

12:45 p.m. - WORKSHOP PT. 2

Hyatt Florida Ballroom AB Clearing the Path: Supporting Women of Color in Tech and Computing

Y-Vonne Hutchinson, JD

After establishing a shared understanding of intersectionality, participants will examine the concrete ways in which intersectional challenges impact women of color throughout the employee lifecycle and the ways in which these challenges can be eliminated. It is hoped that participants will end the session with a greater understanding of the challenges that women of color face and robust solutions for increasing diversity and inclusion for them in tech and computing.

BREAK

2:50 p.m. - PANEL

Are You Ready to Advance Women of Color in Technology & Computing?

Moderator: Cynthia (Cindy) Owyong (Breaking Glass Forums);

Panelists: Y-Vonne Hutchinson, JD (ReadySet), Aubrey Blanche (Atlassian), LaFawn Davis (Twilio), Andrea Delgado-Olson (AnitaB.org), Janet Ipka (HIRED)

In recent years, the diversity and inclusion conversation in tech around

PANEL (CONTINUED)

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.

3:45 p.m. - CALL TO ACTION

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.

4:45 p.m. - RECEPTION

Gallery Walk of Executive Commitments and Networking Reception

Hyatt Florida Ballroom C

Executives network and share their call-to-action commitments.

5:30 p.m. - CONCLUSION

Technical Executive Forum Concludes

TECHNICAL EXECUTIVE FORUM

/ October 5, 2017



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.



AnitaB.org is a non-profit social enterprise committed to increasing the representation of women technologists in the global workforce.

AnitaB.org engages with tens of thousands of women and leading organizations around the world to build diverse and inclusive cultures.

www.AnitaB.org

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, Systems and GHC Communities, AnitaB.org

JANET IPKA

Senior Manager, Diversity, Equity & Inclusion, HIRED

JOHN FICKEN, PH.D.

Founder and CEO, Quotidian Group (Facilitator)

Full speaker bios are available at: <https://ghc.anitaborg.org/2017-technical-executive-forum/2017-tef-speakers/>

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



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AGENDA

📍 Hyatt Florida Ballroom AB

7:45 a.m.

REFRESHMENTS

Registration + Light Breakfast

8:30 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

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