Departmental BPC Plan
Computer Science
William & Mary

Effective dates of Plan: 08/06/2024 - 08/06/2026
Contact: Diversity Committee, Peter Kemper, chair. cs-diversity-chair@cs.wm.edu

1. Context

William & Mary (W&M) is a public research university known for a rigorous liberal arts and sciences curriculum and dedicated, engaged professors (ranked #53 by U.S. News - National Universities). W&M demographics are (as of Fall 2023[1]):

- 6,963 undergraduate students (59% women; 14.9% URG[2])
- 2,799 graduate (M.S., Ph.D., and certificates) students (59.3% women; 14.6% URG[3])

The Computer Science Department (CS@W&M) is part of the School of Arts & Sciences. CS@W&M offers B.A., B.S., M.S., & Ph.D. degrees. CS@W&M demographics are (as of Fall 2023[4]):

- 336 undergraduate (majors) students (31.3% women; 14.8% URG)
- 107 graduate (M.S. and Ph.D.) students (26.2% women; 9.3% URG)

The Office of Diversity and Inclusion developed W&M's Inclusive Excellence Diversity Strategic Plan in Spring 2021 using the Inclusive Excellence framework outlined by the Association of American Colleges & Universities (AAC&U). CS@W&M reports to the Associate Dean for Diversity, Equity & Inclusion at the School of Arts & Sciences.

2. Goals

G1: Increase participation of undergraduate women from 31.3% to at least 32% by 2026 and at least 35% by 2031.
G2: Increase participation of undergraduate URG students from 14.8% to at least 15% by 2026 and at least 17% by 2031.
G3: Increase participation of graduate women from 26.2% to at least 27% by 2026 and by at least 30% by 2031.
G4: Increase participation of graduate URG students from 9.3% to at least 10% by 2026 and 12% by 2031.

3. Activities and Measurement (faculty members in charge in bold)

A1: [ACM@W&M (G1-G4)] W&M's ACM student chapter hosts dozens of events per year including hackathons, Linux seminars, technical interview prep workshops, big/little (upper class/incoming) mentoring sessions and others. The organization and its events are student-run and emphasize inclusion, and representation among women and students from URG is higher than in the classroom; half of recent organization presidents have been women. Activities for PIs include (a) proposing diversity-oriented hackathon challenges and (b) new topics for

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[1] Numbers are obtained from W&M's Common Data Set 2023-24
[2] URG = underrepresented groups in computing: Hispanic/Latino, Black or African American, American Indian or Alaska Native, and Native Hawaiian or other Pacific Islander.
[3] Numbers are obtained from W&M's Qlik Enrollment App (Diversity Fact book)
[4] Numbers are obtained from Computer Science Administrative Director

seminars and workshops with applications of interest to women and students from URGs. PIs can also (c) work with the ACM chapter to maintain, refine, and measure their diversity efforts, such as by facilitating new introductions in the big/little program. Evaluation metrics include the number of competitors for hackathon challenges and participants for seminars, workshops, and mentorship programs. **Deverick, Zhou, Kemper**

A2: [Conferences (G1-G4)] CS@W&M regularly organizes women and students from URGs to attend annual events aiming to improve diversity in computing (e.g., Grace Hopper, Tapia, and the regional CAPWIC conference). Activities for PIs include (a) advertising these events, (b) providing recommendation letters and departmental grants, (c) organizing teams, and (d) recruiting prospective women students and students from URGs by attending these events. Evaluation metrics include the number of recommendation letters, the number of women students and students from URGs who attend or are recruited from these events, and the expenses supporting travel to these events. **Mao, Lu, J. Ren**

A3: [Women in Computing (G1)] Society of Women in Computing (SWC) has received three times the Outstanding Community Service Award from ACM for encouraging interest in technology among middle school girls through the Berkeley Middle School after-school program. This program offers a 6-week robotics curriculum and aims to attract middle school girls to CS. Activities for PIs include (a) helping SWC to develop new curriculums, (b) enhance existing curriculums, (c) teach the curriculums at Berkeley, and (d) extend the program beyond Berkeley. Evaluation metrics include the number of curricula developed/enhanced, the number of SWC women students trained, and the number of middle-school girls outreached. **Smirni, Deverick, Mao**

A4: [Undergraduate Mentoring (G1-G2)] W&M Scholars Awards are presented each year to distinguished women students and students from URGs. All W&M Scholars are encouraged to participate in undergraduate research programs. Activities for PIs include (a) writing recommendation letters and (b) advising undergraduate students' research supported by these programs. Evaluation metrics include the number of recommendation letters and the number of women and students from URGs mentored. **Lewis, Davis, Chaparro**

A5: [Outreach to VA Students (G1-G4)] We plan to organize outreach activities to nearby high schools and colleges such as Richmond Community High School and Richard Bland Community College, which both have higher-than-average women and URG presence (61% women students and 70% students from URGs for RCHS and 59.5% women students and 30.6% students from URGs for RBC). Activities for PIs include (a) contacting women and students from URGs from these schools, (b) delivering talks there, and (c) identifying and contacting other similar schools. Measurement metrics include the number of talks delivered, and number of women and other students from URGs contacted. **B. Ren, Poshyvanyk, Mao**

CS@W&M closely tracks data and regularly reviews it during faculty meetings, annual faculty retreats, and with the Associate Dean of DEI. This process helps us (1) assess the impact of our activities and (2) launch new initiatives as needed. We maintain a shared document for all CS faculty to report and track DEI activities and performance metrics. Additionally, we use tools such as IPEDS, W&M's Qlik Enrollment App, and W&M Institutional Research to effectively track data.