Why the regression?

Current landscape for women who want to pursue a career in technology.

What makes a college or work culture “inclusive”?

Only 25% of tech graduates are women, with a drop rate of 37% for tech classes vs. 30% for other programs.

College

50% of women who take a tech role drop it before the age of 35, compared to approximately 20% in other types of jobs.

Workplace

Women are 2.5x more likely to drop tech roles than other roles before 30. Women represent only 18% of CIO/CTOs.

Leadership

5 strategies to keep women in tech
A more-inclusive workplace culture boosts women’s advancement

A more-inclusive workplace culture boosts women’s advancement

About the research

How to Reset Your Culture

Let both parents parent

Make sure women and men are encouraged to take leave, and be sure they see senior leaders doing the same thing.

Make senior role models a metric

Companies should set targets/goals for diversity in the leadership team. Moreover, these should be published publicly to hold leaders accountable.

Send women-specific reinforcements

Providing women with targeted workplace support such as mentors, sponsors and employee resource networks helps compensate for an uneven playing field.

Encode creativity & innovation

Environments in which employees are rewarded for creativity and innovation (which we define as creating new markets, experiences, products, services, content or processes) would appeal to many women.

Meet on their terms

Opportunities to network with colleagues and senior leaders should be scheduled at more inclusive times. For example, planning events during working hours ensures that employees with after-work commitments can attend.

IT’S ABOUT THE ENVIRONMENTS IN WHICH GIRLS AND WOMEN STUDY, AND THEN WORK, IN TECH.

Bold leadership

A diverse leadership team that provides role models and publishes targets

Comprehensive action

Policies and practices designed to level the playing field

Empowering environment

Respect:

Employees are treated like humans; diversity and individuality actively encouraged

Autonomy:

Employees are given flexibility and control over how, when and where they work

Culture changes drive results.

If all organizations were as inclusive as the top 20% — and adopted just five cultural practices — it could help retain 1.4 MILLION WOMEN IN TECH ROLES BY 2030.

Potential increase in number of women in tech by 2030:

Probability of advancing:

+190,000

+190,000

+230,000

+310,000

+385,000

Other factors

+95,000

About the research

The full research report is available at: accenture.com/techculturereset