As a female student and software engineer, I experience the gender gaps that exist between men and women in the high-tech field on a daily basis - starting with education at a young age, choosing science and technology majors in high school, recruitment for technological positions in the army, acceptance for scientific academic degrees, acceptance for workplaces and technological positions, and more.

The path of women to the high-tech industry begins at an early stage in their lives. Choices of high school majors greatly influence the continuation of their professional path and their chances of entering the field in the future. In order for women to become entrepreneurs or hold senior positions in high-tech companies they must acquire education and training relevant in order to progress within the industry. Therefore, in order to increase the representation of women in the industry, it is important to increase their relative share in each of the stages on the way to high-tech industry.

As of 2022, at the beginning of the way, in the Bagrut exams at the level of 5 study units in mathematics, there is almost gender equality. But, the gender gap is starting to open in the army service, in the R&D and cyber positions in the IDF, which pave the way for those who serve in them to the arena of Israeli innovation, where women are only 23% from those serving in these positions.  
In the scientific subjects in the academy the situation is slightly better, but even though the number of female students increased by 64% within a decade, their relative share increased by a few percentages and we are still less than a third of the students in the relevant subjects in the academy.   
Further down the road and at the senior levels, the share of women in the industry goes down. As of 2022, only 28% of core employees in technological positions in Israeli high-tech are women.

On the personal side, I started to be active in the pursuit of equality between men and women in the technological professions during my military service. I decided that I wanted to take an active part and help girls and young women reach significant technological positions in their military service, in their academic career and in their work in high-tech after that. Therefore, I volunteered for a long time as an instructor and track coordinator in the organization she codes;.

she codes is a technological community of women software developers, established with the aim of reaching 50% software developers in Israel. It was established in 2013 and has over 50,000 members. Among the members of the community there are women who wish to learn software development or retraining in the high-tech field, developers who come with the goal of developing professionally and meeting other developers, and high school-aged girls who study programming. The core values of the organization are belief in yourself, perseverance and community, values in which I also believe personally.

During my volunteering at the organization, I met a lot of girls and women with exciting and special stories, and I was moved when each community member succeeded in achieving her goal and was accepted for a technological position in one of the Israeli high-tech companies, as another step towards the long-awaited equality.

As part of the process, I was exposed to quite a few women who were afraid to submit their resumes for jobs, claiming that they do not meet all the criteria, they are not good enough, there are better candidates than them, and more. I wanted to act to eradicate this phenomenon, and during a conversation with Adva Regev, a recruiter in the group where I work at Microsoft, we decided to investigate the issue and contribute to the recruitment of women in the company in general.

After this conversation, we had the opportunity to participate in this workshop and put the idea into action. I was happy to cooperate with Adva and the other members of her team, and to get the human resources angle on this problem. Together with the members of our team, we held several joint meetings and thought about how to create tools that would help women in human resources create job descriptions accessible to women, which would not discourage women from applying but would encourage them to apply.   
Of course, the more women submit resumes for the job, both the women will benefit and the companies themselves will benefit from diverse, specialized and more inclusive employees.

In conclusion, my connection to gender equality in the Israeli high-tech industry is both professional and personal. As a female student and software engineer, I experienced and continue to experience the advantages and challenges of being a woman in a field that is mostly made up of men. This workshop gave me an opportunity to learn about human resources and data analysis, to experience collaboration with different people and the research process in all its aspects.

I hope that this research will be one of many steps in the pursuit of gender equality in the Israeli high-tech and in general.