The Status of Women in Tech

In 2018, women held approximately 57% of professional occupations in the US workforce, in the same year they only held 26% of professional computing occupations.[1] Intersectional representation is even more abysmal when broken down by race and ethnicity - 3% of computing workforce was African-American women, 6% was Asian women, and 2% was Hispanic women.[1] On average, the lowest annual salary in computing occupations is greater than $40,000 for the nation, making computing occupations a lucrative field, and one from which women can't afford to be excluded.

The underrepresentation persists along women's technical journies. Only 28% of AP Computer Science test-takers were female in 2018, despite being 56% of total AP test-takers.[7] In 2017, 57% of bachelor's degree recipients were women, and yet when it comes to Computer and Information Sciences bachelor's, only 19% of recipients are women.[6] And women are abysmally represented at the executive levels, demonstrated by the fact that only 20% of Fortune 500 Chief Innovation officers were women in 2018.[8]

Recruitment

Women make up roughly one quarter of annual hires in the technical workforce, despite being half the population.[2]

Retention

Women are choosing to leave their tech roles at higher rates than their male counterparts.[3]

Advancement

Women are vastly underrepresented within leadership in the tech industry, especially at the executive level.[4]

Pay

Women, and especially underrepresented women of color, earn less than their white, male colleagues in tech.[5]

The value of women's technical work

In 2018, female-founded companies received only

2.9%

of total venture capital investment.[9] Since 2009, Black-women led up startups have only received

.0006%

of the total tech venture funding.[10]

The women inventor rate remains low, at only

12%

despite women's increasing participation in invention prone disciplines.[11]

A 2018 survey revealed that Black and Latina technical women earn on average

90%

of what their white male colleagues do for the same work.[5]

Retention of women in technical occupations

- More than half of technical women leave their role mid-career[12]
- Women voluntarily leave the technical workforce at a higher rate than their male counterparts[2]
- 36% of underrepresented women of color cited unfair treatment as their reason for leaving their most recent tech job[3]

Practices for workforce inclusion[2]

- Develop and promote women through leadership training, sponsorship, and clear advancement systems
- Work toward full equity for all employees at every level with annual pay equity audits
- Implement family friendly policy such as parental and family leave and flex time

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