

THANK YOU

Let's state the obvious: 2020 has not been easy. Yet, in the face of a health crisis that is affecting all of our families, our communities, our places of work, and our way of life, and in the face of amplified demands for racial justice, we recognize that our shared mission has become more critical—to build more inclusive work cultures, even while remote; to increase availability of virtual learning, mentoring, and internship opportunities for students; to examine ways that everyday practices and systemic processes contribute to normalizing whiteness and perpetuating racism. And so, we all remain focused.

NCWIT could not raise awareness, increase knowledge, and empower action to make sure every voice is heard without you. On top of your day job, we know that you often give up scarce personal time to be involved with NCWIT, and we are grateful for your participation. For all of this, we humbly extend a huge thanks to you for helping NCWIT to bring more voices to an inclusive table, put people on proven paths, and move entire communities toward measurable success in the influential field of computing, particularly in terms of innovation and development.

Thanks to you, we are disrupting biases and stereotypes, enlisting majority allies and advocates, providing supportive communities for high school and college women in tech, and so much more. These efforts, utilizing NCWIT research-based strategies and recommendations, are yielding impressive results and sustained reform:

- Since 2013, nearly 13,000 girls have received nearly 380,000 instruction hours through more than 600 AspireIT programs in 43 states, the District of Columbia, the U.S. Virgin Islands, and Puerto Rico — many of whom did not have prior computing experience.
- Extension Services (ES) clients who participated in the ES-Undergraduate Programs consulting model between 2008 and 2019 exceeded the national average of BS computing degrees awarded to women. For these 63 clients, the percentage of degrees awarded to women steadily increased from 11 percent in 2008 to 22 percent in 2019.
- Of the companies leveraging the Tech Inclusion Journey, 88 percent saw an improvement in their ability to create a more inclusive work environment, and 83 percent saw an increase in attention being paid to whose voices are heard in meetings.

Progress like this is happening because of you. You are among fellow NCWIT organizations and their individual representatives who are working together across boundaries in recognition of the invaluable need to increase the influence and meaningful participation of all girls and women—at the intersections of race/ethnicity, class, age, gender identity, sexual orientation, disability status, and other historically marginalized identities.

And, we are compelled to continue working alongside you. Thanks again for being a part of the movement. We are lucky to have you.

Sincerely,

Lucy Sanders, NCWIT CEO and Co-founder