



Building a force of women in tech



The sad facts

“ Around **72%** of the women tech workforce feel outnumbered in business meetings, with a **2:1** ratio on average. ”
Trust Radius

“ **71%** of women have worked in a tech company with a strong 'bro culture'. ”
Trust Radius

Over the last 20 years, the gap is growing and growing between men and women.
Tech Nation

Women hold less than **20%** of all leadership positions in technology.
Finances Online

“ **19%** of tech works are women. ”
Tech Nation

The tech industry continues to have an obvious disparity between men and women in employment. Most importantly this includes women from ethnic minorities.
How can your team work to build the force of women in tech?

1. Increase visibility

Celebrate great work, good news and promotions with company wide announcements. This creates a deeper sense of pride in your teams, building talent retention with positive visible recognition.

Be proud about your teams! Write about your commitment to increasing diversity when hiring. Promote inclusion policies and commitment equality! Share these online for example on websites, in social media posts, within recruitment adverts.



Create mentoring roles and coaching teams for women and ethnic minorities. This ensures visible role models, progression and organic leadership.

Build transparent and open progression paths with clear pay scales. Making these visible will increase fair internal promotion opportunities.

2. Your recruiting panel

Make sure your recruiting panel demonstrates your commitment to **diversity**. Ensure women and ethnic minorities are part of the process from job descriptions to CV review to interviews.

Broadening **inclusion** and increasing **involvement** will keep your recruitment process **fair** and relevant with fresh ideas and perspectives.

Showing new employees your commitment to **diversity** at the earliest stages shows just how seriously you take it.





Notes

If you are looking to increase diversity in your team be up front about this.

Positive discrimination and working towards a fair and diverse workforce is the future!

Review your recruitment content and make sure there aren't any accidental non-inclusive slip-ups.

3. Your job advert

We are proud of our family friendly policies and part time applicants are encouraged (so the school run is sorted!)

We support working from home, however the office is open should you wish to use it. Flexibility and agility is why we are great, so we trust you to choose the best way to work.

“

Our people are our heart, and your family is yours. This is why we have 5 days paid family leave on top of annual leave and 3 days paid for religious holidays on top of statutory bank holidays.

”

We are proud of our transparent equal pay ethos and we work hard to make promotion opportunities available for everyone. We are passionately committed to ensuring fairness and inclusion.

4. Stick to your promises



- 1 Work on creating an authentic inclusive and diverse culture. It will increase your team's organic development, talent attraction and retention.
- 2 Ask your people how they feel about the organisation's culture, how to increase diversity. Invite recommendations and implement brilliant ideas.
- 3 Make your paths to promotion clear and structured and ensure they align with your pay and reward policies. Audit pay scales and grades annually.

Need some help building diversity?

Want to freshen up your recruitment approach?

Love the idea of mentors and collaborative knowledge sharing?

For support on where to start, let's talk!



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