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How Women are Changing Engineering Leadership at Target



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Mitali Mathur

Senior Director of Engineering



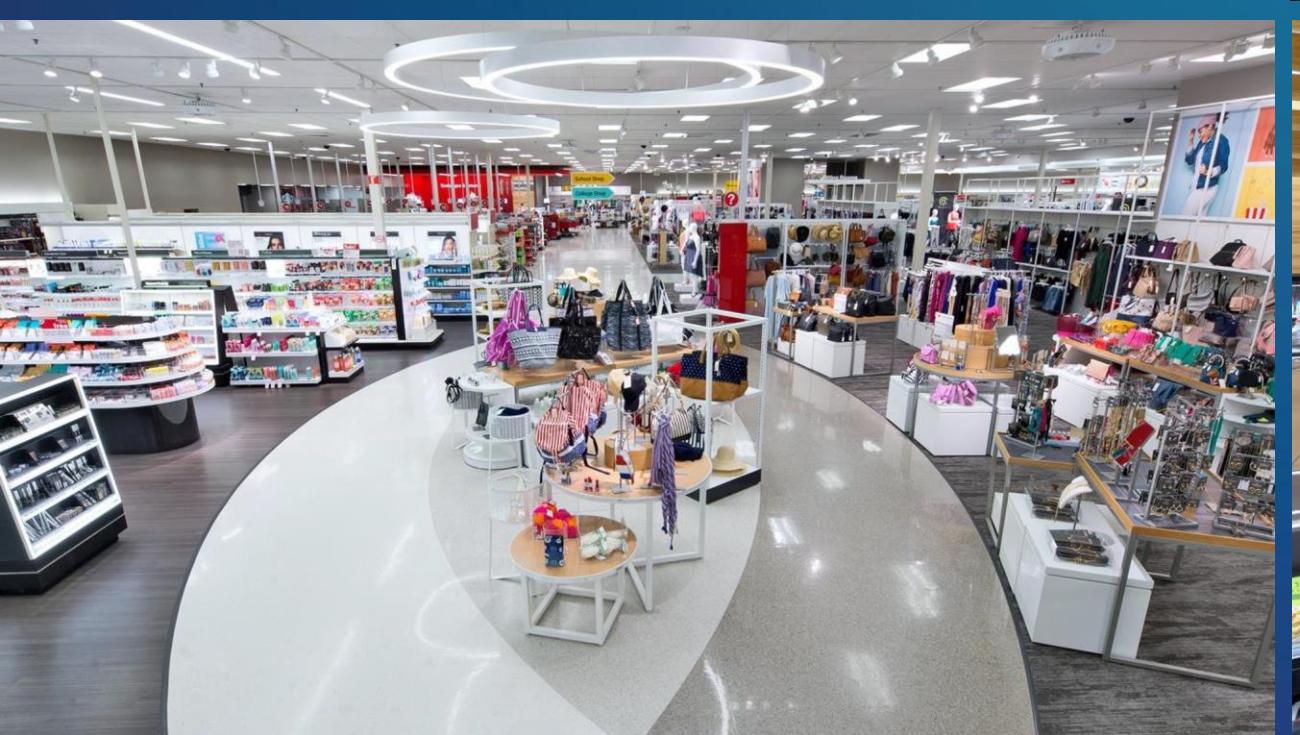
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I don't think I am ready...





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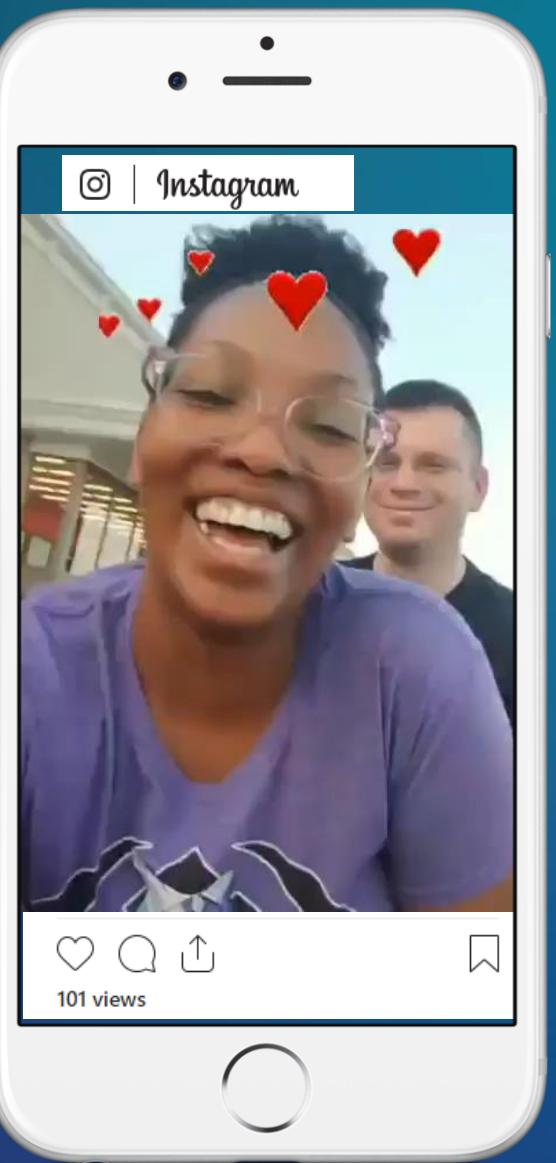
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We had a problem





CIO commitment



Gender parity
across the
organization

For every
open position,
interview at
least one
gender
diverse
candidate

Not unique to Target





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I reflected on my past ...



Partnered with Talent Acquisition





eMIP

Engineering Manager Immersion Program



Creating eMIP

- Buy-in from the top
- Advisory Board
- Clear Mission and Goal





Mission : To increase diverse representation
in technical leadership with a focus on
under-represented groups



Goal: 25% global representation of
female engineering managers by 2021

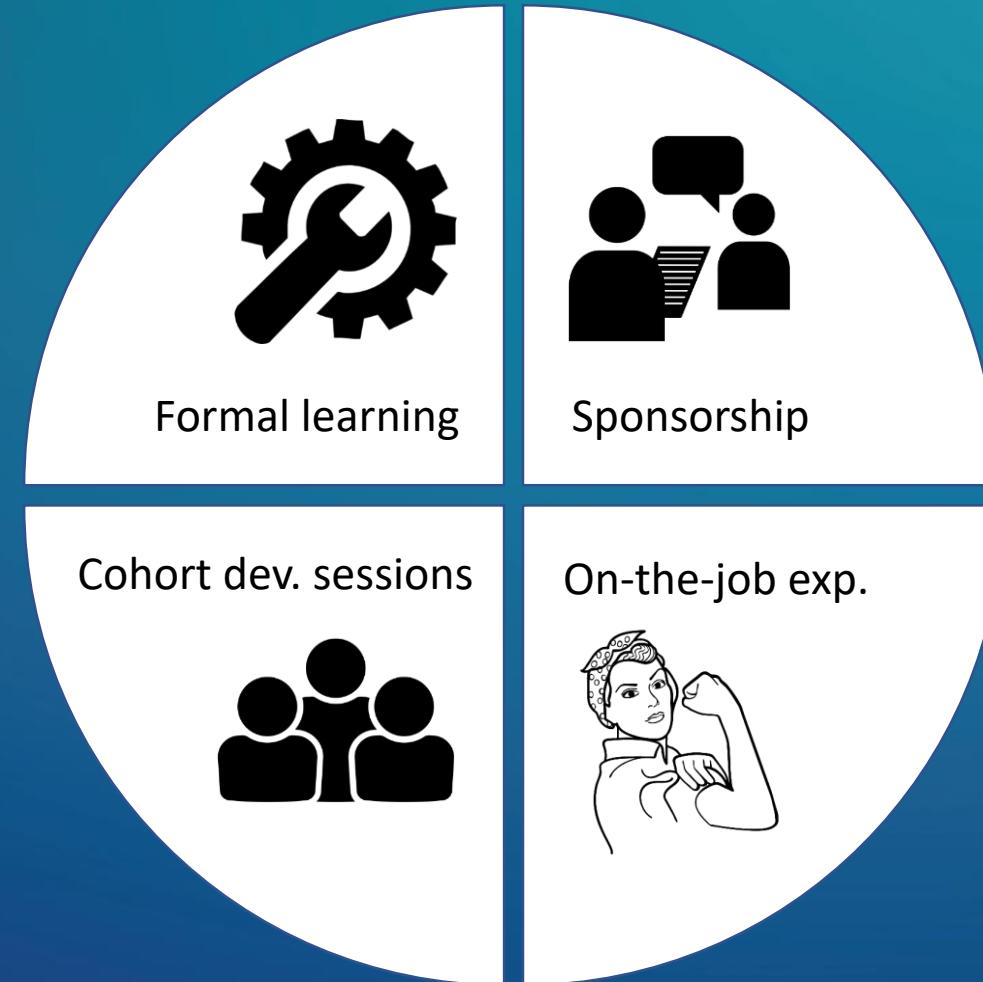
Creating eMIP

- Buy-in from the top
- Advisory Board
- Clear Mission and Goal
- Well Architected Program



eMIP learning components

12-month program with curated professional development offerings



Key Success Metrics

- First year: 16 cohort members across India and Minneapolis
- 10->20% Female representation of Engineering Managers
- Today, we're well on track to achieve our goal of 25% female Engineering Manager representation





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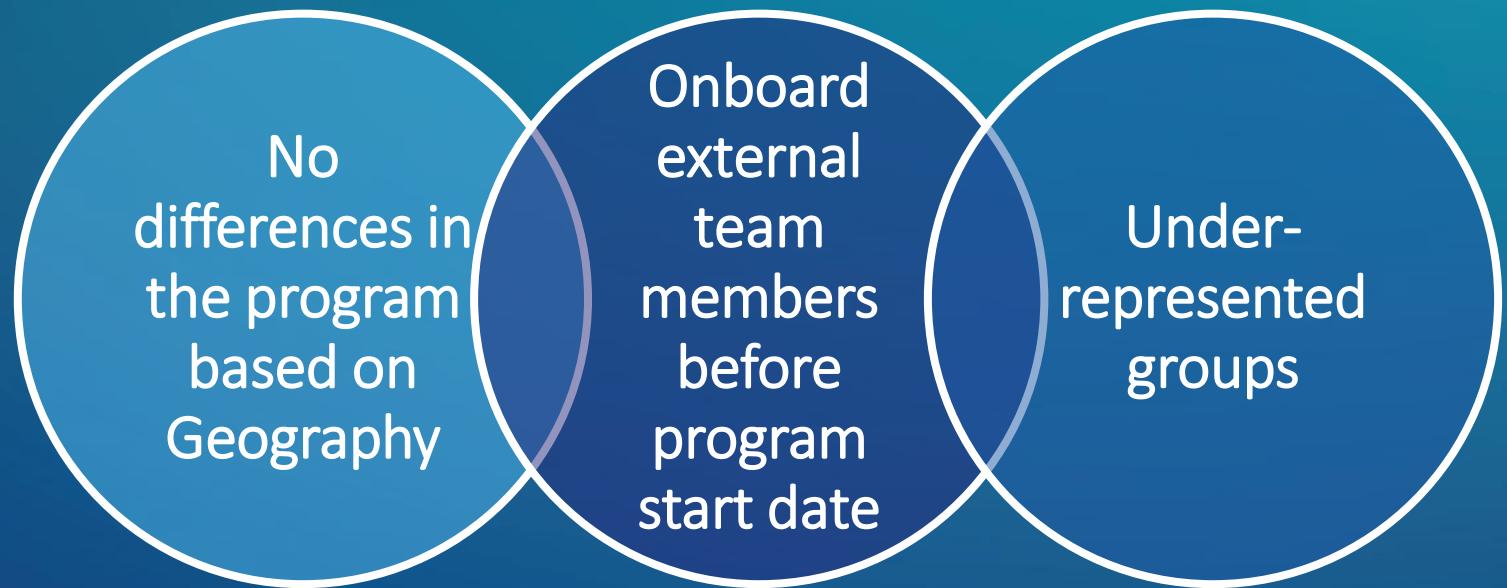
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‘I love the feeling of living without
fear and I thank eMIP for it.’

Connie Yu, class of 2017

Learnings and next steps





Creating the next generation of Diverse
Leaders at Target

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Questions?

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