THE GENDER GAP IN TECH

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

Women are 22% more likely than men to experience imposter syndrome at work.
78% of women in tech say they have to work harder to prove their worth. Only 54% of men say the same.
**Internal**

I don't have anything interesting or worth saying in meetings at work.

I will never be good enough.

**External**

It's either insinuated or stated you don't belong - you're an exception, an experiment, or a "diversity hire."

You are silenced or not invited.

The goal posts keep moving so you have to keep proving yourself.

Unconscious bias or implicit bias is instinctively categorizing people and things without being aware of it.
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
1/3 of men either don’t believe, or are not sure if there is a gender gap in wages.
What have I learned about allyship?

- Actively fight imposter syndrome
- Intentionally include
- Show respect for expertise
Fewer than 3 in 10 tech workers are women. And 20% of those ladies are thinking of leaving their job.
KEY POINT: We need more women in tech.
Hiring

1
(It's the pool.)

Retention

2
(It's the culture.)
“Have no fear of perfection; you’ll never reach it.”

Marie Curie
Blast off!

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