

## WHO WE ARE

The National Center for Women & Information Technology (NCWIT) is a non-profit community that convenes, equips, and unites change-leading organizations to increase the meaningful participation of *all* women — at the intersections of race, ethnicity, class, age, sexual orientation, and disability status — in the influential field of computing, particularly in terms of innovation and development.

Before NCWIT was chartered in 2004 by the National Science Foundation, programs focusing on women and computing existed mostly in isolation — without the benefit of shared best practices, effective resources, communication with others, or national reach. Today, these programs are part of the NCWIT community, creating a far greater impact than if institutions acted alone.



## WHAT WE KNOW: DIVERSITY IN COMPUTING IS LACKING

Few women of all races, ethnicities, class, and disability status are pursuing education or careers in computing:

- In 2017, 56 percent of Advanced Placement (AP) test-takers were women, yet only 23 percent of AP CS test-takers were women.
- In 2016, 57 percent of bachelor's degree recipients were women, yet only 18 percent of CS bachelor's degree recipients at major research universities were women.
- In 2017, 57 percent of the professional workforce were women, yet only 26 percent of the computing workforce were women.

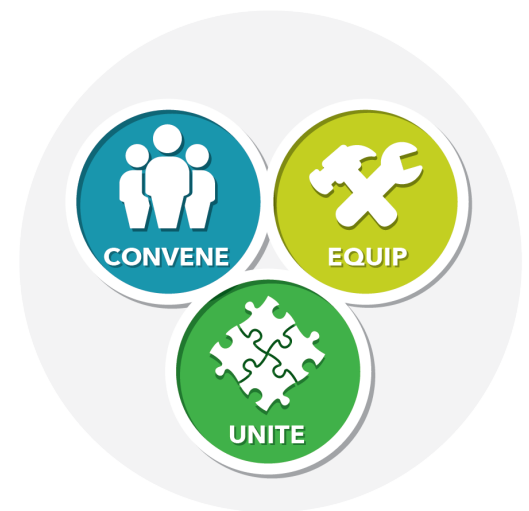
## WHAT WE KNOW: DIVERSITY IN COMPUTING MATTERS

The underrepresentation of girls and women in computing represents a failure to promote equality and to capitalize on the benefits of diverse perspectives: in a world dependent on innovation, diversity can bring the best and broadest problem solvers to the table. And, at a time when technology drives economic growth, diversity can yield a larger and more competitive workforce.

## HOW WE WORK

**NCWIT uses a three-pronged strategy to improve awareness and knowledge, and motivate change leaders to act:**

1. **NCWIT Convenes.** NCWIT brings together men and women change leaders who carry out projects and initiatives in support of NCWIT's mission. They represent more than 1,100 universities, companies, non-profits, and government organizations that are grouped into five Alliances. These change leaders convene annually at the NCWIT Summit — a three-day event where collaboration leads to action and produces positive results for others to follow.
2. **NCWIT Equips.** NCWIT provides free, online research-based resources for reform at every level to help individuals implement change, raise awareness, and reach out to critical populations. These resources are frequently cited by national media outlets and widely distributed through outreach events and members' networks.
3. **NCWIT Unites.** NCWIT develops programs for members to achieve goals focused on policy reform, image change, outreach to underrepresented groups, and more. These programs unify change leaders in an action-oriented movement to create national change.



### References:

- (2018). Women and Information Technology: By the Numbers. Boulder, CO: NCWIT. Retrieved from: [www.ncwit.org/bythenumbers](http://www.ncwit.org/bythenumbers).
- (2014). What is the Impact of Gender Diversity on Technology Business Performance? Research Summary. Boulder, CO: NCWIT. Retrieved from: [www.ncwit.org/businesscase](http://www.ncwit.org/businesscase).

## NCWIT PROGRAMS AND KEY RESULTS

K-12 PROGRAMS	POST-SECONDARY PROGRAMS	WORKFORCE PROGRAMS
K-12 Alliance	Academic Alliance	Workforce Alliance
Counselors for Computing	Computing Ed Resources	Entrepreneurial Alliance
TECHNOLOchicas	Extension Services (ES-UP)	Affinity Alliance
Computing Educator Award	Faculty Mentoring Award	Corporate Research
Tapestry Teacher Workshops	Implementation Seed Funds	Male Advocates
AspireIT Coding Camps	College Student Chapters	Innovator Award
PACESSETTERS		
ASPIRATIONS IN COMPUTING		
SIT WITH ME ADVOCACY CAMPAIGN		
NCWIT SUMMIT, AWARENESS SESSIONS, RESEARCH AND RESOURCES		

### Increasing Girls' and Women's Participation in Computing Education and Careers

- Ninety-one percent of past NCWIT Award for Aspirations in Computing recipients report a major or minor in a STEM field while in college — 77 percent in computer science or engineering.
- NCWIT Academic Alliance member organizations, particularly those with more than two years of membership, are associated with a higher average female CS graduation rate in comparison to non-members ( $p < .05$ ).
- NCWIT Pacesetters have added more than 3,000 women to the U.S. computing talent pool.

### Resources

All NCWIT programs are backed by NCWIT "Gold Standard" resources, offering coherent, reliable, and actionable practices and information in support of reform: [www.ncwit.org/resources](http://www.ncwit.org/resources).

### Member Engagement

In 2016, nearly 100 percent of surveyed member representatives agreed that they learned new ideas as a result of their affiliation with NCWIT and took action because of something they learned.



*Participation with NCWIT helps build a national (and increasingly international) infrastructure that results in a broad, immediate impact. Corporate sponsorship and individual donations for NCWIT match financial support from the National Science Foundation, creating a true public-private partnership.*

**ncwit.org** NATIONAL CENTER FOR WOMEN & INFORMATION TECHNOLOGY (NCWIT)  
 ncwit.org • info@ncwit.org • 303.735.6671 • Twitter: @ncwit • facebook.com/ncwit

Lifetime Partner: Apple • Strategic Partners: NSF, Microsoft, Bank of America, Google, Intel, Merck, and AT&T • Investment Partners: Avaya, Pfizer, Bloomberg, Hewlett Packard Enterprise, Qualcomm, and Facebook