

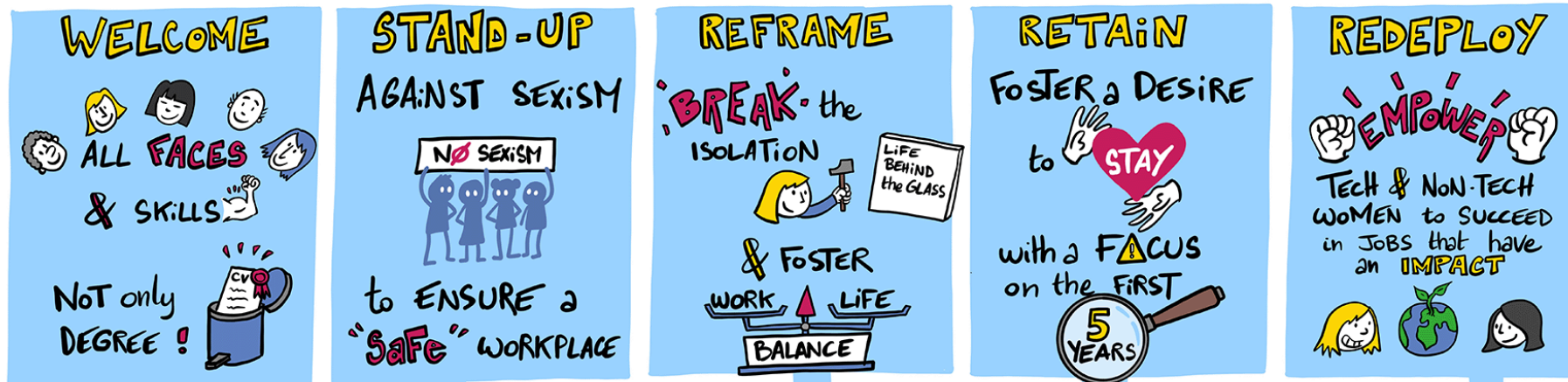


10 keys to promote gender diversity in technology

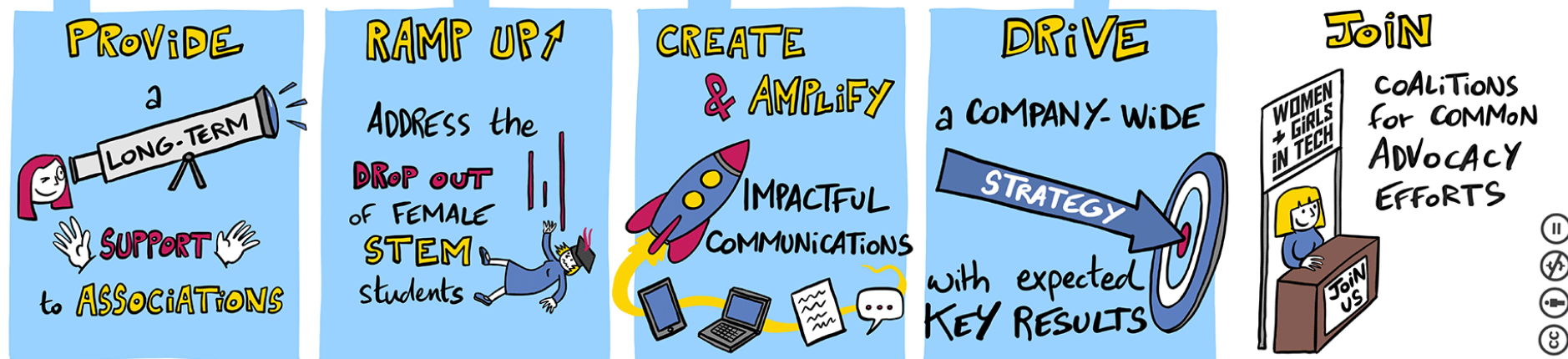


#WoGiTech

@cibi1914



10 KEYS to DRIVE GENDER **Diversity** in Tech



Welcome not only qualifications, but all profiles and skills

Staffing :

- Target of a diversified group of candidates
- Blind recruitment / Pedagogical and non-sexist job descriptions
- Raising awareness among business partners and head of HR



Stand-up against sexism, to ensure a safe workplace



A team in charge of diversity and inclusivity, carrying out actions:

- Raising awareness / lunch & learn / E-learning
- Warning system for investigations
- An inter-company coalition, such as #StOpE

STAND-UP AGAINST SEXISM



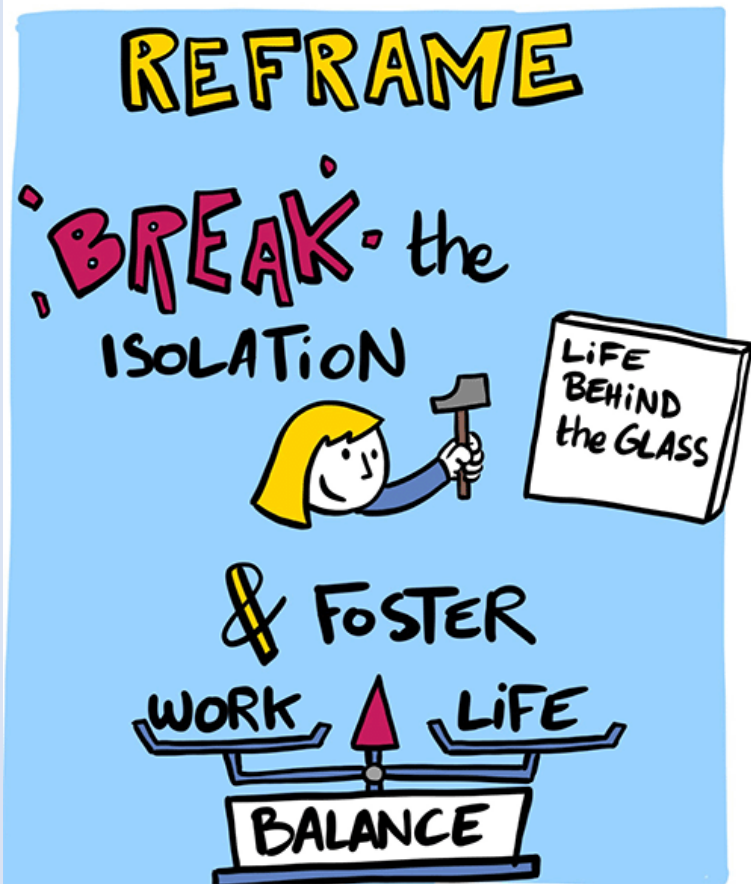
to ENSURE a
"SaFe" WORKPLACE

Breaking the isolation and finding a good balance between professional and private life

- Provide support and guidance in women's careers: Career start / Career development / Networking / Mentoring / Referral program
- Balance between professional and private life: remote working, flexible working hours, parental leave equally shared between fathers and mothers.

By 2027, the number of women in tech jobs can increase from 480,000 to 1 million.

[Women in Tech in Europe – McKinsey 2023](#)



Encouraging women to stay, by improving the experience of the first five years

- KPIs to make women talents stay.
- Training and certification courses, on-the-job training
- Wage equality between men and women
- Creating project opportunities
- Promotion – KPIs for women in COMEX computing

RETAIN
FOSTER a DESIRE



with a FOCUS
on the FIRST



Encouraging women to stay, by improving the experience of the first five years

50% of women who choose a tech job leave it before the age of 35 versus 20% in other sectors.

Women make up only 18% of DSI/CTO.

[Reinventing tech culture – Accenture & Girls Who Code 2020](#)

Women, who aspire to reach higher functions in the technological sector, feel that they must change companies to accomplish that. By encouraging women to stay, companies could increase the number of women in Tech from 370,000 to 440,000.

[Women in tech in Europe – McKinsey 2023](#)



Whether they are in tech jobs or not, give women the means to succeed in jobs that have an impact

Offer appealing and evolving training in technology areas (upgrading and recycling):

- Women with non-traditional backgrounds presenting related skills (social media for instance)
- Women who have the most required skills but occupy non-technical jobs.
- Women who have technological skills, similar to the ones requested.
- Skill transferability

REDEPLOY



**TECH & Non-TECH
WOMEN to SUCCEED
in JOBS that have
an IMPACT**



Whether they are in tech jobs or not, give women the means to succeed in jobs that have an impact

By 2027, companies can increase the number of women occupying technical jobs from 530,000 to 1,8 million.

[Women in tech in Europe – McKinsey 2023](#)

44% of tech professionals started with non-technological professions and changed assignments every 2.7 years.

[Fighting fear when recruiting tech talents – McKinsey 2022](#)

REDEPLOY



TECH & NON-TECH
WOMEN to SUCCEED
in JOBS that have
an IMPACT



Provide a long-term support for associations

Select associations dedicated to gender inclusion in digital and technological sectors.

- Budget
- Support and discussions with collaborators.



Fighting against school dropout among girls in STEM

RAMP UP↑

ADDRESS the
DROP OUT
OF FEMALE
STEM
students



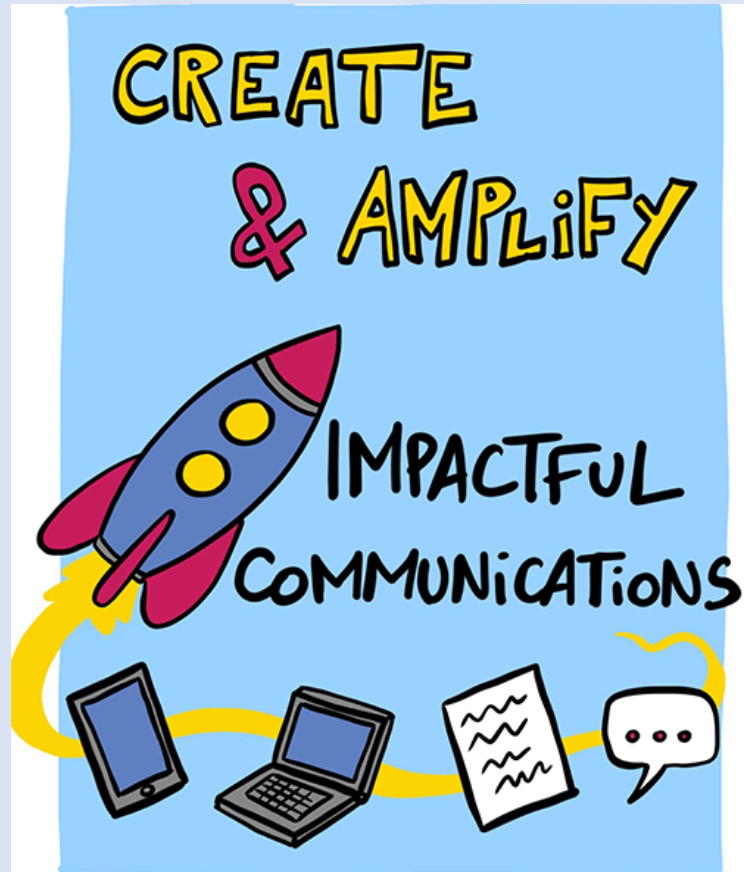
- Internship within the first year
- Mentoring by collaborators
- Opportunities to work on pioneering and large-scale projects.

Increase the number of women in tech sector from 225,000 to 695,000.

[Women in tech in Europe – McKinsey 2023](#)

Create & amplify powerful communications

- Events
- Raising awareness
- Understanding of employment
- Visibility – role models



Drive a company-wide strategy with expected results

Strategical program designed with a shared leadership, backed up by COMEX and included in the medium and long-term roadmap:

- Definition of the insight and the strategic map, consistent with issues facing the country
- Mapping of the existing female workforce in tech jobs
- Analysis of the gap and desired targets
- Key Indicator Performance (KPI) and data monitoring
- Launch of the multi-entity community in tune with the ideas and challenges in the field
- Regular internal survey.



Join alliances to focus on advocacy efforts

Join



**COALITIONS
for COMMON
ADVOCACY
EFFORTS**

For a more attractive digital world:

Partnership, collaboration and coalition with other organizations (industry associations, non-profit organizations, government agencies, educational institutions, etc.)

**WOMEN
+ GIRLS
IN TECH**

Let's
tech it
together