



GENDER-INCLUSION CHECKLIST

These eight building blocks are critical to include in programs to help women thrive in computing. See Chapter 04 of the Rebooting Representation report for supporting material and insights to ensure these building blocks are part of the programs you develop or support. Remember to consider your program elements with an intersectional lens, considering race, gender, and other dimensions of identity.

Gender-inclusion checklist

OFFER DIVERSE ON-RAMPS FOR BEGINNERS

- Create different classes for true beginners
- Remove any assumption of existing knowledge from introductory courses
- Actively welcome beginners into a program

CREATE A SENSE OF BELONGING

- Remove gender and race-specific materials that promote stereotypes
- Highlight role models including role models of color who break stereotypes

BUILD CONFIDENCE IN ABILITIES

- Make it clear that everyone works hard in these subjects
- Create opportunities for early research projects or early internships
- Invite role models to talk about challenges, setbacks, and failures

CULTIVATE A COMMUNITY OF SUPPORTIVE PEERS

- Develop a cohort of girls of color going through the same experiences
- Create small groups so no one falls through the cracks
- Recruit friend groups
- Group a few girls of color together so no one is the only girl around

ENSURE ADULT GATEKEEPERS ARE ENCOURAGING AND INCLUSIVE

- Provide additional, proactive encouragement to women and girl students of color to persist
- Recruit family members as champions
- Help counselors and teachers recognize that all students can succeed in tech

FOSTER INTEREST IN COMPUTING CAREERS

- Role model what careers in the tech sector look like
- Show girls the path as well as the ultimate destination
- Make computing classes more relevant to other areas girls are interested in
- Create opportunities for joint majors, double majors, and computing minors

CREATE CONTINUITY BETWEEN COMPUTING EXPERIENCES

- Ensure that, as a program is ending, girls and women know what the next step along their journey is
- Make it seamless to enroll in the next logical computing program after one is complete
- Invite role models to talk about challenges, setbacks, and failures

PROVIDE ACCESS TO TECHNOLOGY AND COMPUTING EXPERIENCES

- Roll out inclusive computing education in schools
- Pair access with targeted recruiting of girls of color
- Provide technology so students can access computing education