

Advancing Intersectional Gender Equity & Pay Parity in Tech

A LEGISLATIVE POLICY PRIMER

AnitaB.org has supported women and non-binary technologists for 35 years, consistently leading efforts to build an inclusive tech ecosystem. Today, AnitaB.org works with member technologists in 150 countries and partners with leading academic institutions and Fortune 500 companies.

Who We Are

AnitaB.org is a global organization with over 250,000 members and followers from 150 different countries, with 83% of our members working within the U.S. We envision a future where the people who imagine and build technology mirror the people and societies for whom they build it.

We connect, inspire, and guide women and non-binary people in computing, and organizations that view technology as a strategic imperative. Our policy work is crucial to our goal of intersectional gender equity and pay parity in the tech ecosystem.

POLICY PRIORITIES

The future of the economy lies within the evolving technical workforce – if women and non-binary people are excluded now, they and their families will only be left further behind. A stronger, more diverse technical workforce is imperative to the long-term economic and national security of the country. Technology is at the foundation of the future of all work.

We believe in a future of intersectional gender equity for women and non-binary people in tech, achieved through equal recruitment, retention, advancement, pay, and investment.

RESEARCH

We conduct research that specifically inquires about the state of women and non-binary people in the tech field through the annual Technical Equity Experience Survey (TechEES). This survey provides insights into the lived experiences of technologists and perceptions of equity in their workplaces and schools. For the full report, visit: AnitaB.org/TechEES

LABOR & WORKFORCE

We seek policies that diversify and accelerate pathways for inclusion in the technical workforce. We advocate for legislation that bolsters recruitment and retention for women and non-binary people in the technical workforce, along with policies that provide systemic changes in labor protections to create healthier work environments.

DIVERSITY

We pursue policies that will diversify the technical workforce in the public interest sector and the private sector. We support legislation that provides equal rights, access, and opportunity for women, non-binary people, and historically excluded communities.

EMERGING TECHNOLOGY

We support policies that build protections that ensure technology is a reflection of the people who create it and mirror our diverse society. We also seek policies that create an inclusive space for innovation and form more digital equity opportunities to bloom.

EDUCATION

We look to advance policies that expand and increase STEM education opportunities and funding to diversify the tech workforce. We support policies that provide diversity and equity in both industry and academia like Title IX enforcement measures and greater investment in the college to tech career pipeline through federally registered apprenticeships.

Policy Recommendations

ADDRESSING HARASSMENT AND DISCRIMINATION

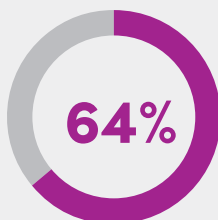
- > Prioritize the EEOC's requested budget increases to add staff in mission-critical positions; expand outreach programs focused on know-your-rights education and connection to survivor services.
- > Rebuild **EEOC capacity to ensure the vital role of enforcing employment laws** that address racial justice and systemic discrimination on all protected bases, pay equity, and the civil rights impact of the COVID-19 pandemic that disproportionately impacts people of color, women, older workers, individuals with disabilities, and other vulnerable workers.

INCREASING OPPORTUNITY AND ACCESS

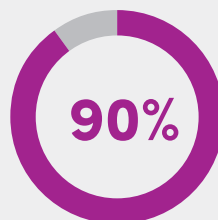
- > **Modernize and expedite federal hiring pathways** to open greater opportunities for the public sector for careers in tech, including tech apprenticeship programming, temporary placements for industry and academic technologists in federal agencies, and/or public-private partnerships geared toward women and historically excluded communities.
- > Ensure full funding of USDA's ReConnect program and financing of broadband facility upgrades by the Rural Utilities Service to improve broadband access in underserved rural and tribal areas.

Types of Discrimination Women & Non-binary Technologists Experience

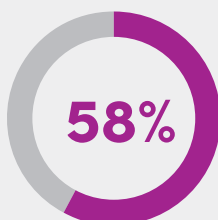
PERCENT WHO HAVE EXPERIENCED THE FOLLOWING TYPES OF DISCRIMINATION



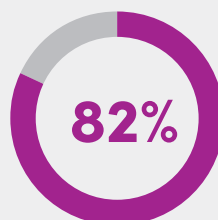
64% experienced pregnancy/parental duties discrimination.



90% experienced at least one type of discrimination based on gender, race/ethnicity, age, or other factors.



58% experienced racial/ethnic discrimination at work.



82% Black technologists experienced racial/ethnic discrimination, **4x** more than their White peers.

Policy Recommendations (Continued)

ADDRESSING PAY INEQUITIES

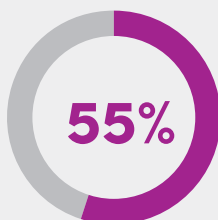
- > Enact the Paycheck Fairness Act.
- > Pass national salary history ban legislation to **enhance pay equity and transparency by prohibiting employers from inquiring about salary history** and requiring them to list the minimum and maximum salary on all job postings, promotions, or transfer opportunities. Salary ban laws and regulations currently are active in 22 states and 21 localities, and will soon apply to federal contractors, under a recent Presidential Executive Order.

ADVANCING EDUCATION

- > Ensure full funding of programs at the NSF, DOE, and USDA for **equitable inclusion of women and historically excluded communities of color** in Federal S&T education, research, and capacity building, including STEM at HBCUs, HSIs, TCUs, and rural colleges.
- > Establish and fund pathways and minimum thresholds for federal agency recruitment from HBCUs, HSIs, TCUs, and rural colleges for **government tech positions and apprenticeships**.

Women & Non-binary Technologists Retention & Fair Pay

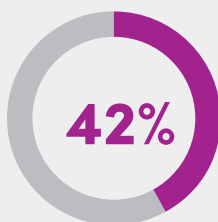
PROFESSIONAL IMPACTS IN TECH



55% of women and non-binary technologists feel they are being paid fairly for their work.



Across all career levels, women and non-binary technologists who are Black continue to be **paid less than their peers**.



42% have been passed over for a promotion they felt they deserved.



Women and non-binary technologists who are Black are most **likely to leave their current place of work**.