In its 4th year, Women Transforming Technology (WT²) continues to be a world-class community event for women in tech in Silicon Valley, bringing together industry leaders and community organizations committed to gender diversity at all levels and areas of technology.

Our keynote speakers exemplify Inclusive Innovators. Joy Buolamwini is a poet of code on a mission to show compassion through computation. As a graduate researcher at the MIT Media Lab, she leads the Algorithmic Justice League to fight coded bias. Her research explores the intersection of social impact, technology and inclusion. Ashley Judd is an American actress, feminist and social justice humanitarian. She has been working internationally with NGOs, grassroots organizations, governments, and supranational bodies since 2004. Presently, she serves as Global Goodwill Ambassador for United Nations Population Fund (UNFPA), is the Global Ambassador for Population Services International, and also for Polaris Project. She is Chairperson of the Women’s Media Center Speech Project: Curbing Abuse, Expanding Freedom.

Additional breakout sessions will feature the most relevant speakers and topics for women working in technology. Sessions are specifically tailored based on work experience, technical background and interests to include:

- Emerging Leadership breakout sessions for those in the earlier stages of their career
- Executive Leadership breakout sessions for those at the mid-level and higher
- Technical breakout sessions for attendees on the individual career track or interested in trends in technology
- Diversity & Inclusion sessions aimed at sharing best practices and encouraging cross-industry collaboration.

WT² will also convene specialized sessions by invitation-only:

- VP+ breakout sessions bring together VP-level or higher to discuss executive-level actions based on thoughts from the keynote speakers.

This conference brings something for everyone, at all levels and areas of technology.

The content for this program was developed by program committees of people primarily in tech dedicated to providing relevant topics and discussion for the women in tech community and their allies.
TABLE OF CONTENTS

Schedule at a Glance 2
Opening Keynote 3
Inclusive Innovators Designing for Change Panel 4
   11:00—12:00
Breakout Sessions 5
   1:00—2:00
Breakout Sessions 9
   2:30—3:30
Closing Keynote 16
Conference Map 18-21
Program Committees 22
Resume/LinkedIn Clinic: Please refer to your prescheduled appointment time

WIFI INFORMATION:
Login: wt2
Password: guest
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-10:00</td>
<td>Registration and Networking</td>
</tr>
<tr>
<td>10:00-11:00</td>
<td><strong>Opening Keynote: Joy Buolamwini</strong></td>
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<tr>
<td>11:00-12:00</td>
<td>Inclusive Innovators – Designing for Change Panel</td>
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<td>12:00-1:00</td>
<td>Lunch</td>
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<td>1:00-2:00</td>
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<td>3:30-4:00</td>
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<td>4:00-5:00</td>
<td><strong>Closing Keynote: Ashley Judd</strong></td>
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<td>5:00-6:00</td>
<td>Reception and Networking Event</td>
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* By invitation only.
Joy Buolamwini
Algorithmic Bias Researcher | Poet of Code | Bloomberg 50 | Forbes 30 under 30 | Tech Review 35 under 35
10:00 – 11:00 am
Room: Gymnasium

Joy Buolamwini is a poet of code on a mission to show compassion through computation. As a graduate researcher at the MIT Media Lab, she leads the Algorithmic Justice League to fight coded bias. Her research explores the intersection of social impact technology and inclusion. In support of this work, Buolamwini was awarded a grant as the Grand Prize winner of a national contest inspired by the critically acclaimed film Hidden Figures, based on the book by Margot Lee Shetterly.

Driven by an entrepreneurial spirit, Buolamwini’s global interest in creating technology for social impact spans multiple industries and countries. As the inaugural Chief Technology Officer for Techturized Inc., a hair care technology company, and Swift Tech Solutions, a global health tech consultancy, she led software development for under-served communities in the United States, Ethiopia, Mali, Nigeria and Niger. In Zambia, she explored empowering citizens with skills to create their own technology through the Zamrize Project. In the United Kingdom, Buolamwini piloted a Service Year Initiative to launch Code4Rights which supports youth in creating meaningful technology for their communities in partnership with local organizations. Through Filmmakers Collaborative, Buolamwini produces media that highlight diverse creators of technology. Her short documentary, The Coded Gaze: Unmasking Algorithmic Bias, debuted at the Museum of Fine Arts Boston and her pilot of the Code4Rights: Journey To Code training series debuted at the Vatican. She has presented keynote speeches and public talks at various forums including #CSforAll at the White House, Harvard University, Said Business School, Rutgers University, NCWIT, Grace Hopper Celebration and SXSWedu. Her TED.com featured talk has been viewed nearly a million times. Buolamwini is a Rhodes Scholar, Fulbright Fellow, Google Anita Borg Scholar, Astronaut Scholar, A Stamps President’s Scholar and Carter Center technical consultant recognized as a distinguished volunteer. She holds a master’s degree from MIT, a master’s degree in Learning and Technology from Oxford University, and a bachelor’s degree in Computer Science from the Georgia Institute of Technology. She is completing a PhD at MIT.
11:00 – 12:00
Room: Gymnasium

Plenary Panel: Inclusive Innovators – Designing for Change

In this panel session, we will explore how meaningful change towards greater diversity and equity is realized in engineering cultures and workplaces. Our lens is design: how do people design for change in their technical environments, even when an environment does not seem, at least initially, receptive to new ways of thinking, interacting, and achieving? We talk with three individuals who are re-shaping our understanding of what engineers do, care about, and confront in their technical work and broader societal contexts.

**Moderator:** Shannon Gilmartin, Senior Research Scholar, Stanford VMware Women’s Leadership Innovation Lab, and Adjunct Professor in Mechanical Engineering at Stanford University

**Panelists:**
Susan Fowler, New York Times’ Op-Ed Technology editor and former Time Magazine’s Person of the Year as one of the silence breakers
Lisa Gelobter, CEO, tEQuitable
Ray O’Farrell, Executive Vice President and CTO, VMware
12:00 – 1:00
Lunch

1:00 – 2:00
Breakout sessions

EMERGING LEADERSHIP TRACK
1:00 - 2:00
Room: City Hall, Hilltop E Building

Strategic Networking for Successful Product Leaders (1 Hour Panel)

Listen to this panel talk about their experiences and effort to network strategically. Learn about how they juggle their personal & professional commitments and how they strategically choose networks that help them grow and advance their product knowledge as well as leadership skills. Understand how they broke the mold and moved to build strong mentors, sponsors and allies that have helped them grow in their career.

For more detailed information about this panel and the panelists, visit the website.

Archana Ramamoorthy, Director of Product Management, Workday
Parul Goel, Product Manager, PayPal
Elizabeth Douglas, CEO, wikiHow
Lauren Chan Lee, Senior Director of Product Management, Care.com
EXECUTIVE LEADERSHIP TRACK
1:00 - 2:00 | 3 Talks
Room: Gymnasium

For more detailed information about these talks and bios of the speakers, visit the website.

1. Increasing Retention Capacity: Insights from the Field

Why do organizations work so hard to recruit a talented workforce, but fall flat when it comes to retention? After all, rapid turnover negates investments in recruiting and training, stalls projects and innovation, and is often a gauge for the health of a company. Retention must be elevated within corporate priorities and move beyond monolithic or artificially deflated metrics to implement real change. But what are those factors that improve and hinder retention? Building upon her own survey analysis, social science research, and personal anecdotes as an information security researcher, Andrea will describe those key drivers for workforce retention.

2. Expanding Opportunities for Everyone: Getting the Most from Diverse Teams

When technical women move into middle management, their technical brilliance provides little help in leading meetings of people with different functions, priorities and styles. The presentation will focus on leading productive and inclusive meetings, offering tools to ensure that everyone’s best thinking is heard, valued, and contributes to reaching the best solution for the company.

3. Increase Inclusion, Drive Innovation

How to leverage inclusion in a journey to transform a central engineering function from an on-prem to hybrid-focused organization. From this session, you will learn things you can do to increase inclusion and lead to innovation within your own work environment.
1. Making Federated Analytics Real

There is a growing need for organizations to be able to perform worldwide, distributed computations of in-place data at scale, while minimizing data movement, avoiding bandwidth constraints, and adhering to security and GRC regulations. As datasets grow larger and reside in more and more disparate locations, organizations face the challenge of how to analyze such data at scale. While one option is to gather all the data in a central location, another is to enable the orchestration of data analysis without moving the data, in a federated analytics paradigm. With federated analytics, data can be analyzed locally, and only the local results are shared—the raw data itself stays put. When used in combination with blockchain technology, organizations can analyze distributed data with trust, transparency and traceability.

2. P to V to C: The Value of Bringing ‘Everything’ to Containers

Twenty years ago, VMware revolutionized how IT systems would be managed. Initially used for only a small subset of applications, eventually enterprises would move the majority of ALL workloads into virtual machines – many had “P(physical) to V(irtual)” initiatives to accelerate the movement. Today we stand at a similar crossroad with the widespread availability of container-based systems and particularly, with the extraordinary embrace and expansion of the Kubernetes ecosystem. We’ll make clear the important role that VMs continue to play in a containerized ecosystem, and cover the additional benefits that containerization brings including things like patch management, malware elimination, capacity management and more. By the end of the session you’ll be starting to think about your, or your customer’s V(irtual) to C(ontainer) initiative.
3. Building Voice Experiences through Alexa Skills

Voice is the new standard. It is estimated that by 2020, over 200 million searches per month will be done with voice. With over 22 million Alexa devices sold in 2017, there is already a massive voice platform that you can use to share your content and programs with the women in tech community! In this session, learn how to design and develop voice experiences (or Alexa skills) that engage audiences by solving real challenges or entertaining them through delightful experiences.

DIVERSITY & INCLUSION TRACK
1:00 - 2:00
Room: Lefty O’Doul Bridge, Hilltop E Building

Diagnosing and Dismantling Negative Cultures for Inclusion

In this breakout session, Marianne Cooper will talk about how to diagnose negative workplace dynamics that get in the way of inclusion. She will also provide research-based solutions for addressing and preventing these dynamics from arising in the first place.

VP+ BREAKOUT - BY INVITATION ONLY
1:00 - 2:00
Room: Mauna Kea in Discovery Center Building

Fireside Chat with Joy Buolamwini

Hosted by Betsy Sutter, Corporate Senior Vice President and Chief People Officer, VMware
2:00 – 2:30
Break

2:30 – 3:30
Breakout sessions

EMERGING LEADERSHIP TRACK – 3 TALKS
2:30 - 3:30
Room: City Hall, Hilltop E Building

For more detailed information about this panel and the panelists, visit the website.

1. Persistent & Inclusive Leadership

Participants in this session will be able to walk away with valuable best practices in the following areas:

• How to combat imposter syndrome (that nagging feeling that you aren’t capable as you take on or consider taking on challenges that are large in scope)
• Authentic leadership—how do you bring your whole self to work
• Sponsorship versus mentorship and strategies for getting sponsored.
• Individual strategies for women to advance in their careers
• Collective strategies for changing the cultures within our companies
• How to get our male colleagues to become champions for change in this arena

2. Do Inclusiveness and Innovativeness Have a Shared Destiny? Or a Common Heritage?

Learning organizations, curiosity, asking questions over making assumptions… these qualities describe how innovative teams operate. It turns out, they are also ingredients for a more inclusive culture. Whether or not you agree that more innovation is a by-product of a more inclusive culture, the benefits of these qualities ring true.
This talk will explore the intersection between habits, practices, and behaviors that promote inclusiveness and those that promote innovation. For busy technology leaders, that intersection provides somewhere to focus, a starting point. Iterating towards being a leader that promotes innovation and inclusion starts with small, concrete steps. Let’s illuminate what those steps could be.

3. Project YOU! DevOps Approach to a Leadership Career

With the fast pace of innovation, it is critical for emerging women leaders to continue to invest in themselves and innovate themselves so that they are strong contenders for leadership roles. Just functional skills are not going to cut it! Emerging women leaders need a holistic strategy to advance their leadership career. This session covers the end-to-end strategy:

- Identify your superpower
- Build your personal brand which ties in with your success
- Create a plan to develop the skills that are you need to be successful
- Navigate bias and make sure you are heard
- Building emotional, intellectual, logistical, and financial support system
- Rinse and repeat in a typical DevOps model to continue innovating yourself

EXECUTIVE LEADERSHIP TRACK
2:30-3:30 | 3 Talks
Room: Gymnasium

1. How Leaders Can Inspire Women to be Leaders in Tech

Motivating women to be leaders in tech requires intentionality and diligent effort. Every semester, Berkeley SkyDeck coaches more than 100 startups on how to pitch investors with a remarkable success rate: our 300 alumni startups, to date (men and women) have raised over $1B. 70% of our last cohort batch received term sheets. Statistically, companies with at least one female founder
show a higher return on investment, but they do not receive the backing that men do. In 2017 male-led companies averaged $12M VC investment, and female-led averaged only $5M. I would like to share three of the inclusion strategies that we have found to be successful at SkyDeck for inspiring women founders to be leaders in tech.

2. Beyond Inclusion 101: Intersectionality and Systemic Change

In over 20 years the needle hasn’t moved for women in tech and our industry D&I approach too narrowly serves only white women. I co-founded tEQuitable with a mission to create work culture that works for everyone. We support both employees and companies to implement systemic culture change. I will share insights from our work and hope to inspire you to take a more holistic approach to inclusion and belonging that has intersectionality front and center.

3. Holistic Analysis Framework for Diversity in Technology

Diversity and Inclusion programs at most companies are implemented based on measuring immediate needs rather than the longer-term impact of hiring, mentoring, and promotions. Further, the programs may not necessarily incorporate components which affect the K12 or college pipelines, or in the case of women, those seeking to return to work after a break. We will review how a set of frameworks, processes, and metrics which take all of these into account could help the overall sustainability of investment in D&I programs.
1. Let’s Talk IoT

The Internet-Of-Things (IoT), also known as the 4th Industrial Revolution, is marked by the close interplay of the physical and digital worlds. Come learn of use cases and the challenges they pose, from device heterogeneity, data volume, low latency, security, regulatory and compliance, network connectivity, and more. Malini will summarize some open source IoT efforts and share a sample automotive IoT project.

2. Preventative Maintenance in Data Protection Environments

Predictive maintenance can serve as a differentiator to improve customer centricity through efficient incident management and product improvement. This presentation introduces how predictive maintenance can be used in a big data backup and recovery environment.

3. Ransomware: Prevent, Detect, and Mitigate or Pay Up!

The term ransomware and the attack stories released weekly are reading more like a sequel. For some, this may be a bad dream. For others, they sleep like babies knowing their data is secure. New variants and new attack tactics arise almost daily in this sophisticated landscape of malware. Did you know ransomware penetrates a corporate firewall every 40 seconds? Have you ever heard of Ransomware-as-a-Service? If you answered “no” to one of these questions, then you need to arm yourself by peering through the ransomware looking glass. Join this session to learn more about the threat, theory, and solutions for Ransomware.
Block Bias in Micro-moments

Much of the work to reduce bias has focused on key people processes, like hiring, performance management and promotions. In all those cases, we learn to use criteria, slow down and be consistent in order to produce better and fairer outcomes. Yet, in the moment, when we hear a potentially biased comment against a colleague or ourselves, we may be unequipped to act. In this workshop, practice ways to block bias in everyday conversations and develop your own tools to help you deliver on your intention to build and enact a culture where everyone’s voice is valued and all contributions are seen.

Lori Nishiura Mackenzie, Executive Director, Clayman Institute for Gender Research at Stanford University, Co-Founder Stanford VMware Women’s Leadership Innovation Lab, Strategic Diversity & Inclusion Consultant, Stanford Graduate School of Business
VP+ BREAKOUT - BY INVITATION ONLY
Room: Mauna Kea in Discovery Center Building

Fireside Chat with Ashley Judd
Hosted by Jeff Vijungco, Chief People Officer, Rubrik

Jeff Vijungco, Chief People Officer, Rubrik

Ashley Judd
Ashley Judd is well known for dexterously starring in both box office hits and for turning in unforgettable performances in fine independent films. From her debut in Sundance Film Festival grand jury prize winner, Ruby In Paradise, to Where the Heart Is, Simon Burch, Helen, De-Lovely, and Divine Secrets of the Ya-Ya Sisterhood, her films tell very personal stories—which is exactly what Judd does when she is not making movies. But the stories she tells are not about being a Golden Globe and Emmy-nominated actress or about making People magazine’s “50 Most Beautiful People” list three times.

Ashley Judd is a feminist and social justice humanitarian. She has been working internationally with NGOs, grass roots organizations, governments, and supranational bodies since 2004. Presently, she serves as Global Goodwill Ambassador for United Nations Population Fund (UNFPA), is the Global Ambassador for Population Services International, and also for Polaris Project. She serves on the Advisory Boards of International Center for Research on Women, Apne Aap Worldwide, and Demand Abolition. She is Chairperson of the Women’s Media Center Speech Project: Curbing Abuse, Expanding Freedom. She has also served as a board member for Population Services International (PSI) and as Global Ambassador for YouthAIDS. She is a graduate of the University of Kentucky, and in 2010, earned an Master of Public Administration (MPA) from Harvard’s Kennedy School of Government. Her paper, Gender...
Violence, Law and Social Justice, won the Dean’s Scholar Award at Harvard Law School.

Ms. Judd speaks on behalf of those who cannot speak for themselves. Judd has traveled the world to do international public health work on all fronts—maternal health, child survival, human rights, family planning, STD and HIV prevention, and malaria prevention and treatment. She has experienced firsthand the connection between poverty, illness, and gender inequality and how that sets up the pain and degradation that is sex and labor slavery (on which she testified before the General Assembly of the United Nations). Judd says, “The more we hear their stories, the more motivated we are to heal them and the social systems that victimized them in the first place. I believe with all my soul that the art of compassionate witnessing is at the core of global change and peace building.”

She is well recognized for her work on behalf others. In 2017, she was the recipient of the Muhammad Ali Kentucky Humanitarian Award, and her alma mater, University of Kentucky, established the Ashley T. Judd Distinguished Graduate Fellowship in the Office for Policy Studies on Violence Against Women. She was also featured on the cover of TIME Magazine’s 2017 Person of the Year issue honoring the “The Silence Breakers,” the thousands of people across the world who have come forward with their experiences of sexual harassment and assault.

5:00-6:00 pm
Reception and Networking
Location: Outdoor area adjacent to the Gym
• City Hall
• Golden Gate/Bay Bridge
• Lefty O’Doul
• Mothers’ Room
• Resume/LinkedIn Clinic (All Hilltop E)

Mauna Kea Discovery Center (Hilltop G)
Gymnasium & Evening Reception (Prom F)
THANK YOU TO COMMITTEE MEMBERS AND LEADERSHIP

Emerging Leadership
Hazel Barker
Briana Brophy
Kristina De Nike
Emilie Ly
Kristine Pedersen
Benjamin Van Buskirk

Executive Leadership
Amee Cooper
Cheryl Eagan
Mimi Hills
Jatinder Kaur
Jennifer Silbermann
Minny Walia

Technical Track
Amanda Blevins
Karen Brems
Shalini Hegde
Ramya Narayana
Alaina Percival
Sanya Ralhan
Khushbu Rathilal
Kunjal Rathod
Angela Weinman
Ruxi Zhang

Women Transforming Technology Planning Committee
Marla Beatie
Amber Boyle
Deanna Kosaraju
Ray Parr
Arti Sharma
Mimi Finkel Shulz
Alexa Tambellini
Innovation happens when we harness the power of human difference. Here at VMware, we welcome and celebrate people from a variety of backgrounds, experiences and perspectives. We’ve built an open and supportive environment where people bring their authentic selves to work to help everyone reach their full potential. Here, your individuality amplifies our culture of possibility and has a positive impact on the way we innovate everywhere.

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We are excited to grow Rubrik’s community of women. We look forward to empowering each other and supporting your success.

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