

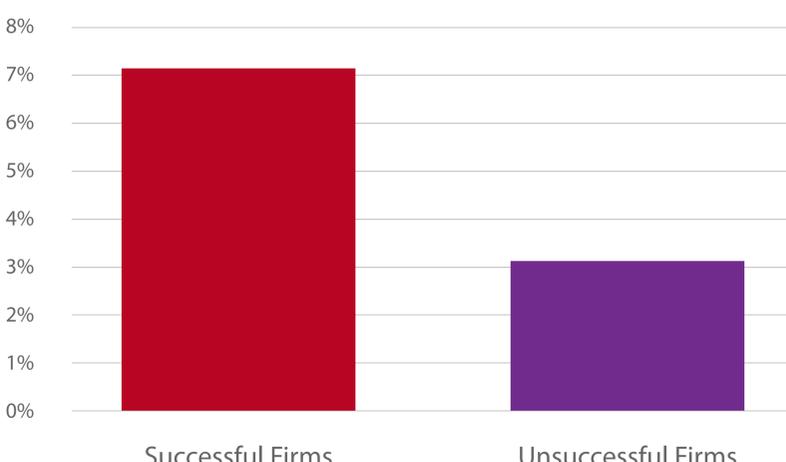
Women in technology: The “X” factor

The state of women in tech

Ambitious women have grabbed the top spots at a handful of major technology firms in recent years, and studies suggest that tech firms perform better when women hold leadership positions. But women in the industry still face big challenges: The number of women in tech has been declining, and many women still report unfair treatment.

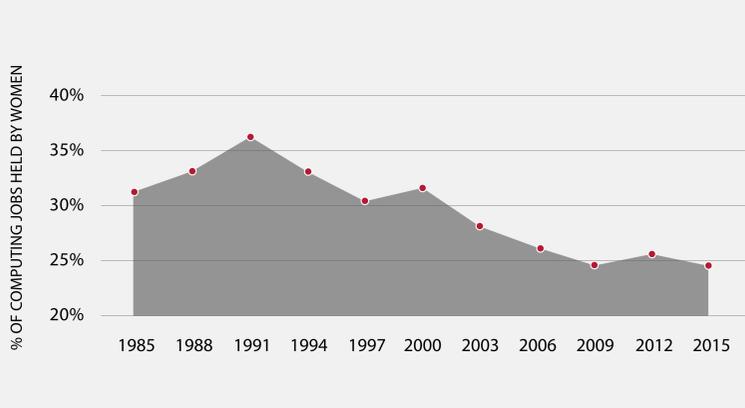
Women leaders are good for tech...¹

Venture-backed firms with more female executives were more likely to be profitable or have a successful exit, according to a study of 20,194 U.S.-based venture-backed companies from 1997-2011. Successful firms went public, operated profitably or were sold for more money than raised.



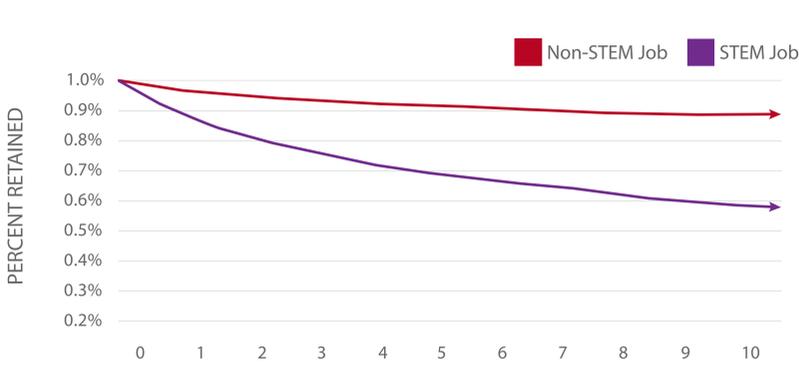
...but tech doesn’t foster female leadership²

The proportion of computing jobs held by women has been declining since 1991, even as the proportion of undergraduate degrees received by women in STEM fields has risen, according to the National Center for Women & Information Technology (NCWIT).



Percentage of U.S. women retained in career field over time³

While many women are entering STEM fields, they’re not staying long. Women who left reported less support from their managers and fewer opportunities for development, according to NCWIT.



Why are women leaving?⁴

32%

of U.S. women in science, engineering and technology who say they are likely to quit after a year.

52%

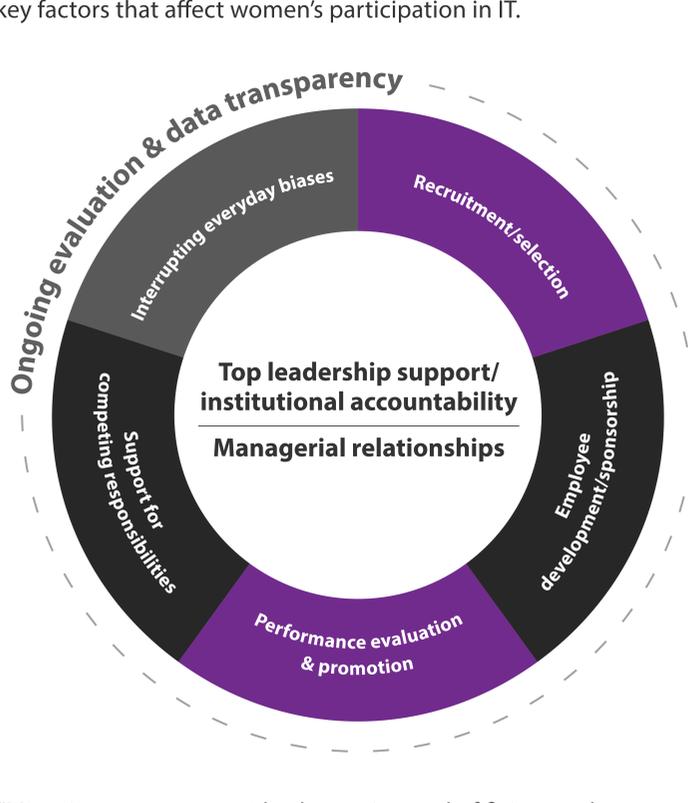
of highly qualified women in science, engineering and technology companies eventually quit their jobs.

Women are driven out by:⁴



A way forward⁵

The National Center for Women & Information Technology has developed an “Industry Systemic Change Model” for addressing key factors that affect women’s participation in IT.



“Minority groups are not broken or in need of fixing, and majority-groups are not the enemy. We all grow up in a society where we develop similar kinds of implicit biases. The good news is we can take action together to address these biases.”

– Catherine Ashcraft, Brad McLain, Elizabeth Eger, NCWIT

Data Sources:

1. Dow Jones VentureSource.
2. NCWIT, Bureau of Labor.
3. “What’s so special about STEM? A comparison of women’s retention in STEM and professional occupations,” NCWIT, Glass et alia, Social Forces, 2013.
4. Center for Talent Innovation.
5. NCWIT.

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