

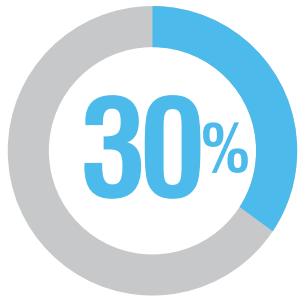
# WOMEN & TECHNOLOGY

Recommendations & Best Practices to Retain Women in Computing

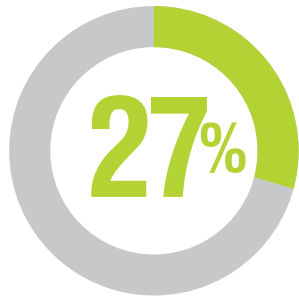
## WHY WOMEN LEAVE

### The High Attrition Rate of Women in Technology

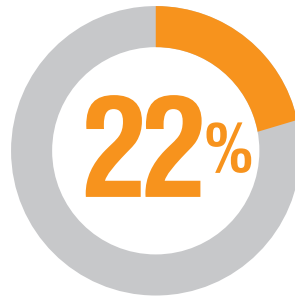
Despite employee incentives, women leave technology companies at twice the rate of men. A study that included over 1,000 women who worked in engineering and then left the field (mostly to other careers) cited the following top reasons for leaving engineering jobs.<sup>1</sup>



**Working Conditions:**  
no advancement,  
too many hours, low salary



**Work-Life Integration:**  
wanted more time with family,  
conflict with family or too much travel



**Didn't Like Work:**  
lost interest or  
didn't like daily tasks



**Organizational Climate:**  
didn't like culture,  
boss or coworkers

<sup>1</sup> Nadya A. Fouad and Romila Singh, "Stemming the Tide: Why Women Leave Engineering," University of Wisconsin-Milwaukee (2011).

## How to Retain Women in Technology

## WHAT WOMEN NEED

As the demand for top technical talent continues to outpace the number of graduates each year, leaders and managers must develop and foster a workplace culture that enables them to develop and retain women in technical roles.



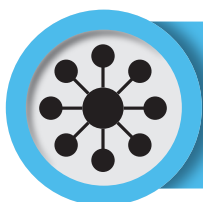
### LEADERSHIP & ACCOUNTABILITY

- Collect, analyze, and report retention data
- Formally train managers in best practices and hold accountable for retention



### CORPORATE CULTURE BUILT FOR INNOVATION

- Embed collaboration in corporate culture to encourage diverse ideas
- Offer training programs to raise awareness of micro-inequities and biases
- Provide development and visibility opportunities



### SUPPORT NETWORKS & COMMUNITIES

- Fund and support workshops, conferences & events that focus on career path experiences & challenges
- Establish mentoring programs
- Sponsor employee resource groups



### ORGANIZATIONAL INFRASTRUCTURE & POLICIES

- Institute flexible work arrangements & tools that facilitate work-life integration
- Enact employee leave policies & provide services that support work-life integration



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