AJ Lauer, EdD
Outreach, Diversity, and Education Team Lead
CISL, NCAR
ajlauer@ucar.edu
About Me
34 Years of SC
Sponsored by IEEE and ACM, up to 13,000 attendees

Diversity @ SC
White male dominated, 13-18% women attendees

Inclusivity Committee
SC21 was the 4th year of the Inclusivity Committee
<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inclusivity Chair</td>
<td>AJ Lauer</td>
</tr>
<tr>
<td>Inclusivity Deputy Chair</td>
<td>Heather Quinn</td>
</tr>
<tr>
<td>CARES Committee Liaison</td>
<td>Barbara Fossum</td>
</tr>
<tr>
<td>Demographics Chair</td>
<td>Clyde Jones</td>
</tr>
<tr>
<td>Early Career Program Chairs</td>
<td>Virginia Do &amp; Mozhgan K. Chimeh</td>
</tr>
<tr>
<td>Inclusivity Liaison for Communications</td>
<td>Cristin Merrit</td>
</tr>
<tr>
<td>Inclusivity Liaison for Exhibits</td>
<td>Agbeli Ameko</td>
</tr>
<tr>
<td>Inclusivity Liaison for Finance</td>
<td>Dimitrios Nikolopoulos</td>
</tr>
<tr>
<td>Inclusivity Liaison for Infrastructure Committee</td>
<td>Wendy Poole</td>
</tr>
<tr>
<td>Inclusivity Liaison for Local Arrangements</td>
<td>Anthony Cabrera</td>
</tr>
<tr>
<td>Inclusivity Liaison for Scinet</td>
<td>Carlos Rojas-Torres</td>
</tr>
<tr>
<td>Inclusivity Liaison for Students@SC</td>
<td>Rebecca Hartman-Baker</td>
</tr>
<tr>
<td>Inclusivity Liaison for Technical Program</td>
<td>Barbara Fossum</td>
</tr>
<tr>
<td>Virtual Logistics Liaison</td>
<td>Heather Quinn</td>
</tr>
<tr>
<td>New Volunteer Chair</td>
<td>Hai Ah Nam</td>
</tr>
<tr>
<td>Outreach Chair</td>
<td>Je’aime Powell</td>
</tr>
<tr>
<td>Training Chair</td>
<td>Athina Frantzana</td>
</tr>
</tbody>
</table>
March 17
Invited to be SC21 Inclusivity Chair

May 25
George Floyd murdered in Minneapolis, MN

September 22
US Covid death-toll reaches 200,000

November
Presidential Election

February 3
My family contracts COVID-19, beta variant

March 13
COVID-19 declared National Emergency

October 6
D&I training. We decide to create a Discord server for the conference

November
Presidential Election

April
Vaccines become available for general public

June 1
Delta variant becomes prevalent strain in US

March 22
Shooting @ King Soopers in Boulder

February 3
My family contracts COVID-19, beta variant

September 22
US Covid death-toll reaches 200,000

March 24
Surprise! There's no budget!

August
"SC won't require vaccination"

September 2
SC requires vaccines

March 24
Surprise! There's no budget!

September 24
Inclusivity budget approved

November
Presidental Election

September 24
Inclusivity budget approved

November
SC21!!

March 17
Invited to be SC21 Inclusivity Chair

July 29
SC20 announces it is going virtual

November
SC20

Surprise! There's no budget!

January 14
SC Steering approves creation of subcommittee on D&I

April
Vaccines become available for general public

September 24
Inclusivity budget approved

February 3
My family contracts COVID-19, beta variant

March 24
Surprise! There's no budget!

September 16
Inspiration4, first all-civilian space flight

March 22
Shooting @ King Soopers in Boulder

March 24
Surprise! There's no budget!

August
"SC won't require vaccination"

September 2
SC requires vaccines

October 6
D&I training. We decide to create a Discord server for the conference

November
Presidental Election

September 24
Inclusivity budget approved

November
SC21!!
BEFORE THE CONFERENCE
March 2020 - Nov 2021

Pronouns on Nametags*
New Volunteer Program*
Communications
DEI Training*
CARES Committee*
Metrics

Inclusion @ Committee Meetings
Pronoun Stickers/Ribbons
Workforce/DEI at Exhibitor Forum*

* Indicates specific areas of focus and implementation
During the Conference November 2021

Non-gendered restroom signage
Accessibility / safety at events
Language around inclusivity

- Inclusivity Office*
- Student / Early Career Programs!
- Communications*
- D&I Talk*
- Non-gendered Restrooms*
- Affinity Groups*
- Discord Server*
AFTER THE CONFERENCE
December 2021 - Present

- Attendee survey questions*
- Affinity Groups / Discord*
- Feedback for future conferences*

- Demographics and survey results on website
- Steering Inclusivity Subcommittee*
POST-SURVEY QUESTIONS

Please rate how welcoming SC is for: (not welcoming, somewhat welcoming, welcoming, very welcoming, don’t know)
(a list of identities which would need to be selected based on the demographics being collected in the survey. Things like, white women, white men, women of color, men of color, ppl with disabilities, international attendees, parents, etc.)

Please rate the extent to which you agree or disagree with the following statements about SC:
(strongly disagree, disagree, somewhat disagree, somewhat agree, agree, strongly agree, don't know)

Diversity and inclusion is a core value of SC
SC provides a clear policy on ethics and expected behavior
SC provides effective response to reports of discrimination and exclusionary behavior
SC helps attendees of different cultures and backgrounds to interact
SC solicits and values new ideas from all attendees
I am comfortable bringing up issues at SC without fear that it will negatively affect my career
I feel a connection to SC
All attendees at SC are held to the same standards of behavior
Attendees at SC have an equal opportunity to participate in career-advancing activities such as presenting talks/posters, attending networking events, etc.

How likely are you, if at all, to recommend attending SC to a friend who asks?
For the event you are planning (or one you want to influence), what are the "low-hanging fruit" DEI items that you think would be easiest to address first? What might be stretch goals?

What resources can be brought to bear to support these changes?
# Planning the Meeting

## During the Meeting

## Assessing the Meeting

### Highlight the major goals of your company to let employees know how they’ll be contributing for future expansion

<table>
<thead>
<tr>
<th>Goal 1</th>
<th>Goal 2</th>
<th>Goal 3</th>
<th>Goal 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>01.</td>
<td>02.</td>
<td>03.</td>
<td>04.</td>
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</tbody>
</table>

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@ THE CONFERENCE

### Monday, 15 November 2021

<table>
<thead>
<tr>
<th>TIME</th>
<th>TYPE</th>
<th>SESSION / PRESENTATION</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>4:30pm - 5:15pm CST</td>
<td>Inclusivity</td>
<td>SC First-Timers Orientation</td>
<td>Cristin Merritt</td>
</tr>
</tbody>
</table>

### Tuesday, 16 November 2021

<table>
<thead>
<tr>
<th>TIME</th>
<th>TYPE</th>
<th>SESSION / PRESENTATION</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>12pm - 1pm CST</td>
<td>Inclusivity, Students@SC</td>
<td>Inclusivity Talk - Inclusive Excellence in Computing: It's Not About the Students</td>
<td>Sharanda Daily</td>
</tr>
<tr>
<td>2pm - 3pm CST</td>
<td>Inclusivity</td>
<td>Affinity Group Meetings - African / African-Americans @ SC</td>
<td>Linda Aki</td>
</tr>
<tr>
<td>3pm - 4pm CST</td>
<td>Inclusivity</td>
<td>Affinity Group Meetings - Hispanic / Latina @ SC</td>
<td>Maria Ruiz Varela, Ana Gonzalez</td>
</tr>
<tr>
<td>4pm - 5pm CST</td>
<td>Inclusivity</td>
<td>Affinity Group Meetings - LGBTQIA+ @ SC</td>
<td>Heather Quinn, Peter Vaillancourt</td>
</tr>
</tbody>
</table>

### Wednesday, 17 November 2021

<table>
<thead>
<tr>
<th>TIME</th>
<th>TYPE</th>
<th>SESSION / PRESENTATION</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>2pm - 3pm CST</td>
<td>Inclusivity</td>
<td>Affinity Group Meetings - Women &amp; Femmes</td>
<td>AJ Lauer, Cristin Merritt</td>
</tr>
<tr>
<td>4pm - 5pm CST</td>
<td>Inclusivity</td>
<td>Affinity Group Meetings - People with Disabilities</td>
<td>AJ Lauer, Linda Aki</td>
</tr>
</tbody>
</table>

### Thursday, 18 November 2021

<table>
<thead>
<tr>
<th>TIME</th>
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<th>SESSION / PRESENTATION</th>
<th>Speaker</th>
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</thead>
<tbody>
<tr>
<td>2pm - 3pm CST</td>
<td>Inclusivity</td>
<td>Affinity Group Meeting - Indigenous People @ SC</td>
<td>Wendy Wilhelm</td>
</tr>
</tbody>
</table>