

AUDIENCE POLL

**How long do you think it will be until
gender diversity in tech is equal?**



Scan the QR Code to Answer

AUDIENCE Q&A

Have a question for our panelist?



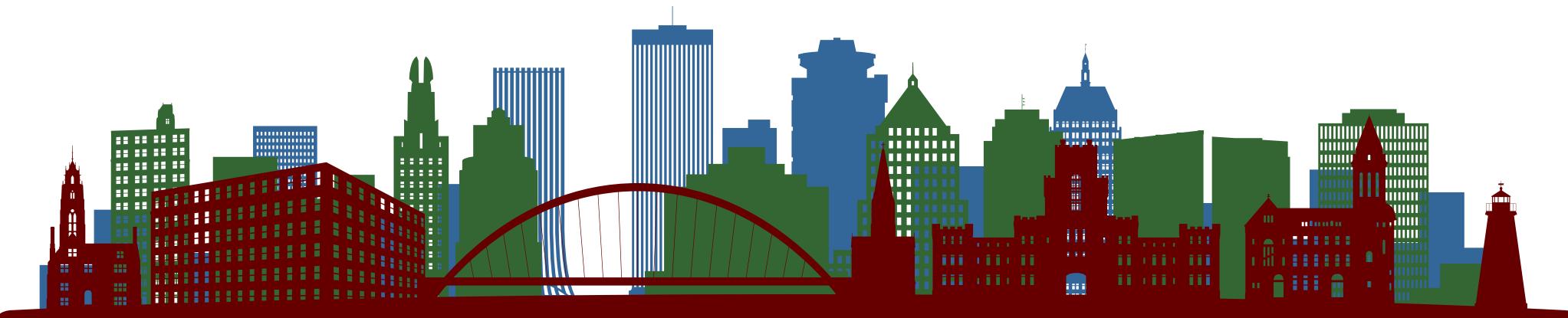
**Scan the QR Code to Submit.
Questions will be read during the Audience Q&A**

WOMEN IN IT ROUNDTABLE



**Leadership, Opportunity and Equity -
The Future for Women in IT**

ROCHESTER SECURITY SUMMIT 2025



AGENDA

- Welcome & Introduction
- Panel Discussion: 4 Themes
- Rapid-Fire Round
- Audience Q&A
- Closing Remarks

Moderator: Susan O'Sullivan

**President
SOS – Strategies, Opportunities & Solutions**

Susan is a recognized thought leader in the Channel and Sales for Ingram Micro, with over 30 years of experience driving digital transformation, business growth, and inclusive leadership. A proven change agent, she specializes in sales strategy, customer experience, and building diverse teams.

Her passion is empowering people to use their authentic voice and is an advocate for creating strategy locally and globally for building an inclusive culture of belonging. Honored with the Martha Ingram Award, "Women Who Move the City," and Power 100 Women of the Channel, Susan empowers others to lead authentically.



Panelist: Linda Weller



**President
Info Advantage**

Leveraging her background as a seasoned business leader, Linda steers Info Advantage toward its place as a top-tier information technology services firm while infusing a passion for keeping things fun and human.

With over 25 years in the field and serving as President of Info Advantage, she guides the professional team with both expertise and energy. Committed to sustainability, community engagement, and exceptional standards for customer and employee satisfaction, Linda's leadership blends growth with a lively, human touch.



Panelist: Annette Warren

**President
iSECURE, LLC**

With a lifelong passion for business and people, Annette leads iSECURE with integrity, vision and a unique perspective shaped by her family business roots.

Known for building strong client partnerships and tackling challenges head-on, she has guided iSECURE to become a Top 100 Rochester company. Under her leadership, iSECURE delivers trusted security solutions, recognized with the Beacon Award for IBM Security Intelligence.



Panelist: Dr. Mehruz Kamal



**Chair, Department of Computing Sciences
SUNY Brockport**

Dr. Kamal has a PhD from the University at Omaha, along with both her bachelors and masters degrees in Computer Science from Illinois Institute of Technology.

She previously worked as a software engineer for Motorola, and is currently involved in the IS/T research community, where she focuses on Information Technology for Development - which investigates how Information Technology can help bring about both social and economic development of a community.



**SUNY
BROCKPORT**

THE TECH INDUSTRY HAS LONG BEEN A MALE-DOMINATED WORLD

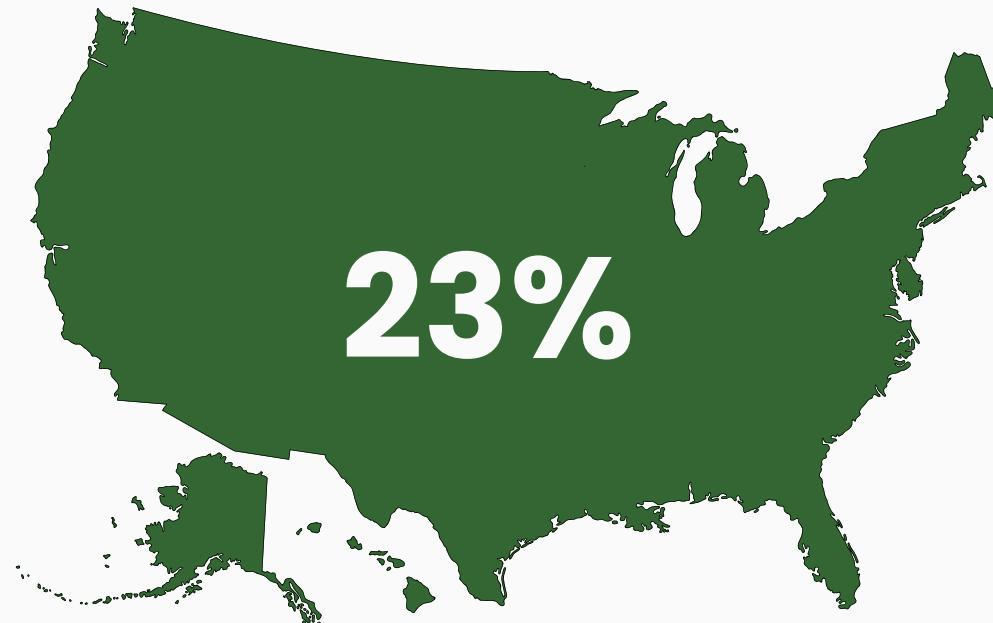
But as we entered a new quarter of a century, it is time
to look at the position of women in tech.

Where are we now and where are we going?



HOW MANY WOMEN WORK IN TECH IN THE UNITED STATES?

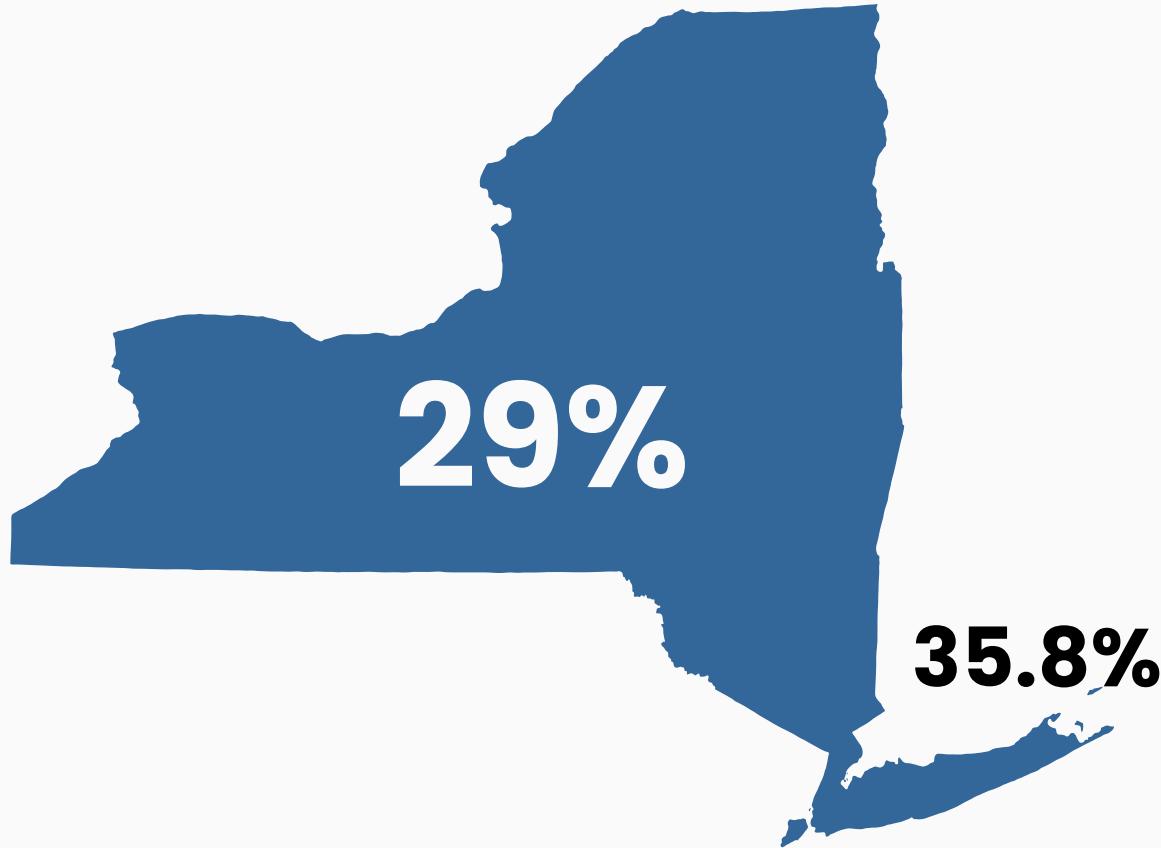
There are about 3.7 million women working in core technical positions in the United States, which makes up approximately 23% of the tech labor force.



This number is a significant improvement from the early 2000s when women made up only 9% of the tech workforce. The highest proportion of women in tech roles in the US was in 1984, with 35 percent.

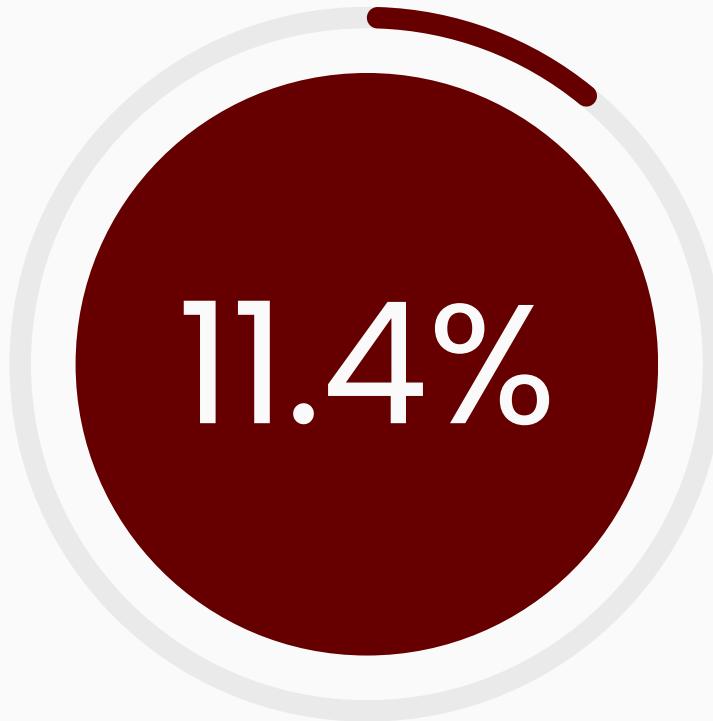
AND NEW YORK STATE?

**Women make up 29 percent of tech workers across the state.
In New York City, that number is higher at 35.8 percent.**

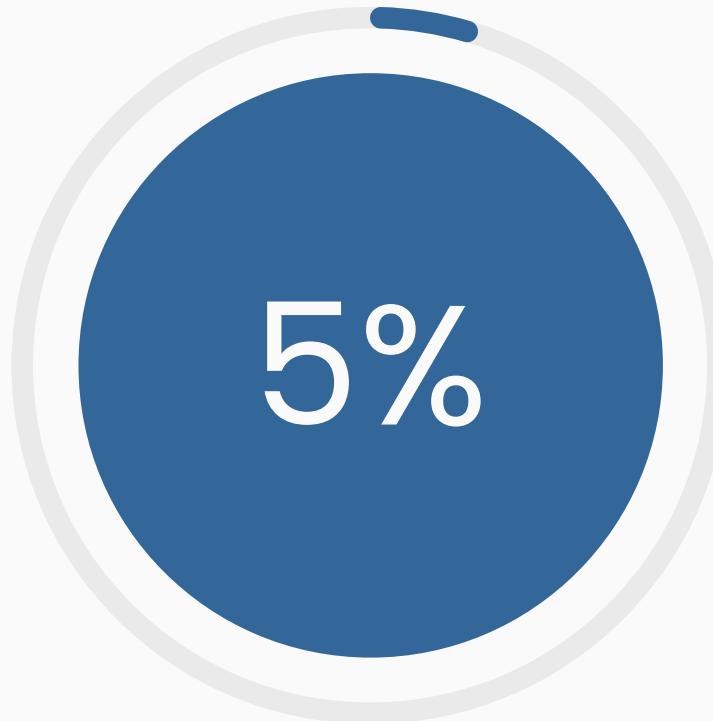


Career Path & Leadership

LACK OF REPRESENTATION

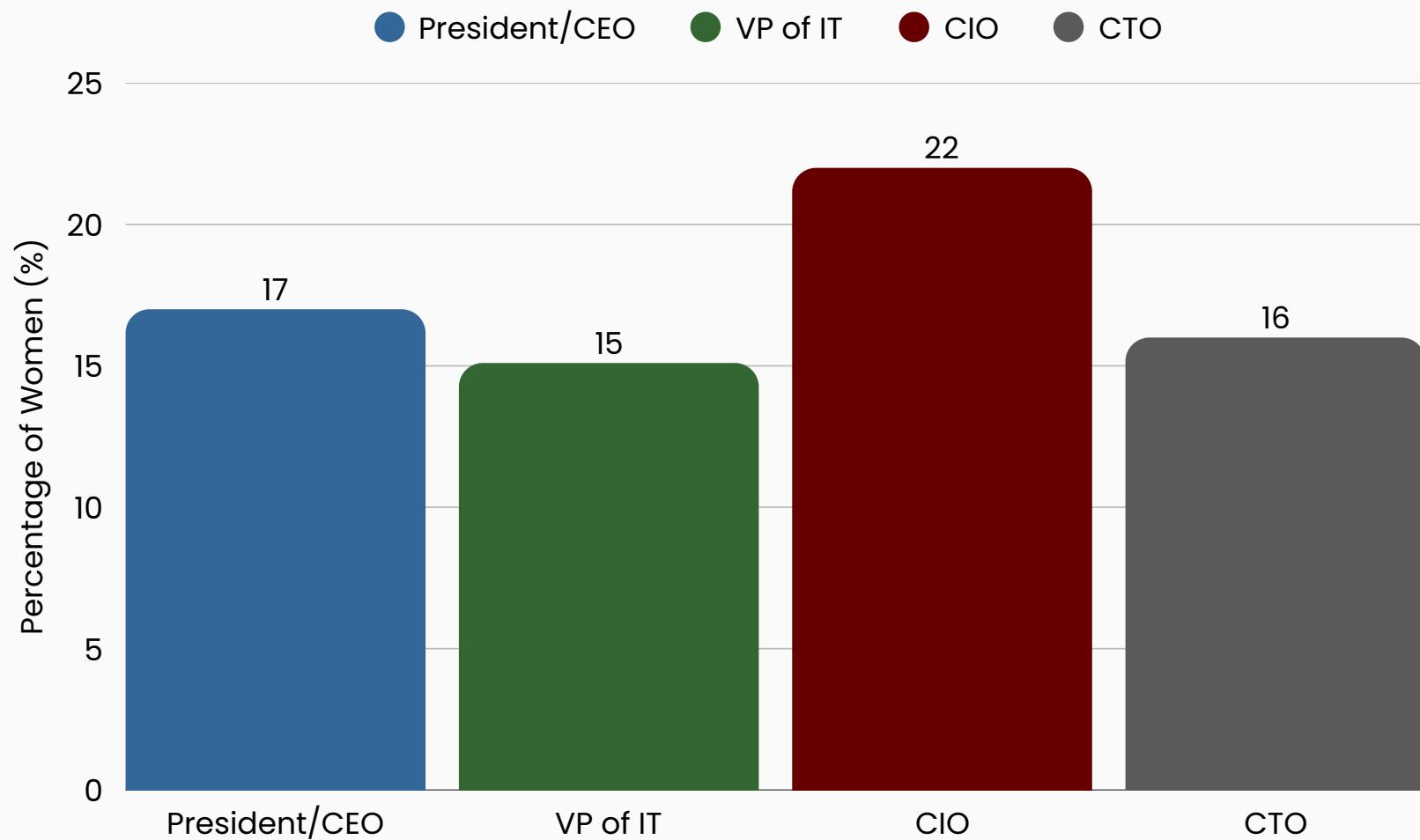


**Only 11.4% of C-suite
leaders are women
within the tech
industry.**



**5% represent racial
minority.**

Women in Senior and C-Level Tech Roles (U.S. Estimates)



Barriers & Bias



CHALLENGES OF WOMEN IN TECH

65%
**of tech recruiters believe
there is bias when it
comes to hiring**



50%
**of women reported
experiencing gender
discrimination at work.**



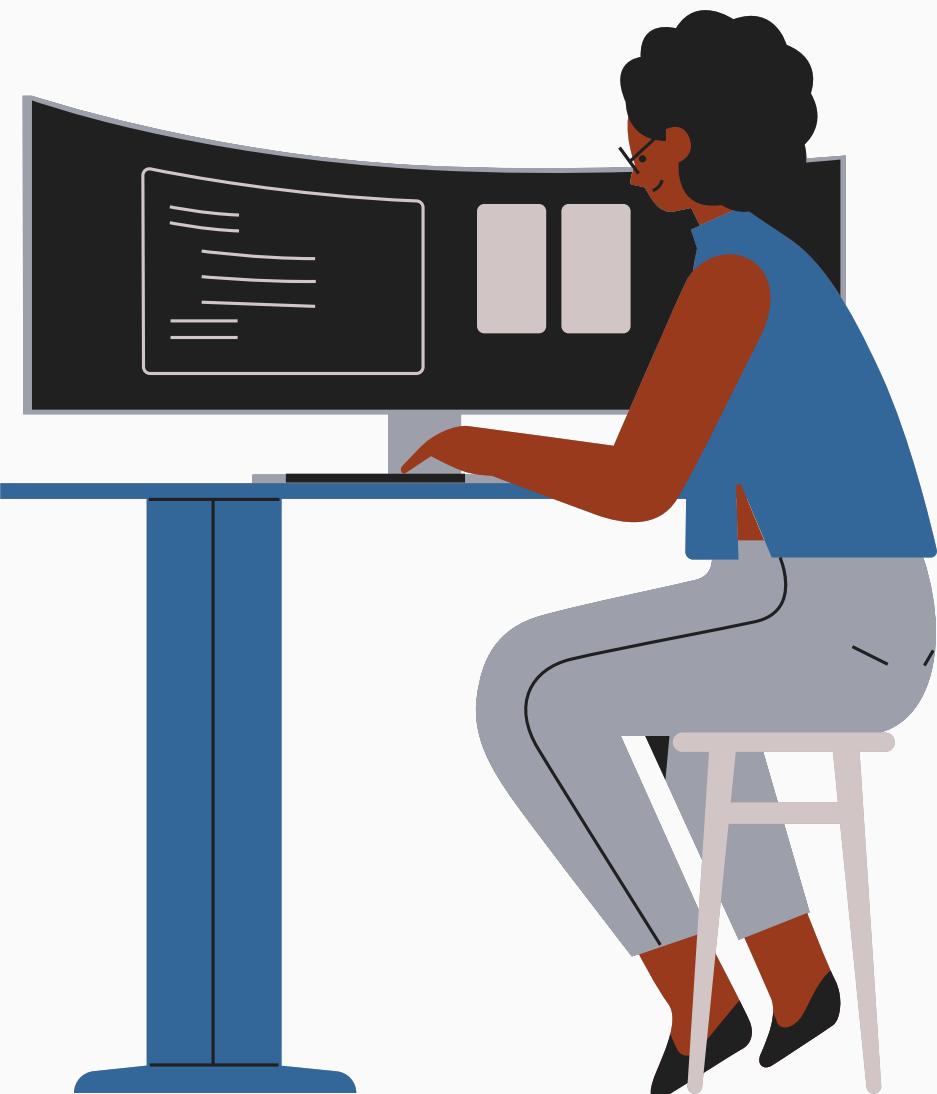
5 OUT OF 10
**women leave their
tech jobs by age 35.**

**Women leave the tech
industry at a**

45%
higher rate than men.

7 IN 10

women in tech still feel the need to work harder to prove themselves because of their gender.



72% of women in tech report experiencing a prevalent “bro culture” at work.

Equity & Culture Change

MOST COMMON CULTURAL ISSUES FACED BY WOMEN IN TECH

According to a Women in Tech 2024 survey, females often experience microaggressions at work, particularly from their male counterparts:



- 64% have been spoken over at meetings
- 19% felt pigeonholed by stereotypes
- 11% have been asked to supply food for meetings

Furthermore, “gendered language” and “taking meeting minutes” were frequently referred to as usual practice by many of the survey respondents.

THE GENDER PAY GAP

Almost a third (32%) of women claim the biggest challenge they face in tech is not earning as much as their male counterparts despite doing a similar role.



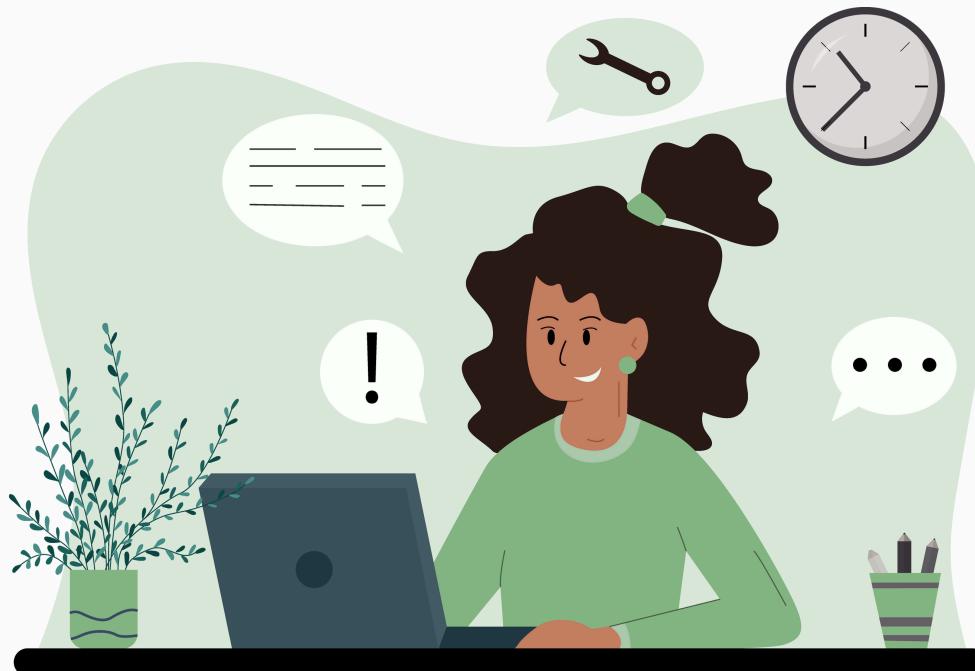
\$60,828

\$85,000

The median yearly earning for a women in tech is \$60,828 – around 28% or \$24,172 less than the typical male tech worker doing a similar role.

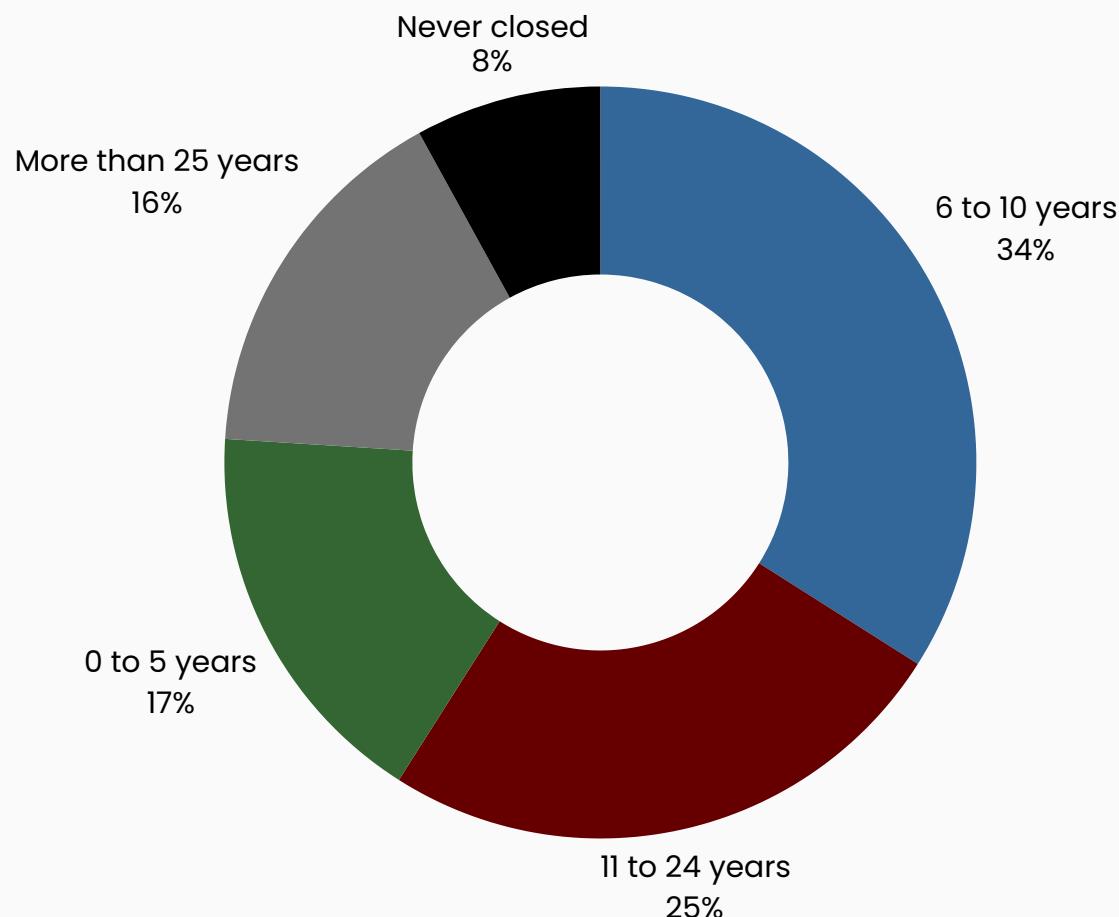
OTHER CHALLENGES

- Having no female role models
- Lack of diversity within the company/team
- Being taken seriously due to gender perception
- Lack of defined career advancement route
- The “glass ceiling”
- Sexism in the workplace



HOW LONG UNTIL GENDER DIVERSITY IN TECH IS EQUAL?

According to a Women in Tech 2024 survey, when asked how long it will take for men and women in the tech workplace to be equal, the results were as followed:



In reality it may take much longer!

AT THE CURRENT PACE OF CHANGE IT WILL TAKE

130

YEARS

141

DAYS

14

HOURS

UNTIL THE ECONOMIC GENDER GAP IS CLOSED ACROSS THE GLOBE.

In North America, it will take approximately
95 years to close the gap.

According to WomenTech Network

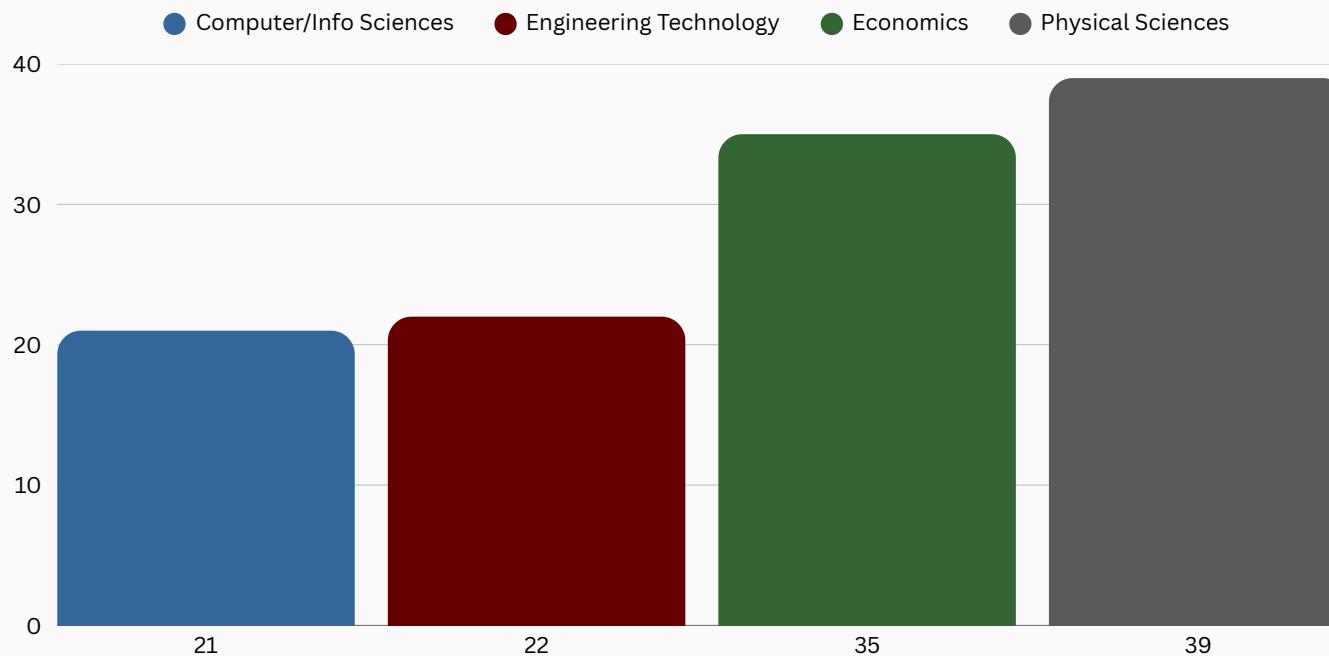
Opportunity & Growth

**SURROUND YOURSELF
WITH WOMEN WHO
WOULD MENTION YOUR
NAME IN A ROOM FULL
OF OPPORTUNITIES.**



STEM EDUCATION GRADUATE STATS

Percentage of female graduates in STEM areas:



Although overall enrollment in STEM is slightly increasing, the participation of women in certain fields like computer science remains disproportionately low.

Rapid-Fire Round

Audience Q&A



WOMEN IN IT ROUNDTABLE

THANK YOU!

