Program Overview

Data Science for All / Women is a unique fellowship program that helps women PhD/Master’s students and graduates develop into data-driven leaders of tomorrow. The program includes seven weeks of world-class technical training, professional development workshops, and mentorship from senior industry leaders.

Data Science for All differs from higher education programs and bootcamps in a fundamental way: we optimize for equitable access to education. To improve equity of opportunity, and to increase women representation in leadership roles, we do not charge any fees or tuition payments from the Fellows in our programs.

Instead, the program is supported by employers who aim to improve diversity in data and analytics, and who seek actionable solutions to meet their diversity and leadership representation goals. Launched in May 2019, DS4A / Women has thus far graduated over 200 women Fellows each year.

The program is designed for PhD/Master’s students and graduates who aspire to transition from academia to industry, and to confidently lead teams that use data and analytics.

Employers support DS4A Fellows with endowed scholarships, mentors and job opportunities. Employers can also send employees to participate as Fellows. Current and past employer partners include Jane Street, WorldQuant, Point72, Citadel, EY, Wal-Mart, Morgan Stanley, TIAA, Accenture, Root Insurance, Capital One, Johnson & Johnson, Ally Bank, Target, Citi, and Match Group.
Mentorship is a critical component of the Data Science for All initiative. For women aspiring to be data-driven leaders, mentors shine a light on the best path for navigating their careers by providing technical guidance on projects and professional advice during the program.

From the mentor's perspective, the pairing with mentees gives them an opportunity to share information about their company’s culture and to build a personal relationship through a shared professional experience.

"The networking within DS4A is particularly nice, especially in making more female connections in the industry."

LEXY KASSAN
DIRECTOR OF STRATEGY, CCG

"I am blown away by my DS4A Fellows and their accomplishments. They inspire me and remind me why I became a data scientist in the first place."

ELYSE KADOKURA
SR. DATA SCIENTIST
STARBUCKS

PAST MENTORS INCLUDE

MITRA GOSWAMI
DATA SCIENCE DIRECTOR, ACTIVE CAMPAIGN

ALICE CHEN
MANAGER, SOLUTION AI, ACCENTURE

DEAN GROSBAIRD
SENIOR DATA SCIENTIST, LYFT

IRENA GRABOVITCH
ENGINEERING MANAGER & DATA SCIENCE BARLINGO, PASSPORT

LUCY MORGAN
AI & OPTIMIZATION SPECIALIST, BT

RONNIE GHOSE
TECH LEAD, SENIOR EME, LINKEDIN

SANCHITA PORWAL
DATA SCIENCE CONSULTANT, 2S ASSOCIATES

DARIA BUTUC
HEAD OF ENGINEERING, PROJECT ACCESS

NISHAMATHI KUMARASWAMY
SENIOR DATA SCIENTIST, HHS

SERGIO MASTROGIOVANNI
HEAD OF DATA & INNOVATION, NOONBAL

JAMES COOPER
VICE PRESIDENT OF SCIENCE, SANFORD BANK N.A.

YANHUA DENG
DATA SCIENTIST, POINT72

MELISSA ROYO
DIRECTOR OF DATA SCIENCE, ITX

MONICA RODRIGUEZ
ANALYSTS CARAIBES MANAGER, BANCOLOMBIA

NATHAN DANNEMAN
CHIEF DATA SCIENTIST, DATA MACHINES

CHRISTY CHEN
DATA ANALYST/DATA ANALYTIC, POINT72

LINDSAY WARRENBURG
DATA SCIENTIST, SENSE HEALTH

ANNA VASILYeva
DATA SCIENTIST, TWO SIGMA

SHABIH HASAN
VP AHEAD OF DATA ANALYTICS, DELOS

DIL DILIREBA
BUSINESS INTELLIGENCE ENGINEER, AMAZON

ERIN GUAGENTI
HEAD OF CUSTOMER EXPERIENCE & MARKETING AL, AMPAN

YAN WU
CO-FOUNDER - VP DATA SCIENCE & OPERATIONS, BONDTECH

MARIA FERNANDA OSORIO
DATA & ANALYTICS SENIOR SPECIALIST, MSD

CHRISTA MANNING
SENIOR EXECUTIVE STRATEGY & PRODUCT, UKG

ELIAS LIMA-WALTO
CLINICAL ANALYTICS MANAGER, ELSEVIER

JP ZHANG
DATA SCIENTIST, SALESFORCE

ANUBHAVI GUPTA
HEAD OF DATA SCIENCE & ANALYTICS, IPSON

YIBEI MCDERMOTT
RESEARCH ANALYST, MARKETAXESS

MATT LOVELL
DIRECTOR/CHIEF DATA SCIENCE OFFICER, THE W.M. BROWN

PEGGY HUANG
DATA SCIENTIST, LYFT

SPENCER CHANG
PRODUCT MANAGER, MARKETAXESS

DETLEF NAUCK
HEAD OF AI & DS RESEARCH, BT

WEN-YING FENG
VICE PRESIDENT OF DATA ANALYTICS, PLAISTO

RENA TO UMETON
ASSOCIATE DIRECTOR OF ARTIFICIAL INTELLIGENCE OPERATION AND DATA SCIENCE SERVICES, DANA FABER CANCER INSTITUTE
MEET OUR FELLOWS

Fellows include PhD/Master’s students/graduates who aspire to transition from academia to industry, and confidently lead teams that use data and analytics.

"In any field, networking is important - DS4A helped me grow personally and professionally. It was a great opportunity to connect and learn from a group of amazing peers and mentors. The skills I gained and connections I made then helped me land a new data science internship at Cisco. I am truly grateful for the opportunity to attend!"

KESSIE ZHANG, DATA SCIENTIST, CISCO

"The DS4A / Womens program provides a unique opportunity to work alongside other accomplished women on real-world data science opportunities. The training, mentorship, capstone projects, and most importantly the network, all provided a great foundation for my data science career and helped me secure a new job as a data scientist at Apple."

DARIA YUROVA, DATA SCIENTIST, APPLE
PREREQUISITES AND RELEVANT JOBS

PREREQUISITES
There will be an entry assessment on core data science skills, such as **Python**, **Statistics**, and **Modeling**. Fellows will complete technical cases that challenge them to apply their skills to real-world business use cases, to help them become effective practitioners within their organizations.

RELEVANT JOBS
As AI changes every industry, the jobs of tomorrow are becoming data-driven -- not just for your analytics org, but for all departments. Whether it is a role in sales, marketing, public policy, healthcare, operations, education, engineering, trading, or product management, data analytics skills provide a competitive advantage.

Common roles that DS4A Fellows excel at include:

- DATA SCIENTIST
- DATA ANALYST
- MANAGEMENT CONSULTANT
- PRODUCT MANAGER
- QUANTITATIVE RESEARCHER
- SALES OPERATIONS ANALYST
- BUSINESS INTELLIGENCE ANALYST
- MARKETING ANALYST
**OUR SUPPORT STRUCTURE FOR FELLOWS**

Our support structure for Fellows includes not just world-class technical content, live Q&A, and collaborative learning tools. We also provide a community of peers, mentors, teachers, and industry leaders for maximum support and impact, as shown below:

1. **3 INSTRUCTORS**
   - Lead by one lead instructor
2. **2 INDUSTRY PIONEERS**
   - Our speakers provide individual perspectives
3. **8 TEACHING ASSISTANTS**
   - Our TAs provide personalized training
4. **40 MENTORS**
   - Our mentors provide career coaching
5. **250+ FELLOWS**
   - Peer community offers network and support

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**LEANNA HOUSE** (Lead Instructor) Associate Professor of Statistics at Virginia Tech

**NAJAT KHAN** Chief Data Science Officer and Global Head of Strategy & Operations for Janssen R&D, joined us for the 2021 DS4A Women finale to share reflections on her inspiring career journey.

**MATTHEW FINNEY** is a specialist and consultant in algorithmic fairness. He is currently pursuing his Master's in Data Science at Harvard University.

**SAVANNAH THAIS** received her PhD from Yale University, where she has taught quantitative research. She is focused on Machine Learning applications.

**NKEM OGHEDO** is passionate about equipping black communities via education. Currently working in healthcare technology, she has a B.S. in Chemical Engineering from Yale University and an MBA from Harvard Business School.

**ELYSE KADOKURA** is passionate about the intersection of people analytics and diversity. She is a Senior Data Scientist at Starbucks, with previous formal training in epidemiology and public sector disease surveillance.

"Mentoring, coaching and the ability to give back in some way has been tremendously rewarding. It is satisfying to see the positive difference that sharing my own experiences, providing some structure and giving access to my network can make in someone's life."

- TRIPTI, SENIOR DIRECTOR, AVANADE

"I share the advice that I received, the best of which was find your niche. It gives you an opportunity to set yourself apart by becoming the go-to person."

MARSETA, DEPUTY CHIEF DATA OFFICER, FAA
THE PROGRAM WORKS FROM START-TO-FINISH AS BELOW:

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SELECTION OF DS4A FELLOWS

There are two paths for individuals to become DS4A Fellows. The first is to be sponsored by their employers. Employers sponsor junior analysts to participate in the program, where they can develop their data skills and drive meaningful capstone projects (more below).

The second opportunity for individuals to become DS4A Fellows is to earn an endowed scholarship. Eligible candidates can apply to participate for free and connect with employers for job opportunities.

Past DS4A / Women programs have received 6,000+ applicants, and Correlation One has selected 200-250 for merit-based scholarship. Employer Partners will have an opportunity to recruit these Fellows during the program.
PRACTICAL DATA & ANALYTICS TRAINING

Training includes four weeks of live online lectures, all built on real-world cases and delivered in usable Jupyter notebooks. The training includes technical cases to support Fellows learning.

The lectures are led by top professors at universities like Harvard, Columbia, and MIT. Fellows will also be given self-study work following the sessions, and will have opportunities to receive 1-1 coaching throughout the program with Correlation One’s professors and teaching assistants.

CAPSTONE PROJECTS

Correlation One will also embed actual data and analytics projects from sponsoring organizations into the program as capstone projects. Using our data science consulting expertise, we help Employer Partners scope business opportunities as tangible data and analytics challenges.

Fellows, working in teams, apply their learnings from the course to solve these challenges. Teams include Fellows who have a complimentary mix of data analysis and business acumen.

PROFESSIONAL MENTORS

Fellows will be paired with mentors from sponsoring organizations. Mentors will help Fellows learn how to be effective in organizations and in their careers, and provide guidance on the Fellows’ capstone project presentations.

Mentors can be men or women. Especially for male mentors, the pairing with female mentees can help bridge gaps and improve connectivity at the firm, as well as help create a culture which supports diversity and inclusion initiatives. The approximate time commitment for mentors is 8 - 10 hours over a six week period.
PRACTICAL TRAINING  JUNE 25 - JULY 23
Fellows attend four weeks (Saturdays only) of case-based instruction. Lectures include technical labs for Fellows to help them better understand applications of analytics and AI in business, so that they can become data-driven leaders within their organizations.

CAPSTONE PROJECTS  JUNE 26 - AUGUST 3
Fellows work in project teams to apply their data and analytics skills to a real-world business or social problem. Teams will include a group of Fellows who have a complimentary mix of data analysis & business acumen. Each team is supported by a professional data science mentor who advises on project direction and provides 1-1 career guidance for each Fellow.

EMPLOYER PARTNERS INFO SESSIONS  ONGOING
Throughout the program, Employer Partners will have opportunities to connect directly with DS4A Fellows for recruiting opportunities*. Each Employer Partner will be granted a license to C1 Connect, an exclusive recruiting portal for DS4A Employer Partners and Fellows. Employer Partners will host info sessions and talks regularly during the program.

*Fellows who are sponsored by their employers will be excluded from recruiting activities.

PROJECT SYMPOSIUM  AUGUST 6
The program concludes with a Project Symposium, during which each team has an opportunity to present their project. Your peers will review your project, and there will also be an interactive Q&A component. Feedback and results from this day will be considered for Crowd Favorite Awards!