

# ADVANCE WOMEN TECHNOLOGISTS

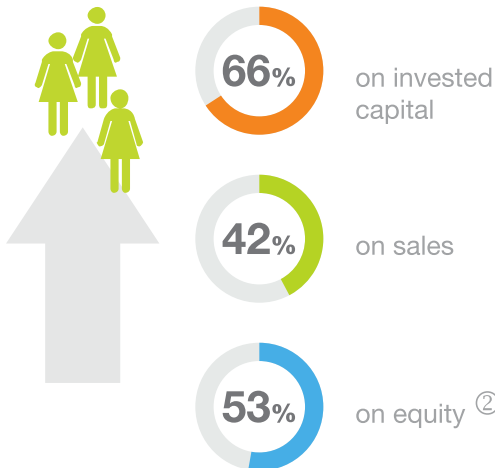
## WHY IT MATTERS

Women leaders improve performance

Studies show that companies with women in leadership roles demonstrate improved organizational and financial performance.<sup>①</sup>

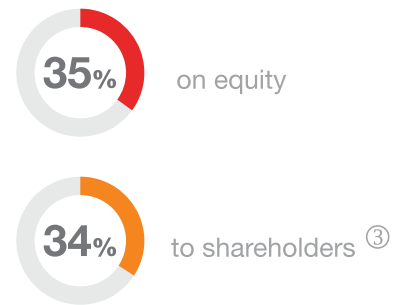
### WOMEN DIRECTORS

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



### WOMEN LEADERS

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



Women in senior roles are underrepresented

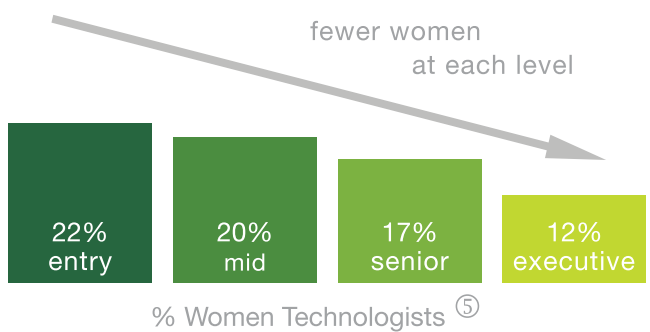
## FEW AT THE TOP

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**  
**WOMEN ARE 3X LESS LIKELY**  
than men to be in senior roles<sup>④</sup>

### REPRESENTATION



## 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.<sup>⑥</sup>

### FOSTER AN INCLUSIVE CULTURE

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

### HOLD LEADERS ACCOUNTABLE

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

### DEVELOP & PROMOTE TOP TALENT

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

### PROVIDE DEVELOPMENT & SUPPORT

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

### REFERENCES

1. Innovation by Design, ABI, 2014; 2. Women Matter, McKinsey, 2007; 3. The Bottom Line, Catalyst, 2004;
4. Climbing the Technical Ladder, ABI & Clayman Institute, 2008; 5. Top Company data, ABI, 2014;
6. Recommendations to Advance Women Technologists, ABI, forthcoming.

Whitepapers and resources to advance women technologists are available at [www.anitaborg.org/insights-tools](http://www.anitaborg.org/insights-tools)



ABI connects, inspires, and guides women in computing and organizations that view technology innovation as a strategic imperative. We believe technology innovation powers the global economy, and that women are crucial to building technology the world needs.