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This month's issue features two very important announcements. First, we are announcing the opening of the 2009 Grace Hopper Celebration of Women in Computing [registration](#). Please be sure to register early and take advantage of our early bird pricing.

We are also very pleased to announce the publication of our new research study, "[Obstacles and Solutions for Underrepresented Minorities in Technology](#)". This study delves into the status of underrepresented men and women in technology. Be sure to go to our website and download a copy of this groundbreaking research.

Read this month's Ask Jo Column on how you can find funds for training. This question is very relevant to our research study which shows that training and development are very important to the retention of technology talent.

Be sure to check out our [You Tube channel](#) this month to see Padmasree Warrior's Keynote address and the acceptance speeches of the three winners from our Women of Vision Awards.

Sincerely,

The ABI Staff

[Registration](#) Now Open for 2009 Grace Hopper Celebration of Women in Computing

The Anita Borg Institute for Women and Technology (ABI) announced today that registration is now open for the 9th annual Grace Hopper Celebration of Women in Computing conference, which will be held September 30-October 3, 2009 at the JW Marriott Starr Pass Resort in Tucson, Arizona. The [full program](#) for the event is also now available.

The world's largest gathering of women in computing in industry, academia, and government, the Grace Hopper Celebration of Women in Computing (GHC) is a four day technical conference designed to bring the research and career interests of women in computing to the forefront. Over 300 speakers will include leading researchers and industry experts discussing their current work, while special sessions focus on the role of women in today's technology fields, including computer science, information technology, research, and engineering. Co-presented by the Anita Borg Institute and the Association for Computing Machinery (ACM), the conference features more than 100 sessions across eight tracks, well-known keynote speakers, invited technical speakers, panels, workshops, new investigator technical papers, Ph.D. forums, technical posters, "birds of a feather" sessions, and the ACM Student Research Competition.

Creating Technology for Social Good - [Conference Program](#)

This year's conference theme, "Creating Technology for Social Good", recognizes the significant role women play in creating technology that have a positive social impact. More than 1400 women from over 23 countries in industry, academia, and government are expected to turn out for this year's event. In addition, recipients of the prestigious Anita Borg Social Impact and Technical Leadership awards and the Denice Denton Emerging Leader award will be announced at an Awards ceremony on October 1.

Sessions at this year's GHC cover a broad range of topics. Day 1, September 30, includes programs put on by the Computer Research Association's Committee on the Status of Women in Computing Research (CRA-W) providing career mentoring workshops for undergraduate, graduate and early career researchers; a workshop for industry technical women on "How to Become a Person of Influence", a resume clinic and PhD forums. Day 2 includes Designing Systems that Gain Public Trust: Simplicity, Transparency, and Security in e-Voting Systems; A Cryptographic Solution for Patient Privacy in Electronic Health Records; Landing a Job and Succeeding in Industry: Bridging the Gap between In-class Learning and Job-Related Skills; and a series of Robotics workshops. Day 3 includes A Walk in the Clouds: Industry leaders talk about Cloud Computing and what it means to them; Evolution of Large Scale Distributed Systems; High Throughput Computing on the Open Science Grid (OSG) Infrastructure.

Registration is now open, with super early bird discounts available until July 6. For more information, visit www.gracehopper.org/2009/.

[Sponsors](#) to-date of the 2009 Grace Hopper Celebration include Platinum Corporate Sponsors Amazon, CA, Cisco, Google, HP, Intel, Lockheed Martin, Microsoft and Sun Microsystems. Silver Corporate Sponsors include Intuit, SAP and Symantec. Bronze Corporate Sponsors include Adobe and Avanade.

New Research Reveals Significant Barriers To Advancement For Underrepresented Minorities In Technology

Leading high-technology companies need employee diversity to remain globally competitive and innovative, but new research indicates that underrepresented minorities are a very small proportion of high technology workforces, especially at the senior level. According to [Obstacles and Solutions for Underrepresented Minorities in Technology](#), 6.1% of technical men and 8.2% of technical women in Silicon Valley high-tech companies are underrepresented minorities. Representation at the highest levels of the technical ladder is especially poor for women of color.

The study, conducted by the Anita Borg Institute for Women and Technology, is available at www.anitaborg.org/news/research/.

[Obstacles and Solutions for Underrepresented Minorities in Technology](#) provides an in-depth look into the barriers faced by underrepresented minorities and provides solid recommendations to high tech companies on how to overcome these barriers. While there is increased recognition of the benefits of diversity, women of color suffer from a double-dose of under-representation. They represent less than 2% of high-level technical positions.

"Studies have shown that, for a variety of reasons, workforce diversity boosts a company's bottom line," states Dr. Caroline Simard, director of research and executive programs for the Anita Borg Institute and author of the study. "The level of under-representation of African-American/Black, Latino/ Hispanic, and Native American/Native Hawaiians in technical positions in leading high-technology companies in Silicon Valley is alarming. This is likely to limit companies' ability to innovate and create new products for a significant portion of the user population. Such low numbers suggest that underrepresented employees are likely to suffer from significant isolation and a lack of access to mentors".

The study found that the impact of this underrepresentation includes:

- High-tech companies are now at a clear risk of losing underrepresented minority technical talent. Over 40% of underrepresented minority employees plan on leaving their companies. Even more alarming, 51% of women of color plan on leaving their companies within the next 12 months.
- Companies are losing on the benefits of gender and ethnic diversity in decision-making, as diverse teams tend to make better decisions and generate more innovation.

- Minority job candidates look for companies who model diversity at the top. A lack of ethnic diversity at the top ranks of an organization leads to further difficulties in recruiting and retaining talent from ethnic minority backgrounds, further compounding the problem.
- A lack of role models is a critical factor in the career choice of young girls and early career women. Given that the Hispanic population is projected to represent 30% of the US population by 2015, an absence of role models is likely to perpetuate the problem of underrepresentation of Latinas in technology and cause a significant disconnect between those designing technology and those using it, further leading to lost opportunities for companies.
- US prominence in science and technology has been seriously undermined in recent years due to the decreasing enrollment of students in STEM disciplines. The US workforce as a whole cannot remain competitive unless it leverages the talent of women and under-represented minorities.

The study also offers recommended solutions for companies who wish to retain and advance their underrepresented minority employees. Some of the recommendations include:

- Provide professional development for technical skills. While this practice is among the most importance to all technical workers, underrepresented minority employees are significantly more likely to rate it as important than are non-minority employees (93.2% versus 81.6%).
- Implement practices that promote flexibility in terms of scheduling work hours. Flexibility is highly valued by all technical employees, and even more critical to the retention of women of color, who face significant work-life balance challenges.
- Model diversity from the top down. Women and men of color in technology expect to see companies' commitment to diversity reflected in the executive leadership ranks.

The report will be available for download the Anita Borg Institute website, www.anitaborg.org/news/research/, on June 1, 2009.

Ask Jo: Funds are not available to send employees to training, but training is needed. What options are there? How can I learn more about my field without spending money?



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

Question: Funds are not available to send employees to training, but training is needed. What options are there? How can I learn more about my field of work without spending money?

[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.

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Anita Borg Institute Partners

Grace Hopper Celebration Keynote Speakers Announced: Fran Berman and Megan Smith

The Anita Borg Institute for Women and Technology (ABI) announced today Megan Smith, Vice President, New Business Development, Google, and General Manager, Google.org and Fran Berman, Professor in the UCSD Department of Computer Science and Engineering and the first holder of the High Performance Computing Endowed Chair in the Jacobs School of Engineering at UCSD will be keynote speakers for the 9th annual Grace Hopper Celebration of Women in Computing (GHC), which will be held September 30-October 3 at the J.W. Marriott Starr Pass Resort in Tucson Arizona.

The second annual Plenary Panel of Technology Executives will include Linda Brisnehan, Vice President Military Support Programs, Lockheed Martin Space Systems Company, Nora Denzel, Senior Vice President and General Manager, Payroll, Intuit Corporation, and Werner Vogels, Chief Technology Officer of Amazon.com.

[Continued...](#)

Women of Vision Videos on You Tube

The highlights of our fourth annual Women of Vision Awards Ceremony are the speeches. We've uploaded to our You Tube Channel the amazing keynote address by [Padmasree Warrior](#) and the acceptance speeches of our three winners:

[Mitchell Baker](#), Women of Vision Leadership Award Winner



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Your privacy is important to the Anita Borg Institute for Women and Technology. If you have any 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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[Jan Cuny](#), Women of Vision Social Impact Award Winner

[Yuqing Gao](#), Women of Vision Innovation Award Winner

When you watch the videos be sure to make a comment and let us know what you think.

### **ACM's Distinguished Member Awards Open for Nomination**

ABI's president Telle Whitney, encourages you to nominate a friend or colleague for [ACM's Distinguished Engineer/Scientist/Educator](#). The deadline is July 31st! The new grade recognizes members with more than 15 years experience for their many accomplishments. The committee, which Telle co-chairs, would particularly like to see more women nominated.