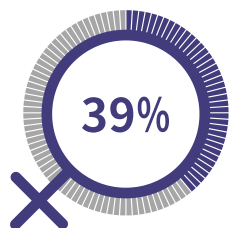


TRANSFORMING TRAJECTORIES

for Women of Color in Tech

RECOMMENDATIONS FOR THE TECH INDUSTRY

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.

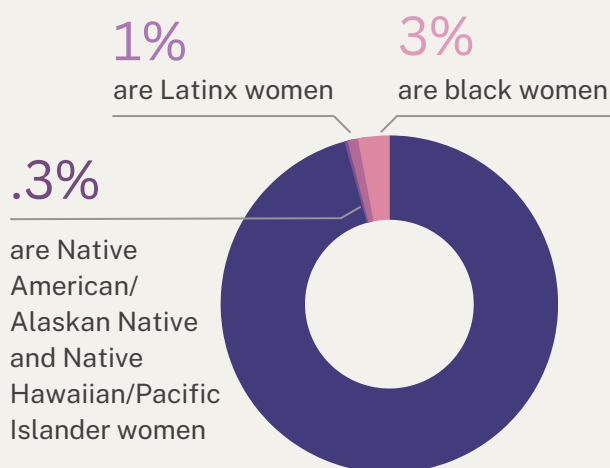


Female population in the United States who identify as African American, Black, Hispanic, Latinx, American Indian, Asian American, Alaska Native, Native Hawaiian, or other Pacific Islander



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

- Disaggregate employment data by tech and non-tech positions, job titles, gender, and race/ethnicity—with particular attention to the intersection of race/ethnicity and gender.
- Publicly post disaggregated data on recruitment demographics, promotion rates, and attrition.
- Create pathways for women of color into leadership positions and create positions for diversity, equity, and inclusion professionals that are part of executive leadership.
- Initiate an ongoing cross-sector coalition with tech companies, academic institutions—especially minority-serving institutions and professional societies to share strategic planning, data, and strategies for improving policies and practices that foster success and provide opportunities for their professional development.
- Expand employment options that promote work-life balance such as remote work, flexible work hours, parental and other family leave, and career counseling as a strategy to improve retention and advancement and expand recruitment of women of color.

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.