

Presentation to Committee on Diversity in STEM

Takeaways:

- Not difficult to teach CS so that women and URM are attracted
- Early intern or research experience important for retention
- Major challenge is finding enough CS instructors and training them to teach inclusively

Some examples:

- Harvey Mudd
 - Our CS numbers (see next page for stats)
 - PIC
- BRAID institutions
 - See <https://braidresearch.gseis.ucla.edu/>
- CSUMB and Hartnell College, CTI

Harvey Mudd CS Statistics

Women

Harvey Mudd only

| | |
|--|-------|
| Percentage of all CS majors who are women | 45.0% |
| - Percentage of "pure" CS majors who are women | 45.5% |
| - Percentage of CS-math majors who are women | 41.3% |
| - Percentage of math-comp-bio majors who are women | 64.0% |

Off campus only

| | |
|--|--------|
| Percentage of all CS majors who are women | 50.9% |
| - Percentage of "pure" CS majors who are women | 49.5% |
| - Percentage of CS-math majors who are women | 62.5% |
| - Percentage of math-comp-bio majors who are women | 100.0% |

HMC + off campus combined

| | |
|--|-------|
| Percentage of all CS majors who are women | 46.6% |
| - Percentage of "pure" CS majors who are women | 47.2% |
| - Percentage of CS-math majors who are women | 42.4% |
| - Percentage of math-comp-bio majors who are women | 65.4% |

Race

HMC only

| | |
|---|--------------|
| Percentage of all CS majors who are American Indian or Alaska Native | 0.0% |
| Percentage of all CS majors who are Asian | 22.8% |
| Percentage of all CS majors who are Black or African American | 4.2% |
| Percentage of all CS majors who are Hispanic/Latino | 17.7% |
| Percentage of all CS majors who are Native Hawaiian or Other Pacific Islander | 0.3% |
| Percentage of all CS majors who are Non Resident Alien | 9.3% |
| Percentage of all CS majors who are Race/Ethnicity Unknown | 6.4% |
| Percentage of all CS majors who are Two or More Races | 12.5% |
| Percentage of all CS majors who are White | 26.7% |

HMC + off campus combined

| | |
|---|--------------|
| Percentage of all CS majors who are American Indian or Alaska Native | 0.0% |
| Percentage of all CS majors who are Asian | 21.3% |
| Percentage of all CS majors who are Black or African American | 3.3% |
| Percentage of all CS majors who are Hispanic/Latino | 15.7% |
| Percentage of all CS majors who are Native Hawaiian or Other Pacific Islander | 0.2% |
| Percentage of all CS majors who are Non Resident Alien | 11.9% |
| Percentage of all CS majors who are Race/Ethnicity Unknown | 6.8% |
| Percentage of all CS majors who are Two or More Races | 10.3% |
| Percentage of all CS majors who are White | 30.4% |