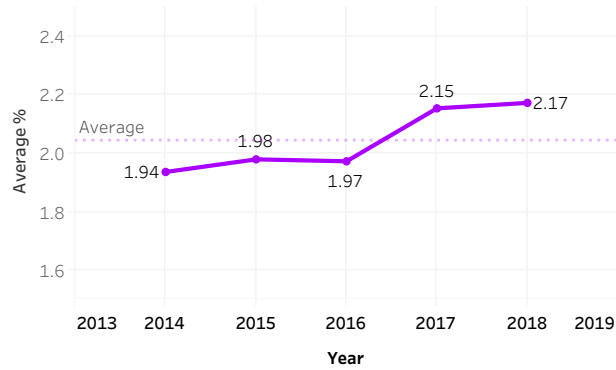


Representation Over Time

Average Estimated % Black Women in Tech (2014-2018)



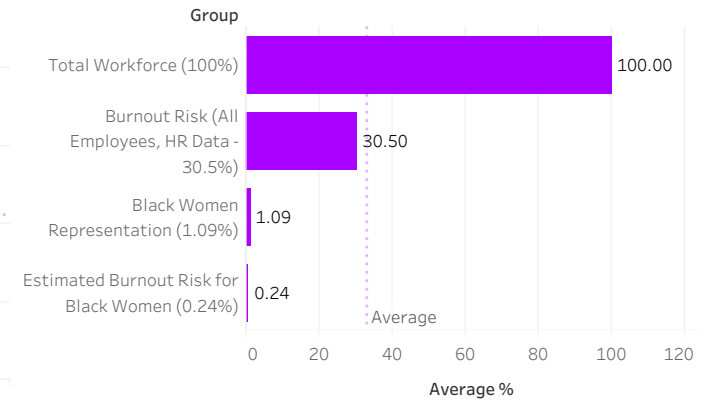
Role-Level Visibility

% Black Women in Tech by Role Level Funnel (2016)



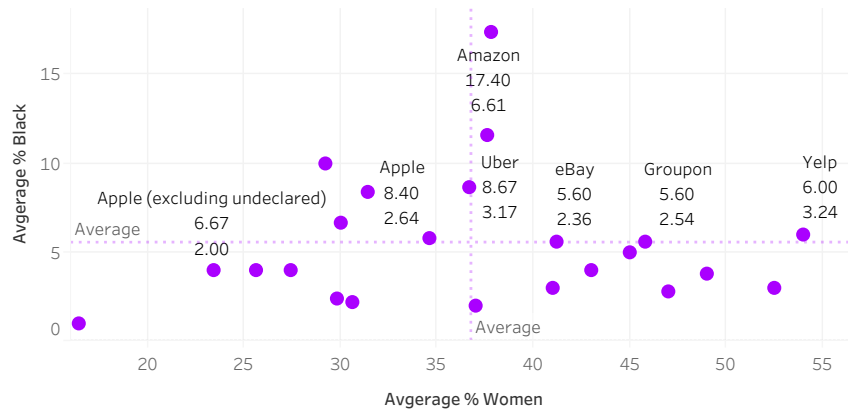
Burnout Risk Gaps

Burnout Risk Comparison in Tech



Inclusivity Isn't Intersectional

Gender Inclusion vs Black Representation in Tech Companies



Access to Funding Realities

Venture Capital Funding & Representation Realities (2023)

