Intersectionality in Tech

Since its inception in 2007, AnitaB.org’s Technical Executive Forum (TEF) has convened C-suite executives from AnitaB.org’s Partner companies to discuss the challenges and opportunities their companies face in retaining and advancing women technologists.

TEF is a key Organizational Transformation program, designed to guide organizations in their efforts to create diverse and inclusive workplaces. It is the technical executives’ event to attend on diversity, providing C-level executive participants the opportunity to connect, collaborate with and learn from experts and each other on cutting-edge research and strategies to advance and retain women technologists.

Interceptionality in Tech

race and gender has come to the forefront. But there’s been scant conversation about the intersectionality of the two. We see many companies releasing diversity demographics for race and gender. We see very few of those companies addressing their diversity and inclusion issues in an intersectional way. This panel will candidly discuss the reasons why there’s been little focus on women of color as a community, how we can be more intentional about moving forward, and what we could be doing to close the gap. Join us as we re-envision the recruitment, retention and advancement of women of color in our tech and computing communities.

Executive Calls to Action
Create individual and company specific call-to-action plans based on the day’s focus, share ideas, challenges and better practices.

Gallery Walk of Executive Commitments and Networking Reception
Executives network and share their call-to-action commitments.

Technical Executive Forum Concludes
**FEATURED SPEAKERS**

**FREADA KAPOR KLEIN, PH.D.**
Founding Partner, Kapor Capital and Kapor Center for Social Impact

**Y-VONNE HUTCHINSON, JD**
Executive Director, ReadySet

**CYNTHIA (CINDY) OWYOUNG**
Founder & CEO, Breaking Glass Forums

**AUBREY BLANCHE**
Global Head, Diversity & Inclusion, Atlassian

**LAFAWN DAVIS**
Global Head, Culture & Inclusion, Twilio

**ANDREA DELGADO-OLSON**
Founder, Native American Women in Computing and Program Manager, Systers and GHC Communities, AnitaB.org

**JANET IPKA**
Senior Manager, Diversity, Equity & Inclusion, HIRED

**JOHN FICKEN, PH.D.**
Founder and CEO, Quotidian Group (Facilitator)

**LAFAWN DAVIS**
Global Head, Culture & Inclusion, Twilio

**ANDREA DELGADO-OLSON**
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**JOHN FICKEN, PH.D.**
Founder and CEO, Quotidian Group (Facilitator)

**A SPECIAL THANK YOU TO THE 2017 TEF COMMITTEE AND SPONSORS**

Liz Centoni, Senior Vice President and General Manager, Computing Systems Product Group, Cisco

Dorothy Nicholls, Vice President, Amazon Web Services (AWS) User Experience, Amazon

Jamie Voris, Chief Technology Officer, The Walt Disney Studios

Kevin Walker, Security Chief Technology and Strategy Officer, Juniper Networks

Jackie Wallace, Chief Information Officer, North America, GE Oil & Gas

Christine Chiu, Director, Executive and Gender Partnership Programs, AnitaB.org

John Ficken, Ph.D., CEO, Quotidian Group

Laura Lorenzen, COO, Quotidian Group

Whitney Walton, Program Associate, AnitaB.org

Rebecca Paren, TEF Volunteer, AnitaB.org

**FULL SPEAKER BIOS ARE AVAILABLE AT:**
https://ghc.anitaborg.org/2017-technical-executive-forum/2017-tef-speakers/

**AGENDA**

**7:45 a.m.**
**REFRESHMENTS**
Registration + Light Breakfast

**7:30 a.m. - AM SESSION**
Focus: Intersectionality in Tech
Welcome
John Ficken, Ph.D., Elizabeth Ames (Senior Vice President, Marketing, Alliances, and Programs, AnitaB.org)

**KEYNOTE**
Why Tech Needs an Intersectional Approach to Build Truly Diverse Workforces and Inclusive Work Cultures
Freada Kapor Klein, Ph.D.

Despite billions of dollars spent over the last few years, we have seen paltry progress in building a diverse tech ecosystem and fostering welcoming work environments. What accounts for the lack of progress? Freada will share the latest findings and research from the Tech Leavers study, emphasize the need for a comprehensive D&I strategy and provide concrete actions and recommendations for what executives and their organizations can do.

Furthermore, is there a better way to frame the problem than it’s either a pipeline issue or a tech culture problem? How can we re-envision solutions and accelerate progress? This keynote talk will be a call-to-action for building truly inclusive cultures that attract and retain diverse talent through an intersectional lens.

**BREAK**

**10 a.m. - WORKSHOP PT. 1**
Leave No Woman Behind: Understanding Intersectionality
Y-Vonne Hutchinson, JD

To put theory to practice, a two-part interactive workshop on intersectionality will be led by Y-Vonne Hutchinson, JD, Executive Director of ReadySet.

Women are not a monolithic group. To be truly effective, our diversity and inclusion efforts must reach women across race, ethnicity, sexual orientation, gender identity, ability, age, and other areas of marginalization. This workshop introduces participants to the concept of intersectionality and the ways in which it impacts the experience of women in the workplace.

Special attention will be paid to the tech context and participant experiences within it. It is hoped that participants will leave the session with a greater understanding of intersectionality and the ways in which it impacts diversity and inclusion efforts focused on women.

**11:30 a.m. - LUNCH**
TEF Networking Lunch
Plaza DEF

Telle Whitney (CEO and President, AnitaB.org), Best Buy, Facebook and Slack Sponsor Acknowledgement and Remarks