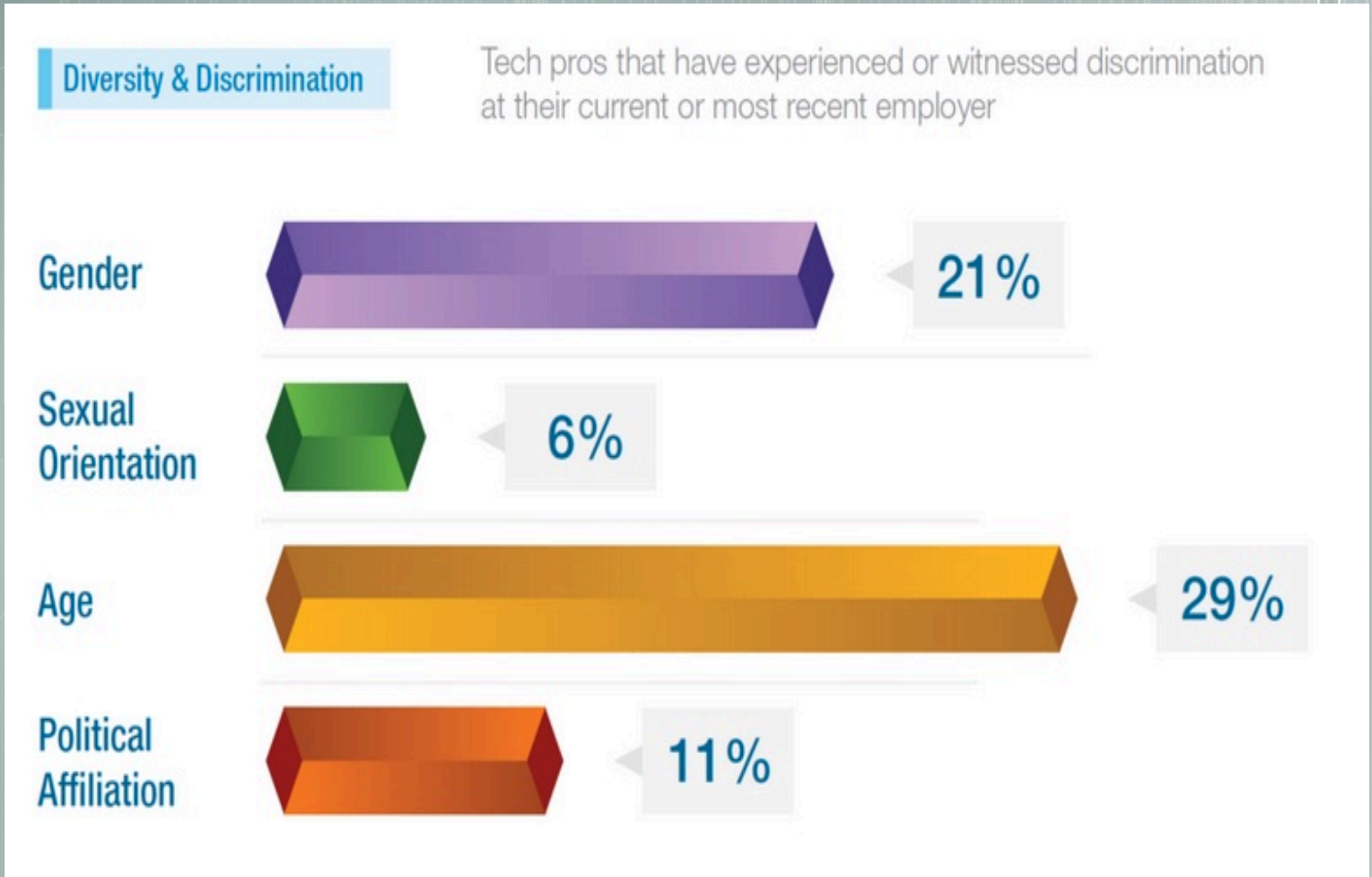# OzSec 2018
When Does Diversity Start?

April Boyd-Noronha / Jeff Blackmon

- April Boyd-Noronha
  - The STEM Broker

- Professor of CIS, Cybersecurity and Health Information Management
  - University of St. Mary, Leavenworth, KS.

- STEM Engagement Strategist
  - The STEM broker, LLC

- Parent of 3 future STEM Technologists
  - 2 Daughters, 1 Son

- Jeffrey Blackmon
  - FBCI   CISSP   CBCP   ITIL
  - Strategic Continuity Solutions, LLC.

- Risk Management
  - Business Continuity, Security and Compliance

- Background since the mid 80's
  - Financial, Petroleum, Foreign Military, Pharmaceutical, Healthcare, US Government

- Diversity at University of Nebraska Kearney 2008 +

- **What is Diversity?**

  – Ethnicity

  – Race

  – Religion

  – Ability / Disability

  – Sexual Orientation LGBT

  – Age

  – Gender

- Diversity is not enough, <u>Inclusion</u> is a must

- **Witnessed or experienced discrimination at work**

Diversity & Discrimination

Tech pros that have experienced or witnessed discrimination at their current or most recent employer

Gender — 21%
Sexual Orientation — 6%
Age — 29%
Political Affiliation — 11%

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- **Where are we today with diversity at the University level?**
  - **Are they not educating ladies?**

Fall 2018	Male	Female
UNK	38%	62%
U of N. Colorado	34%	66%
W. Illinois University	49%	51%

- **Where are we today with Diversity at the University Level?**
  - **Are they not educating ladies in STEM?**

	Male	Female
Fall 2018		
UNK	38%	62%
STEM at UNK		
Biology	40%	60%
Chemistry	60%	40%
Math / Statistics	45%	55%
Health Sciences	14%	86%
CS/IT	87%	13%

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- **So how did we get where we are today?**

  - **HP and IBM were highly gender inclusive**
  - **In the beginning, IBM 360s and green screens**
    - **= Gender Neutral**

  - **Then Pong, Space Invaders and others came along**
    - **Not = Gender Neutral**

  - **IT guys can be #*@& jerks, and the young women are smart enough not to get into that type of environment**

- **Where are we today with Diversity in the Workforce?**

  - **40% of men with STEM degrees work in technical careers**
  - **26% of women with STEM degrees work in technical careers**

  - **Recently, Apple hired a VP of Diversity and Inclusion**
    - **That person lasted less than a year**

  - **Most male management do not see the diversity issues in their own companies**

- **Where are we today with Diversity in the Workforce?**

  - **32 High Tech Companies**
    - **$500B in sales**
    - **$500M in philanthropy**
    - **$24M went to programs aimed to women in general**
    - **$335K went to programs aimed at women of color**
    - **That is,, .005% and .00001%**

    "Reboot Representation: Using CSR and Philanthropy to Close the Gender Gap in Tech,"
    by Melinda Gates in partnership with McKinsey & Company

- **Where are we today with Diversity in the Workforce?**

  - **The numbers for ladies in Tech has steadily going down since the mid 1980's**

  - **Gender diversity has been a topic in CS/ IT for well over 2 decades now**

  - **Unfortunately, very little progress can be identified**

- **If your are going to be a jerk, at least be a 'COOL' jerk**

  – **C - Care about what you say and do**

  – **O - Obvious Oblivion cannot continue to be the status quo**

  – **O - Open your eyes to what is around you. No more 'Eyes wide shut'**

  – **L - Loopholes, pitfalls, and potholes prevent progress in diversity**

- **Where is the (negative) message coming from?**

  - **Growing up in urban KCMO (K-12)**

  - **While a Sophomore in college**

  - **As STEM Engagement Strategist and parent advocate**

  - **As College Professor**

- **The Original Question: When does diversity start?**
  - **When?**
    - **This very moment**

  - **Who?**
    - **You**

  - **What can you do?**
    - **Collaborative partnerships**

  - **How and Where?**
    - **That is why we are here today, to kickstart the conversation about diversity in Computer Science, IT, and Cybersecurity**
    - **Serve as viable resources to help lead change**

- **Success Stories on change**
  - **Harvey Mudd College, Claremont, CA.**
    - **Women in CS went from 10% to 40%**

  - **Accenture now has 40% as new hires**

  - **How do they do it?**
    - **Change the job description to include soft skills as well. (communication, creativity, people)**

    - **Work with High School and College age ladies to give a better impression of the CS field.**

- **References**
- https://www.wired.com/story/melinda-gates-mckinsey-diversity-research-alarming/

- https://www.wired.com/story/dangers-keeping-women-out-of-tech/?mbid=BottomRelatedStories

- https://www.wired.com/story/why-are-there-few-women-in-tech-watch-a-recruiting-session/

- 2018-06_DiceDiversity_InclusionReport_FINAL.pdf

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- **QUESTIONS?**

- **Thank You for attending today**

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