

Grace Hopper Celebration India 2010 Evaluation and Impact Report



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Table of Contents

Evaluation Survey Respondents: Demographics and Background.....	3
Goals in the Next Five Years.....	7
Expectations for the 2010 Grace Hopper Celebration	9
Outcomes from Attending the 2010 Grace Hopper Celebration	10
Conference Quality and Valuable Aspects.....	13
Open-Ended Comments	15
Suggestions for Improvement.....	22
Suggestions for Future Speakers.....	27
Suggestions for Future Professional Development Topics	29
Suggestions for Future Technical Topics.....	31

The Grace Hopper Celebration India

After 10 successful years of the Grace Hopper Celebration in the U.S., the Anita Borg Institute for Women and Technology launched the first Grace Hopper Celebration India in December 2010.

Key statistics

Number of participants:	601
Number of students:	51 (8.4%)
Number of scholarships:	16
Number of Committee members:	110
Number of speakers:	162

Evaluation Survey Respondents: Demographics and Background

Immediately following the conference, an evaluation survey was administered online to 574 attendees (see Appendix A for a copy of the evaluation survey instrument). A total of 244 attendees completed the survey, constituting a 43% percent response rate. Demographic and background characteristics of the respondent sample are presented below (unless otherwise noted, n's refer to the valid response count for a given survey item).

Gender (n=244)

Female	96%
Male	4%

Year of birth (n=243)

1960 or earlier	3%
1961-1969	14%
1970-1979	48%
1980-1989	35%

Age (n=243)

Mean: 32.67 Standard deviation: 7.64 Median: 32

Professional affiliation (n=244)¹

Industry	81%
Academic ó student	11%
Academic ó workforce	3%
Government, public sector, other ²	5%

Highest degree earned (or degree program currently enrolled in) (n=244)

Ph.D.	9%
Masters or M.B.A.	49%
Bachelor's degree	42%
Other ³	<1%

Field of study (for highest degree) (n=243)

Computer science or informatics	49%
Computer engineering	14%
Electrical engineering	8%
Business or commerce	6%
Other engineering	4%
Information systems or science	3%
Other physical sciences	2%
Human computer interaction	<1%
Chemical engineering	<1%

¹ The categories *Industry*, *Academic – workforce*, and *Government, public sector, other* are aggregated as follows:

1) *Industry* includes “Technical professional ó management,” “Technical professional ó individual contributor,” “Technical sales or marketing professional,” “Human resources professional,” and “Other professional.”

2) *Academic – workforce* includes “Postdoctoral fellow,” “Faculty” and “Administration/other professional.”

3) *Government, public sector, other* includes “Government or public sector (non-education): technical or other professional,” “Independently employed,” and “Other.”

On the evaluation survey instrument, the “student” category did not differentiate between undergraduate and graduate students.

² Respondents who identified as “Other” listed the following affiliations:

Test Eng

Non technical management

Lay counselor

Technical Professional ó Technical Lead

Non technical ó management

Industry: Program Management ó IC

Engineering Program Manager

Risk and Compliance Lead

Academic Institution of Remote Sensing & Geoinformatics under ISRO/DOS for capacity building (Research, Education, Professional Training, Projects in Remote Sensing, GIS, GPS, DIP and related areas)

³ Of the nine respondents who selected “Other” as their highest degree earned (or degree program currently enrolled in), eight listed bachelors, masters or doctoral degrees, which are included in the tabulations of percentages, and one listed “Post Graduate Diploma in Advanced Computing,” which remains categorized as “Other.”

Civil engineering	<1%
Humanities	<1%
Other ⁴	12%

Where highest degree was earned – number of colleges/universities represented (n=238): 128

Number of colleges/universities outside of India:⁵ 29

In the U.S.: 27 In the U.K.: 1 In Australia: 1

Number of years in current company/organization (n=216)⁶

Less than 1 year	13%
1	7%
2	16%
3	13%
4	10%
5	10%
6	7%
7	6%
8	3%
9	2%
10 or more	14%
Mean = 4.72	Standard deviation = 4.29
Median = 4	

⁴ Respondents who selected "Other" as their field of study (highest degree) listed the following fields:

Applied electronics	Biomedical informatics
Computer applications	English/English literature/English literature & language
Finance	Electronic & communication/telecommunications
General management	Economics/applied mathematics
Human resources	Image processing, remote sensing & geoinformatics, image
Software engineering	Information & communication technology
IT & HR	Instrumentation & electronics
Marketing	Mass communication
Microelectronics	Political science & economics
Physics, chemistry, mathematics	Social enterprise & mechanical engineering

⁵ Colleges/universities outside India include:

In the U.S.: Arizona State University, Boston University, California State University-Sacramento, Colorado State University, Columbia University, Cornell University, Ohio State University, North Carolina State University, Rensselaer Polytechnic Institute, Rice University, Rutgers University, San Jose State University, Southwest Texas State University, Stanford University, SUNY-Stony Brook, SUNY-Binghamton, Texas A&M University, University of Texas at Austin, University of California-Davis, University of California-Santa Barbara, University of Central Florida, University of Illinois-Urbana-Champaign, University of Louisiana, University of Maryland, University of Utah, Washington University in St. Louis, and Wayne State University.

In the U.K.: Manchester Business School.

In Australia: Royal Melbourne Institute of Technology

⁶ Tabulations exclude respondents who were students at the time of the survey. The variable was top-coded at 20 years or more. Calculations of the mean, standard deviation and median treated the top code as 20. Thus, the variable ranged from 0 to 20, 0 representing those who worked at their companies/organizations for less than a year.

Ever held a professional position outside of India (n=241)

Yes	31%
No	69%

Where professional positions outside of India were held - number of countries represented: 17

U.S.A. (n=63 respondents)	U.K. (n=6)
Canada (n=3)	Netherlands (n=2)
Germany (n=2)	Switzerland (n=2)
Australia (n=2)	Singapore (n=3)
France (n=1)	Hong Kong (n=1)
Japan (n=1)	Uganda (n=1)

The balance of this report summarizes the evaluation survey findings, including respondents' personal and professional goals; expectations for the conference; perceptions of conference impact and outcomes; assessment of conference quality and valuable aspects; open-ended comments; and recommendations for future speakers and topics in celebrations to come.

Goals in the Next Five Years

Respondents were asked to describe their professional and personal goals for the next five years.

<i>Professional and personal goals for the next five years</i>	<i>All respondents (n=244)</i>	<i>Industry (n=197)</i>	<i>Students (n=27)</i>
Advancing in my current company/organization	57%	65%	4%
Pursuing different kinds of work in technology	35%	36%	33%
Achieving an executive-level position	27%	28%	15%
Becoming a manager	16%	17%	7%
Pursuing different kinds of work outside technology	16%	15%	19%
Starting my own business	14%	15%	11%
Having children/starting a family	14%	14%	11%
Switching companies/organizations	13%	14%	7%
Obtaining an advanced degree in a technical field	13%	12%	30%
Partnering/marrying	12%	12%	19%
Getting a job after I graduate from my current degree	8%	0%	67%
Obtaining an advanced degree in non-technical field	8%	8%	7%
Getting tenure in my academic faculty position ⁷	2%	<1%	11%
Other ⁸	8%	6%	11%

Among all respondents, the top three goals are “advancing in my current company/organization” (57%), “pursuing different kinds of work in technology” (35%), and “achieving an executive position” (27%). However, there are important differences depending on whether the respondent is in industry or is a student. In particular, “advancing in my current company/organization” is the top goal for respondents in industry (65%), but not for students (4%). Meanwhile, “getting a

⁷ Among the small number of academic faculty who completed the evaluation survey (n=6), 33% marked “getting tenure in my academic faculty position” as a five-year goal.

⁸ Respondents who indicated “other” goals listed the following goals:

- I would like to get deeper involvement in strategy for an organization
- Contribute to GHC in some way
- Getting my entrepreneurial venture to grow
- Achieving a higher executive level position
- Patent law and cyber crime related field
- Expand my business
- Becoming a full time strategist
- Working part-time
- Learn some more foreign languages
- Becoming a Research Scientist
- Want to become a Product Manager , Have a second child
- raise my kids successfully while managing my work
- pursue research activities
- Would like to reach out to people whom I could help
- Civil Services Officer
- Shape up my career as consultant/business analyst and after five years, start my own consultancy firm
- To get into a graduate school and pursue research as career
- Contributing to R&D , in same or different organization
- To do Postdoctoral research

job after I graduate from my current degree" is the top goal for students (67%), but not for respondents in the industry.

For respondents in the industry, other top goals are "pursuing different kinds of work in technology" (36%) and "achieving an executive-level position" (28%). For respondents who are students, "pursuing different kinds of work in technology" is also a common goal (33%), along with "obtaining an advanced degree in a technical field" (30%). These data indicate that conference attendees have a wide range of professional and personal goals in the near term, providing GHC organizations with insight into possible research and program initiatives going forward.

Expectations for the 2010 Grace Hopper Celebration

One way to assess the impact of the Grace Hopper Celebration is to examine participants' expectations for the conference and the extent to which their expectations were met.

Expectations for the 2010 Grace Hopper Celebration (n=244)

Networking	81%
Inspiration	70%
Gathering with a larger community of technical women	66%
Presenting at/attending professional development sessions	52%
Representing my organization	52%
Presenting at/attending technical sessions	46%
Celebrating and having fun	43%
Mentoring others or finding mentors	29%
Learning about cutting-edge technical research	27%
Other ⁹	5%

Most respondents (81%) expected to network at GHC. Other widespread expectations include inspiration (70%), gathering with a larger community of technical women (66%), representing one's organization (52%) and presenting at/attending professional development sessions (52%). Asked to what extent their expectations were met, **79% of respondents (n=242) reported that their expectations were met to a "considerable" or "very great" extent.**¹⁰

⁹ Respondents who indicated "other" listed the following expectations:

Share and also learn from the experience of established women in their respective fields
Meeting members of the India Tech community and recruiting
To know more about Anita Borg institute and the GHC
to understand what else can we do to improve the diversity ratio in the IT industry.
I simply loved it..
Find out about various career paths available in technical role.
To understand the needs of women in IT
attending some meaningful relevant sessions
Getting to know new technological trends as well as show casing my work
Learning about challenges for working women
Curiosity

¹⁰ Respondents were asked, "To what extent were your expectations met?" Responses (n=242) ranged on a 5-point scale: 1 = *not at all*, 2 = *to a slight extent*, 3 = *to a moderate extent*, 4 = *to a considerable extent*, 5 = *to a great extent*. All survey items included a "not applicable" (NA) response option; respondents marking NA for an item are excluded from calculations for that item.

Outcomes from Attending the 2010 Grace Hopper Celebration

Another way to assess the impact of the Grace Hopper Celebration is to examine what participants thought were outcomes of their attendance at GHC. This was measured by a number of survey items¹¹ that include: whether respondents felt less isolated as women in technology, more energized and confident about their careers in technology, and inspired by role models seen at the conference; whether respondents significantly increased their networks of technical women, and if they intend to stay in touch with some of the people they met at the conference; and whether respondents obtained tools for success in their careers, gained valuable opportunities to be mentored or to mentor others, and learned about career opportunities at sponsor companies. Respondents also indicated whether attending the conference increased their commitment to a technology career.

<i>Agree or strongly agree with statements about outcomes from attending GHC</i>	n	%
I feel inspired by the role models I saw at the conference.	235	89%
I feel more energized and confident about my career in technology.	228	86%
Attending the conference has increased my commitment to a technology career.	224	86%
I intend to stay in touch with some of the people I met at the conference.	235	78%
I feel less isolated as a woman in technology.	221	68%
I significantly increased my network of technical women.	236	64%
I learned about career opportunities at sponsor companies.	222	64%
I obtained tools to be successful in my career as a technologist.	220	51%
I gained valuable opportunities to be mentored or to mentor others.	225	50%

The majority of respondents agreed or strongly agreed that they felt inspired by role models at the conference (89%), they felt more energized and confident about their careers in technology (86%), and attending the conference has increased their commitment to a technology career (86%). Many agreed or strongly agreed that they intend to stay in touch with some of the people they met at the conference (78%), many feel less isolated as women in technology (68%), and many agreed or strongly agreed that they significantly increased their networks of technical women (64%). About half (51%) obtained tools to be successful in their technology careers, and 50% gained valuable opportunities to be mentored or to mentor others. These feelings of inspiration and confidence, increased commitment, lesser isolation, and greater opportunities are in line with widespread expectations for networking and inspiration at the celebration.

¹¹ Respondents were asked, "Please indicate the extent to which you agree or disagree with the following statements regarding outcomes of your attendance at the 2010 Grace Hopper Celebration." Responses ranged on a 5-point scale: 1 = *strongly disagree*, 2 = *disagree*, 3 = *neither agree nor disagree*, 4 = *agree*, 5 = *strongly agree*. All survey items included a "not applicable" (NA) response option; respondents marking NA for an item are excluded from calculations for that item.

An additionally useful assessment of the impact of the Grace Hopper Celebration is an examination of what actions participants intend to take as a result of attending GHC. Survey items related to these actions include: starting or participating in a technical women’s network; investigating new collaborations; mentoring others and/or seeking mentors; evaluating next steps in one’s career; and negotiating for a new position and/or new responsibilities.

Actions intend to take as a result of attending GHC (n=244)

Evaluate the next step in my career	69%
Participate in a technical women’s network in my organization	41%
Negotiate for new responsibilities in my current position	41%
Seek a mentor	36%
Mentor others	35%
Investigate new research or business collaborations	27%
Negotiate for a new position	21%
Start a technical women’s network in my organization	17%
Other ¹²	4%

Many of the respondents (69%) intend to evaluate next steps in their careers. 41% intend to participate in technical women’s networks in their organizations, and 17% intend to start such networks in their organizations. 41% intend to negotiate for new responsibilities in their current positions, and 21% intend to negotiate for new positions. 35% and 36% intend to mentor others and to seek mentors, respectively. 27% intend to investigate new research or business collaborations.

Overall, these findings about outcomes suggest that the conference plays a positive role in attendees’ technical career development. Almost all respondents felt inspired, more energized and confident, and more committed to technology careers, and half of the respondents felt that they obtained tools to be successful in their careers as technologists. In addition, many respondents are spurred to evaluate next steps in their careers.

¹² Respondents who indicated “other” listed the following actions that they intend to take:

Volunteer for GHC

After my college I would work to build a strong technical career for myself and never ever back out of my career owing to family responsibilities . When so many women I met at GHC India can manage both , I definitely would be able to do so.

I will make a conscious effort to have more faith in myself, to keep myself informed and mingle with others more.

Organize an event (Mini GHC kind of) in Pune

Speak up

engage in research activities

More energized about my current role which is a new one.

would like to contribute my skills if any org requires support for women facing stressful situations, whether in their personal life or in the workplace

Change direction of our women's network

Network for a purpose , focus on creating visibility for work

Lastly, respondents were also asked if they would recommend the Grace Hopper Celebration to others, and if they will attend GHC in Bangalore next year. **96% indicated that they will probably or definitely recommend GHC to others in their fields, and 95% indicated that they will probably or definitely attend GHC in Bangalore next year.**¹³⁻¹⁴

¹³ 240 and 241 respondents responded to these two questions, respectively. Responses ranged on a 5-point scale: 1 = *definitely not*, 2 = *probably not*, 3 = *maybe*, 4 = *probably*, 5 = *definitely*.

¹⁴ A small number of respondents (5%) indicated that they will not attend GHC next year. Of these respondents, two indicated the following reasons:

It was very encouraging to the women in technology. I learnt about the challenges what women have and how to deal with it. Also few strategies helped me to apply in my current position. I am Looking forward for more like this.

It is very good for networking and in India we need a community where we can strengthen this

Conference Quality and Valuable Aspects

Respondents were asked to rate the quality of the conference and identify the aspects of the conference that they found most valuable. The following lists the survey items related to quality of the conference and responses to the items.

<i>"Good - Excellent" rating of the conference</i> ¹⁵	n	%
Administration (registration, logistics)	240	92%
Location	241	90%
Overall quality for someone in your position	241	81%
Relevance of professional development topics covered	239	80%
Food	241	78%
Relevance of technical topics covered	238	65%
<i>"Very - extremely valuable" components of the conference</i> ¹⁶	N	%
Career and professional development sessions	234	82%
Networking opportunities	240	75%
Technical sessions	223	60%
Celebration: Awards Ceremony	188	53%
Opportunities to find mentors	218	52%

Ratings of the conference are overwhelmingly positive. Almost all respondents (92%) rated the administration of the conference as good or excellent, and 90% rated the location as good or excellent. The percentages of respondents who gave good or excellent ratings are also high in the other areas.

Most respondents (82%) found the career and professional development sessions of the conference very or extremely valuable. 75% indicated that networking opportunities were very or extremely valuable, and 52% indicated that opportunities to find mentors were very or extremely valuable. The percentages that found technical sessions and the awards ceremony valuable were also substantial (52% and 53%, respectively).

Overall, these findings suggest that respondents regarded the conference as high quality in most aspects. Administration and location were particularly highly rated, and most respondents found the professional development topics covered and the overall quality of the conference to be very good or excellent. Professional development sessions were also deemed to be very or

¹⁵ Respondents were asked, "Please rate the conference in each of the following areas." Responses ranged on a 5-point scale: 1 = *very poor*, 2 = *poor*, 3 = *fair*, 4 = *good*, 5 = *excellent*.

¹⁶ Respondents were asked, "How valuable was each of the following components of the conference?" Responses ranged on a 5-point scale: 1 = *not at all valuable*, 2 = *slightly valuable*, 3 = *moderately valuable*, 4 = *very valuable*, 5 = *extremely valuable*. All survey items included a "not applicable" (NA) response option; respondents marking NA for an item are excluded from calculations for that item.

extremely valuable by most respondents, followed by networking, which many respondents had identified as one of their expectations for the conference.

Open-Ended Comments

Overall Feedback

In one open-ended question on the survey, respondents were asked, "What was the highlight of the conference for you?" 196 respondents provided comments. **General feedback** suggests that participants found the conference inspiring and motivating, and took away important messages from the event:

The spirit of the Conference was very, very inspiring. It is very motivating.

Motivating and we can do it

Highly inspiring!

Inspiration words to younger women at technology

The simple but important tips it provided (new or reminded on known ones) to be a successful professional

As women is good at multitasking, Go for it, Don't give up is the message got from all the keynote presenters, panel discussion members etc.

Women force can make a difference; have a choice of their life and manage both family and career - great to see so many aspirations around.

About a third of the respondents (n=75) highlighted **that meeting other women in technology provided inspiration and encouragement for their own careers**. For many of these respondents, just seeing, interacting and networking with so many other technical women was the highlight of the conference:

Happy to see a large gathering of technical women in India

So many women in technology, from many different companies and academia, all under one roof!

Meeting with so many like minded and highly ambitious women!

Connections with high profiled women across organizations

Getting to know so many accomplished women

This is the first time that I am attending an event like this. Amazed to see the number of smart women across different companies and various fields. Awesome energy.

Many respondents also commented on how meeting other women in technology made them more confident and more inspired about their own careers:

Was very much motivated to see many successful women around me and was getting positive energy out of it.

Meeting all the brilliant technical women from my country. Gave a great boost to my confidence and motivation factor.

I was delighted to see hundreds of technical women who were so confident. I was inspired by seeing them. All of them had a smile on their face.

Witnessed growth of technical careers among Women community and see them do well. Get inspired.

Seeing talented women in executive positions and believing it is possible

Meeting Prof Jayanthi, who I feel, is a great source of inspiration for others!

I was truly inspired. The conference had a very positive effect on me and it was a pleasure listening to so many successful women who have done so well in their career as well as personal lives.

Meeting women of all levels in the industry from technical to managerial to executive ranks. This made me think and strongly consider about the options I can and will be able to explore in the current industry apart from being an individual contributor.

A number of respondents further discussed **how meeting and interacting with other women provided not only networking opportunities, but also an avenue through which they can share stories and experiences, learn how to overcome challenges, and provide mutual support:**

Finding other women leaders who have been through similar situations as mine and who have triumphed.

Learned that there are many women who are successful now have crossed a difficult path of managing home & work.

I felt inspiring to find so many smart women who overcame many problems to be at the top. More so, I was glad to find that the dilemma I face in my life is a general problem and I am not alone.

- Inspiring to see so many other successful women in the conference from all over India.*
- Great to hear tips and tricks from other women professionals and entrepreneurs.*
- Good to get insights into other tech areas than my usual 'day job' with the tech track.*

**Inspired by few Technical Women.*

**Got tips from how they have approached the challenge similar kind of which I might be facing in future.*

**Networking.*

It was very inspiring to meet so many women from the industry also got to know some tricks to do a good work life balance.

Gathering of women having similar aspirations as mine. Women overcoming life's day to day hurdles and establishing a mark for themselves by the work that they have done & the things that keep them motivated. I got inspired by looking at all the success stories!

Meeting numerous women who have so well balanced their family lives and their technical careers changed the objective of my career which is yet to take wings. I consider each of the women who participated in GHC India as my role model.

A number of respondents also cited particular **keynotes and sessions as sources of inspiration**, echoing survey findings on the value of the speakers and panels:

The diversity business case and the powerful women in technology was the highlight.

To see so many successful women in IT. The key note session on day 1 by Kalapana Murgabandhu of IBM was exceptional!

It was inspirational to see women at senior positions (be it technical, mgmt, business) and gave me aspiration to do similar. It was motivational to hear speakers talk about the problems (similar to mine) which they overcame to reach their goals. I learnt about a few new topics (especially, the 2nd keynote).

It was amazing to see so many technical women, that too in a country like India, gather together to provide an insight into their lives. The sessions both professional/technical were quite informative. It was a moment of pride for me.

It was the coming together of so many women in the field of technology under one roof. I liked the candid sessions we had with a lot of successful women and being able to interact with them and gain inspiration. Thank you.

In addition to the above comments, 19 other respondents mentioned **networking as a highlight** of the conference, and 67 other respondents mentioned **keynotes and sessions as highlights**. Some of the keynotes and sessions specifically mentioned are:

The keynote from Kalpana Marghbandhu was very inspiring.

Making your voice heard session and the keynote speech by Mrs Kalpana from IBM (inspirational)

Day 1 keynote was inspirational. Managing global teams was awesome.

The Keynote sessions; the Session "How Global Teams work"

- 1. KeyNote from 'Kalpana Margbandu'.*
- 2. Panel Discussion happened "Individual Contributor" (Vijay Nager2)*
- 3. 'Making your voice heard' session (Trinity1)*

Nandini Singh's keynote speech

Nandini Singh Keynote; Meeting other women who were presenting in same panel as me - they were a great bunch of women.

Cloud computing and a lecture on graph visualization

Discussions around Cloud computing

The sessions and the experience sharing, especially the session on "Women don't ask"

Panel on- Women don't ask.

The kernel presentation by Suparna Bhattacharya.

The "Law and your workplace" session, the "Entrepreneurship" session

Research as a career was a nice and informative talk

The business case on diversity, The discussion on the listening and how that knowledge can be used to help autistic and dyslexic children.

Further, respondents generally expressed that the **keynote speakers and sessions were inspiring and informative**, echoing the positive sentiments expressed in the survey findings:

Great insights from presenters, both technical and professional tracks.

Professional Development and Discussions on some very common and critical problems that women face in organization. Technical part was bonus as it was related to my area of interest

Technical sessions, especially the ones by Google/Yahoo/Microsoft. Superb technically expert women who were really inspiring to people looking to have a career in technology.

Panel discussions and sessions with achievers. Couple of discussions which have made a mark are - 1) Dont quit just yet; 2) Know what to ask and when.

Attending several panel discussions where I got to know some real life examples of how issues/challenges were tackled to reach greater heights in career.

I felt the speakers were actually me talking about day to day problems and the solution and inspiration they gave was just incredible.

The panel discussion featuring ladies in exec/very senior positions. Overall the level of engagement and sharing in almost all sessions/panel discussions was awesome.

Session ratings

In addition to providing open-ended comments, respondents were asked to rate the quality of each of the presentations they attended on a scale of 1 to 5 (õvery poorö to õexcellentö). The following table lists the mean scores, organized by program order (õNAö responses were excluded).

Session-by-session ratings

	n	Mean	Standard deviation
<i>Keynotes and plenaries</i>			
Keynote: Kalpana Margabandhu	216	4.30	.75
Keynote: Nandini Chatterjee Singh	189	4.32	.73
Plenary: Opportunities for Technical Women in the US and India	190	4.06	.74
Poster session	208	4.00	.68
Awards Presentation and Dancing	135	4.01	.82
<i>Session 1</i>			
Getting Into the Groove	61	4.07	.77
Women Don't Ask	118	4.25	.75
Challenges in an Individual Contributor Role	103	4.18	.75
The Key Themes of Working in Emerging Markets	50	4.06	.82
<i>Session 2</i>			
Mentoring, Networking, Collaboration	68	4.13	.69
Making Your Voice Heard	135	4.19	.77
Solving Technical Problems	60	3.93	.63
Cloud Infrastructure	85	3.84	.91
<i>Session 3</i>			
Challenges in the Workplace	75	3.87	0.92
Business 101 ó for the Woman Techie	105	3.66	0.86
Women in Sales- Technical Sales and Marketing	44	4.09	0.68
Visual Processing in Computers and Humans	64	4.16	0.72
<i>Session 4</i>			
Early Leap	39	3.92	0.70
Don't Quit, Just Yet!	106	4.08	0.87
Making it to the Top of the Technical Ladder: Challenges and Strategies	82	4.16	0.73
Cloud Platforms and Applications	67	4.15	0.80
<i>Session 5</i>			
It's a Marathon, Not a Sprint	80	3.99	0.79
The Business Case for Diversity	74	4.12	0.81
Product Innovation ó Starting with Emerging Market	79	3.94	0.88
Network Security and Time Series Models	52	4.19	0.63
<i>Session 6</i>			
Women Rights	55	4.24	0.64
Making Global Teams Work	106	4.09	0.71
Pursue Research as a Career	58	4.36	0.58
Case Studies in Machine Learning	57	4.07	0.65

Session 7

Road Ahead	41	3.85	0.69
How to be a Successful Manager	88	4.09	0.74
Unconventional Roles for the Technical Woman	68	3.79	0.84
Experiences with Working on Linux Kernel	43	4.09	0.68

Session 8

Career Options	49	4.14	0.68
Entrepreneurship	73	4.01	0.63
Evolving Role of Women in Engineering	71	3.94	0.77
Computing at Large Scale Using the Cloud	52	4.06	0.64

Among all the presentations, the presentation "Pursue Research as a Career" in Session 6 received the highest mean rating (4.36), followed by the keynote by Nandini Chatterjee Singh (4.32) and the keynote by Kalpana Margabandhu (4.30), both of which were mentioned in open-ended comments. Rounding out the top five are the presentation "Women Don't Ask" in Session 1 (4.25), which was highlighted by some respondents in their open-ended responses, and the presentation "Women's Rights" in Session 6 (4.24).

Suggestions for Improvement

Towards the end of the survey, respondents were asked, "What suggestions do you have to improve the conference?" About 39% of respondents provided suggestions for improvement. Many of these comments (53%) pertained to the sessions at the conference. In particular, a number of respondents suggested that the topics need to be more vetted, explored in greater depth, more technical in content, or more diverse. Some respondents provided ideas for sessions as well.

Technical sessions could have had more real time examples. Almost all the soft skills sessions were related, would like to see diverse topics getting discussed.

Please select diverse themes. This time the underlying theme was more or less- I am the only woman in the room, what do I do to make me heard. It got really monotonous and repetitive on the second day.

Content needs to be vetted at some level

Topics and the contents need to be pre screened. There was a lot of overlap in the discussion flow in several tracks. If the topics/discussions are monotonous then it might become boring. For eg: women taking break or leaving for marriage, maternity etc.

Topics need to have more depth and meat to them. Everything was covered at a high level.

The talks mainly focused on women with 8-10 years of work experience. It would be great if there are some talks which focus on career development for fresh graduates and students

Kindly incorporate sessions focusing more on students also. The sessions presently incorporated were very good, but they were more useful for working women.

Please increase the standard of Technical talks and have the presentations more from technical stand point rather than as a reporting on a project done.

One respondent left a particular impassioned suggestion:

There should be more sessions on technology rather than the more lighter topics... The forum is all about women in technology we should be speaking more on technical stuff not on how we managed our careers or the humble background one comes from. Why would we want to spend time listening to stories in such a large forum?? (At some point I felt it became a bit of an overdose. Coming back to work is personal and to a large extent depends on each ones

financial requirements, of course passion for what one does cannot be discounted but honestly how many of the women who come out to work are passionate about what they are doing ?) No offense meant. This is my personal opinion... I strongly feel the conference should bring out more about technical stuff and what women are doing in the world of patenting, White papers, technical contributions etc... I would love to attend the conference if we got more of technology. Being a woman is not a hindrance to growing up the technical ladder if one has the commitment, perseverance, passion and of course the right qualification :-) What about women who are not qualified enough in terms of degrees but have whole lot of experience?? at some point in your career qualification doesn't really help much unless its acquired much early in the career...how does this conference help such individuals to grow... they could be women who have whole lot of ambitions but are constrained due to the issue with not having the so called fancy degrees?? It would be interesting to hear out on such topics.

In addition to the content of the sessions, respondents also had suggestions for how the sessions were run. A number of respondents suggest that the sessions should not be run parallel to each other, as participants may want to attend several sessions that overlap in time. In some comments, respondents suggest that the sessions be made longer, and that attendees can vote or decide on what topics to discuss prior to the sessions:

Probably not to have so many parallel tracks. People might be interested in more than one topic. But, having said that, I don't see how it can be helped as it is also important to diversify the topics. All in all, good I guess.

At many times I faced a conflict because interesting sessions were running parallel. If parallelism could be reduced, that would be great.

Technical sessions should not be in parallel with professional development sessions. I was kinda interested in both of them.

Sessions were very packed, and we needed to choose. Sometimes there was a clash. I would like that the duration is extended and people are able to make the best use of this opportunity.

There are so many tracks and I wanted to cover some sessions of the other tracks. Hope recording of it would suffice my need.

We can make session time less and can people attend other sessions. some time 3 sessions at a same time, can't attend.

Arrange sessions in a manner that cross level participation can be made in more than one sessions/ levels (technical/ managerial...)

Lesser no of parallel tracks please. It becomes difficult to choose!!!

1hr was not enough for the sessions. Can it be increased ?

A poll for the attendees/sponsors before the session to indicate which topics they would want to be discussed.

Some respondents also suggest new activities and workshops to make the sessions and the conference overall more interactive:

Any hands-on activities

There should be some workshop/hands on, kind of sessions

Some games can be played in randomly assigned groups.

Some informal chat sessions with leaders

Paper contest for students

Have same session multiple times.

Have wider range of participating women.

Some sort of workshop, session where people are encouraged to interact outside their comfort zone.

A small workshop where some mental games are played, where the importance of attitude is highlighted.

Include more individual speaker sessions which have practical experiences and case studies

1) New initiative "Pls Help Solve My problem" - You could keep a drop-box named "Pls help Solve my problem" for women to drop their problems in anonymous manner. let a panel of experts suggest possible solution. This will help women vent out their worries/questions/challenges in anonymous way and if we could keep this session post lunch both days it will help keeping the audience active and involved :)

2) Start the day with a 15 min physical activity - Yoga/meditation/dance

3) Include topics on healthcare and how some lady executives are taking time off for their healthcare in spite of busy schedules.

In addition, a small number of respondents felt that the way the sessions were conducted could be improved. In particular, they felt that the speakers can be better prepared and more specific in their viewpoints and responses to questions, and the moderators can do more in terms of drawing out the speakers and taking the discussion to a higher level.

Other comments pertained to the make-up of the participants at the conference (5% of survey respondents) and networking opportunities at the conference (5% of survey respondents). Comments about participants tend to suggest a more diverse participant group, including more men, more students, more companies and more participants from other parts of India:

Include more male participants and student community.

I believe there should be participation from very senior (Male) Managers like the CEOs, CTOs etc from the industry and have those discussions over the stage. Two objectives will be solved out of it.

1. If they agree that would act as a big motivation to all the women attendees.

2. If they don't women get an opportunity to prove their point which they will as they have all the required support system there.

(Disclaimer – It's my opinion, can be wrong, but I strongly believe in it).

Making the registration open to college students so that more and more young ladies can actually get a new perception of technical careers.

More opportunities for students from academic institution to attend GHC is required

I strongly suggest getting more participants from northern parts of India which I found grossly missing this time :)

Limit the number of women invited from each company and increase the number of companies represented leading to better networking across companies

Overall good experience but I strongly feel that we missed a big crowd from many companies like IBM, Google, Infosys, etc. where a lot of women are working on high posts.

Comments about networking tend to suggest more avenues for networking and connecting with mentors. Respondents who provided these comments often also provided some interesting ideas for what these avenues can be:

Conference was organised well. More avenues for networking should be opened, like say organise people into groups, arrange tables for lunch/dinner with women from other companies. Make the conference happen every month or so, so that we get opportunities to get together :)

Post conference networking opportunities

Having a list of women who would like to mentor so that women seeking mentor could get in touch with them. Also, women who would like to be mentored sending their expectations and achievements so that mentors could choose from them etc.

Perhaps a good way to forge further bonds that we make at the conference would be if prior to the conference, if there are relevant groups (blogs/yahoo groups, etc) setup and published, so that we can just sign up at the groups we like most, and keep in touch.

Allotting time for networking in a arranged manner to help introverts who cannot go and talk to people on their own

*Create better opportunities for attendees to network with other companies. Example:
Interactive workshops.*

- Have a separate networking session*
- Better (visual) identification of participants' affiliations*

Lunch/Dinner time interactions can be improved by assigning tables to a group comprising of members from varied fields and positions.

Lastly, about 6% of survey respondents provided suggestions for the logistics of the conference. A few comments pertained to time, suggesting that the conference fall on a weekend, end earlier, or extend to three days in length. Other comments pertained to location, noting that a larger venue may be better. One respondent also suggests that GHC be taken to other cities in India.

Suggestions for Future Speakers

Respondents also provided the following suggestions for future speakers:

Ratna Prabha
Nivrati Roy
Cynthia Srinivas
Sujata Prakash
Sudha Murthy
Prakash (at Yahoo)
Kalpana Margbandu
Bhakti Pingale
Kiran Mazumdar Shaw
Akila Johnson
Vijaya Verma
Nora Denzel
Indra Nooyi
Padma Ravichander
Neelam Dhavan
Saroj Kaushik
Nivruti Rai
Revathi Kasturi
Radha Shelat
Alka Manchanda
Dr. Vishy Poosala
Sunita Sarawagi
Radia Pearlman
Meera Ganesh

A number of comments did not list specific people as potential future speakers, but instead suggested general types of people who may be good speakers for the event in the future. Four respondents suggested that people like Jayanthi Sivaswamy, Nandini Singh, Kalpana Margabandhu, and Hima Murthy would be great future speakers. Other comments suggest the following types of people as future speakers:

People from companies such as social networking sites (Facebook, Twitter), Infosys, HP, Wipro, and offshore models for big companies (e.g., SUN, Yahoo, EMC, Oracle) in India (5 comments)

People who built their careers in India (as opposed to people who relocated abroad) (5 comments)

People from fields other than IT, such as the biotech industry, academia or non-technical fields (4 comments)

Senior executives and people with high positions in corporate (3 comments)

Entrepreneurs, CEOs and CTOs (3 comments)

Male speakers (3 comments)

Senior government officials and people from NGOs (2 comments)

Women professors and young women leaders (2 comments)

Women from rural areas in India to provide inspiration for young girls (1 comment)

Eminent researchers in fields of network, communications and mathematics (1 comment)

Some respondents also left comments about their thoughts on the speakers for the conference. Nine respondents felt that the speakers could stay on topics more closely and address relevant issues. Eight respondents commented that the topics could be more technical and could focus more on key takeaways for the audience. Five respondents noted that the sessions could be more interactive and more in-depth, and two respondents felt that the speakers could be more diverse in terms of gender, nationality, industry and field.

Suggestions for Future Professional Development Topics

Respondents also listed the following as professional development topics they would like to see in future GHC conferences:

Related to women in technology

- Career planning, negotiations and workplace bias (9 comments)
- Career knowledge and opportunities for women (4 comments)
- Women and work-family balance (3 comments)
- Women in manager roles vs. technical careers (2 comments)
- Building confidence (3 comments)
- Understanding gender differences in communication and leadership (2 comments)
- Experience-sharing among women with established professional careers (1 comment)
- Women and health (2 comments)
- Mentoring and guidance (1 comment)

Related to workplace issues more generally

- Effective communication (3 comments)
- Conflict management and coping with frustration at work (3 comments)
- Effective decision-making (1 comment)
- Selling ideas (1 comment)
- Working with managers (1 comment)
- Resource management (1 comment)
- Importance of team work (1 comment)
- Managing roles involving a lot of travel (1 comment)
- Starting a start-up (1 comment)
- Diversity awareness (1 comment)

Related to management issues

- General topic of management (3 comments)
- How to improve as a manager and advance in managerial career path (2 comments)
- Management in start-ups (1 comment)
- What is needed to take up management roles (1 comment)
- Various management roles (people management, project management, product management, program management) (1 comment)
- Technical ladder vs. management ladder (1 comment)
- Managerial vs. research (1 comment)
- Role of a manager in a product vs. service industry (1 comment)

Related to leadership and advancement

- Career growth (mid-level to executive, becoming a manager, moving up the ladder) (7 comments)
- Leadership skills, foundations and issues (4 comments)
- Topics for aspiring CXOs and directors (1 comment)
- Lateral career opportunities for mid-level managers (1 comment)

Related to skills

- Etiquettes with clients, communication and presentation skills (8 comments)
- How to keep oneself updated in the field or motivated (2 comments)
- Skill development in areas other than technology (1 comment)
- How to learn, unlearn and do it fast (1 comment)

Related to mentoring

- More about mentoring (4 comments)
- How to find mentors or how to mentor (2 comments)
- Coaching and mentoring skills (1 comment)

Other work-related topics

- More on latest technologies and technical topics (2 comments)
- Highlighting start-ups and new innovations in emerging markets (1 comment)
- Patenting (1 comment)
- Academic topics (1 comment)
- Topics for students after academics (2 comments)
- Advances in Image Processing and Pattern Recognition and artificial intelligence (1 comment)
- The value of a technical IC contribution (1 comment)
- Consulting options in research (1 comment)
- Opportunities in HR (1 comment)

Other topics

- Investment and financial management techniques (1 comment)
- Self- (inner) development (2 comments)
- Personal grooming and fitness (1 comment)
- More BOF discussions (1 comment)
- Topics segmented by number of years in the workforce (1 comment)
- New topics (1 comment)
- Topics on individual contributor (1 comment)

Suggestions for Future Technical Topics

Respondents indicated that they would like to see the following technical topics addressed at future GHC conferences:

- Cloud computer (13 comments)
- Latest technologies (10 comments)
- Software engineering and architecture (5 comments)
- Virtualization (5 comments)
- Social networking (4 comments)
- Practical applications (4 comments)
- Parallel computing (3 comments)
- ASIC (3 comments)
- Data management (3 comments)
- Image processing (2 comments)
- Web technology (2 comments)
- Hardware topics (2 comments)
- Quality in engineering (2 comments)

Other topics listed in responses include:

- Entrepreneurship
- Innovation methodologies
- Environmental impacts and initiatives by IT companies
- Code labs
- Peoplesoft
- Information retrieval
- Platform as a service, infrastructure as a service, data as a service
- Distributed computing systems
- Scope in build and release management
- Testing
- Embedded systems
- Near field communication
- Business analytics
- Wireless security
- Application of algorithms in companies

2010 Grace Hopper Celebration India: Evaluation and Impact Survey

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2010 Grace Hopper Celebration India: Evaluation and Impact Survey



Page 1 - Question 1 - Choice - One Answer (Bullets)

Please indicate your gender.

- Female
- Male

Page 1 - Question 2 - Choice - One Answer (Drop Down)

Please indicate your year of birth.

- 1925 or earlier
- 1926
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- 1993
- 1994
- 1995 or after

Please indicate your primary professional affiliation. (Select one.)

- Industry: Technical professional - Management
- Industry: Technical professional - Individual Contributor
- Industry: Technical sales or marketing professional
- Industry: Human resource professional
- Industry: Other professional
- University/college: Student

- University/college: Postdoctoral Fellow
 - University/college: Faculty
 - University/college: Administration/other professional
 - Government or public sector (non-education): Technical or other professional
 - Independently employed
 - Not currently employed
 - Other, please specify
-

Page 3 - Question 4 - Choice - One Answer (Bullets)

What is the highest degree you have earned? [If you are a student, please mark the degree program that you are currently enrolled in.]

- Ph.D.
 - Master's or MBA
 - Bachelor's
 - Other, please specify
-

Page 3 - Question 5 - Open Ended - Comments Box

At which college or university did you earn your highest degree? [If you are a student, please tell us where you are currently enrolled.] Please list name of school, state, and country.

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Page 3 - Question 6 - Choice - One Answer (Bullets)

In which field of study have you earned your highest degree? [If you are a student, please mark your current field of study.]

- Computer Science/Informatics
 - Human Computer Interaction
 - Information Systems/Science
 - Chemical Engineering
 - Civil Engineering
 - Computer Engineering
 - Electrical Engineering
 - Materials Engineering
 - Mechanical Engineering
 - Other Engineering
 - Mathematics/Applied Mathematics
 - Other Physical Sciences (Biology, Physics, etc.)
 - Business/Commerce
 - Social Sciences (Sociology, etc.)
 - Humanities (History, etc.)
 - Other, please specify:
-

How many years have you been at your current company/organization?

- Less than 1 year
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20 years or more
- Not applicable

Since beginning your professional career, how many companies/organizations have you worked for (including your current company/organization)?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10+
- Not applicable

Have you held any professional positions outside of India?

- Yes
- No

If you answered "yes" to Question 9, in which country did you work?

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Page 4 - Question 11 - Choice - Multiple Answers (Bullets)

Please describe your professional and personal goals for the next five years. What do you see yourself doing? Select all that apply.

- Getting a job after I graduate from my current degree program
- Advancing in my current company/organization
- Switching companies/organizations
- Becoming a manager
- Achieving an executive-level position
- Getting tenure in my academic faculty position
- Pursuing different kinds of work in technology
- Pursuing different kinds of work outside of technology
- Obtaining an advanced degree in a technical field
- Obtaining an advanced degree in a non-technical field
- Starting my own business
- Partnering/marrying
- Having children/starting a family
- Other, please specify

Page 5 - Question 12 - Choice - Multiple Answers (Bullets)

What were your expectations for the 2010 Grace Hopper Celebration? (Select all that apply.)

- Networking
- Gathering with a larger community of technical women
- Presenting at/attending technical sessions
- Presenting at/attending professional development sessions
- Learning about cutting-edge technical research
- Representing my organization
- Mentoring others or finding mentors
- Inspiration
- Celebrating and having fun
- Other, please specify:

Page 5 - Question 13 - Rating Scale - One Answer (Horizontal)

To what extent were your expectations met?

Not at all



To a slight extent



To a moderate extent



To a considerable extent



To a very great extent



Page 6 - Question 14 - Open Ended - Comments Box

What was the highlight of the conference for you?

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Please indicate the extent to which you agree or disagree with the following statements regarding outcomes of your attendance at the 2010 Grace Hopper Celebration.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
I feel less isolated as a woman in technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel more energized and confident about my career in technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel inspired by the role models I saw at the conference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I significantly increased my network of technical women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I intend to stay in touch with some of the people I met at the conference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I obtained tools to be successful in my career as a technologist.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I gained valuable opportunities to be mentored or to mentor others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I learned about career opportunities at sponsor companies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you agree or disagree with the following statement about the 2010 Grace Hopper Celebration.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Attending the conference has increased my commitment to a technology career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the actions you intend to take as a result of attending the 2010 Grace Hopper Celebration. (Select all that apply.)

- Start a technical women's network in my organization
- Participate in a technical women's network in my organization
- Investigate new research or business collaborations
- Mentor others
- Seek a mentor
- Evaluate the next step in my career
- Negotiate for a new position
- Negotiate for new responsibilities in my current position
- Other, please specify

Would you recommend the Grace Hopper Celebration to others in your field?

Definitely Not	Probably Not	Maybe	Probably	Definitely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you plan to attend the Grace Hopper Celebration in Bangalore next year?

Definitely Not	Probably Not	Maybe	Probably	Definitely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you indicated that you will "Definitely Not" attend the conference next year, please tell us why.

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Please rate the overall quality of the Session 8 segments.

	Very Poor	Poor	Fair	Good	Excellent	N/A
Career Options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Entrepreneurship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evolving Role of Women in Engineering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computing at Large Scale Using the Cloud	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have suggestions of future speakers you'd like to see at GHC?

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What professional development topics would you like to see covered at the conference?

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What technical topics would you like to see covered at the conference?

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What suggestions do you have to improve the conference?

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Please provide your email address so that we may enter you into a random drawing for an iPod Nano. Your email address will not be linked to your survey responses, and will be used for the drawing only.

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Thank You Page

Thank you for completing the Evaluation and Impact Survey for the 2010 Grace Hopper Celebration. We hope to see you in 2011! <<http://www.gracehopper.org/>>



Screen Out Page

Standard

Over Quota Page

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Survey Closed Page

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