

STEM Equity Professional Development Program

Outputs

Programs & Activities # of women who successfully complete Impact the program Training (6 months, 40+ hrs/week) Long-term - Curriculum development # of women successfully placed in **Outcomes** - Lecture/instruction software development positions 3+ years - Project-based learning - Classroom time Student demand measure Inputs - Agile software development Anchor - Capstone project Company demand measure Changes - Sponsoring/intern - Personal network opportunities host companies - Guest lectures # of applicants per available spots Decrease underrepresentation of - Steering committee - Community events women in software development - Create community of learning - Volunteer mentors # of years alum stay in a position industry in WA and beyond - Volunteer TAs and Theory of instructors # and type of open source tools Internship (6 months, 35 hrs at work, Change - Administrative and created by alum community 5 hrs in classroom) instructional support - Part of team at assigned company Increase inclusivity and diversity # of alum active in network/ - Operations staff contributing back to open-source projects of software development industry - Funding from - Weekly 1-hr retrospective Community of learning in WA and beyond sponsoring companies - Build community of learning -1-on-1 coaching as needed for - Washington State # of alum in software development navigating workplace industry leadership positions - gathering information Increase quality of alternative # of media mentions and software development training in recognized achievements WA and beyond Sponsoring companies seed money - Individual funds - Sponsorship recruitment # of women visibly involved in open - Managing sponsor company source community relationships Increase supply of software development industry talent in # of companies engaged with program Program management & governance WA and beyond # of renewing sponsors **Recruiting Talent** # of students per cohort requested by company Outreach & PR Program Impact Map 7/15/14

Theory of Action

dovlew.com model



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STEM Equity Professional Development Program Theory of Change

