

Advancing Intersectional Gender Equity & Pay Parity in Tech

A LEGISLATIVE POLICY PRIMER

Who We Are

AnitaB.org has supported women and non-binary people in tech for over 35 years, consistently leading efforts to build an inclusive tech ecosystem. Our annual Grace Hopper Celebration is the largest gathering of women and non-binary technologists in the world. Today, our organization works with 106,000+ members and partners with leading academic institutions and Fortune 500 companies in pursuit of our mission.

AnitaB.org aims to empower women and non-binary technologists with the support they need to thrive at work and beyond. We strive toward a future of intersectional gender equity where the people who imagine and build technology mirror the people and societies for whom they build it.

Policy Recommendations

DIVERSITY & EQUITY

Women and non-binary technologists are vital to building the life-changing technology we use every day. We seek policies that will diversify and accelerate pathways for inclusion and equity in the technical workforce. We also support legislation that addresses opportunity gaps for people from historically excluded communities.

WE URGE POLICYMAKERS TO STRENGTHEN AMERICA'S TECHNICAL WORKFORCE BY:

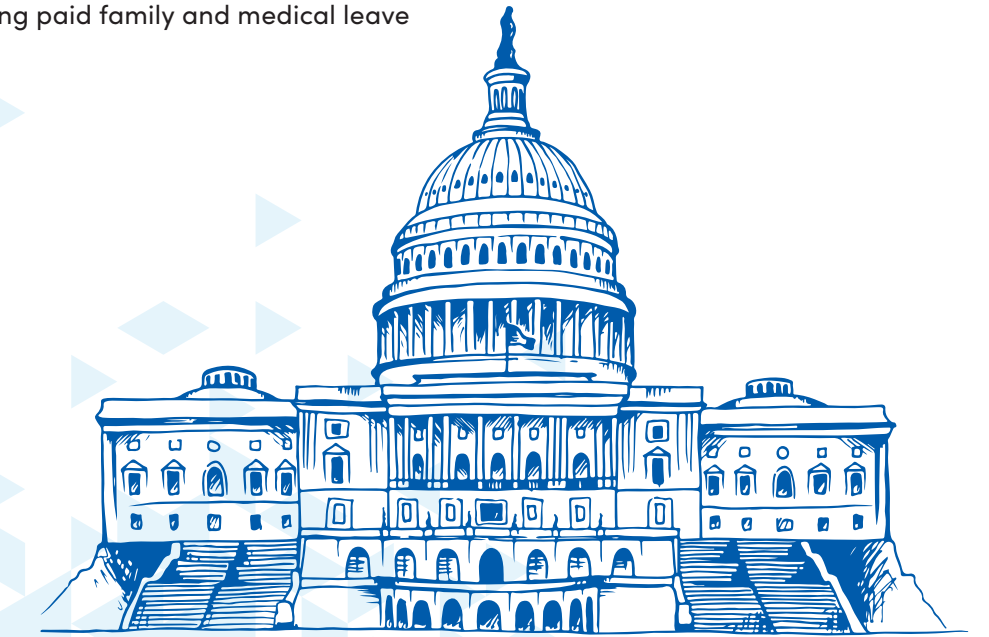
- > Investing in **skills training and alternative pathways** into tech like apprenticeships
- > Promoting **skill-based hiring** practices
- > Creating **incentives for employers to recruit, retain, and advance** women and non-binary technologists
- > Enacting **proactive policies designed to increase the representation** of Black, Latine, Native American, and Pacific Islander women and non-binary people in technology
- > **Protecting employers and organizations** from anti-diversity, equity, and inclusion legal challenges

WORKPLACE & ECONOMIC SECURITY

Workplace inequities threaten women and their families' economic security. We seek to end pay discrimination and support policies that bolster recruitment and retention for women and non-binary technologists. We also advocate for legislation that brings systemic changes in labor protections to create healthier work environments.

POLICYMAKERS CAN ADDRESS PAY INEQUITIES AND WORKPLACE DISCRIMINATION BY:

- > Passing the **Paycheck Fairness Act**
- > Supporting policies that **address wage disparities** between men and women, including salary history bans, wage disclosure protections, pay transparency laws, and limitations on noncompete clauses and motherhood pay penalties
- > Supporting policies that **strengthen workplace harassment protections**, like limitations on nondisclosure and non-disparagement agreements and caregiver discrimination
- > Passing the **FAMILY Act**
- > Supporting **workplace accommodations** for pregnant people, people with disabilities, and people with caregiving responsibilities, including paid family and medical leave



SOCIAL JUSTICE & INCLUSION

Women and non-binary people deserve to lead fulfilling and multi-faceted lives. We promote intersectional gender equity in the workplace and beyond. We also recognize the importance of protecting and fostering diversity in all aspects of life while removing systemic barriers to inclusion for historically excluded groups.

TO ENSURE WOMEN, NON-BINARY PEOPLE, AND THEIR FAMILIES CAN THRIVE WITH DIGNITY, POLICYMAKERS SHOULD SUPPORT:

- > **Reproductive justice** including accessible reproductive health care and protections for employers offering abortion care benefits
- > **Racial justice**
- > **LGBTQIA+ rights and the Equality Act**
- > **Immigrants' rights**
- > **Anti-violence** policies addressing sexual and gender-based violence



EMERGING TECHNOLOGIES

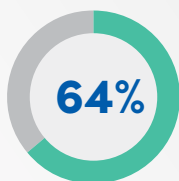
An ideal tech ecosystem values women and non-binary technologists for their contributions to the field. We support policies that create inclusive spaces for tech innovation that promote diversity and anti-discrimination in both industry and application. We also seek policies that advance digital equity and inclusion opportunities.

POLICYMAKERS SHOULD:

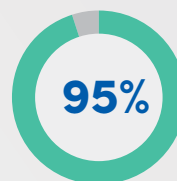
- > **Seek out voices from historically excluded groups as subject matter experts** on emerging technologies like artificial intelligence
- > **Prioritize gender and racial inclusivity** and non-discrimination when implementing new technologies
- > **Create incentives for tech startups to recruit, retain, and advance** women and non-binary technologists, particularly from historically excluded groups
- > Support **data privacy laws** that reflect the needs of women and LGBTQIA+ individuals
- > **Scrutinize the utilization of unproven artificial intelligence** and especially facial recognition technology in the criminal justice system

Types of Discrimination Women & Non-Binary Technologists Experience

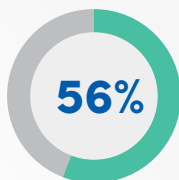
PERCENT WHO HAVE EXPERIENCED THE FOLLOWING TYPES OF DISCRIMINATION ¹



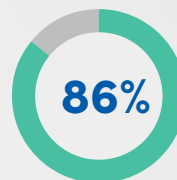
64% of women technologists who are caregivers experienced parental discrimination, **6.5x** more than their male peers.



95% of non-binary technologists experienced gender discrimination.



56% of women technologists experienced racial/ethnic discrimination compared to **33%** of men.



86% of women technologists experienced at least one type of harassment.

¹ Aguilar, Y., Aguilera, B., Bhai, L., Brown, H., Jackson, E., Mariano, A., & Means, V. (2023). (rep.). 2022 Technical Equity Experience Survey. AnitaB.org



**WE CONNECT, INSPIRE, AND ADVANCE
WOMEN AND NON-BINARY TECHNOLOGISTS**

For more information, please contact:
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