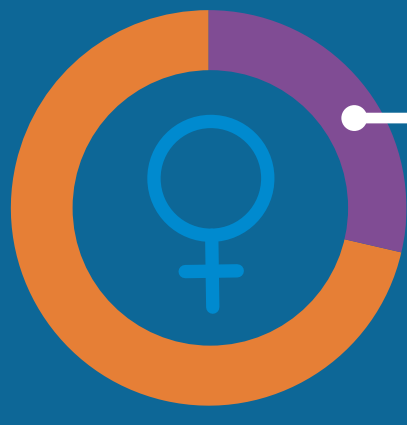


Women in Tech



While much progress has been made, there's still a long way to go to achieve gender parity in the technology sector.



Today, women hold between

17-30%

of tech-focused roles **at eight of the world's largest** tech companies.¹



Mid-1800s

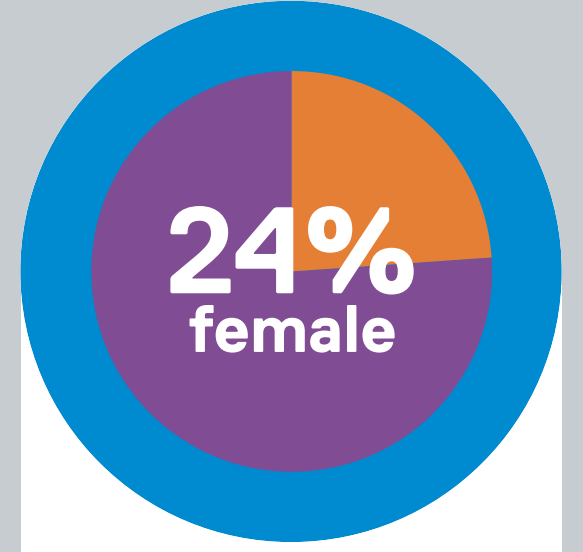
Ada Lovelace creates the first written instructions for a computer program. She's considered the first programmer.²

1939-45
More than 10,000 women work on early computational code-breaking during WWII.³



1960s

African American mathematicians Katherine Johnson, Dorothy Vaughan, and Mark Jackson break racial barriers working as human calculators for NASA.⁶



1949

The "Mother of Computing," Dr. Grace Murray Hopper, invents the first computer language compiler.^{4,5}

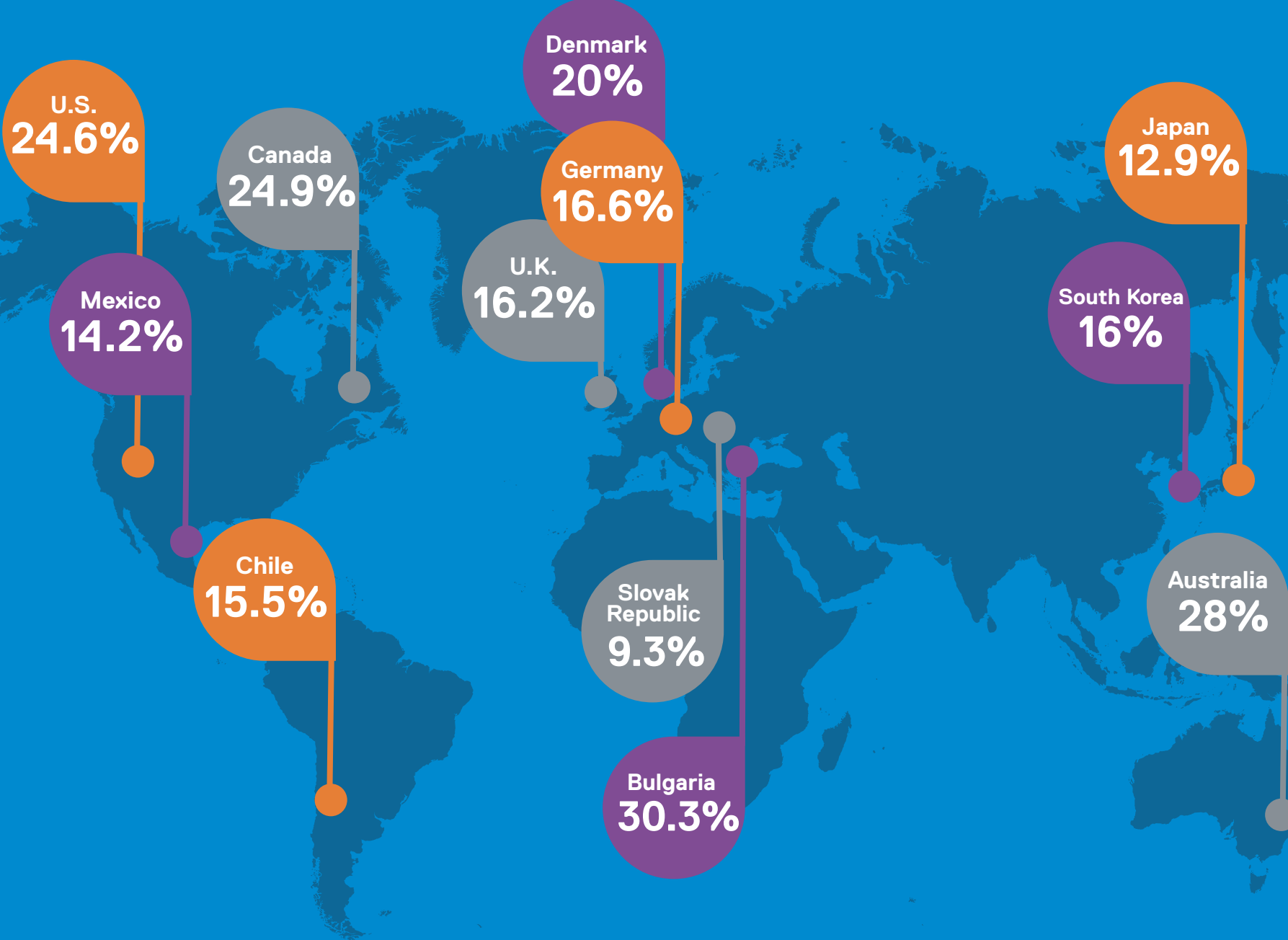


2017

In the U.S., women make up only 24% of the entire STEM workforce.⁷

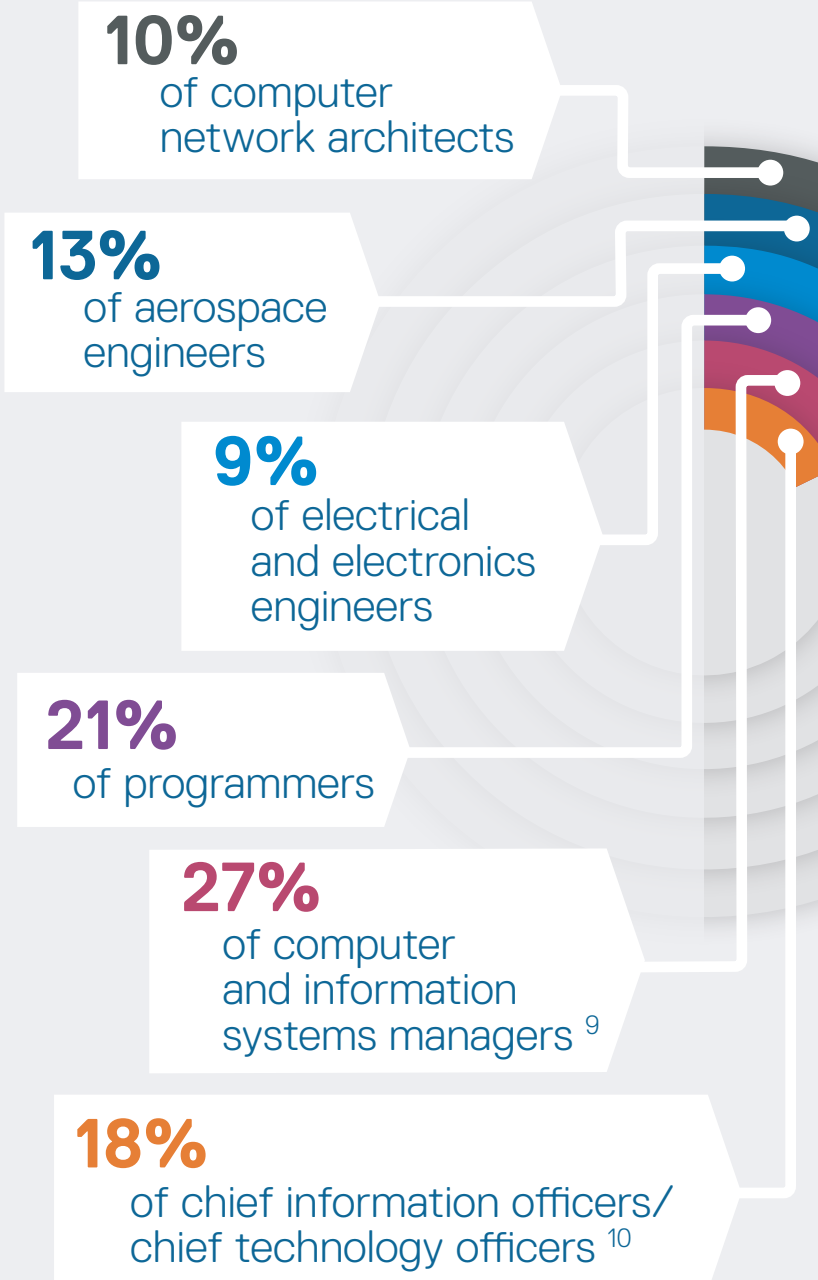
Global View

Around the world, women make up the following percentages of the tech workforce:⁸



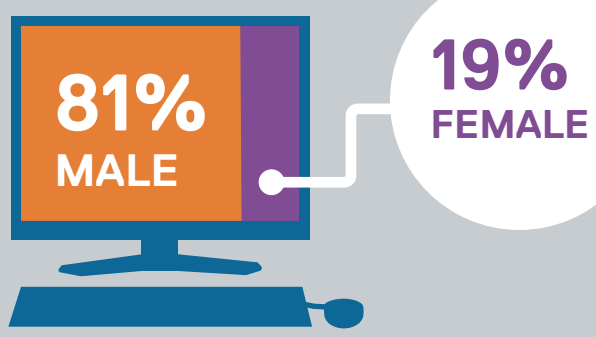
Roles

In the U.S., women are:

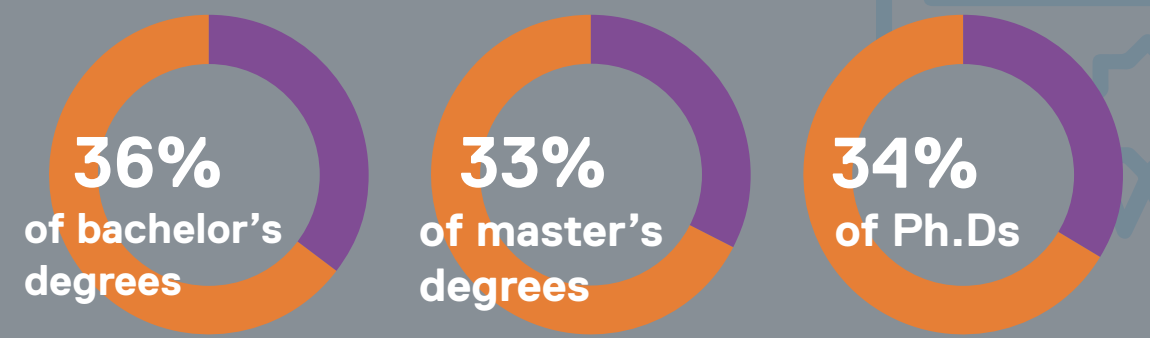


In the Classroom

High school AP computer science classes:¹¹



In STEM education, women earn:¹²



Filling the Tech Talent Gap

By 2030, experts predict a potential global tech labor shortage of **4.3 million employees.**¹³

5 Steps to Greater Gender Diversity in Tech

1. Commit to a more gender-equitable workforce, including leadership roles
2. Mitigate bias through training programs
3. Create programs that promote entry—and re-entry—into the tech industry
4. Offer flexible work programs to help combat the "motherhood penalty"
5. Promote pathways to STEM education for girls and women

Making tech roles more accessible to parents may help close the gap

About **1/2 of new mothers & 1/4 of new fathers**

leave full-time STEM jobs after having children.¹⁴

DELL Technologies

Sources

1. <https://www.statista.com/chart/4467/female-employees-at-tech-companies/>
2. <https://www.biography.com/scholar/ada-lovelace>
3. <https://www.smithsonianmag.com/history/how-women-codebreakers-wwii-helped-win-war-180965058/>
4. <http://www.history.com/news/coding-used-to-be-a-womans-job-so-it-was-paid-less-and-undervalued>
5. <http://www.cs.yale.edu/homes/tap/Files/hopper-story.htm>
6. <https://www.nasa.gov/press-release/nasa-renames-facility-in-honor-of-hidden-figure-katherine-johnson>
7. <https://www.commerce.gov/news/reports/2017/11/women-stem-2017-update>
8. <https://www.honeypot.io/women-in-tech-2018/>
9. <https://www.bls.gov/cps/cpsaat11.htm> (Percentages have been rounded to the nearest whole percent)
10. <https://www.kornferry.com/institute/women-in-leadership-2019-statistics>
11. <https://www.nsf.gov/statistics/2018/nsb20181/report>
12. https://nces.ed.gov/programs/digest/d17/tables/dt17_318.45.asp?current=yes (Percentages have been rounded to the nearest whole percent)
13. https://dsqapj1akrkc.cloudfront.net/media/sidebar_downloads/FOWTalentCrunchFinal_Spring2018.pdf
14. <https://www.pnas.org/content/116/10/4182>