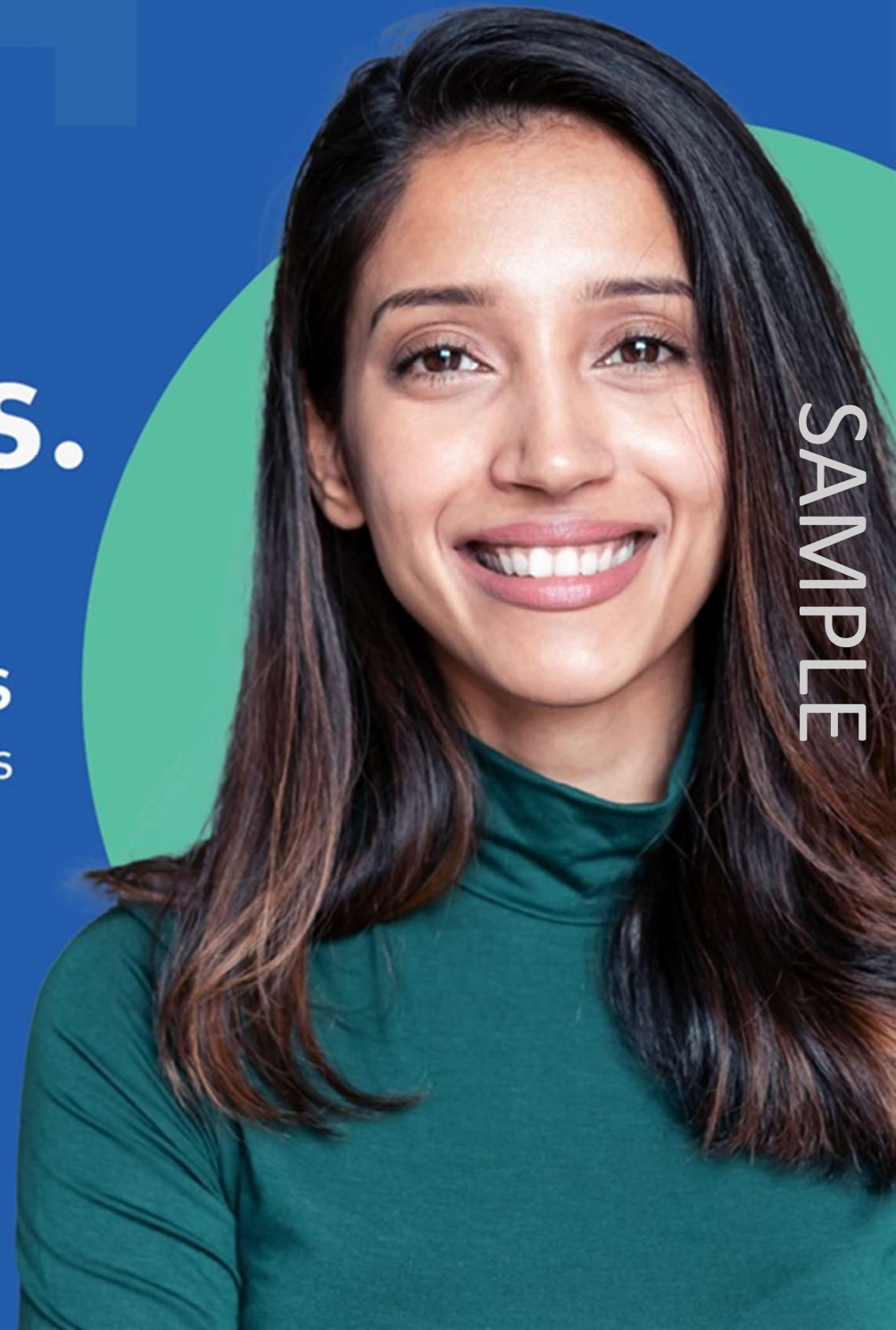


# Measure what matters.



## Top Companies for Women Technologists

2022 Benchmarking Summary Report  
SAMPLE



## ABOUT TOP COMPANIES

Thank you for participating on the 2022 Top Companies for Women Technologists program! Top Companies for Women Technologists is the only benchmarking program that looks specifically at the technical workforce and awards companies that are making the most progress toward intersectional gender equity.

Top Companies for Women Technologists is a national program from AnitaB.org that identifies key trends around the equity of women & non-binary technologists in the workforce. Launched in 2011, the program helps organizations discover areas where they can improve and signals a commitment to diversity, equity, and inclusion that marginalized genders look for in an employer. This report contains the findings for data collected from participating companies for the period of January 1, 2021, through December 31, 2021. At a time when women and women of color 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.

## HOW TO USE THIS REPORT

**LEARN HOW YOUR COMPANY IS DOING:** Learn about the industry-leading statistical methodology used to evaluate your company around the representation of your technical workforce and the policies and programs your company engages in to create a more structural equitable workplace where women & non-binary technologists can thrive.

**BENCHMARK YOUR METRICS WITH THOSE OF OTHER COMPANIES:** Learn how you stack up to other companies with the same technical workforce size. Explore key metrics for instant visibility about where your company is doing well and where improvements are needed.

## UNDERSTANDING THE RESULTS & RECOGNITION

Each company receives a score based on a combination of a Representation Score and a Beyond Representation Score.



Top Companies Winners were the top scorer of their technical workforce size.



Leaders scored in the top 25th percentile of their technical workforce size.



All companies are recognized as Top Companies participants if they met the minimum submission requirements.

For a detailed description of the scoring algorithm, please visit <https://anitab.org/research-and-impact/top-companies/faq/#methodology>.

## 2022 TOP COMPANIES WINNERS, LEADERS & PARTICIPANTS

Top Companies for Women Technologists Winners were the top scorers in their technical workforce size categories, and Leaders scored in the top 25th percentile. Two companies with small technical workforces contributed data unofficially so will not be listed publicly. Companies are listed in alphabetical order.

### SMALL TECHNICAL WORKFORCE < 1,000

#### WINNER

**Dev Technology Group**

---

#### LEADERS

**AlixPartners**  
**InterSystems**  
**Kohls Corporation**

---

#### PARTICIPANTS

D.E. Shaw & Co., L.P.  
Dataminr  
Honeycomb.io  
iCIMS  
Morningstar, Inc  
OCC (The Options Clearing Corporation)  
Quora Inc  
Schrödinger, Inc.  
Union Pacific

### MEDIUM TECHNICAL WORKFORCE 1,000-10,000

#### WINNER

**UKG**

---

#### LEADERS

**Airbnb**  
**Eli Lilly and Company**  
**Experian**  
**New York Life**  
**Nordstrom**  
**Target**

---

#### PARTICIPANTS

Allstate  
American Express  
American Family Insurance  
Argonne National Laboratory  
Electronic Arts Inc.  
HP Inc.  
Maxar Technologies Inc.  
MIT Lincoln Lab

Morgan Stanley  
Northwestern Mutual  
Pacific Northwest National Laboratory  
PwC  
Slalom  
Snap Inc  
The Goldman Sachs Group, Inc  
The Vanguard Group, Inc.  
Thomson Reuters  
Two Sigma  
USAA  
Verisk Analytics, Inc  
Zillow

### LARGE TECHNICAL WORKFORCE >10,000

#### WINNER

**ADP**

---

#### LEADERS

**Capital One**  
**Wells Fargo**

---

#### PARTICIPANTS

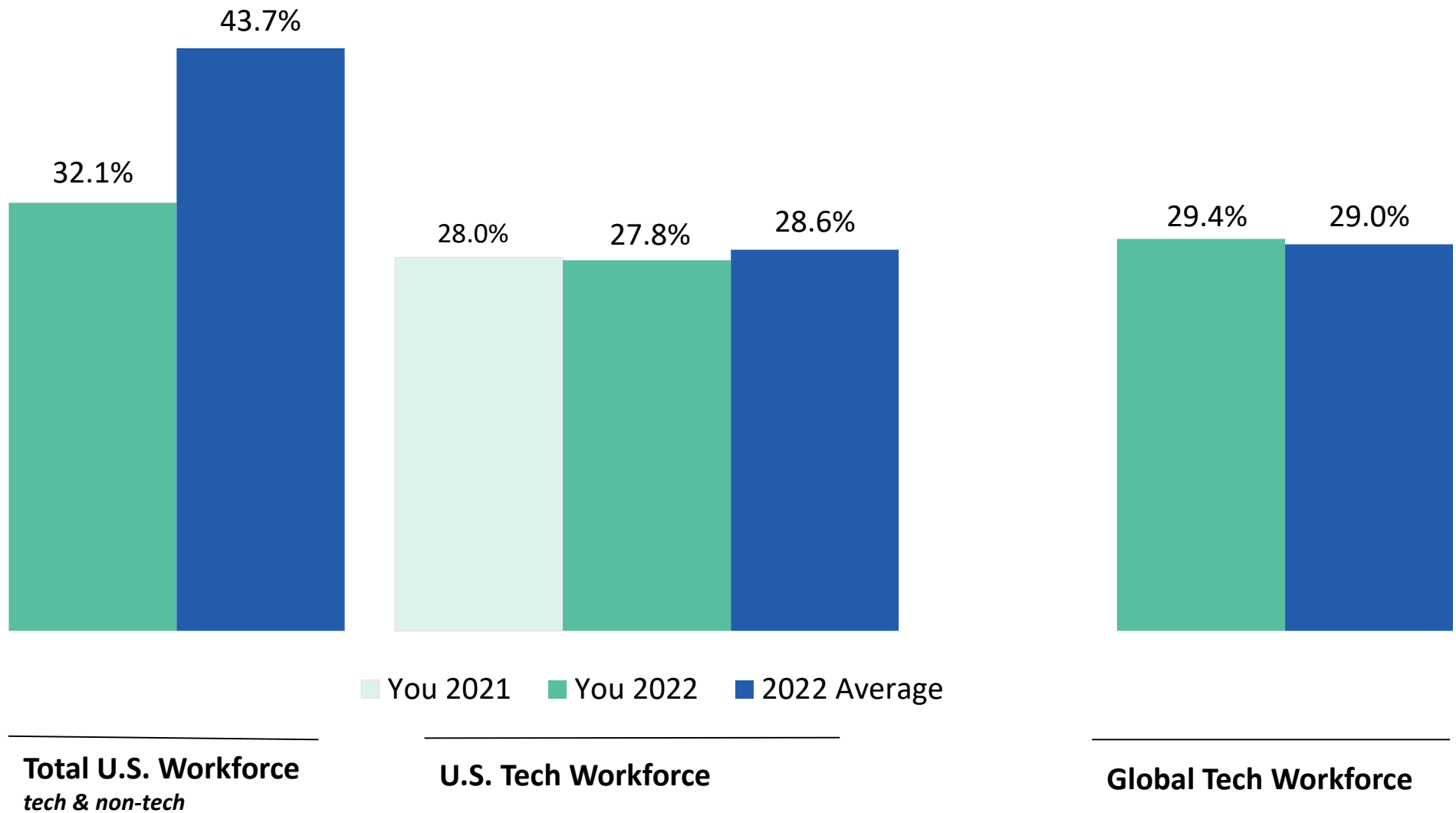
Amazon.com Services, Inc  
Bank of America  
Cisco Systems  
Citi  
Northrop Grumman  
Verizon

SAMPLE

# Representation

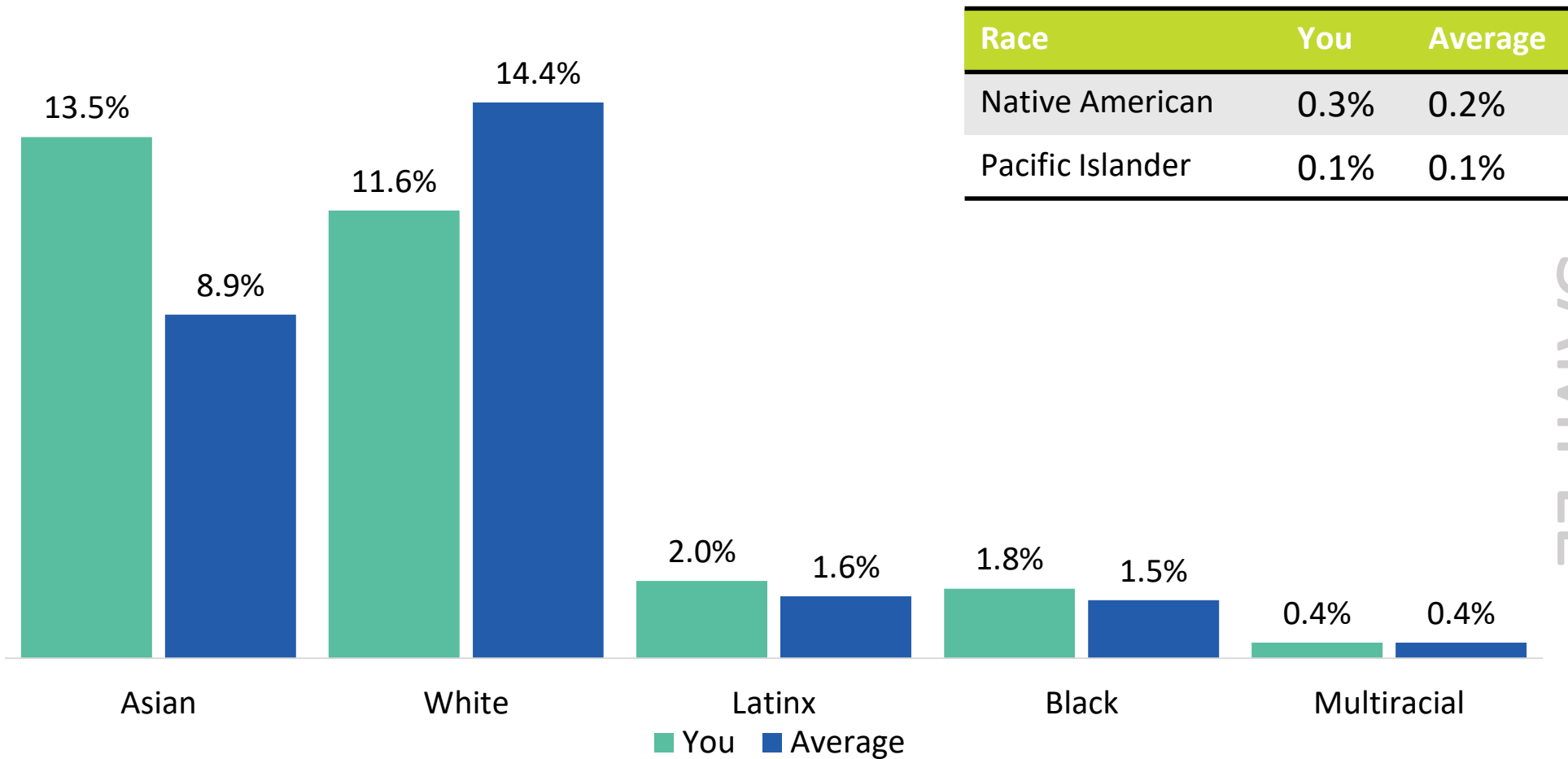


## OVERALL WOMEN'S REPRESENTATION



SAMPLE

## OVERALL TECHNICAL WOMEN'S REPRESENTATION

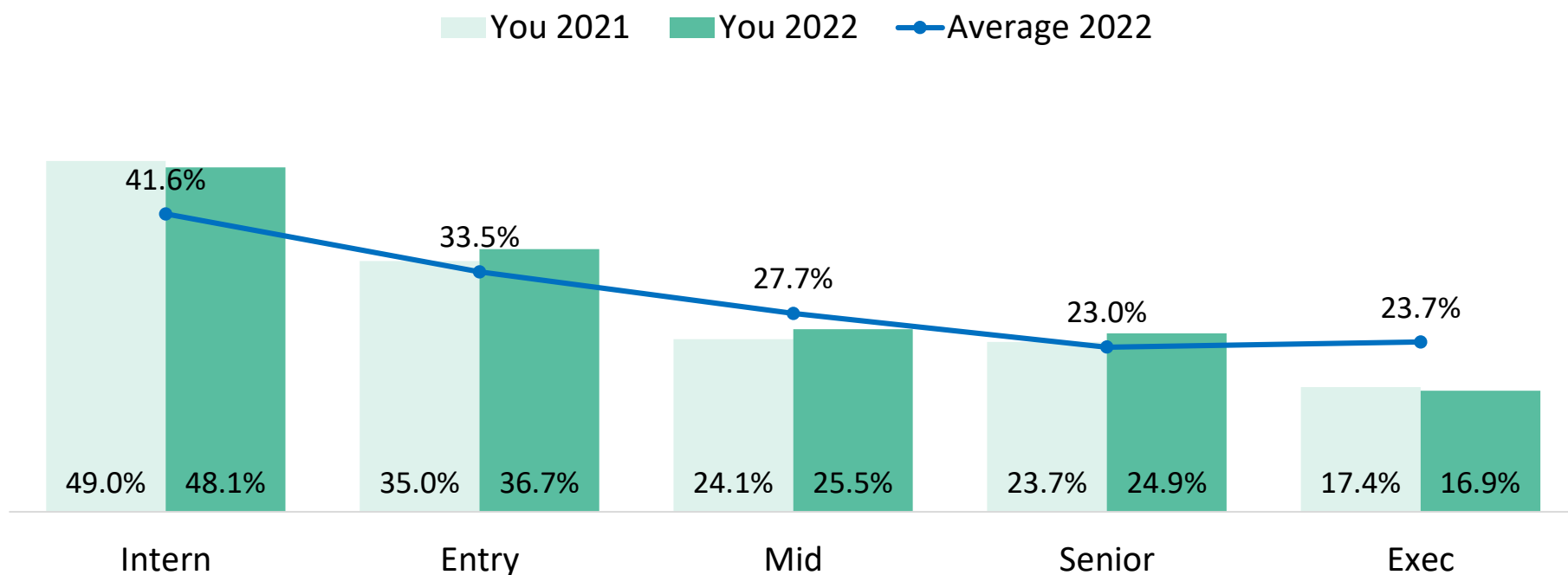


Total technical women's representation by race/ethnicity

SAMPLE

## TECHNICAL WOMEN GENDER REPRESENTATION BY CAREER LEVEL

Category	Intern Level	Entry Level	Mid-Level	Senior Level	Exec Level
Your Z-score	Not Scored	0.24	-0.37	0.27	-0.57
PP Δ 2021 to 2022	-1.8%	+4.9%	+5.8%	+5.1%	-2.9%

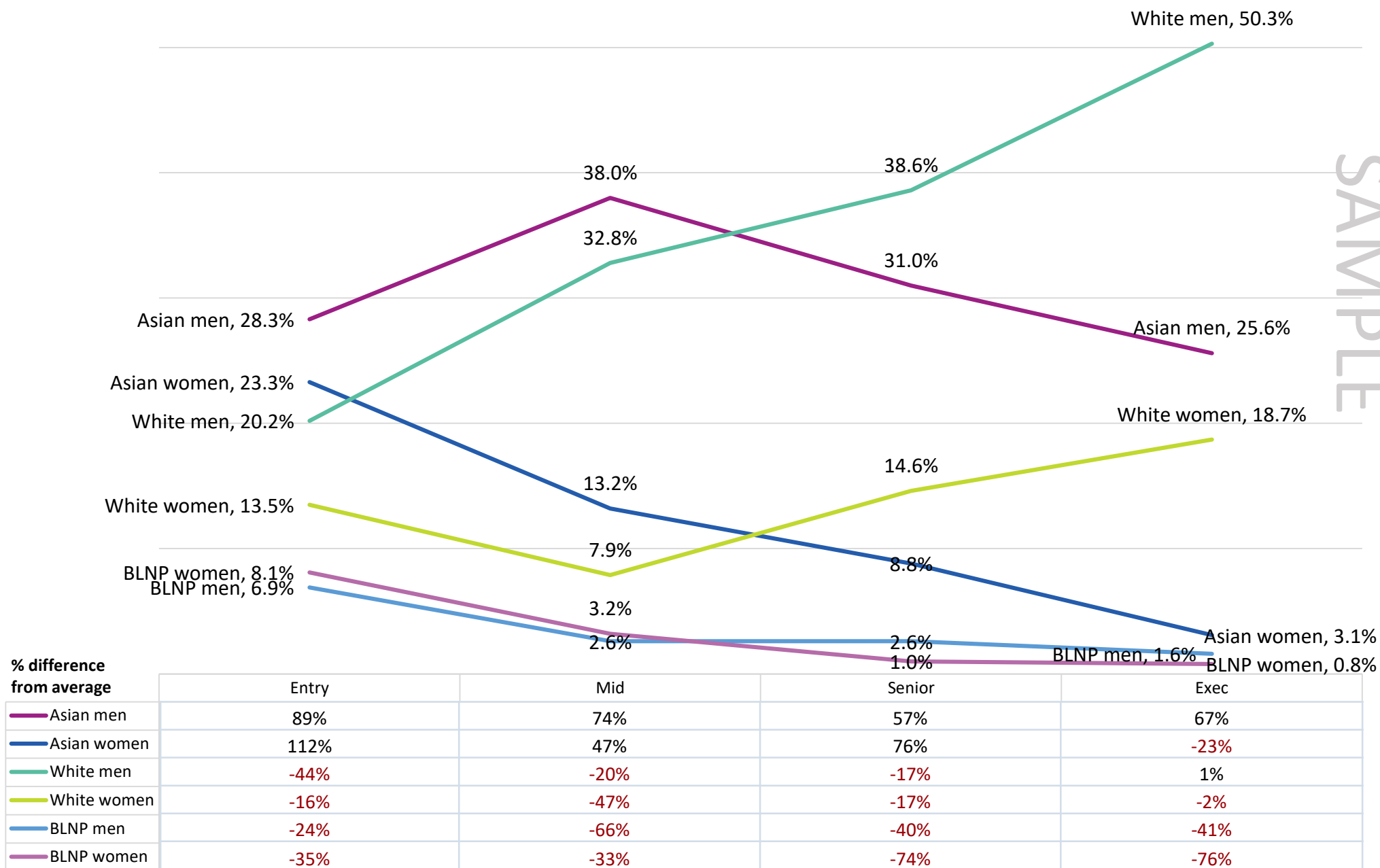


Career level representation of tech women over time

SAMPLE

## TECHNICAL REPRESENTATION BY CAREER LEVEL & RACE/ETHNICITY - YOU

*BLNP includes Black, Latinx, Native American, and Pacific Islander racial/ethnic groups*

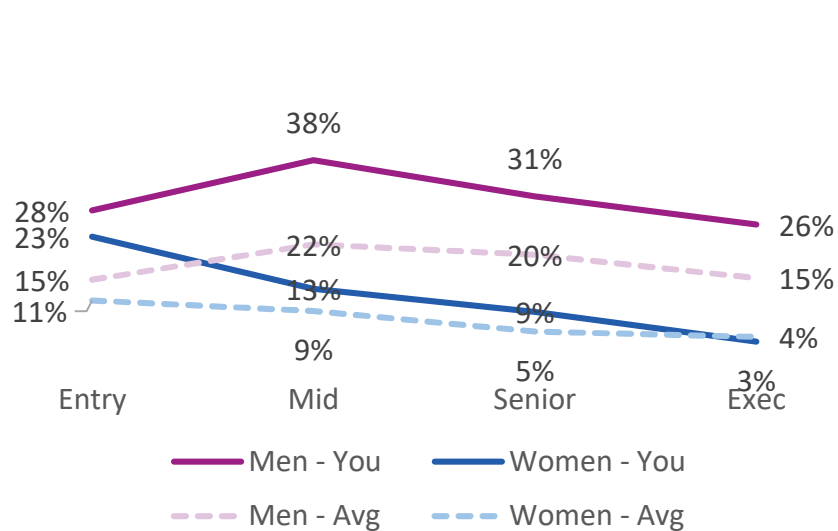




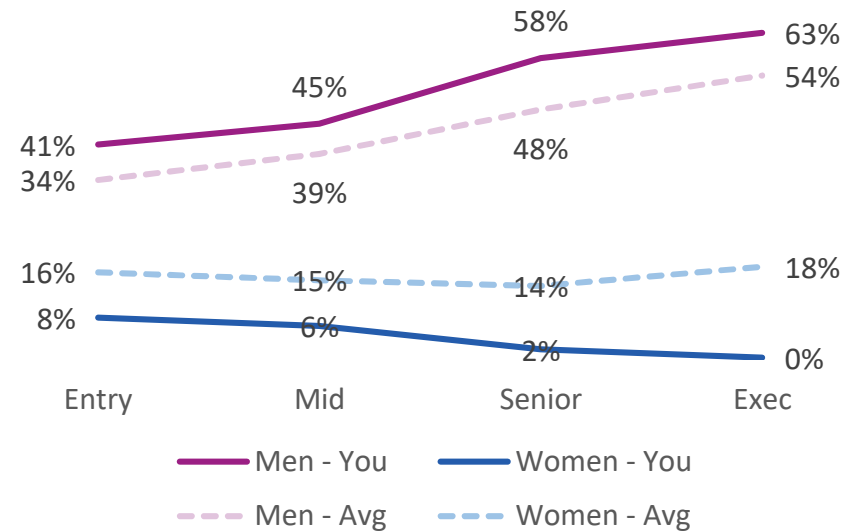
## TECH REPRESENTATION BY CAREER LEVEL & RACE/ETHNICITY

Due to the differences in representation of racial groups, Black and Latinx technologists are included on a separate chart to visualize the representation with an appropriate scale. Intersectional representation of Native American and Pacific Islander technologists by career level can be viewed on pages 6-8 of the Appendix.

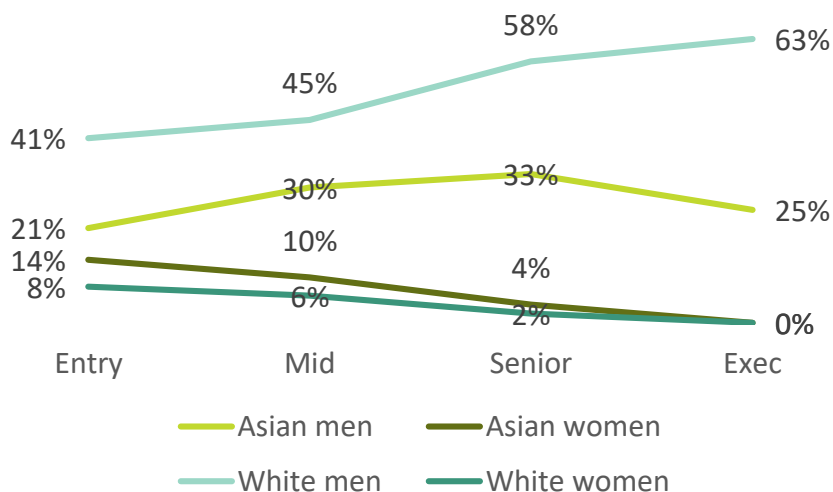
Asian Technologists by Gender



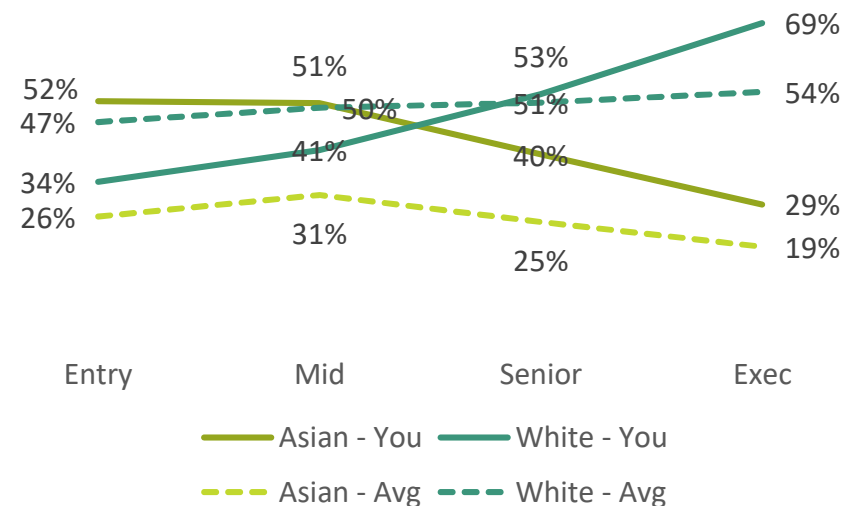
White Technologists by Gender



Asian & White Technologists by Gender - You



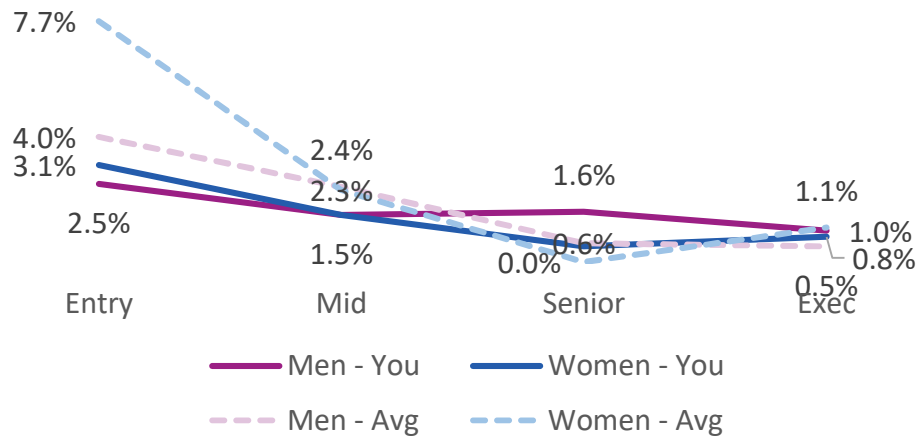
Asian & White Technologists – All Genders



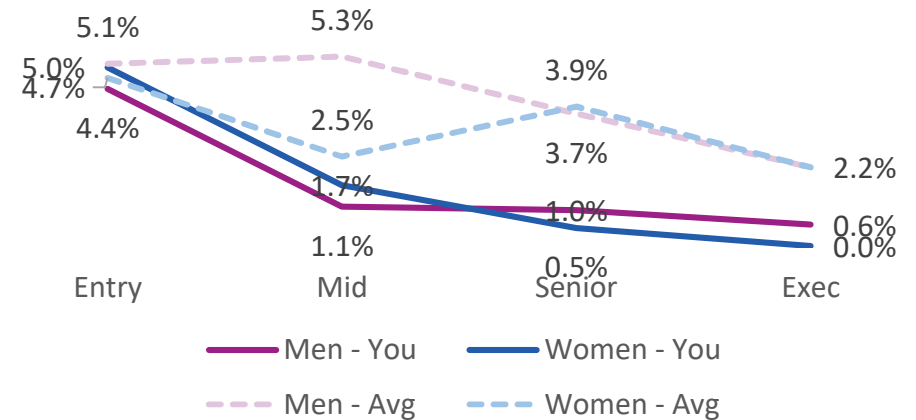
## TECH REPRESENTATION BY CAREER LEVEL & RACE/ETHNICITY

Due to the differences in representation of racial groups, Asian and White technologists are included on a separate chart to visualize the representation with an appropriate scale. Intersectional representation of Native American and Pacific Islander technologists by career level can be viewed on pages 6-8 of the Appendix.

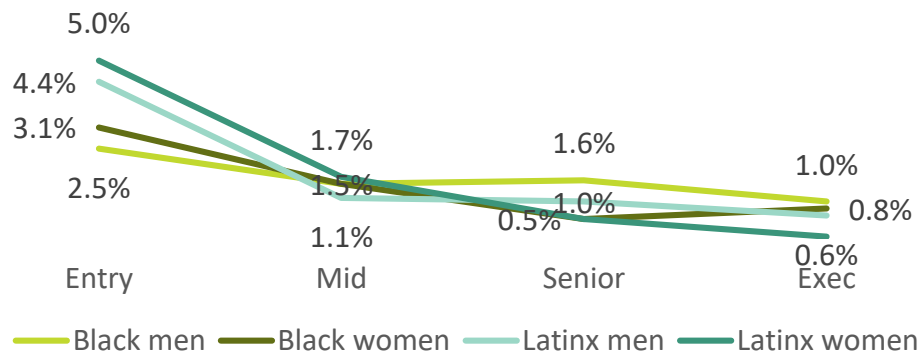
Black Technologists by Gender



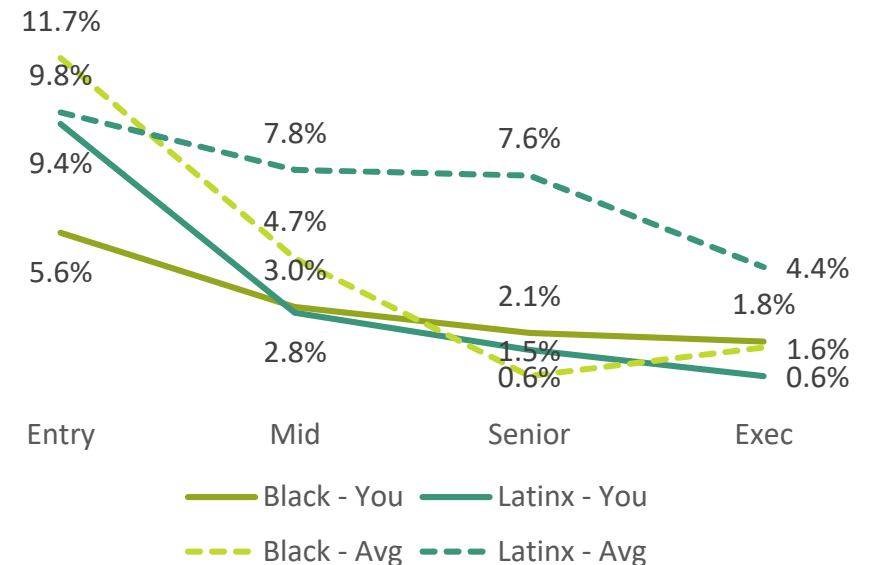
Latinx Technologists by Gender



Black & Latinx Technologists by Gender - You



Black & Latinx Technologists – All Genders

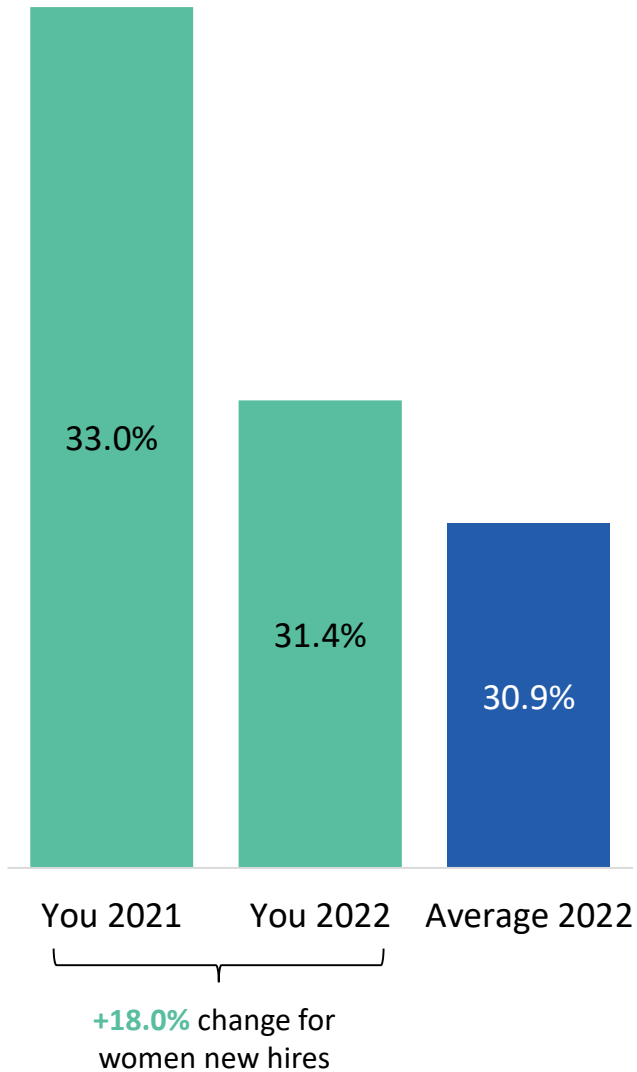


# Measure what matters.

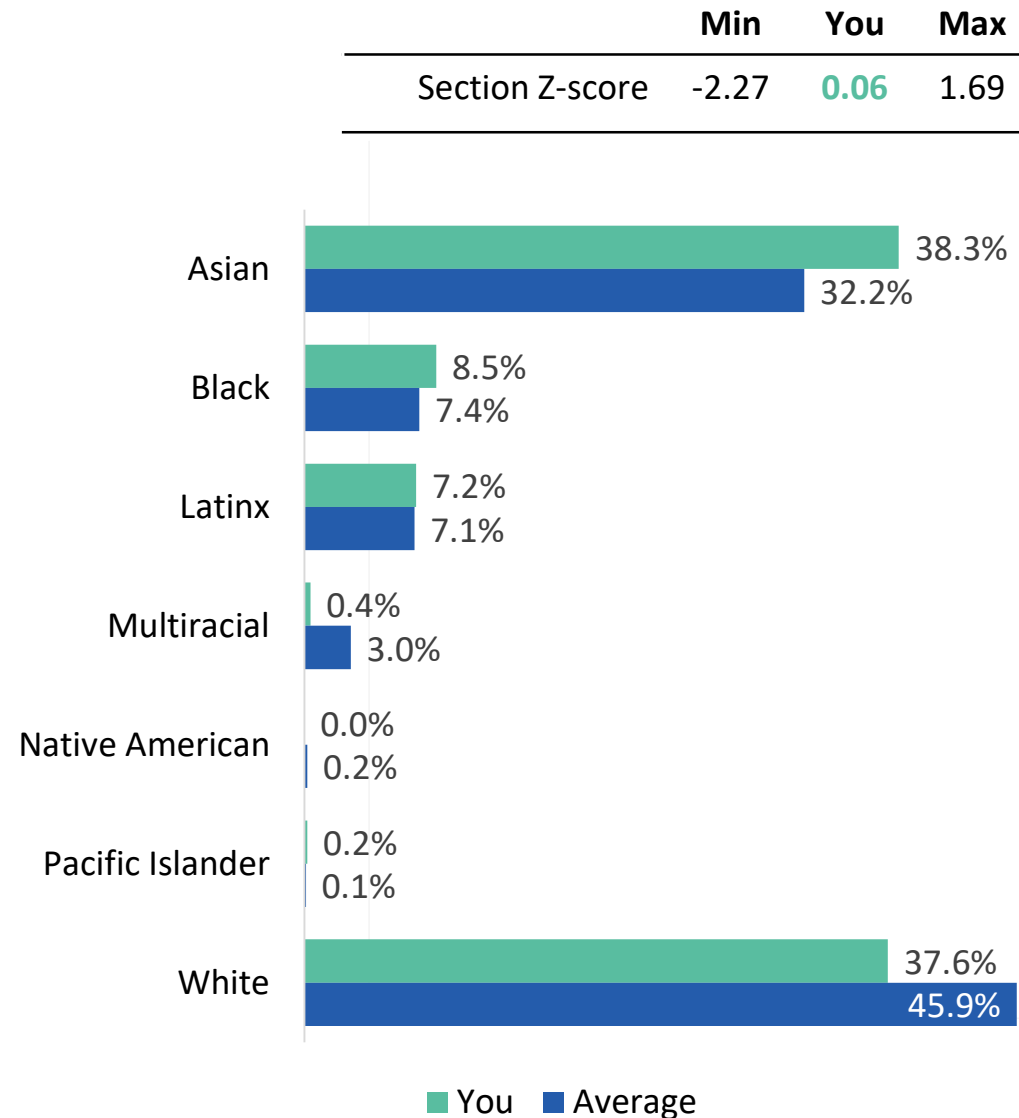


Top Companies  
for Women Technologists

## HIRING



Percent of technical women new hires



Percent of technical new hires by race/ethnicity

SAMPLE

# Measure what matters.



Top Companies  
for Women Technologists

## ADVANCEMENT

1.35      1.80      2.42

You 2021

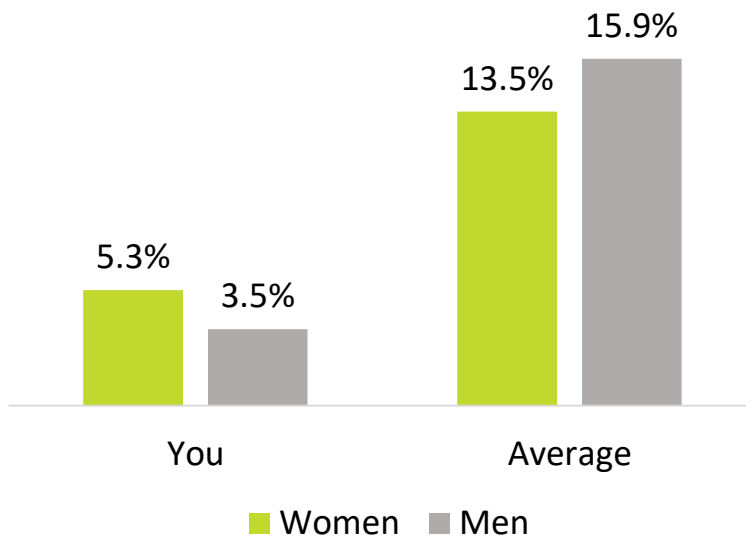
You 2022

Avg 2022

### Difference in promotion rates between technical men and women

A positive number means more women than men were promoted

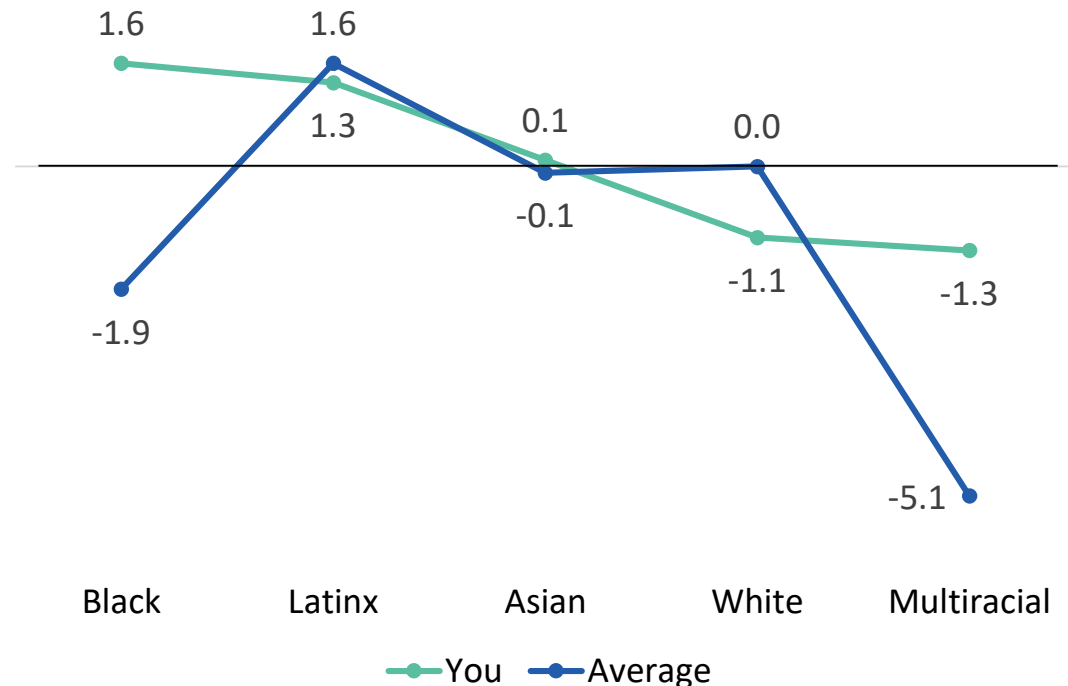
$\frac{\text{Total tech women promoted}}{\text{Average tech women}} - \frac{\text{Total tech men promoted}}{\text{Average tech men}}$



### Percent of technical men and women who were promoted

	Min	You	Max
Section Z-score	-1.66	-0.20	2.81

Overall Technical Promotion Rate  
Average: 13.0%  
You: 4.5%



### Percentage point difference in promotion rates for racial/ethnic groups from overall promotion rate

e.g. (Latinx tech promoted / Total Latinx tech) – (Total tech promoted / Total tech)

SAMPLE

# Measure what matters.



Top Companies  
for Women Technologists

## RETENTION

0.86

1.62

-0.02

You 2021

You 2022

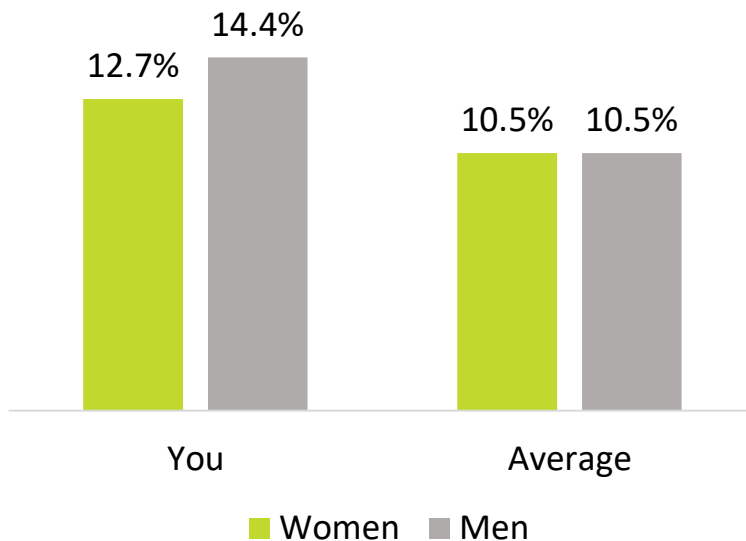
Avg 2022

	Min	You	Max
Section Z-score	-3.13	0.64	2.53

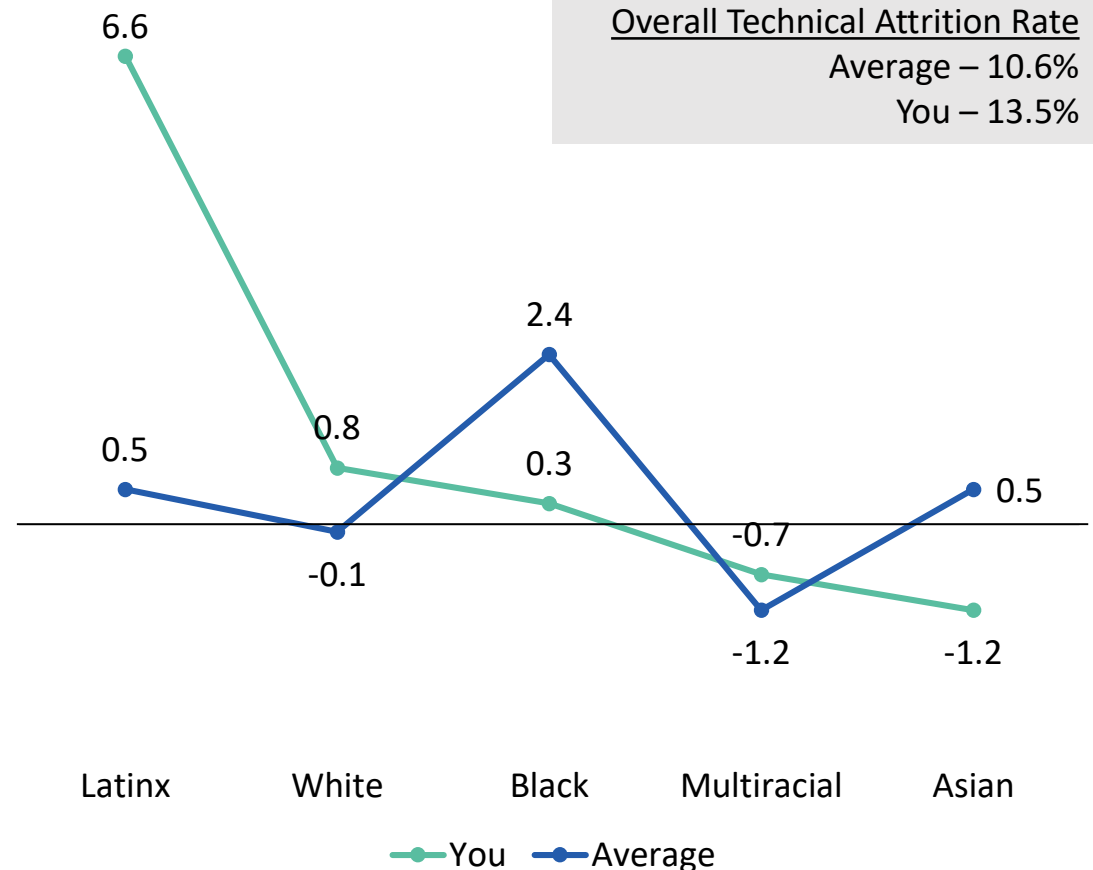
## Difference in attrition rates between technical men and women

A positive number means more women than men were retained

$\frac{\text{Total tech men who exited}}{\text{Average tech men}}$  —  $\frac{\text{Total tech women who exited}}{\text{Average tech women}}$



Percent of technical men and women who exited



Percentage point difference in attrition rates for racial/ethnic groups from average attrition rate

e.g. (Latinx tech who exited / Total Latinx tech) – (Total tech who exited / Total tech)

SAMPLE

# Beyond Representation

*See Appendix Report pages 13-38 for  
visualizations of your responses and  
average responses for each question from  
the Policies and Programs section.*



## BEYOND REPRESENTATION POLICIES & PROGRAMS

Your BR Points

10.00

9.00

13.00

6.00

4.50

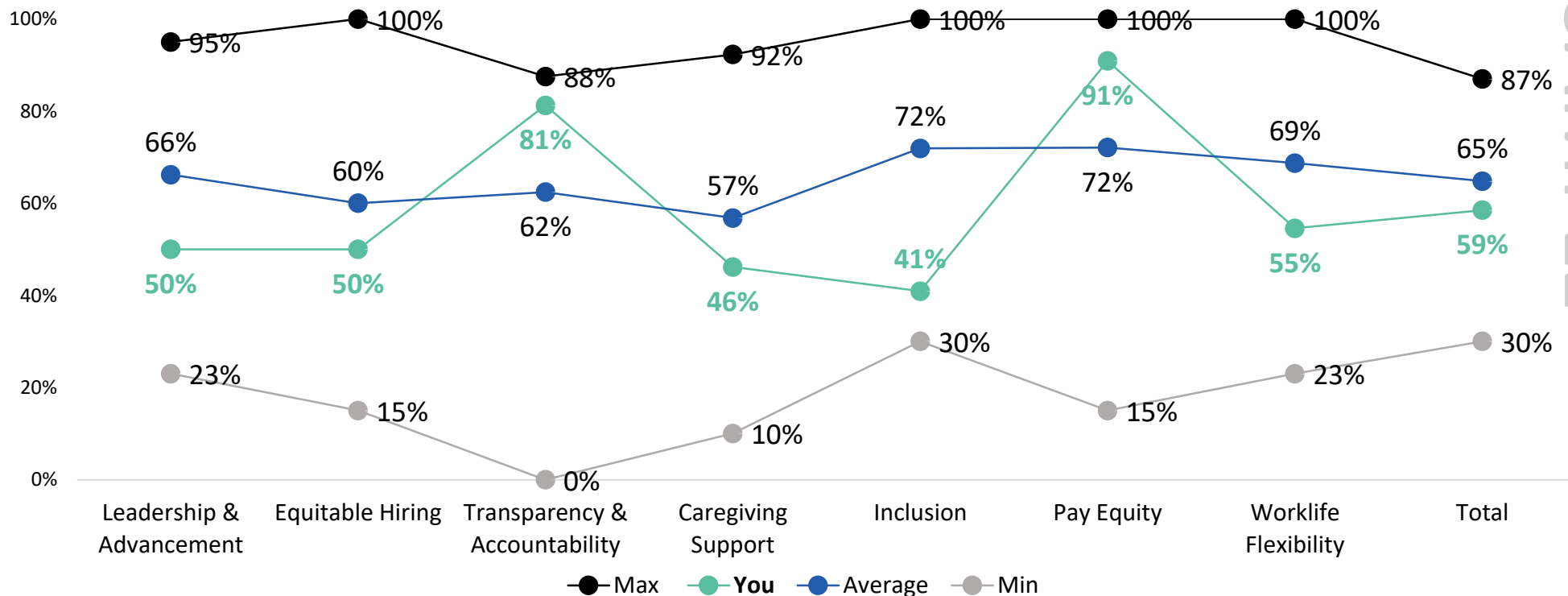
10.00

6.00

55.50

Total Points  
100

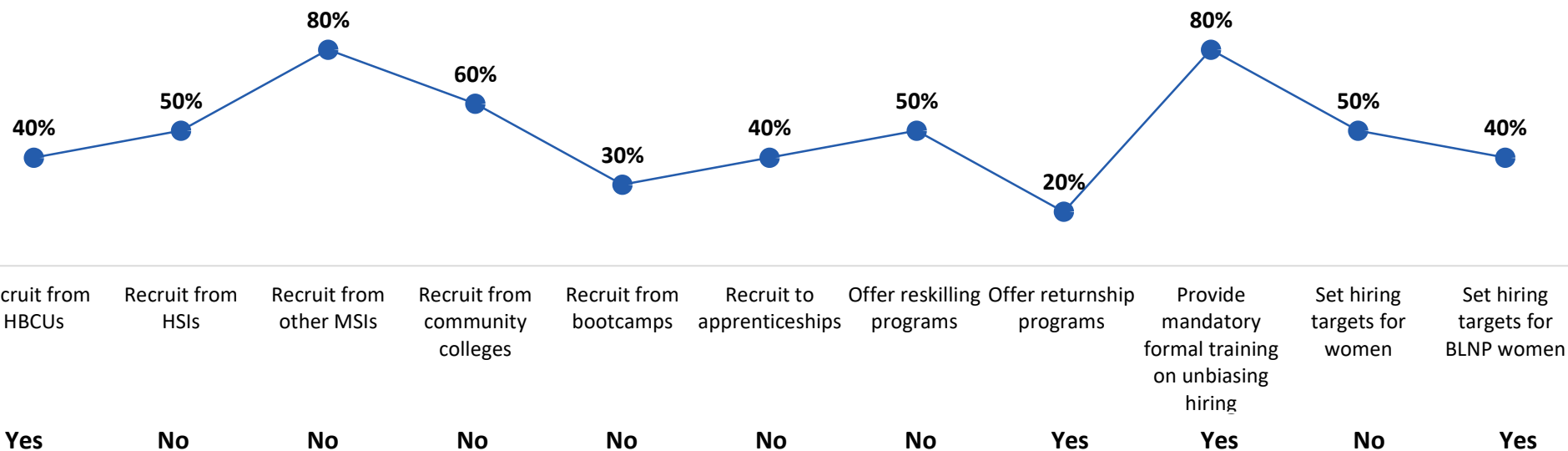
Category	Leadership & Advancement	Equitable Hiring	Transparency & Accountability	Caregiving Support	Inclusion	Pay Equity	Worklife Flexibility
Possible BR Points	20	18	16	13	11	11	11



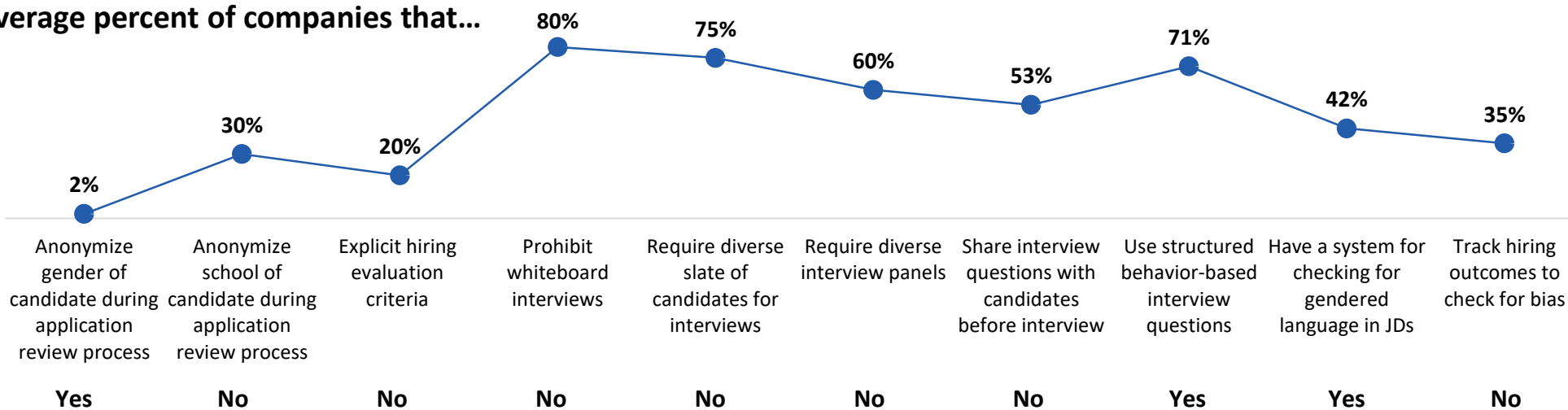
Percent of total possible Beyond Representation (BR) points

## EQUITABLE HIRING SUMMARY

Average percent of companies that...



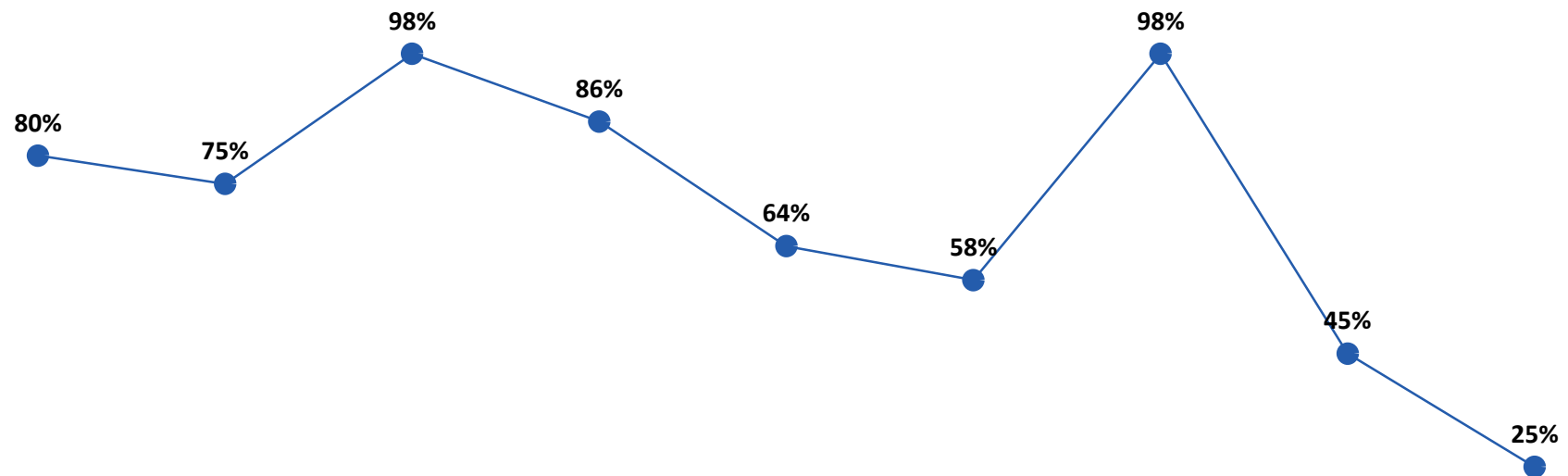
Average percent of companies that...



SAMPLE

## TRANSPARENCY & ACCOUNTABILITY SUMMARY

Average percent of companies that...

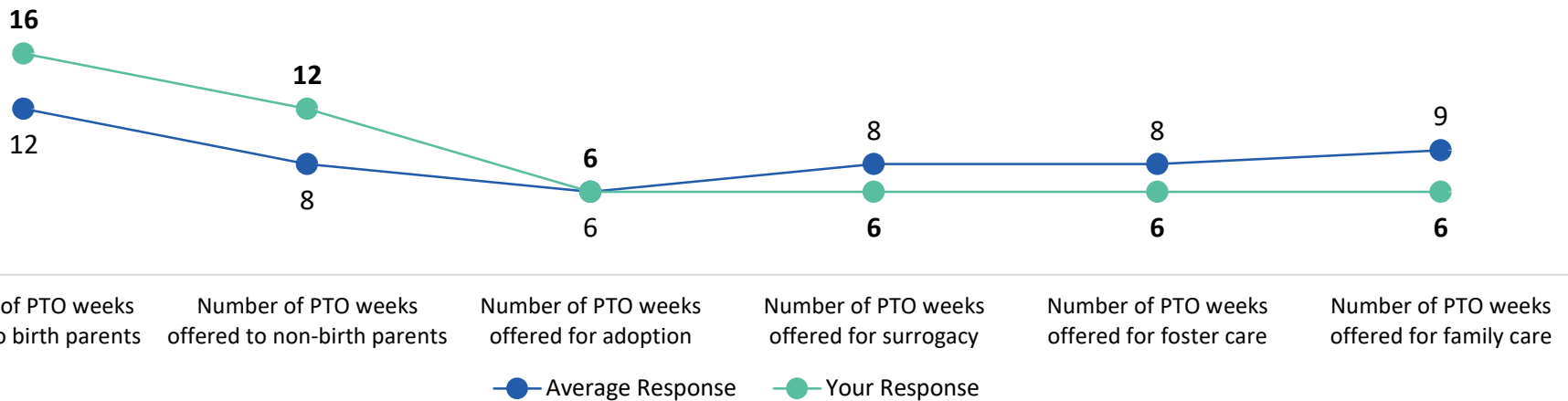


SAMPLE

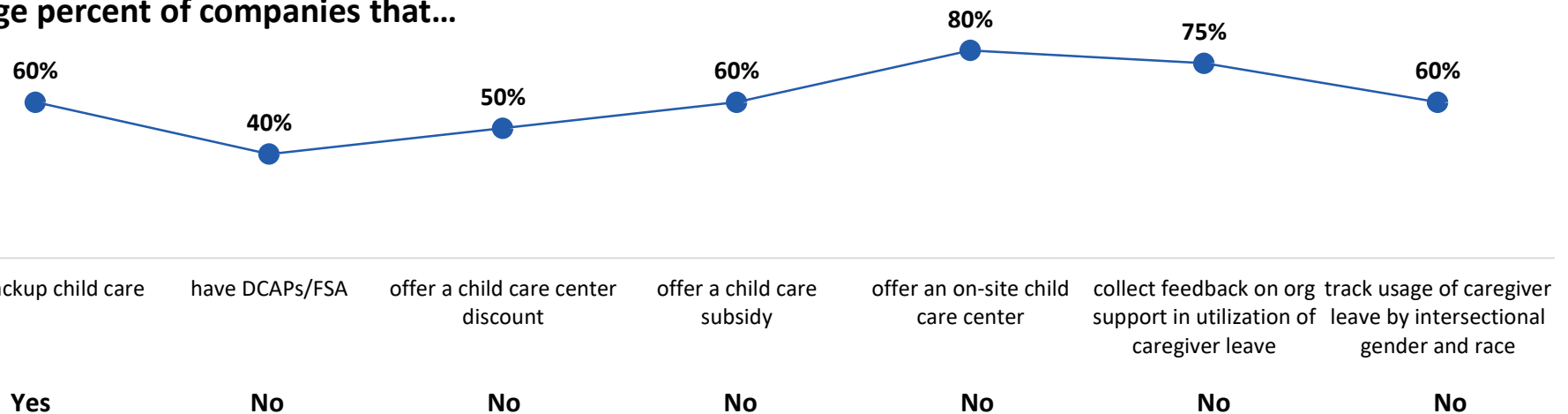
Exec team reviews tech diversity data at least quarterly	Diversity data includes intersectional gender and race tech data	Have a formal process to hold leaders accountable to DEI goals	Include DEI goals as a component of performance reviews	Offer financial incentives for making progress on DEI goals	Impose financial penalties for not making progress on DEI goals	Track gender and race demographics on patent submissions	Release diversity information publicly about its tech workforce	Share intersectional gender and race data publicly for its tech workforce
--	--	--	---	---	---	--	---	---

You:	Quarterly	No	Yes	No	No	No	No	No	No
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## CAREGIVING SUPPORT SUMMARY



### Average percent of companies that...



You:

Yes

No

No

No

No

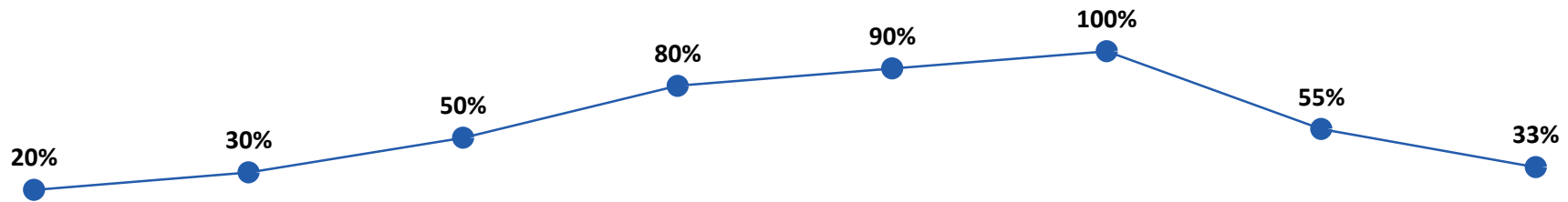
No

No

SAMPLE

## INCLUSION SUMMARY

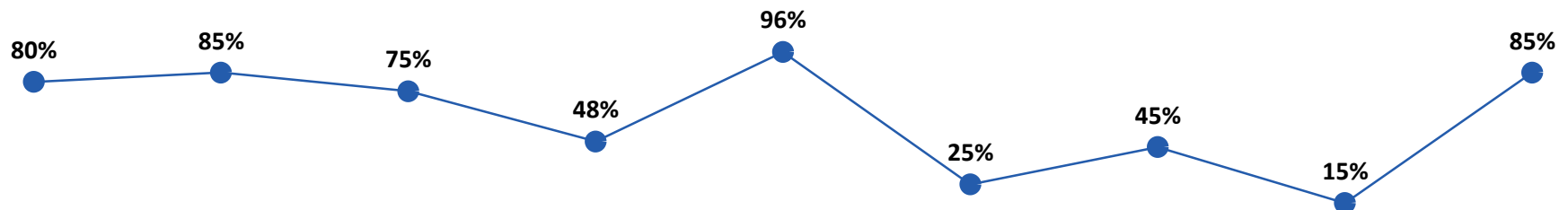
Average percent of companies that...



Collect feedback on feelings of inclusion and/or belonging  
Offer allyship training  
Offer antiracism training  
Offer training about creating psychologically safe teams  
Offer training about examining masculinity  
Offer training about inclusive management  
Offer training about interrupting bias / bystander intervention  
Offer training about understanding unconscious bias

You: Yes No No No No No No Yes

Average percent of companies that...



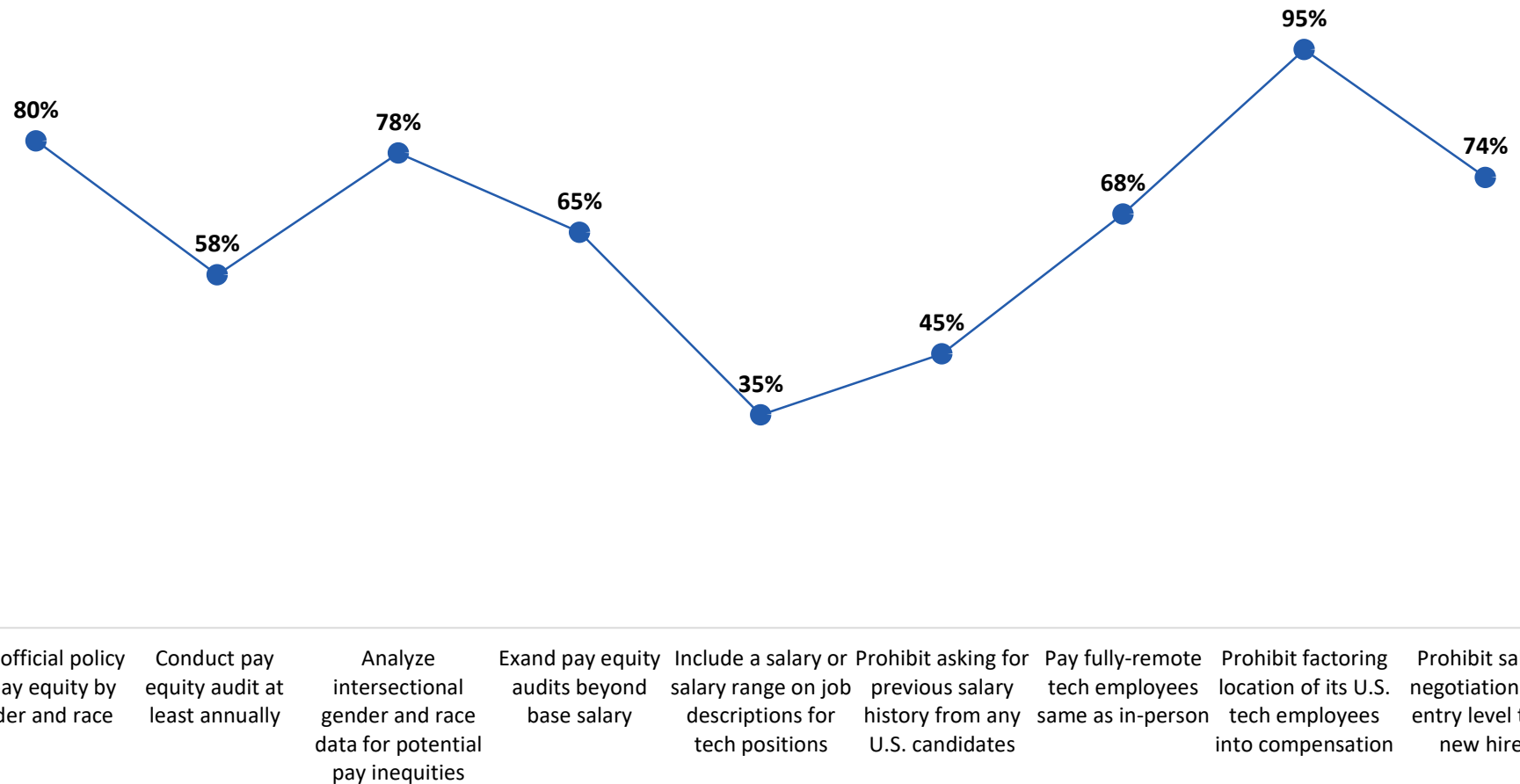
Provide access to mentorship for ERGs  
Provide access to professional development for ERGs  
Provide access to sponsorship for ERGs  
Provide affinity networking for ERGs  
Provide compensation for ERG group leaders  
ERG input on organizational policies and programs  
ERG networking with leaders in the company  
Recognition of ERG participation in perf review process  
Provide a non-binary option to employees when asking for their gender

You: Yes No No No No No No Yes Yes

SAMPLE

## PAY EQUITY SUMMARY

Average percent of companies that...



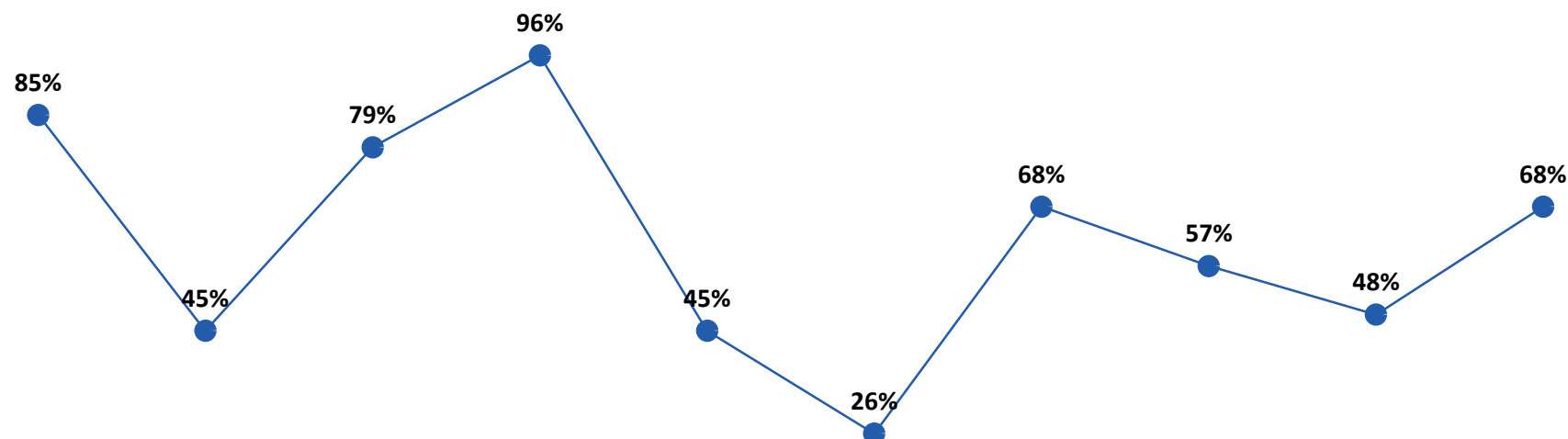
SAMPLE

You:      Yes      Annually      No      No      No      No      No      Yes      Yes



## WORKLIFE FLEXIBILITY SUMMARY

Average percent of companies that...

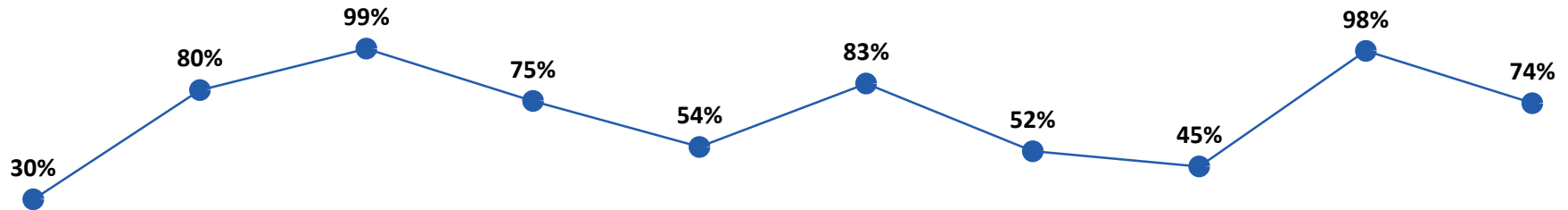


SAMPLE

	Have formal company policy allowing flex work for tech employees	Offer working remotely the entire workweek permanently	Offer working remotely part of the workweek permanently	Offer working flextime permanently	Offer working a compressed workweek permanently	Offer formal job-sharing arrangements	Offer reduced hour / part-time option(s)	Track usage of flex work by intersectional gender and race	Promote flex work in tech job descriptions	Collect feedback on employee burnout
You:	Yes	No	No	Yes	Yes	No	No	No	No	Yes

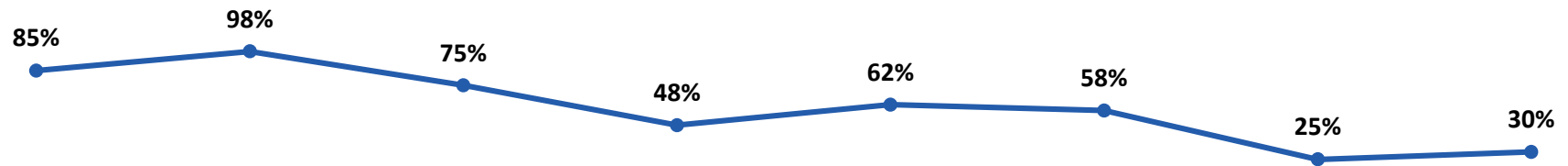
## LEADERSHIP & ADVANCEMENT SUMMARY

Average percent of companies that...



Establish explicit performance evaluation criteria	Track promotion outcomes by gender	Track promotion outcomes for BLNP women	Track merit-based salary increases by gender	Track merit-based salary increases for BLNP women	Require formal training on unbiasing performance management	Offer formal mentorship programs	Offer formal career sponsorship programs	Offer sponsorship program for mid-level employees	Offer sponsorship program for senior-level employees
You: Yes	No	Yes	No	No	No	No	No	No	Yes

Average percent of companies that...

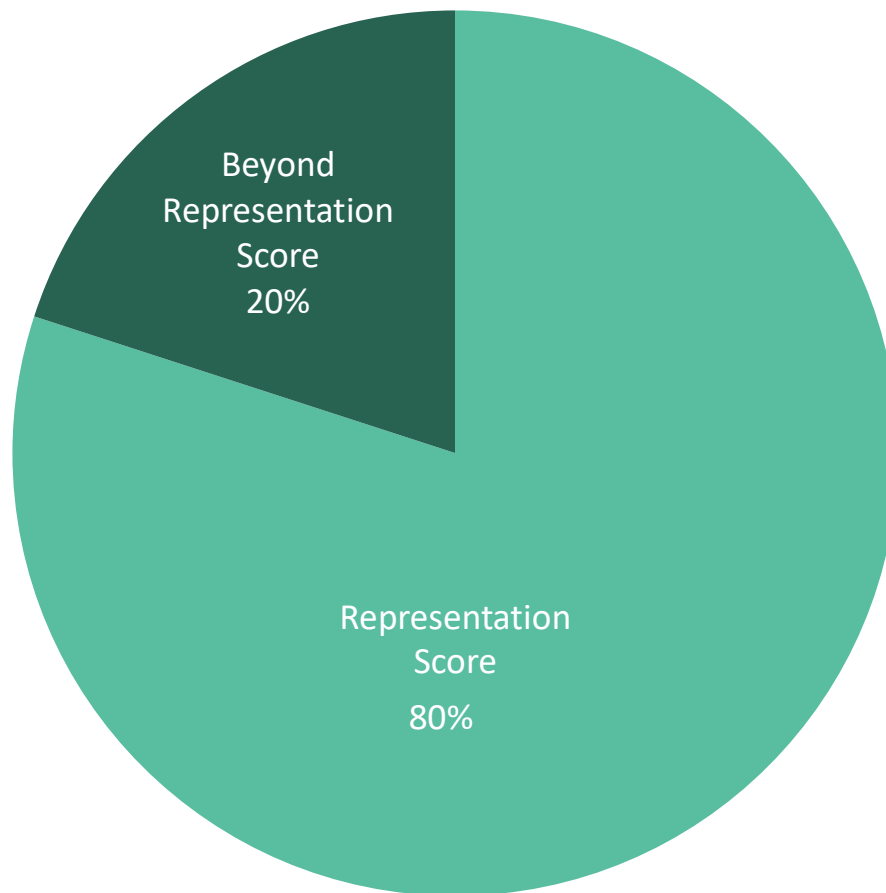


Offer formal leadership development programs	Set target for tech women at first-level managers	Set target for tech women at senior-level managers	Have a woman CEO	Have a woman CTO	Have a C-suite level position whose role is explicitly DEI	Have at least half of founders who are women or non-binary	Have at least 40% women or non-binary members on Board of Directors
You: Yes	No	Yes	No	No	No	Half	25%

SAMPLE

# Scoring

## Total Score



## 2022 Scoring System

### Representation Score

Sum of z-scores for 7 representation metrics.

Representation made up 100% of the Total Score in 2022.

### Beyond Representation Score

One hundred (100) Beyond Representation Points are awarded based on responses to programs and policies questions. Points are scaled linearly to contribute 20% of the Total Score for companies of similar technical workforce size, using a Beyond the Numbers multiplier.

SAMPLE

See [methodology](#) section of FAQ for complete details on scoring.

## Understanding Z-Scores

	Entry
Total tech women	460
Total technologists	1255
% Tech women - You	36.7%
% Tech women - Avg	33.5%
Standard Deviation	13.1
<b>Z-Score</b>	<b>0.24</b>

	Z-Score
Entry Level	0.24
Mid-Level	-0.37
Senior Level	0.27
Executive Level	-0.57
Hiring	0.06
Retention	0.64
Advancement	-0.20
<b>Representation Score</b> (sum all metrics)	<b>0.07</b>

$$\text{Z Score} = (\text{Your Number} - \text{Mean}) / \text{StDev}$$

$$\text{Example: Entry Level Z Score} = (36.7\% - 33.5\%) / 13.1 = 0.24$$

SAMPLE

## REPRESENTATION SCORE DETAILS

Career Level Representation	Entry	Mid	Senior	Exec
Total tech women	460	408	137	15
Total technologists	1255	1600	550	59
% Tech women - You	36.7%	25.5%	24.9%	16.9%
% Tech women - Avg	33.5%	27.7%	23.0%	23.7%
Standard Deviation	13.1	6.00	7.01	12.00
<b>Z-Score</b>	<b>0.24</b>	<b>-0.37</b>	<b>0.27</b>	<b>-0.57</b>

Retention		
	Men	Women
Total attrition	367	135
Average technologists	2554	1059
Attrition rate	14.4%	12.7%
Difference in attrition rates - You (men-women)	1.62	
Difference in attrition rates - Avg (men-women)	-0.02	
Standard Deviation	2.57	
<b>Z-Score</b>	<b>0.64</b>	

Hiring	
Total tech women new hires	119
Total tech new hires	379
% Tech women new hires - You	31.4%
% Tech women new hires - Avg	30.9%
Standard Deviation	8.21
<b>Z-Score</b>	<b>0.06</b>

Advancement		
	Men	Women
Total promotion	89	56
Average technologists	2554	1059
Promotion rate	3.5%	5.3%
Difference in promotion rates - You (women-men)	1.80	
Difference in promotion rates - Avg (women-men)	2.42	
Standard Deviation	3.04	
<b>Z-Score</b>	<b>-0.20</b>	

SAMPLE



## TOTAL SCORE DETAILS

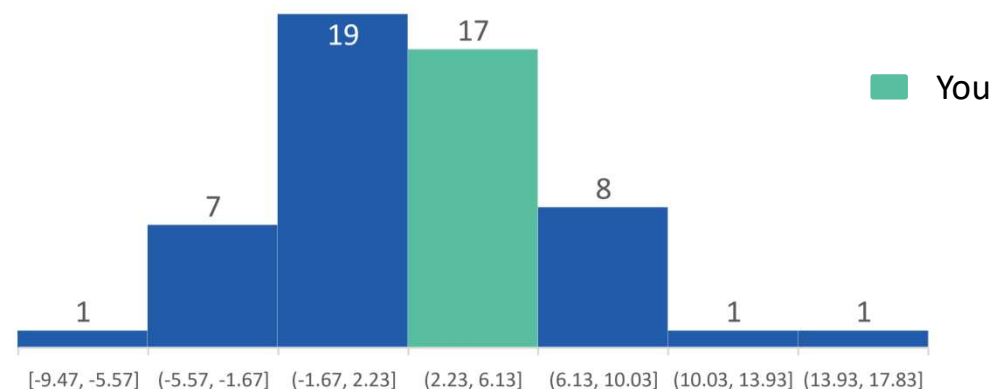
	Z-Score
Entry Level	0.24
Mid-Level	-0.37
Senior Level	0.27
Executive Level	-0.57
Hiring	0.06
Retention	0.64
Advancement	-0.20
<b>Representation Score</b> (sum all metrics)	<b>0.07</b>

Representation Score +	0.07
Beyond Representation Score	3.33
<b>Total Score</b>	<b>3.40</b>

Benchmarking of Total Score	
Min	-9.47
<b>Your Score</b>	<b>3.40</b>
Max	14.87

Beyond Representation Total Points	55.50
Beyond Representation Scale Multiplier Linearly scales Beyond Representation Total Points to 20% of Total Score.	0.06
<b>Beyond Representation Score</b> (total points * multiplier)	<b>3.33</b>

## Distribution of Total Score



SAMPLE



**Top Companies**  
for Women Technologists

**Measure  
what matters.**



topcompanies@anitab.org

Thank you for participating in Top Companies for Women Technologists 2022! We appreciate your willingness to share confidential data with AnitaB.org so that all participants can measure their progress towards intersectional gender equity.

### **NEXT STEPS:**

1. Check out the 2022 Top Companies Insights Report to learn about the key findings of 2022.

[https://anitab.org/wp-content/uploads/2022/12/AnitaB\\_2022\\_Design\\_Final-Digital\\_update.pdf](https://anitab.org/wp-content/uploads/2022/12/AnitaB_2022_Design_Final-Digital_update.pdf)

2. Explore the 2022 Top Companies results broken down by technical workforce size category on our Top Companies Dashboard.

<https://public.tableau.com/app/profile/anitab/viz/TopCompaniesforWomenTechnologists2022KeyFindingsandInsights/2022TopCompanies>

3. Participate in Top Companies 2023

<https://anitab.org/research-and-impact/top-companies/instructions/>

SAMPLE