



2023 SYMPOSIUM REPORT

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2023 SYMPOSIUM: BLACK WOMEN IN TECHNOLOGY

The 2023 Symposium met its key goals. Our event raised awareness of the significant and often overlooked contributions of Black women in the technology field in Canada and the ongoing barriers they face in fully participating in this vital economic sector. The symposium is a first of its kind, bringing together Black women known for their contributions to tech to raise awareness and promote empowerment, inclusivity, and engagement in the sector. Throughout the day, discussions were hosted by a range of speakers working in diverse tech fields, including but not limited to Natural Language Processing, Cloud Computing, Tech Policy & Lobbying, Black Speculative Design, and Academia.

Participants reported beneficial knowledge sharing about opportunities to get involved and build new mentorships and relationships, as well as new perspectives and attitudes about the important contributions of Black women in the field. They enhanced awareness about ongoing efforts and strategies to combat persistent discriminatory and racist barriers. Like at all of our events, we saw numerous examples of intergenerational relationship-building, with young people building connections and engaging in exciting ways.

Following the event, 100ABCWomen received interest from both major Vancouver universities (SFU and UBC) in our work, with strengthened connections and discussions of future ongoing partnerships.





Two comments from participants highlight some of the day's successes:

“One thing I’ve realized is that so many people in the tech sector have a lot of mentors, and sometimes because you don’t have mentors who look like you, the context is always different.”

“We have different experiences, backgrounds, and stories, and when nobody else has a similar perspective, it can be quite challenging in the tech sector. So we need more well-connected people who understand the theory and who know the challenges that Black people see.”



PARTICIPANTS / COMMUNITIES

The event included Black women from diverse backgrounds and members of the technology sector from various backgrounds. We noted the attendance of many Muslim women and young students.

200+

Total number of
direct participants

1500

Total reach of event

IMPACT TO COMMUNITY

Each year, we hear from symposium attendees that they are building new relationships and developing stronger support networks within and across their sectors. We have also noted an increasing number of intergenerational mentorships between Black women, including more and more Black youth and students.

We also know from community feedback that the Symposiums build positive awareness of the contributions of Black women in Canadian society in general and within the sectors we focus on specifically. This event's focus on the Tech sector highlighted staggering research about the exclusion of Black women from this important and growing sector. It started meaningful conversations among the women most impacted and best positioned to tackle this issue.

SUCSESSES AND LESSONS LEARNED

The Sheraton Hotel was extremely accommodating and supportive of our event. Despite our limited budget, they worked with us to make the event successful.

The tireless support of our event planning committee was also crucial, as it is every year.

We built numerous relationships with organizations in the Vancouver area, which is a first for our organization. These new supporters helped us connect with their communities, and we look forward to growing and sustaining these new relationships as we advance.



60% of attendees expressed that the Symposium topics were excellent



90% of attendees resonded that they would attend another 100ABCWomen Symposium

MAJOR CHALLENGES

We struggled to secure sufficient funding before the event, so we scaled back the size of the Symposium and cancelled the Reception component of the day. Nonetheless, the event succeeded in achieving its key goals.

A major unanticipated hurdle was the presence of a workers' strike outside the building on the day of the event; we know that our in-person attendance was impacted by confusion among people who intended to attend the symposium.

PARTNERSHIPS

We are grateful for generous sponsorship support from:

- CSMARI
- TD, presenting sponsor.
- Unifor
- CUPE
- Simon Fraser University
- University of British Columbia
- Black Women Business Network

We also received in-kind and collaborative support from:

- Black Women's Business Bureau
- Oddside Arts
- Blacks in Technology Foundation (bit)
- Black Women Connect
- OBSIDI by BPTN
- FKB Media
- ACT by Vidal
- Victory Speaks
- Six Sense Entertainment

We are grateful for media coverage of the event by the following outlets:

- Business in Vancouver
- Global News
- Hershey He - The Epoch Times Chinese Edition
- Lauren Collins - The BC Provincial Reporter
- The Georgia Straight

PUBLICITY AND PROMOTION

The event was promoted through 100ABCWomen's extensive networks, project team, partners and committed volunteers. We used a combination of online channels (existing email list and social media), targeted advertisements, media outreach, and the wide networks of our supportive partners.



FINANCIALS

100ABCWomen Women In Technology Symposium Budget September 20, 2023

	BUDGET	ACTUAL	VARIANCE
Income	140,000.00	92,500.00	-47,500.00
Expenses	88,497.50	89,190.63	-693.13
Net (Surplus/Deficit):	51,502.50	3,309.37	-48,193.13
TOP FIVE HIGHEST OPERATING EXPENSES			
EXPENSE	AMOUNT	% OF EXPENSES	15% REDUCTION
Food & venue	23,634.13	26%	3,545.12
Hotel accommodation for 10	8,423.60	9%	1,263.54
Speakers (10 @ \$750 each)	7,500.00	8%	1,125.00
Communication	7,500.00	8%	1,125.00
Operational Costs - Liability insurance, Survey Monkey, Zoom, QuickBooks etc.	5,880.91	7%	882.14
Total:	52,938.64	59%	7,940.80



Hon. Dr. Jean Augustine



Dauna Jones-Simmonds, BA, SHRMC



Dr. Denise O'Neil Green

100ABCWomen Co-Authors and Co-Founders would like to thank our sponsors and collaborators for their support for the 2023 Symposium in Vancouver - Black Women In Technology on held on Wednesday September 20, 2023.

100ABCWomen is pleased to announce that it received some funding for our 2023 Symposium that was held in Vancouver in September 2023 – ‘**Black Women in Technology**’

A Huge Thank You to the Government of Canada for its the generous support!

Funded in part
by the Government
of Canada

Canada



2023 Hybrid Symposium Black Women In Technology

SPECIAL THANKS

Sponsors:



Collaborators:



Media:

- Business in Vancouver
- Global News
- Hershey He - The Epoch Times Chinese edition
- Lauren Collins - The BC Provincial Reporter
- The Georgia Straight

www.100abcwomen.ca

www.facebook.com/100abcwomen | www.instagram.com/100_abcwomen

www.twitter.com/100abcwomen | www.youtube.com/c/100abcwomen



2023 Hybrid Symposium Black Women In Technology

Wednesday September 20, 2023

10:00 AM - 4:30 PM PT

Sheraton Vancouver Wall Centre
1000 Burrard Street | Vancouver, BC

Panel Discussion Themes

1. Protecting identity, assets and data from cyber threats
2. Artificial intelligence and the importance of public policy for emerging technology
3. Creating a career pathway in technology
4. Bridging the digital divide - skills gaps and opportunities to minimize the divide
5. Resources for professional development, negotiation, certification and IDEAS in technology

The Goal of this Symposium

This event is intended to build awareness of the significant and under-acknowledged contributions of Black Women in the technology field; as well as the systemic and ongoing barriers to the full participation of Black Women including youth in this important economic sector. Through the relationship building opportunities and education sessions offered by the symposium, participants will be able to build their individual and collective capacity to address these discriminatory barriers going forward.



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AGENDA

10:00 AM | Hosts: Sarah Onyango and Lolly Bennett



Land Acknowledgement & Remarks - Hon. Dr. Jean Augustine
Co-Founder, 100ABC Women



Welcome - Mariat Jibril & Lola Adeniyi, TD Bank



Remarks - Hon. Minister Ahmed Hussen (TBC)
Deputy Mayor Lisa Dominato, City of Vancouver
Dr. Yabome Jackson-Gilpin, Simon Fraser University



10:30 AM | Keynote Speaker: Claudette McGowan
Cybersecurity



11:05 AM | Panel 1 - Data Driven Dreams - How Black Women can
shape the future of technology using data science and analytics
Panelists: Kishawna Peck, Dr. Debbie Motilewa and Dr. Ife Adebara
Moderator: Nicole Waldron



12:00 PM | LUNCH BREAK

12:30 PM | Entertainment - Ndidi Cascade & Lord Nation





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AGENDA

12:50 PM | Panel 2 - Emerging Careers in Technology - why creativity,
equity and ethics matter

Panelists: Stacey Ann Berry, Queen Kukoyi

Nico Taylor and Dr. Oluwakemi Ola

Moderator: Sarah Onyango



1:50 PM | Ask Me Anything - The role of Black Women in technology
within their respective organizations

Moderator: Mariat Jibril - Q&A with panelists



2:50 PM | COFFEE & SNACK BREAK

3:05 PM | Keynote Closing Speaker: Pasima Sule



3:50 PM | Special Message: Dauna Jones Simmonds

Co-Founder, 100ABC Women



3:55 PM | Closing Remarks: Sarah Onyango & Lolly Bennett



4:00 PM | NETWORKING - Shelley-Anne Vidal & Rasie Bamigbade



4:30 PM | Event Closing