AnitaB.org conducted the Technical Equity Experience (TechEES) Global COVID-19 Impact Survey pilot March 27-April 6, 2020, to begin to understand the unique impact of COVID-19 on technical women, in order to advocate for institutional support of employees, students, and other technical women. The survey examined COVID-19-related changes in personal experiences with work, school, domestic life, and health & wellbeing, as well as institutional support needed by women technologists to help cope with COVID-19 and the economic downturn.

The pilot had 2,620 total responses:

**Working Women in Tech**
- 32% Women are classified as essential workers and must report on site for work
- 36% Say their workplaces cut their wages
- 19% Have had their workplaces reduced or froze benefits
- 19% Believe it is likely that they will lose their jobs

**Women Tech Students**
- 39% U.S. students lacking access to reliable internet connectivity
- 33% Believe COVID-19 may delay their ability to graduate
- 31% Have had job offers postponed or rescinded
- 22% Say they are facing food insecurity

46% say they’re worried about losing their job
32% report their workload increased
52% report a decline in mental health
9% Reported average of additional hours a week spent on domestic labor

View the full findings from the pilot survey online.
Supporting Women in Tech Through Government Response

On average, women technologists are more satisfied with the responses of their city and state/region over their nation. On a scale of 1 to 10, with 10 being very satisfied, women technologists report the following levels of satisfaction:

- 7.7 - Local K-12 Schools
- 7.4 - City
- 7.4 - State or Region
- 5.7 - Nation

Women technologists report that financial reliefs, such as mortgage/rent suspension and debt deferral, and paid sick leave are the proposed government efforts that would have the biggest impact on their lives during the COVID-19 pandemic.

Policy Recommendations to Support Women in Tech

Expanding eligibility for federally-guaranteed emergency paid leave. With more than 1 in 5 technical women having their benefits cut despite an increase in caregiving responsibilities, ensuring access to paid leave is critical. Eligibility for paid sick leave should be expanded to employees at essential businesses, within the federal government, and at employers with more than 500 employees. Additionally paid family leave should be expanded to individuals providing care to any family member impacted by COVID-19.

Support for childcare services. According to our pilot, 36 percent of technical women surveyed said their employers required them on site as essential workers. Many women still need access to affordable and reliable childcare services in order to be able to do their jobs. The childcare industry is currently on the brink of collapse due to the pandemic; Congress should pass at least $50 billion in relief to stabilize the industry to ensure women have the childcare they need now, and will have it after the pandemic subsides.

Ensure broadband accessibility by expanding funding and eligibility in pre-existing public programs. 39 percent of women technology students in the U.S. reported lacking reliable access to Internet connectivity. Programs already authorized at the Federal Communications Commission, such as Universal Service Fund and E-rate program, can be leveraged through expanded funding to quickly deliver more connective services.