INTERNET2
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THE GENDER GAP IN TECH

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Dave Robinson, Chief Information Officer
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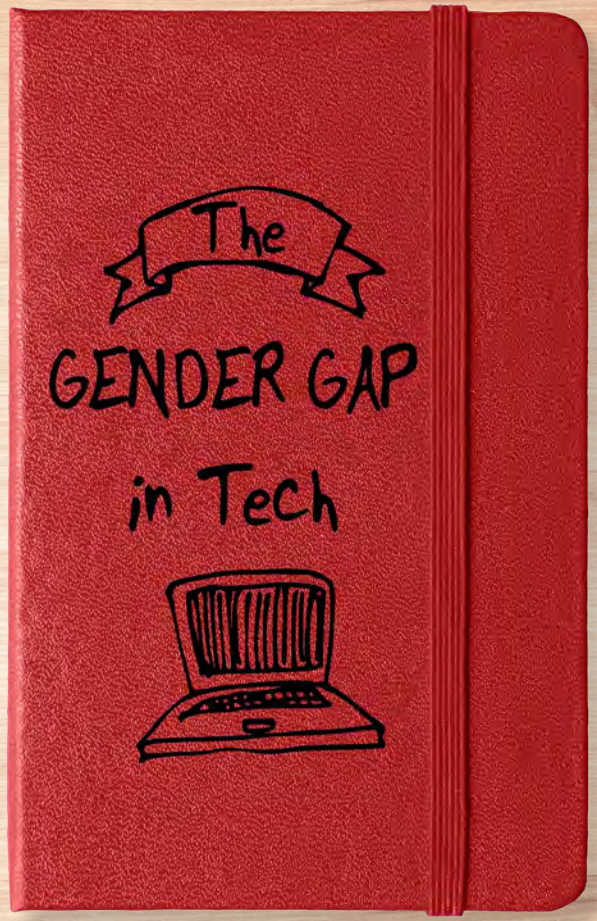

The
GENDER GAP
in Tech

Hello.
I'm Missy
Gansen from
Grinnell College.
My pronous are
she, her, hers.
I'm here with my
co-pilot, CIO,
Dave Robinson.

Hi.
I'm Dave. My pronous are he, him, and his.

I work in our IT department. Yet somedays, I still don't believe it.

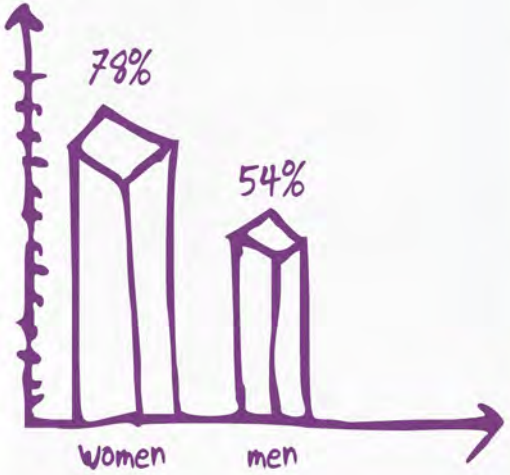
Imposter syndrome refers to an internal experience of self-doubt and believing you are not as competent as others perceive you to be.

Truth Bomb

Women are 22% more likely than men to experience imposter syndrome at work.

Source: https://www.trustradius.com/buyer-blog/2020-women-in-tech-report

78% of women in tech say they have to work harder to prove their worth. Only 54% of men say the same.



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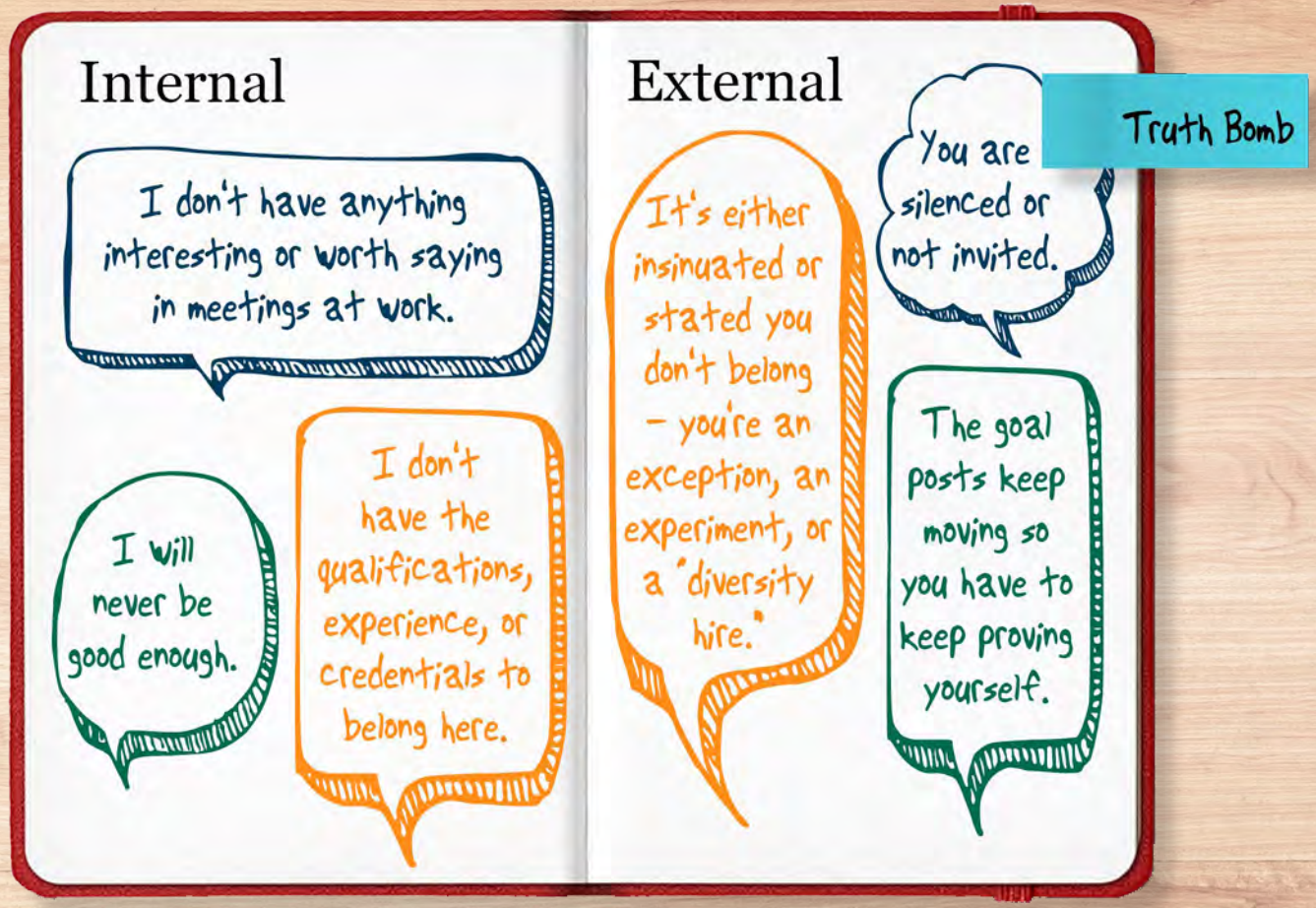


Source: https://www.dynamictransitionsllp.com/https-www-dynamictransitionsllp-com-stop-gaslighting-women-experiencing-imposter-syndrome/

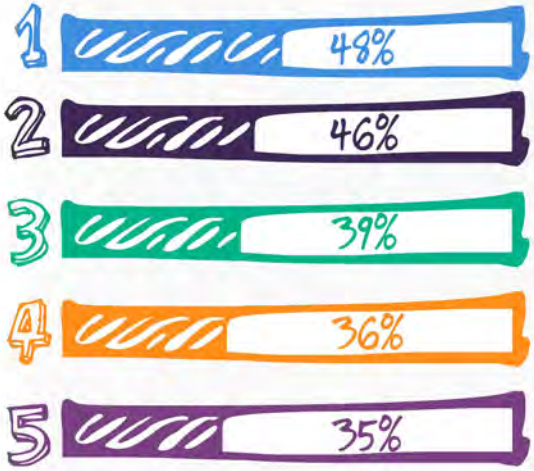
Tech Way
Other Ave

Unconscious bias or implicit bias is instinctively categorizing people and things without being aware of it.

We all have unconscious bias!

Top Five Barriers:

1. Lack of mentors
2. Lack of female role models
3. Gender bias in the workplace
4. Unequal growth opportunities
5. Unequal pay for the same skills



Source: https://alltogether.swe.org/wp-content/uploads/2017/07/Breaking-Gender-Barriers_res_eng_0317.pdf

Truth Bomb

1/3 of men either don't believe, or are not sure if there is a gender gap in wages.

Source: Income and Poverty in the United States: 2019 (census.gov)
2020 Wage Inequality in the Workplace Report | Hired - Hired

Meet the micro

YOU are never too young to learn even when it includes the complex world of computers.

Groups of mothers and toddlers were the first visitors to the new computer suite at the Barn, which is the headquarters of Wat dez Chinchin in Ickenham.

Behind the idea was Mrs Annie Robinson, who used to teach computer studies at the Jersey College for Girls, and who is keen to introduce young children to the fast-growing technology.

A preliminary parents' meeting had been held earlier at the Residents' Centre in Hoghton Road where Mr Paul Carpenter, organiser of computer taster days, gave a talk and stirred the interest of more than 50 parents.

Every morning last week, which saw more than 20 mothers took along their children to the groups, a computer from the Centre was available.

"It's important to introduce mothers to computers because there's a lot of apprehension about them. But the more often children see them, the more everything will be run by computers and they'll be as common as the telephone is now," said Mrs Robinson.

The purpose of the exercise was to allow mums and children to use the computers together, and after the mothers could become relaxed about them and

Computers are going to play an increasingly important part in our lives at home and work, say the experts.

Introducing children to the new technology is now regarded as an essential part of education.

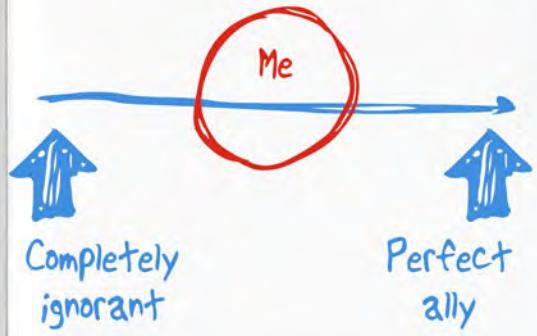
But, apparently, it is never too early to start, for the first Ickenham computer users, Elizabeth Pankhurst reports.

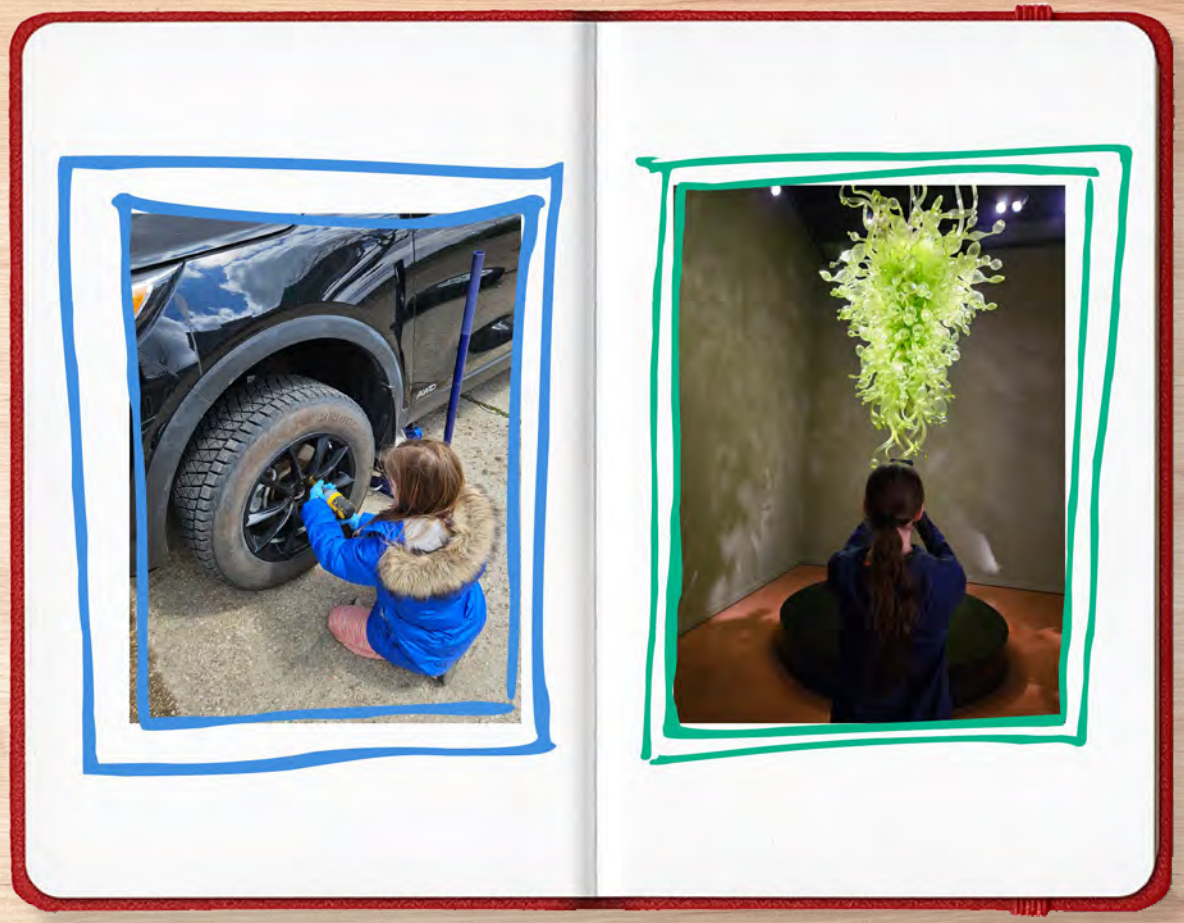
gain ideas so the children. It was not intended to let the children sit in front of the computers and learn, there is a

Computer programmes are designed to be involved, three-quarters of which were also suitable for very young children and offered much ideas as building a house on the screen by pressing the space bar and guessing that has to remove items of clothing to reveal the body parts.

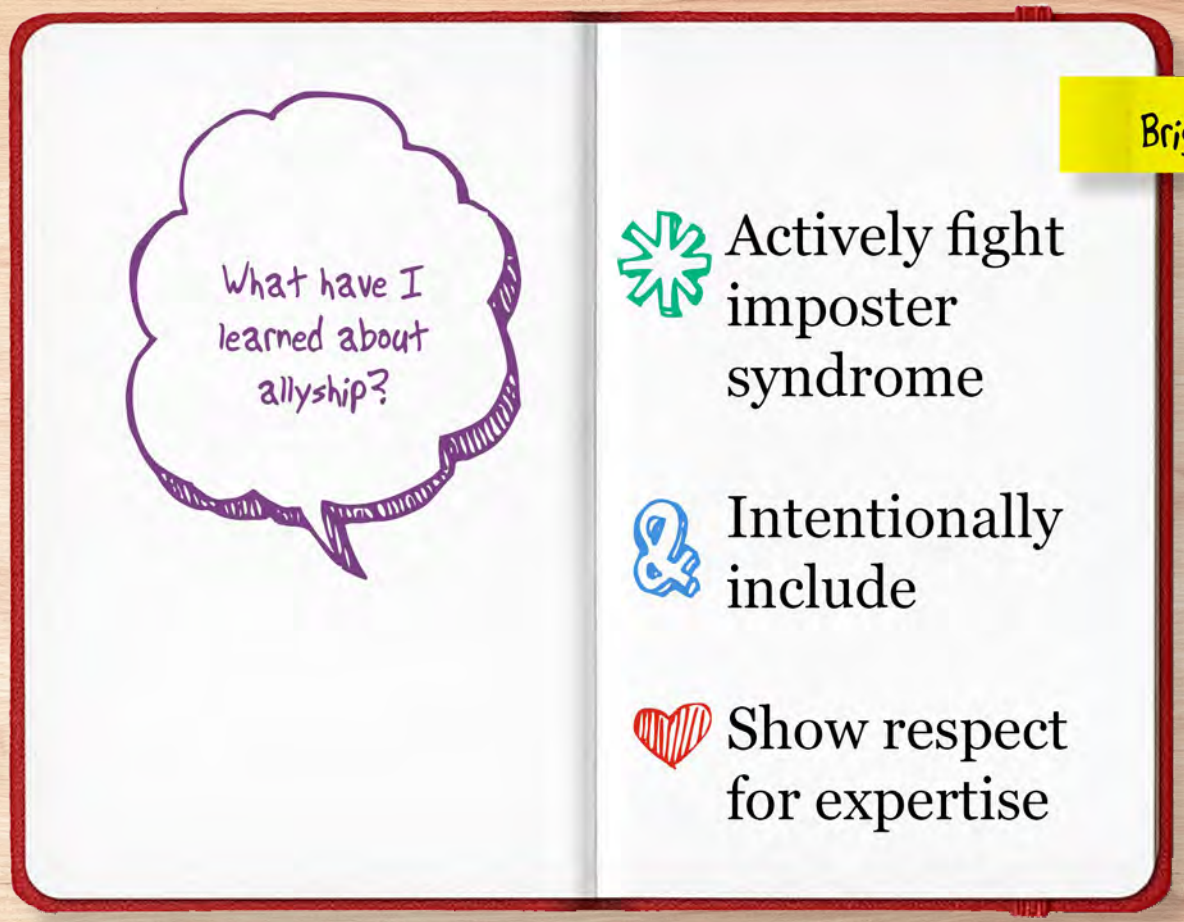
"It's a test that can be changed once a new toy when you change the programme," commented Mrs Robinson.

She thought it a pity that there were more mothers after only two or three children present because the mums would play such an important part in the lives of the children at the toddler groups who, from as young as two years old, could begin to appreciate their uses.

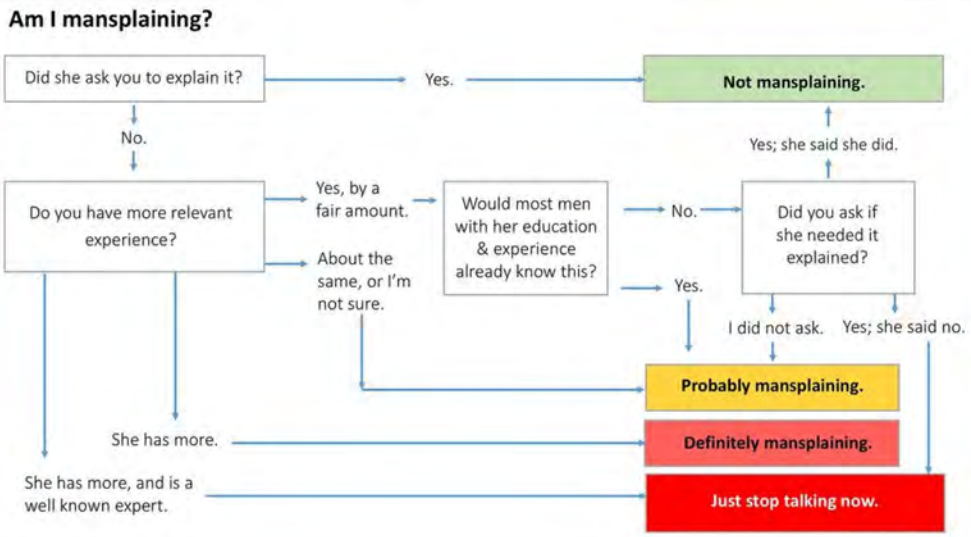




Source: https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters


What have I learned about allyship?
Bright Idea
Actively fight imposter syndrome
Intentionally include
Show respect for expertise

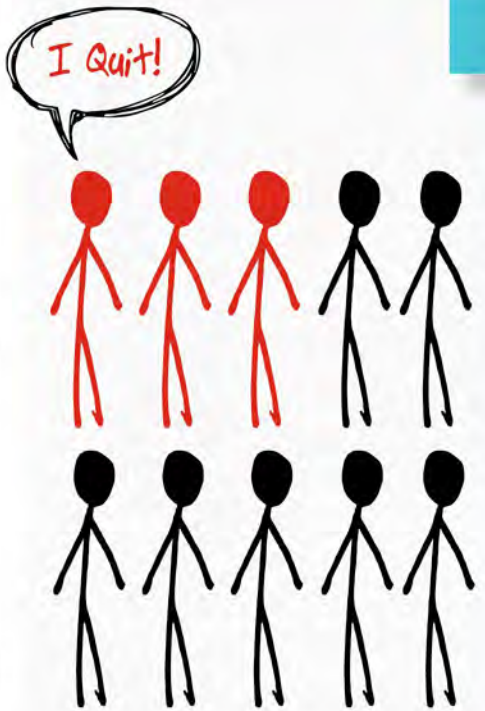
Note to Self



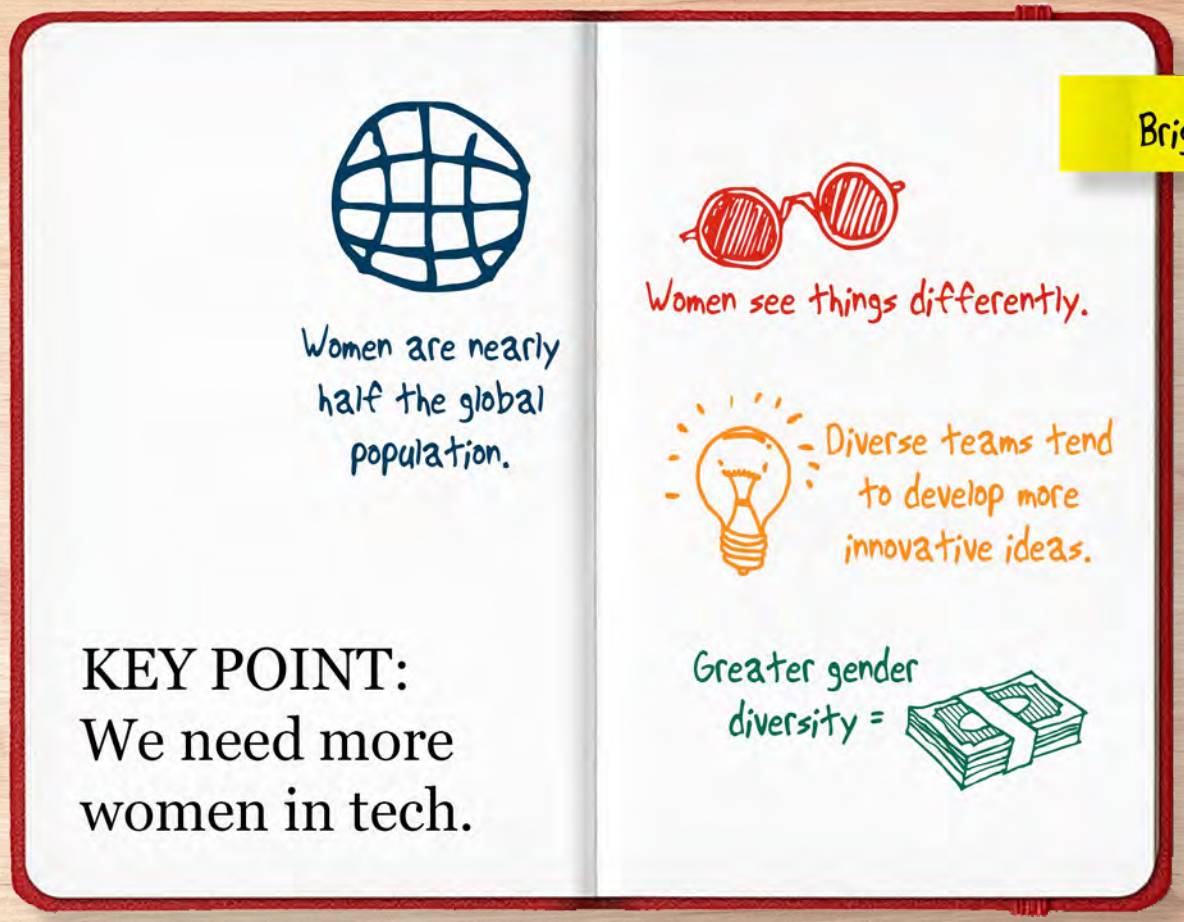
Source: Kim Goodwin @kimgoodwin (Twitter)
BBC Worklife article: https://www.bbc.com/worklife/article/20180727-mansplaining-explained-in-one-chart

Truth Bomb

Fewer than 3 in 10 tech workers are women. And 20% of those ladies are thinking of leaving their job.



Sources: https://www.zippia.com/advice/women-in-technology-statistics/
https://wearetechwomen.com/wearetechwomen-barriers-for-women-in-tech-report-2022/



Sources: https://www.forbes.com/sites/carmenniethammer/2020/03/02/ai-bias-could-put-womens-lives-at-riska-challenge-for-regulators/?sh=699053bb534f
https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters

Hiring

1

(It's the pool.)

Retention

Bright Idea

2

(It's the culture.)

“Have no fear of perfection; you’ll never reach it.”

Marie Curie

by my daughter, age 8

Let's write the next chapter...

Make a paper airplane.

!!!

Write on it:
one thing you learned today you want to share or discuss with a colleague
OR
one thing you can do to reduce the gender gap.

RESOURCES

- AnitaB. | anitab.org
- Educause Community Groups (Women in IT) | Educause.org
- Gender Decoder: find subtle bias in job ads | gender-decoder.katmatfiled.com
- Girls Who Code | girlswhocode.com
- Grinnell College IT Careers | grinnell.edu/about/leadership/offices-services/its/open-positions
- IAM-HER | iam-her.org
- National Center for Women and Information Technology | ncwit.org
- Rewriting the Code | rewritingthecode.org
- Tech Ladies | hiretechladies.com
- TechWomen | techwomen.org
- Women 2.0 | switchthefuture.com
- Women in Technology International (WITI) | witi.com
- Women for Economic Leadership and Development (WELD) | weldusa.org
- Women Who Tech | womenwhotech.org

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