



WOMEN  
BUSINESS  
COLLABORATIVE

## ACTION INITIATIVE



# WOMEN IN TECHNOLOGY

## ABOUT WBC

*The Women Business Collaborative is an unprecedented alliance of over 73 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 under-represented 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.

As of March 2022, only 24% of computing jobs are held by women. The percentage of female STEM graduates is about 19%. Women are leaving the tech industry at a 45% higher rate than men are. 11% of the engineering workforce is made up of 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

## CO-CHAIRS

**Viola Maxwell-Thompson**, *President and CEO, Information Technology Senior Management Fo-rum (ITSMF)*

**Christine Bongard**, *President, The WIT Network*

## PARTNERS

- ATHENA International's Emerging Leaders Program
- Hispanic IT Executive Council (HITEC)
- Information Technology Senior Management Forum
- NCWIT
- STEMconnector
- Women Impact Tech
- Watermark
- WIT Network