

# IDEAL IT: IDEAL FOR THE IT COMMUNITY AT STANFORD @ Stanford WebCamp 2021

## [Collected Links](#)

### IDEAL IT Overview

- IDEAL IT Program Lead: Dani Aivazian, [daivaz@stanford.edu](mailto:daivaz@stanford.edu)
- Stanford IDEAL (Presidential Initiative): <https://ideal.stanford.edu/>
- Stanford IDEAL IT Program: <https://idealit.stanford.edu> (please note that all of our webpages are currently being updated; some updates are complete, others are in progress)
- Metaphor about Diversity, Inclusion, Belonging, and Equity credit Vernā Myers: <https://www.vernamyers.com/>
- Sources for DEI Statistics:
  - <https://www.betterup.com/en-us/resources/reports/the-value-of-belonging-at-work-the-business-case-for-investing-in-workplace-inclusion>
  - <https://www.peoplemanagement.co.uk/experts/research/diversity-drives-better-dec>
  - <https://www.hcamag.com/us/specialization/diversity-inclusion/black-workers-still-hindered-by-prejudice-and-microaggressions/194950>
  - Limeade Institute, 2018; McKinsey, 2015; Peterson, 2016
- Patrisse Cullors quote from NYT article: <https://www.nytimes.com/2021/03/29/us/womens-history-month-march.html?partner=slack&smid=sl-share>

### Year Up Internship Program

- Program Lead: Hope Johnson, [hjohnson@stanford.edu](mailto:hjohnson@stanford.edu)
- Program Webpage: <https://itcommunity.stanford.edu/programs/ideal-it/year-up>
- YouTube Link: <https://www.youtube.com/watch?v=Mc53T6XuQLo&feature=youtu.be>

### Stanford WIT

- Program Lead: Brittany Cripe, [blcripe@stanford.edu](mailto:blcripe@stanford.edu)
- Program Webpage: <https://stanfordwit.stanford.edu>
- 2020 Women in the Workplace Report: <https://womenintheworkplace.com/>
- The 'Shecession': Why Economic Crisis is Affecting Women More than Men: <https://www.theguardian.com/business/2020/aug/04/shecession-coronavirus-pandemic-economic-fallout-women>

- Be an Ally to Women in Tech: 7 Ways to Start: <https://careerfoundry.com/en/blog/career-change/ally-women-in-tech/>
- Better Allies: <https://betterallies.com/buy/>
- 30 Ways to Be an Ally for Women in Tech in 2020: <https://www.dreamhost.com/blog/support-women-in-tech/>
- Stanford WIT Resources: <https://itcommunity.stanford.edu/programs/ideal-it/wit/resources>, which includes links to Stanford VMWare Women's Innovation Lab: <https://womensleadership.stanford.edu/tools>

### Stanford POC-IT

- Program Co-Leads: Nora Cata, [noracata@stanford.edu](mailto:noracata@stanford.edu) and Lily Lee, [leelily@stanford.edu](mailto:leelily@stanford.edu)
- POC-IT Lead Emeritus: Rodney Carter, [rwcarter@stanford.edu](mailto:rwcarter@stanford.edu)
- Program Webpage: <https://pocit.stanford.edu>
- Statement of Solidarity and Commitment to Action: <https://itcommunity.stanford.edu/ideal-it/poc-it/solidarity-statement>

### Neurodiversity in IT Program

- Program Lead: Anne Pinkowski, [apink@stanford.edu](mailto:apink@stanford.edu)
- Program Webpage: <https://itcommunity.stanford.edu/programs/ideal-it/neurodiversity>
- YouTube Link: <https://www.youtube.com/watch?v=gK-BvLtz6ps&feature=youtu.be>

### Images Matter

Inclusive/Diverse Image Resources (shared by Cynthia Mijares in a previous meeting):

- Stock photography sites:
  - <http://unsplash.com/>
  - <https://burst.shopify.com/>
  - <https://www.pexels.com/>
  - <https://videos.pexels.com/> (video)
  - <https://medium.com/vantage/these-39-sites-have-amazing-stock-photos-you-can-use-for-free-4ddf3524e1d9>

### Words Matter

Inclusive Alternative Language Resources (from another meeting):

- From Drea Sullivan : Following the "blacklist" example, some technology phrases and alternatives can be found here: <https://w3c.github.io/manual-of-style/#inclusive>
- From Stefani Bartman: Disability Language Style Guide from Arizona State, which provides how their suggested language may defer from AP Style: <https://ncdj.org/style-guide/>

Additional resources (from slides):

- A Guide to Inclusive Language in the Workplace: <https://www.idealists.org/en/careers/inclusive-language-workplace>
- 70 Inclusive Language Principles... Part 1: <https://medium.com/diversity-together/70-inclusive-language-principles-that-will-make-you-a-more-successful-recruiter-part-1-79b7342a0923>
- Part 2: <https://medium.com/diversity-together/70-inclusive-language-Principles-that-will-make-you-a-more-successful-recruiter-part-1-79b7342a0923>

Source: <https://kanopi.com/blog/what-is-an-inclusive-content-strategy/>

People-first: <https://askearn.org/topics/retention-advancement/disability-etiquette/people-first-language/>

Apps to help with accessible copy:

- Grammarly app: <https://www.grammarly.com/>
- Hemingway app: <https://hemingwayapp.com/>
- App for recording your own name: <https://namedrop.io/>

## Accessibility Matters

- Stanford Office of Digital Accessibility: <https://soap.stanford.edu/> (updated site [accessibility.stanford.edu](https://accessibility.stanford.edu) has not yet officially launched)
- Contact: Sean Keegan, Director, [skeegan@stanford.edu](mailto:skeegan@stanford.edu)
- Designing for Accessibility: <https://www.globalnerdy.com/2019/11/11/the-uk-home-offices-posters-on-designing-for-accessibility/>
- UK Home Office accessibility posters: <https://ukhomeoffice.github.io/accessibility-posters/posters/accessibility-posters.pdf>

## Check Your Blind Spots

### Be purposeful about inclusion

Dr Jennifer Eberhardt, *Biased*:

- Book: <https://web.stanford.edu/~eberhard/books.html>
- Ref: <https://stanfordmag.org/contents/a-hard-look-at-how-we-see-race>