

Women in CS



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Why Are We Here?



- To be in a room with a bunch of women in CS
- To meet each other
- To talk about mentoring and connecting



I have

- been a math student
- worked in computational complexity theory
- worked in at least two branches of AI
- worked on the pedagogy of computer ethics.



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The constant: mentoring

My first organized women in CS event: 1989

Questions we were asking back then:

- Why do so few women study/stay in CS?
- How do we encourage more girls and women to go into/stay in CS?



- Lack of role models
- Isolation (“Are you girls plotting something?!”)
- **Imposter syndrome**
- The “minority tax”

What Can a Mentor Provide?



- Support:
 - Emotional
 - Technical
 - Social
- Information
- Modeling of professional skills
- Help in negotiating bureaucracies — and social aspects of work
- Help in getting jobs
- ...



- Mentoring is not the same as teaching or advising,
- ... but it can include some of those
- It is rare for one person to provide all forms of mentoring for you
- It is good to have mentoring from at least two genders
- Not all mentoring relationships work



How to find a mentor

How to be a mentor

When to say **no**



Sometimes it's lonely

Sometimes we need support from other women, or just to be around other women

Sometimes we are expected to do all the support

Thank you for indulging me