

# 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 trolley, 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
- Trolley: 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 Tech Collective

Inaugural Town Hall

April 22, 2022

# DEI in Tech Town Hall



**Introduction to the  
DEI Tech Collective**



**DEI Environment  
through Data**



**Data  
Reflection**



**Department  
Shares**



**Data and  
Reflection Summary**



**Group  
Discussion**



I

# 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

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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*

**BU Spark!:** Ziba Cranmer, *Director*, Elise Brown, *Outreach and Communications Manager*, Shateva Long, *DEI Intern and Project Manager*, Marina Barros, *DEI Intern and Ambassador*, Junia Janvier, *DEI Intern*

...and you

# Timeline

May 2020

Awakening

Fall 2021

Climate Survey

Fall 2023

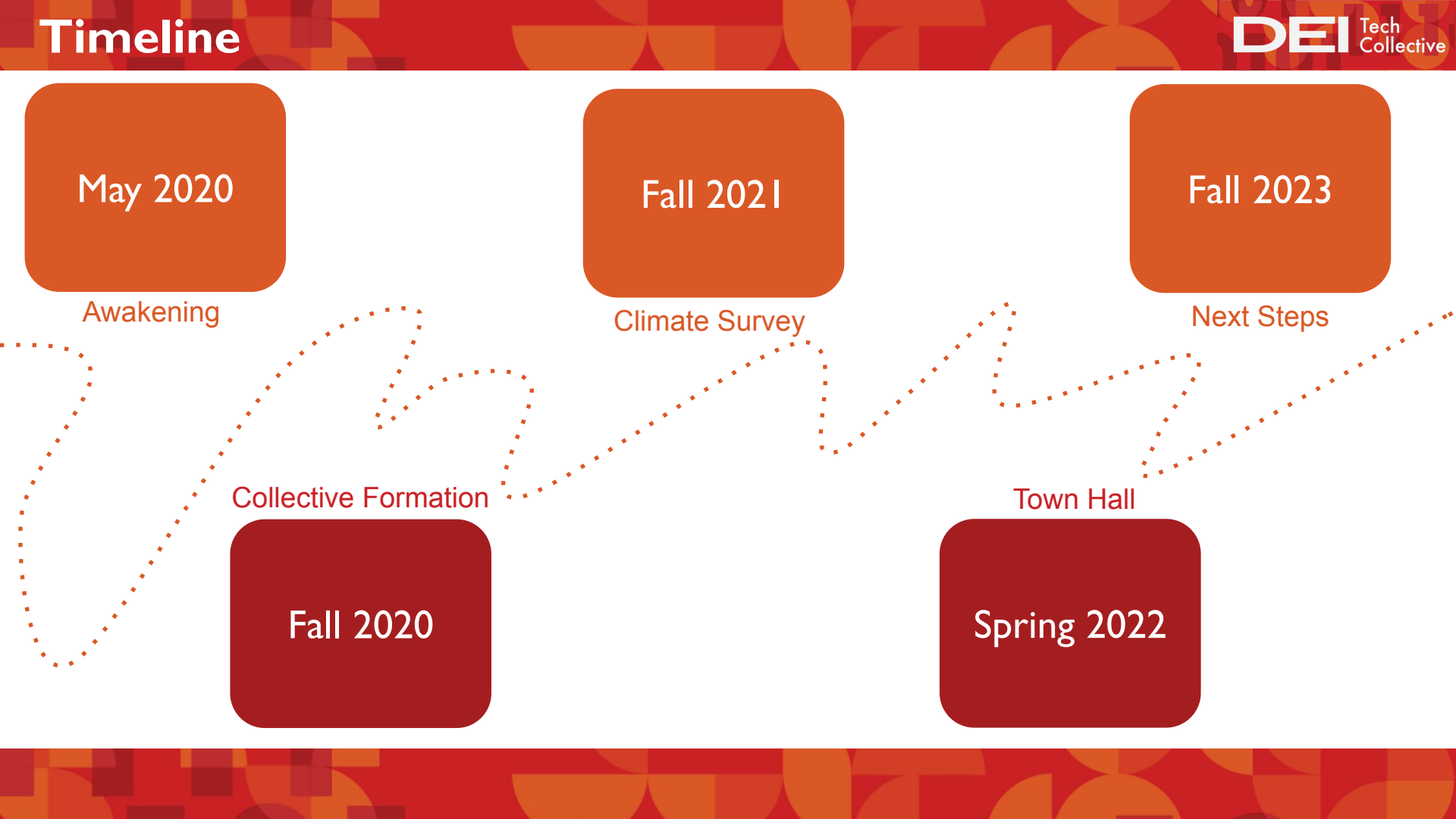
Next Steps

Collective Formation

Fall 2020

Town Hall

Spring 2022



1. Website <https://sites.bu.edu/dei-in-tech/>
2. Event Listings and Community Building
3. Monthly Meetings
4. Data Collection and Community Conversations





II

# DEI Environment through Data



# Boston University Population Data

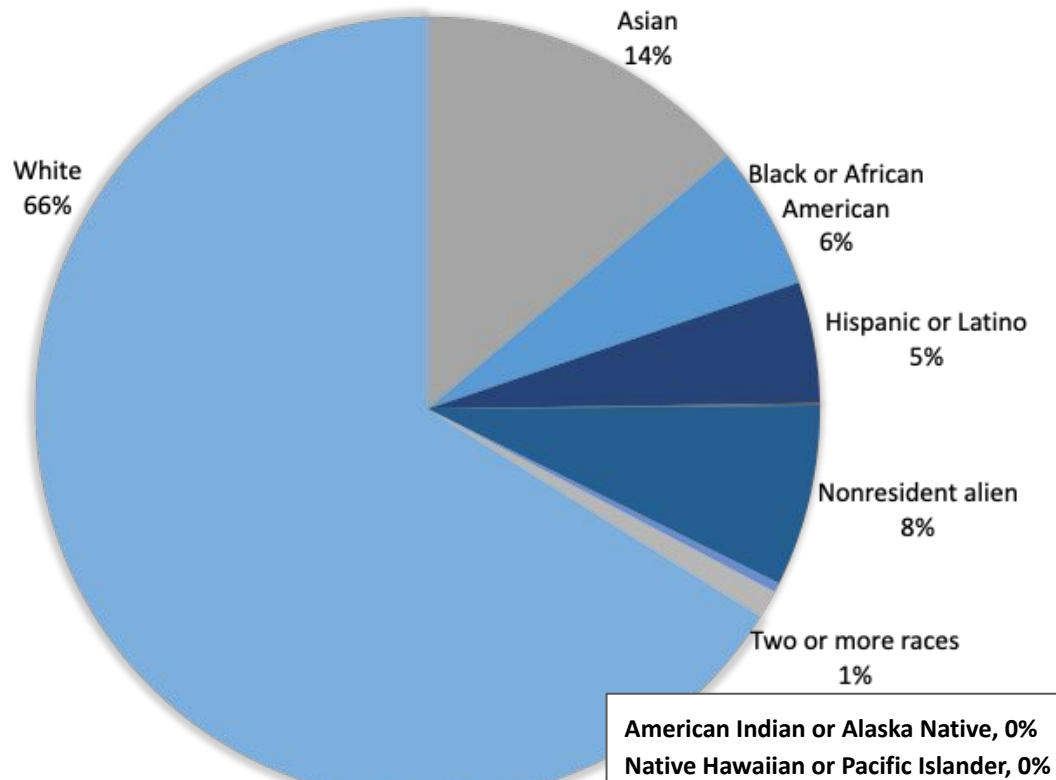
Tech, Computing & Data Sciences, Information Systems, and Math related Categories

# BU Demographics: Staff

Tech, Computing & Data Sciences, Information Systems, Math related Categories 2020

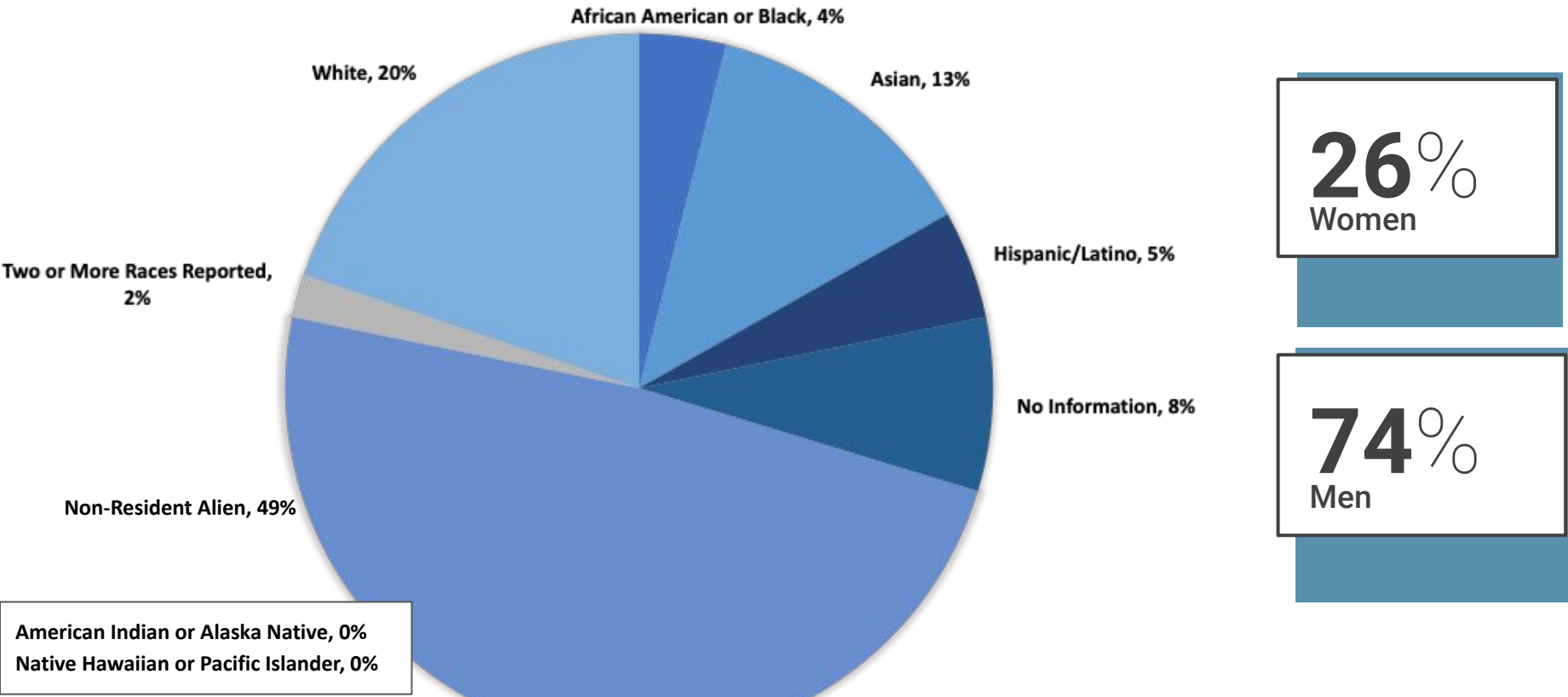
**51%**  
Women

**49%**  
Men

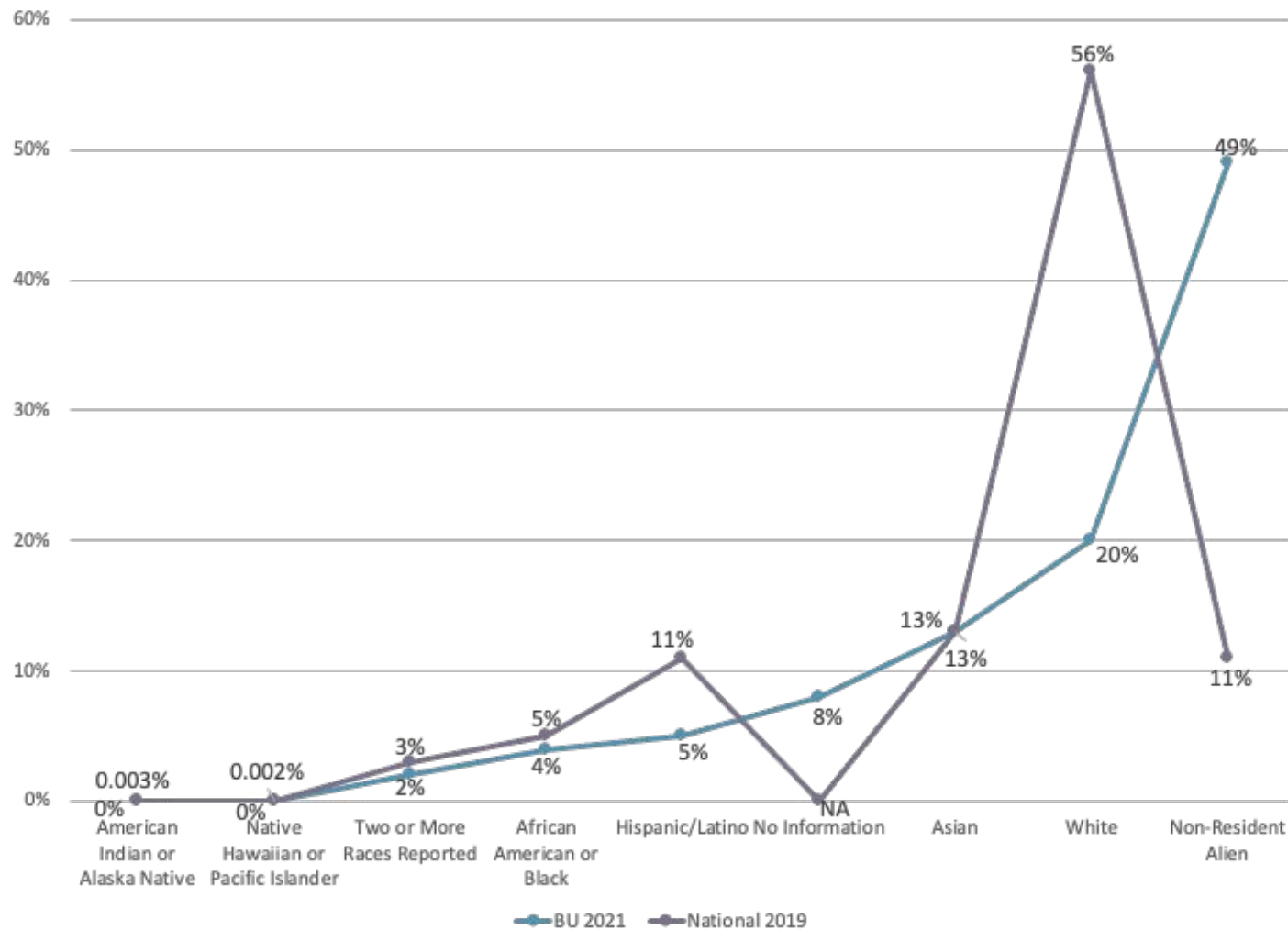


# BU Demographics: Student Degrees Conferred

Tech, Computing & Data Sciences, Information Systems, Math related Categories 2021



# Degrees Conferred Comparison: BU & National Data





# Student Culture Survey Analysis

Tech, Computing & Data Sciences, Information Systems, and Math  
related Departments



# DEI in Tech Town Hall

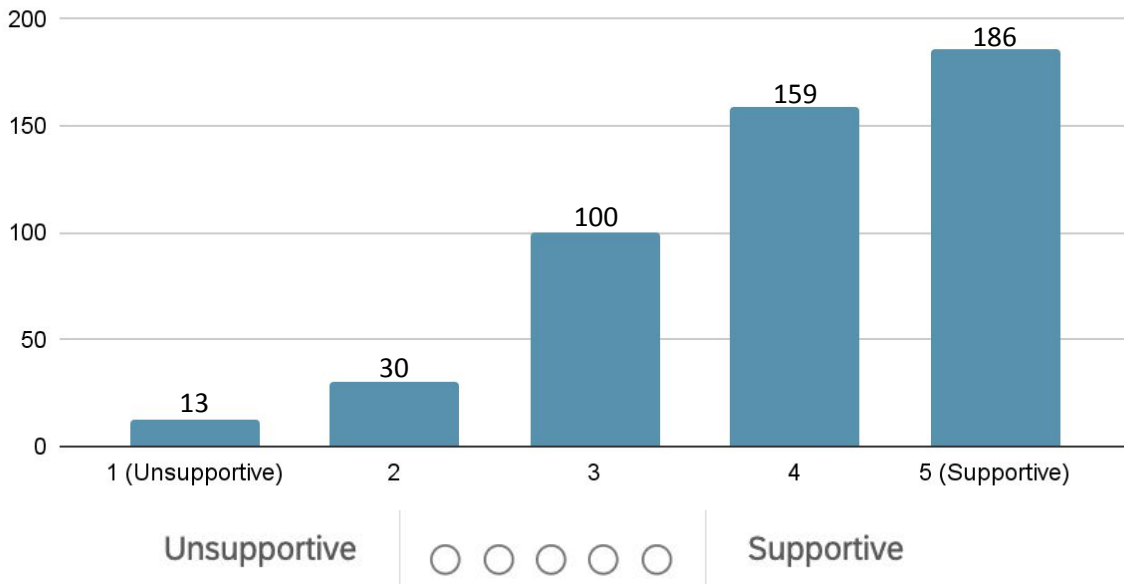
 **640**

**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





# I have to work harder than others to be valued equally within my major.

**56%**

Non-Binary

**56%**

Female

**49%**

Male

**AGREE/STRONGLY AGREE**

**73%**

Hispanic

**64%**

Middle Eastern

**61%**

Asian

**59%**

Black

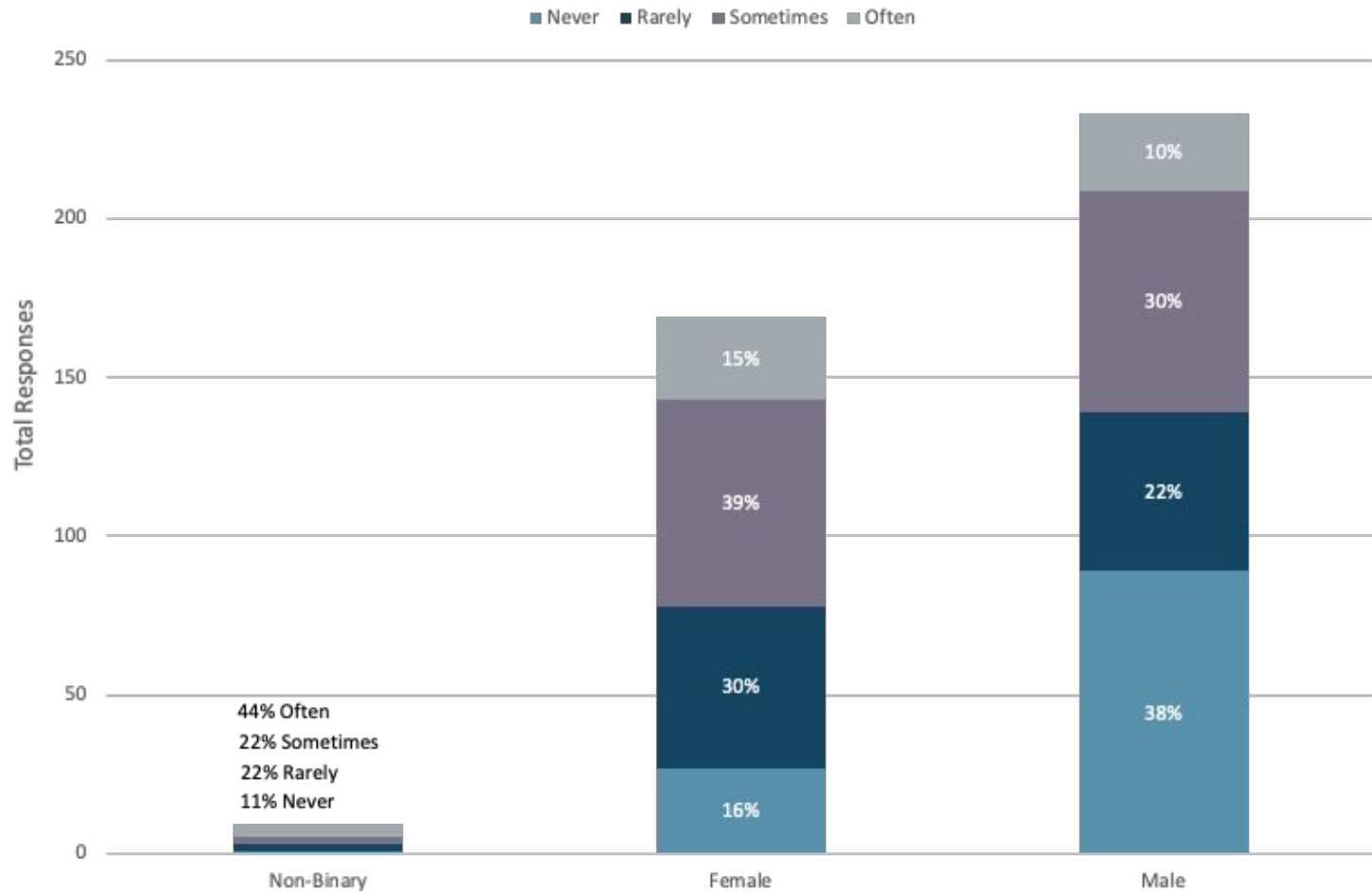
**46%**

Multiracial

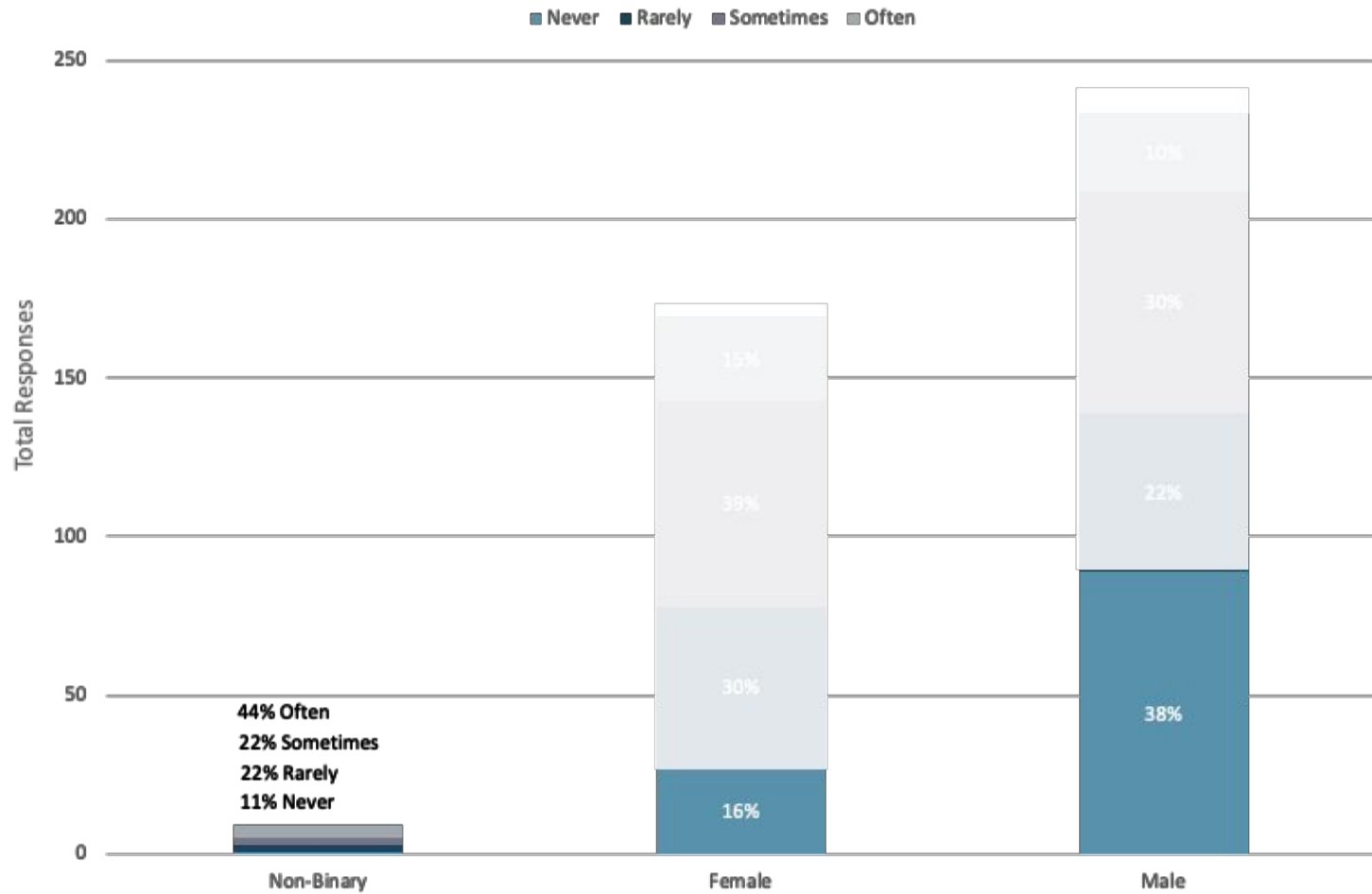
**36%**

White

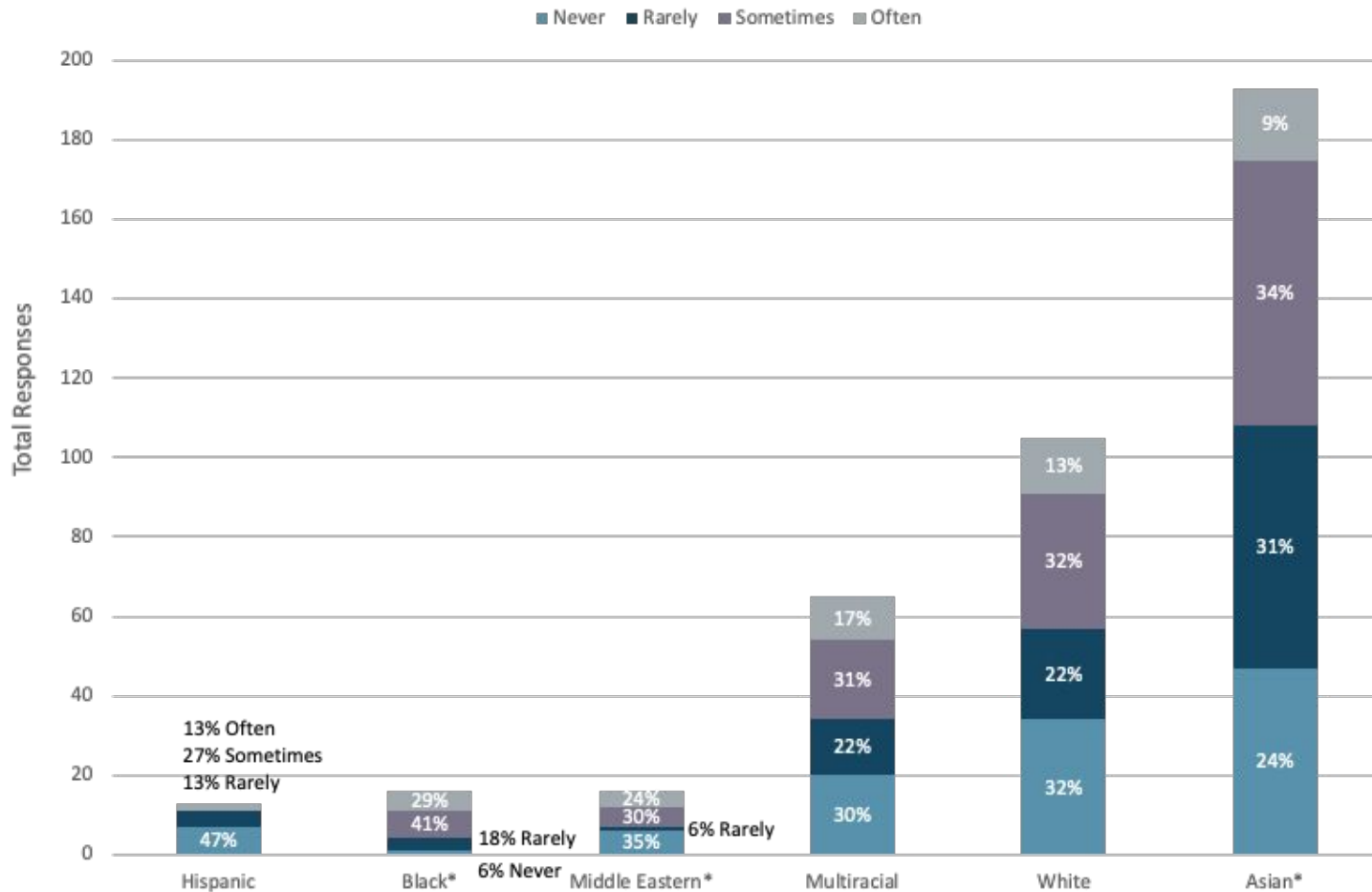
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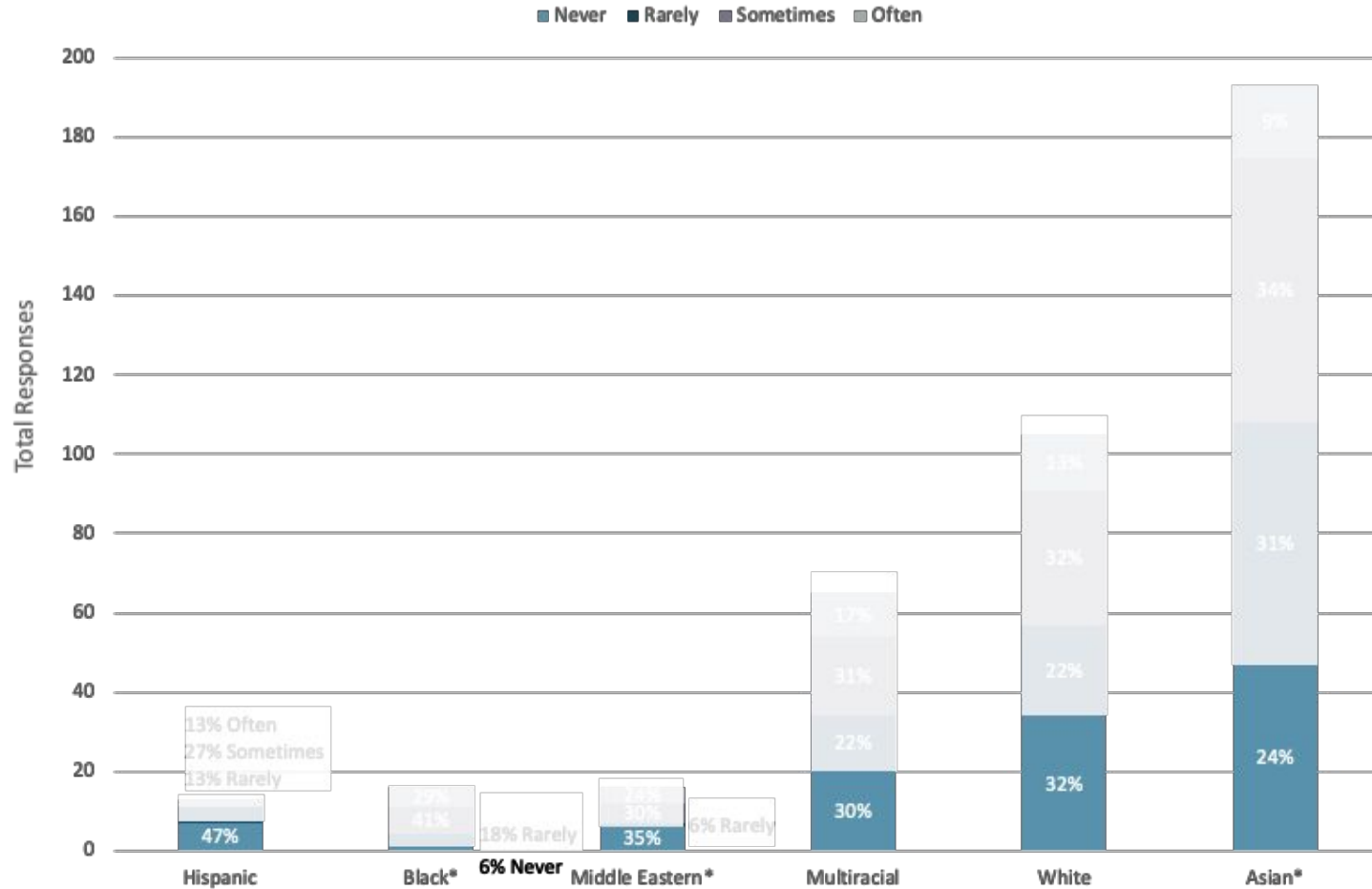


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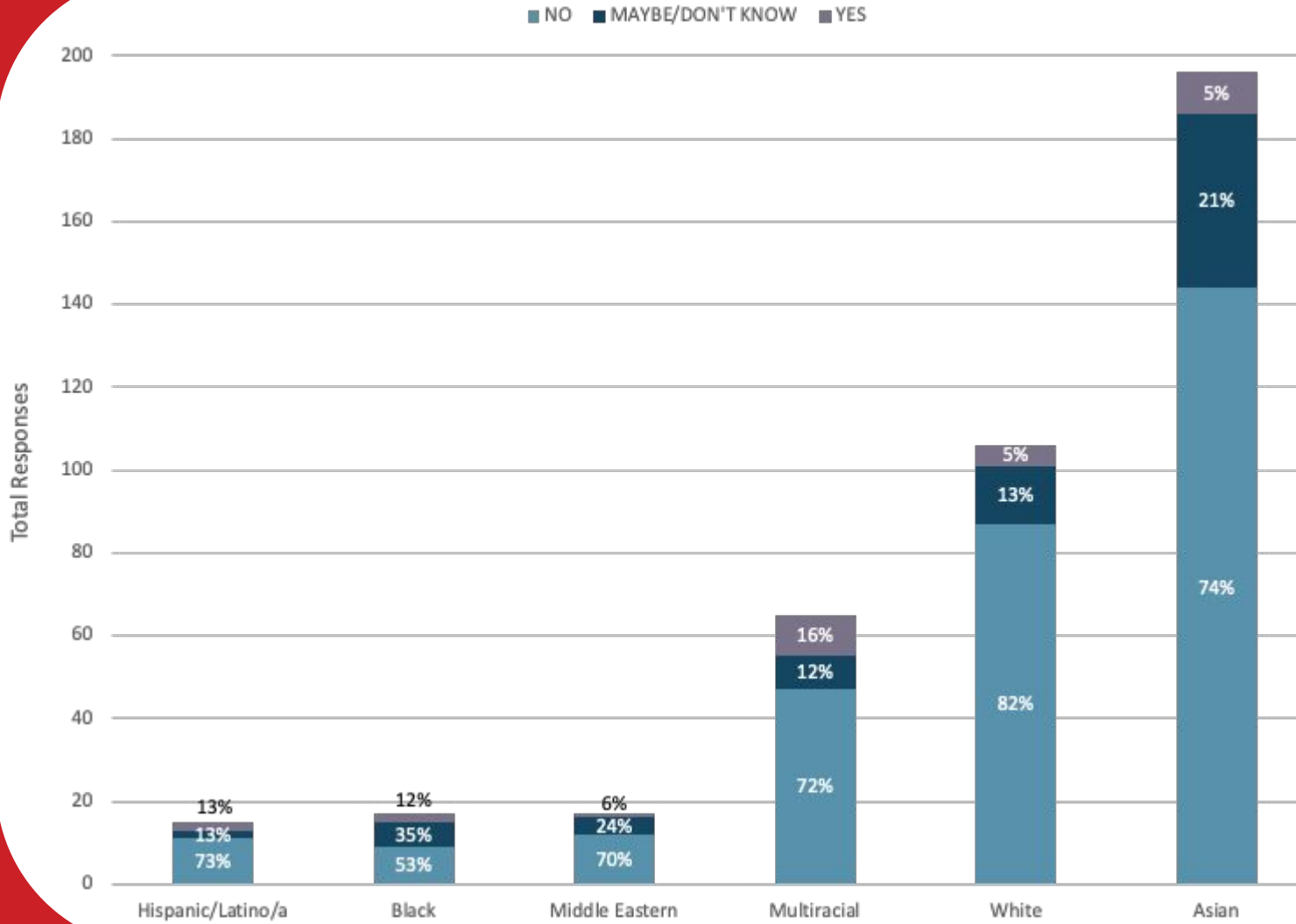


\*Prefer not to say response not included

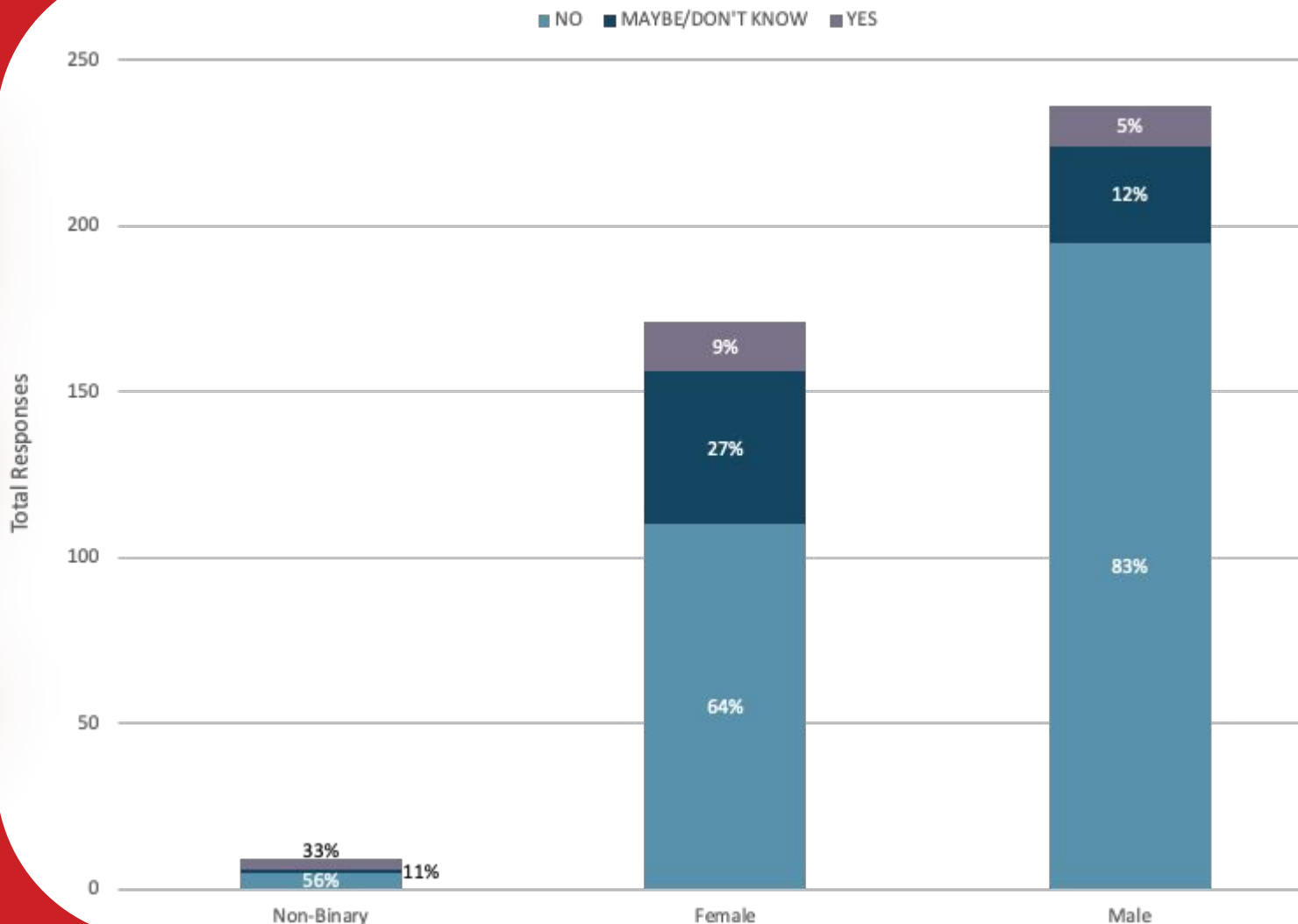
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Have you ever experienced discrimination or disrespectful/inappropriate behavior in the department of your major?



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III

# 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?

Data Handout



[bit.ly/DeiData](https://bit.ly/DeiData)



IV

# 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

## 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

## 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

# 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

## STUDENTS

DEI Leaders Program  
Climate Survey  
DEI in Tech Course  
Ignite + Clubs  
First Year Hack  
PIT UN Network w/HU  
TechTogether  
PreHacks  
Program Participation  
Ambassadors

## STAFF

Staff Training: BU Diversity & Inclusion Series  
Transformational Leadership Training

## FACULTY

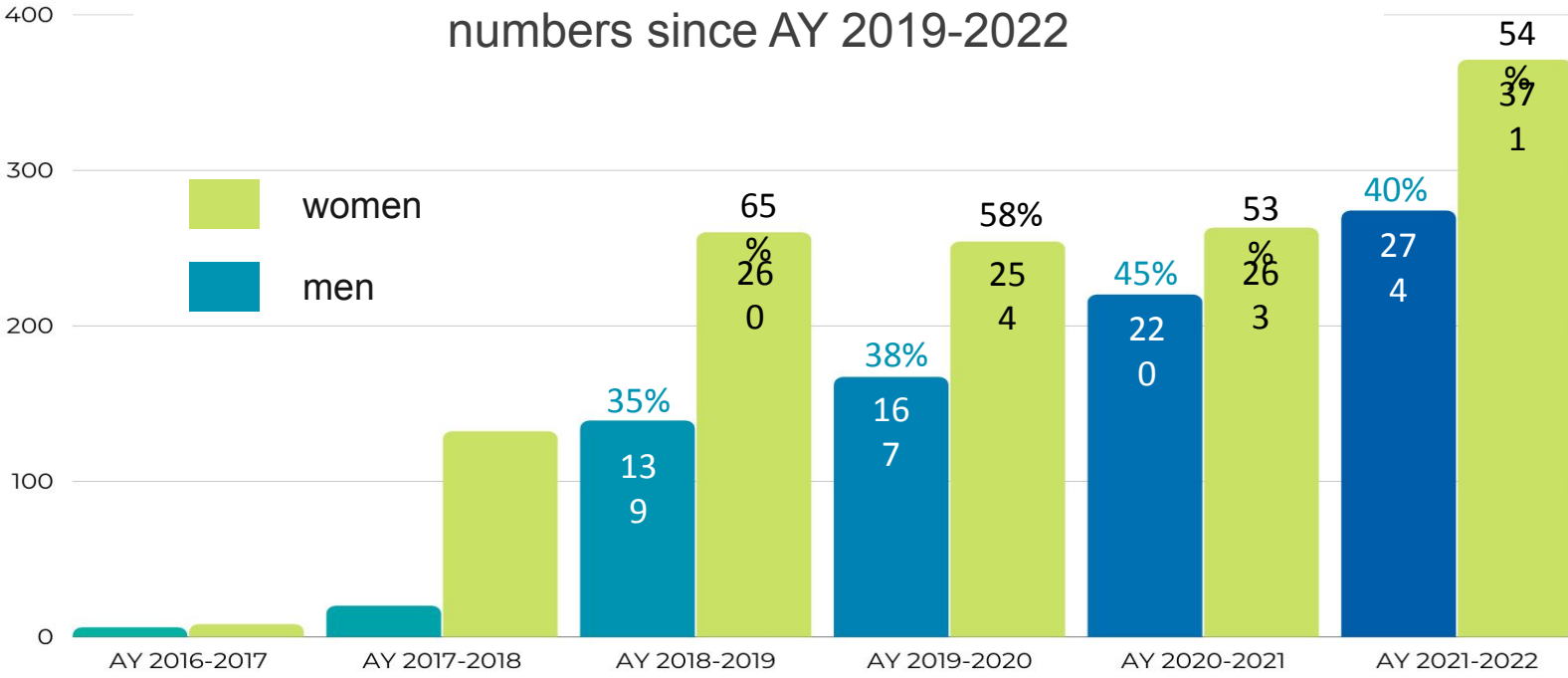
Faculty Recruitment  
Emerging Scholars Program  
DS4G Initiative  
Impact Fellows  
Search Committee D&I and EOO training\*  
D&I in annual reviews\*

*\*university required*

## COMMUNITY

Equity Project Portfolio  
Mentor Recruitment  
Alumni Engagement

Spark! has seen **steady growth in female participation** numbers since AY 2019-2022







1 from **Initiatives** to **Strategy**: mission, vision, goals, metrics\*

\* and....continue the initiatives

2

Values Driven Culture

STUDENTS

STAFF

FACULTY

COMMUNITY

3 **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



VI

# 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](mailto: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](#)