The Continuing Problem of Underrepresentation

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Societal Issues

- Need at least N information technology people
- Need at least M computing faculty
- We are creating a permanent economic underclass

Why Diversity is the Answer

- Solves societal issues
- Good business—staff matches customers
- Unfavorable publicity if not diverse
- Creating new ideas requires different points of view, different cultural basis
- It's right and moral

Why the Problem Persists

- Student Characteristics
- Institutional Characteristics

Student Characteristics

- Lack of role models—no "possible selves"
- Economics forces stronger job orientation
- Other expectations from themselves and others (teachers, family, peers)
- Lack of familiarity with culture of university and of science and engineering

Institutional Characteristics

- Focus on narrow indicators
- Weeding out mentality
- Clone creation mentality
- Donation mentality
- Local vs. global perspectives

Solutions

- More economically secure students
- More attention to pre-college education
- Better social structures
- Real institutional commitment
- Expand recruiting web
- Create environment in undergraduate and graduate programs
- Attend workshop