

The NCWIT Practices Framework

NCWIT's mission is to ensure that women are *fully represented* in the influential world of information technology and computing. We emphasize full representation because diversity is about more than numerical representation. Numerical parity is a small victory if women contribute only at the periphery of computing. Full representation also calls for women's integration in ways that make their numbers matter. These ways make it possible for women IT creators to contribute to achieving their individual goals, an organization's goals, and societal goals.

NCWIT developed the Practices Framework to provide a structure for thinking about interventions related to gender diversity in computing. This framework takes into account intervention implementers, goals, and audiences. As it visually represents these important elements, the NCWIT Practices Framework also organizes efforts into two interrelated categories: first, those intended to achieve diversity by increasing the numbers of girls and women in information technology; and second, those designed to make this increased diversity matter with regard to existing goals. The Framework guides our research efforts and helps us see where efforts have been concentrated and where they are absent.

By placing known practices into their relevant categories in this framework, we instigate action in a number of ways:

- » Implementers have a better sense of what practices are supported by research.
- » Researchers gain an understanding of the "gaps in the literature," thus guiding their own and their graduate students' research efforts.
- » NCWIT social scientists gain a better understanding of the landscape of practices, both mapped and unmapped; this guides our search and research efforts, as well as the efforts of our many partners in hubs and in the Social Science Advisory Board.



