive Director is Valerie Taylor (active with CDC) and the Chair of the Board of Directors is Bryant York (active with CDC). The CDC participates in regular teleconferences.

*NCWIT Leadership Team*: The NCWIT has a leadership team group that is engaged in regular meeting activities. Pamela Williams is the CDC representative to the NCWIT team.

*CRA:* The CDC is regularly engaged with the CRA and has attended the CRA Board meetings for the last two years. Members of the CDC Leadership team will be attending the CRA Snowbird meeting in July 2014.

*ACM:* The CDC seeks to increase its activity and visibility with the ACM. A goal in the coming year is to attend an ACM board meeting and present an overview of CDC programs, activities, and impact.

*IEEE Distinguished Visitor Program*: CDC provides recommendations of speakers to this program. Dilma da Silva is the CDC representative in these calls. As of February 2014, the CDC has re-engaged with IEEE-CS, specifically the Educational Activities Board. This partnership will enable the CDC and EAB to coordinate outreach activities among computing and engineering communities. (The EAB recommends policies on educational matters and implements programs specifically intended to serve the educational pursuits of IEEE members, the engineering and scientific communities, and the general public. The CDC has also connected with IEEE’s Women in Engineering (WiE), and seeks to partner in future endeavors.

*Others:* CDC members have served in leadership and planning activities at both Grace Hopper and Tapia Conferences, as well as participated in NSF’s CE21 / BP Alliance Meetings in Portland, OR (February 2013) and in January 2014 (Orlando, FL).

**CDC Meetings**

The CDC held its annual in-person meeting in conjunction with the Tapia 2014 Conference, in Seattle, WA, on Saturday, February 8, 2014. We continue to hold monthly phone calls with the CDC leadership. We also hold monthly calls for the CRA-W/CDC alliance, which has helped us to work more closely together in co-managing the CREU/DREU, DLS, and DSW programs. Our next scheduled in-person will also coincide with the Tapia Conference and will be held on Saturday, February 21, 2015, in Boston, MA.

**Plans for next year**

The plans for next year can be summarized as follows:

1. TAPIA 2015 will be held in February, in Boston, MA.
2. Continue to work with CRA-W Co-Chairs, CRA (Erik Russell), CERP (Jane Stout), and ACM.
3. Nurture the new relationship with IEEE-CS EAB and WiE.
4. Continue our efforts to establish collaborations with other groups working in diversity in computing and beyond. Specifically, we seek to re-engage with ACM.
5. The current chair, Jamika Burge, has been asked to serve on advisory boards to provide diverse perspectives and resources, on behalf of CDC. As an organization with numerous connections to individuals and resources to develop and support those who are underrepresented in computing (women, people of color, and persons with disabilities). The CDC provides a unique set of individuals and resources that support a more diverse computing community.