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

In spite of the efforts made encouraging girls and women to pursue technology careers, the gender imbalance is greater than it was 35 years ago. College and work cultures aren’t inclusive enough. With all the emphasis leaders and organizations have put on getting girls and young women into tech, how are we moving backwards? It’s not the subjects or skills themselves.

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.

A more-inclusive workplace culture boosts women’s advancement

Comparing cultures on a scale Reset on the Bathsheba approach.

Probability of advancing

<table>
<thead>
<tr>
<th></th>
<th>Least Inclusive</th>
<th>Average</th>
<th>Most Inclusive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>0%</td>
<td>15%</td>
<td>46%</td>
</tr>
<tr>
<td>Women</td>
<td>15%</td>
<td>41%</td>
<td>61%</td>
</tr>
<tr>
<td>Increased likelihood of an employee advancing to manager level in more- vs. less-inclusive workplace culture.</td>
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About the research
Read the full report on accenture.com/techculturereset

Please refer to main report for all sources used.