

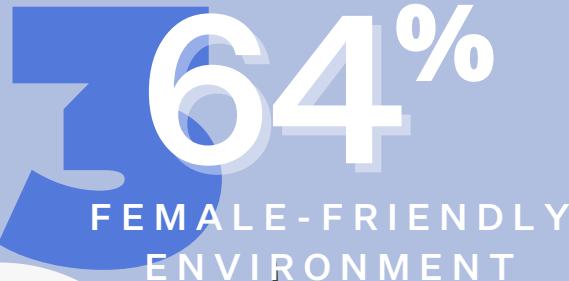
TECH-WOMEN'S PRIORITIES

Data: 2018-2019

WHAT WOMEN IN TECH RATED 'EXTREMELY IMPORTANT':

The pay gap in tech is 7% higher than the national pay gap

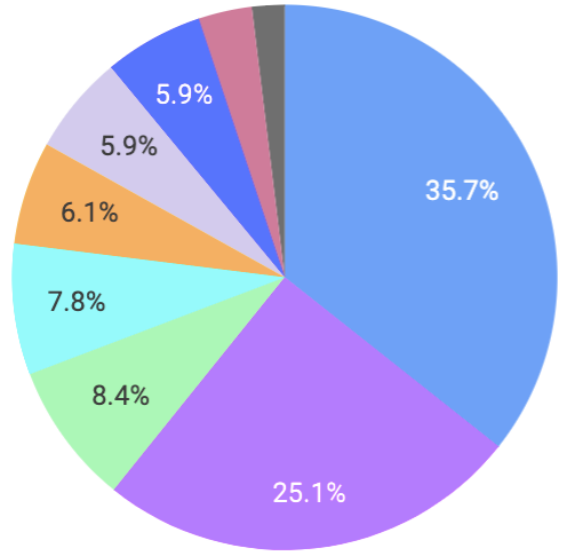
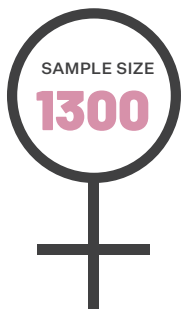
One of the top 3 reasons 56% of women leave tech mid-career is the barriers to promotion



Women don't just want to feel included, they want to work in environments where they feel like they "belong"

Studies show that flexibility draws more women in and retains them

WHO ARE THEY?



- Engineering
- Management/Leadership
- Product
- Design
- Other
- Data
- Infrastructure
- Sales & Marketing
- Security

THE TOP 3 THINGS TECH WOMEN WILL MOVE JOBS FOR:

- 1 OPPORTUNITY**
for development & growth
- 2 WORK**
favourable conditions
- 3 PAY**
increased & equal

LOWEST PRIORITY

AVAILABILITY OF GAMES AT WORK
(PING PONG, NINTENDO ETC)

OTHER PRIORITIES:

- 5** 49% diversity & inclusion policies
- 6** 47% visibility of women in tech leadership
- 7** 37% equal parental leave
- 8** 37% connection to company values
- 9** 35% target to increase # of women in leadership