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# Strategies for Increasing Undergraduate Women in Computer Science

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# STRATEGIES FOR INCREASING UNDERGRADUATE WOMEN IN COMPUTER SCIENCE \*

## *PANEL DISCUSSION*

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Recent research shows that the gender gap in computer science continues to grow even as the number of students majoring in computer science in college is increasing. Women earn only 18% of bachelor's degrees (<https://ngcproject.org/statistics> ).

To mitigate this issue, computer science departments across the country are implementing strategies to recruit and retain more women. However, it's not just a matter of increasing the number of women studying computer science; we need to welcome all students and create communities where all feel included. Diversity is about the numbers. Inclusion is about the culture. Technology companies are beginning to release diversity numbers in their organizations. The numbers give the demographics, but numbers alone cannot tell the full story.

This panel brings together several faculty members from across the Northwest to discuss in detail:

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- The trend in the enrollments at their institutions broken down by gender.
- Their strategies to recruit women and the effectiveness of those strategies.
- Their strategies to retain women and the effectiveness of those strategies.
- How they create an inclusive environment in their departments.
- Resources and research on the status of women in computing.

Some examples of these strategies include:

- *Student Clubs*: Creation and support of clubs including:
  - Women in CS clubs
  - Association of Computing Machinery (ACM-W) student chapters
  - Society for Women Engineers (SWE) student chapter
- Membership to the National Center for Women & Information Technology (NCWIT) Academic Alliance
- *Funding*: Recent funding from the NCWIT & ACM-W student seed fund
- *Mentorship Program*: Pair incoming first-year women in engineering and CS with a current female engineering or CS student.
- *Speakers*: Female professionals are invited to serve as speakers and panelists at club meetings and events.
- *Conferences*: Support is offered for
  - SWE WE Conference
  - NWrwic Conference: northwest women in computing conference, hosted by Intel in recent years.
  - Grace Hopper Celebration of Women in Computing.