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Diversity, Equity and Inclusion

Is the tech industry truly achieving diversity, equity, and inclusion (DEI)? Our comprehensive DEIB

hub dives deep into this critical question. We'll explore the industry's current efforts to foster a more inclusive environment and identify areas for continued progress. But it doesn't stop there! We'll also equip you with actionable steps to champion DEI within your own organization. Through insightful articles, expert interviews, and practical guides, you'll gain the knowledge and tools to make a real difference. Join us in building a more equitable and diverse tech industry for all.

Diversity, Equity and Inclusion Trends

The hub's articles, podcasts, e-books, and other content will explore current efforts to foster a more inclusive environment, identifying areas where continued progress is essential. Through insightful articles written by industry leaders and thought-provoking interviews with DEI experts, you'll better understand the challenges and opportunities surrounding DEI in tech. Together, we can create environments where everyone has the opportunity to thrive and hiring practices that mitigate bias and truly lead to the best candidates for the job.

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Are Companies Actually Eliminating Hiring Bias?

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Are Companies Actually Eliminating Hiring Bias?

For many executives and hiring managers, eliminating bias from their hiring practices is a top priority. But are they succeeding? Hired's new 2023 State of Wage Inequality in Tech Report explores that

question, and comes back with some good news: based on responses from 229 technology hiring leaders and 1,075 tech employees, the perception of hiring bias at various companies has declined over the past few years. Check out the chart: But that doesn't mean hiring bias is a thing of the past: 56 percent of respondents feel that hiring bias is "definitely" or "probably" still present within their organizations: "Over the past few decades, increased awareness of unconscious bias and its impact on hiring decisions has led to various measures designed to address and mitigate these biases," added Hired's report. "Human resources (HR) teams, diversity and inclusion officers, as well as hiring managers, all play a crucial role in combating hiring bias within organizations." However, companies mi

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Employees: Our Bosses Aren't Doing Enough About DEIB

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Most employees want their organizations to address racism, according to a new study. Edelman's new survey of 3,500 U.S. adults found that 62 percent "won't work for organizations that fail to speak out against racial injustice," according to a summary by Axios. The same percentage said their companies were doing "mediocre or worse" to deal with racism both within the workplace and the community at large. Internally, companies are also struggling to confront issues around diversity, equity, inclusion, and belonging (DEIB). For example, 61 percent of executives surveyed for the report said they were uncomfortable "discussing race and racial issues with people of other races," along with 46 percent of mid-level employees and 43 percent of associates. Meanwhile, 42 percent of employees said their companies' DEIB efforts weren't adequately resourced, while 30 percent said any return of investment from those efforts hasn't been effectively communicated to the larger business. Almost as many

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Tech Connects Podcast: DEI Is For Everyone

Article

Tech Connects Podcast: DEI Is For Everyone

"Tech Connects Podcast," Dice's podcast, digs into the tech hiring, recruiting, and career topics that matter to you. Subscribe on ACast, Spotify, Apple Podcasts, iHeartRadio, and more! The next episode of the Tech Connects podcast is here! Every month, we have great guests who share their expertise about the current state of the tech careers world, from the hottest tech skills to the state of the tech hiring market to what companies are doing to retain and attract top talent. Our next guests are Jacob Little, Glassdoor's Senior Head of People Experience and DEI, and Stuart McCalla, Evolution Managing Partner. I was interested in speaking with them because of their deep backgrounds in DEI (diversity, equity, and inclusion), particularly in how DEI programs can potentially improve a company's internal diversity and culture. Let's listen in! Back in 2020, Glassdoor noticed that users were joining companies that had high ratings on its platform—but once those users arrived at their new em

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Beyond the Numbers: Unveiling the Factors Behind the Gender Pay Gap in Tech

This year for Dice's "Women in Tech Week," we analyzed survey data from our latest Tech Salary Report, specifically focusing on gaps in responses from people who identify as women and men in tech. One statistic stood out: a concerning gender pay gap, with the average annual salary for men in tech at \$114,000 compared to \$99,000 for women. But there's more to the story than just the numbers. Let's delve deeper into the factors behind this disparity. Retention Issues in Tech There is a clear retention issue for women in tech. The following gaps make this clear: People who identify as men are more likely to hold full-time positions: 86% of men reported being in a full-time role compared to 80% of

respondents who identify as women. Men are more likely to be in their current role for longer: 31% of men have been in their role for over 5 years vs. 22% of women. Men are more likely to be in the industry for longer and report spending over five years in tech: 80% of men vs. 66% of women. Accordi

### Executive Presence: An Emotionally Intelligent Approach

At the age of 25, my career in cybersecurity started to take off. However, the farther I went up the leadership ladder, the fewer women I saw in the room. And the more men tried to advise me on what leadership looked like – sometimes literally. I was repeatedly told to work on my “executive presence,” which proved to be a rather elusive concept. It began when my male supervisor told me that I needed to cut my hair. He thought it looked messy. So, I cut it. (Though, I should mention, I made him pay for it.) I also got my nails done and exclusively wore dresses and skirts, paired with high heels. I was counseled not to smile too much or too little. I was told not to be either “too emotional” or “too frigid.” Try navigating that confusing landscape! The male leaders around me said that adopting these changes were essential to cultivating executive presence, and without doing so, my career could only advance so far. While I can’t go back and ignore this advice, I can share what I now know.

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### Companies Must Do More for DEIB

From the outside, it seems that organizations everywhere are pouring tons of resources into their respective Diversity, Equality, Inclusion, and Belonging (DEIB) policies. But as Dice’s latest Discrimination in Tech fact sheet (our second) points out, all those DEIB efforts aren’t having the internal impact that many executives desire. Among those tech professionals surveyed by Dice, some 36 percent said they were extremely or moderately impressed by their company’s actions related to racial diversity, equity, and inclusion, while 37 percent said the same thing about gender-related efforts. That’s significantly down from the 42 percent who felt the same way about their company’s racial- and gender-related DEIB initiatives the year before. Meanwhile, some 20 percent reported they were unimpressed with these racial- and gender-related efforts, up year-over-year from 12 percent. That’s not good, and it’s not something that companies can afford to ignore, especially if they want to hire an

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