

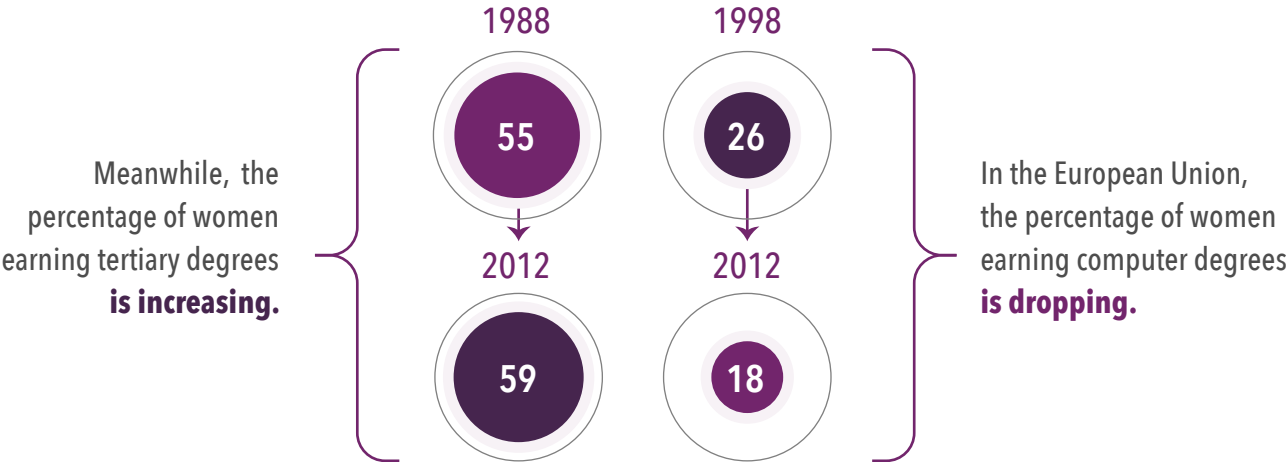


Although women are underrepresented in the computing occupations, especially in the developed world, promising signs are appearing. More research and intentional efforts will help move the industry toward greater inclusiveness.

EDUCATION

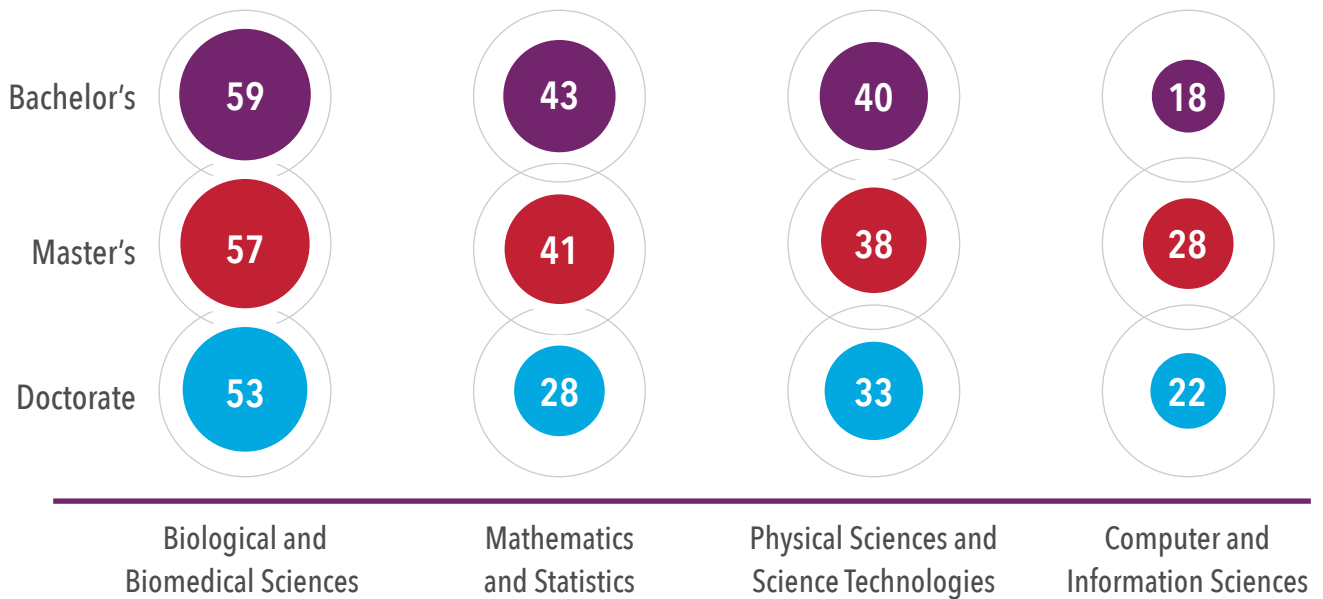
In Europe, although women's share of overall degrees climbed, their share of computer degrees fell.

Percentage of Women in the European Union Earning Tertiary Degrees¹



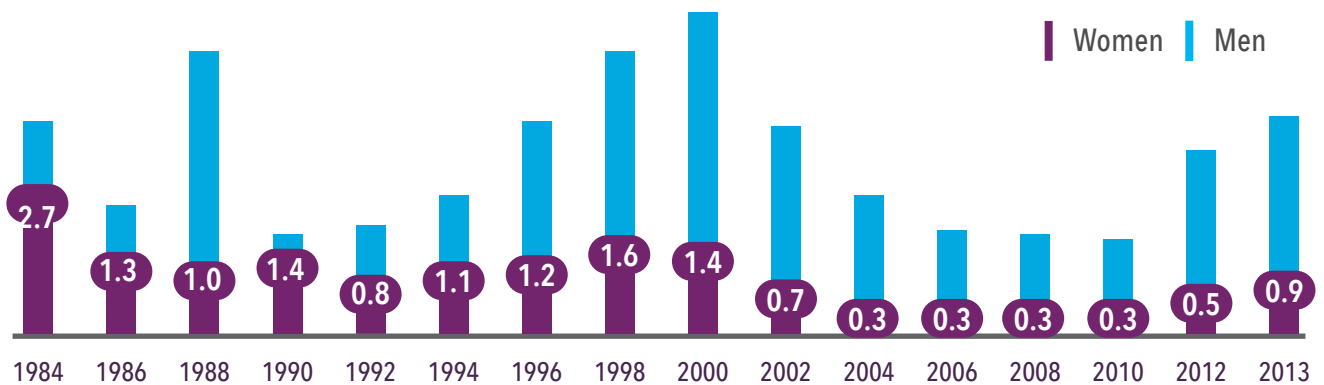
In the US, women have achieved broad parity with men in many STEM fields...but not computer science.

The 2011-2012 percentages of women receiving degrees in the US:²



Women's interest in majoring in computer science almost disappeared two decades after its peak in 1984, but is slowly rising.

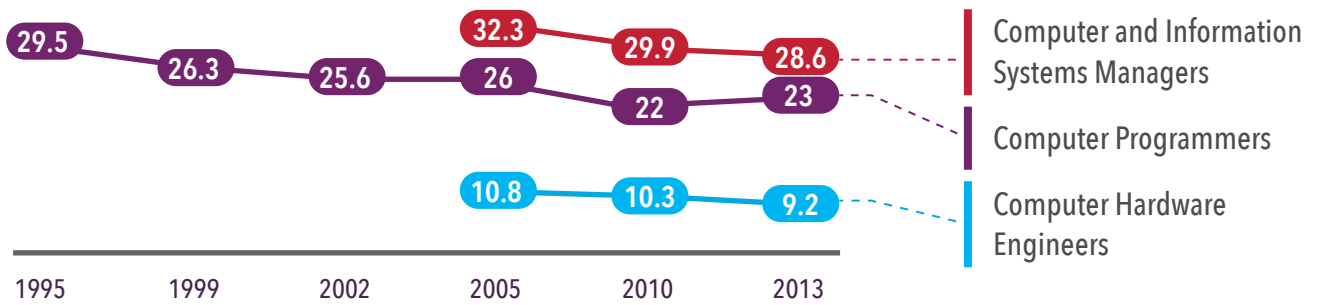
Percentage of Women and Men Intending to Major in Computer Science:³



WORK

The percentage of US women working in computing has decreased.

Percentage of Women Working in Computing:⁴



Male-dominated cultures, poor recruitment, and leaky pipelines contribute to the low representation of women at the top of the industry.⁵

With the percentage of board seats held by women at an average of just: **7.3%** the US tech industry still faces a significant gender gap at its highest levels.⁶

Percentage of Board Seats Held by Women in the Technology Industry:⁷



54% } of global tech companies surveyed did not have any women on their boards or in C-level positions.⁸

BRIGHT SPOTS

Initiatives in the US and intense talent demands around the world show that the story of few women in computing doesn't have to be the case.

US

At Harvey Mudd and Carnegie Mellon, women are almost:

{ **40%** }

of computer science undergraduate majors.⁹

MALAYSIA

In Malaysia, women make up between:

{ **50-60%** }

of the computer industry's employees.¹⁰

SOLUTIONS

ENGAGE GIRLS

Help grow the movement to attract young girls to computing and nurture their interests and skills.

TACKLE CULTURE

Challenge gender stereotypes about who can excel at computers; change unwelcoming environments.

FIX THE PIPELINE

Retain women by creating inclusive workplaces that support women's advancement and development.

ADVANCE TO LEADERSHIP

Identify and sponsor high-potential women for advancement within the company.

CATALYST

Changing workplaces. Changing lives.



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