

IN THIS ISSUE

[Ask Jo: How Can I Break Into Male Networks?](#)

[The Particular Value of Mentoring](#)

[National Science Foundation ADVANCE Initiative to Meet at GHC](#)

[Grace Hopper Celebration Resume Clinic](#)

[Be a Hopper](#)

[Message to All GHC Presenters](#)

[Applications Open for Systems Pass-It-On Awards](#)

[Happenings in The Anita Borg Community](#)

[Anita Borg Institute Partners](#)

As we settle into the summer holidays everyone at the Anita Borg Institute is working hard to prepare for the upcoming Grace Hopper Celebration of Women in Computing. We have information in this newsletter about becoming a Hopper and other activities that will be taking place during the 2009 Grace Hopper Celebration. Be sure to complete your [registration](#) for the Grace Hopper Celebration and [make your hotel reservations](#). [Early Bird Pricing](#) is now in effect so register today.

Also in this issue we have Jo Miller writing about how women can break into male networks. Katy Dickinson, from Sun Microsystems, is an expert on mentoring programs and has written a great article on [The Particular Value of Mentoring in Engineering and Computer Science](#).

Don't forget to check out our Fast Company Blog Posts. Throughout May and June, Telle Whitney and Caroline Simard posted about a variety of issues including [Tips for Managing Work/Family Issues](#), [Vacation and Work/Life Balance](#), and [Telle's Interview with Kris Halvorsen and Jennifer Hall of Intuit](#).

Be sure to visit our [You Tube channel](#) this month to see the keynote speakers and plenary panelists from the 2008 Grace Hopper Celebration including Mary Lou Jepsen, Fran Allen, Sophie Vandebroek, Justin Rattner, Greg Papadopoulos and Nan Mattai. You can also see the acceptance speeches of our 2008 Anita Borg Social Impact and Technical Leadership and Denice Denton Award Winners.

Sincerely,

The ABI Staff

Ask Jo: Given that I have always worked in a male dominated industry, how can I break into the male networks?

Message to All GHC Presenters

Congratulations to all of the accepted 2009 Grace Hopper Celebration presenters. This is a reminder to please take the time to review our [Program](#) on the website and check your abstract. We apologize for the bad link in the last



Every month on our site, Jo Miller, CEO of Women's Leadership Coaching Inc., answers your career and leadership questions.

Question: Given that I have always worked in a male dominated industry (very often I am the only woman in the room, or one of very few), in an engineering capacity, how can I break into the male networks? It seems that people are just not treating me as one of the "guys". With my most recent lay-off I get the opportunity to start from scratch, so I want to do it right from the beginning.

[See Jo's Answer](#)

Jo Miller is CEO of Women's Leadership Coaching Inc. which offers women's leadership seminars and coaching programs.

To read more of her career advice, visit the [Ask Jo archives](#).

Jo Miller will be featured at the Grace Hopper Celebration of Women in Computing on Wednesday September 30th in Tucson, AZ. Be sure to arrive early to learn how you can become a person of influence.

The Particular Value of Mentoring to Engineering and Computer Science

by Katy Dickinson of Sun Microsystems

Mentoring is near the top of most lists of tools which are effective at promoting professional development and advancement. As a business method, mentoring seems to work well generally but to be particularly valuable to women and minorities. In my own experience as Director of Sun Microsystems' SEED Engineering-wide worldwide mentoring program since 2001, women and non-US staff have taken advantage of SEED at a consistently higher rate than their representation in Engineering overall. Developing a corporate culture of mentoring can be a good way to establish a network of communication across organizational silos, promote a wide variety of talents, and broaden the diversity of ideas and innovation available to the company. These benefits are of special interest to Engineering companies and are in addition to more objective productivity measures of mentoring success such as increased satisfaction, high retention, more promotions, and higher performance ratings. From Bit by Bit: Catalyst's Guide to Advancing Women in High Tech Companies (pp.6-7, "Use Mentoring and Networks to Win", 2003):

newsletter - this link will take you to the correct page.

Please send any edits/corrections to [Deanna Kosaraju](#) by July 31st.

Any edits received after July 31st will not be included in the printed program.

Be sure to use our [GHC online communities](#) to promote your session, connect with your audience or gather input on their interests and needs. Please contact [BJ Wishinsky](#) for more information.

Applications Open for Systems Pass-It-On Awards

Applications for the spring 2009 Anita Borg Systems Pass-It-On (PIO) award cycle opened on June 20 and close on November 4, 2009. PIO applications are open to women in any country who are over 18 years old and in or aspiring to be in the field of computing. Applications are encouraged for both individual needs such as education, job transfers and other life transitions; and group projects designed to train, mentor or inspire girls and women interested in computing technology. On the [PIO web page](#) you'll find complete information including application guidelines and a poster you can use to help spread the word.

Happenings In the Anita Borg Community

The following are events and programs that may be of interest to members of the Anita Borg Institute Community.

[Invent Your Future Webinar Series for Professional Women. In the Hotseat Presenting Like a Pro](#), July 14, 2009

[Stanford's Media X Summer Institute](#), Palo Alto, CA, July 20-August 14, 2009. For discounts enter code WOM2009

[Workshop for Women in Design Automation During DAC](#), San Francisco, CA, July 27, 2009

[The Texas Conference for Women "Boost Your Business By Going Green" Contest](#). Due date July 31, 2009

"Although more women see lack of access to mentors and networks as a barrier to women's advancement, both men and women roundtable participants identified mentoring and networking as key strategies for developing and advancing all talented employees ...However, in general, people tend to feel more comfortable mentoring and networking with those like themselves. Outsiders to the organizational culture by gender, race, or other demographic characteristics, are then less likely to be included in those activities. ...The design and implementation of a formal mentoring program or the creation of a women's networking group are extremely useful and help to create a climate where people feel valued and comfortable with others different from themselves. Such programs are especially important in the high tech industry, where companies tend to be relatively young, decentralized, and career paths are not clearly defined. ...Women and men roundtable participants agreed on the importance of mentoring in which more senior and experienced employees provide ongoing advice about career decisions, insight about the political environment, and introductions into professional networks to less experienced colleagues."

Why Engineering Mentoring?

I was asked recently what makes SEED, an Engineering mentoring program. That is, how is mentoring different in Engineering and Computer Science than in other professional areas? To expand my understanding, I consulted with Helen Gracon, who has run mentoring programs throughout Sun, for Marketing, Information Technology Operations, Sales, Human Resources, Finance, Legal and Service as well as for Sun Engineering.

The mechanism of a mentoring program is about the same regardless of the professional area which is using it. Key mentoring program elements (Process, Training and Educational Materials, Management and Web Tools, and Staff) should be able to support a wide variety of participants.

[Continued...](#)

National Science Foundation ADVANCE Initiative to Meet at GHC

The Cross-Disciplinary Initiative for Minority Women Faculty will hold their second meeting at the Grace Hopper Conference in Tucson, AZ. Led by Georgia Institute of Technology's [Dr. Gilda Barabino](#), Professor of Biomedical Engineering and Vice Provost for Academic Diversity and [Dr. Cheryl Leggon](#), Associate Professor in the School of Public Policy, the ADVANCE initiative goals are to enhance the career successes of twenty underrepresented minority tenure track female engineering faculty from colleges and universities across the United States and Puerto Rico.

[Conference Women & Technologies](#),
Milano, Italy, November 9th, 2009

[Technovisionary Woman 2009 Award](#)

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Participants of the initiative gain key skills in professional development, organizational savvy and awareness and strategic networking to enhance career success as academics in engineering. Dr. Barabino's and Dr. Leggon's ADVANCE initiative holistically addresses gender and ethnicity issues in faculty diversity in engineering rather than as separate and disparate issues. Additionally, the initiative uniquely seeks to support participants as academics in a system which includes faculty diversity, student diversity and an enhanced educational environment.

The first meeting of ADVANCE participants was held at Georgia Tech in 2008; the theme of their inaugural conference was "Surviving and Thriving in Academic Engineering". The 2009 ADVANCE conference will take place on Tuesday, September 29th at GHC and will be hosted by the Anita Borg Institute. ADVANCE participants will join the Grace Hopper Conference on Wednesday, September 30.

### **Grace Hopper Celebration Resume Clinic**

[The Resume Clinic](#) at the Grace Hopper Conference is an opportunity you will not want to miss. No matter how confident you are about your resume, it is always a good idea to have it reviewed. It is even better if the person reviewing it is an industry or academic professional who knows what they are talking about. When you arm yourself with a strong resume you will not only feel more confident about the skills you bring to your field, but also you will find more career opportunities. Your Resume Clinic reviewer will also teach you how to make a great first impression and distinguish yourself from other applicants. With these tips and tricks, your dream job is even closer.

Registering for the Resume Clinic is easy. When you [register for the Grace Hopper Celebration](#), you just select the Resume Clinic option and a time slot. These are assigned on a first come first serve basis so be sure to [register](#) soon. Stop by the Resume Clinic and pick up a card with your time slot on it and then come back to the Resume Clinic at that time with two paper copies of your current resume. You will be having a one-on-one confidential discussion with a clinic volunteer. The clinic volunteers are recruiters from our sponsoring companies, labs and academic underwriters. They can advise on resumes for internships, PhD Programs, first jobs and mid and senior level technology positions.

### **Be A Hopper: Applications Open July 17th**

What could be better than free attendance to the Grace Hopper Celebration, a free T-shirt and let's not forget, helping out for an event you believe in? If any one of those things sounds appealing to you, maybe it's time for you to consider being a [Hopper](#)! It's a wonderful way to get involved and meet attendees from all over the country. Some tasks you might be assigned range from stuffing conference bags, selling GHC shirts and

questions or concerns please review ABI's [Terms of Use](#) and [Privacy Policy](#).

Sincerely,

### **Anita Borg Institute for Women and Technology**

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posters to helping run our resume clinic. Your assignments will add up to eight hours of volunteering time. If you are a Hopper you will still have to pay for your own travel expenses, be sure you are able to finance your hotel and airfare before you apply.

So if you're interested in a great way to save some money and volunteer your time to an event you won't forget, be a Hopper!

Applications open July 17th and are due by August 11th.

To learn more , visit our [website](#).

