2015
TECHNOLOGY
exchangə

OCTOBER 4-7
CLEVELAND OH

INTERNET®

INTERNET2 GENDER DIVERSITY INITIATIVE AND SWE@INTERNET2 COMMUNITY

FLORENCE HUDSON
Senior Vice President & Chief Innovation Officer

ANA HUNSINGER
Vice President, Community Engagement

INTERNET2

1

INTERNET2 GENDER DIVERSITY INITIATIVE AND SWE@INTERNET2 COMMUNITY

AGENDA

- Welcome and GDI / SWE@Internet2 Community Overview

- Unconscious Bias Presentation

- Panel Discussion

- Closing and Networking

INTERNET2

2015
TECHNOLOGY
exchange

OCTOBER 4–7
CLEVELAND OH

WELCOME!

Internet2 Gender Diversity Initiative

Community outreach and dialogue

GDI Scholarships

Collaboration: National Center for Women in IT (NCWIT) & Internet2

SWE@internet2.edu community

Community outreach and dialogue

- Community gatherings at every anchor event since Annual Meeting in 2013
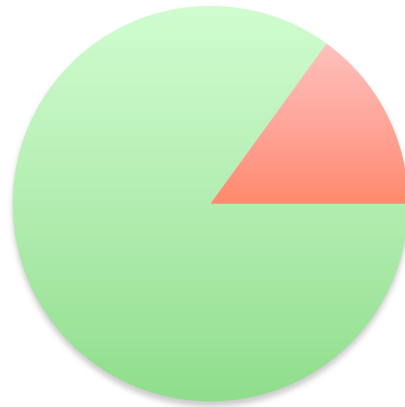- Steering Committee active participation

GDI Steering Committee

Laurie Burns McRobbie, Indiana University, Co-chair
Marla Meehl, FRGP/UCAR, Co-chair
Lucy Sanders, NCWIT
Jen Leasure, The Quilt
Scott Midkiff, Ph.D., Virginia Tech
Pattie Orr, Baylor University
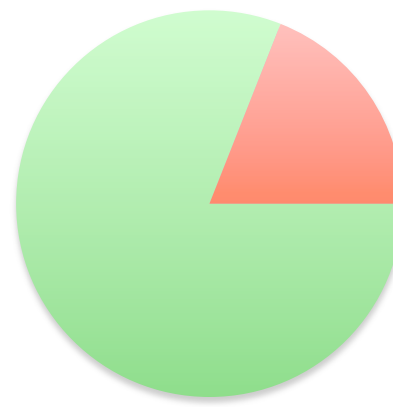**John Kolb**, Rensselaer Polytechnic Institute
Gregory Bell, ESnet

Women at Internet2 Meetings
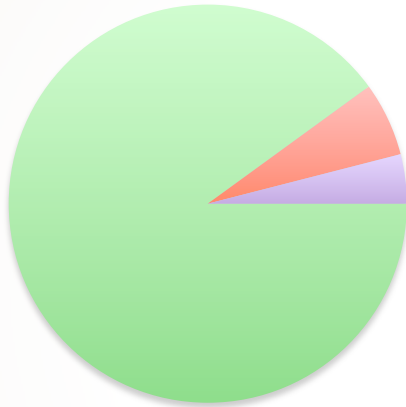
2012–2013	2014 Tech Ex	2015 Global Summit	2015 Tech Ex
6–10%	**19%**	**21%**	**15%**
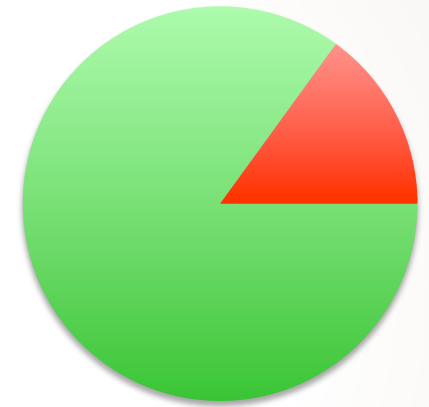
Women at #TechEX15

Registrants	15%
Speakers	12%
Exchange Speakers	30%
Program Committee	30%
Track Chairs	20%

INTERNET2 2015 TECHNOLOGY exchange OCTOBER 4–7 CLEVELAND OH
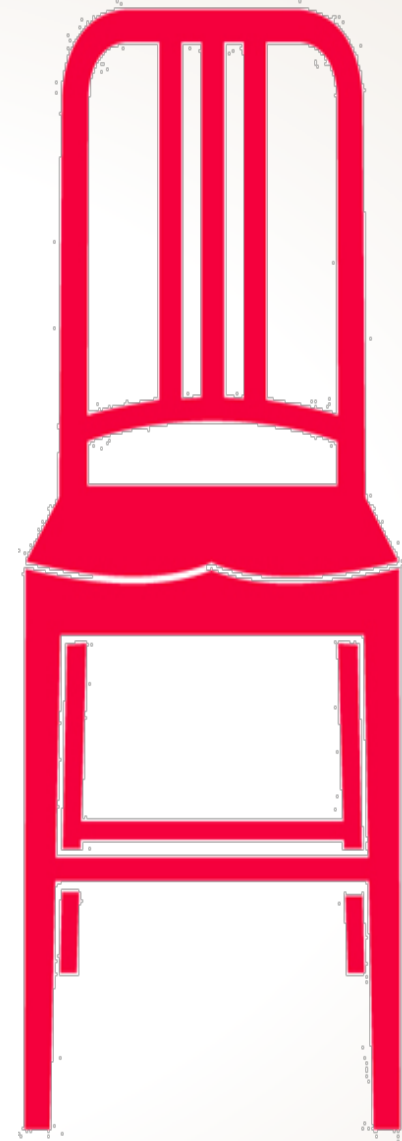
Gender Diversity Initiative scholarships

2015 Carrie Regenstein Awardee
Chris M. Collins,
University of Cincinnati

2014 Carrie Regenstein Awardee
Jamie McCue

2014 Tech Ex Awardees
Jill Casey

2015 Tech Ex Awardees
Sarah Bailey,
Case Western Reserve University

2015 Global Summit Awardees
Heather (Heath) Davis
Angel Male
Deidre Mitchell
Jackie Stampalia

Gourija S. Menon,
Vanderbilt University

Collaboration: National Center for Women in IT (NCWIT) & Internet2

- Research collaboration and data on Internet2 community
- NCWIT resources available to Internet2 members
- Visit ncwit.org

SWE@Internet2 community

- Provides Society of Women Engineers (SWE) member benefits for up to 200 professionals at participating Internet2 higher education member institutions

- For more information, email **swe-i2@internet2.edu**
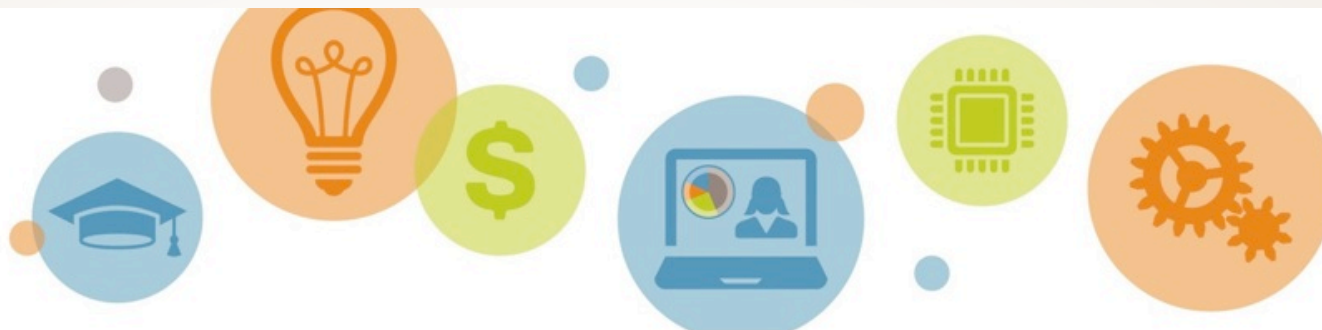
Unconscious Bias Keeps
Girls and Women From Computing

Avis Yates Rivers, CEO Technology Concepts Group Int'l.
Board Member, National Center for Women & IT
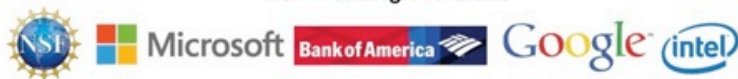
1: *Facts Are Our Friends*
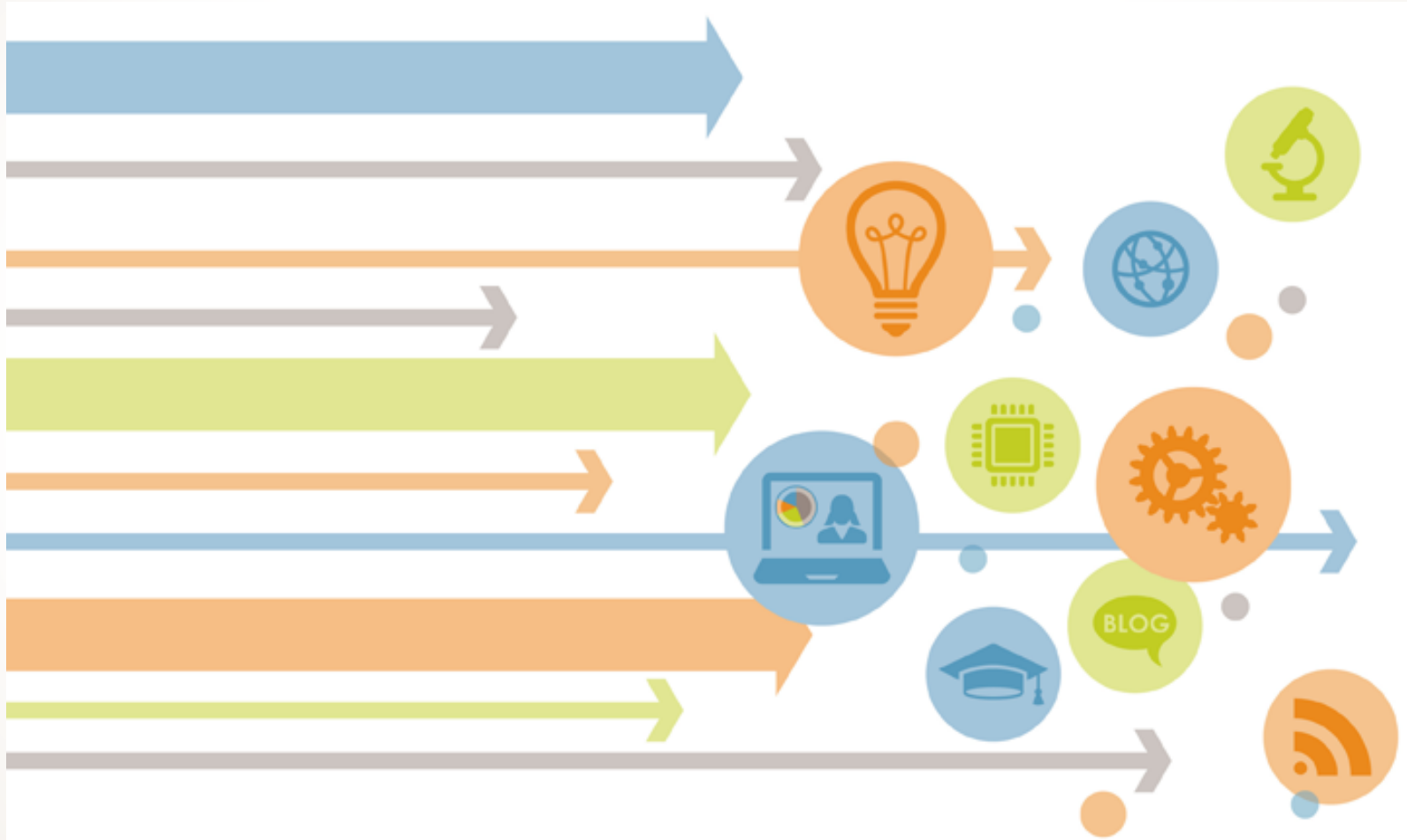
We Have a U.S. Pipeline Problem ….

GIRLS COMPRISE
19% of AP CS exam-takers

WOMEN EARN
18% of CIS degrees

INTERNET2   2015 TECHNOLOGY exchange   OCTOBER 4–7   CLEVELAND OH

That Continues into the Corporate Space

WOMEN COMPRISE
57% of U.S. Professional Occupations

WOMEN HOLD
26% of U.S. Technology Jobs

WOMEN MAKE UP
19% of U.S. Software Developers

Only **5%** of **TECHNOLOGY LEADERSHIP** Jobs Are Held by Women

SOURCE: U.S. Dept. of Labor Current Population Survey, 2014

INTERNET 2

2015 TECHNOLOGY exchange   OCTOBER 4–7   CLEVELAND OH

We're Losing The Diversity Already There:
An Unnecessary Corporate Brain Drain
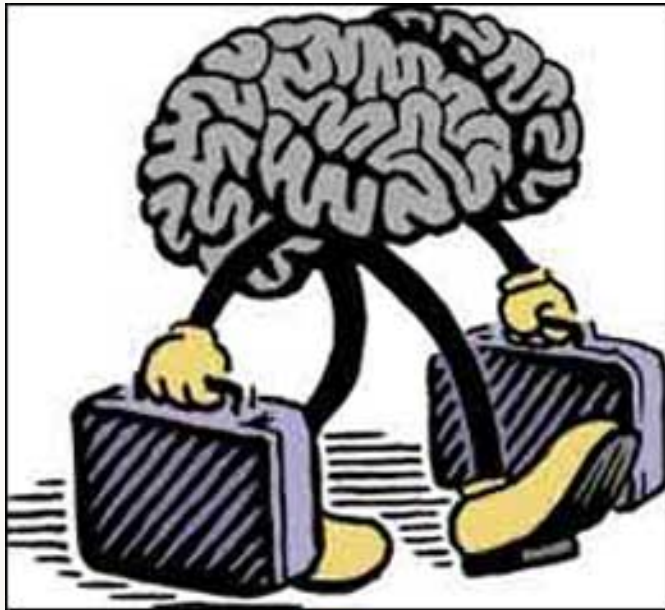
2 million people a year leave U.S. companies due solely to perceived unconscious biases.

Sources: Corporate Leavers Survey, Level Playing Field Institute

We're Losing The Diversity Already There:
An Unnecessary Corporate Brain Drain
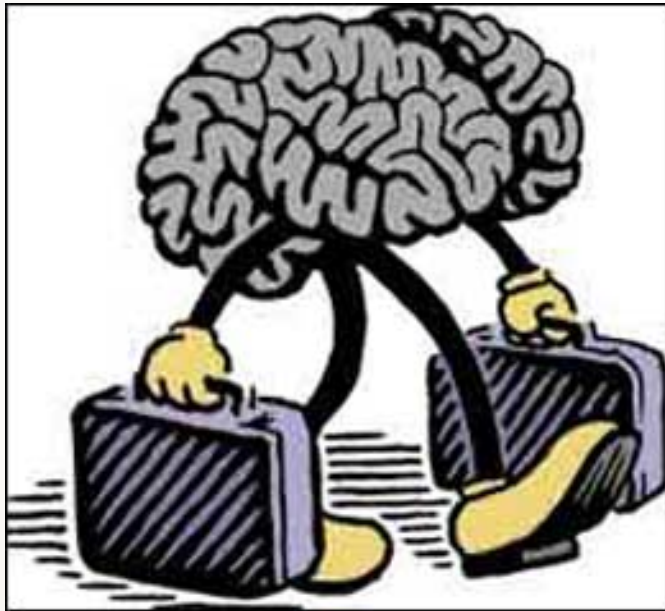
74% love work

56% leave

75% stay in workforce

Sources: Capturing Turnover Costs, Joins, 2000; TalentKeepers, 2010; Athena Factor, 2008

2 : *Understand the Research*
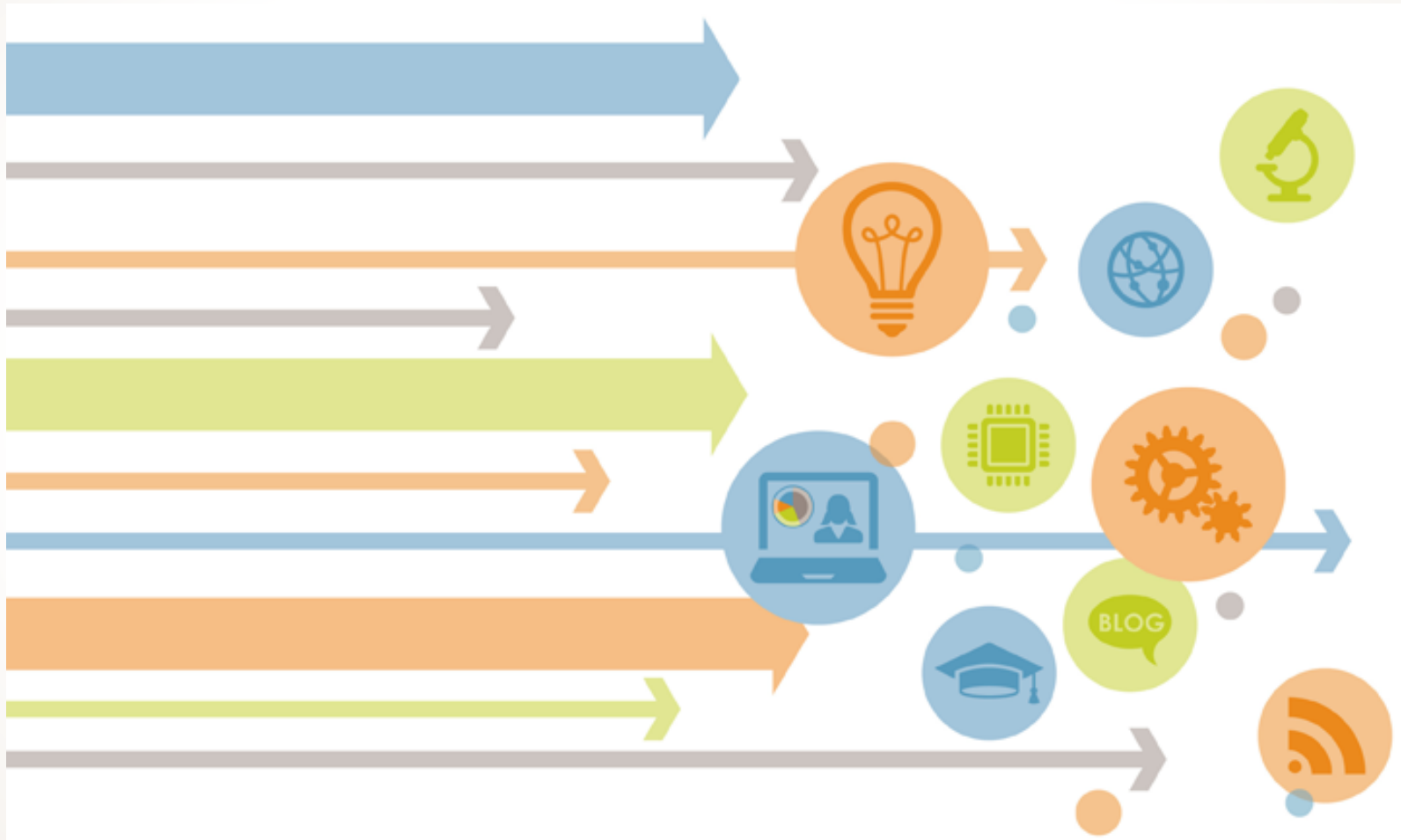
Diversity Enhances Teams

Groups with **greater diversity** solve complex problems **better and faster** than homogenous groups.

Scott Page, The difference: How the power of diversity creates better groups, firms, schools, and societies, Princeton University Press.

Diversity Benefits Creativity

Groups with **greater diversity** solve complex problems **better and faster** than homogenous groups.

BETTER AND FASTER PROBLEM SOLVING

Scott Page, The difference: How the power of diversity creates better groups, firms, schools, and societies, Princeton University Press, 2009.

Impact on Innovation - Patenting

Male and Female Collaboration Statistics by Category
U.S.-invented U.S. Information Technology Patents

SUBCATEGORY	# MATCHABLE PATENTS	FEMALE-ONLY		MIXED-SEX TEAM		MALE-ONLY	
		COUNT	%	COUNT	%	COUNT	%
Communications	163,408	3,466	2.1%	13,813	8.5%	146,129	89.4%
Computer Hardware	132,486	2,291	1.7%	12,802	9.7%	117,393	88.6%
Computer Peripherals	45,732	871	1.9%	4,424	9.7%	40,437	88.4%
Computer Software	105,256	3,062	2.9%	15,915	15.1%	86,279	82.0%
Semiconductors/ Solid-state Devices	156,310	3,184	2.0%	16,420	10.5%	136,706	87.5%
All Information Technology	603,192	12,874	2.1%	63,374	10.5%	526,944	87.4%

NCWIT – Who Invents IT? – 1980 - 2012

Women Improve Innovation

A group's collective intelligence is not predicted by the IQs of its individual members. But if a group includes more women, its collective intelligence rises.

"Evidence for a Collective Intelligence Factor in the Performance of Human Groups," Science October 2010, Woolley, Chabris, Pentland, Hashmi and Malone.

A GROUP'S COLLECTIVE INTELLIGENCE

NUMBER OF WOMEN IN A GROUP

3 : *Society is Biased*
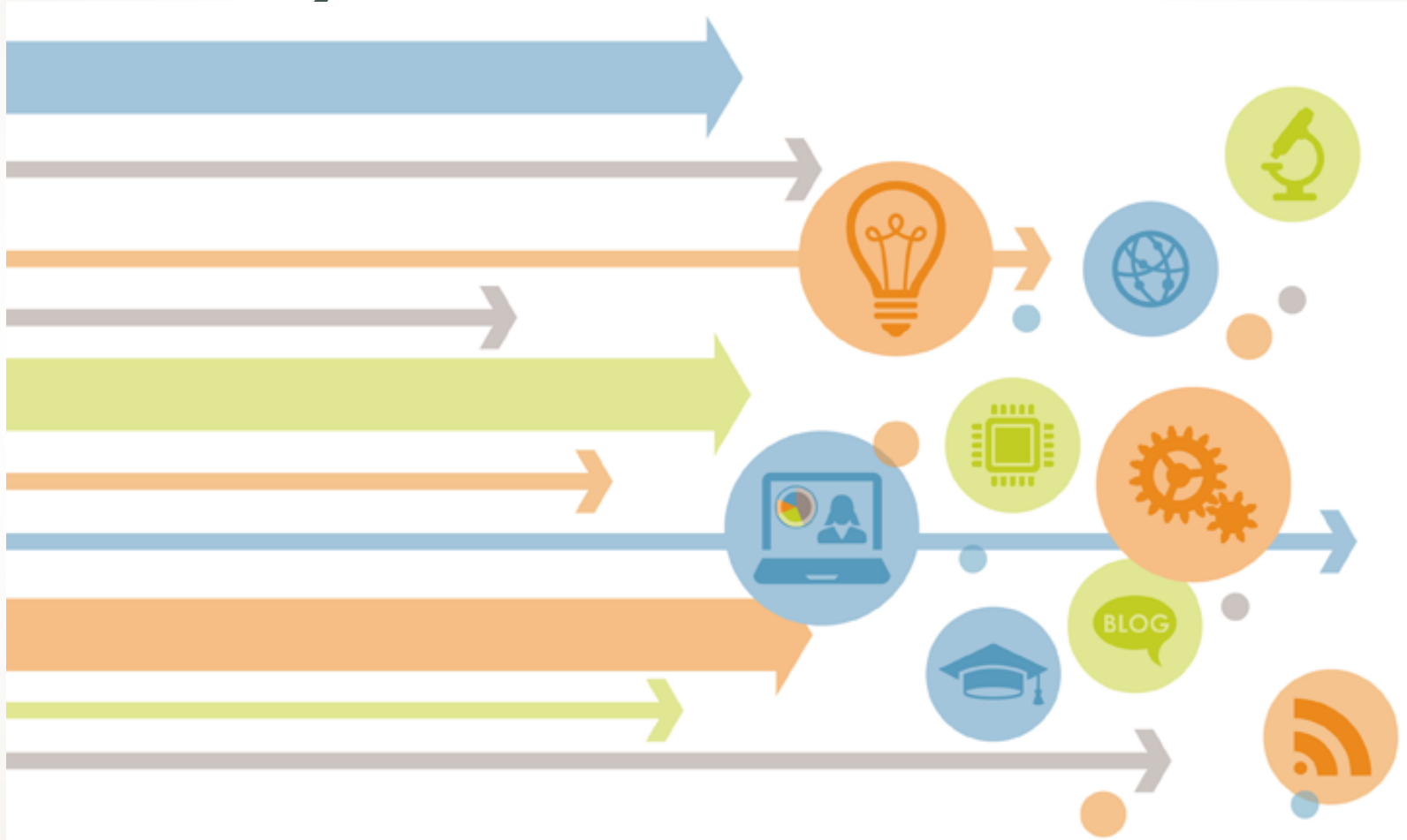
Pick the Technologist
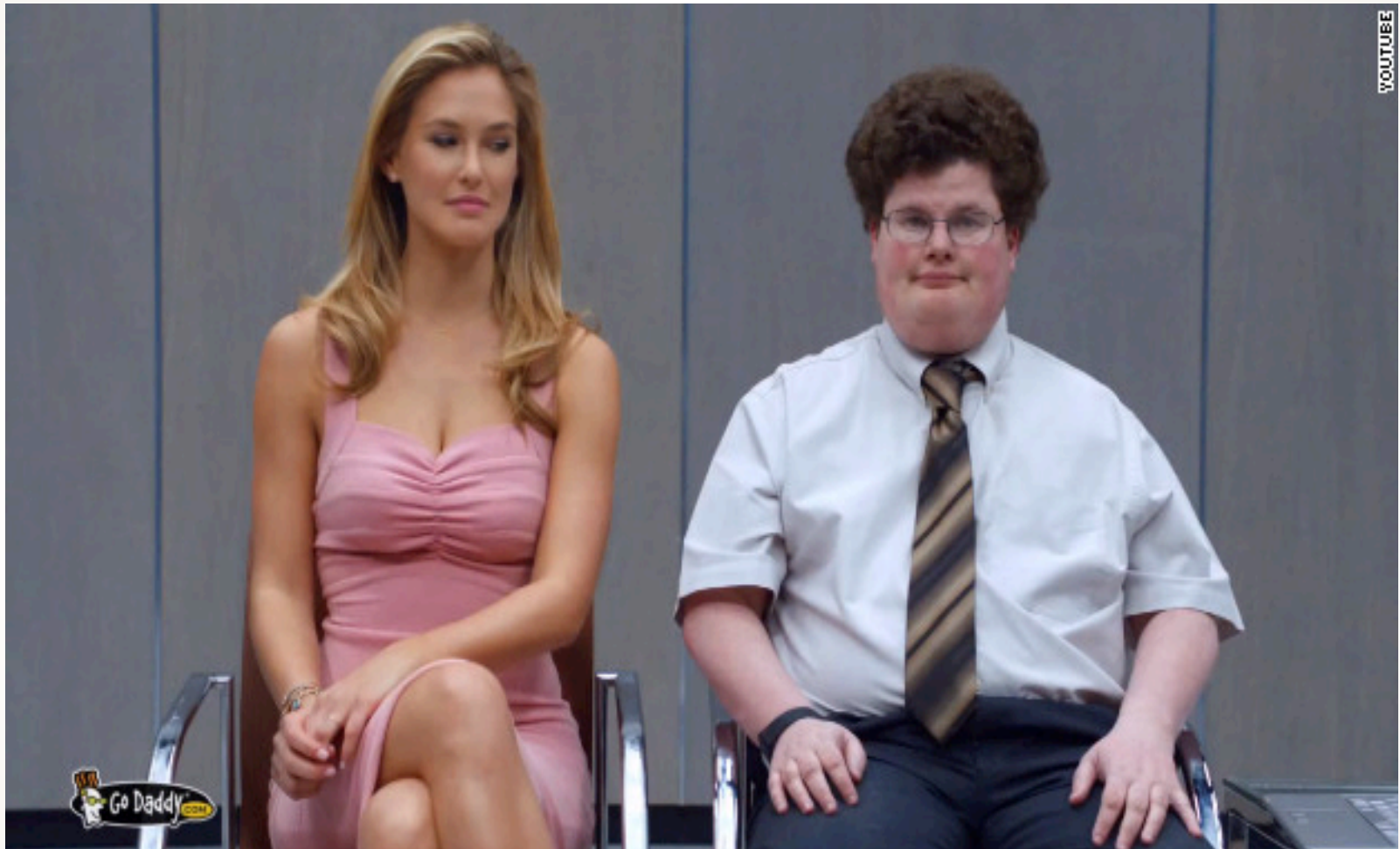
What Causes Societal Bias?

We all have shortcuts, "schemas" that help us make sense of the world. But our shortcuts sometimes make us misinterpret or miss things. That's **unconscious bias**.

Societal Bias Starts Young

"I'm only creating the design ideas," Barbie says, laughing. "I'll need Steven's and Brian's help to turn it into a real game!"
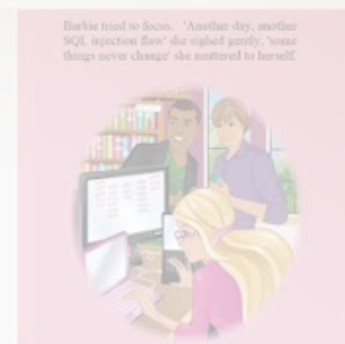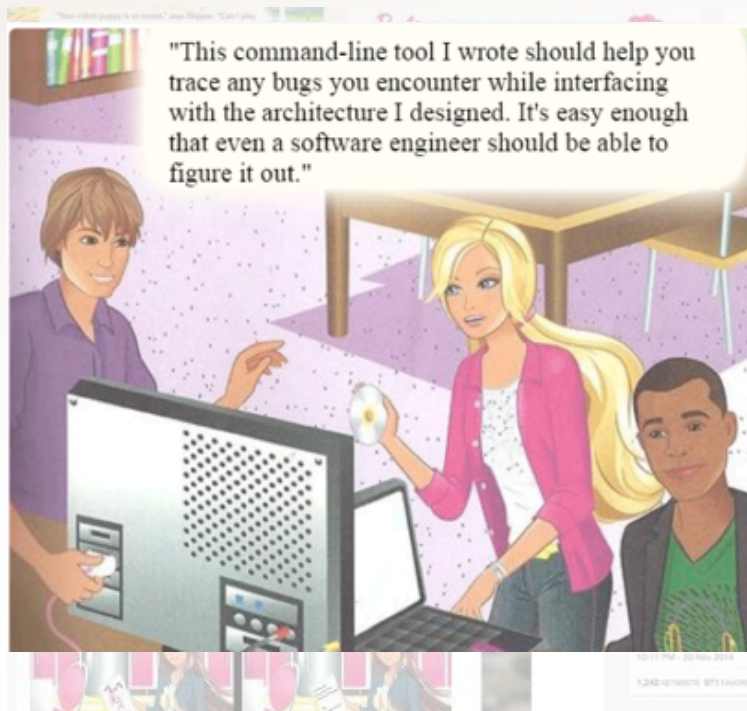
"Unconscious" Still Harmful

Percentage of Phrases by Category

Category	Percentage
Devaluing or condescending	69.81%
Assumptions about skills bc of gender	51.89%
Non-inclusivity and not feeling welcome	44.34%
Assuming not an engineer	33.02%
Singling out	29.25%
Commoditizing or superficial judging	18.87%
Assuming speaker's perspective is only option	8.49%
Offensive Jokes	5.66%
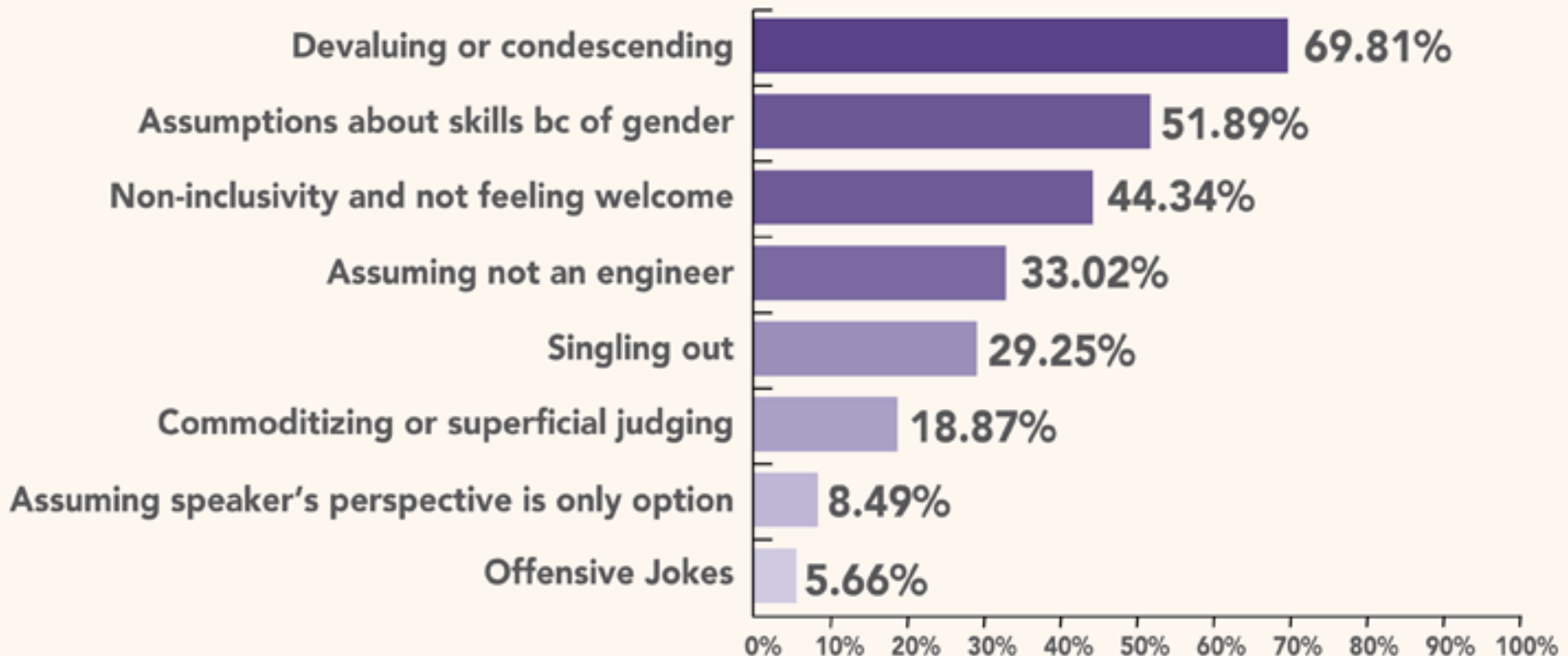
NCWIT Aspirations in Computing Informal Survey

How Stereotype Threat Shows Up in Technical Environments

Not speak up in meetings

Be reluctant to take leadership positions

Be overly harsh about their own work

Discount their performance

4 : *Everybody is Biased*
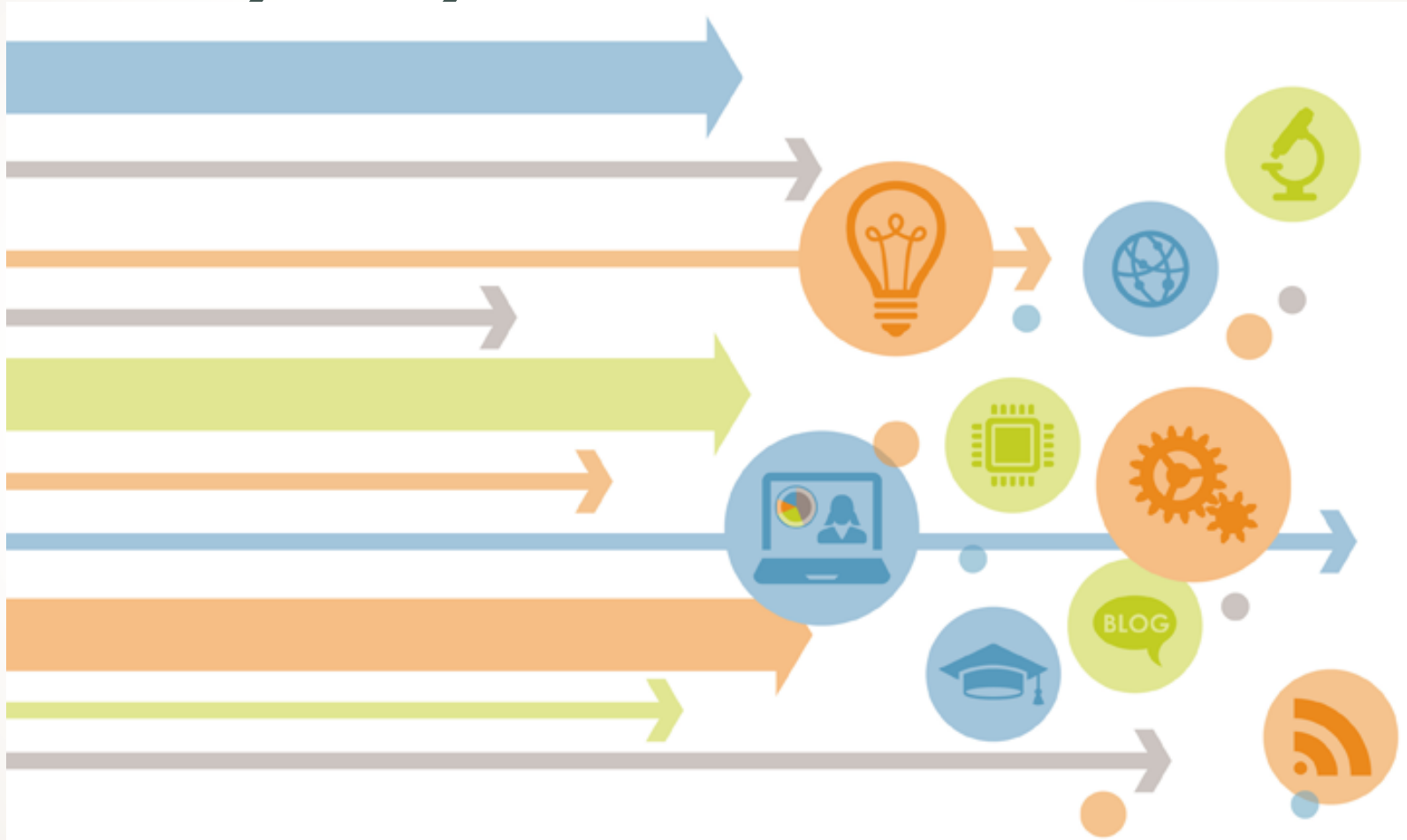
Resume Studies

Howard vs. Heidi

How power-hungry, self-promoting, and disingenuous was Roizen?

Power-hungry: Howard 4.25, Heidi 4.75
Self-promoting: Howard 4.3, Heidi 5.2
Disingenuous: Howard 2.75, Heidi 3.1

Legend: Howard, Heidi
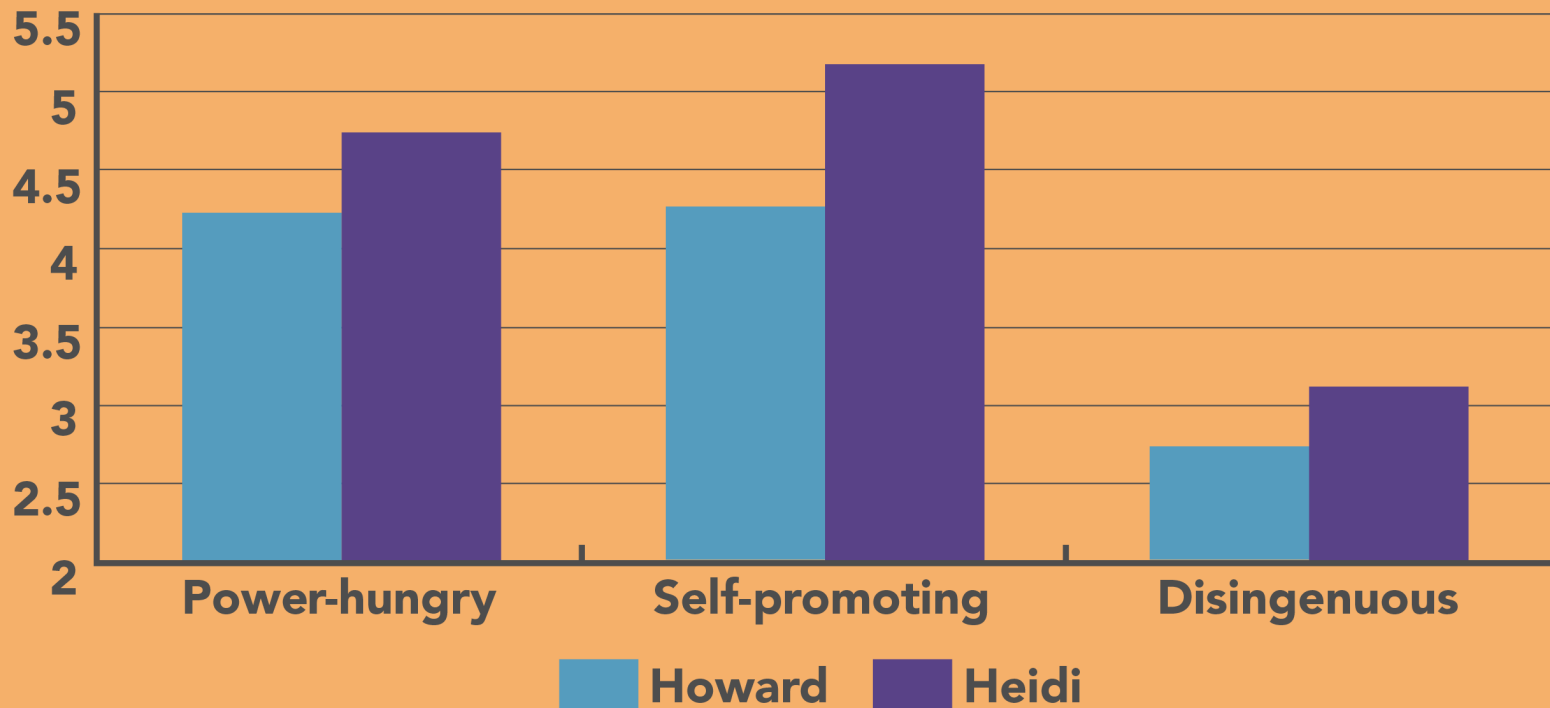
© Frank Flynn

1-7 scale (from "not at all" to "extremely")

Howard vs. Heidi

How competent and effective was Roizen?

1-7 scale (from "not at all" to "extremely")

© Frank Flynn

Howard vs. Heidi

Would you like, hire, like to emulate Roizen?

Chart with 1-7 scale showing Howard (blue) and Heidi (purple):
- Like: Howard ~5.9, Heidi ~5.25
- Hire: Howard ~6.05, Heidi ~5.6
- Like to emulate: Howard ~6.05, Heidi ~5.0

Legend: Howard, Heidi

© Frank Flynn

1-7 scale (from "not at all" to "extremely")

Project Implicit Bias Results

Percent of web respondents with each score

Strong automatic association of Male with Science and Female with Liberal Arts	26%
Moderate automatic association of Male with Science and Female with Liberal Arts	28%
Slight automatic association of Male with Science and Female with Liberal Arts	18%
Little to no automatic preference between gender and academic domains	18%
Slight automatic association of Male with Liberal Arts and Female with Science	6%
Moderate automatic association of Male with Liberal Arts and Female with Science	3%
Strong automatic association of Male with Liberal Arts and Female with Science	1%

Click for detailed summary

Project Implicit Science and Gender Test

5 : *Systems' Issue*
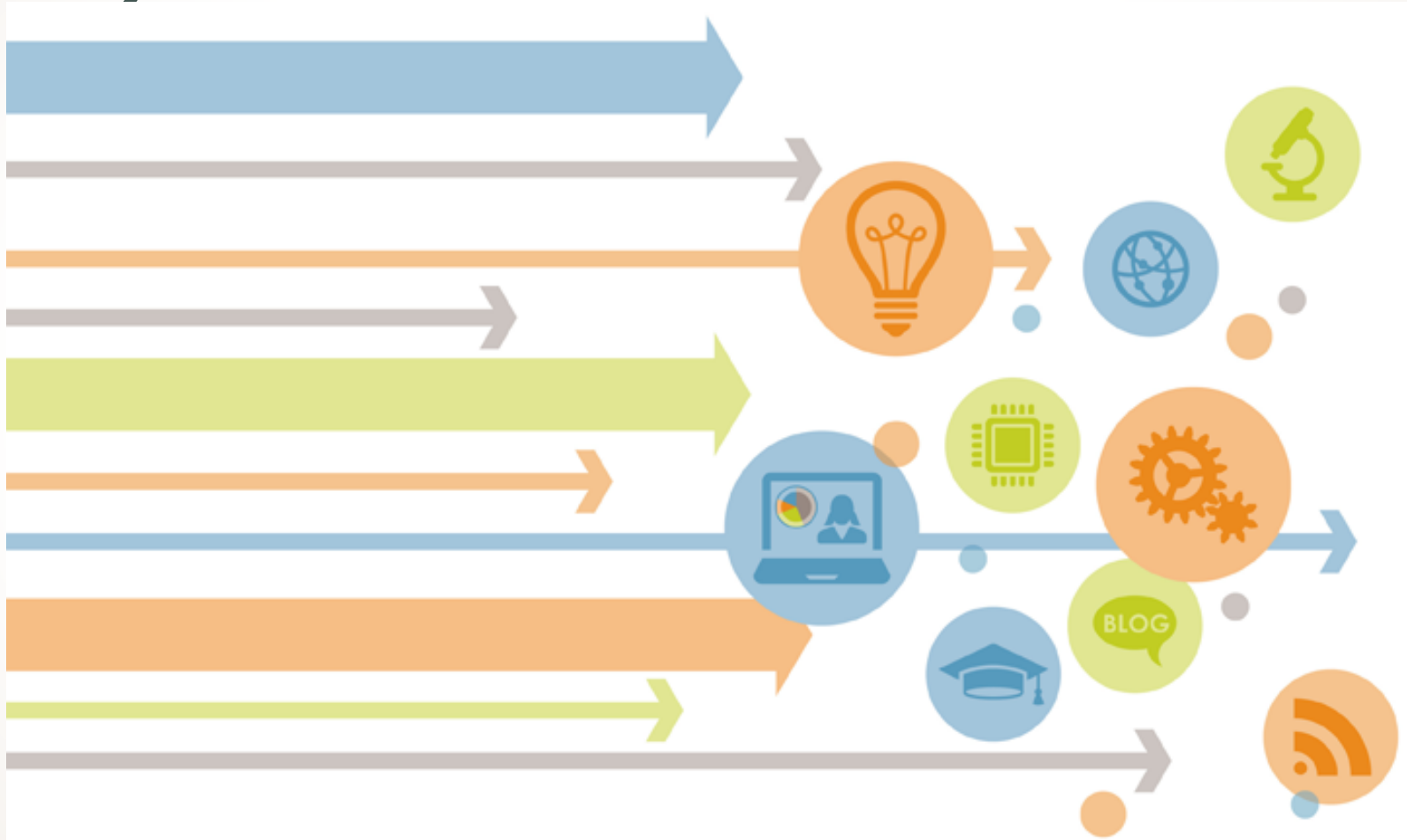
Today …

Fix the System *(and not the people)*

- Girls & women aren't broken.

- Boys & men aren't evil.

- The culprit is societal bias (shared by both women and men) that manifests itself in technical cultures and classrooms.

- The answer is stronger leadership, analysis and practice across the pipeline.

CEO Attention

Corporate Technical Leadership

Good Leader

- Communication
- Encourage others
- Share
- Have a broad perspective
- Set a good example
- Support employee ideas
- Identify need for change
- Inspire and motivate
- Encourage cooperation

A Year of Transparency:
Google Releases June 2014

Overall   (Tech)   Non-Tech   Leadership

Gender

Women
17%

Men
83%

Ethnicity

Other
<1%

Black
1%

Hispanic
2%

Two or
more races
3%

Asian
34%

White
60%
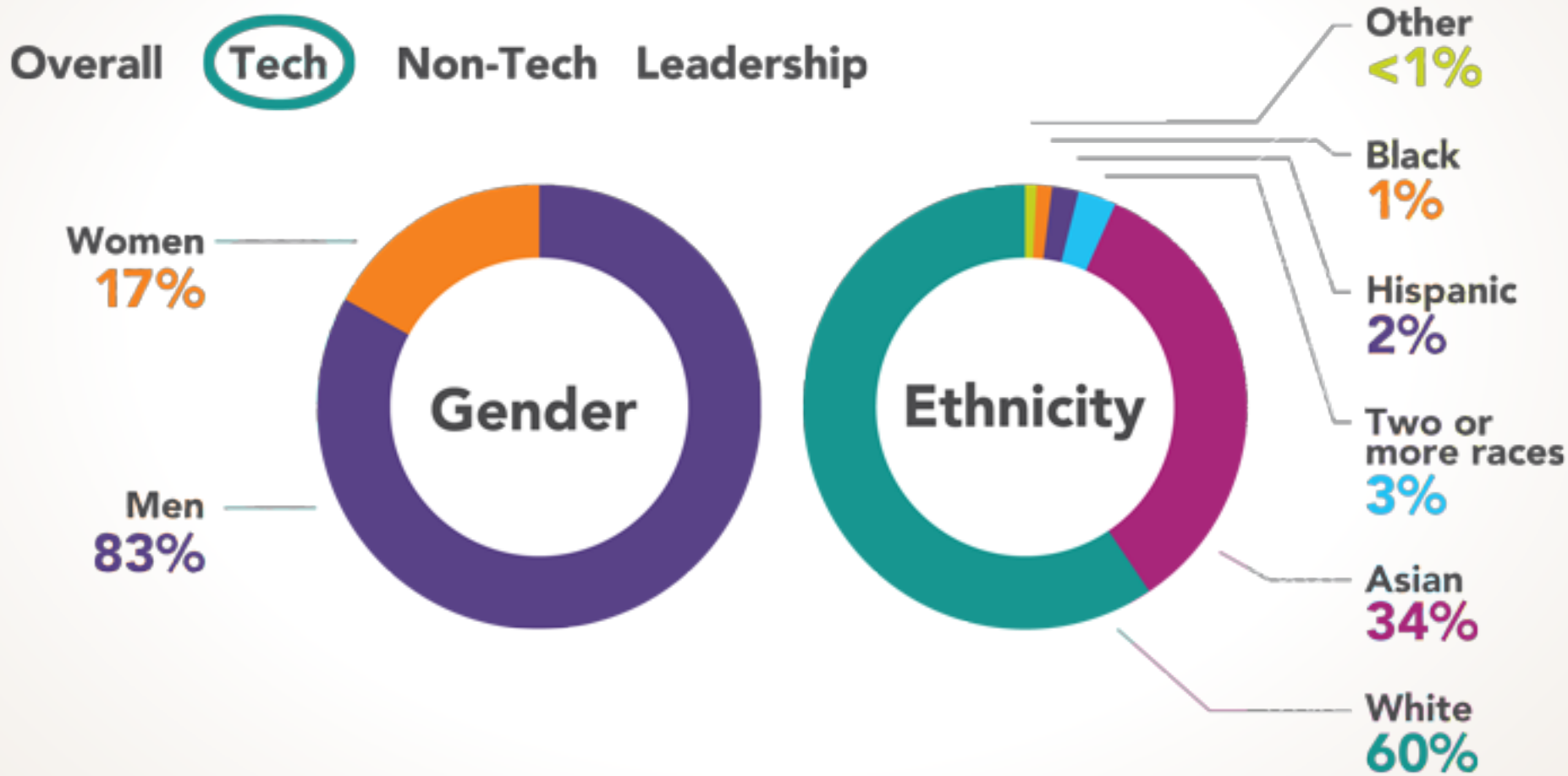
Why Data Transparency?

✓ To enable strategic, data-informed change efforts

✓ To better understand HOW women are participating in innovation & leadership roles

✓ To measure change and create accountability

Invite Diversity & Actively Recruit

Remove Biased Language from Job Descriptions

AGGRESSIVE; HARD-DRIVING; ROCK STAR; WORLD-CLASS CODER; DOMINANT

"Startups and Job Advertisements," Aaron Kay, PhD: http://ww2.ncwit.org/pdf/A.Kay_JobPostings_EAmtg12.pdf; http://vimeo.com/46501265

Audit Your Physical Space for Implicit Biases

(Cheryan, S., Plaut, V., Davies, P., & Steele, C. (2009). Ambient belonging: How stereotypical cues impact gender participation in computer science. Journal of Personality and Social Psychology, 97(6), 1045-1060; http://www.ncwit.org/physicalspaceuw
Photo: www.psfk.com

Assure inclusive team meetings and social events

Audit Performance Review & Advancement Processes

Examine performance reviews for unconscious biases

Build accountability metrics into managers' performance reviews

Clarify paths to promotion

Be a Male Advocate
Inspire More Male Advocates

Top 10 Ways To Be a Male Advocate

- Listen to women's stories
- Talk to other men
- Recruit women
- Increase female leader visibility
- Mentor and sponsor women
- Notice and correct bias
- Establish accountability metrics
- Model alternative work-life strategies
- Make discussion of gender less "risky"
- Work with women's groups

Don't give up: this is a long distance race and not a sprint

4-H National Headquarters, USDA • 6kites • Advance IT Minnesota • Aetna, Inc • Afterschool Alliance • Allegheny College • Allstate Insurance Company • Amazon • American School Counselor Association • Andreessen Horowitz • Anita Borg Institute - Systers • Anita Borg Institute for Women and Technology • APPCityLife • Apple Inc. • Application Experts (App-X) • Arizona State University - Mesa • Arizona State University - Phoenix • Arizona State University - Tempe • Asheville-Buncombe Technical Community College • Association for Career and Technical Education • Association for Computing Machinery • Association for Information Systems • AT&T Corporation • Aten Design Group • Auburn University • Avaya, Inc. • Baldwin Wallace College • Ball State University • Bank of America • Bank of America Women in Technology and Operations (WIT&O) • Barry University • Beneath The Ink • Bennett College • Bentley University • Birdbox • Bismarck State College • BitNami • The BizWorld Foundation • Black Data Processors Associates (BDPA) • Black Girls Code • Blacks in Technology • Bloomberg LP • Blue Stamp Engineering • Bluegrass Community and Technical College • Boise State University • Bootstrap • Boston University • Boston University's Learning Network • Bowie State University • Bowling Green State University • Boys and Girls Clubs of America (BGCA) • Brigham Young University - Provo • Broadridge Financial Solutions, Inc. • Brocade Communications • Brocade Women in Networking • Brown University • Bryn Mawr College • Built in Chicago • Business and Professional Women's Foundation • BuyVite • California Lutheran University • California Polytechnic State University - San Luis Obispo • California State Polytechnic University - Pomona • California State University - Channel Islands • California State University - Chico • California State University - Long Beach • California State University - Monterey Bay • Canisius College • Carleton College • Carlisle & Gallagher Consulting Group • Carnegie Mellon University • Carroll College • Catalyst • Central Michigan University • Central Piedmont Community College • Central Washington University • Chapman University • Cheyney University of Pennsylvania • Chicago Women Developers • Cisco Systems, Inc. • Cisco WISE • Citrix Systems, Inc. • Citrus College • City University of New York Hunter College • Claremont Graduate University • Clemson University • Coastline Community College • code.org • CodeMontage • Colgate University • College Board • College of Charleston • College of St. Scholastica • Colorado Community College System • Colorado Department of Labor and Employment • Colorado School of Mines • Colorado State University • Colorado Technology Association • Colorado Women's Chamber of Commerce • Columbia College of South Carolina • Columbia University • Columbus State University • CompTIA • Computer Science Equity Alliance (CSEA) • Computer Science Teachers Association (CSTA) • Computing Research Association (CRA) • Coolest Women We Know • Coppin State University • Cornell University • Cureso • CyberWatch West Consortium • DailyDollar • Dakota State University • Dartmouth College • DC Web Women • Deakin University • Depaul University • DePauw University • Des Moines Area Community College • Dillard University • Dixie State University • Dizzion • Dojo4 • Dordt College • DreamItAlive.com • Drexel University • Drexel University Online • Duke University • Eastern Kentucky University • Eastern Michigan University • Edison Community College • EDUCAUSE Women in IT Constituent Group • Elizabeth City State University • Embry-Riddle Aeronautical University - Daytona Beach • EMC Corporation • ETR Associates • Etsy, Inc. • Evergreen State College • Facebook, Inc. • Fairleigh Dickinson University • Fanshawe College - Ontario • Fisk University • Florida A&M University • Florida International University • Florida Memorial University • Florida State University • Fort Hays State University • Fort Valley State University • Foundry Group • FullContact • Gallaudet University • Galvanize Labs • Games for Learning Institute • Geek Squad Academy • GEMS Club • Generation YES • Geomagic • George Mason University • Georgetown University • Georgia Gwinnett College • Georgia Institute of Technology • Get Satisfaction • Girl Geek Dinners • Girl Scouts of the USA • Girls Who Code • Girls, Incorporated • Gnip • Gold Systems • Goldie Blox • Google, Inc. • Governors State University • Heckbright Academy • Harrison College • Harvard University • Harvey Mudd College • Haverford College • Hewlett Packard • Highline Community College • Hiram College • Hodges University • Horizon Healthcare Innovations • Hukkster, Inc. • iCarnegie, Inc. • IEEE Women In Engineering (WIE) • iexpress.Me • IGNITE-Melrose, MA • IGNITE-Washington • Illinois Institute of Technology • Illinois State University • Illinois Technology Foundation • Imulus • Indiana University • Indiana University - Bloomington • Indiana University - Northwest • Indiana University - Southeast • InspiringApps • Integrate • Intel Corporation • International Society for Technology in Education (ISTE) • Internet2 • Intuit • IOUG (Independent Oracle Users Group) • Iowa State University • Iowa Tech Chicks • Iridescent • IT-ology • ITWomen • Ivycorp • Jackson State Community College • Jackson State University • Jacksonville State University • James Madison University • James Madison University (JMU) Women In Technology • Johnson & Johnson • Joy Cook Public Relations • JPMorgan Chase • Kean University • Keen • Kennesaw State University • Kent State University • Kepha Partners • KeyBank • Khan Academy • KISS Institute for Practical Robotics • Kollective Mobile • Kutztown South • Lake Superior State University • Lake-Sumter Community College • Lakes Region Community College • Latino Startup Alliance • Leeward Community College • Lewis & Clark College • Lewis University • Lightbank • Lijit Networks, Inc. • Lincoln University • Linfield College • Livingstone College • Long Island University • Los Medanos College • Louisiana State University • Louisiana Tech University • Loyola University Chicago • Loyola University Maryland • Magnet Media Films, Inc. • Marquette University • Massachusetts Academy of Sciences • Massachusetts Institute of Technology (MIT) • Medium • Memeo • MentorNet • Merck & Co., Inc. • Mercy College • Metropolitan Community College - Longview • Metropolitan State University • Miami Dade College • Miami University • Michigan State University • Michigan Technological University • Microsoft Corporation • Microsoft Research • Microsoft Women Employee Resource Group • Middlebury College • Milwaukee Area Technical College • Minneapolis Community and Technical College • Mississippi State University • Missouri University of Science and Technology • MobileDay, Inc. • Mobileigniter • Modular Robotics • Monash University • MongoLab • Morgan Stanley • Motorola Solutions, Inc • Mount Holyoke College • MOUSE • Murray State University • Muskingum University • My College Options • NanoSatisfi • Nashville State Community College • National Academy Foundation • National Alliance for Partnerships in Equity (NAPE) • National Coalition of Girls' Schools (NCGS) • National Girls Collaborative Project (NGCP) • National University • NetApp, Inc • Networkare • New Mexico State University • Nexed • Next Big Sound, Inc. • Norfolk State University • North Carolina A&T State University • North Carolina State University • North Dakota State University • Northeastern Illinois University • Northern Kentucky University • Northwest Missouri State University • Northwestern University • NPower • Oakland University • Oakton Community College • Oblong • Occipital Inc. • Ohio State University • Oklahoma State University • O3 Software Development • One Mighty Roar • Online School for Girls • Orange Coast College • Orbotix • Oregon Institute of Technology • Oregon State University • Pacific University • Park University • Pearson Prentice Hall • Pellissippi State Community College • Pennsylvania State University • Pfizer Inc. • Piedmont Virginia Community College • Pierce College - Los Angeles • Piggybacker • Pinoccio • PivotDesk • Pixability, Inc. • Plum Perfect • Portland Community College • Portland State University • Prairie View A&M University • PrettyQuick • Princeton University • Project Lead the Way (PLTW) • Purdue University • Pytechs • Q-Local • Qualcomm • Qualcomm Women in Science & Engineering (QWISE) • Quick Left, Inc. • Rackspace Hosting, Inc. • RAISE Project • Ramapo College • Rapt Media • RBC • Red Rocks Community College • Rensselaer Polytechnic Institute • Return Path, Inc. • Revolv Inc. • Rhodes College • Rice University • RichTech • Rochester Institute of Technology • Rockies Venture Club • Rocky Mountain Oracle User's Group • Roger Williams University • Rose-Hulman Institute of Technology • Rowan University • Rutgers State University of New Jersey • Salish Kootenai College • Sandbox Industries • Santa Clara University • Santa Fe College • Santa Monica College • Sapling Events • Savannah State University • Science Club for Girls • SciGirls • Seattle Central Community College • SendGrid • seoClarity • She's Geeky • Siena College • Sifteo, Inc. • SIM Women • Simple Energy • Singly • Singularity University • Sinte Gleska University • Smith College • Snapboard • Society of Women Engineers • South Carolina Technical College System • Southern Connecticut State University • Southern Illinois University - Carbondale • Southern Maine Community College • Southern Polytechnic State University • Southern Utah University • Southwestern University • Spanning Cloud Apps., Inc. • SparkFun • Spelman College • Splunk • SpotXchange • Spring Hill College • St. Francis College • St. Louis University • St. Mary-of-the-Woods College • St. Mary's College of Maryland • St. Peter's College • St. Xavier University • Standing Cloud • Stanford University • State of Colorado OIT • Stevens Institute of Technology • Stripe • Suffolk County Community College • SwiftPage • Swinburne University of Technology • Symantec Corporation • Syracuse Student Sandbox • Syracuse University • TapInfluence • TaskRabbit • TD Bank • Teach for America • TEALS • TECH CORPS • Tech Savvy Women • Techbridge • TechieChic Meetup • TechStars • Temple University • Tennessee Tech University • Tennessee Technology Center - Shelbyville • Texas A&M University - College Station • Texas A&M University - San Antonio • Texas State University - San Marcos • Texas Tech University • The College of New Jersey • The Cotery Inc. • TIAA-CREF • Towson University • Trident University • Trinity University • Triton College • Tufts University • Tulane University • Turner Broadcasting System, Inc. • Twilio • Ubooly • UC Davis K-14 Outreach Center for Computing and STEM Education (C-STEM) • UNAVCO • Union College • University at Albany - SUNY • University of Arizona • University of Arkansas • University of California - Berkeley • University of California - Davis • University of California - Irvine • University of California - Los Angeles • University of California - San Diego • University of California - Santa Barbara • University of California - Santa Cruz • University of Central Arkansas • University of Central Florida • University of Central Lancashire - Cyprus • University of Chicago • University of Cincinnati • University of Colorado - Boulder • University of Connecticut • University of Delaware • University of Denver • University of Hawaii - Hilo • University of Hawaii - Manoa • University of Houston - Downtown • University of Illinois - Chicago • University of Illinois - Urbana Champaign • University of La Verne • University of los Andes - Colombia • University of Maryland - Baltimore County • University of Maryland - College Park • University of Massachusetts - Amherst • University of Massachusetts - Boston • University of Massachusetts - Lowell • University of Michigan • University of Minnesota - Twin Cities • University of Missouri - Kansas City • University of Nebraska - Lincoln • University of Nebraska - Omaha • University of Nevada - Reno • University of New Hampshire - Manchester • University of New Haven • University of New Mexico • University of North Carolina - Charlotte • University of North Carolina - Greensboro • University of North Carolina - Wilmington • University of North Texas • University of Northern Iowa • University of Oklahoma • University of Oregon • University of Pennsylvania • University of Pittsburgh • University of Puerto Rico - Mayaguez • University of Puget Sound • University of Redlands • University of Rhode Island • University of Richmond • University of South Alabama • University of South Carolina - Columbia • University of South Carolina - Upstate • University of South Florida • University of Tampa • University of Texas - Austin • University of Texas - Dallas • University of Texas - El Paso • University of Texas - Pan American • University of Texas - San Antonio • University of the District of Columbia • University of Utah • University of Virginia • University of Washington - Bothell • University of Washington - Seattle • University of Wisconsin - Madison • University of Wisconsin - Whitewater • University of Wyoming • UniversityParent • Upper Iowa University • USAA • Utah State University • Valley City State University • Valparaiso University • Vegas 2.0 • Viacom, Inc. • ViaWest • VictorOps • Villanova University • Virginia Commonwealth University • Virginia Polytechnic Institute and State University • Virginia State University • Wander • Washington University in St. Louis • Waukesha County Technical College • Wayne State University • Wellesley College • Wentworth Institute of Technology • Wesleyan University • Western Michigan University • Western New England University • Western New Mexico University • Western Oregon University • Westminster College • WGBH • Wheaton College • Whimseybox • Wilmington University • Winona State University • Winston-Salem State University • Winthrop University • Women @ Intel Network • Women & Hi Tech • Women in Engineering ProActive Network (WEPAN) • Women in Technology Education Foundation (WIT) • Women of AT&T • Women Who Code (Denver/Boulder) • World Wide Workshop • Xavier University of Louisiana • Yesware • Youngstown State University • Zyfe & Friends • Zynga Game Network, Inc

INTERNET2®

2015 TECHNOLOGY exchange

OCTOBER 4–7   CLEVELAND OH

Let Me Know If We Can Help

Avis Yates Rivers, CEO
Technology Concepts Group Int'l.

Email:
ayates@technologyconcepts.com

Twitter:
@sitwithavis

LinkedIn:
www.linkedin.com/in/avisyatesrivers

ncwit.org
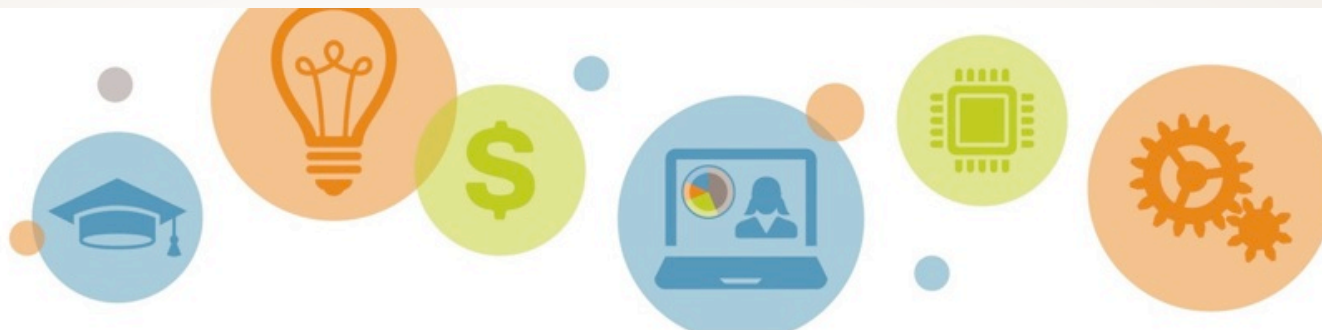
Thank You

NCWIT Lifetime Partner:

NCWIT Strategic Partners:

NCWIT Investment Partners:

UNCONSCIOUS BIAS PANEL PARTICIPANTS

- **Peter Finn**, Deputy Executive Director & Chief Learning Officer
  Society of Women Engineers

- **Dave Lambert**, President & CEO
  Internet2

- **Inder Monga**, Division Deputy of Technology for Scientific Networking
  Division, Lawrence Berkeley National Lab and Chief Technology Officer
  ESnet

- **Avis Yates Rivers**, President & CEO, Technology Concepts Group, and
  Board Member
  National Center for Women & Information Technology

Are you a university member that would like to join the Society of Engineers (SWE)?

We can offer you a discounted membership!

Please click here http://bit.ly/1LMzKIT for more information or send an email to swe-i2-request@Internet2.edu to learn more

Society of Women Engineers

2015 TECHNOLOGY exchangə

OCTOBER 4-7 CLEVELAND OH

INTERNET2 GENDER DIVERSITY INITIATIVE AND SWE@INTERNET2 COMMUNITY

FLORENCE HUDSON
Senior Vice President & Chief Innovation Officer

ANA HUNSINGER
Vice President, Community Engagement

INTERNET2