Cracking the Code: Summary & Resources

Approach 1: Positive Early Exposure

Summary:	Pros:	Cons:
Tech's gender disparity is best solved by exposing young girls to tech early on via educational programs and formal tech classes	- Many programs already exist (Black Girls Code, Girls Who Code) - Already teaching thousands of children - Many programs are affordable or nonprofit - Encouraging girls to work with tech (via Girl Scouts, the media) is free	- Existing programs are small/seasonal - Time and location are constraints (especially for working families) - Approach doesn't help girls from families who believe the industry is only for men - Media representation is still arguably lackluster

Questions to consider:
- What are your early experiences with technology and computers? How has this influenced you today?
- How can we advocate for inclusive depictions of gender diversity in STEM?
- How can we help schools and states with lacking resources (i.e. coding instructors, computers, etc.)?
- How might we provide coding classes to lower income families who might not be able to afford programs like Girls Who Code?

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Approach 2: Corporate Roles

Summary:	Pros:	Cons:
Tech's gender disparity is best solved by ensuring tech workplaces are welcoming to women via sensitivity training and equal pay practices	- Bystander training has been shown to increase the number of interventions - Respectful workplace attitudes can spread to other environments - Women with a genuine interest in coding will not be deterred from jobs by extenuating circumstances	- Speaking out in an unsupportive workplace can be uncomfortable and dangerous - Informational training can have little impact on gender bias - Gender ratio requirements may force hiring of underqualified women - Well-meaning men could feel villainized by gender bias training

Questions to consider:
- What makes a positive workplace environment? How do we promote this environment?
- How do we support victims who step forward when confronting workplace harassment?
- How can we encourage business to provide sensitivity training for gender bias?

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Approach 3: Difficult Conversations

Summary:	Pros:	Cons:
Tech's gender disparity is best solved via open discussion of women's experiences in the industry and holding everyone accountable for their actions that uphold the status quo	- Increased external education on diversity leads to more diversity in the field - Gives voice to women who were previously silenced when speaking about their experiences - Changing attitudes in the tech industry has potential to change attitudes in our culture as a whole	- Can be costly to obtain the necessary resources to properly educate people - Backlash from people who refuse to engage with the conversation in a productive manner can be tiring - Can be difficult to fully avoid businesses that don't make gender diversity a priority

Questions to consider:
- Why are Americans hesitant to express their discomfort with discrimination they experience in the workplace when they already share their entire lives via social media?
- What progress have we made in the gender gap and how did we achieve this?
- How will we know when the issue is "resolved"?
- What can an individual do to propel conversations about blatant sexism?
- Why is our society so hesitant to accept the gender disparity as real and problematic?
- How can we persuade people that are resistant to change?
- How can we give educators the tools to approach this topic?

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