



GUIDE

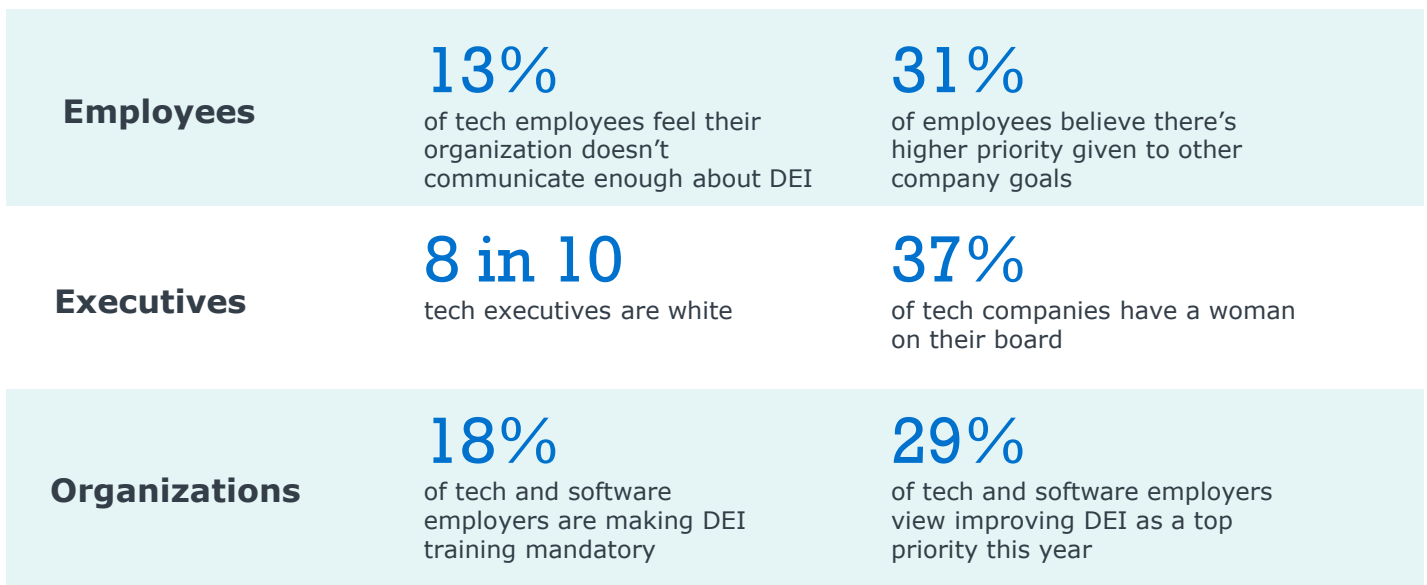
Wired for Inclusion: Strategies for Fostering an Inclusive Talent Pipeline in the Technology Industry

The Importance of DEI in Tech

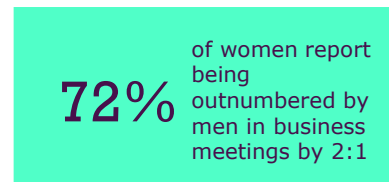
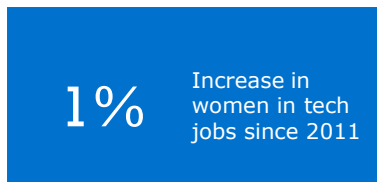
The state of diversity, equity, and inclusion in the technology industry presents a set of unique challenges in addition to those shared by other sectors. Without decisive action to tackle these issues, progress within the industry will remain sluggish.

While tech companies excel at implementing complex solutions rooted in computer science, they frequently neglect the human dimension. Many tech employees feel that their organizations struggle to address pressing issues such as discrimination, underrepresentation, and bias. These challenges persist, demanding immediate and proactive solutions.

Startling Statistics Across the Technology Industry



Women and people of color are leaving the tech industry at alarming rates. Current policies and practices are leaving them to feel overlooked and undervalued by executives. Women of color in tech experience the widest wage gap in the industry, compared to their male counterparts. These biases can have a negative impact on employees' sense of belonging and overall experience, driving them to leave their company or the technical workforce entirely.



Source: Jacalyn Beales, "The State of Diversity, Equity, and Inclusion in Tech" (May 11, 2023), <https://www.lever.co/blog/dei-in-tech/>; TH Herbert, "The Importance Of DEI Initiatives In Tech" (Nov. 15, 2022), <https://www.forbes.com/sites/forbesbusinesscouncil/2022/11/15/the-importance-of-dei-initiatives-in-tech/?sh=3836c9a150cb>; McKinsey and Company, "Empowering Black, Latina, and Native American women in tech" (Aug. 29, 2023), <https://www.mckinsey.com/industries/social-sector/our-insights/empowering-black-latina-and-native-american-women-in-tech>; Sarah K. White, "Women in tech statistics: The hard truths of an uphill battle" (Mar. 13, 2023), <https://www.cio.com/article/201905/women-in-tech-statistics-the-hard-truths-of-an-uphill-battle.html>.

Six Ways to Support a Diverse Talent Pipeline

Women hold 26.7% of tech-related jobs, but over the past two years the number of women in tech has decreased. MetLife's 2022 Women in STEM study found 22% of women working in STEM are considering leaving their industry, compared to 12% of women working in other fields.

Women, particularly women of color, are leaving the field for a variety of reasons, including feeling burnt out, lack of purpose, and gender discrimination. Women in tech-related jobs are seeking employers who will support them throughout their talent lifecycle. Here are six ways tech companies can support women in their organizations:



Implement Diverse Hiring Slates

Diverse candidate slates ensure a proportionate number of women are selected for interviewing or review by hiring managers and can minimize discrimination and unconscious bias in hiring, promotion, and job assignments. Companies should work with different departments to create policies and metrics that are most important to the growth of the organization.



Hold Leaders Accountable

Accountability measures and methods will vary by level. At an individual level, required training can ensure managers are continuously learning and adapting their leadership styles to ensure they are inclusive leaders. At an organizational level, companies can implement criteria for managers to meet regarding DEI goals.



Offer More Pay Transparency

According to Dice, 50% of women technologists felt they were underpaid relative to others in their occupation with the same skill set. Promoting pay equity efforts in the workplace is one way for companies to close the gender pay gap.



Create Sponsorship Opportunities

The greatest decrease in representation for women in tech occurs between mid and senior levels, which results in fewer women leaders. Sponsorship establishes formal opportunities for women to gain access to new connections, bolster career support from executives in positions of power, and build reputational capital.



Develop Gender Bias Training

Gender bias toward women can manifest in various ways, such as using biased language in job postings, offering women lower salaries, giving fewer opportunities to women with children, believing women of color received preferential treatment because of their race, or evaluating women's performance more harshly. To learn more about ways to combat bias, refer to Seramont's Guide to Managing Diverse Teams.



Use ERGs as Talent Feeders

Women tend to invest more time and energy into responsibilities in the workplace outside of their job description, such as DEI initiatives or ERGs. Mid-level women technologists tend to spend the most time on DEI and ERGs. ERGs are an effective way for employees to develop leadership skills. By tapping into ERGs, companies have the chance to identify talent already excelling within the organization.

This information is taken from [Strategies for Fostering an Inclusive Talent Pipeline for Women in Tech](#). Diversity Best Practices members have access to the full guide on our website. To learn more about membership, [contact us](#).



How Can Seramount Help?

DEI Research Partnership Empowering DEI and HR Leaders Through Today's Toughest Workplace Challenges

What Factors Make DEI and Talent Roles So Challenging?

Tense Workplace Dynamics

- ▶ Shifting demographics lead to competing priorities
- ▶ Evolving legal landscape
- ▶ Divided employee sentiment around socio-political issues

Risk Around Every DEI Decision

- ▶ **Risk of Abandoning Commitments:** Pull back can cause disengagement and friction
- ▶ **Risk of Inaction:** Holding steady can be perceived as non-commitment
- ▶ **Risk of Misstep:** Forging ahead might turn positive intentions into unintended consequences

Balancing Two Equally Vital Roles

- ▶ Maneuver Corporate and Cultural Risks
- ▶ Safeguard Non-Negotiable DEI Investments

Three Pillars of Service to Support Leaders and Their Teams



Rigorous Research with a Global Reach

Deploying proven research methodology to identify how to make change happen

- ✓ Resources to educate stakeholders and accelerate impact
- ✓ Custom research to answer your up-at-night questions



Collective Experience of a Peer Community

Convening DEI and Talent leaders to guide and shape our search for breakthrough ideas

- ✓ CDO roundtables and experience labs
- ✓ DEI practitioner roundtables and hot-topic webinars



Commitment to Applying Lessons Learned

Facilitating buy-in for change and customizing implementation of lessons learned

- ✓ Access to expert advisors to increase your capacity
- ✓ Partner intensives bring insights to your broader team

Learn more about how the DEI Research Partnership can propel your strategy forward by scheduling a call with one of our experts.

seramount.com/contact-us

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“Partnering with Seramount has been a game changer... .it was critical for me to have a lifeline to experts with deep experience in diversity, equity, and inclusion work grounded in practice and execution beyond theory and research. As we’ve evolved and improved over the years, guidance from Seramount helped us apply a framework to evaluate the maturity of our Employee Resource Groups, develop and truly recognize inclusive leadership, and benchmark everything from representation to global governance. Become a DBP member if you work in the diversity, equity and inclusion space—it’s a value to have at any stage of your D&I journey.”

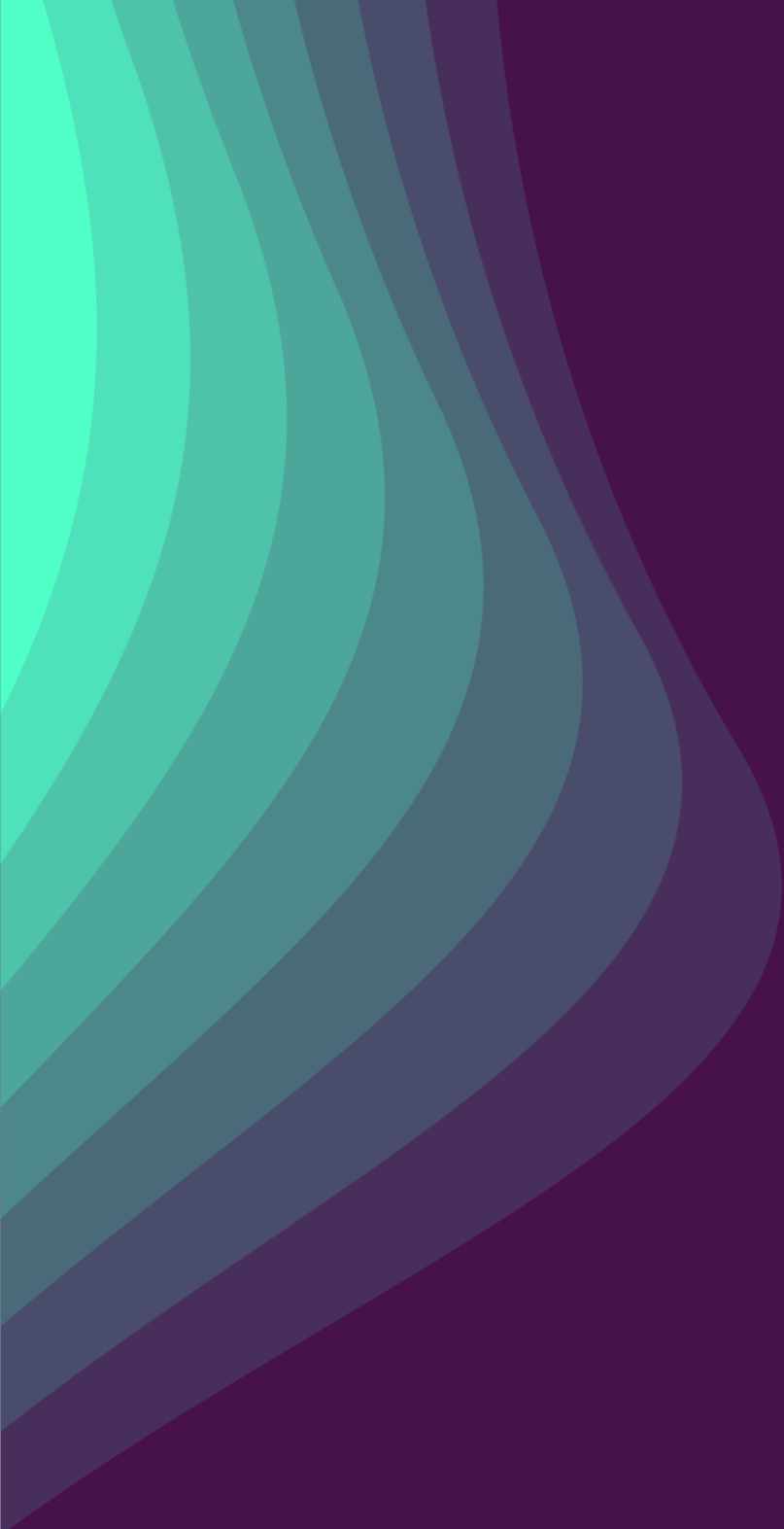
Janet Pope, Vice President, Corporate Social Responsibility

Capgemini

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