SHE LEADS TECH
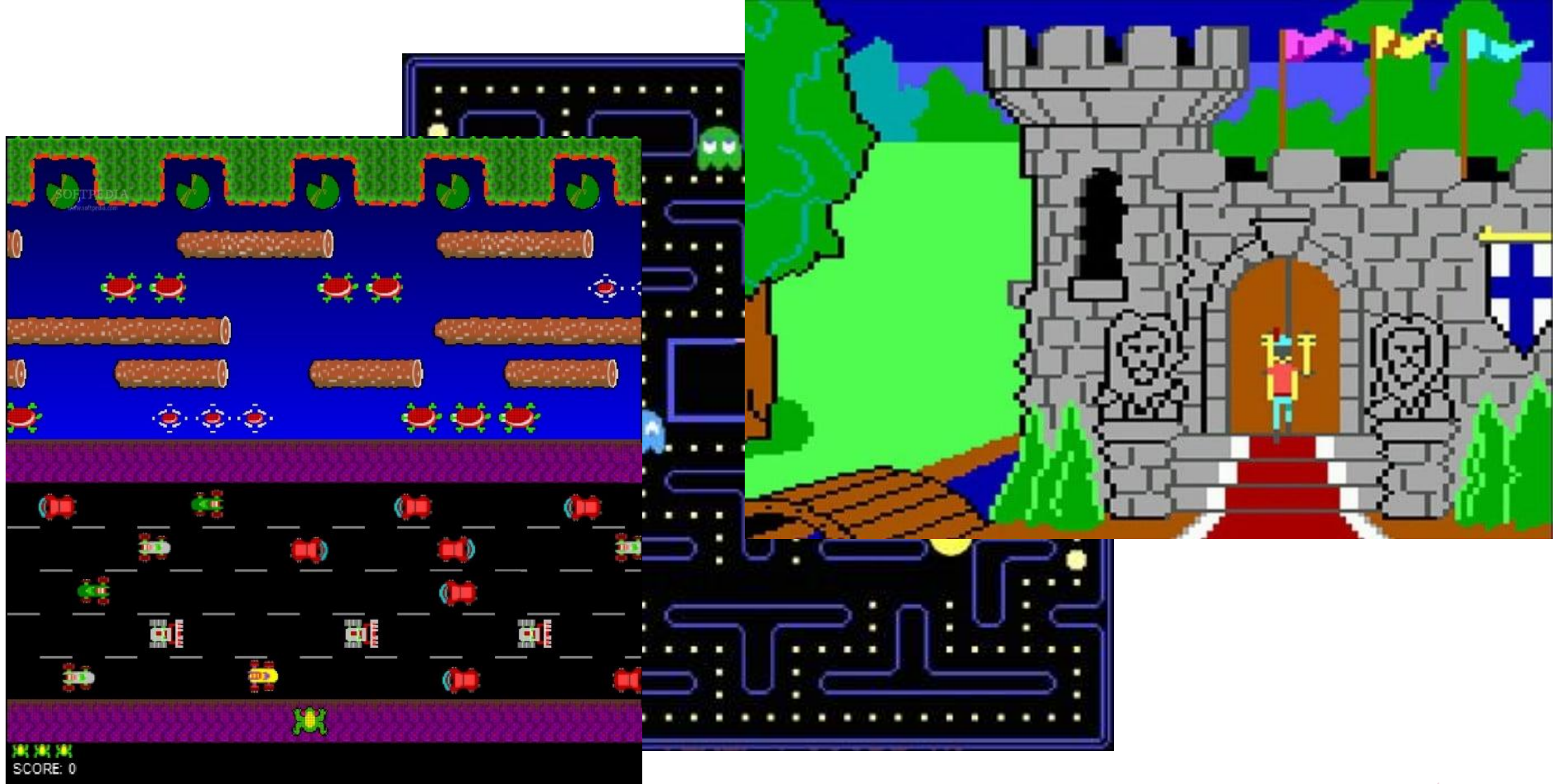
RISK EVENT 2018, NETHERLANDS CHAPTER

AGENDA

I. GLOBAL SURVEY : THE FUTURE TECH WORKFORCE

II. SHE LEADS TECH PROGRAM

III. WHAT YOU CAN DO TO MAKE A DIFFERENCE

ISACA®

80-TIES GADGETS

THE FUTURE TECH WORKFORCE

BREAKING GENDER BARRIERS

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ISACA: GLOBAL REACH

Nearing its 50th year, ISACA is a global association helping individuals and enterprises achieve the positive potential of technology. ISACA equips professionals with the knowledge, credentials, education and community to advance their careers and transform their organizations. ISACA leverages the expertise of its half-million engaged professionals in information and cyber security, governance, assurance, risk and innovation, as well as its enterprise performance subsidiary, CMMI Institute, to help advance innovation through technology.

SERVING MORE THAN
520,000
ENGAGED
PROFESSIONALS

215+ CHAPTERS
WORLDWIDE

MEMBERS IN
190 COUNTRIES

REASONS FOR CONDUCTING THE SURVEY IN 2017

More than half of global executives say they face a **shortage of capable tech workers** – a shortfall that is preventing businesses from growing as rapidly as they would like.

With women holding only one in 4 technology jobs, the **field lacks an immense amount of brainpower** – and potential for innovation.

What can businesses do to change this wicked problem?

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TOP BARRIERS FACED BY WOMEN IN TECH

Lack of mentors

48%

Lack of female role models in the field

42%

Gender bias in the workplace

39%

Unequal growth opportunities compared to men

36%

Unequal pay for the same skills

35%

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THE PRIMARY REASONS WOMEN ARE UNDERREPRESENTED IN TECHNOLOGY

33% Tech leaders/role models are largely males

22% IT is perceived as a male-dominated field

14% There is a lack of work/life balance

14% Educational institutions do not encourage girls to pursue tech careers

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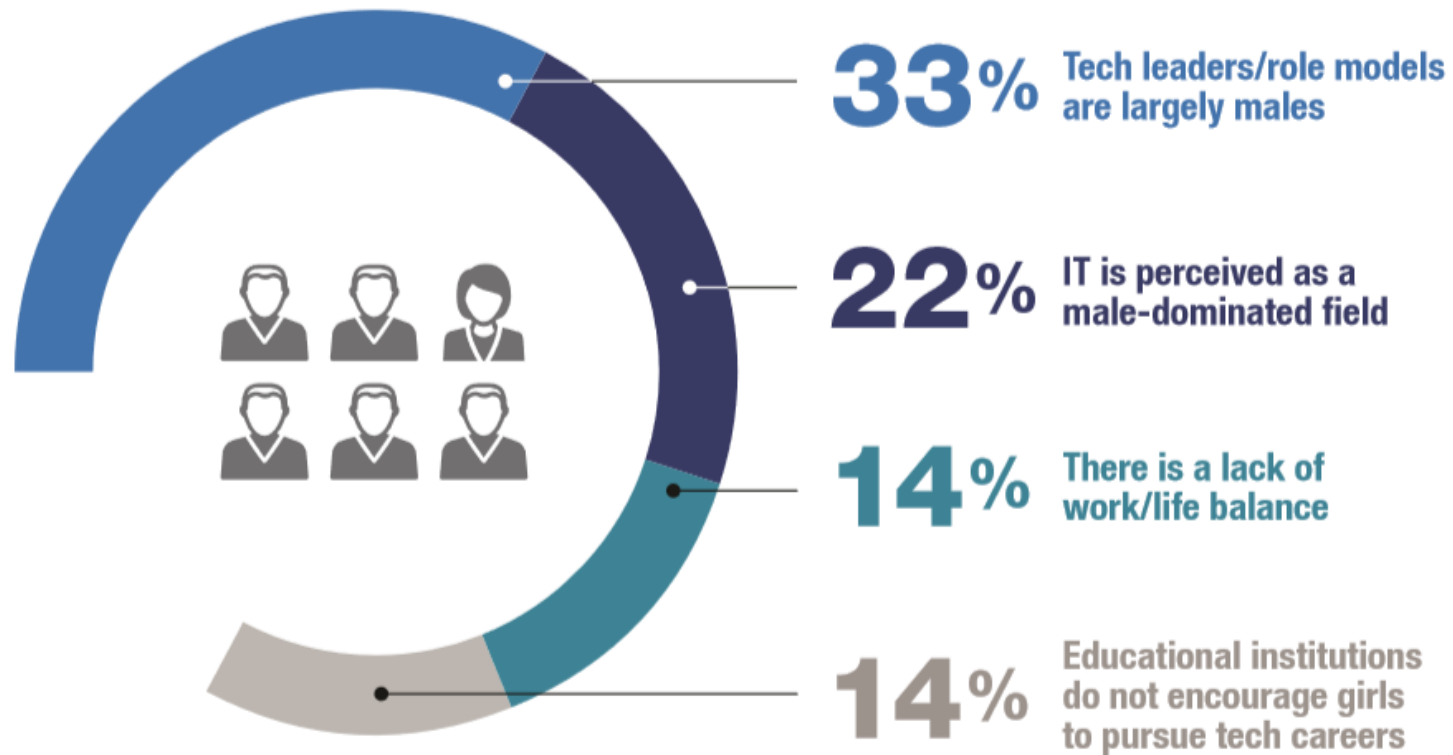
COMPENSATION OF MEN AND WOMEN IN TECH

43% report male colleagues are paid more without reason

23% report men and women are compensated based on merit

https://www.independent.co.uk/news/world/international-womens-day-norway-children-video-gender-pay-gap-boys-girls-finansforbundet-trade-union-a8245841.html

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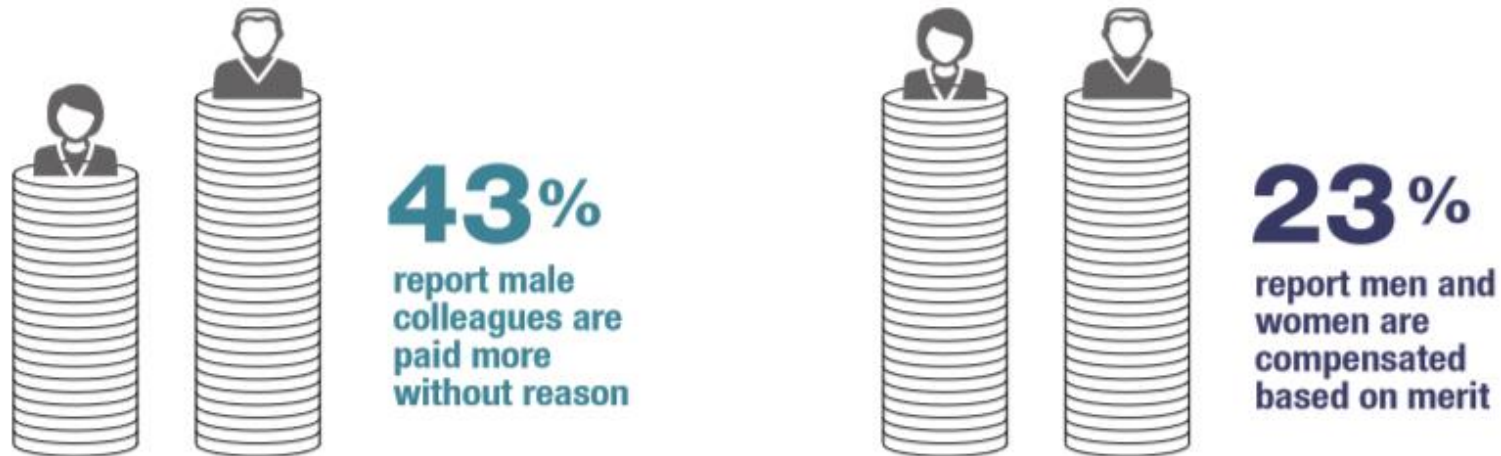
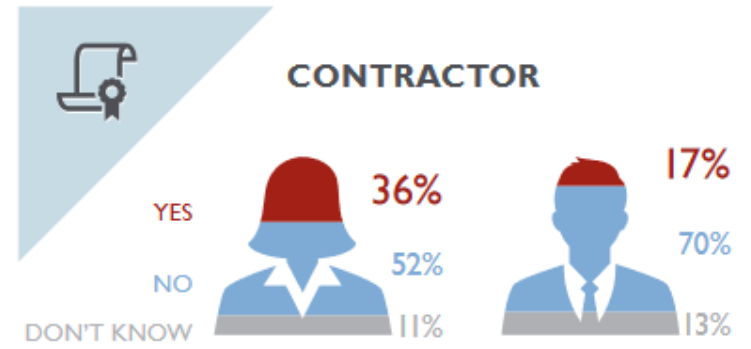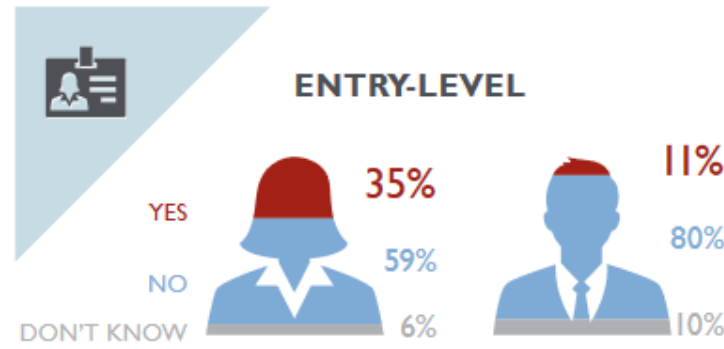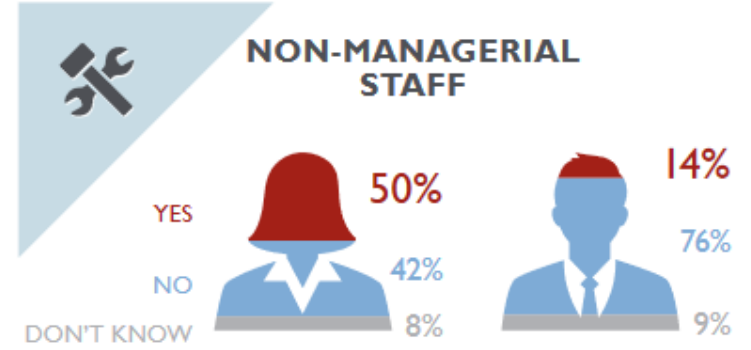# HOW OFTEN DO WOMEN IN TECH EXPERIENCE GENDER BIAS IN THE WORKPLACE?
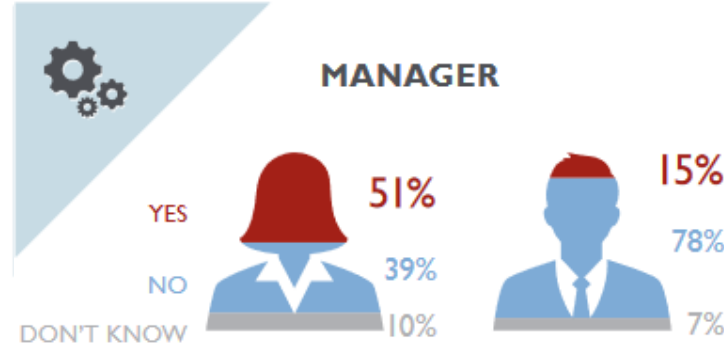
27% say they often or always experience gender bias

Women experience more gender bias the higher they rise in their careers

Global Information Security Workforce Study, 2017

4/18/2018

MORE (UNCONSCIOUS) GENDER BIAS IN HIGHER LEVELS

Have you personally experienced **any form of conscious or unconscious discrimination** in the workplace based on your ethnicity, gender, or cultural group?

C-LEVEL EXECUTIVE

YES 67%
NO 30%
DON'T KNOW 3%

16%
79%
5%

EXECUTIVE MANAGEMENT

YES 65%
NO 32%
DON'T KNOW 4%

14%
81%
5%

MANAGER

YES 51%
NO 39%
DON'T KNOW 10%

15%
78%
7%

NON-MANAGERIAL STAFF

YES 50%
NO 42%
DON'T KNOW 8%

14%
76%
9%

ENTRY-LEVEL

YES 35%
NO 59%
DON'T KNOW 6%

11%
80%
10%

CONTRACTOR

YES 36%
NO 52%
DON'T KNOW 11%

17%
70%
13%

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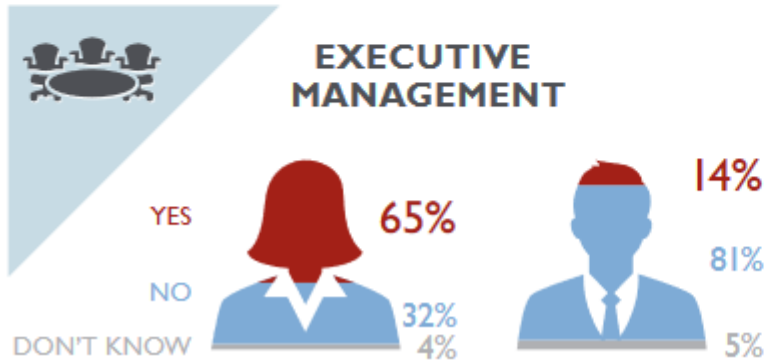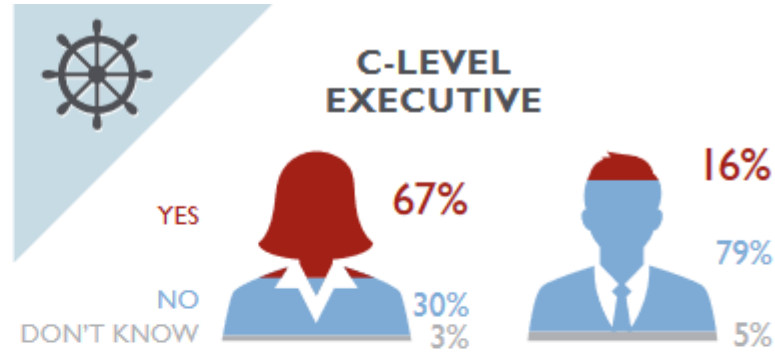
ACCESS TO RESOURCES TO SUSTAIN CAREER

YES, I have the resources and support that I need

57%

No

43%

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ACCESS TO FLEXIBLE WORK ARRANGEMENTS

ACCESS TO FLEXIBLE WORK ARRANGEMENTS

YES, my company offers flexible work arrangements
65%

No
35%

USE OF FLEXIBLE WORK ARRANGEMENTS

YES, I have used flexible work arrangements
60%

No
40%

ISACA'S SHE LEADS TECH PROGRAM

ISACA®

WHY GENDER DIVERSITY MATTERS

The gender imbalance in our industry results from of a complex set of structural and cultural issues that are incompatible with the values of the tech industry – innovation, creativity, and diversity of thought. As an industry-leading organization that serves tech professionals around the world, we believe now is the time to focus on putting an end to the gender inequality that exists.

FEARLESS GIRL

THE OPPORTUNITY TO MAKE A DIFFERENCE

As industries undergo ever faster digital transformations, the need for talented and skilled professions grows with it. **Women can help to make a difference.** By preparing the next generation of female leadership, women can become embedded in every part of the global economy.

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THE OPPORTUNITY & THE SKILL GAP

The 2017 Global Information Security Workforce Study: Women in Cybersecurity projects that the **gap between available qualified cybersecurity professionals and unfilled positions** will widen to

1.8 million by 2022.

Attracting women to the profession across all regions has the potential to shrink the workforce gap, but only if they can be hired, trained, and retained in sufficient numbers.
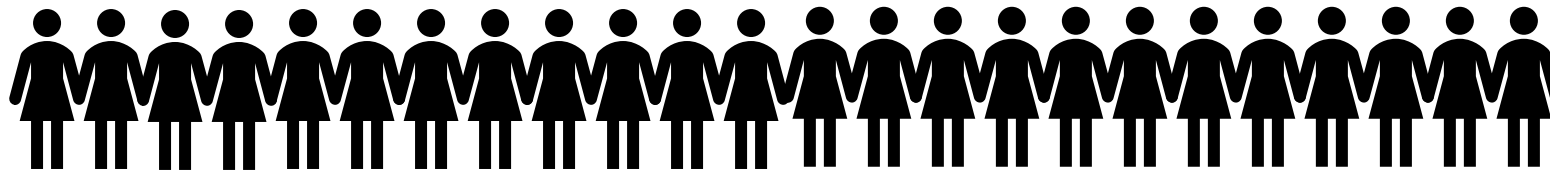
THE BENEFITS OF DIVERSITY

A global study from the Peterson Institute for International Economics found that corporations going from having no women in corporate leadership to a 30% female share saw a one-percentage-point increase in net margin — which translates to a 15% increase in profitability for a typical firm

15%
Profits

In 2012, an analysis by the National Center for Women and Information Security of women's participation in IT patents found that U.S. patents produced by mixed-gender teams were cited 30% to 40% more than other similar patents.

ISACA

MISSION AND VALUES

OUR MISSION

The SheLeadsTech™ program seeks to increase the representation of women in technology leadership roles and the tech workforce.

ENGAGE
women in technology and our allies to support and advocate for change

EMPOWER
women as leaders, role models and mentors in their fields

ELEVATE
the role of women in technology

"We should be a global network of sounding boards and shining lights."

ISACA

STRATEGIC PLAN

We will target ISACA's global network **with compelling calls to action** so that our constituents are more aware of the need for inclusive practices, and women think differently about their choices. **We believe by taking action in three key areas we can drive awareness and investment, and create community**.

1
RAISING AWARENESS

We will work to **educate employees, allies and engaged professionals** so that we can overcome unconscious bias.

2
PREPARING TO LEAD

Our **training and skills development programs** will prepare the next generation of female leaders for the digital future.

3
BUILDING GLOBAL ALLIANCES

Through **strategic partnerships**, we will amplify our impact beyond the ISACA network and support our chapters as they tackle the unique challenges in their country or region.

✦ISACA®

JOIN US AS WE MAKE A DIFFERENCE FOR EVERYONE IN TECH: WHAT ISACA IS DOING

Raising Awareness
- Chapter Programming
- Male Advocacy Program
- Networking Events

Preparing to Lead
- ½ Day Workshops
- Webinars
- Speaking Opportunities

Building Global Alliances
- Strategic Partnerships
- Advocacy Days

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WHAT YOU CAN DO TO MAKE A DIFFERENCE

ISACA

JOIN US AS WE MAKE A DIFFERENCE FOR EVERYONE IN TECH:
WHAT YOU CAN DO

Raising Awareness

- Write a blog post
- Share your story
- Host an event
- Be an ally

Preparing to Lead

- Join a board
- Attend a SheLeadsTech event
- Speak at a conference
- Be a mentor

Building Global Alliances

- Be a voice for change
- Participate in a day of advocacy
- Know your government officials
- Share our calls to action on your social media

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HOW TO PERSONALLY START NOW IN MAKING A DIFFERENCE

- HELP OTHERS & EACHOTHER

- MAKE WOMEN / YOURSELF MORE VISIBLE

- BE A ROLE MODEL FOR YOUNGERS GIRLS: DAUGHTERS, NIECES OR EVEN THE GIRL NEXT DOOR, ESPECIALLY IN:
  - ✓ REASONING SPACE
  - ✓ CREATIVE THINKING
  - ✓ ENTERPRENEURSHIP

START GAMING

THANK YOU & MAKE A DIFFERENCE!

WWW.SHELEADS.TECH

She Leads Tech

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