

Departmental BPC Plan
College of Computing, Georgia Institute of Technology

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Effective dates of Plan:

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Context: Georgia Institute of Technology (Georgia Tech) College of Computing (CoC) is one of the highest-ranked computer science (CS) programs in the country. As a public institution, we take pride in providing an affordable (\$10,258 in-state and \$31,370 out-of-state tuition) CS degree for students from the southern US and students with fewer financial resources. We have many programs in place to improve diversity among students who are from underrepresented groups (URG)¹ in computing. These programs work under two robust BPC programs, *Constellations Center for Equity in Computing* and the *CoC Department of Outreach, Enrollment and Community*.

All undergraduates at Georgia Tech are required to take an Intro to CS. Across the CoC undergraduate majors (CS, Computational Media and Computational Engineering), over 25% identify as female and over 14% as part of an underrepresented ethnic or racial group. In graduate programs, including our affordable online MS programs, over 21% of the graduate students identify as female, and over 10% as part of an underrepresented ethnic or racial group

	UNDERGRADUATE					GRADUATE				
	CS	Comp Media	CompE	Total		MS On-campus	MS Online	PhD	Total	
Total	3591	230	659	4480		828	12118	372	13318	
Male	2668	125	532	3325	74.22%	606	9629	280	10515	78.95%
Female	923	105	127	1155	25.78%	222	2489	92	2803	21.05%
Am. Indian/Alaska Native					<1%					<1%
Asian	1977	90	275	2342	52.28%	603	6096	222	6921	51.97%
Black/African American	244	34	75	353	7.88%	12	411	16	439	3.30%
Hispanic/LatinX	226	16	46	288	6.43%	20	874	15	909	6.83%
White	962	75	229	1266	28.26%	160	4192	105	4457	33.47%

Among the CoC faculty, 23% identify as female, and 7% identify as members of an underrepresented ethnic or racial group.

College of Computing Faculty		
Total	174	
Male	132	75.86%
Female	41	23.56%
American Indian/Alaska Native	0	0.00%
Asian	57	32.76%
Black/African American	10	5.75%
Hispanic/LatinX	2	<2%
White	93	53.45%

¹ The representation of some groups of people in computer science differs from their representation in the US population. The CoC considers women+, persons with disabilities, and persons from three racial and ethnic groups—Blacks, Hispanics, and American Indians or Alaska Natives as part of Underrepresented Groups (URG).

Goals (G), Activities (A), and Measures (M)

In 2022 we will hire an Associate Dean of Diversity, Equity, and Inclusion (DEI) to oversee our goals for the 22-23 school year, the activities we will start or continue to meet those goals, and measurements that will help us identify if we are meeting our objectives.

G1. To establish baseline numbers and expand our efforts to students with disabilities, our goal is to create and implement a systematic data collection and reporting plan by 8/23.

A1. Faculty will work with the new Associate Dean of DEI to implement data collection and reporting plans for the CoC to report on annual changes in the number of students and faculty who are part of URG and participation levels in our student support and outreach programs. An annual report will be produced, and the first report will be disseminated by 8/23 with new BPC goals set for the 2023-2024 school year. **(TBD – Associate Dean of DEI)**

M1. The annual report will be produced with the first report disseminated by 8/23

G2. Our focus for the 22-23 school year is to engage more faculty with current efforts to support Georgia Tech students who are part of URG and increase the computing pipeline from Kindergarten through Ph.D. Our goal for academic year 22-23 is for 20% of the faculty to mentor, advise, or provide support for one of the organizations or programs listed below.

A2. Faculty can participate as mentors, speakers, research advisors, and other capacities with the following current efforts to support K-Ph.D. students and Faculty from URG in computing studies and careers.

- *Minorities at the College of Computing (M@CC) group (Cedric Stallworth),*
- *Women+ organizations for undergrads, grads, and faculty (Annie Anton)*
- *Fellowship program for URM Ph.D. students (Kamau Bobb)*
- *Computing Equity and Fellowship Program (Lien Diaz),*
- *BridgeUp program in partnership with NCWIT (Betsy DiSalvo),*
- *Advanced Placement preparation programs (Cedric Stallworth)*
- *Dataworks program (Betsy DiSalvo)*

M2. Faculty leaders listed above will actively track the faculty engagement in their programs.

G3. To increase the number of faculty from URG, our goal is to have over 25% of our faculty interviews with candidates from URG in the 2022/2023 faculty searches.

A3. Faculty will proactively reach out to women and candidates from URG by conducting DEI discussions early in hiring cycles, recruiting at the Tapia Conference and the Anita Borg Conference. Each school will collect data on faculty interview demographics and set new goals and action items to increase the diversity of faculty candidates we identify and interview. (Chairs of hiring committees: **Munmun De Choudhury for IC, Mostafa Amar for CS, Edmond Chow for CSE, Vijay Madisetti for SCP)**

M3. The Chairs of the hiring committees will measure the demographic information of all job applicants in 2022-2023, providing descriptive statistics on those selected for interviews, those offered positions, and those that accept.

G4. By 2027, 50% of faculty will have attended a DEI or implicit bias workshop.

A4. Faculty will attend institute sponsored or outside workshops on DEI and implicit bias. **(TBD – Associate Dean of DEI)**

M4. Tracking the number of faculty attending DEI or implicit bias workshop through Georgia Tech's ADVANCE program and the Institute of Diversity, Equity and Inclusion.