

As a woman, I have seen how important an inclusive environment is for prospering as a computer scientist. I believe that *all people* should have the opportunity to succeed in computer science regardless of their identity. To this end, I have worked to improve diversity, equity, and inclusion (DEI), including by developing a PhD course on DEI specifically for CS PhD students called CS-JEDI. For my work on the CS-JEDI, I received a **best paper award at SIGCSE** and Carnegie Mellon University's **Graduate Student Service Award**.

1 Prior and Ongoing Efforts

CS-JEDI Course. During my PhD, I created a 6-week diversity, equity, and inclusion (DEI) course for CS PhD students. I, along with two peers, started wondering if other students were in a similar predicament: experiencing or witnessing prejudice and not knowing what to do. Based on an informal survey, we found a pattern — students often kept their struggles to themselves, because they didn't know they could discuss their struggles, didn't have language to describe them, didn't know where they could find support, and worried they would be stereotyped or excluded for voicing their concerns. Based on this survey, we created a course to equip PhD students with the skills to build an inclusive environment and practice self-advocacy. I led the initial course development — a 3-week pilot course grounded in pedagogical literature. After another 2500 person-hours from 15 people, we finalized a 6-week course and added it as a PhD degree requirement.

CS-JEDI has had a large impact. My paper on our experience developing the course received a *best-paper award* at the top CS education conference, SIGCSE. I also received CMU's *Graduate Student Service Award* for these efforts. The course has gone on to be taught four times so far in my department as well as receiving interest from multiple other departments. More importantly, early signs show it's having an impact — my peers are discussing DEI issues, more comfortable addressing their struggles, and actively building a more inclusive department.

Community Outreach. Beyond CS-JEDI, I have engaged in many community outreach opportunities, targeted at students in underrepresented or marginalized groups. For instance, I volunteered to teach computer science to elementary students as an undergraduate through Science Bus and STEAM:coders and to middle-school girls through TechNights at CMU. My goal with these efforts is to show more students that they can become computer scientists.

Inclusive Mentoring. Once students decide to become computer scientists, I believe it is important to create an environment in which they can succeed. Thus, I make an effort to mentor a diverse set of students. Six of the 14 students who I have mentored during my PhD identify as underrepresented in computer science. I also informally mentor many junior PhD students, often providing advice on how to navigate their PhDs as part of an underrepresented group.

2 Future Efforts

I believe computer science has made great strides in improving inclusion even over the course of my time as a computer scientist, but there is still plenty more to do to achieve a fully inclusive community. Going forward, I plan to continue contributing to our diverse community. I plan to continue mentoring a diverse group of students, including through sponsoring NSF REU experiences, and to continue leading community outreach. I am also open to teaching CS-JEDI as a professor.

Expanding inclusive practices among instructors. I also want to create new resources to help instructors have more inclusive teaching and mentoring practices. One important takeaway from giving talks about CS-JEDI is that many instructors want to integrate more inclusive practices, but do not have the time or knowledge to find, understand, and then deploy these practices. I plan on hosting workshops and putting together a newsletter to both help myself keep on top of new research about how to make mentoring and teaching more inclusive and share this information in a concise and actionable way with my colleagues.