

MARYLAND WORKFORCE OUTLOOK FORUM



What's Working and Why: The Lightning Presentations



Leah Cox, PhD



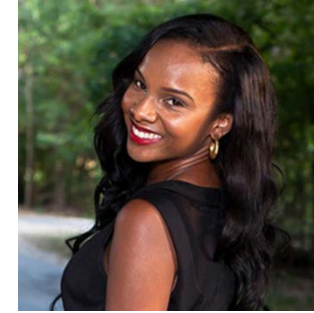
Calvin G. Butler Jr



Heather Lageman



Willy Moore



Tammira Lucas



Kylie Patterson



Clair Watson-Minson

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Baltimore Integration



Partnership

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Building an Inclusive Organization in Five Steps

Leah Cox, PhD

Vice President for Inclusion and Institutional Equity,
Towson University

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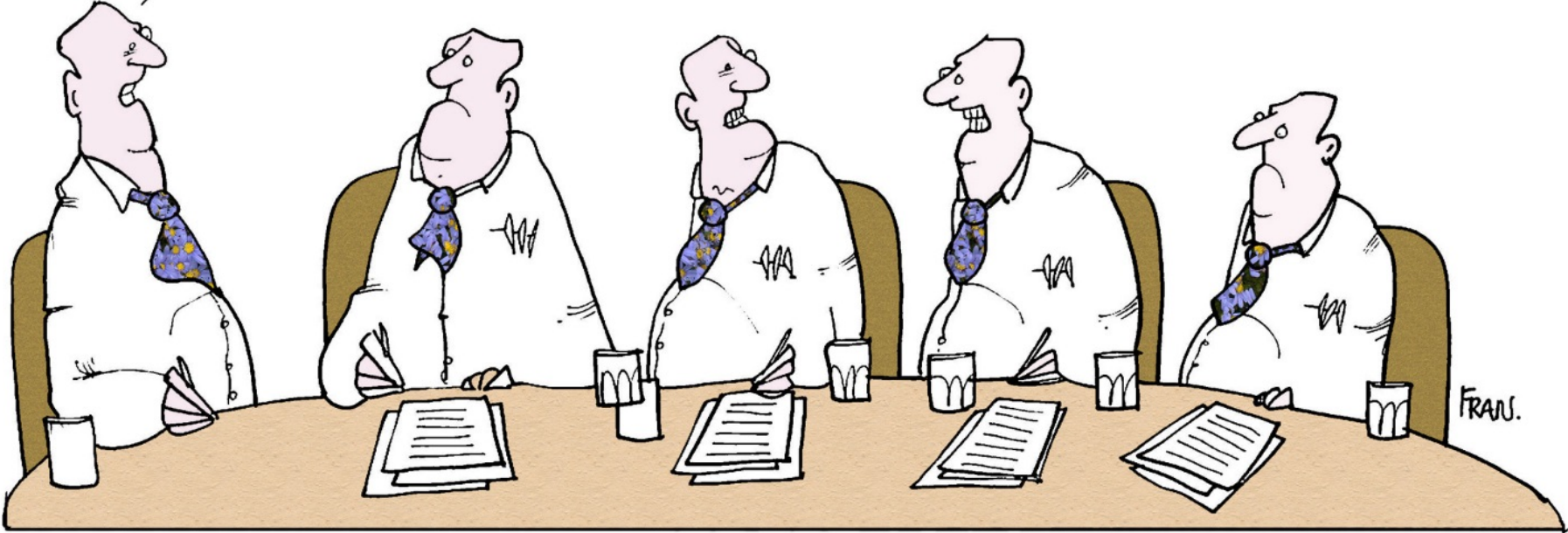
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HR SAY WE SHOULD BE LOOKING FOR A LITTLE FRESH BLOOD
ANY IDEA WHAT THEY'RE TALKING ABOUT?





Diversity in the Workplace

*Market
Base*

*Social
Justice*

Moral

*Economic
CS*

*Community
Engagement*

Better output

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

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Exceeding Diversity

Calvin G. Butler Jr.

Chief Executive Officer,
Baltimore Gas and Electric (BGE)

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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.

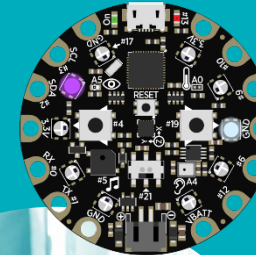
1

Build a platform to make learning accessible

From 4 years old...



```
when run
repeat 3 times
do move forward
```



Toolbox

UI controls	Canvas
Data	Turtle
Control	Math
Variables	Functions

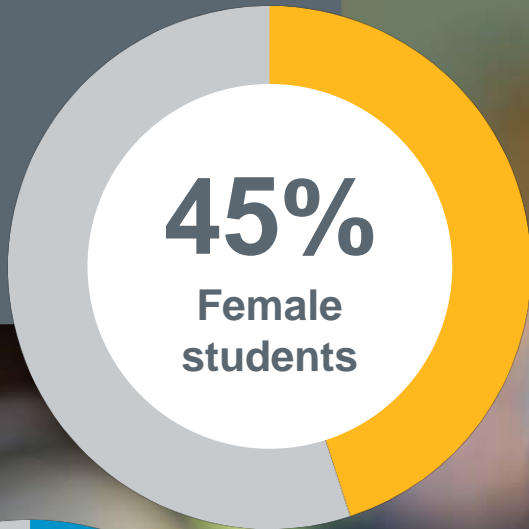
```
setChecked(id, checked)
image(id, url)
getImageURL(id)
setImageURL(id, url)

onEvent("locInput", "input", function(event) {
  lastKeyStroke = getTime();
  setTimeout(function(){
    console.log("checking last keystroke")
    if(getTime()-lastKeyStroke > 1000){
      loadWeather(getText("locInput"));
      lastKeyStroke = Number.MAX_VALUE;
    }
    else{
      console.log("< 1000ms");
    }
  }, 1000);
});
```

...to 18 years old



Over 20 million students on Code.org.



2

Create curriculum any teacher could teach



Code.org Computer Science Fundamentals



Why Computer Science? Every 21st-century student should have the opportunity to learn computer science. The basics help nurture creativity and problem-solving skills and prepare students for any

all categories | all tags | Categories | Latest | Top

Category	Latest
Code.Org Teachers Professional Learning Community Welcome! This is a place for teachers who are implementing Code Studio curriculum to share best practices, questions, thoughts, ideas and inspiration. We're hoping to build a professional learning community for all of you amazing educators who are making change everyday in your classrooms.	I have about 8-9 weeks for a CS for 11th and 12th graders. What should I use and what can I skip? View by course again
Computer Science Principles (CSP) Welcome! This is a place for teachers who are implementing our Computer Science Principles curriculum as a space to share best practices, questions, thoughts, ideas and inspiration. We're hoping to build a professional learning community for all of you amazing educators who are making change everyday... Expand units for this course	Teaching CSP as an online course? View by course
Computer Science Discoveries (CSD) Questions, topics, and resources applicable to the entirety of the CS Discoveries course. Navigate to the Unit or Lesson categories to ask more specific questions. Expand units for this course	CSD Unit 2: application of magic View by lesson
Marketing and Recruitment Use this category for sharing ideas about marketing and recruitment for your CS Discoveries and CS Principles courses.	How do you hear about code.org? View by newsletter

UNIT 1 | Ch. 1 (1) (2) (3) | Ch. 2 (4) (5) (6) (7) (8) (9)

Curriculum Overview | Standards | Vocab | Other Resources | Lessons PDF | Handouts PDF

Unit 1 - Problem Solving

Unit 1 is a highly interactive and collaborative introduction to the field of computer science, as framed within the broader pursuit of solving problems. Through a series of puzzles, challenges, and real-world scenarios, students are introduced to a problem-solving process that they will return to repeatedly throughout the course. Students then learn how computers input, output, store, and process information to help humans solve problems. The unit concludes with students designing an application that helps solve a problem of their choosing.

Week 1	01 Intro to Problem Solving	02 The Problem Solving Process	03 Exploring Problem Solving	
Week 2	04 What is a Computer?	05 Input and Output	06 Processing	07 Storage
Week 3	08 Apps and Problem Solving	09 Project - Propose an App		

Chapter 1: The Problem Solving Process

Big Questions

- What strategies and processes can I use to become a more effective problem solver?

Week 1

3

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

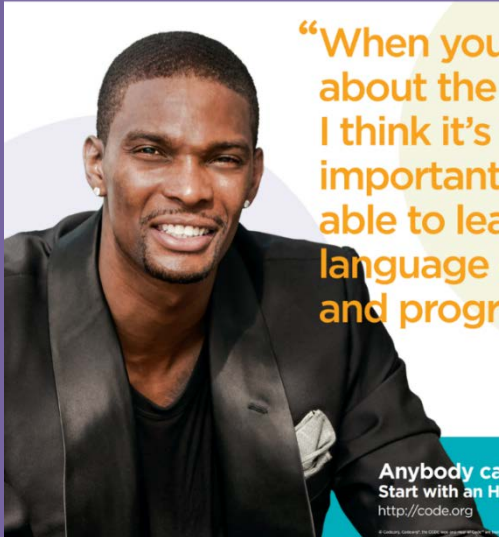


HOUR OF CODE

“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

Anybody can learn!
Start with an Hour of Code
<http://code.org>




C O
D E



CHANGE THE WORLD



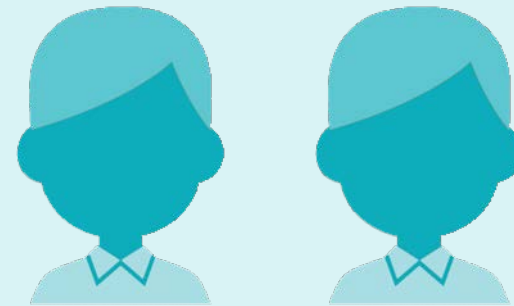
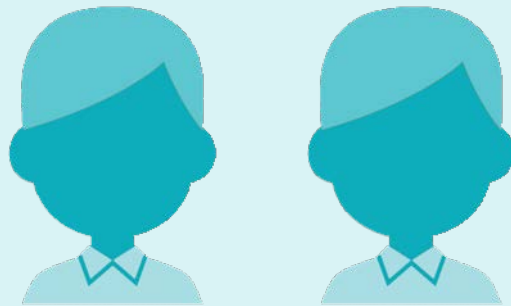
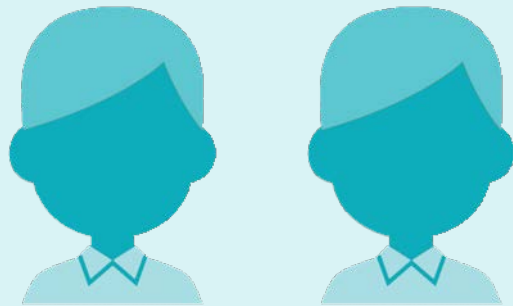
TESS
ENGINEER AT GOOGLE



Careers in Tech: My name is Tess
4,788 views

Up next

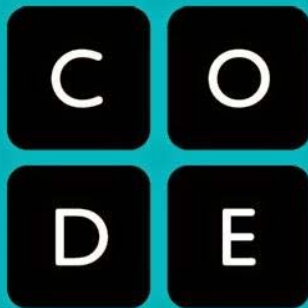
- Careers in Tech: My name is Kinsley
Code.org
2.7K views
- Careers in Tech: My name is Brina
Code.org
5.3K views
- Careers in Tech: My name is Federico
Code.org
4.4K views
- "Code Stars" - Short Film
Code.org
1.5M views
- Get Inspired
Code.org



**K-12
computer
science**

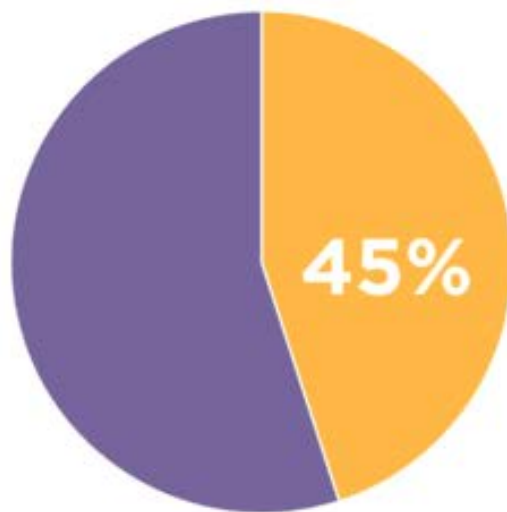
**University
computer
science**

**Digital
workforce**

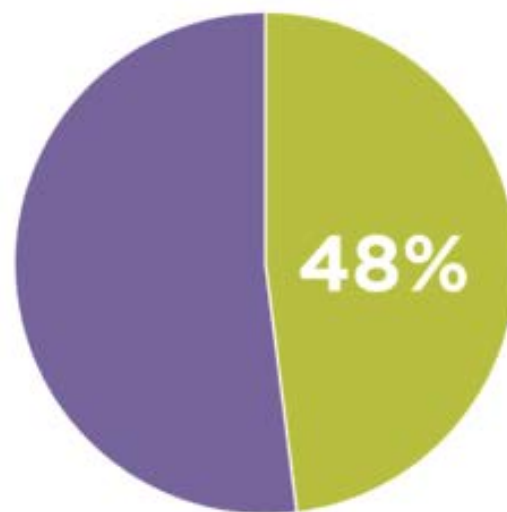


**More women in CS courses =
More women in the CS workforce**

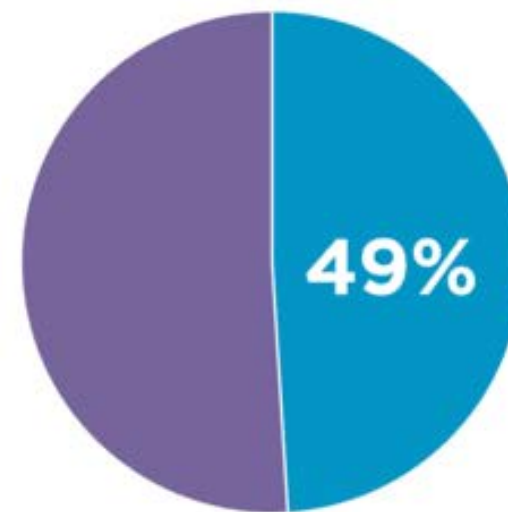
Diversity of students in Code.org courses across grades K-12



**Female
students**

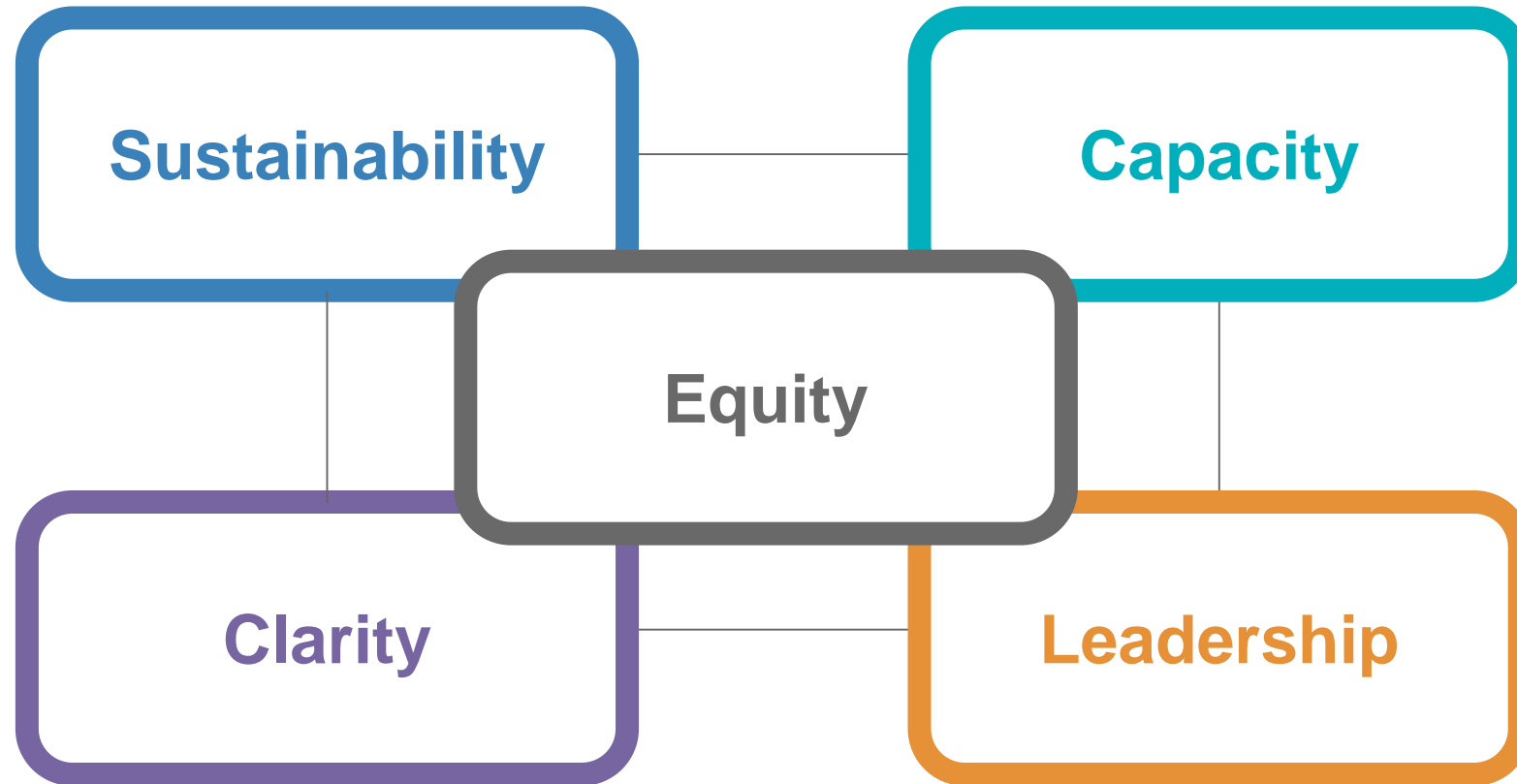


**Underrepresented
minorities**



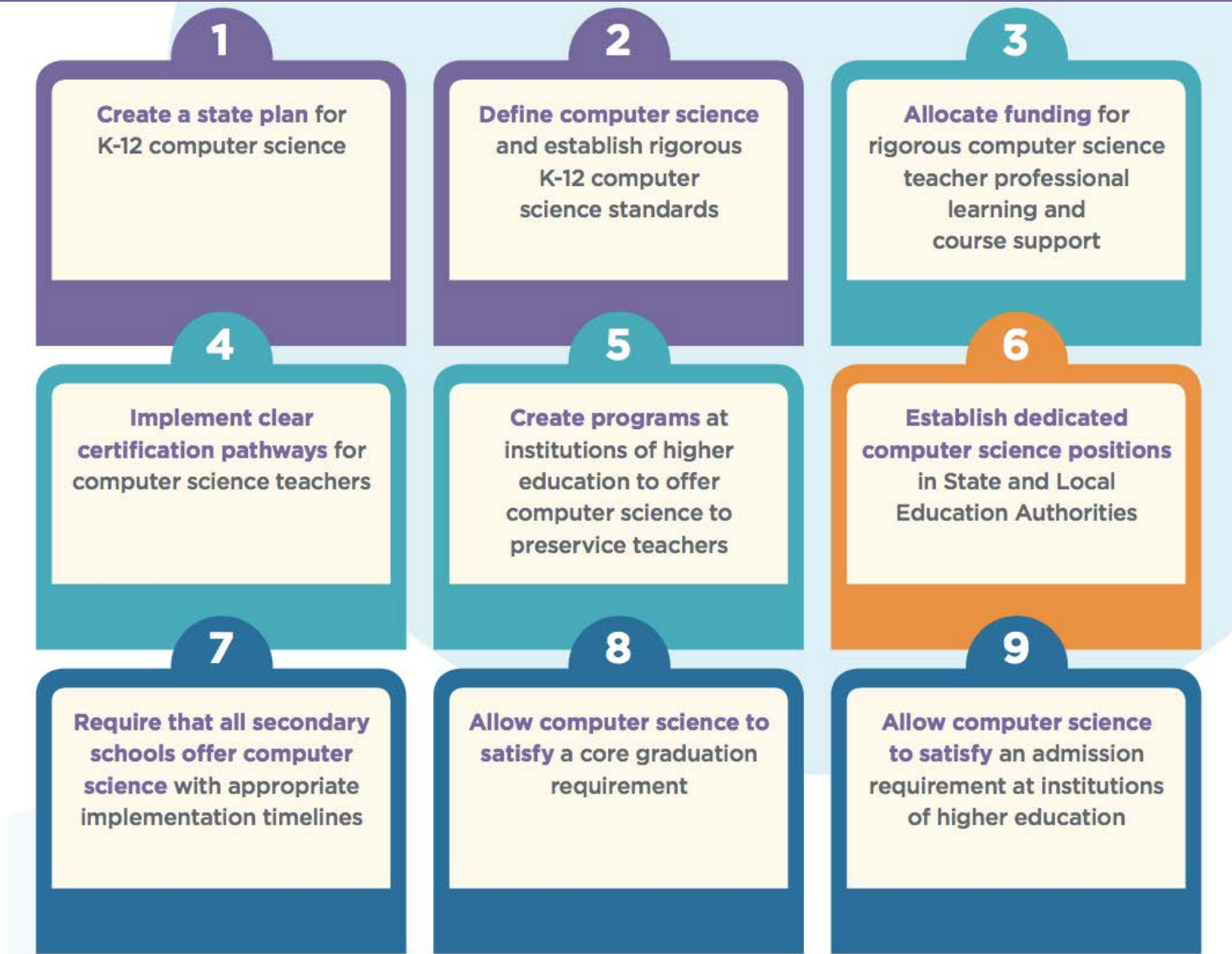
**Students on free
and reduced meals**

Systemic Reform: Making CS Fundamental

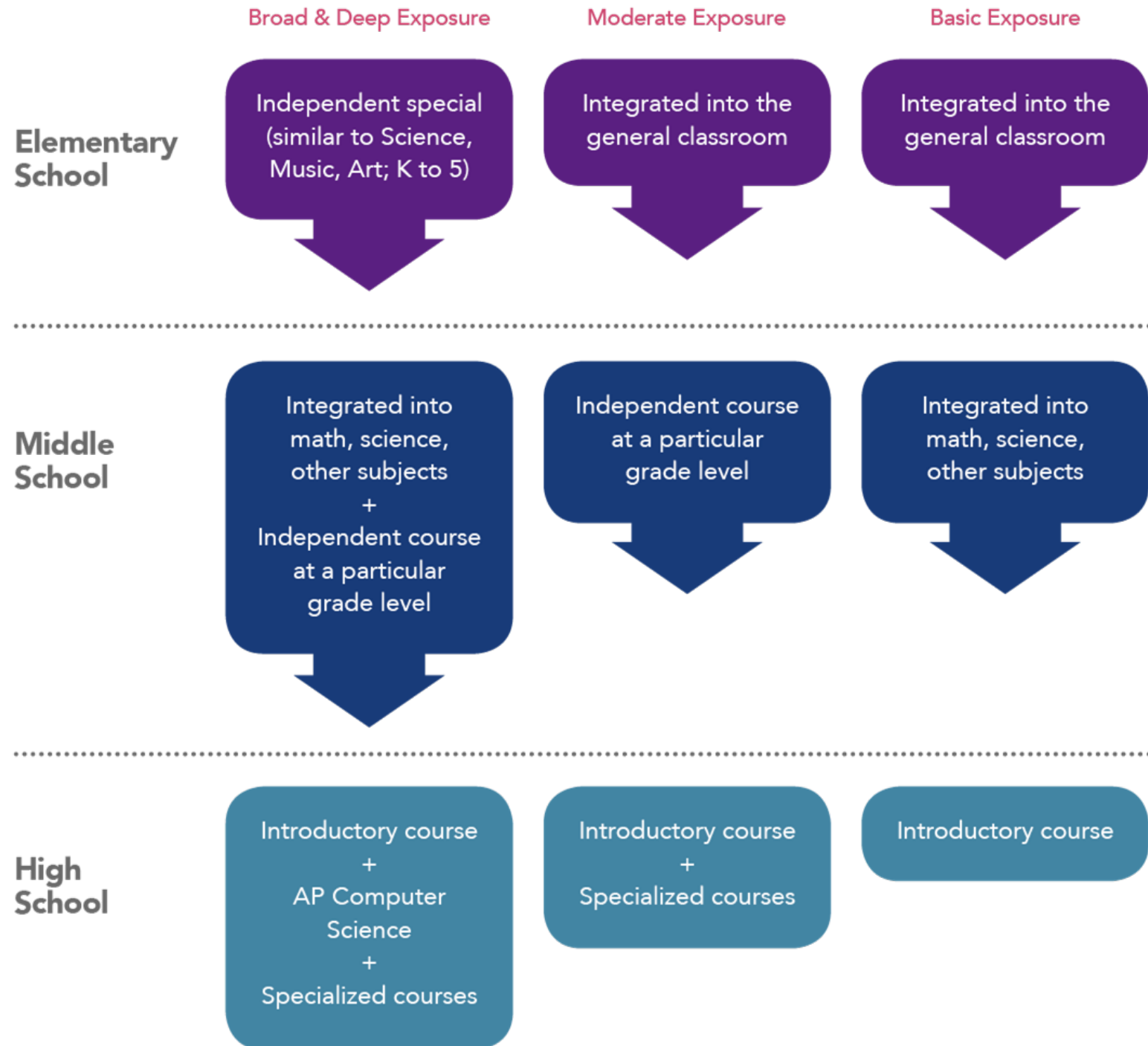


Systemic Reform: Making CS Fundamental

Nine Policy Ideas



K-12 CS Pathways



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Jumpstarting Careers in the Construction Industry

Willy Moore

President

Southway Builders

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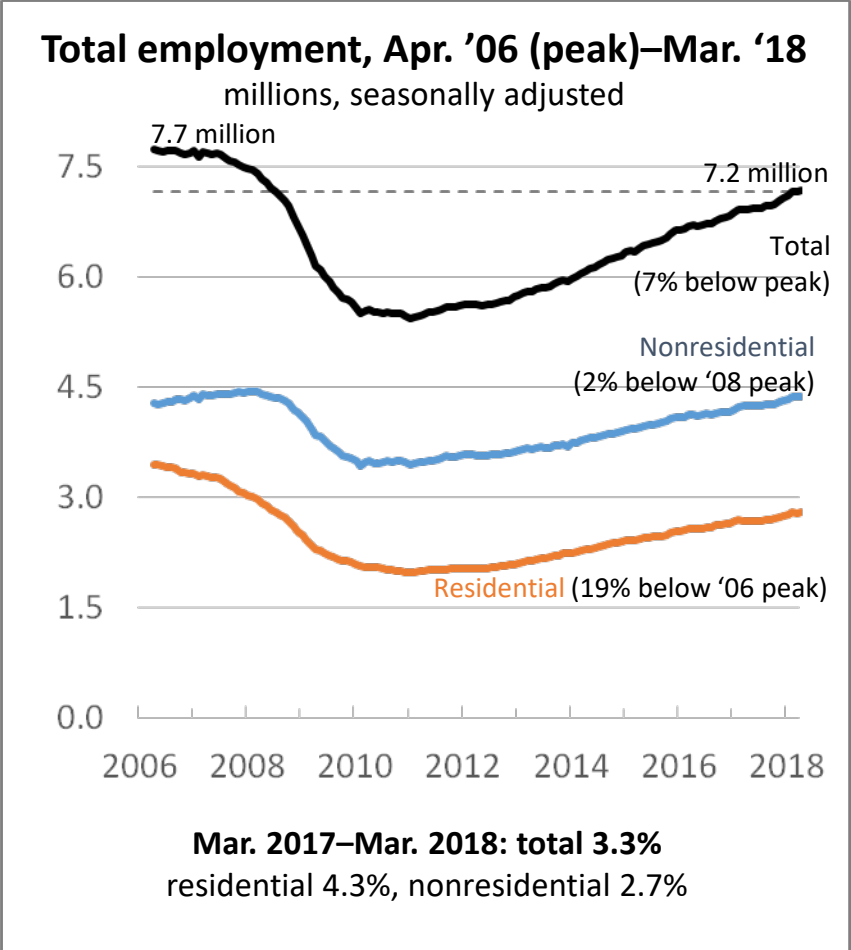
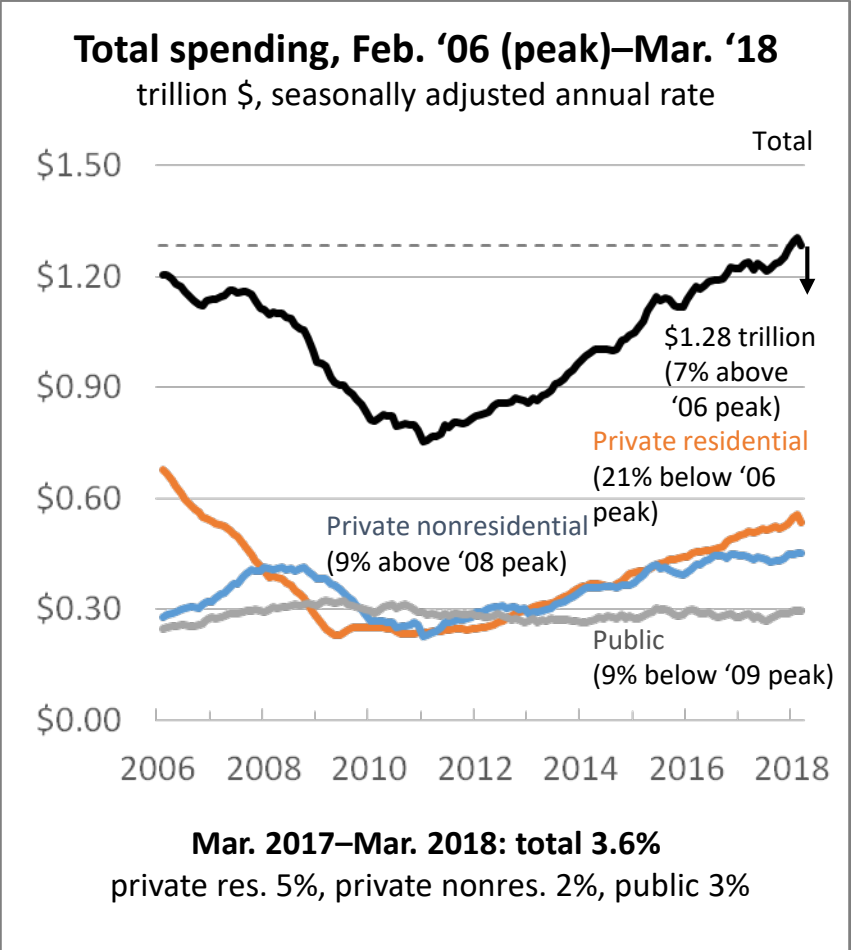
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Construction spending & employment, 2006–2018



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:



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Taking a Chance on Moms

Tammira Lucas

Co-Founder,

Moms as Entrepreneurs

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A photograph of two women and a child. The woman on the left is smiling and looking towards the right. The woman on the right is holding a young child and looking upwards with an expressive face. In the background, a poster is visible with the text '64 Things You Didn't Know About Becoming a MAE'.

TAKING A CHANCE ON MOMS

Dr. Tammira Lucas

A woman in a white dress stands at a whiteboard, presenting to a group of people seated around a table in a meeting room. The room has large windows overlooking a mountainous landscape. The text '17.5 WOMEN OWNED BUSINESSES' is overlaid in large white letters.

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



moms

as entrepreneurs

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

MARYLAND WORKFORCE OUTLOOK FORUM



Creating Economic Inclusion via Purchasing and Hiring Goals

Kylie Patterson

Senior Advisor for Local Economic Inclusion,
The Johns Hopkins University

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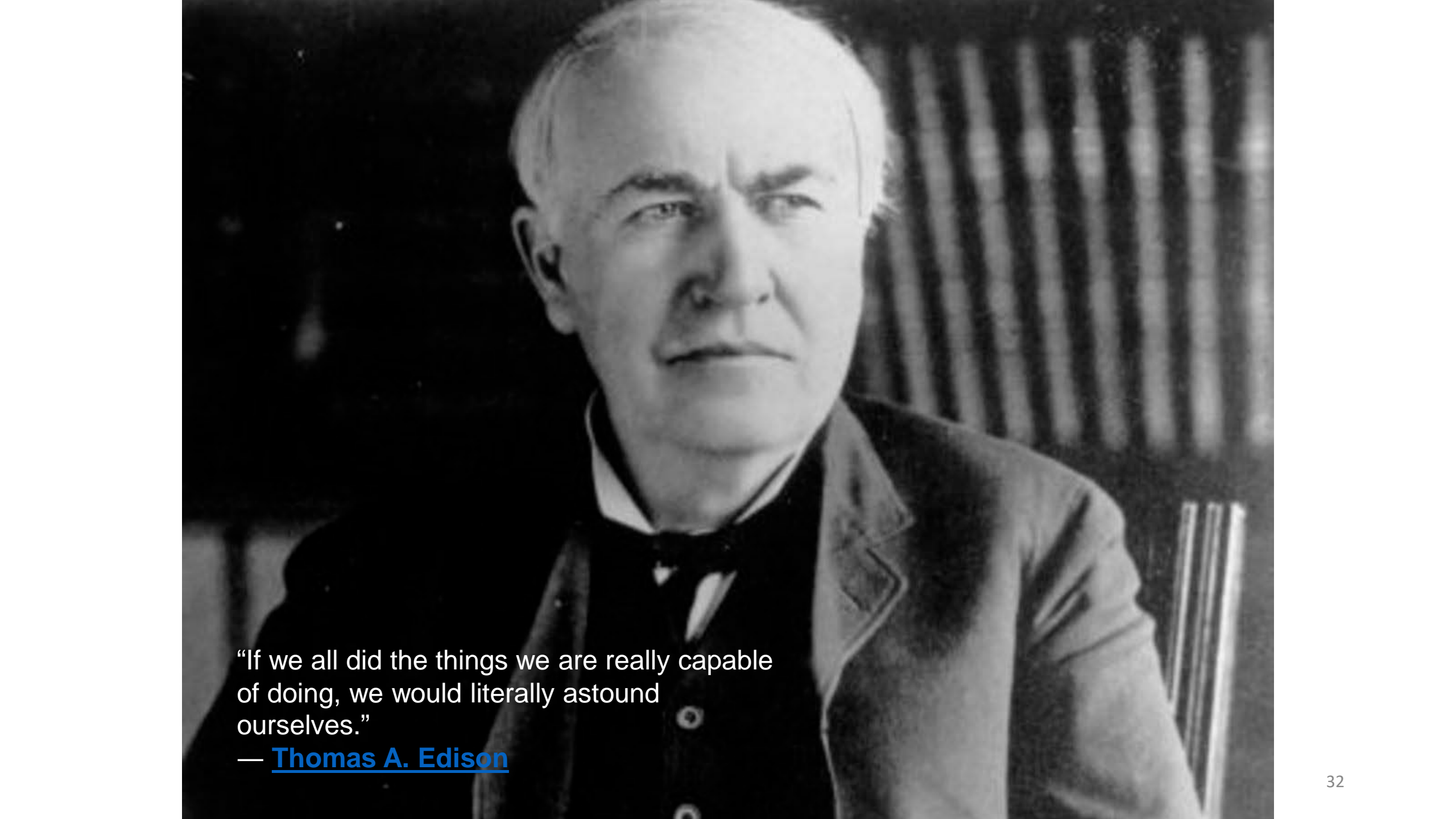


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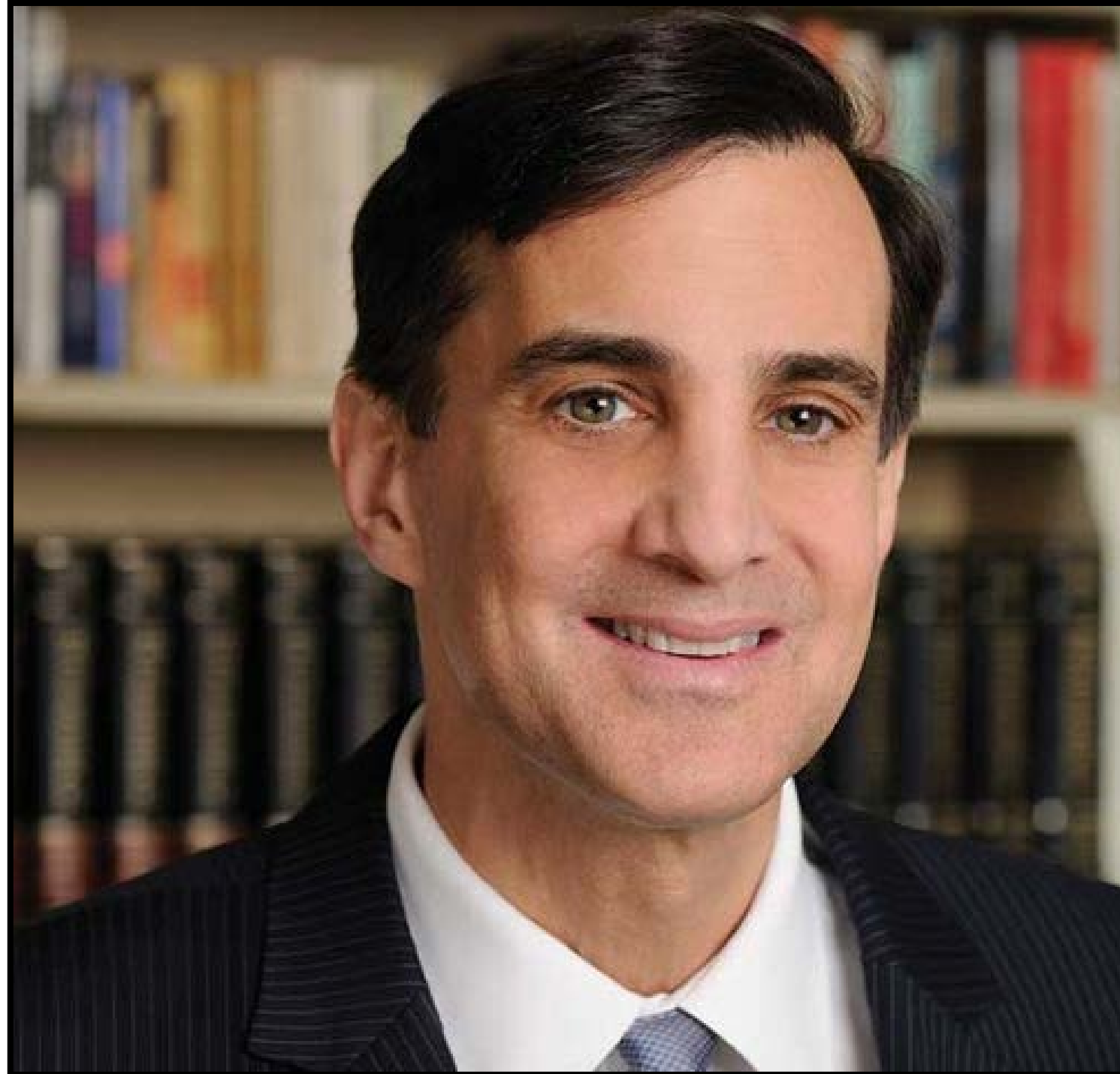
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A black and white portrait of Thomas A. Edison. He is shown from the chest up, wearing a dark suit jacket over a dark vest and a white shirt with a dark bow tie. He has a serious expression and is looking slightly to the right of the camera. The background is dark and out of focus, showing some vertical lines that could be part of a bookshelf or a window blind.

“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.

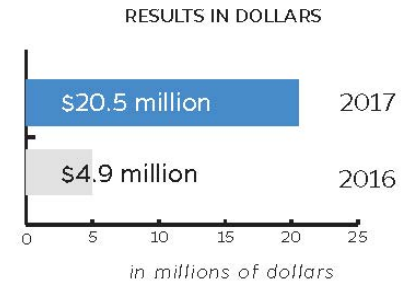
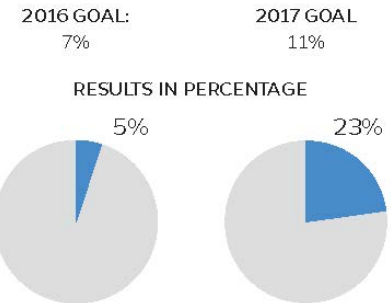
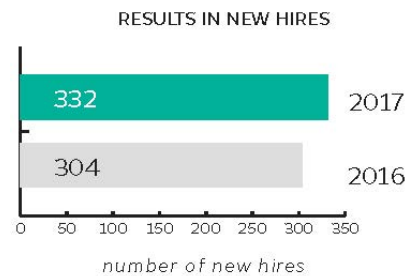
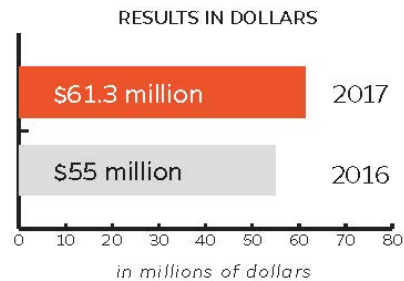
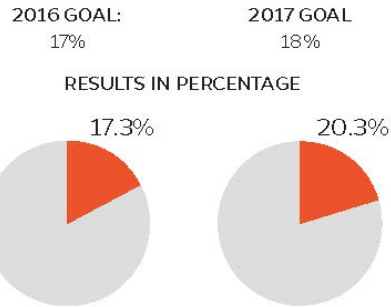
GOALS

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

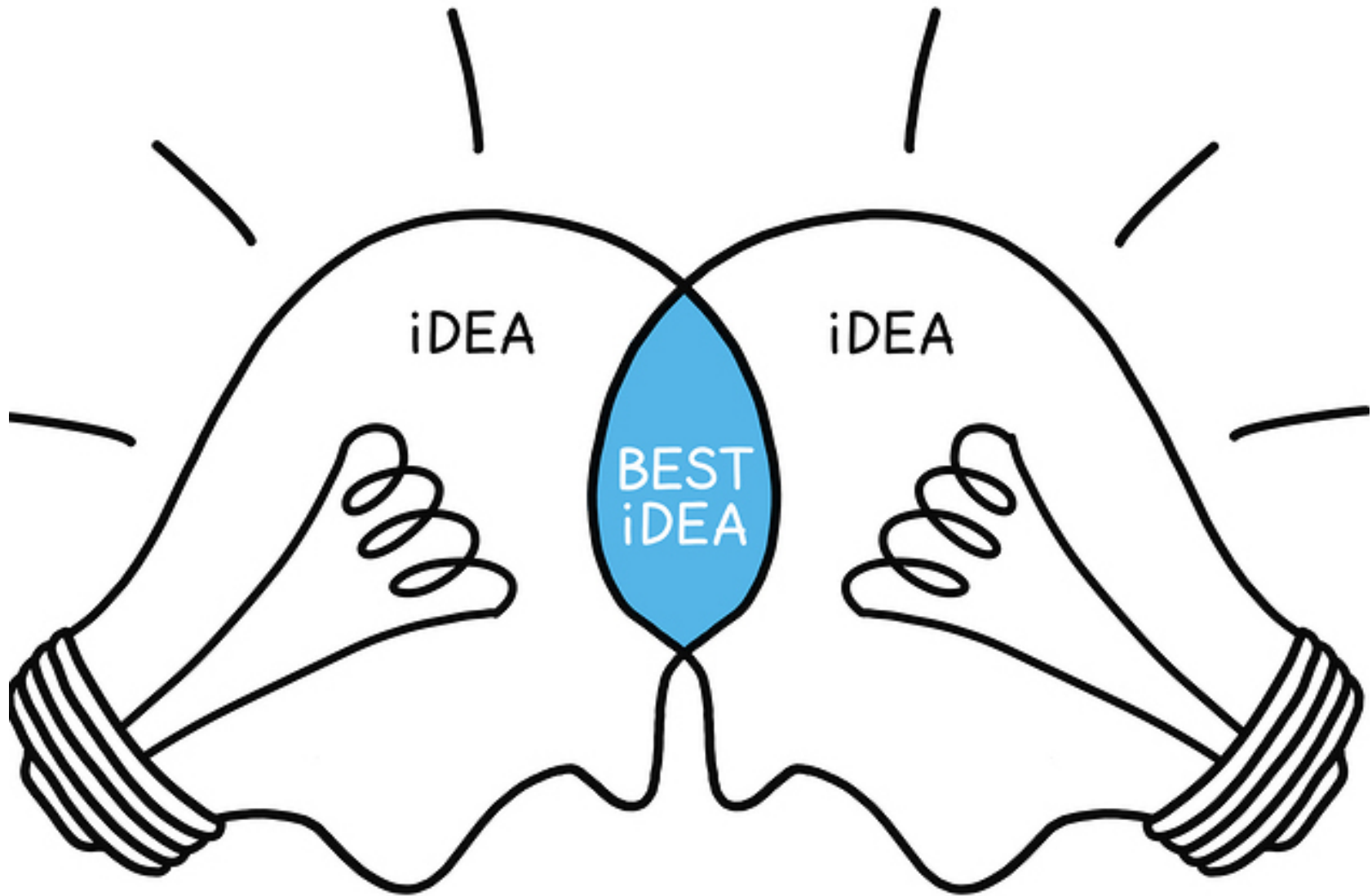
40% of new hires in target jobs will be from distressed communities

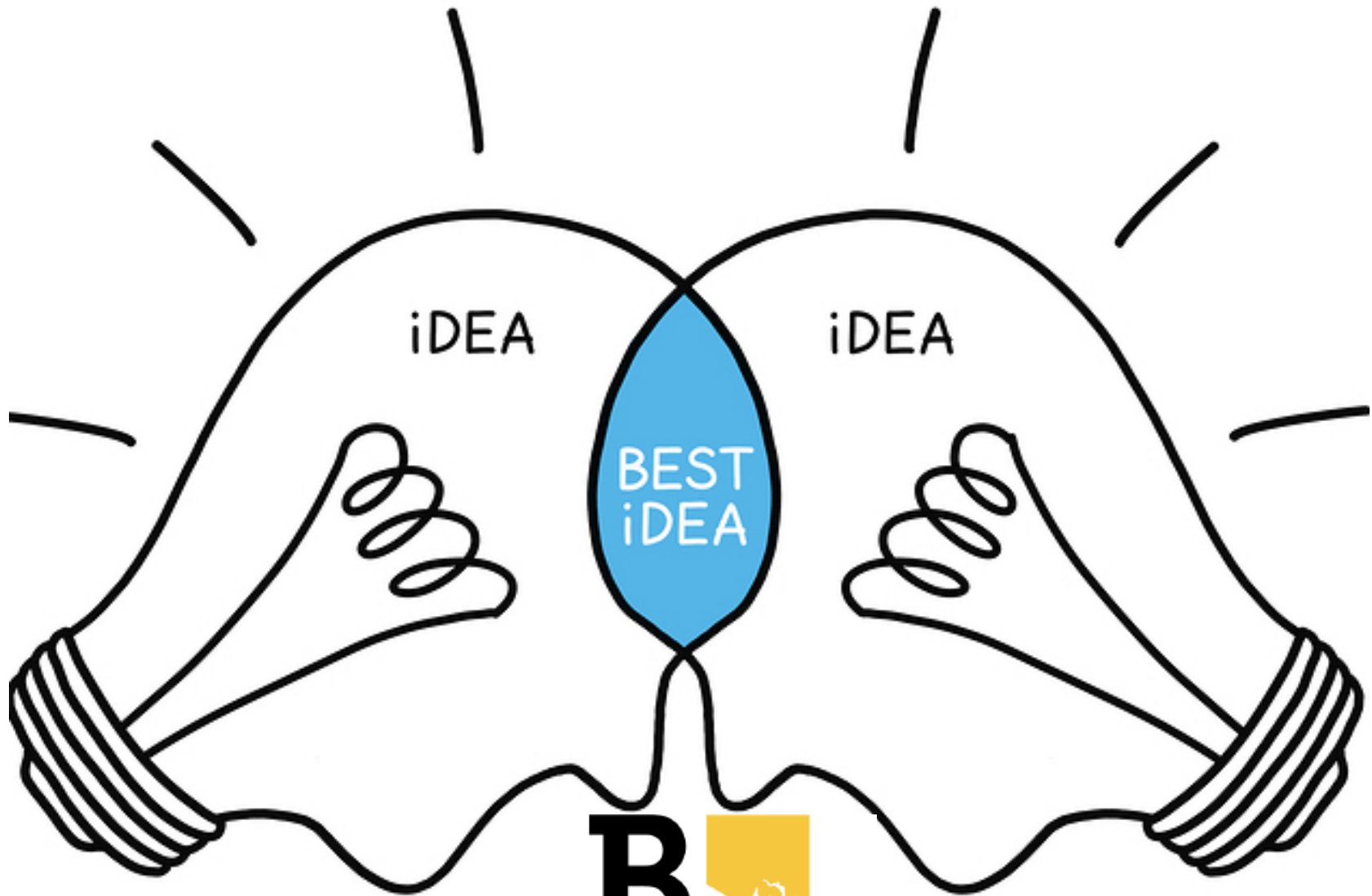
\$10 million increase in goods and services purchased from Baltimore businesses

Year 2 Progress At-a-Glance







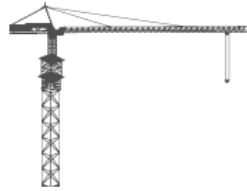


BUSINESSES PARTNERING
FOR BALTIMORE

Committed at the BLocal Launch
(three-year goals)

Progress after one year

CONSTRUCTION



Total amount committed to local and/or minority- and women-owned businesses on construction contracts

\$53.3
MILLION

\$73.8
MILLION

PURCHASING



Increased spending on goods and services from local and/or minority- and women-owned businesses

\$15.9
MILLION

\$12.3
MILLION

DIRECT INVESTMENT



Increased direct investment in charitable and community-building activities

\$7.7
MILLION

\$12.2
MILLION

EMPLOYMENT

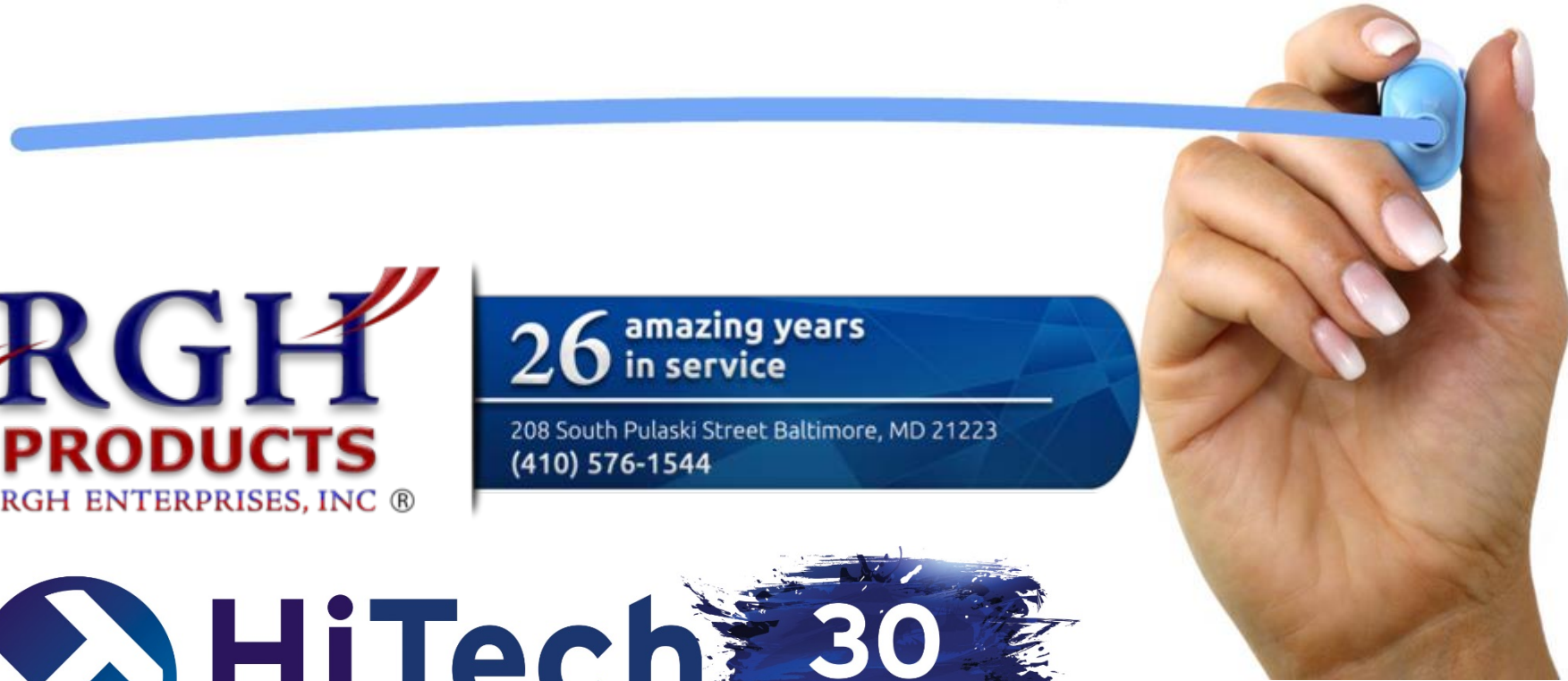


City residents hired

162

470

JOB CREATION



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)

MARYLAND WORKFORCE OUTLOOK FORUM



Opening Up Barriers to Wealth for Frontline Workers of Color

Clair Watson-Minson

Workforce Strategist,
Associated Black Charities

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“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)