What's Working and Why: The Lightning Presentations

Leah Cox, PhD  Calvin G. Butler Jr  Heather Lageman  Willy Moore  Tammira Lucas  Kylie Patterson  Clair Watson-Minson

This event is hosted and sponsored in partnership by:

Regional Economic Studies Institute
TOWSON UNIVERSITY.

MARYLAND GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Baltimore Integration Partnership
www.baltimorepartnership.org
Building an Inclusive Organization in Five Steps
Leah Cox, PhD
Vice President for Inclusion and Institutional Equity, Towson University

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Baltimore Integration Partnership
www.baltimorepartnership.org
HR say we should be looking for a little fresh blood.
Any idea what they're talking about?
Diversity in the Workplace

- Social Justice
- Economics
- Better Output
- Community Engagement
- Moral
- Market Base
Our workforce and our entire economy are strongest when we embrace diversity to its fullest, and that means opening doors of opportunity to everyone and recognizing that the American Dream excludes no one.

-Thomas Perez
Exceeding Diversity

Calvin G. Butler Jr.
Chief Executive Officer,
Baltimore Gas and Electric (BGE)
Addressing the Workforce Shortage of Women in Computer Science

Heather Lageman
Program Manager, Council of Educational Administrative and Supervisory Organizations of Maryland (CEASOM)
Code.org Regional Partner Program

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Addressing the Workforce Shortage of Women in Computer Science

every student
in every school
has the opportunity
How Code.org helps every school teach CS, with equity and diversity.
Build a platform to make learning accessible

From 4 years old...

...to 18 years old
Over 20 million students on Code.org.

- 45% Female students
- 48% Under-represented minorities
- 49% Students on free and reduced meals
Create curriculum any teacher could teach
Prepare teachers with no CS background
4 Change district, state, and federal policies
5 Break stereotypes

GETTING REALLY GOOD AT SOMETHING ISN'T EASY.
PUSH YOURSELF.

WNBA Champion
SUE BIRD

“When you think about the future... I think it's very important to be able to learn the language of coding and programming.”

— Chris Bosh

CHANGE THE WORLD

TESS
ENGINEER AT GOOGLE
K-12 computer science

University computer science

Digital workforce
More women in CS courses =
More women in the CS workforce

Diversity of students in Code.org courses across grades K-12

- Female students: 45%
- Underrepresented minorities: 48%
- Students on free and reduced meals: 49%
Systemic Reform: Making CS Fundamental

- Sustainability
- Capacity
- Clarity
- Leadership

Equity
Systemic Reform: Making CS Fundamental

Nine Policy Ideas

1. Create a state plan for K-12 computer science
2. Define computer science and establish rigorous K-12 computer science standards
3. Allocate funding for rigorous computer science teacher professional learning and course support
4. Implement clear certification pathways for computer science teachers
5. Create programs at institutions of higher education to offer computer science to preservice teachers
6. Establish dedicated computer science positions in State and Local Education Authorities
7. Require that all secondary schools offer computer science with appropriate implementation timelines
8. Allow computer science to satisfy a core graduation requirement
9. Allow computer science to satisfy an admission requirement at institutions of higher education

@code.org
K-12 CS Pathways

**Elementary School**
- Broad & Deep Exposure: Independent special (similar to Science, Music, Art; K to 5)
- Moderate Exposure: Integrated into the general classroom
- Basic Exposure: Integrated into the general classroom

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**Middle School**
- Integrated into math, science, other subjects + Independent course at a particular grade level
- Independent course at a particular grade level
- Integrated into math, science, other subjects

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**High School**
- Introductory course
- Introductory course + AP Computer Science
- Introductory course + Specialized courses
Jumpstarting Careers in the Construction Industry

Willy Moore
President
Southway Builders
Construction spending & employment, 2006–2018

Total spending, Feb. ’06 (peak)–Mar. ’18
trillion $, seasonally adjusted annual rate

- $1.28 trillion (7% above ’06 peak)
- Private residential (21% below ’06 peak)
- Private nonresidential (9% above ’08 peak)
- Public (9% below ’09 peak)

Mar. 2017–Mar. 2018: total 3.6%
private res. 5%, private nonres. 2%, public 3%

Total employment, Apr. ’06 (peak)–Mar. ’18
millions, seasonally adjusted

- 7.7 million
- 7.2 million (7% below peak)

Mar. 2017–Mar. 2018: total 3.3%
residential 4.3%, nonresidential 2.7%

Construction Labor and Workforce Statistics Provided By Associated General Contractors National Economist – Ken Simonson
FIRMS WILL CONTINUE TO COPE WITH WORKER SHORTAGES

How would you describe your firm’s current conditions for filling key salaried positions (project manager/supervisor, estimator, etc.) and hourly craft positions (carpenter, laborer, equipment operator, etc.)? My firm is:

- Having a hard time filling salaried positions: 57%
- Having a hard time filling craft worker positions: 71%
- Having no trouble filling any positions: 9%
- Not doing any hiring: 10%


Construction Labor and Workforce Statistics Provided By Associated General Contractors National Economist – Ken Simonson
Taking a Chance on Moms

Tammira Lucas
Co-Founder,
Moms as Entrepreneurs
TAKING A CHANCE ON MOMS

Dr. Tammira Lucas
17.5 WOMEN OWNED BUSINESSES

Per 100,000 residents
WHY MOMS MAKE GREAT ENTREPRENEURS & EMPLOYEES

• Moms know how to get a lot done in little time
• Moms have a stronger sense of vision and know when it's time to pivot
• Moms know how to inspire and motivate a team
WHY AREN'T YOU TAKING A CHANCE ON MOMS?
ONE REASON
SEGREGATION
OUR RESEARCH DETERMINED

- More companies need to support moms in the workplace
- More resources are needed to support mom-owned businesses
- Investing resources in a mom means you are investing in families
- Educating, employing and supporting moms ultimately decrease the crime rate
- Increasing household incomes reduces stress and other mental health issues
Creating Economic Inclusion via Purchasing and Hiring Goals

Kylie Patterson
Senior Advisor for Local Economic Inclusion,
The Johns Hopkins University
“If we all did the things we are really capable of doing, we would literally astound ourselves.”
— Thomas A. Edison
Economic Inclusion:
The *equality of opportunity* for all members of society to participate in economic life.
**HopkinsLocal Goals**

**BUILD**
- Expanding opportunities in design and construction

**HIRE**
- Hiring locally, supporting diversity, and creating opportunities for advancement

**BUY**
- Utilizing as many local resources as possible, especially minority- and women-owned businesses

**GOALS**

- **BUILD**
  - 20% of addressable spend to minority-owned, women-owned or disadvantaged businesses

- **HIRE**
  - 40% of new hires in target jobs will be from distressed communities

- **BUY**
  - $10 million increase in goods and services purchased from Baltimore businesses
Year 2 Progress At-a-Glance

**BUILD**

- **20.3%**
- **2016 GOAL:** 17%
  - RESULTS IN PERCENTAGE: 17.3%
- **2017 GOAL:** 18%
  - RESULTS IN PERCENTAGE: 20.3%
- **RESULTS IN DOLLARS:**
  - **$55 million** 2016
  - **$61.3 million** 2017

**HIRE**

- **332**
- **HIRE GOAL (over 3 years):** 40%
  - RESULTS IN PERCENTAGE: 43%
  - **2016:** 304
  - **2017:** 332
- **RESULTS IN DOLLARS:**
  - **$4.9 million** 2016
  - **$20.5 million** 2017

**BUY**

- **$20.5M**
- **2016 GOAL:** 7%
  - RESULTS IN PERCENTAGE: 5%
- **2017 GOAL:** 11%
  - RESULTS IN PERCENTAGE: 23%
- **RESULTS IN DOLLARS:**
  - **$4.9 million** 2016
  - **$20.5 million** 2017
Committed at the BLocal Launch (three-year goals)

- **CONSTRUCTION**
  - Total amount committed to local and/or minority- and women-owned businesses on construction contracts: $53.3 million

- **PURCHASING**
  - Increased spending on goods and services from local and/or minority- and women-owned businesses: $15.9 million

- **DIRECT INVESTMENT**
  - Increased direct investment in charitable and community-building activities: $7.7 million

- **EMPLOYMENT**
  - City residents hired: 162

Progress after one year

- **CONSTRUCTION**
  - $73.8 million

- **PURCHASING**
  - $12.3 million

- **DIRECT INVESTMENT**
  - $12.2 million

- **EMPLOYMENT**
  - 470

To learn more visit: Blocalbaltimore.org
JOB CREATION

RGH PRODUCTS
RGH ENTERPRISES, INC ®

26 amazing years in service
208 South Pulaski Street Baltimore, MD 21223
(410) 576-1544

HiTech
Business Systems
30 Years
FO-MO

FEAR OF MISSING OUT

anxiety that an exciting or interesting event may currently be happening elsewhere.

“I realized I was a lifelong sufferer of FOMO”
Join the Work...

• Set a baseline
• Set a goal
• Measure regularly
• Share results publicly
• Join BLocal (if appropriate)
Opening Up Barriers to Wealth for Frontline Workers of Color

Clair Watson-Minson
Workforce Strategist,
Associated Black Charities
“If the average Black family wealth continues to grow at the same pace it has over the past three decades, it would take Black families 228 years to amass the same amount of wealth that white families have today. It would take Latino families 84 years.

The Ever Growing Gap, Prosperity Now (2017)