Top Companies For Women Technologists

2019 Key Findings and Insights

/ Beyond Representation, Toward Equity

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ON THE ROAD TO EQUITY

This is the most exciting time in history for women in technology. Our global community is stepping up to help reach our goal of 50/50 by 2025 Equity for Women in Technology, and we could not be more proud to support the companies that are making this a reality.

This year, we have responded to your request for more specific ways to achieve equity by going beyond representation in our Top Companies scoring algorithm. We are no longer looking only at the number of women who work at a company at every level, but also the important policies and programs that have been implemented, as well as a transparency score based on how much data are shared with our team. This year we are also providing a breakdown of the numbers and guidance based on the size of a company's technical workforce, with the understanding that there is no one-size-fits-all approach.

We hope this information will not only help you attract the most talented workforce, achieve intersectional gender and pay equity, and grow your business, but will also ensure that the entire population is considered when building the technology that is shaping our future.

Thank you for sharing your data, implementing our recommendations, and allowing us to hold companies accountable. Top Companies 2019 is a milestone on our road to 50/50. Get ready 2025; here we come!

Brenda Darden Wilkerson, AnitaB.org President and CEO

ANITAB.ORG FIVE PILLARS

Based on extensive research, AnitaB.org believes 50/50 by 2025 can be achieved by improving equity in the following five pillars, where technical women experience the greatest disparities.

Pay Equity

Studies show technical women are paid 87 cents for every dollar tech men make.[1] Women tend to work in lower-level, lower-paid positions. For women of color, the pay discrepancy is even greater. This needs to change.

Hiring

Research shows positive trends in hiring technical women. However, women still make up a minority of technical employees (25.1%).[2] To reach equal gender representation, the current rate of hiring is insufficient.

Retention

Data indicate that 56% of women technologists leave by mid-career (2x the rate of men)[3] at a high cost to themselves, companies, and society. The leading reason women cite is working conditions, which includes a lack of advancement.[4]

VC Funding

Women-led businesses are the fastest growing segment of entrepreneurship, but they receive the smallest percentage of VC dollars (2.2%).[5] In one study, companies with a female founder outperformed all-male founder investments by 63%.[6]

Empowerment

Women that are empowered in the workplace are empowered in life. There is growing evidence that women's empowerment and gender equality have a multiplier effect on businesses, sustainable economies, and more.[7]

1. PayScale, "The State of the Gender Pay Gap" (2019) *PayScale* **2.** AnitaB.org, "Top Companies for Women Technologists, 2019 Key Findings and Insights" (2019) *AnitaB.org* **3.** CTI, "The Athena Factor 2.0: Accelerating Female Talent in Science, Engineering & Technology" (2014) *Center for Talent Innovation* **4.** Nadya A. Fouad and Romila Singh, "Stemming the Tide: Why Women Leave Engineering" (2011) *University of Wisconsin – Milwaukee* **5.** Valentina Zarya, "Female Founders Got 2% of Venture Capital Dollars in 2017" (2018) *Fortune* **6.** First Round Capital, "First Round Ten Year Project" (2015) *First Round Capital* **7.** United Nations, "Women's Empowerment Principles: Global Trends Report 2018" (2018) *United Nations Global Compact*

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ABOUT TOP COMPANIES

Top Companies for Women Technologists is the only benchmarking program that ***looks specifically at technical employees*** *and awards companies that are making the most progress toward equity.*

It is a national program from AnitaB.org that identifies key trends around the equity of women technologists in the workforce. First launched in 2011, the program helps organizations identify areas where they can improve, and signals a commitment to diversity, equity, and inclusion that women look for in an employer. This year's Top Companies participants came from a wide range of industries, including software, financial services, media, retail, and hardware.

All participating organizations agree to utilize a rigorous, standardized definition of the technical workforce, and all comparisons are based on this shared understanding.

At a time when women are significantly underrepresented on teams that are building technologies that shape every aspect of modern life, Top Companies helps point the way to a more diverse, equitable, and inclusive future.

Top Companies measured a U.S. technical workforce of over half a million technologists in 2019.

76 participating companies

572,000+ technologists

143,000+ women technologists

Companies of different sizes face different challenges. Companies were segmented by the size of their technical workforce, allowing AnitaB.org to examine how company size plays a role in building more diverse teams.

SMALL
TECHNICAL WORKFORCE
< 1,000

17
COMPANIES

MEDIUM
TECHNICAL WORKFORCE
1,000 - 10,000

48
COMPANIES

LARGE
TECHNICAL WORKFORCE
> 10,000

11
COMPANIES

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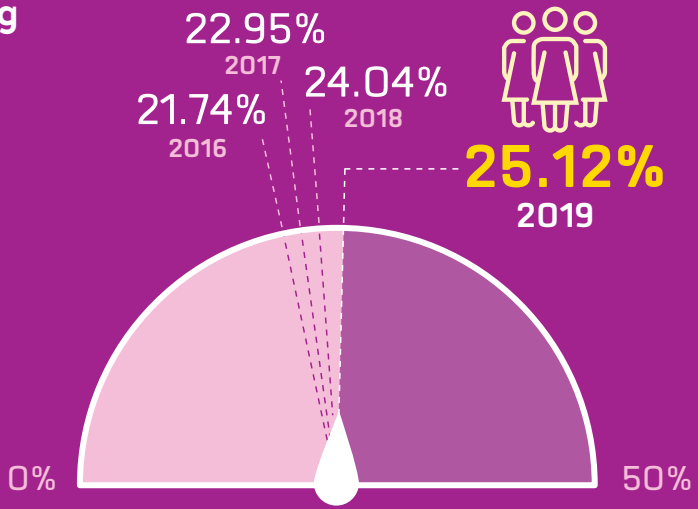
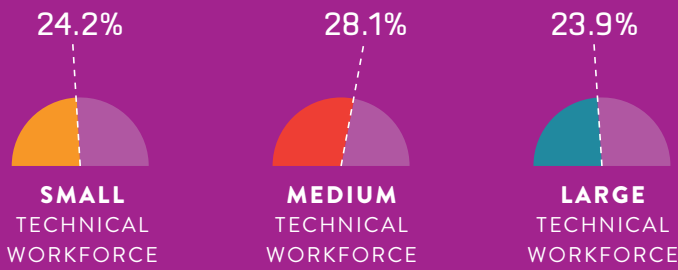
Overall Representation is Growing

There has been a steady increase in the representation of women technologists at every career level in organizations. Although this trend is moving in the right direction, the current growth rate of 1.1% is too slow to reach the goal of 50/50 by 2025.

This year, representation data segmented by the size of a company's technical workforce size revealed good news. Women technologists in the medium size category have a 28.1% representation level, well above the average for all companies.

NOTE: Even a 1.1% increase represents thousands of additional jobs held by women who are now bringing their ideas and expertise to technology.





OVERALL REPRESENTATION OF WOMEN TECHNOLOGISTS

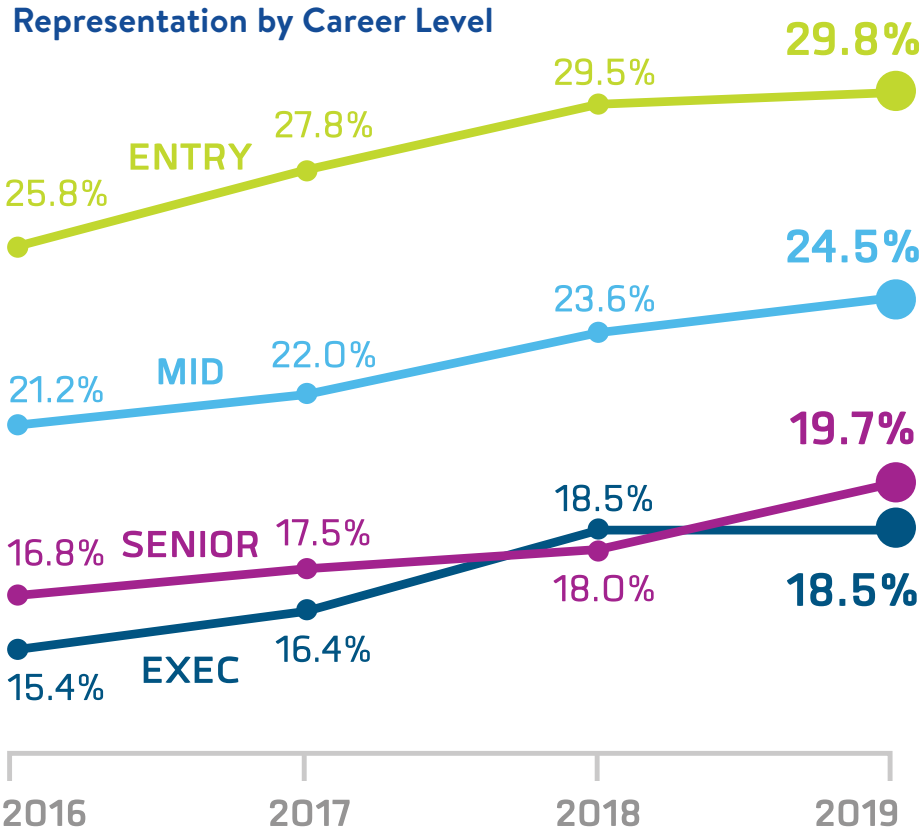
Have We Reached a Tipping Point?

Research suggests that when an organization reaches 30% representation of any minority group, it reaches a tipping point where a company's culture begins to change and the path to equity accelerates.[1]

In 2019, for the first time, participating companies had a combined representation of 29.8% women at entry level, indicating that representation may start increasing more rapidly.

This year's flat growth at the executive level and rapid growth at the senior level are attributed to possible ambiguity in classification rather than significant changes in the overall trend.

1. Stephen M. Shortell, PhD, MPH, MBA, "How 30 Percent Became the 'Tipping Point'" (2016) *NEJM Catalyst*



This all-time high in entry level women should better fuel the pipeline for women in senior and executive level positions in the future.

Hiring

In 2019, the overall hiring rate of women technologists increased over the prior two years.

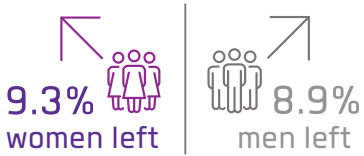
2017: 24.0% women hired
76.0% men hired

2018: 25.9% women hired
74.1% men hired

This favorable trend is a positive sign that the industry is working toward greater gender equity when it comes to hiring.

p < .001 significance

Retention



In 2019, women voluntarily left organizations at a significantly higher rate than their male colleagues. This gender disparity in retention has been a concerning trend over the prior two years:

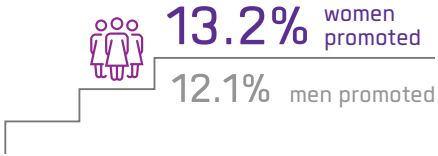
2017: 5.7% women left
5.1% men left

2018: 6.1% women left
5.5% men left

Achieving gender equity is more challenging when women leave at higher rates than men.

p < .001 significance

Advancement



In 2019, women technologists were promoted at a significantly higher rate than men — a positive step toward gender equity in higher levels within organizations. This favorable trend has been observed for the prior two years:

2017: 14.3% women promoted
13.4% men promoted

2018: 14.7% women promoted
14.4% men promoted

Advancing women into visible leadership positions signals to other women that upward mobility is possible, positively impacting retention.

p < .001 significance

BRIGHT SPOT

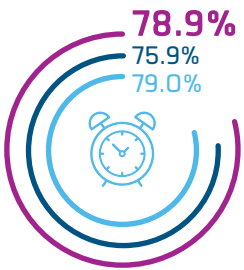
A Tipping Point: At nearly 30% women in entry level technical positions, increases in representation may be more rapid.

NEW IN /19

BEYOND REPRESENTATION: POLICIES & PROGRAMS

These policies and programs have shown significant impact on hiring, retention, advancement, and overall representation of women by Top Companies historical data and broader literature. Specific policy and program guidance, based on a company's technical workforce size, will be discussed in the following pages.

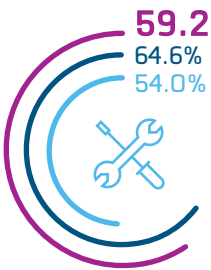
Flex Time Policy



Formal policies that support flexible work hours, schedules, and locations seem especially important for women. This year's data show flex time offered at a high rate.

WHY: Women are more likely to stay in jobs that accommodate the multiple roles they play at work and beyond.

Leadership Development Programs

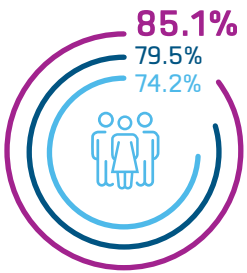


This year's data show significant correlations between companies that offer leadership development programs for women in both hiring and advancement.

p < .10 significance

WHY: Mid-career is a challenging time for women. These programs foster retention and advancement.

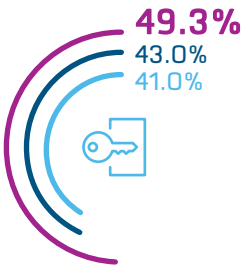
Gender Diversity Training



Rates of gender diversity training increased this year. Historically, data suggested voluntary training was recommended. Current research is less conclusive and merits investigation.

WHY: All genders need to be part of the solution.

Sponsorship Programs



Confirming current literature, this year's data continue to show the significant impact sponsorship has for women, increasing executive level representation.

p < .10 significance

WHY: Women can advance further and faster when they have sponsors.

2017 2018 2019

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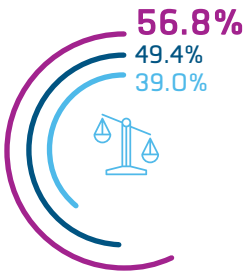
Formal Policy for Eliminating Gender Bias in Performance Reviews

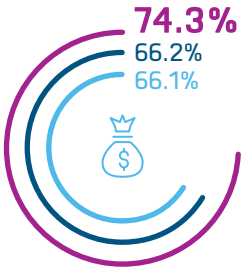


Literature shows gender bias against women in performance reviews.[1] This year's data suggest that eliminating gender bias in performance reviews significantly impacts mid and executive level representation.

p < .05 significance

WHY: Performance reviews impact opportunities.

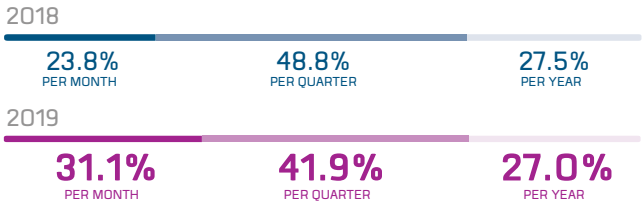
Gender Pay Equity Policy



Pay equity is an AnitaB.org 50/50 by 2025 pillar. While Top Companies does not yet have the data to speak to actual pay equity, the increase in the number of companies who have a gender pay equity policy in place is encouraging.

WHY: Equal work deserves equal pay, regardless of gender.

Executive Review of Workforce Diversity Data



First collected in 2018, the data were loud and clear - companies who review their workforce diversity data at least once per month have higher representation of women than companies who review it less often. The overall data in 2019 continue to show that monthly reviews matter, showing significant impact on entry level representation of women.

p < .002 significance

WHY: Ongoing accountability brings clarity and urgency to improving diversity numbers.

2017 2018 2019

1. Kieran Snyder, "The abrasiveness trap: High-achieving men and women are described differently in reviews" (2014) *Fortune*

RACIAL AND ETHNIC DIVERSITY OF WOMEN IN TECHNOLOGY

Increasing Underrepresented Groups

Of the 76 companies that participated in Top Companies 2019, 70 contributed data on race of their women technologists. As a result, racial diversity was examined across more than 138,000 women technologists in companies of different sizes.

Top Companies data mirror what the literature shows: Underrepresented women of color are the smallest population in technical roles.[1] As evidence on the importance of using an intersectional framework grows, companies must focus on greater racial and ethnic diversity in hiring. Diverse teams better understand consumer needs, thereby improving products and companies' bottom lines.

☆ TAILORED GUIDANCE ☆

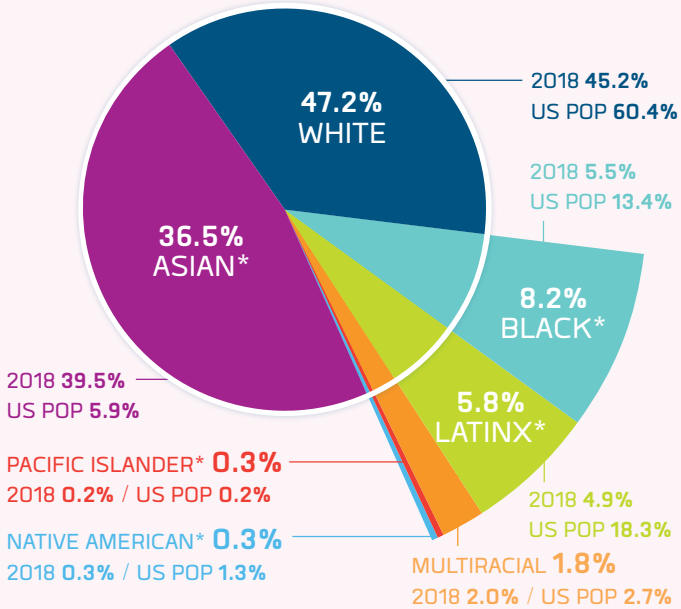
Create networks/affinity groups; support professional development opportunities, including financial support; collaborate with organizations focused on women of color in technology (including VCs); and establish formal mentorship and sponsorship programs for women of color.[2]

BRIGHT SPOT

It's encouraging that there were significant increases in Black/African American and Latinx/Hispanic representations since last year.

p < .001 significance

2019 Top Companies Representation of Women



US Population (Pop) Source: *Most recent U.S. Census (2010)*

***Note:** When analyzing racial disparities in the technical community, there are a number of ethnic variables within racial groups. For example, Black includes African Americans; Latinx includes women of Hispanic and Latin origins; Pacific Islanders includes Native Hawaiians; Native American includes Alaskan Natives and First Nations; Asian subgroups, including Southeast Asians and South Asians, were not segmented.

1. Sinduja Rangarajan, "Here's the clearest picture of Silicon Valley's diversity yet: It's bad. But some companies are doing less bad" (2018) *The Center for Investigative Reporting* **2.** AnitaB.org, "Toward Greater Representation And Equity In Tech: Solutions from Women of Color from Underrepresented Groups" (2018) *AnitaB.org*

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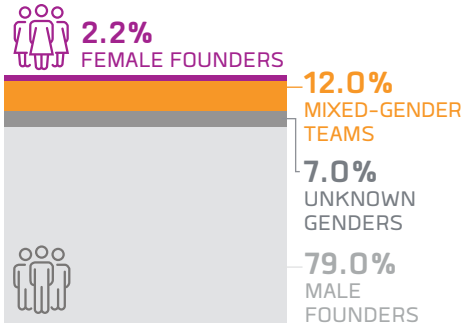
NEW IN /19

VENTURE CAPITAL (VC) FUNDING

Percentage of Total VC Dollars[1]



Source: *PitchBook (2017)*

Women-led businesses are the fastest growing segment of entrepreneurship in the U.S., but they receive the smallest pool of venture capital funds awarded to companies. This lack of VC investment is a major barrier for many aspiring female entrepreneurs, especially in the technology sector.

Of the 76 Top Companies participants, only 28 companies reported providing VC funding. Of those 28 companies, only 9 disclosed the percentage of total venture dollars awarded. Historically, VC firms have not been recruited to participate in Top Companies. AnitaB.org calls for more VC firms to participate as partners and for Top Companies participants to show greater transparency as part of a concerted effort toward 50/50 by 2025.

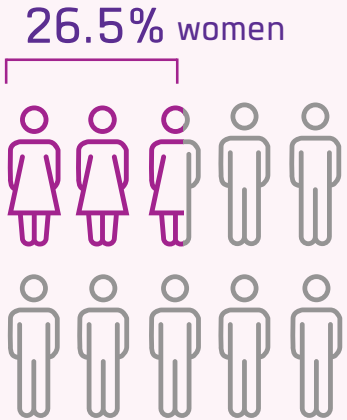
☆ TAILORED GUIDANCE ☆

Companies must engage with AnitaB.org by knowing and showing their VC funding numbers so that that evidence-based data can help promote more support for female-led tech start-ups. Know. Show. Grow.

Boards of Directors Representation

Studies show that companies with more diversity on their boards of directors not only have better performance, but also greater innovation, more role models and sponsors to inspire a diverse workforce, and a broader range of ideas that reflect customer or client bases.[3]

2019 Top Companies participants with boards of directors had:



1. Valentina Zarya, "Female Founders Got 2% of Venture Capital Dollars in 2017" (2018) *Fortune*
2. Wendy DuBow and Allison-Scott Pruitt, "The Comprehensive Case for Investing More VC Money in Women-Led Startups" (2017) *Harvard Business Review* **3.** Erica Hersh, "Why Diversity Matters: Women on Boards of Directors" (2016) *Harvard T.H. Chan School of Public Health*

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NEW IN '19

HOW COMPANIES ARE SCORED

Each Top Companies 2019 participant received a **Representation Score** (80% of total) based on the traditional seven metrics normalized to Z-scores within the company's technical workforce size category.

New this year is the **Beyond Representation Score** (20% of total), earned by companies who implemented programs and policies recommended in previous Insights Reports; plus a transparency point for those who completed the entire Top Companies Application without "Unknown" or "Refused" data entries.

Every company is scored objectively on the same metrics. There is no subjective information included, just data.

For a detailed description of the scoring algorithm, please visit https://anitab.org/instructions/faq/#methodology

REPRESENTATION

80% OF SCORE

REPRESENTATION OF WOMEN IN TECHNICAL ROLES AT

1. *Entry level*
2. *Mid-level*
3. *Senior level*
4. *Executive level*

RATES OF

5. *Hiring*
6. *Retention*
7. *Advancement*

BEYOND REPRESENTATION

20% OF SCORE

1. *Transparency*
2. *Flex Time Policy*
3. *Leadership Development Programs*
4. *Gender Diversity Training*
5. *Sponsorship*
6. *Executive Review of Workforce Diversity Data*
7. *Formal Policy for Eliminating Gender Bias in Performance Reviews*
8. *Gender Pay Equity Policy*

Top Companies Leaders scored in the top 25th percentile of their technical workforce size category. The leader in each category with the highest total score will be announced as a winner at the 2019 Grace Hopper Celebration.

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2019 TOP COMPANIES LEADERS & PARTICIPANTS

Companies are listed in alphabetical order.

SMALL TECHNICAL WORKFORCE < 1,000

LEADERS

Quora, Inc.
Securian Financial Group
The New York Times
ThoughtWorks

PARTICIPANTS

Automattic
Carbon Black Inc.
Groupon, Inc.
Grubhub
Morningstar, Inc.
New Relic
Pacific Northwest National Laboratory
Schrödinger
Susquehanna International Group LLP
Two Sigma Investments
Workiva
Yelp
Yext, Inc.

MEDIUM TECHNICAL WORKFORCE 1,000 - 10,000

LEADERS

Airbnb
Allstate Insurance Company
Blackbaud
Citi
Experian
GEICO
Lilly
Macy's
Morgan Stanley
New York Life Insurance
PricewaterhouseCoopers, LLP
Ultimate Software

PARTICIPANTS

Adobe
ADP
Akamai Technologies
American Express
Aptiv
Argonne National Laboratory
BNY Mellon
Capital One
Discover Financial Services
eBay
Electronic Arts
Expedia
Fast Enterprises
GoDaddy
Goldman, Sachs & Co.
HERE Technologies
HP Inc.
Intuit
Kohl's
LinkedIn
Nationwide
NetApp
Nike, Inc.
Northwestern Mutual
S&P Global
SAS Institute
Service Now
Slalom
Snap Inc.
State Farm
Target
Thomson Reuters
Vanguard
Visa
Wayfair
Zillow

LARGE TECHNICAL WORKFORCE > 10,000

LEADERS

Accenture
Bank of America
IBM

PARTICIPANTS

Amazon.com
Cisco Systems
Dell
Intel Corporation
Microsoft Corporation
Qualcomm
Salesforce
Verizon

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NEW IN '19

TECHNICAL WORKFORCE SEGMENTATION

Companies with different technical workforce sizes face distinct challenges in increasing equity of women in technical roles.

In order to drive specific change, Top Companies data were segmented by technical workforce size for the first time in 2017; and in 2017 and 2018 winners were awarded within each segment.

In 2019, data were analyzed throughout this report by technical workforce size, and statistical significance was noted.

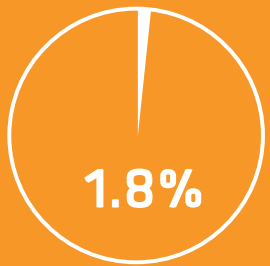
As seen in the following pages of data, differently sized companies have varied strengths and weaknesses. The guidance provided to companies is tailored to their needs based on this segmentation.

SMALL TECHNICAL WORKFORCE < 1,000

In 2019, Top Companies measured the small technical workforces of:

17 COMPANIES

22.4% OF PARTICIPATING COMPANIES



OF TOTAL WORKFORCE MEASURED

SMALL COMPANIES HAVE THE...

- *Highest representation of executive women*
- *Greatest success at hiring women*
- *Best promotion rates for women versus men*

SMALL COMPANIES HAVE THE...

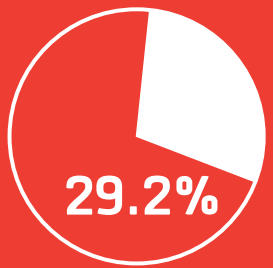
- *Worst retention of women versus men*
- *Least diverse workforce*

MEDIUM TECHNICAL WORKFORCE 1,000 - 10,000

In 2019, Top Companies measured the medium technical workforces of:

48 COMPANIES

63.2% OF PARTICIPATING COMPANIES



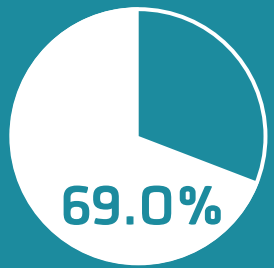
OF TOTAL WORKFORCE MEASURED

LARGE TECHNICAL WORKFORCE > 10,000

In 2019, Top Companies measured the large technical workforces of:

11 COMPANIES

14.5% OF PARTICIPATING COMPANIES



OF TOTAL WORKFORCE MEASURED

MEDIUM COMPANIES HAVE THE...

- *Highest representation of women at entry level*
- *Highest representation of women at mid-level*
- *Highest representation of women at senior level*
- *Most equal retention of both men and women*

MEDIUM COMPANIES HAVE THE...

- *Lowest representation of women at executive level*

LARGE COMPANIES HAVE THE...

- *Most policies and program offerings*
- *Greatest racial and ethnic diversity in the workforce*

LARGE COMPANIES HAVE THE...

- *Lowest overall representation of women*
- *Least amount of participation in Top Companies*

BRIGHT SPOT *We congratulate small, medium, and large companies for increasing their representation of women since 2018*

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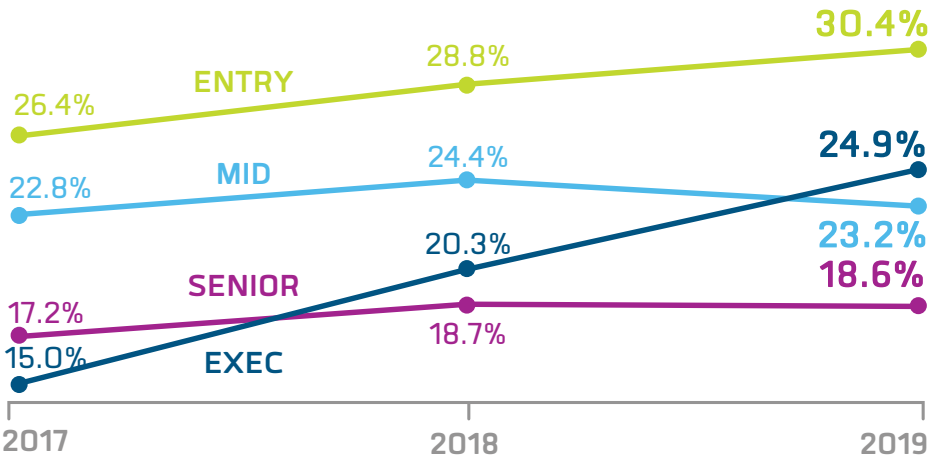
LEADERS IN EXECUTIVE LEVEL, HIRING, AND PROMOTION

Representation by Career Level



Small companies have significantly increased their representation of women technologists over the past two years at both the entry and executive levels. Mid and senior level representation has also increased, but not at a statistically significant rate.

Small companies have less representation of underrepresented women of color compared to medium and large companies.

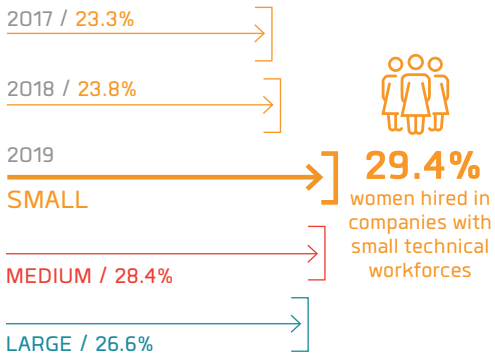
2019	LATINX	BLACK
SMALL	4.1%	4.2%
MEDIUM	5.4%	6.1%
LARGE	6.0%	9.4%

Hiring

Small companies have significantly increased the percentage of women hired over the past two years.

p < .001 significance

Year-Over-Year

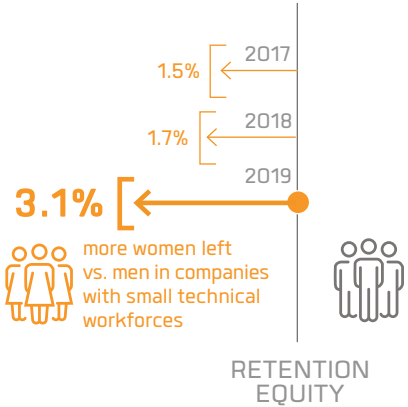


2019 by Company Size

In 2019, small companies had a statistically greater hiring percentage than large companies.

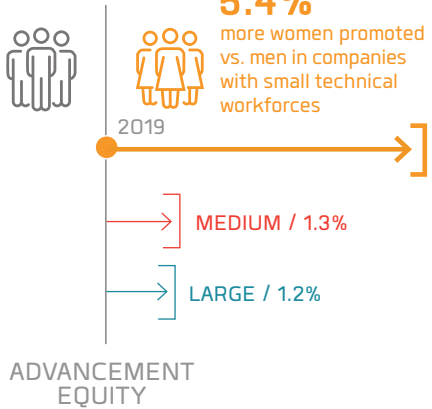
p <.002 significance

Retention



Women at small companies have greater voluntary departure than their male colleagues, a concerning trend since 2017. There is a similar, but smaller, finding in large companies (0.5%) in 2019. The data do not explain why women are leaving, but literature suggests they may be in a work culture that does not allow them to thrive.

Advancement



Small companies are the Top Companies leaders when it comes to promoting more women than men. This large difference may indicate an intentional effort by small companies to advance more women technologists in order to achieve greater gender equity.

$p < .05$ significance

☆ TAILORED GUIDANCE ☆

Small companies should investigate why women are leaving voluntarily at greater rates than men, and make sure to create an inclusive culture with plenty of advancement opportunities for all.

TAILORED GUIDANCE

TAKE ACTION TO INCREASE REPRESENTATION

▶ **Improve the representation of underrepresented women of color**

Actively seek out women technologists during the hiring process who are Black/African American, Latinx/Hispanic and Native American.

▶ **Retain more women in the technical workforce**

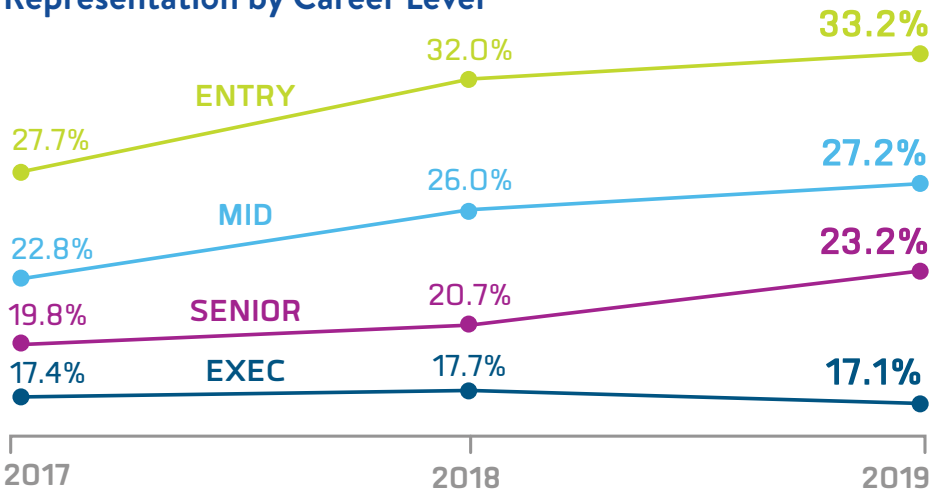
Think about adopting some of the policies and programs used successfully by medium companies:

1. ***Leadership Development Programs***
2. ***Sponsorship Programs***
3. ***Policies for Eliminating Bias in Performance Reviews***
4. ***Executive Reviews of Workforce Diversity Data Monthly***
5. ***Flex Time Policies***

MEDIUM TECHNICAL WORKFORCE 1,000 - 10,000

LEADERS IN ENTRY, MID, AND SENIOR LEVELS

Representation by Career Level



In the last two years, medium companies have significantly increased representation of women at the entry, mid, and senior career levels.

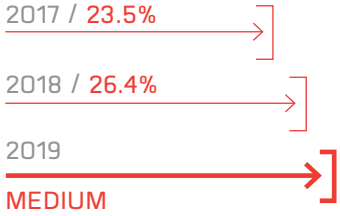
p < .001 significance

Medium companies have significantly higher representation at entry, mid, and senior career levels than small or large companies.

2019	ENTRY	MID	SR	EXEC
SMALL	30.4%	23.2%	18.5%	24.9%
MEDIUM	33.2%	27.2%	23.2%	17.1%
LARGE	28.4%	23.3%	18.5%	18.8%

p < .002 significance

Hiring



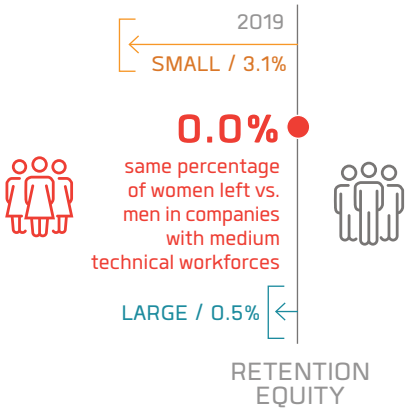
Since 2017, medium companies have significantly increased their hiring of women. Although they are ahead of large companies, they are surpassed by small companies when it comes to hiring.

p < .001 significance

BRIGHT SPOT

The 1.1% gain in overall representation is driven by the expansion in the number of women in medium sized companies.

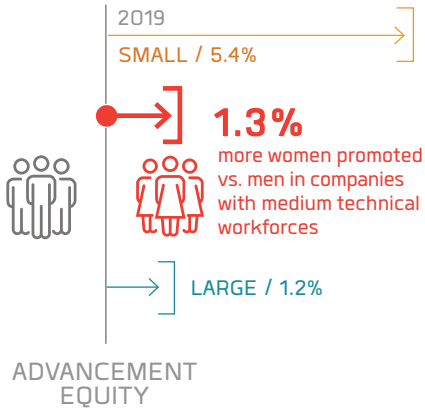
Retention



In 2019, men and women in medium companies chose to leave voluntarily at the same rates, unlike small and large companies where women left at higher rates than men.

Research shows that women typically leave companies by choice when the culture does not allow them to thrive, indicating that medium companies may be creating more inclusive working environments.

Advancement



Women are promoted at a slightly higher rate than men in medium companies. This difference is similar in large companies, but significantly less than in small companies, where 5.4% more women are promoted than men.

p < .05 significance

TAILORED GUIDANCE

TAKE ACTION TO INCREASE REPRESENTATION

▶ **Advance women technologists to the executive level**

Hire more women at the executive level, or promote senior level women.

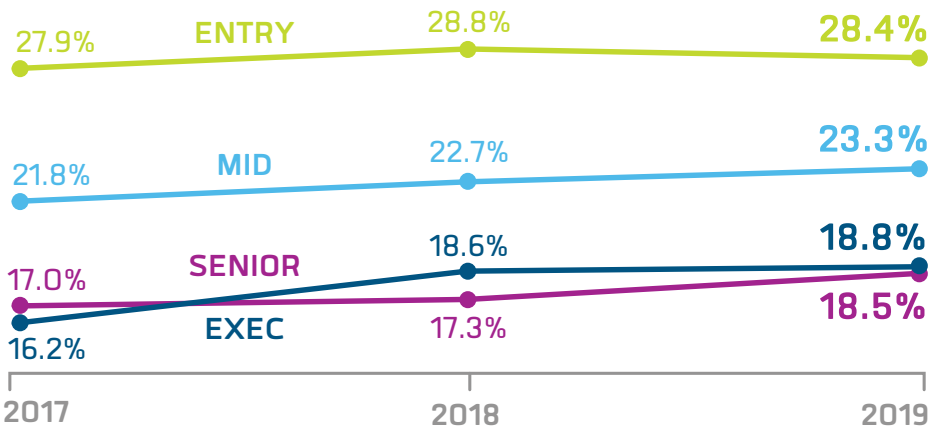
These 5 policies and programs correlate with greater hiring and advancement:

1. ***Leadership Development Programs***
2. ***Sponsorship Programs***
3. ***Policy for Eliminating Bias in Performance Reviews***
4. ***Executive Review of Workforce Diversity Data Monthly***
5. ***Flex Time Policies***

For more, download the white paper: *Advancing Women Technologists Into Positions of Leadership* at AnitaB.org/Resources.

LEADERS IN GAME-CHANGING POLICIES & PROGRAMS

Representation by Career Level



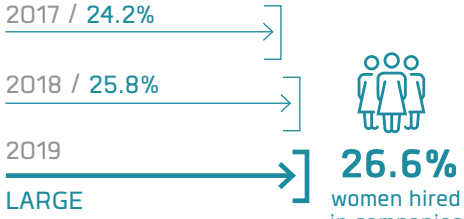
Over a two-year period, large companies successfully increased the percentage of women technologists at all levels across their organizations. This is noteworthy when considering the complexity of increasing percentages in large companies.

p < .005 significance

Large companies have greater representation of underrepresented women of color compared to small and medium companies.

2019	LATINX	BLACK
SMALL	4.1%	4.2%
MEDIUM	5.4%	6.1%
LARGE	6.0%	9.4%

Hiring

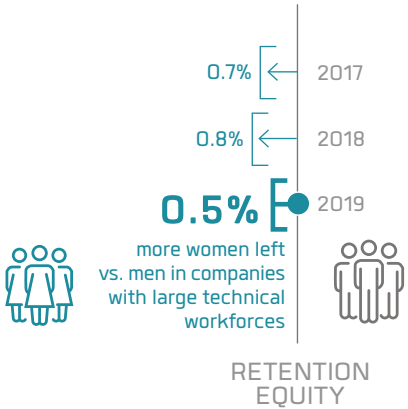


In the last two years, large companies have significantly increased their hiring of women technologists. However, they still hire women at a lower rate than small (29.4%) and medium (28.4%) companies. To their credit, it is much more challenging for large companies to move percentages because of their size.

p < .001 significance

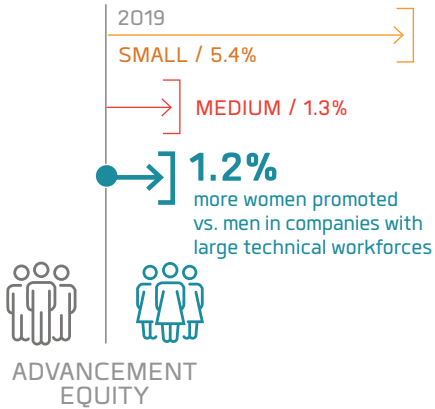
ANITA B.ORG

Retention



Large companies can take pride in their retention of women technologists, with only 0.5% more women than men choosing to leave. Representing 69% of the Top Companies total technical workforce, this is a remarkable achievement in equity.

Advancement



Women are promoted at a slightly higher rate than men in large companies. This difference is similar to medium companies, but significantly less than in small companies. This may be explained by slower career advancement inherent in larger organizations.

p < .05 significance

☆ TAILORED GUIDANCE ☆

Large companies continue to lag behind small and medium companies with regard to overall representation of women technologists at every level in the organization. Large companies need to do more, and faster.

TAILORED GUIDANCE

TAKE ACTION TO INCREASE REPRESENTATION

Large companies are the clear leaders when it comes to implementing AnitaB.org recommended policies and programs.

- **Expand *Sponsorship Programs* for women technologists across all levels of the organization**
- **Keep gender diversity a priority while making hiring decisions** ***Executive Reviews of Workforce Diversity Data Monthly***
- **Work toward full equity for men and women at every level** ***Annual Pay Equity Audits***
- **Participate in Top Companies for Women Technologists 2020**

Reverse the decline in large company participation in Top Companies.

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NEW IN /19

2019 POLICY & PROGRAM DATA BY COMPANY SIZE

	SMALL	MEDIUM	LARGE
Parental Leave	**% of Companies with Paid Time Off / Average Weeks of Paid Time Off**		
Full paid time off for birth mothers	100% / 13.5 weeks	100% / 14.7 weeks	90.9%/21.2 weeks
Full paid time off for additional parent	94.1%/8.7 weeks	97.9%/7.7 weeks	90.9%/9.8 weeks
Additional caregiver leave…	*% of Companies with Leave / Average Weeks of Leave*		
Partner	94.1%/8.3 weeks	93.8%/7.9 weeks	100%/10.0 weeks
Adoption	100%/8.9 weeks	91.7%/10.2 weeks	100%/11.4 weeks
Surrogacy	64.7%/8.2 weeks	58.3%/10.4 weeks	45.5%/9.2 weeks
Foster Care	64.7%/7.4 weeks	54.2%/10.1 weeks	63.6%/12.9 weeks
Elderly Care	47.1%/7.9 weeks	43.8%/6.4 weeks	54.5%/5.8 weeks
Disability Care	58.8%/10.0 weeks	43.8%/7.1 weeks	63.6%/12.4 weeks
Flex Time	**% of Companies with Option**		
Existence of formal policy for all technical employees	70.6%	79.2%	90.9%
Of those companies with a formal policy…			
Working remotely/telecommuting	91.7%	100.0%	100.0%
Flexible hours during the day	91.7%	100.0%	100.0%
Flexible work schedule (e.g., 4 days/wk)	66.7%	81.6%	90.0%
Accountability	**% of Companies with Policy**		
Existence of formal policy to eliminate gender bias in performance reviews	35.3%	55.3%	100%
Managers' bonuses based on progress on their diversity goals	0.0%	17.0%	20.0%
Executive team reviews workforce diversity data…			
At least once per month	17.6%	30.4%	54.5%
At least once per quarter	47.1%	39.1%	45.5%
At least once per year	35.3%	30.4%	0.0%
Pay Equity	**% of Companies with Policy**		
Existence of formal policy that requires pay equity by gender for similar jobs	56.3%	75.0%	100%
Of the companies with a policy, regularly scheduled audits are performed…			
Quarterly	12.5%	6.9%	0.0%
Biannually	37.5%	17.2%	12.5%
Annually	50.0%	55.2%	75.0%
Every 2 years	0.0%	3.4%	0.0%
Every 3 or more years	0.0%	6.9%	0.0%
No routine audits	0.0%	10.3%	12.5%
Conducted a comprehensive Pay Equity Analysis Study in the past year	68.8%	78.6%	88.9%
The data from the Pay Equity Analysis Study were made public	0.0%	25.8%	14.3%

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	SMALL	MEDIUM	LARGE
Leadership Development Programs	**% of Companies with Program**		
Offers formal leadership development programs specifically for women	17.6%	64.6%	100%
Of the companies with leadership development programs, programs are offered to…			
Entry Level	33.3%	54.8%	72.7%
Mid-Level	66.7%	90.3%	100.0%
Senior Level	100%	80.6%	90.9%
Executive Level	100%	61.3%	100.0%
The duration of programs for mid-level participants…			
1 day	0.0%	7.1%	9.1%
Up to 1 week	50.0%	10.7%	18.2%
Up to 1 month	0.0%	0.0%	0.0%
Up to 6 months	0.0%	21.4%	18.2%
Up to 1 year	0.0%	50.0%	54.5%
Longer than 1 year	50.0%	10.7%	0.0%
Mid-Level participants are selected by…			
Opt-in/volunteer only	0.0%	33.3%	11.1%
Nomination process only	100.0%	29.6%	44.4%
Both	0.0%	37.0%	44.4%
Training and Education	**% of Companies with Program**		
Offers formal training program that addresses the value of gender diversity and barriers to achieving it	75.0%	87.2%	90.9%
For companies with a program, the duration of programs was…			
1 day	83.3%	61.0%	30.0%
Up to 1 week	8.3%	22.0%	30.0%
Up to 1 month	0.0%	2.4%	0.0%
Up to 6 months	0.0%	4.9%	20.0%
Up to 1 year	0.0%	7.3%	20.0%
Longer than 1 year	8.3%	2.4%	0.0%
The program is mandatory	33.3%	39.0%	40.0%
Career Sponsorship	**% of Companies with Program**		
Existence of formal career sponsorship program for women technologists	23.5%	53.2%	72.7%
Of the companies with sponsorship programs, programs are offered to…			
Entry Level	50.0%	48.0%	50.0%
Mid-Level	100.0%	92.0%	62.5%
Senior Level	75.0%	84.0%	100.0%
Executive Level	50.0%	64.0%	87.5%
Measured retention and advancement of participants	100.0%	88.0%	100.0%

Response rate is calculated from complete responses. Companies that responded "Refused" or "Unknown" were not included.

POLICY & PROGRAM DATA SINCE 2017

	2017	2018	2019
Parental Leave	**% of Companies with Paid Time Off / Average Weeks of Paid Time Off**		
Full paid time off for birth mothers	96.8% / 13.4 weeks	98.8% / 13.9 weeks	98.7% / 15.3 weeks
Full paid time off for additional parent	90.5% / 6.6 weeks	95.0% / 7.3 weeks	96.1% / 8.2 weeks
Additional caregiver leave…	*% of Companies with Leave / Average Weeks of Leave*		
Partner	–	92.5% / 8.1 weeks	94.7% / 8.3 weeks
Adoption	–	97.5% / 9.4 weeks	94.7% / 10.1 weeks
Surrogacy	–	53.8% / 9.6 weeks	57.9% / 9.7 weeks
Foster Care	–	57.5% / 9.5 weeks	57.9% / 9.9 weeks
Elderly Care	–	42.5% / 8.7 weeks	46.1% / 6.7 weeks
Disability Care	–	48.8% / 9.4 weeks	50.0% / 8.9 weeks
Flex Time	**% of Companies with Option**		
Existence of formal policy for all technical employees	79.0%	75.9%	78.9%
Of those companies with a formal policy…			
Working remotely/telecommuting	100.0%	95.0%	98.3%
Flexible hours during the day	89.8%	93.3%	98.3%
Flexible work schedule (e.g., 4 days/wk)	65.3%	73.3%	80.0%
Accountability	**% of Companies with Policy**		
Existence of formal policy to eliminate gender bias in performance reviews	39.0%	49.4%	56.8%
Managers' bonuses based on progress on their diversity goals	–	22.7%	13.5%
Executive team reviews workforce diversity data…			
At least once per month	–	23.8%	31.1%
At least once per quarter	–	48.8%	41.9%
At least once per year	–	27.5%	27.0%
Pay Equity	**% of Companies with Policy**		
Existence of formal policy that requires pay equity by gender for similar jobs	66.1%	66.2%	74.3%
Of the companies with a policy, regularly scheduled audits are performed…			
Quarterly	–	5.9%	6.7%
Biannually	–	11.8%	20.0%
Annually	–	66.7%	57.8%
Every 2 years	–	2.0%	2.2%
Every 3 or more years	–	2.0%	4.4%
No routine audits	–	11.8%	8.9%
Conducted a comprehensive Pay Equity Analysis Study in the past year	–	–	77.6%
The data from the Pay Equity Analysis Study were made public	–	–	18.4%

	2017	2018	2019
Leadership Development Programs	**% of Companies with Program**		
Offers formal leadership development programs specifically for women	54.0%	64.6%	59.2%
Of the companies with leadership development programs, programs are offered to…			
Entry Level	47.1%	56.9%	57.8%
Mid-Level	85.3%	92.2%	91.1%
Senior Level	85.3%	92.2%	84.4%
Executive Level	70.6%	72.5%	73.3%
The duration of programs for mid-level participants…			
1 day	3.4%	4.3%	7.3%
Up to 1 week	20.7%	23.4%	14.6%
Up to 1 month	0.0%	4.3%	0.0%
Up to 6 months	31.0%	21.3%	19.5%
Up to 1 year	44.8%	31.9%	44.8%
Longer than 1 year	–	14.9%	9.8%
Mid-Level participants are selected by…			
Opt-in/volunteer only	–	23.4%	26.3%
Nomination process only	–	48.9%	36.8%
Both	–	27.7%	36.8%
Training and Education	**% of Companies with Program**		
Offers formal training program that addresses the value of gender diversity and barriers to achieving it	74.2%	79.5%	85.1%
For companies with a program, the duration of programs…			
1 day	65.2%	74.2%	60.3%
Up to 1 week	13.0%	9.7%	20.6%
Up to 1 month	2.2%	4.8%	1.6%
Up to 6 months	10.9%	3.2%	6.3%
Up to 1 year	8.7%	6.5%	7.9%
Longer than 1 year	–	1.6%	3.2%
The program is mandatory	–	35.6%	38.7%
Career Sponsorship	**% of Companies with Program**		
Existence of formal career sponsorship program for women technologists	41.0%	43.0%	49.3%
Of the companies with sponsorship programs, programs are offered to…			
Entry Level	44.0%	52.9%	48.6%
Mid-Level	72.0%	79.4%	86.5%
Senior Level	88.0%	85.3%	86.5%
Executive Level	56.0%	64.7%	67.6%
Measured retention and advancement of participants	92.0%	93.8%	91.9%

Response rate is calculated from complete responses. Companies that responded "Refused" or "Unknown" were not included.

CONCLUSION & NEXT STEPS

In 2019, Top Companies data confirmed what works to advance diversity, equity, and inclusion. New findings illustrate the programs and policies that have a positive impact for women technologists based on company size.

Women's representation remains lower than men's at every career level in tech. Underrepresented women of color remain the smallest population in technical roles. Top Companies data shows that progress is not only possible, it is being made, and that with more concerted effort, tech can achieve equity for all women.

BRIGHT SPOT 

This year, ten Top Companies participants achieved equity within at least one career level, proving that 50/50 is possible.

Our Call to Companies

More data are needed to drive change, and those data come from organizations. Demonstrate solidarity with AnitaB.org's mission for gender equity by providing complete data to Top Companies, especially in regard to pay equity data, as this is the most timely, vital, and greatest opportunity for achieving equity.

Join AnitaB.org in moving beyond representation toward equity by following these three guiding principles:

① Know your numbers

Knowledge is power. Commit to tracking intersectional data on gender and race. Study your year-over-year trends. Review your current policies and programs.

② Show your numbers

Transparency creates trust, and trust drives change. Share your diversity numbers broadly and often with internal leaders. Share your diversity data publicly.

③ Grow your numbers

Implement policies and programs that have been shown to drive diversity for your company's technical workforce size.

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EQUITY FOR WOMEN TECHNOLOGISTS LAGS GLOBALLY

Top Companies participants represent multinational companies needing global solutions. AnitaB.org, with global initiatives in 20+ cities worldwide and a 10-year history in India, is leading the way. The literature suggests that women around the world face similar barriers in their technology careers. Historically, the most underrepresented women around the world tend to be racial, ethnic, religious, or other minorities without equal access to opportunities.

Lack of 50/50 equity is a global problem

Overall % of women technologists[1]

Technical workforce diversity is a global business imperative

$12 TRILLION GLOBAL GDP

Added to global GDP by 2025 by advancing women's equality.[3]

Universally, women desire family-friendly policies

58% of women are attracted to a company that offers flextime vs. 50% of men[4]

Unequal pay for women in technology is a global problem

For every dollar men make, the global pay gap is:[1]

U.S.	87¢	AUSTRALIA	80¢
U.K.	83¢	INDIA	71¢[2]

1. Kelly Services, "Women in STEM: How and why an inclusive strategy is critical to closing the STEM talent gap" (2015) *Kelly Services* **2.** Monster, "Monster Salary Index: Indian IT Sector Report (2014) *MSI* **3.** Honeypot, "Women in Tech Index" (2018) *Honeypot* **4.** PayScale, "The State of the Gender Pay Gap" (2019) *PayScale*

TOWARD GLOBAL EQUITY

Top Companies data and the research literature are clear. Progress in diversity, equity, and inclusion are necessary and possible, but there is a long way to go as a field.

If companies want to create products and gain market share, multinational, intersectional workplace diversity is essential, and women are the key. Together we can accelerate and scale representation, pay, retention, and venture funding — making equity a reality for technical women over the next five years, and empowering them to reach their full potential at work and in society.

Jacqueline Bouvier Copeland, Ph.D.,
AnitaB.org COO

50/50 EQUITY FOR WOMEN IN TECHNOLOGY BY 2025

/ *Beyond Representation, Toward Equity*

LEARN HOW TO PARTICIPATE IN TOP COMPANIES 2020
AnitaB.org/Accountability/Top-Companies/2020-Sign-Up/

SEE MORE DETAILS ABOUT TOP COMPANIES 2019
AnitaB.org/Accountability/Top-Companies/History/

SHARE YOUR STORY BY TAKING THE 2019 TECHNICAL EQUITY EXPERIENCE SURVEY
https://www.surveymonkey.com/r/techees_topcompanies

Top Companies measures key areas that impact women in technology. In gathering this information, we learn what methods companies are using to increase representation, and how these efforts are changing over time.

AnitaB.org is a nonprofit social enterprise committed to increasing the equity of women technologists in the global workforce through the 50/50 by 2025 initiative. With a decade-long presence in India, and outreach in more than 20 cities worldwide, AnitaB.org engages with tens of thousands of women and leading organizations around the world to build diverse and inclusive workplace cultures.

www.AnitaB.org

Top Companies for Women Technologists is the industry benchmark for the representation of women in technology.

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