**The World of High Tech: Gender Inequality Is Still There**

If there is anything in our way of life that seems thoroughly modern, it is computer technology. The culture of Silicon Valley is also decidedly progressive, supporting movements for women’s rights and same-sex marriage. Even so, the tech industry has some very traditional patterns when it comes to gender and the workplace.

There have been numerous complaints by women that tech companies created or condoned a hostile workplace. In addition, the latest data suggest that women are still being excluded from tech (as opposed to clerical) jobs in major high-tech companies.

In mid-2016, men held 77 percent of tech jobs at Apple; women held 23 percent. A similar pattern is found at other major technology companies. This gender imbalance is greater than in professional work such as law and medicine. Globally, similar patterns are found in Europe and Asia.

Clearly, companies need to make greater efforts to move towards gender parity. But the gender imbalance has roots in our educational system, where women are far less likely to choose majors in science, technology, engineering, and mathematics (STEM) than men are. This is true despite the fact that girls in secondary school do as well or better than boys on tests in these areas. Young women, it seems, believe that they must be brilliant in order pursue a major in STEM, while young men are not deterred in this way.

**Source**

“Google’s Gender Problem in Actually a Tech Problem.” Bloomberg (August 8, 2017).

**Questions**

1. Are you surprised by this gender-disparity in tech jobs? Why or why not?
   1. I’m not too surprised by this as it’s very apparent we’re still working through our historical gender biases and societal expectations. These attitudes persist today in our older generations. As much as we make progressive efforts by promoting diversity and encouraging girls to pursue STEM, you don’t need to look far online to find groups who still hold sexist attitudes. I believe attitudes will shift, but it will take many generations.
2. What policies might help reduce this gender disparity?
   1. First and foremost, I think is equal pay, ensuring that men and women are paid equally for the same work is fundamental. Companies can implement diversity and inclusion programs. Gender-Neutral hiring so that the hiring process is free from bias and discrimination. STEM education initiatives to encourage more girls and women to pursue STEM, which can be things like scholarships, and mentorship programs.
3. Do you think the gender disparity in tech jobs is a “tech problem” or a “gender problem”? Why?
   1. I think there are problems in both areas.
      1. Tech Problems:
         1. Workplace culture has been criticized for having male-dominated culture that could discourage women from pursuing careers in tech.
         2. Some tech companies have biased recruitment.
         3. Lack of Diversity Initiatives
      2. Gender Problems:
         1. Societal expectations of STEM fields are still stereotypically associated with men.
         2. The work-life balance of career and family disproportionately affect women, and this can influence their career choices.
4. What gender-disparities are present in your future career?
   1. Women are significantly underrepresented in IT-related roles. Software development, network administration, cybersecurity, and IT leadership is predominantly male. The workplace culture has historically had a culture that can be unwelcoming to women, Report of sexism, harassment, and discrimination have been common. There is a scarcity of female role models in IT as well that I believe contributes to the issue. I’m thankful I have female professors and mentors at CVTC for my IT classes to show we are making progress with our fields gender-disparity.