Breaking Barriers: Empowering Women in Technology

FREMONT HIGH SCHOOL

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN

IBM **Client Innovation Center** Belgium

"give me 30 words related to **women** in tech"

intelligence
mentorship
cybersecurity software capitalist initiative
diversity equality
robotics supporter
web visibility developer
role venture inclusion
technology programmer
development researcher
changemaker skills mentor confidence analyst artificial
advocate empowerment inspiration
architect innovator model designer
influencer pioneer science
coding community leader impact network
scientist engineer entrepreneur engineering
trailblazer leadership
education programming data

"give me 30 words related to **men** in tech"

entrepreneur
learning machine analyst
cto web
blockchain tech cloud back-end
investor venture developer robotics
ceo architect programming
expert database engineer hacker founder
systems ui devops front-end
visionary coder software ux
scientist cybersecurity data mobile
innovator hardware programmer
capitalist
full-stack api gamer designer
influencer
ai automation innovation networking
engineering coding

Women make up...

51.1% of the population in the EU

32.8% of STEM graduates

22% of the tech jobs

Inclusive Products

In car crashes, women have a:

- **73%** higher risk of getting injured
- **17%** higher risk of dying

Other Biased Products:

- Soap dispensers and hand dryers
- Facial recognition systems
- Training data for AI

https://edition.cnn.com/2022/12/15/world/female-car-crash-test-dummy-spc-intl

Diversity is not only the right thing to do...
But it's also the smart thing to do!

35% higher ROI

12% higher revenue

91% of women said that there are barriers to even considering a career in tech

Lack of early education

Confidence in yourself

Lack of role models

Barrier 1: Lack of Early Engineering Education

44%

of women claim a barrier to entering a career in tech is not understanding enough about the sector

How can I help?

By volunteering!

Barrier 2: Confidence and Qualifications

30%

of women believe they do not have the right qualifications to enter a career in tech

Women are…

11.1% LESS LIKELY to report a programming language they know on their resume

Recruiters are…

6.47% LESS LIKELY to favor a female candidate with equal qualifications

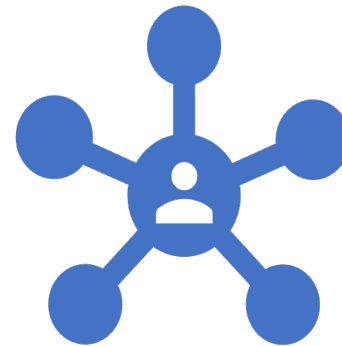https://par.nsf.gov/servlets/purl/10299303

Lessons Learned and Advice
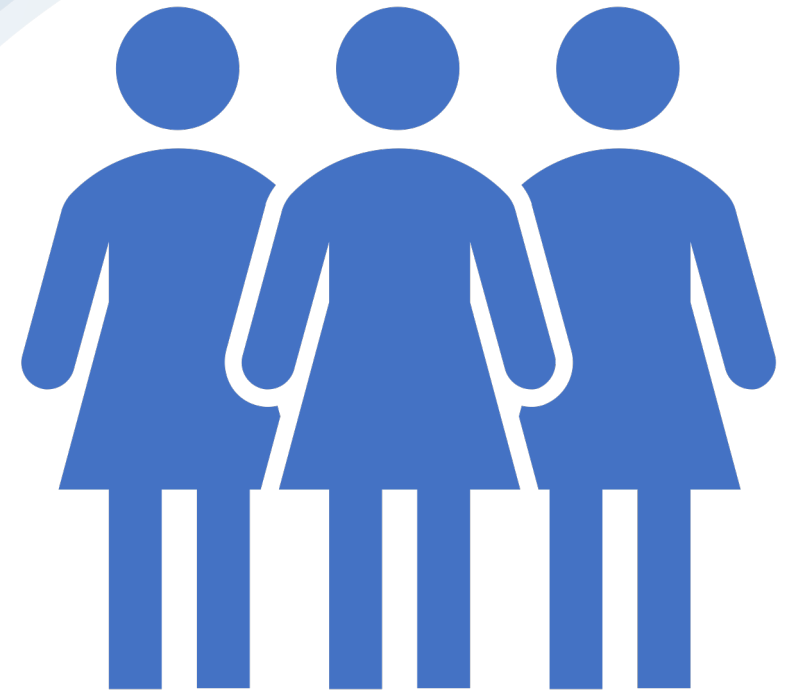
Be Confident

Voice your ideas

Build a network

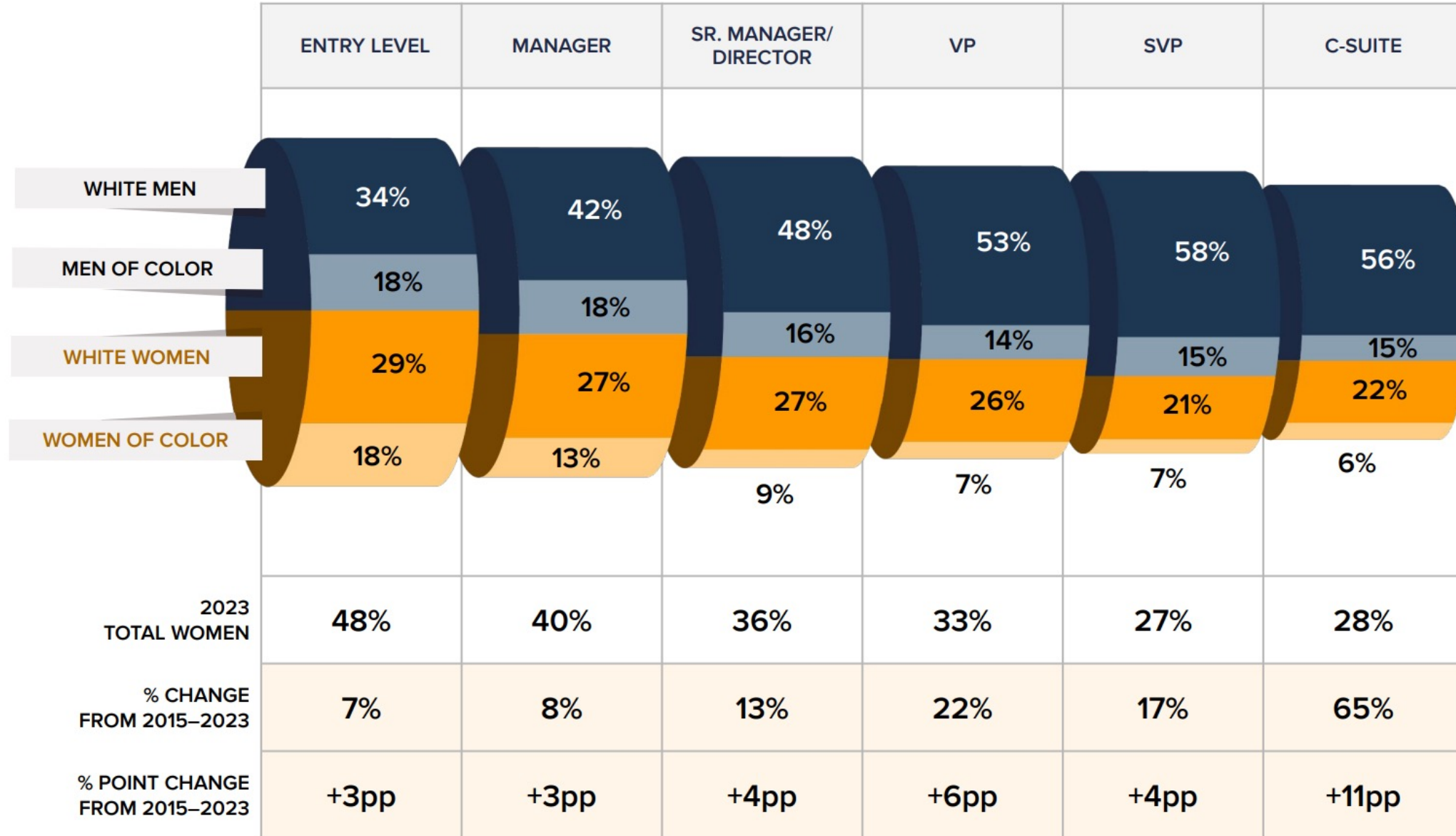# Barrier 3: Lack of Role Models and Inspiration

33%

of women say that having more women in tech would make it a more appealing career choice

REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE[7]

% of employees by level at the start of 2023

	ENTRY LEVEL	MANAGER	SR. MANAGER/ DIRECTOR	VP	SVP	C-SUITE
WHITE MEN	34%	42%	48%	53%	58%	56%
MEN OF COLOR	18%	18%	16%	14%	15%	15%
WHITE WOMEN	29%	27%	27%	26%	21%	22%
WOMEN OF COLOR	18%	13%	9%	7%	7%	6%
2023 TOTAL WOMEN	48%	40%	36%	33%	27%	28%
% CHANGE FROM 2015–2023	7%	8%	13%	22%	17%	65%
% POINT CHANGE FROM 2015–2023	+3pp	+3pp	+4pp	+6pp	+4pp	+11pp

THE POWER OF DIVERSITY

Opération - Operatie
Thermos

IBM Client Innovation Center
Belgium

How can I help?

Mentorship!

Be a mentor:

1. Increases visibility of women in tech
2. Help others

Get a mentor:

1. Get advice, guidance and support
2. Have female role models

So What?

Lessons Learned + Advice:

1. Be a **mentor** + seek out **mentorship**.

2. **Volunteer** when you can!

3. Be **confident** in yourself and your skills

4. Voice your **ideas**

And never forget:

- You are **SMART**.
- You are **QUALIFIED**.
- You **DESERVE** to be in tech.