On this day in Tech History:

Granville T. Woods was born in Ohio on April 23rd, 1856 (ok, almost on this day)

Known as the ‘Black Edison’, Woods studied engineering and electricity. Woods is celebrated as an inventor and entrepreneur, building more than 15 components for electric railways and receiving 60 patents over his career. His most notable inventions are the induction or multiplex telegraph, the troller, the power pick-up device, and an improved telephone transmitter which was later bought by Alexander Graham Bell. Woods’ patents are used by major manufacturers of electrical equipment that are a still part of today's daily life.

-Induction Telegraph: device that allowed rail operators to communicate by voice over telegraph wires, ultimately helping to speed up important communications and, subsequently preventing crucial errors such as train accidents

-Troller: grooved metal wheel that allowed street cars (later known as trolleys) to collect electric power from overhead wires

-Pick-up Device: basis of the so-called "third rail" currently used by electric-powered transit systems
DEI in Tech Town Hall

I. Introduction to the DEI Tech Collective

II. DEI Environment through Data

III. Data Reflection

IV. Department Shares

V. Data and Reflection Summary

VI. Group Discussion
Introduction to the DEI Tech Collective
The DEI Tech Collective’s mission:

- Align with broader Boston University diversity, equity, and inclusion initiatives
- Increase the collective knowledge of racism, white supremacy, and bias
- Foster a shared sense of responsibility in creating a culture of inclusion
- Create an inclusive and equitable community for computing & data science stakeholders at BU

The Collective is an opportunity for tech and computing groups to unite around efforts to educate each other and address inequity issues in sector
The Collective is an opportunity for tech and computing groups to unite around efforts to educate each other and address inequity issues in our industries.

**CAS Computer Science**: Christian Cole, *Senior Program Administrator* & Abraham Matta, *Chair, Department of Computer Science*

**CAS Math & Stats**: Margaret Beck, *Professor*, Debra Borkovitz, *Clinical Professor*, Glenn Stevens, *Chair & Professor*, & Daniel Sussman, *Assistant Professor*

**Center for Antiracist Research**: Hannah McKinney, *Research Manager* & Sanaz Mobasseri, *Associate Director for Antiracist Tech Initiative*

**Computing & Data Sciences**: Azer Bestavros, *Associate Provost*

**D&I**: Kristen Handricken, *Director of Learning and Training*

**Engineering**: Roscoe Giles, *Professor of Electrical & Computer Engineering*, William Carl, *Chair & Professor*, Wynter Duncanson, *Assistant Dean of Outreach and Diversity*

**Hariri Institute for Computing**: Stephen Thomas Brown, *Director of Finance and Administration* & Eric Kolaczyk, *Director*

**IS&T**: Tracy Schroeder, *Vice President and Chief Data Officer* & Sara Lubin, *SIS Training Manager*

**Questrom**: Bin Gu, *Professor of Information Systems*

**Physics**: Indara Suarez, *Assistant Professor*

Collective Activities

1. Website [https://sites.bu.edu/dei-in-tech/](https://sites.bu.edu/dei-in-tech/)
2. Event Listings and Community Building
3. Monthly Meetings
4. Data Collection and Community Conversations
DEI Environment through Data
Boston University Population Data

Tech, Computing & Data Sciences, Information Systems, and Math related Categories
BU Demographics: Staff
Tech, Computing & Data Sciences, Information Systems, Math related Categories 2020

51% Women

49% Men

- White: 66%
- Asian: 14%
- Black or African American: 6%
- Hispanic or Latino: 5%
- Nonresident alien: 8%
- Two or more races: 1%
- American Indian or Alaska Native: 0%
- Native Hawaiian or Pacific Islander: 0%
BU Demographics: Student Degrees Conferred
Tech, Computing & Data Sciences, Information Systems, Math related Categories 2021

- Women: 26%
- Men: 74%

- Non-Resident Alien, 49%
- African American or Black, 4%
- Asian, 13%
- Hispanic/Latino, 5%
- Two or More Races Reported, 2%
- American Indian or Alaska Native, 0%
- Native Hawaiian or Pacific Islander, 0%

Percentage breakdown of student demographics.
Degrees Conferred Comparison: BU & National Data
Student Culture Survey Analysis
Tech, Computing & Data Sciences, Information Systems, and Math related Departments
640 Responses from Current Students and Alum
Please select one option between each set of adjectives that best represents how you would rate your major department based on what you have seen and/or your own personal experience.

Respondents' rankings of how supportive their department is on a scale from 1 - 5

Unsupportive | Supportive
0 | 13, 30, 100, 159, 186
I have to work harder than others to be valued equally within my major.

- Non-Binary: 56%
- Female: 56%
- Male: 49%
- Hispanic: 73%
- Middle Eastern: 64%
- Asian: 61%
- Black: 59%
- Multiracial: 46%
- White: 36%
I feel like an outsider.

44% Often
22% Sometimes
22% Rarely
11% Never

Non-Binary
Female
Male
I feel like an outsider.

- Never
- Rarely
- Sometimes
- Often

Total Responses

Non-Binary:
- 44% Often
- 22% Sometimes
- 22% Rarely
- 11% Never

Female:
- 16% Never
- 30% Rarely
- 39% Sometimes
- 10% Often

Male:
- 38% Often
- 30% Sometimes
- 22% Rarely
- 10% Never
I feel like an outsider.

- **Never**
- **Rarely**
- **Sometimes**
- **Often**

### Total Responses

- **Hispanic**: 47%
  - 13% Often
  - 27% Sometimes
  - 27% Rarely

- **Black***: 41%
  - 18% Often
  - 24% Sometimes
  - 30% Rarely

- **Middle Eastern***: 35%
  - 30% Often
  - 32% Sometimes
  - 22% Rarely

- **Multiracial**: 30%
  - 17% Often
  - 31% Sometimes
  - 22% Rarely

- **White**: 32%
  - 13% Often
  - 32% Sometimes
  - 22% Rarely

- **Asian***: 31%
  - 9% Often
  - 34% Sometimes
  - 31% Rarely

*Prefer not to say response not included
I feel like an outsider.

[Bar chart showing responses to the question for different racial and ethnic groups.]

- **Hispanic**: 47% Never, 13% Often, 27% Sometimes, 13% Rarely
- **Black**: 17% Never, 18% Sometimes, 30% Rarely
- **Middle Eastern**: 35% Never, 22% Sometimes, 30% Rarely
- **Multiracial**: 17% Never, 31% Sometimes, 22% Rarely
- **White**: 32% Never, 32% Sometimes, 22% Rarely
- **Asian**: 24% Never, 31% Sometimes, 32% Rarely

*Prefer not to say response not included*
Have you ever experienced discrimination or disrespectful/inappropriate behavior in the department of your major?
Have you ever experienced discrimination or disrespectful/inappropriate behavior in the department of your major?
Individual Data Reflection
Why do you think the data looks like it does?

Anything meaningful or surprising to you?

What opportunities do you see in this data?
Department Shares
Department of Computer Science

Christian Cole
Senior Program Administrator
Where we are now

Inaugural DEI Committee Created in January 2022
• Composed of 3 faculty, 3 staff, and 3 students (ugrad, MS, and PhD)
• Committee appointments for 1 year
• Meetings 2x each month
• Charged with setting goals and overseeing DEI projects and initiatives

Formalizing DEI Initiatives in CS
• Community insight via listening sessions and the DEI Tech Collective survey
• Creation of a mission statement
• Staff training via CAS Staff Institute
• Continuing support of Tapia and GHC
• Reviewing TA/TF training course
Where we are going

Aspirations for the Future

• A community where more people feel like they belong
• More engagement with students in the larger community (K-12)
• Increased involvement by the CS community
• More diverse voices at all levels

Imminent Changes Coming

• A more robust website presence with increased transparency
• Pitching TA/TF course content changes
• DEI student grant program in Fall 2022
• Continued and consistent community engagement
• Avenues for anonymous feedback
Rafik B. Hariri Institute for Computing and Computational Science & Engineering

Stephen Brown
Director of Finance & Administration
Ongoing Activities

● Hiring Processes
  ○ Require all staff employees complete the EverFi bias and DEI training modules.
  ○ Provide managers with best practices for interviewing and evaluating candidates without bias
  ○ Posting jobs to diversity job boards

● Hariri Featured Events
  ○ Accommodation requests offered for all events
  ○ live captions enabled for all virtual events
  ○ Communicate to speakers to create mindful presentations
  ○ HIC featured events request at least participation from 1 BIPOC, 1 woman for all event series

● Administrative Team D&I Event Discussions
Plans for the future

- FY23 budget request to create Incubation Awards for Diversity in Research (IADR) summer program for BU-MSI research partnerships
Information Systems,
Questrom School of Business

Jeffrey Allen
Assistant Professor
Information Services & Technology

Tracy Schroeder, Vice President
Information Services & Technology
What we’re working on

- Hiring! New DEI and Accessibility Coordinator role in active recruitment
- Expanding BU Fact Book (https://www.bu.edu/asir/bu-facts/fact-book/) with diversity data for BU faculty and staff
- Launched new BU directory that eliminates deadnaming in the Directory
- Developing a complete roadmap for adoption of Display Name, gender identity and pronouns across BU information systems
- Managers participating in Inclusive Management group
- VP IS&T engaged in university-wide Antiracism Working Group
What were planning

-11 projects recommended by IS&T DEI Task Force, first 6 prioritized:
- Assessing Personal Bias
- DEI Content Library for IT workers
- DEI Engagement in IS&T Onboarding
- IS&T Inclusive Management Toolkit
- Advancing DEI in IS&T Hiring
- DEI in the IS&T Promotion Process
DEI Tech Collective Town Hall

Faculty of Computing & Data Sciences

Azer Bestavros, Associate Provost for Computing & Data Sciences
Ziba Cranmer, Spark! Executive Director
<table>
<thead>
<tr>
<th>STUDENTS</th>
<th>STAFF</th>
<th>FACULTY</th>
<th>COMMUNITY</th>
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<tbody>
<tr>
<td>DEI Leaders Program</td>
<td>Staff Training: BU Diversity &amp; Inclusion Series</td>
<td>Faculty Recruitment</td>
<td>Equity Project Portfolio</td>
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<td>Climate Survey</td>
<td>Transformational Leadership Training</td>
<td>Emerging Scholars Program</td>
<td>Mentor Recruitment</td>
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<td>DS4G Initiative</td>
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<td>First Year Hack</td>
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<td>Search Committee D&amp;I and EOO training*</td>
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*university required
Spark! has seen **steady growth in female participation** numbers since AY 2019-2022.
Highlights: Student Leadership & Innovation
1 from **Initiatives** to **Strategy**: mission, vision, goals, metrics* 

* and….continue the initiatives

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**Values Driven Culture**

- **STUDENTS**
- **STAFF**
- **FACULTY**
- **COMMUNITY**

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**Representation:** aggressively recruit diverse faculty and students

**Community:** a culture where all feel welcome, supported, and can thrive

**Real world Impact:** mission driven computing & data sciences: equity, civic tech, health, & sustainability
Data and Reflection Summary
Group Discussion
Any experiences to share?

What are your DEI priorities?

What would you like to see the DEI Tech Collective focus on? Or events you’d like to see?

General thoughts or feedback?
THANK YOU
deitech@bu.edu
Sources

- Boston University Analytical Services & Institutional Research
- Computing Research Association: Education
- IPEDS Survey Components
- National Center for Education Statistics: STEM Degrees Conferred by Race/Ethnicity, 2018-2019
- United States Census Bureau, 2021