



WOMEN
BUSINESS
COLLABORATIVE

ACTION INITIATIVE:



WOMEN IN TECHNOLOGY

ABOUT WBC

The Women Business Collaborative is an unprecedented alliance of over 40 women's business organizations collaborating together to accelerate the pace of change. We are also a movement of millions of executives, business organizations, public and private companies, and the media. We reach our goals by collaborating and coordinating, amplifying and aggregating best practices and thought leadership against Nine Action Initiatives as areas to accelerate change. The Women in Technology Action Initiative focuses on ensuring businesswomen equally have access to positions in technology, one of the most underrepresented industries.

VISION

Success occurs when we have an increase in women and women of color in senior-level, C-Suite, and comparable positions in technology. Companies will have embedded these programs and goals into their overall growth, development, and succession planning strategies. Technology is an essential industry of focus in the modern business workplace.

OUTLOOK

Women in the technology industry encounter more gender inequality than in any other workforce population.

In 2019, only 22% of tech jobs were held by women according to Forbes. In addition, women currently remain highly underrepresented in software engineering (14% of total workforce) and computer science-related jobs (25% of total workforce). In 2015, the quit rate of women in technology was almost twice as high as that of men: 53% for women vs 31% for men. A 2020 study from Built In found that just 3% of computing-related jobs are held by African-American women, 6% held by Asian women and 2% held by Hispanic women.

In addition, Built In reports that 48% of women in STEM jobs report discrimination in the recruitment and hiring process and 50% of women said they have experienced gender discrimination at work. Black and Hispanic women, who majored in computer science or engineering, are less likely to be hired into a tech role than their white counterparts.

GOALS

- Decrease the female quit rate in the technology sector by 50% by 2030
- Ensure that women constitute 35% of all leadership positions by 2025, 15% of which are women of color
- Increase the representation of women in C-Suite technology positions (CIO, CTO, CISO, CDO) by 3% by 2025, 4% of which are women of color

CHAIRS

Viola Maxwell Thompson, *President & CEO, Information Technology Senior Management Forum (ITSMF); WBC Board Member*

Christine Bongard, *President, WIT Network*

PARTNER ORGANIZATIONS

- ATHENA International's Emerging Leaders Program
- Hispanic IT Executive Council (HITEC)
- Information Technology Senior Management Forum (ITSMF)
- Watermark
- WIT Network

"It is time for us to create a new vision for how we will work together and implement changes that will 'level the playing field' in corporate America."

- Viola Maxwell Thompson and Christine Bongard, Chairs
