"Past performance is not an indicator of future" is a common disclaimer in predictions. That being said, understanding the trends and what's working is helpful for doing some goal setting. This session will present some of the diversity data that's been mined from the kernel contributions over the last 30 years, and then open up a discussion as to what are some realistic goals to set for the next year, next 10 and next 20 years, and how.

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**Session Classification:** Diversity, Equity & Inclusion MC