



# Embracing Diversity in Technology Leadership: A Catalyst for Campus Progress

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# Agenda

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- **Introduction**
- **Importance of Technology Leadership in Campus Progress**
- **Embracing Diversity and Inclusion in Technology Leadership**
- **Leveraging Diversity for Campus Advancement**



# Suzanna Gardner

- ❑ Family, Food, Traveling
- ❑ Judo (3rd Degree Black Belt)
- ❑ Holds M.A. in International Affairs and Leadership from Arizona State University.
- ❑ Rosen Center for Advanced Computing (ANVIL) – Purdue University



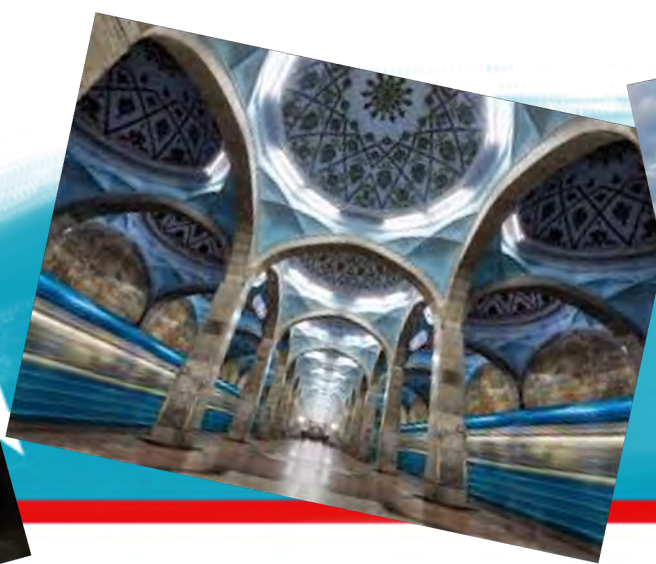




Kartvli's Deda  
ქართველის დედა











Research Computing at Smaller Institutions  
Tues June 11 - Weds June 12, 2024  
Swarthmore College



Advancing Chicanos/Hispanics  
& Native Americans in Science

## ANITA B.ORG

### GRACE HOPPER CELEBRATION

#### SUMMER COLLEGE FOR HIGH SCHOOL STUDENTS

SHORT-TERM COURSE OPPORTUNITIES

**WEEK 1: June 16 - 21**

- **Atoms at Work: Explore Nuclear Energy with the Purdue Nuclear Reactor - First Session**
- **Building the Next Generation of Engineering Leaders in Constructive Engineering**
- **CyberSafe Heroes**
- **Game On! Philosophical Investigation through Video Games - First Session**
- **Introduction to Academic Programs at Purdue**
- **TEAM: Technology Empowering All Minds**
- **TOTAL: Tapped-Out Technology and Leadership**
- **You Can't Make It Without Materials**

**WEEK 2: June 23 - 28**

- **A.I. and You! Philosophy of A.I. and What It Means to Be Human**
- **Agricultural Science Research Institute**
- **Atoms at Work: Explore Nuclear Energy with the Purdue Nuclear Reactor - Second Session**
- **Code Explorers**
- **Developing Tennessee's Instruments: An Introduction to Civil Engineering - First Session**
- **ENGINEER: Pre-Professional and Cooperative Education**

**WEEKS 3 & 4: July 7 - 19**

- **Gargill Purdue Agricultural Science Academy**

**WEEK 3: July 7 - 12**

- **Developing Tennessee's Instruments: An Introduction to Civil Engineering - Second Session**
- **Game On! Philosophical Investigation through Video Games - Second Session**
- **Planning for Research in College: What You Can Do Now**
- **VL for Aviation**

**WEEK 4: July 14 - 19**

- **Aerospace & Aerospace in Engineering Experience**
- **Data Science and STEM - First Session**
- **Empowering Women in Business - First Session**
- **Pathways: Planning a Product Using a 3D Printer - First Session**

**WEEK 5: July 21 - 26**

- **Data Science and STEM - Second Session**
- **Empowering Women in Business - Second Session**
- **Entertainment Machine Design Challenge**
- **Pathways: Planning a Product Using a 3D Printer - Second Session**
- **Fluoride Scholar**
- **Mini-Artistry: Communication Arts in Engineering**

**CyberSafe Heroes**  
June 16-21

**Code Explorers**  
June 23-28

**P PURDUE UNIVERSITY** Hasan Center for Advanced Computing

**P PURDUE UNIVERSITY** Office of Summer and Winter Sessions

**QUESTIONS?**

Call: 765-494-4444 or 765-754-3444

or email: [anita@anita.org](mailto:anita@anita.org)





# Laura Theademan

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- ❑ Director, Center Operations and Visualization  
Rosen Center for Advanced Computing,  
Purdue University
- ❑ BS in Organizational Leadership & Supervision,  
Purdue University 2017
- ❑ Family, Soccer, Reading

# ENGAGEMENT



- Conference Chair, Campus Alliance for Advanced Visualization Conference, (CAAVCon21)
- Exhibits Co-Chair, Practice & Experience in Advanced Research Computing Conference (PEARC24)
- Student Program Co-Chair, Practice & Experience in Advanced Research Computing Conference (PEARC23)
- Logistics Co-Chair, Practice & Experience in Advanced Research Computing Conference (PEARC21)
- Student Program Co-Chair, Practice & Experience in Advanced Research Computing Conference (PEARC20)
- Job Fair Chair, SuperComputing Conference (SC23)
- Job Fair Chair, SuperComputing Conference (SC24)





# Dameion Brown

- ❑ Director of Information Security & Chief Information Security Officer Division of Information Technology, Jackson State University
- ❑ MBA , University of Texas , Tyler, TX Soules School of Business 2024
- ❑ Training and Workforce Development
- ❑ Sustainability of Maturity Models
- ❑ Leadership, Organizational Structures, and Security
- ❑ Family Focus after last decade





**Dameion Brown**  
Security Specialist, Ergon, Inc.

**ERGON**



Greg Mallette, Department of Homeland Security  
Hassan Kassih, ConvergeOne  
Dameion Brown, Jackson State University  
Lawrence Williams, Internet2





**AFPM**

American  
Fuel & Petrochemical  
Manufacturers



**Cambridge  
College**



# Introduction

- Opening remarks on the significance of technology leadership in academia
- Introduction of the presentation topic: Embracing Diversity in Technology Leadership
- Overview of the presentation structure





## Importance of Technology Leadership in Campus Progress

- Role of advanced information technologies, computational resources, and data management systems
- Impact on research, education, and campus priorities
- Need for strategic utilization and innovation in technology leadership

# Tech Leadership: Embracing & Recognizing Non-Technical Diversity



- Non-tech backgrounds ignite critical thinking, sparking fresh ideas.
- Interpersonal skills bridge gaps between technical and non-technical teams, fostering effective teamwork.
- Advocating for responsible tech practices and diversity addresses ethical dilemmas.
- Non-tech backgrounds excel in embracing change and leading teams through transformation.
- Diverse backgrounds enrich tech leadership, driving innovation, collaboration, and ethical practices.



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"Diversity is the mix. Inclusion is making the mix work." — Andres Tapia

<https://inclusion-paradox.com/site/about-andres-tapia/>

# Diversity and Inclusion: Definition

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- According to the *Oxford English Dictionary*, “diversity” is defined as “the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.” [1].
- "Inclusion refers to how diversity is leveraged to create a fair, equitable, healthy, and high-performing organization or community where all individuals are respected, feel engaged and motivated, and their contributions toward meeting organizational and societal goals are valued." This definition comes from *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World* by Julie O'Mara, Alan Richter, and 80 expert panelists, sponsored by The Diversity Collegium, 2014. Also: *Diversity and Inclusion, Definitions of*. (2015). In J. M. Bennett, (Ed),

1. Servaes, S., Choudhury, P., & Parikh, A. K. (2022, August). *What is diversity?*. Pediatric radiology. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8962281/#:~:text=According%20to%20the%20Oxford%20English,etc.%E2%80%9D%20%5B1%5D.>
2. DiversityCollegium.org. (n.d.). *A think tank of diversity practitioners*. Diversity Collegium. <https://diversitycollegium.org/>



# Diversity and Inclusion: Importance

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- Innovation and Creativity
- Better Decision-Making
- Employee Engagement and Retention
- Competitive Advantage
- Social Responsibility

# Empowering Women and Underrepresented Leaders in Tech: Challenges

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## Challenges:

- Bias and Discrimination
- Lack of Representation
- Stereotypes and Imposter Syndrome
- Limited Access to Opportunities
- Unconscious Bias in Decision-Making





# Empowering Women and Underrepresented Leaders in Tech: Strategies

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## Strategies for Promoting Inclusivity and Equity

- Diversity and Inclusion Initiatives
- Mentorship and Sponsorship Programs
- Leadership Development Programs
- Addressing Bias and Discrimination
- Creating Safe Spaces for Dialogue
- Measuring and Reporting Progress





# Leveraging Diversity for Campus Advancement

- Benefits of diverse perspectives in technology leadership
- Case studies and examples showcasing successful integration of diversity in technology leadership
- Collaborative approaches to foster diversity and innovation in campus initiatives



# Benefits of Diverse Perspectives



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Lu et. Al (2022) Global Leaders for Global Teams

- Multicultural Leaders are *more* effective in general
- Multicultural leaders are more effective communicators
- Hackathon Successes

# Building Diverse Campus Communities in Technology



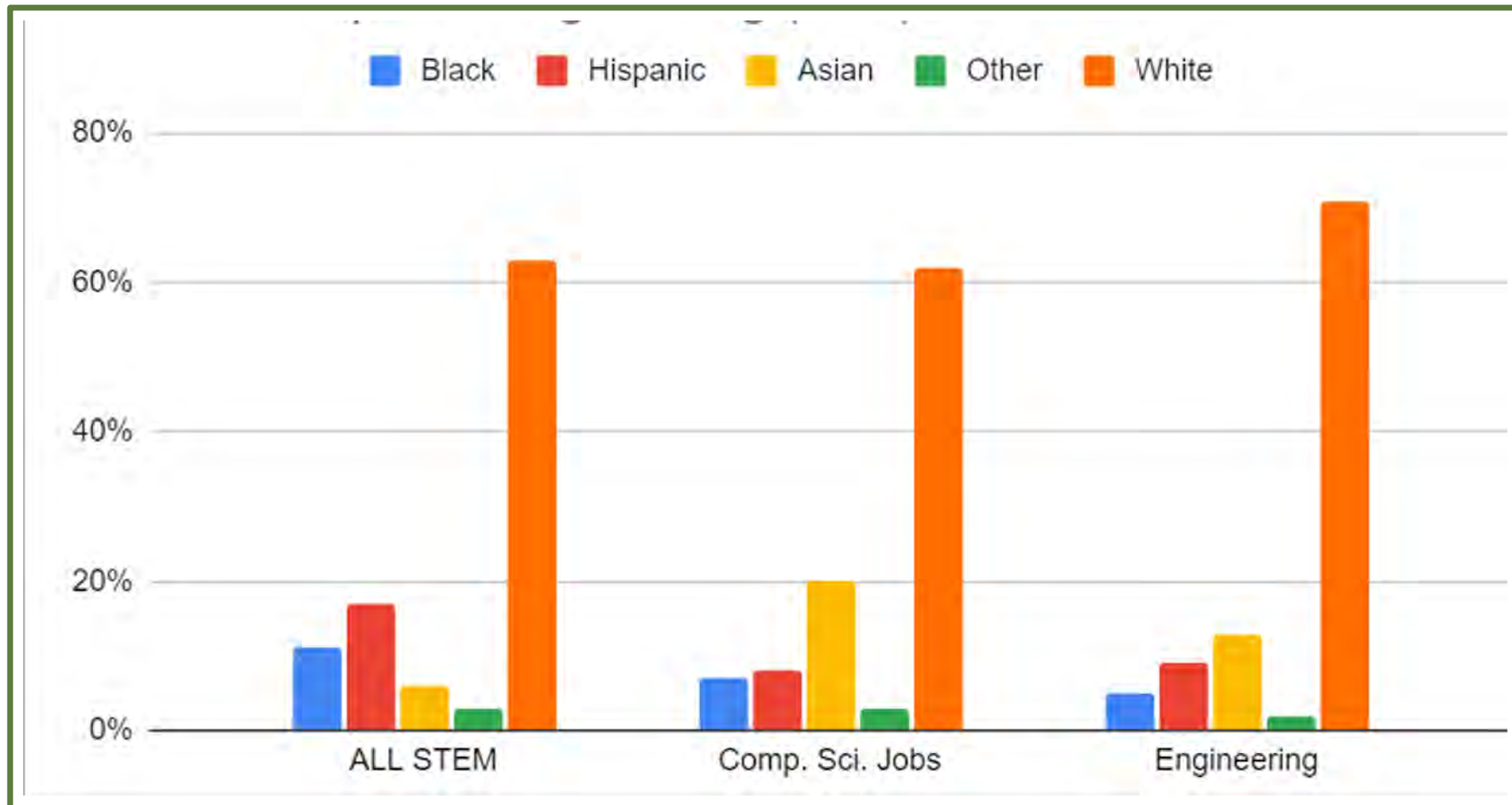
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Bilimoria & Singer (2019)

- Emphasis on a community project called ADVANCE , a National Science Foundation initiative
- The *IDEAL* Way: Institutions Developing Excellence in Academic Leadership (IDEAL)
- Driving Campus Change via Targeted Interventions and Methods
- 62 participant institutions as a community saw development in sustainability by promoting women faculty members within their campuses



# Workforce Participation Rates by Race and Ethnicity: All STEM; Computer; Engineering (Pew)



# Statistics

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1. In 2021, 146.4 million people aged 18–74 in US workforce → 34.9 million (24%) employed in STEM
  - a. Within **STEM professions** (rounded to nearest whole number):
    - i. Male 65%, Female 35%
    - ii. White 64%, **Asian 10%, Hispanic & Latino 15%, Black & African American 9%, AIAN 0.6%**
2. Female STEM Graduates
  - a. USA 34% (2016)
  - b. UK 38.1% (2016)
  - c. Poland 43.4% (2017)
  - d. Peru 47.8% (2017)
  - e. Algeria 58.2% (2018)





What DEIA initiatives have been implemented at your institutions?

What challenges do you face?

How does an organization measure progress in diversity and inclusion efforts?

What strategies are in place to ensure diverse hiring practices?

How do we encourage or hold leaders accountable for promoting D&I within their team?

How can individual employees contribute to a more inclusive workplace environment?

**Q&A sessions**

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# Thank you

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