

# **WOMEN IN TECHNOLOGY**

FSU Information Technology Services



# Introduction

Information Technology Services is building a new community to support women in technology, focused on cultivating a diverse and inclusive environment that advances women in technology through networking, support, mentorship, engagement, and inspiration.

# Women in Technology

## Mission

- To cultivate a diverse and inclusive environment that advances women in technology through networking, support, mentorship, engagement and inspiration. Women in Technology provides a welcoming community that encourages and facilitates discussion on topics related to the support of women in technology.

## Vision

- To connect, engage, and inspire women in technology to reach their full potential and achieve their professional and personal goals.

# Goals



## NETWORK

Promote **networking** opportunities to learn and grow through relationships with others in technology



## SUPPORT

Provide mutual **support** in achieving professional and personal goals



## MENTOR

Develop **mentorship** opportunities to expand network and learn from experienced IT leaders or provide mentorship to others



## ENGAGE

Improve connections and opportunities for **engagement** and communication with others sharing and addressing topics related to the support of women in technology



## INSPIRE

**Inspire** women to confidently pursue their career interests and strengthen the pipeline for women to enter and advance in information technology



# VOLUNTEER AREAS

Coordinate professional and personal development sessions

Engage WIT community with Teams discussions

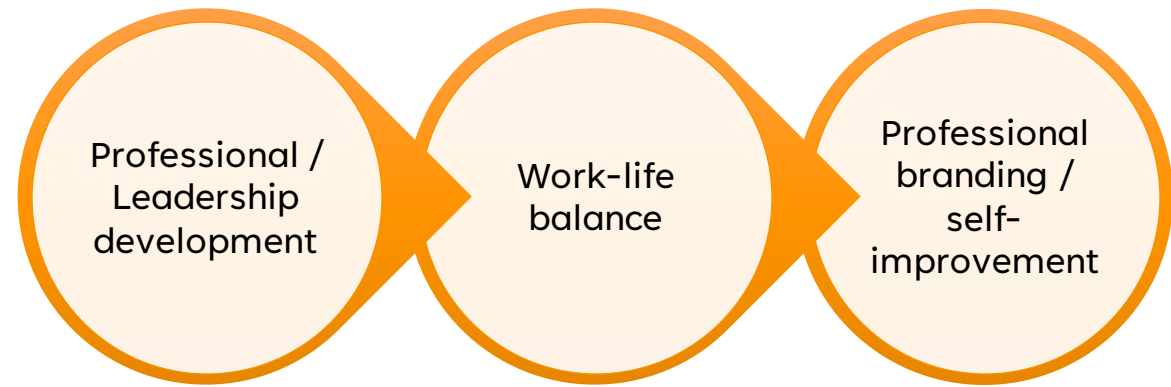
Develop mentorship opportunities

Plan and organize WIT community activities

Lead interest groups



# TOPICS OF INTEREST



# TOP ACTIVITIES

Social events

Guest  
speakers

Mentorships

Professional  
development

Community  
meetings

Lunch and  
learns

Coffee and  
tea meetings



# Thank you

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# Learn More

## Join WIT

 Join or create team

Teams code

**zqez59n**

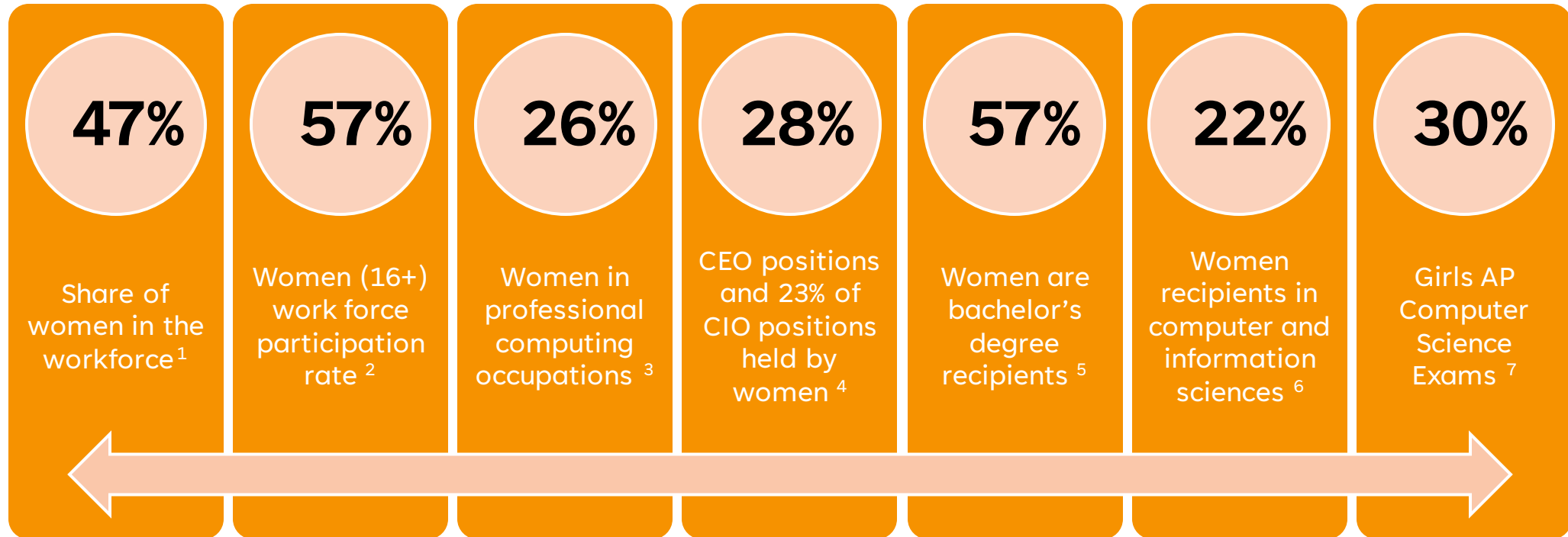
## WIT Website



# APPENDIX



# Women by Numbers



SOURCES: Reference Appendix



# Challenges of Women in Technology

## Management support

Only 40% of women say their manager helps them manage their workload <sup>1</sup>

## Opportunity

44% women say that their manager regularly shows interest in their career <sup>1</sup>

## Representation

36% total women in Senior management positions and 26% in C-level roles <sup>1</sup>

## Gender bias

Women in tech are 4X more likely than men to see gender bias as an obstacle to promotion <sup>2</sup>

## Work-life balance

49% women leaders want flexibility <sup>1</sup>

## Burnout

43% women leaders are burned out <sup>1</sup>

## Pay equity

Women earn 16% less than their male counterparts <sup>3</sup>

### SOURCES:

1. [The state of the pipeline \(leanin.org\)](https://leanin.org/)
2. [2021 Women in Tech Report - Research and Statistics from TrustRadius](#)
3. [Gender earnings ratios by weekly and annual earnings | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov/ebsa/press-releases/2019/09/19190901.htm)
4. [Powerful Tech Stats For International Women's Day \(forbes.com\)](https://www.forbes.com/sites/amy-lee/2019/03/27/powerful-tech-stats-for-international-womens-day/)



# Important Job Factors to Women



# Overcoming Challenges

Improve management support

Provide career development

Promote mentorship relations

Expand promotion opportunities and women in leadership roles

Increase diversity in workplace and focus on building an inclusive and supportive culture

Encourage flexible work environments

Review and improve gender pay gap

Celebrate women's accomplishments all year

## SOURCES:

1. [In charts: the impact of gender and race in the tech industry | World Economic Forum \(weforum.org\)](#)
2. [Research: How Bias Against Women Persists in Female-Dominated Workplaces \(hbr.org\)](#)



# SOURCES: Women by Numbers

1. 47.4% - share of women in the workforce

SOURCE: (2019) US Department of Labor, Women's Bureau

[100 Years of Working Women | U.S. Department of Labor \(dol.gov\)](#)  
[Data and Statistics | U.S. Department of Labor \(dol.gov\)](#)

2. 57% - women (16+) work force participation rate

SOURCE: (2023) US Department of Labor, Women's Bureau

[Data and Statistics | U.S. Department of Labor \(dol.gov\)](#)

3. 26% - women in professional computing occupations. That number has been decreasing since 1990 when it was 34%. Based on data from US Dept. of Labor

SOURCE: National Center for Women and Information Technology, US Dept of Labor, Berkley School of Information

[By the Numbers | National Center for Women & Information Technology \(ncwit.org\)](#)  
[Percentage of women workers in science, technology, engineering, and math \(STEM\) | U.S. Department of Labor \(dol.gov\)](#)  
[Changing the Curve: Women in Computing - I School Online \(berkeley.edu\)](#)

4. 28% and 23% - CEO and CIO positions held by women

SOURCE: (2023) Grant Thornton

[Women take a leading role | Grant Thornton insights | Grant Thornton](#)

5. 57% - women are bachelor's degree recipients (2021)

SOURCE: (2021)National Center for Women and Information Technology, (2019)Yale Scientific, (2019)National Center for Education Statistics

[By the Numbers | National Center for Women & Information Technology \(ncwit.org\)](#)  
[By the Numbers: Women in STEM: What do the statistics reveal about ongoing gender disparities? – Yale Scientific Magazine](#)  
[Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and sex of student: Selected years, 1976-77 through 2018-19](#)

6. 22% - (2020) women recipients in computer and information sciences. Interestingly, in the 1980s women made up over 30% of computer and information science degree recipients. The percentage has remained at around 20% since 2005. This is based on data from the National Center for Education Statistics.

SOURCE: (2021)National Center for Women and Information Technology, National Center for Education Statistics

[By the Numbers | National Center for Women & Information Technology \(ncwit.org\)](#)  
[Degrees in computer and information sciences conferred by postsecondary institutions, by level of degree and sex of student: 1964-65 through 2019-20](#)

7. 30.7% - girls AP Computer Science Exams (over 300% increase since 2015)

SOURCE: NY Post, Berkley School of Information

[Girls are acing the AP computer science test in record numbers: DOE \(nypost.com\)](#)  
[Changing the Curve: Women in Computing - I School Online \(berkeley.edu\)](#)