



BUILDING DIVERSITY IN TECHNOLOGY FIELDS

Kimberly Bertschy

CIS Faculty

Northwest Arkansas Community College

BY THE NUMBERS...

3.5 million

Number of U.S. computing-related job openings expected by 2026

17

Percent of these jobs that could be filled by U.S. computing bachelor's degree recipients by 2026

57

Percent of professional occupations in the 2017 U.S. workforce held by women

26

Percent of professional computing occupations in the 2017 U.S. workforce held by women

17

Percent of Fortune 500 Chief Information Officer (CIO) positions held by women in 2017

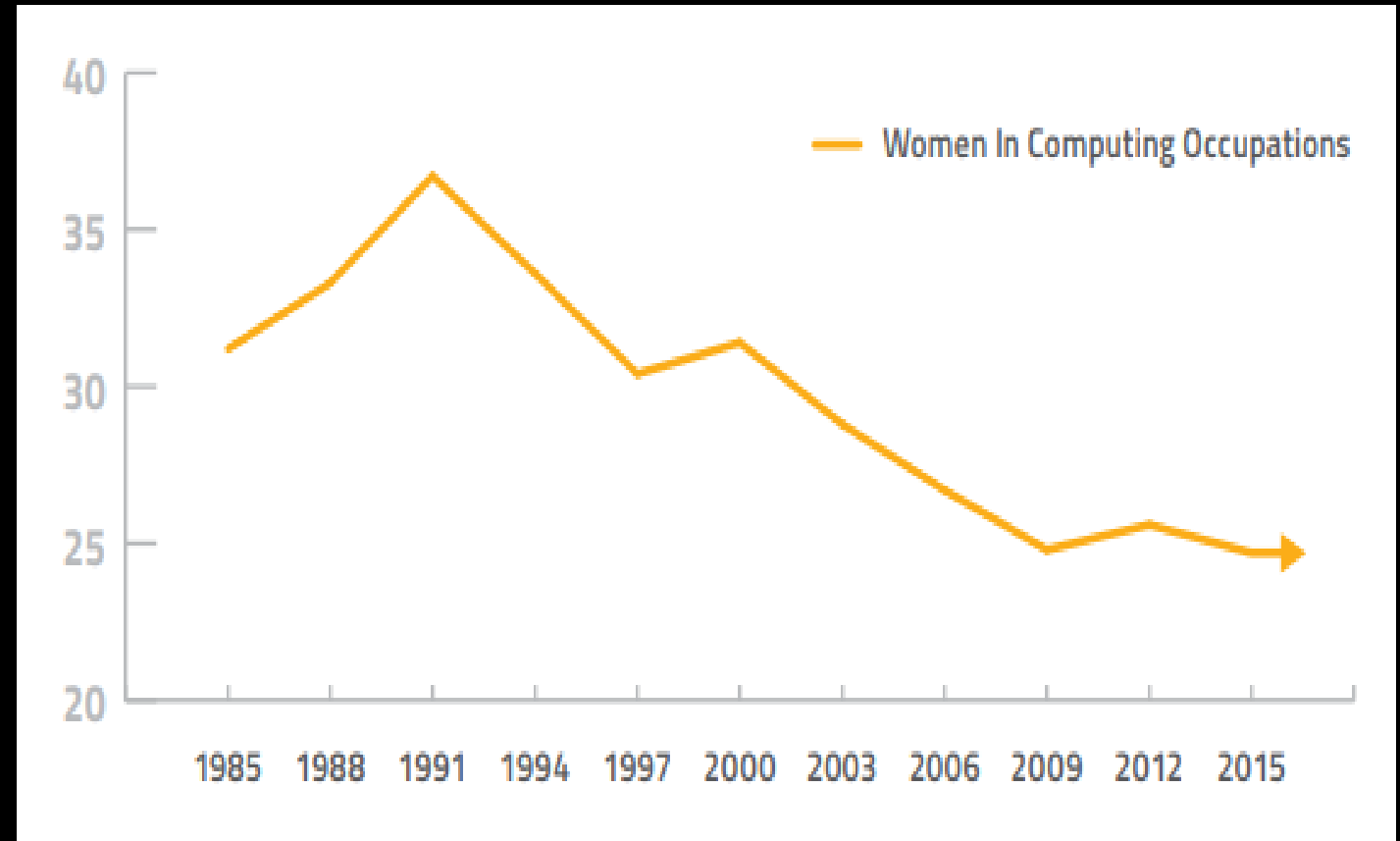
BY THE NUMBERS...

26 Percent of computing workforce who were women in 2017

3 Percent of computing workforce who were African-American women in 2017

5 Percent of computing workforce who were Asian women in 2017

1 Percent of computing workforce who were Hispanic women in 2017



BY THE NUMBERS...

56

Percent of Advanced Placement (AP) test-takers in 2016 who were female

47

Percent of AP Calculus test-takers in 2016 who were female

23

Percent of AP Computer Science test-takers in 2016 who were female

60

Percent of 2017 Intel Science and Engineering Fair (ISEF) finalists in Biology categories who were female

23

Percent of 2017 ISEF finalists in Mathematics who were female

31

Percent of 2017 ISEF finalists in Computing categories who were female

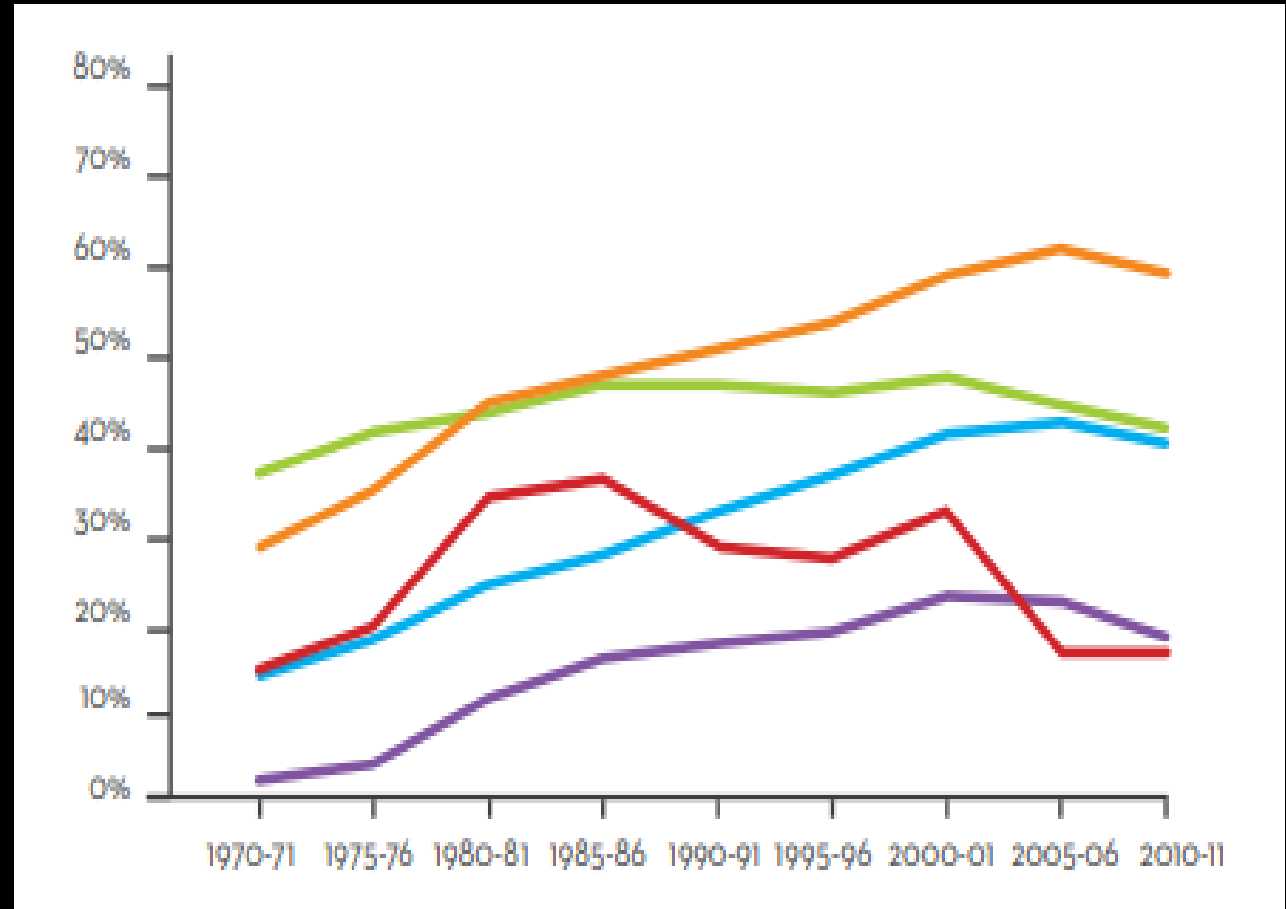
BY THE NUMBERS...

57 Percent of 2016 bachelor's degree recipients who were women

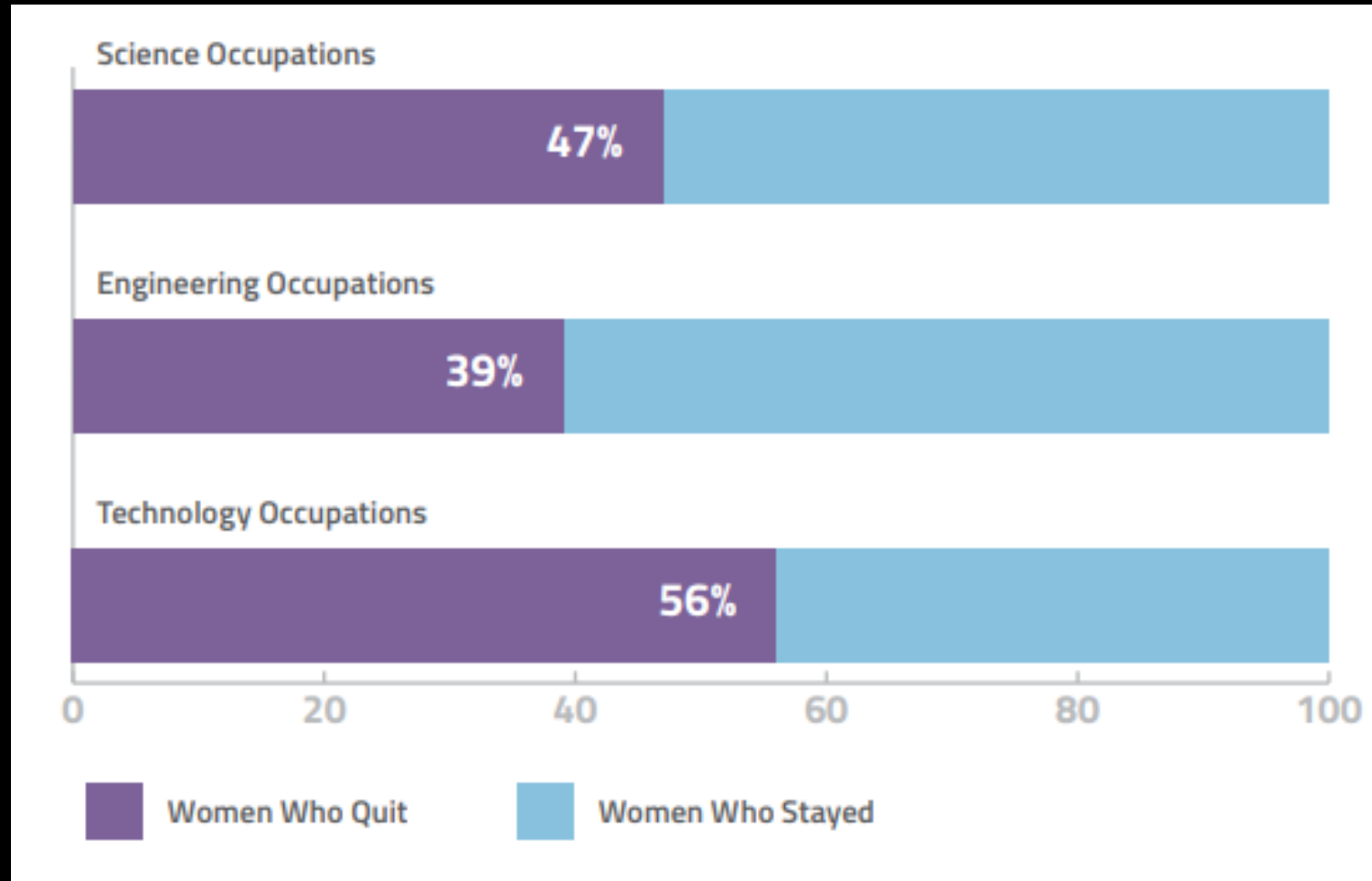
19 Percent of 2016 Computer and Information Sciences bachelor's degree recipients who were women

18 Percent of 2016 Computer Science bachelor's degree recipients at major research universities who were women

37 Percent of 1985 Computer Science bachelor's degree recipients who were women



BY THE NUMBERS...



THE FUTURE TECH WORKFORCE IS HERE/

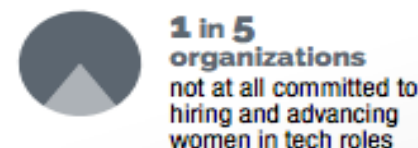
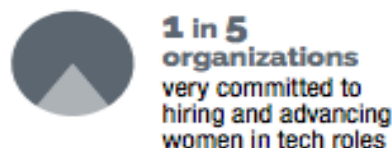
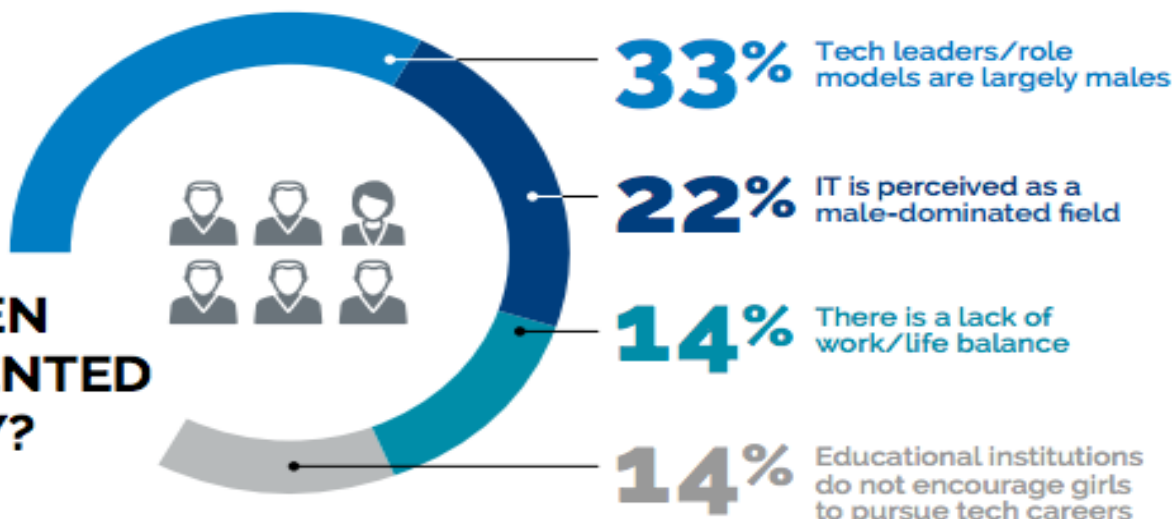


Women continue to be vastly underrepresented in the global technology workforce.

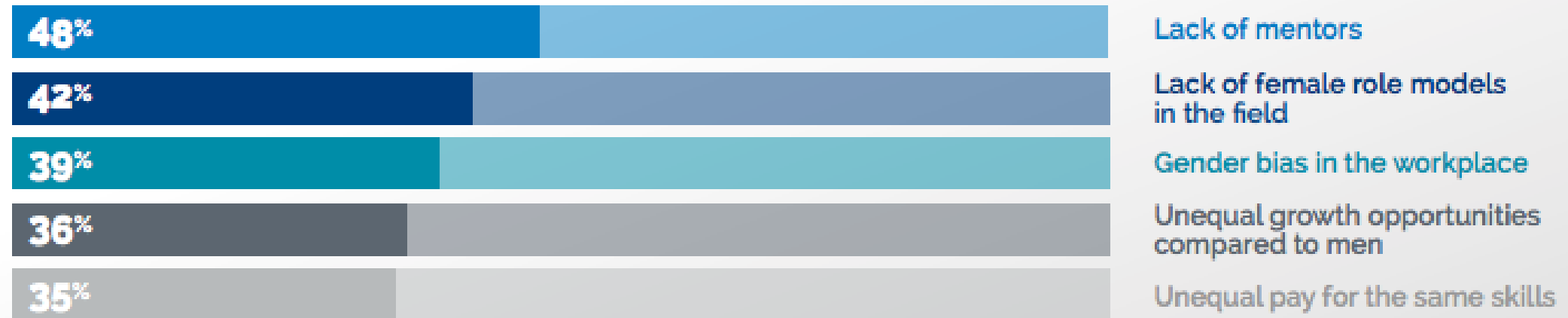
This is both a societal concern and a major workforce problem, given the critical shortage of skilled technology professionals faced by many enterprises. From a persistent gender bias in the workplace to continued pay gaps and a lack of female mentors, many challenges still need to be addressed to solve this problem, according to ISACA's 2017 Women in Technology Study. To view the full survey report, learn about ISACA's Connecting Women Leaders in Technology program, and get guidance on the path to a more equal technology workforce, visit www.isaca.org/women-in-tech-study.

WHY ARE WOMEN UNDERREPRESENTED IN TECHNOLOGY?

Top 4 answers



TOP 5 BARRIERS EXPERIENCED BY WOMEN IN TECHNOLOGY



WHY IT MATTERS...

- If technology is designed mostly by the half of our population that's male, we're missing out on the **innovations, solutions, and creations** that **50% of the population** could bring.
- Women and minorities represent a valuable, untapped talent pool to help fill those 3.5 million computing related jobs

BENEFITS OF DIVERSITY

- Greater return on equity to shareholders
- Higher profitability
- Increases revenues
- Bigger market share
- Better innovation
- Superior team dynamics and productivity
 - Teams stay on schedule and budget
- Improved employee performance

CULTURE

- Create Inclusive Culture
 - Don't depend on underrepresented employees to advance diversity goals
- It is a human and business issue

"PEOPLE WON'T LISTEN TO YOU OR TAKE YOU SERIOUSLY UNLESS YOU'RE AN OLD WHITE MAN, AND SINCE I'M AN OLD WHITE MAN I'M GOING TO USE THAT TO HELP THE PEOPLE WHO NEED IT."



REALIZE, RECOGNIZE, RESPOND

- Bias, both unconscious and conscious, exist in our society and ourselves
- Biases serve to disadvantage entire groups of people
- Confront bias when you see it or hear it

THE FUTURE...

- Early, positive experiences with computing
- Positive female and minority role models
- Adult encouragement for youth
- Tying computing professions with existing values/interests

GET INVOLVED...

- Several national women's organizations
 - ACM-W, WITI, many more
- Local organizations
- Connect with female role models and mentors
- Develop programs with K-12 and Higher Ed

REMEMBER...

- Don't mistake confidence for ability
- Don't confuse hesitancy with disinterest



BUILDING DIVERSITY

- Improving attrition rates in tech careers
- Increase interest in tech careers for young girls, women and minorities

RESOURCES

- Anita Borg Institute: anitaborg.org
- TechWomen: techwomen.org
- National Center for Women in Tech: ncwit.org
- Women in Tech International: witi.com
- ACM-W: women.ACM.org
- EdTechWomen: EdTechWomen.com
- Women in CyberSecurity: www.csc.tntech.edu/wicys
- Women's Society of Cyberjutsu: womenscyberjutsu.org/
- Cybersecurity Diversity Foundation: cyberdiversityfund.org/