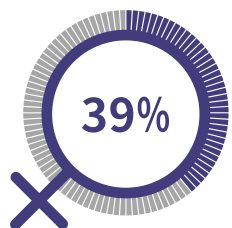


TRANSFORMING TRAJECTORIES

for Women of Color in Tech

RECOMMENDATIONS FOR GOVERNMENT

The National Academies of Sciences, Engineering, and Medicine's report [Transforming Trajectories for Women of Color in Tech \(2022\)](#) outlines strategies to improve the representation of women of color in tech to ensure that the United States builds and maintains a more competitive workforce.

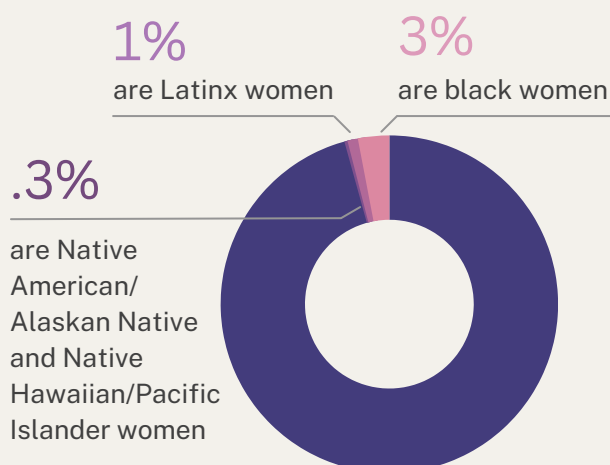


Female population in the United States who identify as African American, Black, Hispanic, Latinx, American Indian, Asian American, Alaska Native, Native Hawaiian, or other Pacific Islander



Women of color will comprise the **majority** of the U.S. female population

The tech workforce by contrast:



All women of color are **underrepresented** in leadership positions across all sectors of the tech workforce

KEY CONCLUSIONS:

Take an Intersectional Approach

There is a critical need for institutions and organizations to take an intersectional approach—that considers how the intersection of race, gender, and economic disparities influences the experiences of women of color—when developing interventions to improve equity, diversity, and inclusion in tech.

Collect Disaggregated Data

The lack of disaggregated data poses a major challenge to understanding the nuanced and specific needs of subgroups of women of color. Using appropriate qualitative and quantitative data collection practices that allow for the use of small sample sizes can inform the development of policies and practices based on the lived experiences of women of color to improve their representation and inclusion along their academic and career trajectories in tech.

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Promising Strategies and Practices for Effecting Change

- Both legislative language and program solicitations and descriptions at federal agencies should be explicit in directing prospective grantees to take an intersectional approach.
- Congress should mandate federal agencies to submit an overview of their programs that support the recruitment, retention, and advancement of women of color in tech with their annual budget request.
- Congress should amend section 709e of the Civil Rights Act of 1964 to require public release of EEO-1 workforce demographic data by companies, which would include those that are the recipients of government contracts supported by taxpayer dollars.
- Federal agencies should incentivize grantee institutions' efforts to improve diversity, equity, and inclusion through accountability measures.
- Professional organizations and associations that represent the scientific and tech community should partner with organizations that are committed to dismantling structural racism to extend their influence and outreach to policy makers on issues related to diversity, equity, and inclusion in tech fields.

FOR MORE INFORMATION

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READ THE FULL REPORT:

www.nationalacademies.org/transforming-trajectories

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Transforming Trajectories for Women of Color in Tech.
Washington, DC: The National Academies Press.