



TECH WOMEN - GET YOUR VOICES HEARD

Women within Tech gathered to get their voices heard on 22 October 2019 in Göteborg. Result of this workshop is a list of suggestions that is demanded from IT and Tech industry.

BACKGROUND

According to the Harvard Business Review, 41 % of women working in tech eventually end up leaving the field, compared to just 17 % of men. In one study the researchers interviewed over 700 women who had left tech and almost all of them said they liked the work itself, but most were unhappy with

the work environment. Nadya Fouad, a psychologist at the University of Wisconsin, conducted a similar study and summarised her findings on why women leave tech with *“it’s the climate, stupid!”*.

At the same time we hear how female engineers and programmers are scarce and how employers bang their heads to find more women to employ. It’s not a problem of scarcity, it’s an equality problem within the organisations. The issue has been addressed multiple times and now it’s time for a change! This is done by action, and not by words.

THE LIST OF DEMANDS

The list of demands that was handed over to the two organisations: Almega, Sweden’s largest employers organisation within the service sector, and Unionen, Sweden's largest trade union organisation.

1. **End the harassment – We want power – not dick pics...**

- Zero tolerance against sexual harassment.
- Don’t blame the victim.
- Create safe ways to report violating behaviour.
- Mandatory education for everyone in the workplace.

2. **Career for everyone!**

- Implement metrics that can be used in organisations to determine true representation of female participation at all levels.
- Implement “reverse mentorship” programmes (e.g. junior workers mentoring senior workers).

- Take human bias out of decisions when possible. E.g. anonymous sharing of ideas in meetings or anonymous recruitment process.
- Define meaningful leadership skills and hire and promote for them, not for likeness.

3. **Equal pay!**

- Need we say more?

4. **Change the culture!**

- Trust the competence of women and minorities.
- Identify and find ways to change the culture and work environment with norms and stereotypes.
- Raise awareness and implement training sessions about unconscious biases that leads to exclusion.
- It's not a women's issue! Everyone needs to get involved.

5. **Stop the bullying!**

- Define it, identify it, STOP IT!
- Implement consequences for bullying behaviour. More people will thrive when we get rid of the rough culture and disrespectful attitude.
- Mandatory education for everyone in the workplace.
- Don't blame the victim.

6. **Rewrite the Bro-code! (How not to act)**

- Make men aware of the non-inclusive behaviour, like excluding small talk in the office and unofficial networking.
- Don't expect women to be the mother in the group.

- Create forums for female representation and exchange of experience.
- Implement mandatory education for everyone in the workplace about the bromance attitude.

7. **Treat us like people!**

- We are competent individuals – not tokens.
- Don't make me the only point of reference. I don't speak for all women or minorities.
- Stop exotifying women.

8. **Make a workplace for everyone.**

- Non-inclusive office environment. The workplace is created by and for men.
- WC need sanitary bags.

ORGANIZERS



Women in IT
www.kvinnor.it



