ADVANCE WOMEN TECHNOLOGISTS

WHY IT MATTERS

Women leaders improve performance. Studies show that companies with women in leadership roles demonstrate improved organizational and financial performance. 1

WOMEN DIRECTORS

Fortune 500 Companies with 3+ women directors saw returns increase:

- 66% on invested capital
- 42% on sales
- 53% on equity

WOMEN LEADERS

Fortune 500 Companies with more women in senior management saw returns increase:

- 35% on equity
- 34% to shareholders

Women in senior roles are underrepresented

Few AT THE TOP

The proportion of women decreases at each successive level, and men are more likely to be in senior roles.

ADVANCEMENT

Women are equally likely to be mid-level, but 3x less likely than men to be in senior roles.

REPRESENTATION

Women are less likely to be in top leadership roles:

- 23% entry
- 20% mid
- 17% senior
- 11% executive

HOW TO ADVANCE

Focus on developing top female talent

To advance women at every level, companies must proactively develop talent, build inclusive cultures and improve promotion systems. 2

FOSTER AN INCLUSIVE CULTURE

- Build the case for diversity
- Reduce unconscious bias
- Feature women role models

DEVELOP & PROMOTE TOP TALENT

- Identify & cultivate high-potential women
- Pair high-performers with "hot jobs"
- Reduce bias in promotion & review

HOLD LEADERS ACCOUNTABLE

- Have executives commit publicly
- Hold managers to diversity goals
- Be transparent on advancement measures

PROVIDE DEVELOPMENT & SUPPORT

- Provide leadership development programs
- Create sponsorship programs
- Provide technical skill development

REFERENCES


Whitepapers and resources to advance women technologists are available at www.anita.org/overview-tools.

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