WOMEN IN TECHNOLOGY

FSU Information Technology Services
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

Professional / Leadership development

Work-life balance

Professional branding / self-improvement
TOP ACTIVITIES

Social events

Guest speakers

Mentorships

Professional development

Community meetings

Lunch and learns

Coffee and tea meetings
Thank you

Jonathan Fozard  
CIO  
jfozard@fsu.edu

Anne Neidhardt  
Director, PMO  
aneidhardt@fsu.edu

Kimberly Grant  
Associate Director  
HR Application Services  
kdgrant@fsu.edu

Andrea Dial  
IT Project Manager, PMO  
adial@fsu.edu
Learn More

Join WIT

Teams code
zqe59n

WIT Website
APPENDIX
Women by Numbers

- **47%** Share of women in the workforce\(^1\)
- **57%** Women (16+) workforce participation rate \(^2\)
- **26%** Women in professional computing occupations \(^3\)
- **28%** CEO positions and 23% of CIO positions held by women \(^4\)
- **57%** Women are bachelor’s degree recipients \(^5\)
- **22%** Women recipients in computer and information sciences \(^6\)
- **30%** Girls AP Computer Science Exams \(^7\)

SOURCES: Reference Appendix
# Challenges of Women in Technology

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management support</td>
<td>Only 40% of women say their manager helps them manage their workload (^1)</td>
</tr>
<tr>
<td>Opportunity</td>
<td>44% women say that their manager regularly shows interest in their career (^1)</td>
</tr>
<tr>
<td>Representation</td>
<td>36% total women in Senior management positions and 26% in C-level roles (^1)</td>
</tr>
<tr>
<td>Gender bias</td>
<td>Women in tech are 4X more likely than men to see gender bias as an obstacle to promotion (^2)</td>
</tr>
<tr>
<td>Work-life balance</td>
<td>49% women leaders want flexibility (^1)</td>
</tr>
<tr>
<td>Burnout</td>
<td>43% women leaders are burned out (^1)</td>
</tr>
<tr>
<td>Pay equity</td>
<td>Women earn 16% less than their mail counterparts (^3)</td>
</tr>
</tbody>
</table>

**Sources:**
1. [The state of the pipeline (leanin.org)](https://leanin.org)
2. [2021 Women in Tech Report - Research and Statistics from TrustRadius](https://www.trustradius.com)
## Important Job Factors to Women

### THE FACTORS DRIVING WOMEN LEADERS TO SWITCH JOBS ARE MORE IMPORTANT TO YOUNG WOMEN

#### Reasons women leaders are switching jobs...\(^2\)

<table>
<thead>
<tr>
<th>Reason</th>
<th>Men Leaders</th>
<th>Women Leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity to advance</td>
<td>44%</td>
<td>48%</td>
</tr>
<tr>
<td>Flexibility</td>
<td>13%</td>
<td>20%</td>
</tr>
<tr>
<td>Company commitment to DEI</td>
<td>11%</td>
<td>18%</td>
</tr>
<tr>
<td>Unsupportive manager</td>
<td>18%</td>
<td>22%</td>
</tr>
<tr>
<td>Unmanageable workload</td>
<td>10%</td>
<td>17%</td>
</tr>
</tbody>
</table>

#### …these factors are increasingly important to women—especially young women\(^2\)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Women Leaders</th>
<th>Women Under 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advancing is more important</td>
<td>31%</td>
<td>58%</td>
</tr>
<tr>
<td>Flexibility is more important</td>
<td>66%</td>
<td>76%</td>
</tr>
<tr>
<td>Commitment to DEI is more important</td>
<td>31%</td>
<td>41%</td>
</tr>
<tr>
<td>Manager support is more important</td>
<td>42%</td>
<td>56%</td>
</tr>
<tr>
<td>Commitment to employee well-being is more important</td>
<td>55%</td>
<td>68%</td>
</tr>
</tbody>
</table>
# 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

2. 57% - women (16+) work force participation rate
SOURCE: (2023) US Department of Labor, Women’s Bureau

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

4. 28% and 23% - CEO and CIO positions held by women
SOURCE: (2023) Grant Thornton

5. 57% - women are bachelor’s degree recipients (2021)
SOURCE: (2021)National Center for Women and Information Technology, National Center for Education Statistics

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

7. 30.7% - girls AP Computer Science Exams (over 300% increase since 2015)
SOURCE: NY Post, Berkley School of Information

---

3/21/2023