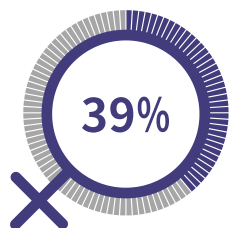


TRANSFORMING TRAJECTORIES

for Women of Color in Tech

RECOMMENDATIONS FOR HIGHER EDUCATION INSTITUTIONS

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.

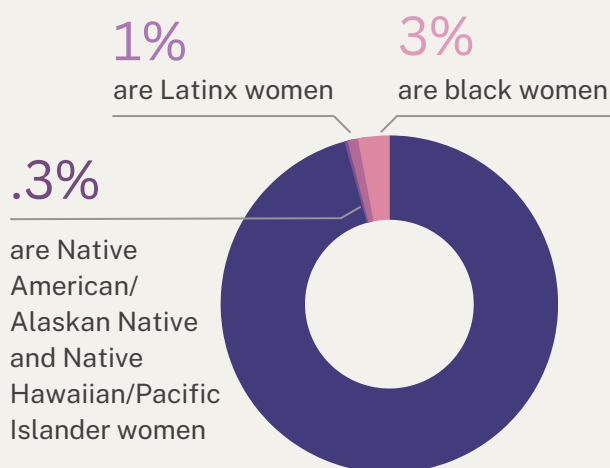


Female population in the United States who identify as African American, Black, Hispanic, Latinx, American Indian, Asian American, Alaska Native, Native Hawaiian, or other Pacific Islander



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

Higher education institutions at the departmental, college, and university levels should:

- Partner with two-year community colleges and minority-serving institutions.
- Integrate financial assistance programs.
- Provide well-defined pathways from technology training programs offered by community colleges, industry, and especially community-based organizations toward earning associates, undergraduate, and graduate degrees in tech fields.
- Offer increased social supports for incoming tech students and faculty, such as orientations, professional development, career coaching, and peer mentoring.
- Carry out culturally responsive review of promotion and tenure guidelines and academic review processes to ensure that the qualitative and quantitative research produced by women of color in tech is equally valued at the departmental, college, and university levels.
- These efforts should be informed by ongoing qualitative and quantitative disaggregated data collection.

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.