Diversity Statement

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I am an Assistant Professor in the Department of Computer Science at UC Davis since November 2014. I conduct research in the areas of Programming Languages and Software Engineering. I was born and raised in Mexico, and I first moved to the US for graduate school. Since then, I have been passionate and committed to a number of efforts to increase diversity in STEM. Here is a brief summary that mainly focuses on my most recent efforts to increase diversity.

Leadership at UC Davis

UC Davis has the third-largest enrollment in the UC System after UC Berkeley and UCLA. UC Davis will be the first of the three to become a Hispanic Serving Institution (HSI), and the sixth in the UC System. Despite its proximity to Silicon Valley (100 miles), and the fact that 25% of its student population is Hispanic/Latino, less than 2% of these students have chosen to major in CS/CSE. From these students, about one fourth are women. UC Davis offers numerous initiatives to support Latino and other minority students, but none of them focus on Computer Science (CS). As part of my NSF CAREER proposal, I have started designing a summer bootcamp for Latino students and other minorities interested in CS/CSE. The goal of the bootcamp is to introduce students to programming and computer science, expose them to different areas of CS research, and opportunities for CS graduates. As part of the bootcamp, participants will be invited to continue in touch through a formal mentoring program that will run throughout the year. The idea is to create a support network (similar to a mentoring program I co-founded at UW-Madison) with seminars featuring role models in our community.

I am one of six faculty scholars in the first cohort (2014-2015) of the CAMPOS Initiative at UC Davis. The goal of CAMPOS, funded through the NSF ADVANCE program, is to increase the participation of women of color, in particular Latinas, in STEM. As a CAMPOS Faculty Scholar, I regularly participate in events, and meetings whose goal is to define the future of the Center for the Advancement of Multicultural Perspectives on Science, which will play a key role as UC Davis becomes a Hispanic Serving Institution. I participated in two 2-day Leadership Institutes (August 2015 and March 2016) offered by CAMPOS to its faculty scholars. These workshops served as training to represent UC Davis in meetings with members of the Congressional Hispanic Caucus in Washington, D.C., to discuss the importance of diversity in STEM, and promote UC Davis diversity efforts. I attended meetings in 2015 and 2016 along with CAMPOS Director Mary Lou de Leon Siantz, UC Davis Vice Chancellor Adela de la Torre and other Faculty Scholars.

I have been featured in various UC Davis articles on diversity, including the article Equilizing Opportunity1, published in June 2017 by the UC Davis Magazine, and the article 4 Innovative Women Engineers Tell Their Stories2, published in June 2016.

Finally, I am currently serving as part of the Faculty Representative Committee (Department of Computer Science at UC Davis) helping develop the strategic plan to diversify our faculty and student body.

Professional Activities Related to Mentoring and Diversity

I have been elected as a Member-at-Large of the ACM Special Interest Group on Programming Languages (SIGPLAN) 2018-2021. I have been appointed as the PLMW Liaison. PLMW is the Programming Languages Mentoring Workshop (PLMW). PLMW aims to encourage graduate students and senior undergraduate students to pursue careers in programming language research. The workshop is co-located with the top four conferences in programming languages each year. I am currently helping oversee an evaluation of PLMW by CRA-W CERP that will help measure its impact to propose an strategy to further improve our reach to students, in particular undergraduate students, women and other underrepresented minorities.

I currently hold a 2-year appointment to serve in the Fellowship selection committee for AAUW (American Association of Women University).

I co-chaired the ACM Student Research Competition (SRC) at the International Symposium on Foundations of Software Engineering (FSE) in 2016, where we broke a record attracting 30 students to the competition.

In the past, I participated in the PC committee for LAtINitY 2015, the first Latin American Women in Technology conference, held in Chile in November 2015. The event had more than 400 attendees from 14 countries.

1https://www.ucdavis.edu/news/equalizing-opportunity
2https://www.ucdavis.edu/news/4-innovative-women-engineers-tell-their-stories
Invited Talks on Mentoring and Diversity

I am regularly invited as speaker at diversity and mentoring events. From those, I would like to highlight the following events:

I was the Keynote Speaker for the #FixIT Hackathon, the largest all-Latina hackathon to date. The event was organized by the Universidad Autónoma de México (UNAM) and Google, and took place in Mexico City in February 2015. More than 300 female Computer Science students participated in the hackathon. The title of my talk was *Análisis de Programas para Mejorar la Confiabilidad del Software*. This was my first technical/mentoring talk in Spanish, and it was widely covered on the news. I was also the Keynote Speaker at the NWCIT Aspirations in Computing Awards Ceremony held in Davis in March 2015. The title of my talk was *Program Analysis to Improve the Reliability of Software*. Most recently, I was a keynote speaker at the 2018 ECOOP and ISSTA Doctoral Symposium in the Netherlands.

I have given several invited presentations, including the presentations *My Life as a Computer Scientist* at Woodland High School in January 2015, and *Program Analysis to Improve the Reliability of Software* at the UC Davis C-STEM Center Robotics Camp for middle school girls in July 2016. I was an invited speaker at Programming Language Mentoring Workshop at at PLDI (Programming Language Design and Implementation) this past June.

Panels and Student Mentoring

I have participated in numerous mentoring panels. The most recent panels are *Getting to Know Your STEM Network, Navigating the University*. This panel was organized by the Chicana and Latina in STEM at UC Davis in October 2016, and the goal of the panel was for Latino undergraduate students to learn more about research opportunities in STEM. The second panel was *What I Wish I Knew When I Started Grad School*. This panel was organized by the Programming Languages Mentoring Workshop PLMW@PLDI in Santa Barbara in June 2016, and it was attended by junior graduate students in Programming Languages.

Since I joined UC Davis, I have had the opportunity to be the research advisor of 22 graduate and undergraduate students, from whom 10 are women or other underrepresented minorities. I have held office hours for students in the LEADR (Leadership in Engineering Advancement, Diversity and Retention) program in the College of Engineering, and I am one of four faculty members who participated in *Conversations with STEM Faculty*, organized by the UC Davis Chicana and Latina Retention Initiative, for which I held biweekly office hours for Hispanic students interested in pursuing a degree in Computer Science.

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