



# MARY HAMILTON ON: LEADING FROM THE FRONT

## VIDEO TRANSCRIPT

Over the last few decades, the landscape of women in technology has changed pretty significantly.

And one of the things that I've seen change over the last few years is our leadership's emphasis on driving change and being committed to and transparent about how to achieve goals of better gender parity.

It comes down to focus, it comes down to metrics, it comes down to holding ourselves accountable.

And that really starts from the leadership but it also comes from the team itself. Women like to see an environment where they're going to feel comfortable, and so by hitting a certain number of women in leadership, that attracts more women. And so, once you start to get the ball rolling, you get some momentum and you can get closer to that parity. And I'm really proud to be part of a group that has near 50/50 leadership ranks represented by women. And I think that's really important because as we're bringing in the next generation, they have mentors, they have women to look up to, they see someone who looks like them who leads in a style that's like them, who creates a culture they feel comfortable in.

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