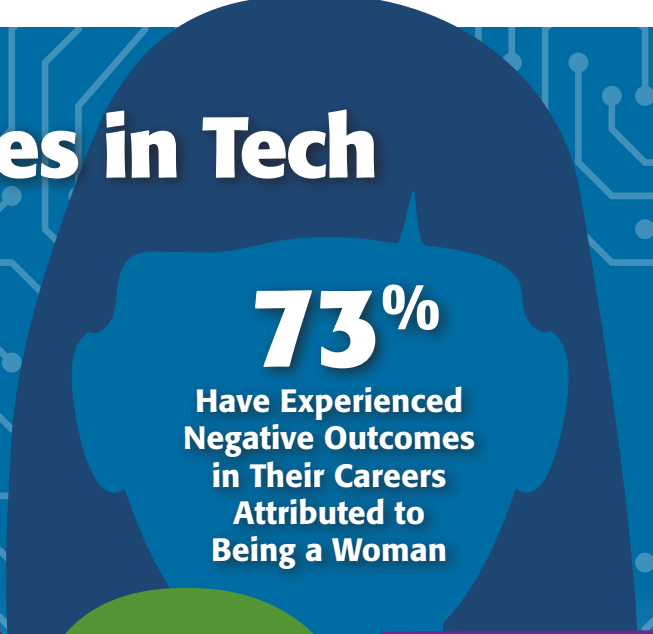


# Women's Experiences in Tech

In a recent IEEE survey, 4,579 women responded to questions on being a woman in tech. The detailed findings reveal discouraging experiences and perceptions within the industry.

Many women experienced the same negative incidents at alarmingly high rates...



**73%**

Have Experienced Negative Outcomes in Their Careers Attributed to Being a Woman

**71%**  
said questions or comments were addressed to males when questions should have been addressed to her

**58%**  
were asked inappropriate questions during interviews

**39%**  
were assigned lower-level tasks

**37%**  
were excluded from networking opportunities

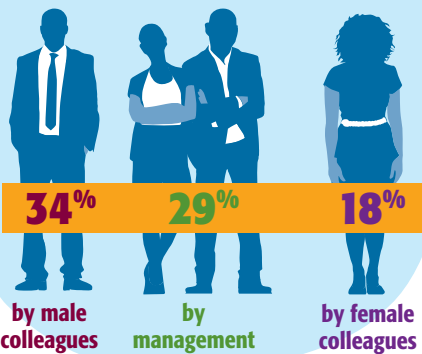
**28%**  
have experienced unwanted sexual advances

<b>86%</b> from colleagues	<b>58%</b> from a superior	<b>45%</b> from a client
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## WOMEN FEEL MISTRUSTED

Women report feeling a lack of trust from all levels across an organization.



## GROUP DIFFERENCES

Those in the **US** have more negative perceptions and were more likely to experience negative outcomes

Those who work in **private industry** were more likely to have negative perceptions and experience negative outcomes

## FAMILY MATTERS

**51%**

felt need to speak less about family to be taken seriously

**38%**

of mothers on maternity leave returned early for fear of negatively impacting career



For more information on this study, please contact [women-in-tech-project@ieee.org](mailto:women-in-tech-project@ieee.org)

# Respondents were asked in an open-ended question how IEEE might address the issues women face in the workplace or in the area of tech

**1,442** people responded to that question

## Suggestions from respondents:



### Raise Awareness

Respondents would like help raising awareness of the status quo that women face in the workplace, such as unconscious bias, harassment, sexist comments, unequal pay, and exclusion. They would like to raise awareness of the challenges women face in balancing work and personal life, such as lack of support for maternity leave, lack of child care, guilt as a working parent, and more. They would like opportunities to discuss how change would benefit all involved, such as the benefits businesses and individuals receive when working inclusively.



### Create a mentor program

Respondents suggest the creation of a mentor program for women, either online or in-person at the local level. They explained that the mentor program could start at the elementary or middle school level to bring more women into tech. Also, women could mentor working women, who often feel isolated in their positions.



### Make conferences more inclusive

Respondents wish to see more women on organizing committees and featured as speakers. They would also like associations to consider not sponsoring conferences in countries with legal historical precedents of mistreating women. They suggest that associations consider hosting networking events at conferences for women (but not at times conflicting with other important conference events); provide services that may make conferences more inclusive to women, such as lactation rooms and child-care; and use conference content to raise awareness of issues by hosting presentations and workshops.



### Promote people and organizations who are making change

Respondents affirm that women in tech should be identified, nominated, and rewarded for their achievements to raise the visibility of women's contributions to tech. Individuals and organizations working towards positive change should also be praised and acknowledged for such work.



### Offer scholarships and travel grants to women, especially in developing areas

Respondents suggested the creation of new funding opportunities (for specific conferences or scholarships for education) or build on existing programs.



### Lobby the government for better laws around family leave

Respondents would like improved family rights (like maternity leave, paternity leave, and subsidized childcare). Respondents suggest associations could advocate for these rights at organizations, companies, colleges and universities.



### Work with organizations so they have more favorable policies towards women

Respondents believe that associations could help companies change their internal policies and culture so that women are treated equally and fairly.



### Partner with other organizations who already work in this space

Respondents would like professional associations to enhance current programs and work with other organizations to create new programs that address these issues.



### Educate women on how to identify and navigate discrimination

Respondents would like help identifying what is and is not acceptable behavior and help taking action when their rights have been infringed upon. Women are often not aware when gender discrimination or sexism occurs, or they are normalized to it. Action is seldom taken because this behavior is seen as normal or because women do not know what actions they can or should take.



For more information on this study, please contact [women-in-tech-project@ieee.org](mailto:women-in-tech-project@ieee.org)