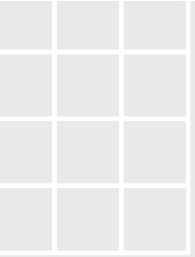




Where has Jane Gone?

Speaker Karen Linden




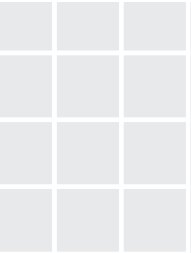
**Have you ever been sexually harassed
at work?**








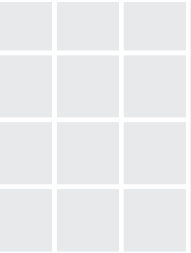
Have you ever been told by one of your coworkers that it not a good idea to be alone with another coworker?






**Have you ever been in a deposition
for a discrimination suit for a former
coworker?**





**Have you ever had a coworker act
inappropriately and you were told it
was your fault?**

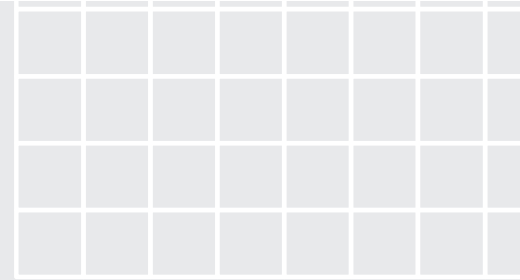




Before we get started I want to thank my husband Russ and my son Brayden because I would not be here today. I want to thank them for their support.



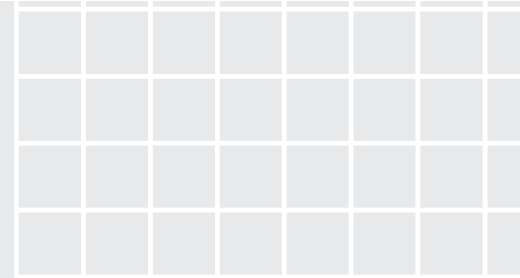
Also I want to Thank my dog Hunter because for the first time he has been without his Mom for more than 8 hours.



Geek Cred

- First Computer was IT-99/4A
- First computer language was Basic
- Spent my time typing in programs from coding magazines





How I ended up in IT

- That was not the plan
- Someone else saw my potential when I did not see it myself.

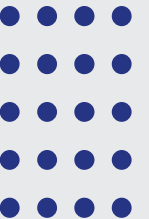


Why I am giving this Speech?

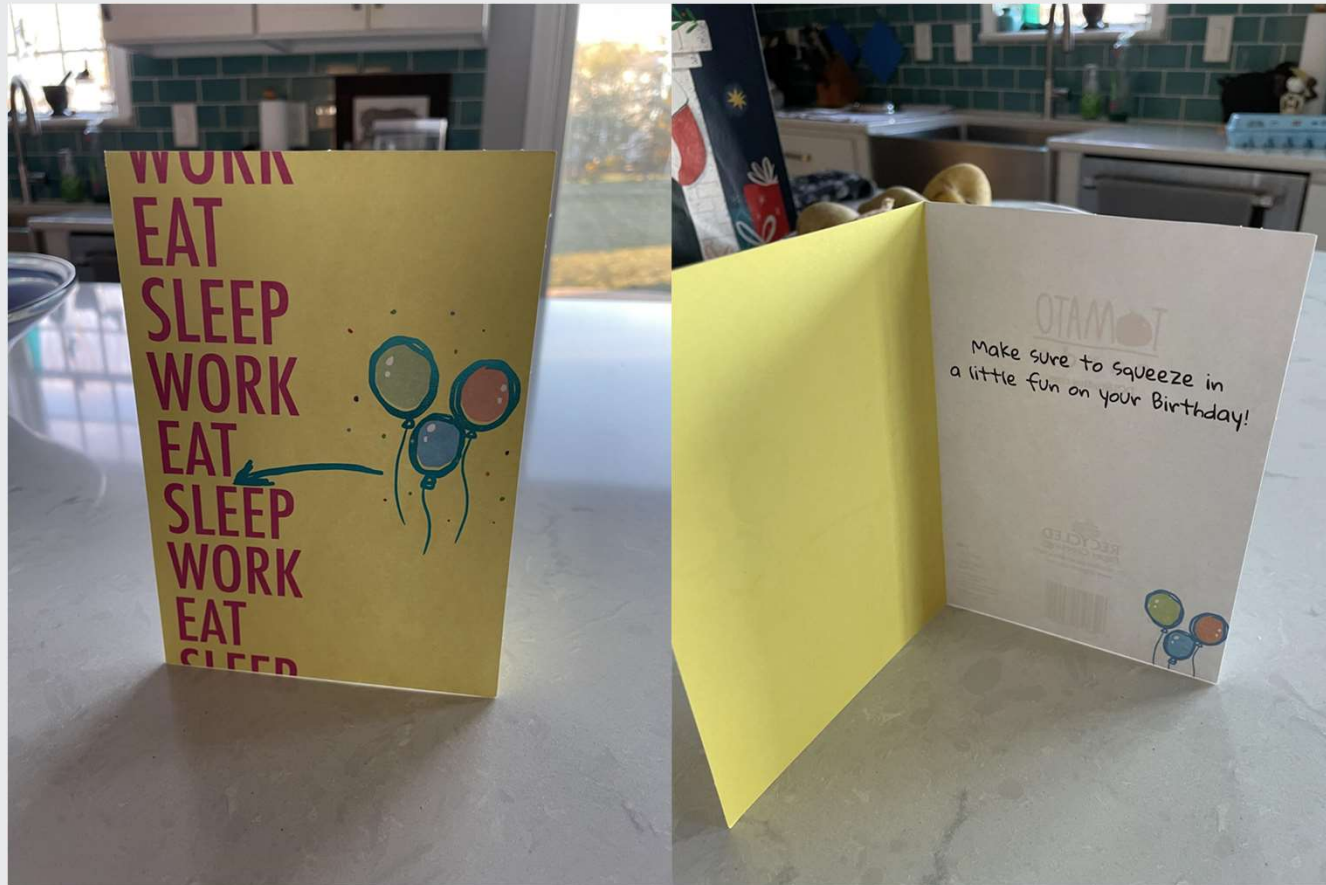
Started at CodeMash 2020



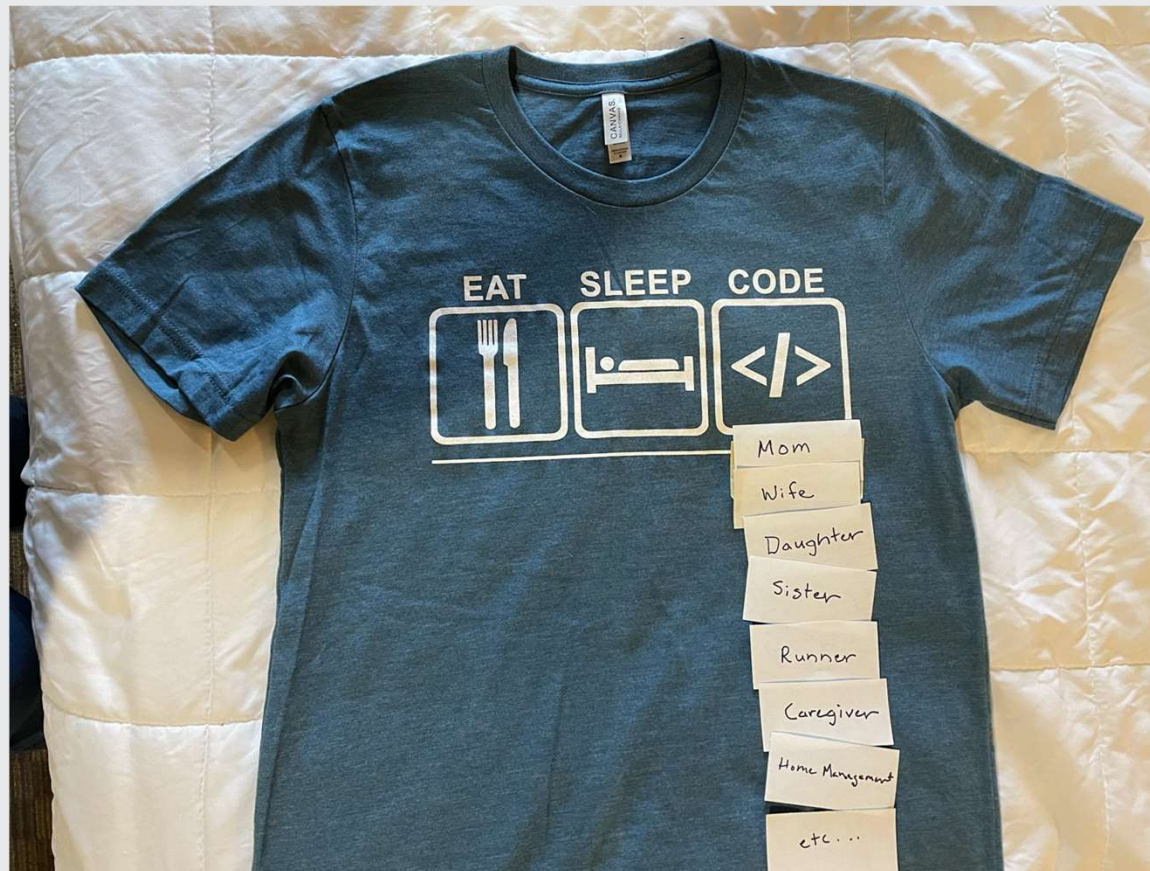
Why I am giving this Speech?



Why I am giving this Speech?



I am so much more





Status of the Technology Industry

- According to Adeva IT, as of 2018 women only make up 25% of the jobs in the tech industry. This is despite the fact that women make up almost half of the total workforce. What's worse, this number is lower than the percentage of jobs held by women back in the 80's.
- With COVID these numbers are expected to go down further.





Women Tech Pipeline

- Only 27% of women consider a career in tech.
- Women are not encouraged to go into the technology field.
- The shortage of female role models in the tech industry reinforce the perception that careers in the tech industry are not for women.





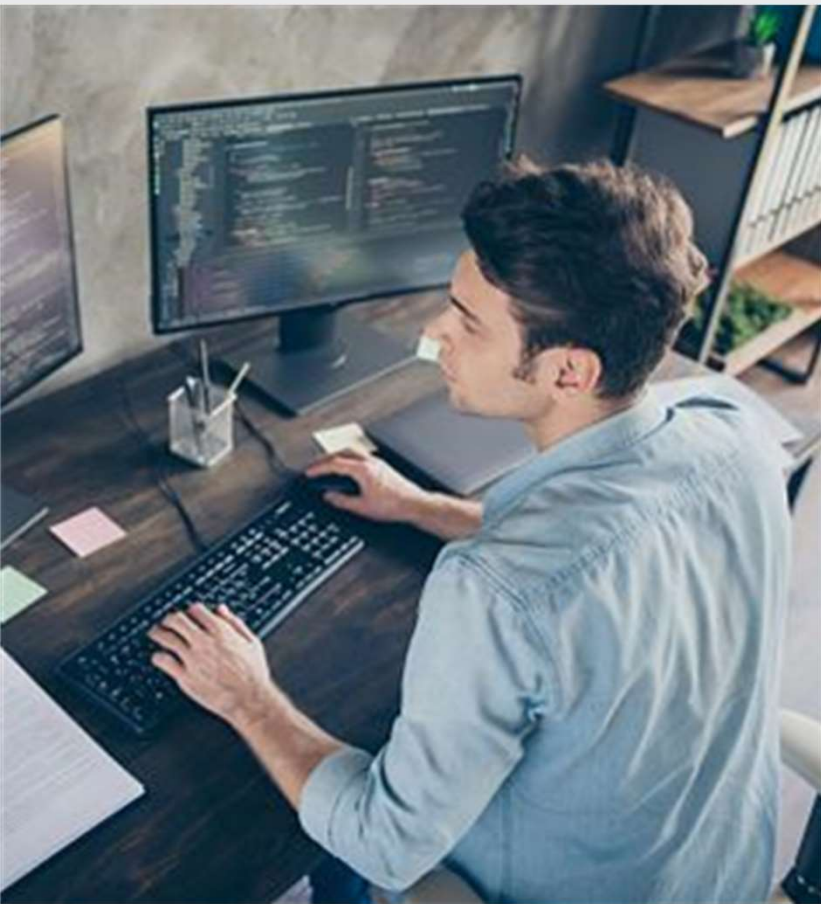
Half Will Leave

- A Study by Accenture and the nonprofit tech organization Girls Who Code established that almost half of young women who pursue their tech jobs leave by the age of 35.
- Also known as the “Trapdoor effect”
- Why?



Working 24/7





Being Compared to Bob


Bob is your typical IT guy.

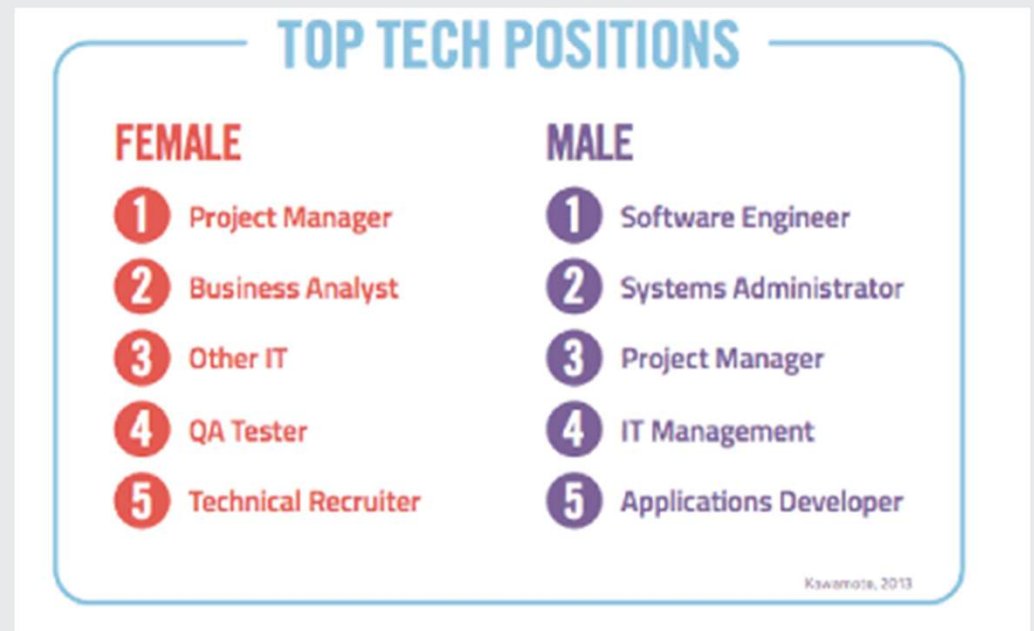
Buys into the Sleep, Eat, Code.





The Roles Women are Assigned

- Women are assigned “execution” roles which are less-technical.
 - Men are assigned “creator” roles which are more technical.
- 





They can not move up

- A survey conducted by HackerRank found that 20.4% of women over the age of 35 remain in a junior level positions.
- Only 5.9% of men over the age of 35 remain in those junior level positions.
- Women were more likely to hold a junior level position regardless of their age.





They can not be heard

- Two studies have been conducted about the Supreme Court regarding judicial interactions during oral arguments.
- Women are interrupted at a disproportionate rate by their male colleagues, as well as by male advocates.
- The 2020 study found that Justice Sonia Sotomayor was the most interrupted justice on the Supreme Court bench during the 2019 term.
- Are things going to change?



Marginalized



- Coworkers and mentors who should be have been looking after them and helping them in the industry.
- Women tend to isolate themselves because they are not getting the support they need. ▲

Finally

- Women often cite sexual harassment and discrimination as one of the most acute factors that drive them out of the industry completely.





Bro Culture

- Bro culture can exist.
- No matter the written culture, mission, or values of a company; it's about what behaviors are allowed.
- If it is culturally acceptable to act poorly, without consequences, then bro culture thrives in that space.





Prevalence of “Bro Culture”

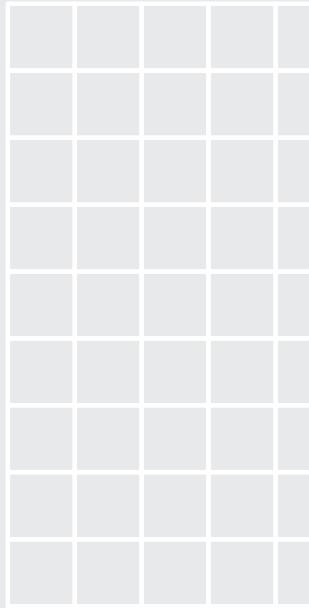
- According to a 2021 Women in Tech Report by TrustRadius, bro culture is rife in tech companies.
- 72% of women in tech report “working at a company where bro culture is pervasive”.
- Only 41% of males say the same thing.





Awariness

- Women alone cannot solve the issue.
- An algorithm cannot solve the issue.
- Avoiding difficult conversations cannot solve the issue.
- Will this be solved in my life time?
- Will this be solved in your daughter's lifetime?





CONTACT ME

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THANKS



Do you have any questions?
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