

Women+ in Computer Science Orientation





IMAGE CREDIT: SIX NATIONS COUNCIL

TERRITORIAL ACKNOWLEDGEMENT

We acknowledge that the University of Waterloo is located on the traditional territory of the Neutral, Anishnaabeg and Haudenosaunee people. The University of Waterloo is situated on the Haldimand Tract, the land granted in legally binding treaty to the Six Nations that includes six miles on each side of the Grand River



UNIVERSITY OF
WATERLOO

DAVID R. CHERITON SCHOOL
OF COMPUTER SCIENCE

WiCS
WOMEN IN COMPUTER SCIENCE

Schedule

2:30	Women in Computer Science (WiCS)	Jo Atlee Prof/Director of WiCS
2:50	Planning your School Term with Notion	Claudia McComb 3rd-year Computer Science
3:00	Networking (and How to Have a Coffee Chat)	Madeline Pinto 3rd-year Computer Science
3:10	First Year Experience	Nayantara Gummalla 2nd-year Computer Science
3:20	Imposter Syndrome	Priyadarshini Saha 4th-year Computer Science
3:30	Navigating Academic Advising and Support Services	Navya Gulati 2nd-year Computer Science
3:45	Q&A	
3:55	Snack Break!	

4:30	Getting your First-Co-op Placement	Hannah Du 2nd-year Computer Science
4:40	How to Have a Successful Co-op Term	Khloe Ramdhan 4th-year Computer Science / Business
4:50	Co-op Q&A	Hannah, Khloe
5:00	Defining your own Journey through University (Mental Health)	Grace Feng 5th-year Computer Science
5:15	How to Start on New Projects (e.g., Side Projects, Going to the Gym)	Jane Zeng 2nd-year Software Engineering
5:25	Getting Involved in Extracurriculars	Siimar Leen Kaur 2nd-year Computer Science
5:35	WiCS Undergraduate Committee (Little WiCS)	Shriya Kaistha (Co-Chair) 3rd-year Computer Science Jemima Vijaysenana 4th-year Computer Science / Business
5:45	Q&A	
6:00	Dinner! Panel: What I Wish I Knew in First Year	

What is WiCS?

WiCS exists to advance gender equity in computing by advocating for and supporting women, trans, gender-fluid, gender-queer, and non-binary students enrolled in computer science and related programs at the University of Waterloo.



Who is WiCS?

Jo Atlee

Director of WiCS

Edith Law

Co-Chair WiCS Committee

Samantha Jewett

WiCS Outreach Coordinator

Smridhi Bawa

WiCS Event Facilitator (Co-op)

Shriya Kaistha

Co-Directors of WiCS Undergraduate

Veronika Sustrova

Committee



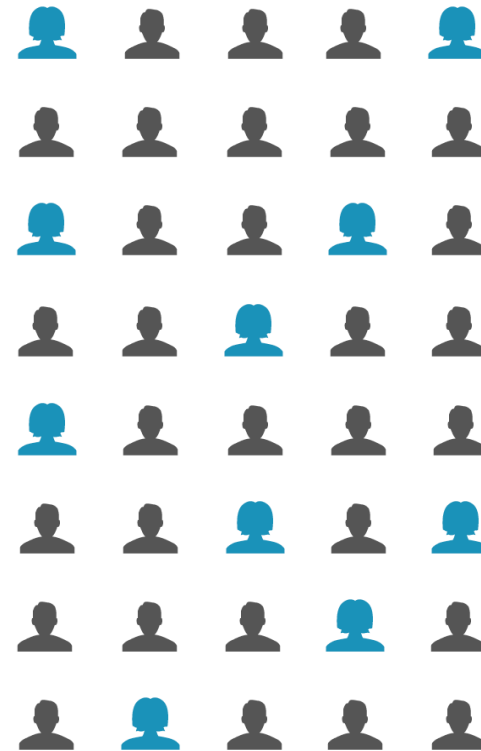
Women+ in CS at Waterloo

Admissions Fall 2024

- 98 (24.7%) in CS
- 10 (24.9%) in CFM
- 18 (25.6%) in CS/BUS
- 46 (34.3%) in SE
- **26.3% overall**

Enrolment

26.0% women



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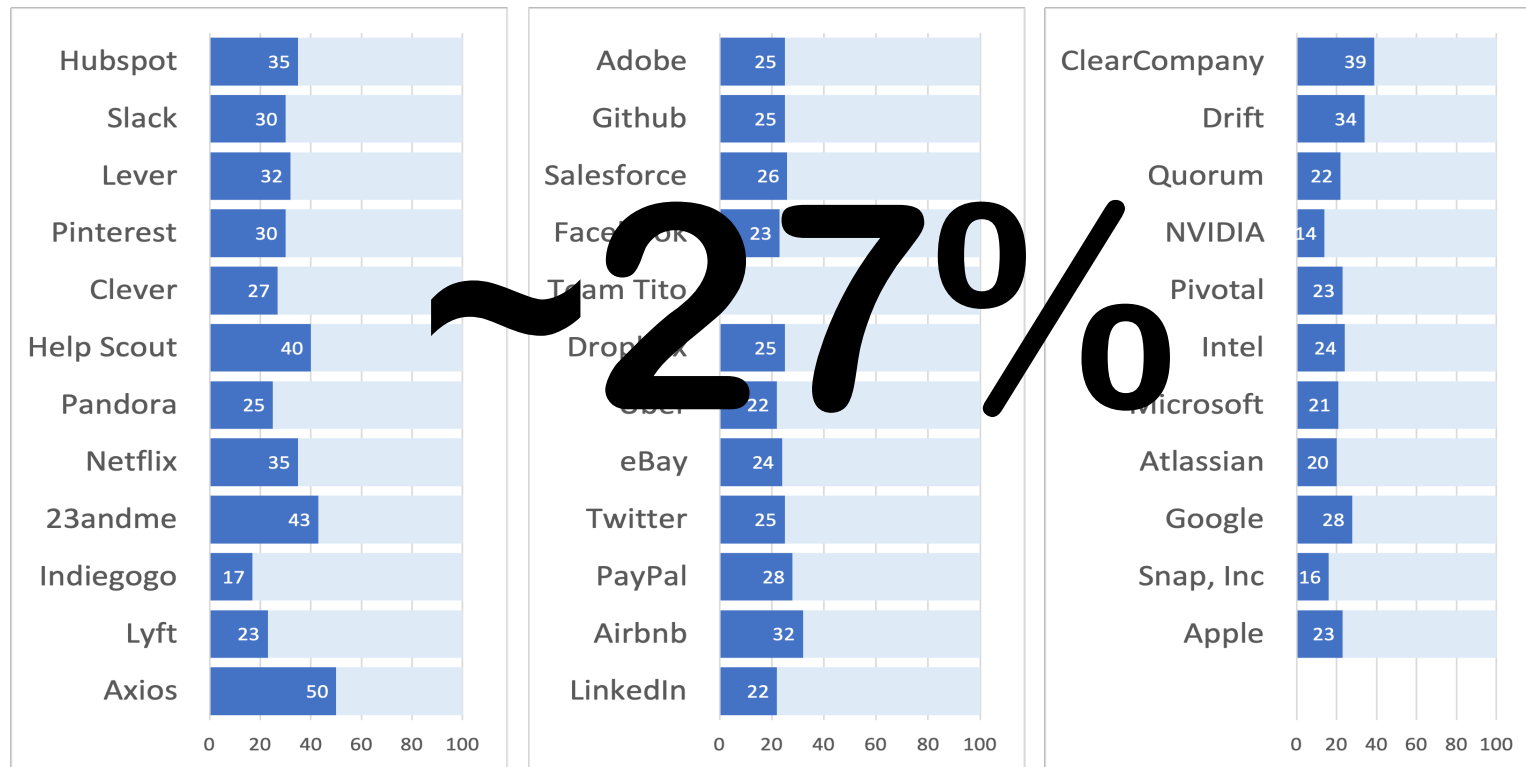
Bloomberg



Microsoft

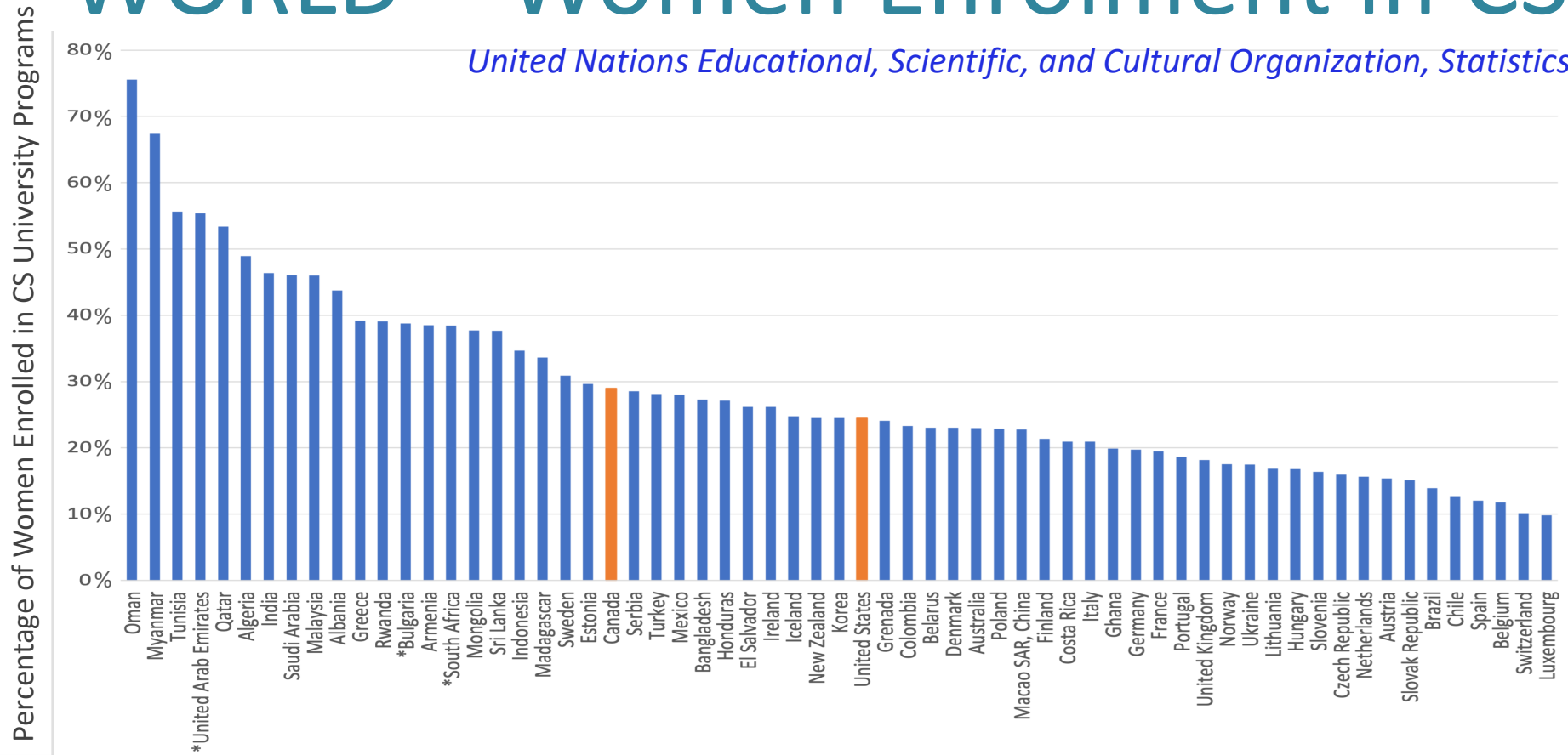
Women in the Tech Industry

<https://www.diversityreports.org>



WORLD – Women Enrolment in CS

United Nations Educational, Scientific, and Cultural Organization, Statistics 2018



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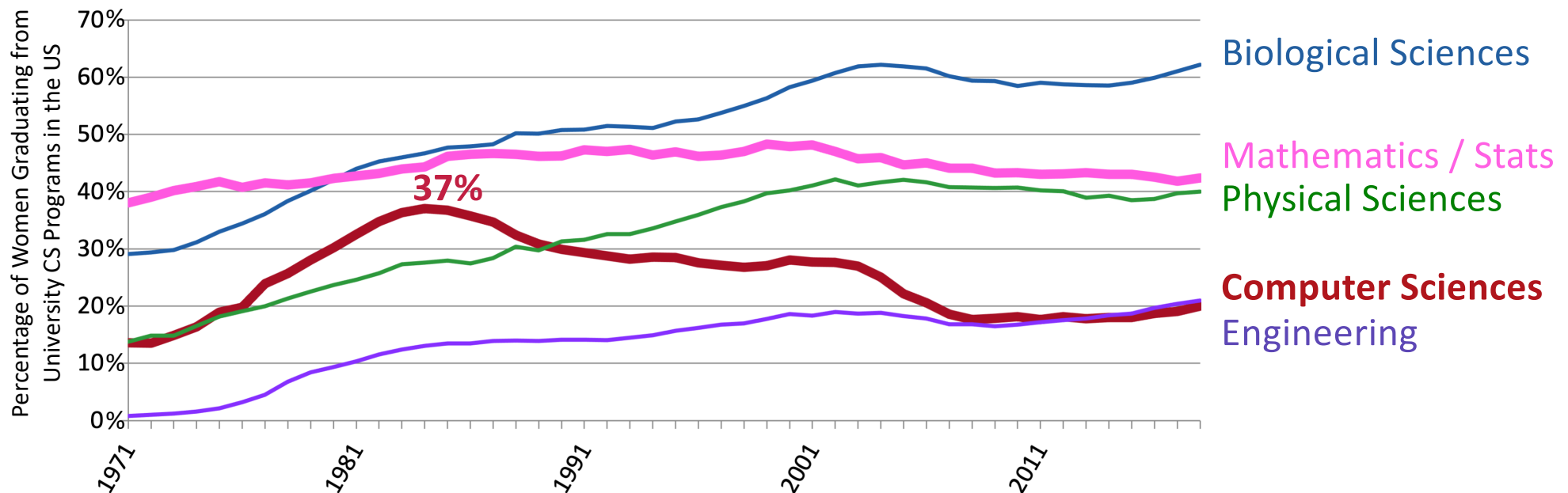
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Women in University CS Programs



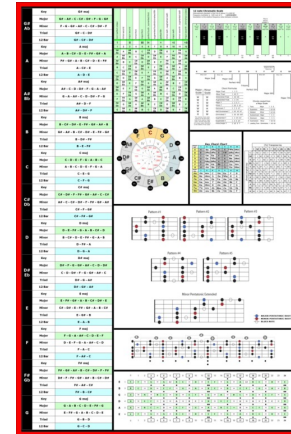
US National Center for Education Statistics, Statistics 1971-2018

Pre-University CS Experience

- Most students assume that everyone else in the class has more computer experience than they have.
- **Pre-university experience is not necessary for success**



VS



playing songs

formal music lessons

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Pre-University CS Experience

- Most students assume that everyone else in the class has more computer experience than they have.
- **Pre-university experience is not necessary**
- Report nearly equal mastery of CS concepts in intro courses
- Have equal GPAs

men's and women's
experiences are different

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Stereotypes and Biases

Good News

- Overt gender bias is rare

Bad news

- Unconscious or **implicit gender bias** remains widespread
- Women are as guilty of implicit bias as men are!
- Harvard Implicit Bias Test (implicit.harvard.edu)

Self-Confidence Gap (Imposter Syndrome)



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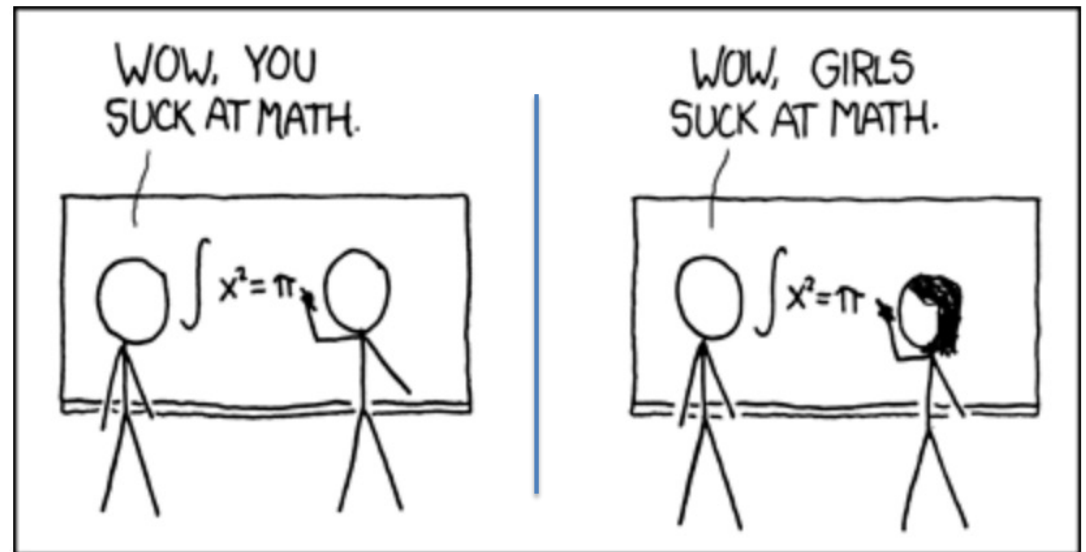
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Letting the Side Down

Women students are less apt to speak out in class for fear that mistakes or dumb questions it will be taken as proof that women can't do CS



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Micro-aggressions

social exchange in which a member of a dominant culture says or does something, **usually without intended malice**, that belittles and alienates a member of a marginalized group

Women just aren't interested in CS.

Really? You don't look like a CS major.

WHY DO YOU WANT TO HANG OUT WITH GEEKS?

Why would you want to study CS?
The guys will be better than you.

You only got into UW CS because you are a girl.

Want me to help you with your CS homework?

Some Sexism

- Undervalued by teammates on course projects
- Undervalued by co-op employers
 - Not given challenging work
 - Assigned quality assurance or technical writing tasks rather than development tasks

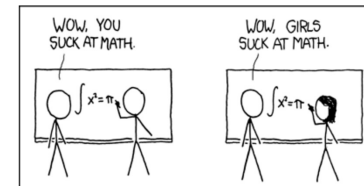
Stereotypes and Biases

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Technical Network

It helps a lot to build a network of technical women

- UW CS guys are great
 - They will be your best friends, study partners, project partners
 - But their experiences are not the same as yours
- Women friends (who aren't in STEM) are great
 - But their experiences are not the same as yours

WiCS

**“Quit whining.
It’s the same distance”**



WiCS exists not because women+ students need extra help to succeed in CS.

We exist to help remove, reduce and overcome the **extra** obstacles that women+ in computing might face.

WiCS

- Orientation
- Resume Critiques
- Technical Interview Prep
- Responding to Everyday Biases
- Panel on Careers in Tech
- Student/Industry Lunch
- Technical Workshops
- Professional-Development Workshops
- Speed Networking/Mentoring
- Speakers from the Trenches
- WiCS Con
- Grace Hopper Celebration
 - post-conference take-aways
- CAN-CWIC Conference
- Women Distinguished Lecturers

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Upcoming Events

- Sept. 12, 5:00-7:00 Resume Critique (w/ [Meta](#))
- Sept. 13, 12:30-1:30 Lunch Technical Interview Prep (w/ [Bloomberg](#))
- Sept. 14, 11:30-1:00 Lunch Networking with Women Engineers (w/ [Citadel](#))
- Sept. 15, 1:00-3:00 Lunch Algorithmic Trading (w/ [Hudson River Trading](#))
- Sept. 30, 6:30-8:00 Dinner Careers in Hardware (w/ [Apple](#))
- Sept. 27-29 Technova Hackathon!

Upcoming Events



WiCS September Events
LinkTree to event registrations



TechNova 2024 Hackathon
Hacker Application Deadline: **Sept. 12**

What is “Little WiCS”?

- The undergraduate committee that is student-run!
- Events they regularly host:
 - Beginning-of-term event!
 - Speaker series
 - Mock interviews & resume critique
 - Panels
 - Discussion circles
 - De-stress events
 - Movie & bonfire night



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WiCS Study Room (DC 3150)



Obtain a fob from <https://uwaterloo.ca/women-in-computer-science/wics-study-room>

Keep up with WiCS!

- Subscribe to WiCS newsletters:
<https://lists.uwaterloo.ca/mailman/listinfo/wics-undergrads>
- Join the WiCS Discord Server
<https://discord.gg/xBseK9ap>
- Follow us on Instagram
[uwaterloowics](https://www.instagram.com/uwaterloowics)
- Read announcements on the CS Undergraduate Community
<http://learn.uwaterloo.ca/>

Parting Words

- Build and use your network of technical women.
- Be yourself. This is what a computer scientist looks like!



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