Top Companies for Women Technologists

Top Companies for Women Technologists is a national program from AnitaB.org that recognizes companies committed to building workplaces where women technologists can thrive. Top Companies is the only program that provides a consistent benchmark of the technical workforce across a wide range of industries.

We are excited to announce that as part of our global 50/50 by 2025 Women’s Tech Equity Strategy, this year’s data collection will include questions about equity policies and programs. These additional questions identify best DEI practices that help companies and the field improve women’s representation, pay, retention and equity to ensure all are treated fairly in the workplace. Because support of women entrepreneurs is so critical to tech equity, we also are including tech venture funding questions for the first time.

*Please note that the addition of these questions means that numerical sequence of 2018 will appear as questions 5, 6, 8 (omitting question 7 which is now a new question).

Top Companies uses a rigorous methodology to analyze data from participating organizations and produce insights across three key areas: representation, workplace experiences, and programs and policies. In 2018, 80 organizations participated in Top Companies, representing more than 628,000 technologists across industry verticals including hardware and software, business services, consulting, financial services, insurance, media, research, and retail.

All participants will be acknowledged for their commitment to measure their technical workforce and gain a deeper understanding of women in their company. The top five companies in each size category (technical workforce under 1,000, 1,000 to 10,000, and over 10,000) will be recognized alphabetically this October. The company with the highest score in each category is recognized as a Top Companies Winner and will be announced at the 2019 Grace Hopper Celebration (GHC).

Steps to Complete your Submission

1. Identify the primary and additional contacts for your organization.
2. Map your organization’s job codes to the AnitaB.org definition of technical roles and career levels.
3. Complete payment for participation.
   (Note: There’s no additional fee for AnitaB.org Partners.)
4. Gather your organization’s data for the current year (April 1, 2018 – March 31, 2019). Prior year data (April 1, 2017 – March 31, 2018) has been pre-populated for existing Top Companies participants and is not required for new participants.
   a. You can use the template to assist you in preparing your data.
5. Register for Top Companies beginning April 16, 2019.
6. Enter your company’s data into the online submission portal.
   a. Submissions are open April 16 through June 7, 2019.
7. Review your submission data with your executive sponsor.

Resources & Support

If you have questions while working on your submission, we encourage you to review our Frequently Asked Questions or attend a webinar. You can contact our Top Companies team at TopCompanies@AnitaB.org.
I. Program Details

Eligibility to Participate

Your company can be publicly or privately held, including foreign-based companies and autonomous subsidiaries. You must have at least 150 technical employees in your U.S.-based workforce. To ensure the statistical rigor of our analysis, only companies with at least 25 employees (men or women) at the entry, midcareer, and senior levels will be eligible for Top Companies awards.

Occasionally, we may have questions about your data that need to be resolved. We will work with your contacts to resolve such questions. If your company is unable to submit valid responses to all questions, your organization may not be considered for an award.

Scope of Workforce

Data submitted should reflect numbers only for technical employees based in the U.S., regardless of where your company is headquartered. Data should not include temporary staff members, regardless of whether they are contracted through a third-party agency or retained directly by your company. Data should only include employees working in technical roles, as defined by AnitaB.org, unless otherwise specified.

Security and Confidentiality

We take reasonable steps to maintain the security and confidentiality of application data, as described in the Top Companies Non-Disclosure Agreement, which companies must accept to participate.

Data from each company will be anonymized and aggregated with information from other participants. Individual data will not be shared nor linked to company identifiers in any way, either publicly or in each company’s confidential, customized reports. Peer benchmarking data will only be shared in aggregated form, and only to the extent that the data can be sufficiently anonymized. Results summarized in each company’s reports are released solely through the Top Companies portal to the company’s designated contacts.

We will list companies alphabetically in the confidential reports, publicly on the AnitaB.org website, and in marketing collateral or other materials. We will notify companies of their status prior to a public announcement.

If there is a change in staffing for your primary or additional contacts during the evaluation process, please reach out to us to update contacts and protect the confidentiality of your data.

Cost of Participation

We offer two participation packages.

- Basic Package ($1,000): Includes a Basic Report with your results, delivered online.

- Premium Package ($3,600, or included for AnitaB.org partners): Includes a Premium Report with your results and analysis, a group call to collectively review the program results (each participating company’s results will remain confidential). Also, you will have the opportunity to participate in the Workplace Equity Experiences Survey (WES). WES will explore employee equity experiences more deeply, providing critical new data to drive DEI Impact for your company. AnitaB.org Partners receive the Premium Package as part of their partnership benefits.

If your organization is a sponsor of Grace Hopper Celebration, you will also receive one sign with the appropriate Top Companies badge, designed and produced by AnitaB.org to showcase at your booth.

You can pay for your package by credit card or receive an invoice through our online e-commerce platform.

II. Key Workforce Definitions

To complete the application, you will need to provide data about employees across four levels in your company’s U.S.-based technical workforce. Pay attention to both the data period and our metrics definitions. In some cases, the information you provide will be based on a single snapshot at the end of the data period, whereas others require a yearly average or annual total number. Some metrics also require you to break out numbers by a given level or by career path.
Definition of the Technical Workforce

For the purpose of Top Companies, we define the technical workforce as all technical occupations in computing and information technology, all occupations that require deep technical specialization and knowledge, as well as managers, directors, and executives who oversee technical employees and the development and delivery of technical products. The workforce is defined by position, not department.

Examples of these positions by broad organizational category include:

- Category A: Engineering, Research and Development, and Technical Design
  - Software engineers/developers/programmers/analysts/architects/QA and testing specialists
  - Hardware engineers/hardware systems engineers
  - Electronic engineers, telecommunication/component/computer network engineers/technicians
  - Design and CAD engineers/technicians
  - Scientists and researchers in technical science and engineering disciplines (e.g., computer science, human computer interaction, and interface design)
  - Technical product designers
  - Human factors/HCI/user interface engineers and specialists
  - Web analysts/search engine optimization professionals with technical specialization and coding expertise

- Category B: IT Engineering and Support
  - IT engineers
  - IT systems and data analysts
  - Computer operations and security specialists
  - IT engineer/support/desktop technicians
  - Database/systems/network/web administrators/specialists/technicians
  - Content architects

- Category C: Technical Services, Technical Sales, Technical Support, and Technical Marketing
  - Solutions architects and technology consultants
  - Localization and search optimization engineers
  - Technical sales engineers
  - Technical support engineers/specialists/technicians
  - Technical training and learning specialists
  - Technical support specialists in call center
  - Technical evangelists
  - Technical product marketing professionals

- Category D: Technical Management and Technical Leadership
  - Technical product managers
  - Technical project and program managers
  - Leaders in charge of managing technical employees, such as team leads, directors, general managers, senior directors, vice presidents, and executive vice presidents of engineering/IT/technology
  - Leaders in charge of overseeing the delivery of technology products and processes, such as general managers or program managers of a software/hardware or IT product
  - Individual contributors whose primary task is leading innovation and technical projects and products, such as principal/distinguished engineers, fellows, and architects

*Note that the technical workforce does not include:*

- Positions that are not technical occupations, do not require deep technical specialization/knowledge, or do not entail the management of a technical product or staff
- Technical writers
- Scientific and technical positions that are not computer related, such as biotechnicians, civil


**Definition of Career Levels**

The application form asks you to report representation at four career levels, determined in accordance with your company structure. These levels are mutually exclusive; no individual employee can be counted in more than one level.

*Executive-level technical managers and contributors*

This band includes technical executives with responsibility for companywide technology strategy or expertise and/or high-level functional responsibility for a technical product, as well as executive-level individual contributors. Note that technical executives may reside outside of the “technical career path” or R&D/Engineering function but must manage technical employees and the delivery of technical products, lead technical development, project teams, divisions, and organizations within a company, and/or have deep technical knowledge/specialization.

*Senior-level technical managers and contributors*

This band includes employees who have achieved deep technical expertise and experience, and who occupy senior management positions with significant functional responsibilities pertaining to technical projects, as well as senior individual contributors. Note that technical senior-level managers may reside outside of the “technical career path” or R&D/Engineering function but must manage technical employees and the delivery of technical products, lead technical development, project teams, divisions, and organizations within a company, and/or have deep technical knowledge/specialization.

*Mid-level technical managers and contributors*

This band includes employees who are considered “professionals” with established technical expertise. They contribute either as individual contributors, or as team leaders or middle managers. Again, these positions may be found outside of the R&D/Engineering function but are technical occupations and/or require deep technical specialization/knowledge.

*Entry-level technical contributors*

This band comprises first-level contributors in technical positions, as defined above. Entry-level contributors usually have no supervisory responsibility and fewer years of experience. Their work involves assisting the work of others as well as developing individual skills. Again, these positions may be found outside of the R&D/Engineering function but are technical occupations and/or require deep technical specialization/knowledge.

**Definition of the Data Period**

All participants must submit data for the current year, April 1, 2018 – March 31, 2019. Prior year data (April 1, 2017 – March 31, 2018) is pre-populated for existing Top Companies participants to measure year-over-year improvement in the representation and advancement of women technologists. Prior year data is not required for new participants.

*Prior Year: April 1, 2017 – March 31, 2018*  
*Current Year: April 1, 2018 – March 31, 2019*

**III. Metrics for Submission**

The following metrics will be gathered as part of the 2019 Top Companies submissions.

**Current Year Representation**

*As of March 31, 2019*

1. **ENTRY LEVEL**
   - Total number of entry level technical contributors who are women, as of March 31, 2019
   - Total number of entry level technical contributors (both men and women), as of March 31, 2019

2. **MID-LEVEL**
   - Total number of mid-level technical contributors who are women, as of March 31, 2019
   - Total number of mid-level technical contributors (both men and women), as of March 31, 2019

3. **SENIOR LEVEL**
   - Total number of senior level technical contributors who are women, as of March 31, 2019
   - Total number of senior level technical contributors (both men and women), as of March 31, 2019

4. **EXECUTIVE LEVEL**
   - Total number of executive level technical contributors who are women, as of March 31, 2019
   - Total number of executive level technical contributors (both men and women), as of March 31, 2019
5. RECRUITMENT
   • Total number of new technical hires across all levels who are women, from April 1, 2018 – March 31, 2019
   • Total number of new technical hires across all levels, from April 1, 2018 – March 31, 2019

6. RETENTION (VOLUNTARY)
   6M. Retention (voluntary) of Technical Men
   • Total number of technical men who voluntarily left the company between April 1, 2018 – March 31, 2019
   • Average number of technical employees across all levels who are men, from April 1, 2018 – March 31, 2019
   6W. Retention (voluntary) of Technical Women
   • Total number of technical women who voluntarily left the company between April 1, 2018 – March 31, 2019
   • Average number of technical employees across all levels who are women, from April 1, 2018 – March 31, 2019

7. RETENTION (INVOLUNTARY)
   7M. Retention (involuntary) of Technical Men
   • Total number of technical men who involuntarily left the company between April 1, 2018 – March 31, 2019
   • Total number of technical women who involuntarily left the company between April 1, 2018 – March 31, 2019

8. ADVANCEMENT
   8M. Promotion of Technical Men
   • Total number of technical men who were promoted between April 1, 2018 – March 31, 2019
   • Average number of technical employees across all levels who are men, from April 1, 2018 – March 31, 2019
   8W. Promotion of Technical Women
   • Total number of technical women who were promoted between April 1, 2018 – March 31, 2019
   • Average number of technical employees across all levels who are women, from April 1, 2018 – March 31, 2019

Additional Metrics

As of March 31, 2019

A. TOTAL TECHNICAL REPRESENTATION
   • Total number of technical employees across all levels who are women, as of March 31, 2019
   • Total number of technical employees across all levels (both women and men), as of March 31, 2019

B. OVERALL REPRESENTATION
   • Total number of employees (technical and non-technical) across all levels who are women, as of March 31, 2019
   • Total number of employees (technical and non-technical) across all levels (both women and men), as of March 31, 2019

PRIOR YEAR REPRESENTATION

As of March 31, 2018

1. ENTRY LEVEL
   • Total number of entry level technical contributors who are women, as of March 31, 2018
   • Total number of entry level technical contributors (both men and women), as of March 31, 2018

2. MID-LEVEL
   • Total number of mid-level technical contributors who are women, as of March 31, 2018
   • Total number of mid-level technical contributors (both men and women), as of March 31, 2018

3. SENIOR LEVEL
   • Total number of senior level technical contributors who are women, as of March 31, 2018
   • Total number of senior level technical contributors (both men and women), as of March 31, 2018

4. EXECUTIVE LEVEL
   • Total number of executive level technical contributors who are women, as of March 31, 2018
   • Total number of executive level technical contributors (both men and women), as of March 31, 2018

April 1, 2018 – March 31, 2019

5. RECRUITMENT
   • Total number of new technical hires across all levels who are women, from April 1, 2017 – March 31, 2018
   • Total number of new technical hires across all levels, from April 1, 2017 – March 31, 2018

6. RETENTION (VOLUNTARY)
   6M. Retention (voluntary) of Technical Men
   • Total number of technical men who voluntarily left the company between April 1, 2017 – March 31, 2018
   • Average number of technical employees across all levels who are men, from April 1, 2017 – March 31, 2018
   6W. Retention (voluntary) of Technical Women
   • Total number of technical women who voluntarily left the company between April 1, 2017 – March 31, 2018
   • Average number of technical employees across all levels who are women, from April 1, 2017 – March 31, 2018

8. ADVANCEMENT (PREVIOUSLY QUESTION 7)
   8M. Promotion of Technical Men
   i. Total number of technical men who were promoted between April 1, 2017 – March 31, 2018
   ii. Average number of technical employees across all levels who are men, from April 1, 2017 – March 31, 2018
   8W. Promotion of Technical Women
   i. Total number of technical women who were promoted between April 1, 2017 – March 31, 2018
   ii. Average number of technical employees across all levels who are women, from April 1, 2017 – March 31, 2018
8W. Promotion of Technical Women

i. Total number of technical women who were promoted between April 1, 2017 – March 31, 2018

ii. Average number of technical employees across all levels who are women, from April 1, 2017 – March 31, 2018

As of March 31, 2018

A. TOTAL TECHNICAL REPRESENTATION

• Total number of technical employees across all levels who are women, as of March 31, 2018

• Total number of technical employees across all levels (both women and men), as of March 31, 2018

B. OVERALL REPRESENTATION

• Total number of employees (technical and non-technical) across all levels who are women, as of March 31, 2018

• Total number of employees (technical and non-technical) across all levels (both women and men), as of March 31, 2018

Women of Color in Technology

To gain a fuller understanding of the technical workforce and provide robust data analysis for gender equity and diversity, AnitaB.org will include a measure for representation of women of color in technology. Responses are optional, but respondents will receive additional recognition for their participation.

How many women technologists at your organization identify as the following?
Each employee should be measured in one and only one category.

• African American/Black
• Asian
• Hispanic/Latina
• Native American/Alaska Native/First Nations
• Pacific Islander/Native Hawaiian
• White
• Multiracial
• Unknown

POLICY & PROGRAMS

AnitaB.org is committed to goals of equity in hiring, pay, retention, and venture funding parity. For this reason, we are adding additional questions to our Top Companies application. The Policy & Programs questions may be used for scoring or award purposes in 2019, so companies are encouraged to include the data if they are able. A response of “Unknown” may exclude you from an award.

PARENTAL LEAVE

• How many weeks of full paid time off does your company offer birthmothers? In addition to the number of weeks your company gives new birthmothers for maternity leave, please include the number of weeks for disability leave, medical leave, and/or any other time benefits you give to new birthmothers in your total number of weeks.
  • Response: Number of Weeks

• How many weeks of full paid time off does your company offer an additional parent? Additional parent includes birthmother’s spouse (regardless of gender), birthmother’s non-married partner, same-sex non-birth parent, or biological father.
  • Response: Number of Weeks

• Does your company offer caregiver leave for any of the following? Check all that apply and indicate the number of weeks:
  • Response:
    □ Partner of a new birthmother
    □ Adoption
    □ Surrogacy
    □ Foster care
    □ Elder care
    □ Disability care

FLEX TIME

• Does your company have a formal company policy allowing flex time for all technical employees?
  • Response: Yes, No, Unknown

• If yes, what aspects of flex time are permitted by your policy?
  • Response - Select all that apply:
    □ Working remotely/ telecommuting
    □ Working flexible hours during the day (ex: avoiding rush hour by coming in from 10a.m. – 6 p.m., or taking off the afternoon to work later that evening)
    □ Working a flexible schedule/compressed workweeks (ex: four 10-hour days)
    □ Other

ACCOUNTABILITY

• Does your company have a formal policy that aims to eliminate gender bias in the performance reviews of your women technologists?
  • Response: Yes, No, Unknown

• Are managers’ bonuses based on progress against their diversity goals?
  • Response: Yes, No, Unknown

• How often does your executive team review workforce diversity data?
  • Response: (select one)
    □ At least once per month
    □ At least once per quarter
    □ At least once per year
    □ Less frequently than once per year
PAY EQUITY
- Does your company have an official company policy that requires pay equity by gender for similar jobs?
  - Response: Yes, No, Unknown
- If yes, does your policy implement a regularly scheduled pay equity audit to determine areas and occupations where gender pay inequity may exist?
  - Response: Quarterly, Biannually, Annually, Every 2 years, Every 3 or more years, We do not perform routine audits
- Has your company conducted a comprehensive pay equity analysis study in the past year?
  - Response: Yes, No, Unknown
- If no, is your company planning on conducting a comprehensive pay equity analysis study sometime in the next 12 months?
  - Response: Yes, No, Unknown
- If yes, does your company currently make public its pay equity data for its technical employee workforce?
  - Response: Yes, No, Unknown
- If no, would your company be willing to make public its data on pay equity among its technical employee workforce by 2020?
  - Response: Yes, No, Unknown
- If your company conducted a comprehensive pay equity analysis study in the past year, using available salary data at your company, indicate the average salary of your male technical employees from the most recently completed and audited fiscal year in the space provided below:
  - Entry (enter average salary of entry level male technical employees)
  - Mid-Level (enter average salary of mid-level male technical employees)
  - Senior (enter average salary of senior level male technical employees)
  - Executive (enter average salary of executive level male technical employees)
- If your company conducted a comprehensive pay equity analysis study in the past year, using available salary data at your company, indicate the average salary of your female technical employees from the most recently completed and audited fiscal year in the space provided below:
  - Entry (enter average salary of entry level female technical employees)
  - Mid-Level (enter average salary of mid-level female technical employees)
  - Senior (enter average salary of senior level female technical employees)
  - Executive (enter average salary of executive level female technical employees)

LEADERSHIP DEVELOPMENT
- Does your company offer formal leadership development programs specifically for women technologists?
  - Response: Yes, No, Unknown
- If yes, what are the career levels of participants?
  - Response: Entry, Mid-level, Senior, Executive
- If you selected mid-level, what is the duration of your program for mid-level women technologists?
  - Response: (select 1)
    - 1 day
    - Up to 1 week
    - Up to 1 month
    - Up to 6 months
    - Up to 1 year
    - Longer than 1 year
- If you selected mid-level, how do employees participate?
  - Response: (select 1)
    - Opt-in/volunteer basis
    - Nomination process
    - Both
    - Neither

TRAINING & EDUCATION
- Does your company offer formal training programs that address the value of gender diversity and/or the barriers to achieving it?
  - Response: Yes, No, Unknown
- If yes, what is the duration of your program?
  - Response (select 1):
    - 1 day
    - Up to 1 week
    - Up to 1 month
    - Up to 6 months
    - Up to 1 year
- If yes, is participation in the program mandatory?
  - Response: Yes, No, Unknown

CAREER SPONSORSHIP
- Does your company have a formal career sponsorship program for women technologists?
  - Response: Yes, No, Unknown
- If yes, at what career level is this program available?
  - Response (select all that apply):
    - Entry
    - Mid-level
    - Senior
    - Executive
- Does your company measure the retention and advancement of the women technologists who participate in this program?
- Response: Yes, No, Unknown

EEOC-1 REPORT
- Does your company make public its EEO-1 Report (Employer Information Report EEO-1, filed with the EEOC Office of Enterprise Data and Analytics’ Employer Data Team)?
  - Response: Yes, No, Unknown
- If no, would your company be willing to make public its data on pay equity among its technical employee workforce in 2020?
  - Response: Yes, No, Unknown
DUAL CAREER LADDER
• Does your organization provide a career path for technical individual contributors at senior and/or executive levels?
• Consider your career path structure, not just current reporting relationships.
• Response (select 1)
  □ Senior level
  □ Executive level
  □ Both Senior and Executive level
  □ We do not have this type of role

BOARD DIVERSITY
• How many individuals serve on your company’s Board of Directors?
  • Response: Number of People
• How many women serve on your company’s Board of Directors?
  • Response: Number of Women

VENTURE CAPITAL FUNDING
• Does your company provide Venture Capital Funding?
  • Response: Yes, No, Unknown
• If yes, does your company collect data on the percentage of Venture Capital Funding that is given to male and female founders?
  • Response: Yes, No, Unknown
• If yes, what percentage of your Venture Capital Funding was given to female founders or female-led companies in the last year?
  • Response: Percentage
• Does your company currently make public its percentage of funding that is given to female founders or female-led companies?
  • Response: Yes, No, Unknown
• Would your company be willing to make public its percentage of funding that goes to female founders or female-led companies in 2020?
  • Response: Yes, No, Unknown

ADDITIONAL INFORMATION
• Please include any additional information you would like to share with the Top Companies team.
  • Response: Open ended and optional.

Thank you for working diligently on your Top Companies submission. Your participation signals a commitment to women technologists, and will lead to increased diversity across technical industries. You can contact the Analytic Programs team at TopCompanies@AnitaB.org with any questions.