AIICE
ALLIANCE FOR IDENTITY
INCLUSIVE COMPUTING EDUCATION

2023 COMMUNITY MEETING

Welcome, everyone, to the second AiiCE Community Meeting! This is our first in-person event since the project started, so we're looking forward to seeing those who are traveling to Durham and those who will be joining via Zoom.

This Alliance was birthed from the question "what if we could disrupt the way K-16 computing education?" In only (almost) two years, we've been able to do so much! There's so much amazing work happening at the K-12 and postsecondary levels, which you'll learn about today. One of the most important parts of our work is that we've been able to learn from and work with Disabilities, Opportunities, Internetworking, and Technology (DO-IT) to ensure that not only are we prioritizing accessibility from the start across all Alliance activities, but also that we are collecting important data on participants with disabilities across all activities to better inform our work and the greater computing/STEM community.

Our External and Student Advisory Boards have helped us revise and improve many of our current and pending activities, and we couldn't have asked for a better group. We've also been able to witness some of our AiiCE Student Advisory Board members graduate and enter the next phase of their lives and onboard new ones. Suffice it to say, we've hit the ground running and there's still more to do!

We are grateful to the National Science Foundation (NSF) for "seeing the vision," as well as our strategic partners (Duke Center for Computational Thinking, The Rathmann Family Foundation, Northeastern University Center for Inclusive Computing, and Reboot Representation) for providing additional support. Your contributions have made this all possible.

This work has not been easy, and I do not take for granted the contributions of every AiiCE member who has helped us get to this day. Thank you. Special thanks to Moniquea Allen and Minerva Matos-Garner, who've truly helped bring not only this meeting, but also the AiiCE vision to life!

Enjoy the day!

A. Nicki Washington

A. Nicki Washington, Ph.D.
Director

Dear Attendees,

Welcome to our community meeting! We are thrilled to have each and every one of you here, and we extend our heartfelt thanks for joining us today. Your presence is instrumental in shaping the future of our AiiCE community, and we deeply appreciate your commitment and dedication.

As we gather here today, let us take a moment to reflect on the responsibilities of our Backbone which include guiding our vision and strategy, supporting aligned activities, establishing shared measurement practices, building public will, advancing policy, and mobilizing funding. Over the past two years, our Backbone has been diligently working towards these goals. We have developed and released Byte-sized DEI-J video series, engaging with K-16 computing administrators, faculty, educators, staff, and students, to promote identity-inclusive strategies. We have engaged our strategic partners with the Center for Inclusive Computing and Reboot Representation to amplify our message and drive positive change within our community. The Kapor Center has led the charge in developing measures that allow us to understand our impact and worked to develop messaging to introduce the world to our identity-inclusive tenets. Additionally, we have had the privilege of engaging with the White House Office of Science and Technology Policy and the National Academies of Science, Engineering, and Medicine, enabling us to connect with influential voices and contribute to broader initiatives.

None of these achievements would have been possible without the work, support, and commitment of individuals like you. Your dedication to our shared vision has propelled us forward, and for that, we are truly grateful. Today's Community Meeting marks an exciting milestone in our journey. It provides us with a platform to come together, exchange ideas, and chart a path for the future. While we are enthusiastic about the discussions and collaborations that will unfold today, we are even more excited about what lies ahead as we embark on year three and beyond of our Alliance.

Once again, thank you for joining us. Your presence and contributions are invaluable, and together, we can make a lasting impact on our community. Let us embrace this opportunity with open minds and hearts, as we work towards a brighter and more inclusive future.
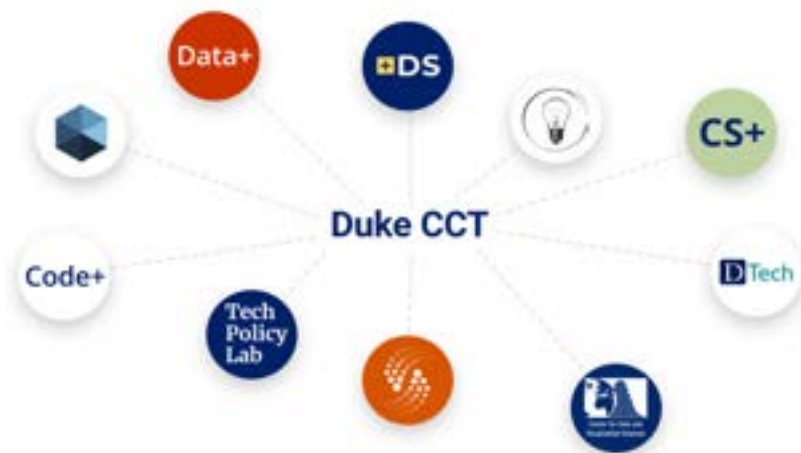

Sincerely,

Shani B. Daily

Shani B. Daily, Ph.D.
Backbone Director

STRATEGIC PARTNERS

We express our appreciation to our Strategic Partners for their invaluable support in advancing the Alliance for Identity-Inclusive Computing Education (AiiCE).

THE COMMUNITY FOUNDATION OF UTAH

Duke CCT

REBOOT REPRESENTATION

Northeastern University
Center for Inclusive Computing

RATHMANN
FAMILY FOUNDATION

2023 AIICE COMMUNITY MEETING AGENDA

JUNE 8, 2023
9 AM – 5 PM EDT

8:30 AM	**COVID Testing** **Breakfast** **Location: Sandhills Room**
9-9:10 AM	**Welcome** *Moniquea Allen – Program Director (AiiCE)* **Location: Crystal Coast Ballroom**
9:10-9:40 AM	**Backbone Update** *Dr. Shani B. Daily – Backbone Director, Co-PI (AiiCE)*
9:40-10:10 AM	**Lightning Talks** *Constellation Leads*
10:10-10:40 AM	**External Evaluator Update** *Dr. Montrischa Williams – External Evaluator (AIR)*
10:40-10:50 AM	**BREAK**
10:50-11:05 AM	**Constitution & Bylaws Amendments** *Dr. Shani B. Daily - Backbone Director, Co-PI (AiiCE)*
11:05-11:35 AM	**Longitudinal Degree Completion App** *Dr. Valerie Barr – Co-PI, PD Constellation Lead (Bard College)*
11:35-12 PM	**Discussion: Challenges/Concerns to Date** *Moniquea Allen – Program Director (AiiCE)* *Minerva Matos-Garner – Communications Director (AiiCE)*
12-1 PM	**LUNCH** **Location: Sandhills Room**

2023 AIICE COMMUNITY MEETING AGENDA

JUNE 8, 2023
9 AM – 5 PM EDT

1-2:30 PM

RSV Results / Discussion
Reporting Forms Updates
Dr. Nicki Washington – Director, Policy Constellation Lead (AiiCE)

2:30-2:40 PM

SNACK BREAK
Location: Crystal Coast Ballroom

2:40-4:10 PM

Shared Measures Dashboard Discussion+ Training
Dr. Sonia Koshy – Senior Personnel (Kapor Center)

4:10-4:40 PM

Y3 Discussions/Expectations
Moniquea Allen – Program Director (AiiCE)
Minerva Matos-Garner – Communications Director (AiiCE)

4:40-5 PM

Closeout
Dr. Nicki Washington - Director, Policy Constellation Lead (AiiCE)

5-7 PM

DINNER
Location: Empire Room

AIICE COMMUNITY

STEERING COMMITTEE

Nicki Washington, Ph.D.

Joanna Goode, Ph.D.

Valerie Barr, Ph.D.

Allison Scott, Ph.D.

BACKBONE

Moniquea Allen

Shani B. Daily, Ph.D.

Tracy Futhey

Rachel Goins

Sonia Koshy, Ph.D.

Evan Levine

Minerva Matos-Garner

SENIOR PERSONNEL

Lisa A. Ballesteros, Ph.D.

Sababu Chaka Barashango

DaQuan Bashir, EdD

Jake Baskin

Brianna Blaser, Ph.D.

Eduardo Bonilla-Silva, Ph.D.

Kayla Brown

Sheryl Burgstahler, Ph.D.

Lyla Crawford

SENIOR PERSONNEL

Lien Diaz

Terry Foster

Shaina Glass

Vanessa Jones

Crystal Peoples, Ph.D.

Andrew Phillips, Ph.D.

Donna Reese, Ph.D.

Anna Romanova, Ph.D.

Barbara Rotundo

SENIOR PERSONNEL

Cecilé Sadler

Max Skorodinsky

Terrill Thompson

Eric Trekell

Bryan Twarek

Shana V. White

EXTERNAL ADVISORY BOARD

Legand Burge, Ph.D.

Louis Gomez, Ph.D.

Ebony McGee, Ph.D.

Talia Milgrom-Elcott, JD

Safiya Noble, Ph.D.

Kimberly Scott, Ph.D.

Nashlie Sephus, Ph.D.

Ivory Toldson, Ph.D.

Rua M. Williams, Ph.D.

STUDENT ADVISORY BOARD

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Olly Ajao

Kianna Bolante
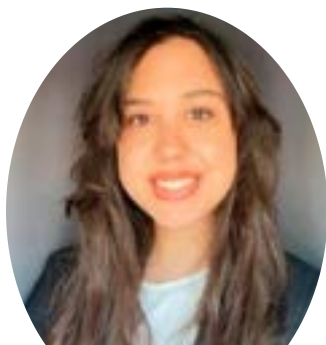
Sonia Fereidooni

Rosa Gao

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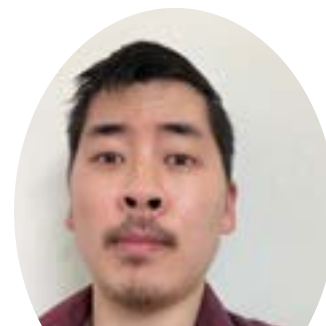
Jabari Kwesi

Kiara de Lande

Ashley Sheng

AIR EXTERNAL EVALUATORS

Eve Arif

Belema Ibama-Johnson, Ed.D.
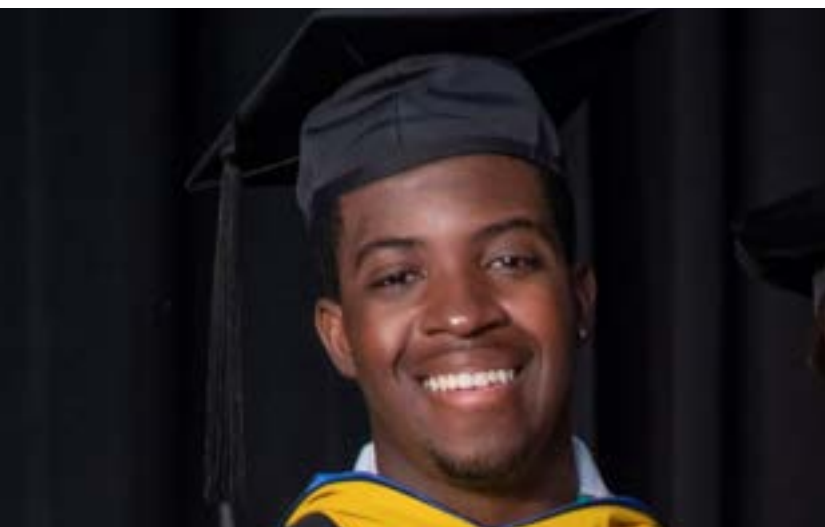
Francis Lee

Kellie Mayer

Sugey Paz

Montrischa Williams, Ph.D.

STUDENT ACHIEVEMENTS

CONGRATS GRADS!

DOMINIQUE BUFORD
BYTE-SIZED DEI-J

ALISON KIM
STUDENT ADVISORY BOARD

JABARI KWESI
BASS CONNECTIONS STUDENT ADVISORY BOARD

HELEN XIAO
BASS CONNECTIONS

Congrats!

DOMINIQUE BUFORD

2023 Rebecca DeNardis Memorial Award Memorial Award

Y2 QUARTERLY REPORTS

Note: There was no public-facing Q1 report.

AIICE
ALLIANCE FOR IDENTITY
INCLUSIVE COMPUTING EDUCATION

YEAR 2 · QUARTER 2 REPORT

New Resources

CSTA & Kapor Report
https://landscape.csteachers.org/

Moving Towards a Vision of Equitable Computer Science

Results of a Landscape Survey of PreK-12 CS Teachers in the United States

Identity-Inclusive Tenets

PROFESSIONAL DEVELOPMENT

CURRICULA & PEDAGOGY

HIGHER EDUCATION POLICY

K-12 POLICY

Byte-sized DEI-J:
Ableist Language and Mental Health

Awards

RATHMANN FAMILY FOUNDATION

$50,000 was awarded to Duke University to support 3C Fellows and Race and Computing Projects.

Duke BASS CONNECTIONS

Drs. A. Nicki Washington, Shani B. Daily, and Eduardo Bonilla-Silva were awarded a Year 2 continuance award of $25,000 to continue research focused on understanding perceptions of race in computing.

Member Organization Updates

Bard College

In collaboration with Mount Holyoke College, Bard College has created an online course designed to elevate teaching assistant professional development. Their course offers identity-inclusive strategies that empower teaching assistants to foster a welcoming environment that encourages student diversity and success. You can see more about the training here.

CSTA

CSTA conducted a second online PD course on Identity-Inclusive Computing, training 10 facilitators for pilot chapter inquiry groups and hosting three onboarding sessions for participants. They also planned a sixth hybrid inquiry group and hosted two webinars and affinity group events. The team analyzed a national landscape survey and developed a landing webpage and revised an advocacy toolkit. They led advocacy training sessions as well as developed CS hero posters and lessons.

Constellations Center for Equity in Computing

Constellations has made strides in the CS Equity Coaches Project. Their efforts have successfully led to the recruitment of highly qualified CS Equity Coaches, and they are almost halfway through the first year of implementing the project's professional development. They have already conducted two in-person and one virtual professional development sessions with resounding success, and have also scheduled four more in-person sessions in the spring of 2023, which will be led by the coaches Terry Foster and Sababu Barashango, both CS Instructional Specialists of Constellations.

DO-IT

DO-IT has had a productive year, beginning with their book club series, which provided thought-provoking discussions centered around the book *Skin, Tooth, and Bone: A disability justice primer*. They also hosted a highly informative fall accessibility meeting for AiiCE Alliance participants, discussing ways to promote greater accessibility in the field. Their team has met with CSTA to orient new staff to the many accessibility services they provide, underscoring their commitment to helping ensure everyone has access to the tools and resources they need to succeed.

Duke University

The 3C team has collected feedback and qualitative data and is preparing for Cohort 3 PD sessions, and accepting Cohort 4 applications (Deadline: March 31). The Bass Connections Race study now has completed the instrument designs on Ethnoracial Attitudes of Students in Computing with distribution and over 500 responses already collected. Dr. Crystal Peoples (Postdoc), is working on an exciting research project focused on the collaboration networks of Black and Latinx CS Ph.D. graduates.

The Kapor Center

During this quarter, the team has been heavily involved in data cleaning, analysis, report writing, and dashboard development for the PreK-12 CS Teacher survey.The user-friendly dashboard presents the survey results in an accessible and engaging way, making it easier for the community to understand the data and its implications.

University of Oregon

The team has planned a spring 2023 Identity-Inclusive Instructors event. They have designed a comprehensive workshop-style agenda to offer a valuable learning experience for the 16 high school and college instructors in attendance. Our event planning process included careful consideration of accessibility needs, lodging options, and workshop locations.

BECOME A MEMBER ORGANIZATION

Join our alliance and be a part of the change towards a more diverse and inclusive computing community! At AiiCE, our mission is to increase the entry, retention, and course/degree completion rates of high-school and undergraduate students from groups that are historically underrepresented in computing. We achieve this through evidence-based, identity-inclusive interventions that directly impact people, policies, and practices.

By becoming a member of AiiCE, your organization will be aligned with our shared vision and contribute to our efforts in four potential areas: Professional Development, Research, Curricula & Pedagogy, and Policy. By working together, we can make a meaningful impact on the lives of underrepresented students and the future of computing.

BE OUR STRATEGIC PARTNER

At AiiCE, we are committed to developing identity-inclusive policies and practices that foster diverse and inclusive spaces. One of the key ways we achieve this is through strategic partnerships with organizations that share our values and goals. Our partners provide us with the resources and expertise needed to continue our important work, enabling us to stay at the forefront of identity-inclusive policy development.

By working closely with our partners, we are able to collaborate, innovate, and create real change. Together, we are breaking down barriers, promoting diversity and inclusion, and driving progress towards a more equitable future for all.

AIICE@DUKE.EDU   HTTPS://IDENTITYINCS.ORG   @IDENTITYINCS

MAY 2023

AIICE
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YEAR 2 • QUARTER 3 REPORT

Identity-inclusive tenet guides can be accessed on the AiiCE website and provide valuable guidance for those interested in what drives AiiCE.

Professional Development

Curricula & Pedagogy

Policy (HE)

Policy (K-12)

Check out our Byte-sized DEI-J video: Prioritizing Your Mental Health, which offers insights and practical tips for taking care of your mental health.

Byte-sized DEI-J

Exploring the Intersection of Identity and Computing: AiiCE's Lecture Series Sheds Light on Key Issues

The Identity & Computing Lecture Series held two successful events during this quarter that spotlighted 3C Fellows. "Overcoming Complacency and Ceding Space" featured a panel of 3C Fellows who discussed how they avoid complacency and assess when to take vs. cede space in their efforts to transform computing courses, departments, and cultures. Next, the "3C Fellows Spotlight" showcased the work of several Fellows across Cohorts 1 and 2 who have implemented identity-inclusive courses, modules, and activities. We are thrilled with the success of both events and grateful to our moderators, panelists, and attendees for their contributions and participation.

Identity-Inclusive Instructor (III) Summit

Dr. Joanna Goode (AiiCE Co-PI and Curricula & Pedagogy Lead) and Max Skorodinksy (Ph.D. student) from the University of Oregon will host the upcoming Identity-Inclusive Instructor (III) Summit for computer science instructors in May 2023. A total of 16 high-school and college educators from across the country were selected to participate, and the event promises to be a transformative one that fosters positive change and advances equity in computer science education.

Advancing Accessibility in CS Education Across AiiCE Constellations

Member Organization DO-IT continues its impactful work and collaborations across all AiiCE Constellations. Recently, DO-IT invited AiiCE partners to attend an informative panel discussion entitled "Professionals with Invisible Disabilities," which drew a virtual audience of 60 participants. Their ongoing work with the CSTA CSAccess working group includes the continued development of a collection of accessibility resources. DO-IT's commitment to advancing inclusion and accessibility within the AiiCE network is truly inspiring. We would like to extend a special thank you to Dr. Brianna Blaser, who leads the charge on these important initiatives. Thank you, Dr. Blaser, for your dedication and leadership.

Collaboration Networks In Computing

Postdoctoral researcher Dr. Crystal Peoples (Duke) successfully completed preliminary research analyzing the social networks of Black/Latinx CS Ph.D. graduates, and will be presenting her paper "Race and Collaboration in Computer Science: A Network Science Approach" at the American Society for Engineering Education (ASEE) Annual Conference. Dr. Peoples also mentors undergraduate researcher Melany Barocio Fuentes on a project investigating racism in facial analyzer technology, and the pair recently presented a poster on their findings at the 2023 Southern Sociological Society in Myrtle Beach, SC.

Promoting Cultural Competence and Diversity in Computing

The 3C Fellows program is a novel, professional development program designed to not only improve the cultural competence of faculty, staff, and future faculty, but also prepare them to develop/implement identity-inclusive computing (IIC) courses, modules, and activities. Approximately 280 participants from 90 institutions across four countries have participated in the program to date, with 184 Fellows fully completing the two-year program across the first two cohorts.

Pre-/post-participation data indicates that the program had a positive impact on participants' cultural competence, as well as comfort in discussing topics related to identity and leading activities related to identity and DEI. Participants have successfully garnered support from their home departments and institutions. However, recent legislative restrictions on topics related to DEI are of serious concern. While the impact of these restrictions on the program's efforts is still being reviewed, we are exploring ways to address these challenges while remaining committed to the program's original mission.

CSTA's Professional Development and Policy Advocacy Efforts

CSTA continues to advance CS teacher education by offering a range of professional development opportunities. The third session of the Intro to Identity Toolkit was recently completed and the fourth session launched. CSTA conducted several webinars this quarter, including: Equity & Justice in Grading, Black Excellence in Data & CS, and Teacher Takeaways from SIGCSE. Additionally, CSTA held two virtual PD Provider Summits focused on responding to the CS teacher survey results and incorporating equitable AI.

Understanding Undergraduate Computing Student Perceptions of Race

The Computing Undergraduates Perceptions of Race project at Duke completed quantitative data collection (via survey distributed to students across the U.S. and Canada) and began qualitative interviews. The project aims to understand student perceptions of race and the factors influencing them, a critical area that has been largely overlooked in research. The project is part of Duke's Bass Connections program and received additional support from AiiCE Strategic Partner The Rathmann Family Foundation. The research team of sociology Ph.D. students (Alex Rogers and Fatima Fairfax) and Statistics and CS undergraduates (Elyse McFalls, Helen Xiao, and Jabari Kwesi) successfully presented a poster for Bass Connections Research Day (earning second place in the Best Poster competition). They will present their paper "Work In Progress: A Novel Approach to Understanding Perceptions of Race Among Computing Undergraduates" at the American Society for Engineering Education (ASEE) Annual Conference. This work marks important steps towards sharing their findings with the wider academic community.

> **"Our discomfort in designing for diversity, equity, and inclusion pales in comparison to the discomfort marginalized students (& professionals) experience daily when we don't do the work. We should always choose to disrupt."**
>
> -Dr. A. Nicki Washington, AiiCE Director

Are you passionate about creating equitable & inclusive computing education environments?

BECOME A MEMBER ORGANIZATION

Benefits

- Gain visibility and recognition as a leader in identity-inclusive computing education
- Influence postsecondary accreditation policies and advocate for state-level, K-16 education policies that center IIC.
- Connect and network with educators, staff, administrators, teaching assistants, and organizations who are committed to creating a more inclusive computing education ecosystem

APPLY NOW!
https://identityincs.org/join-aiice/

Join World-class Researchers & Practitioners

AIICE STUDENT ADVISORY BOARD

Bridget Agyare

Olly Ajao

Kianna Bolante

Sonia Fereidooni

Rosa Gao

Alexis Ihezue

Allison Kim

Ashley Sheng

Jabari Kwesi

Rosa Gao

As a member of our Student Advisory Board, students provide strategic advice on achieving AiiCE's goals. The Board comprises students from diverse identities, disciplines, and institutions who provide strategic input on AiiCE's initiatives. If you're passionate about making a difference in computing education, consider joining the AiiCE Student Advisory Board.

APPLY NOW! **https://identityincs.org/join-student-advisory-board/**

LOOKING AHEAD

AiiCE's first hybrid Community Meeting will take place in Durham, NC this June. Members from AiiCE community groups will gather to share progress and challenges, vote on amendments to the constitution & bylaws, and determine future directions/activities that align with mission to promote IIC.

Thank you

AiiCE
Community

We're looking forward

to next year!