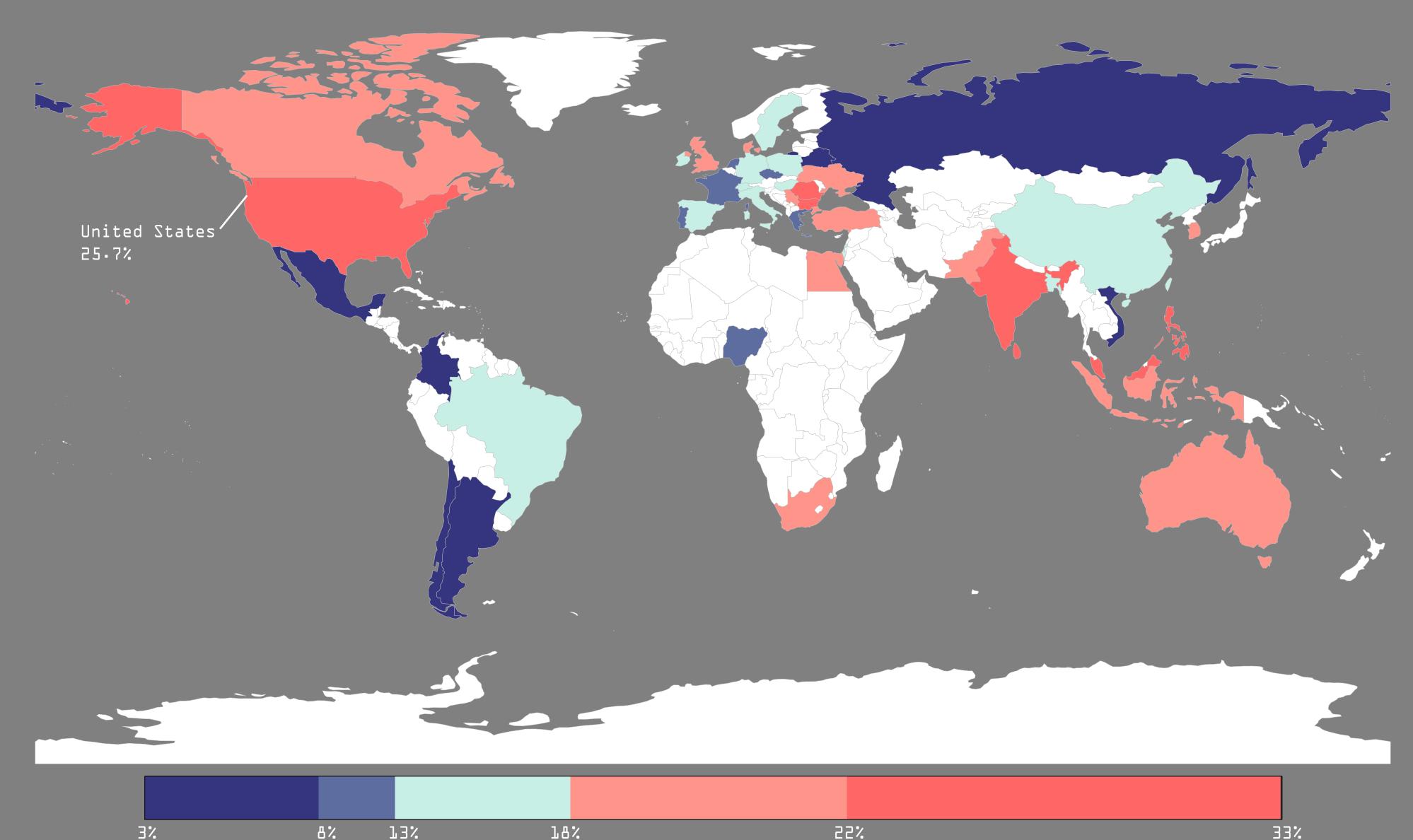
the RTSe

Programming is an increasingly popular and lucrative field, yet women are not equally represented in the developer community. The good news is that the ratio of men to women is changing - it's better than it was 20 years ago, but it isn't sufficient. This poster will educate the audience on how to encourage and support women developers in growing their lifelong careers. The audience for this poster is intended to be high school & college females, hiring managers & tech recruiters, and guidance counselors & educators.

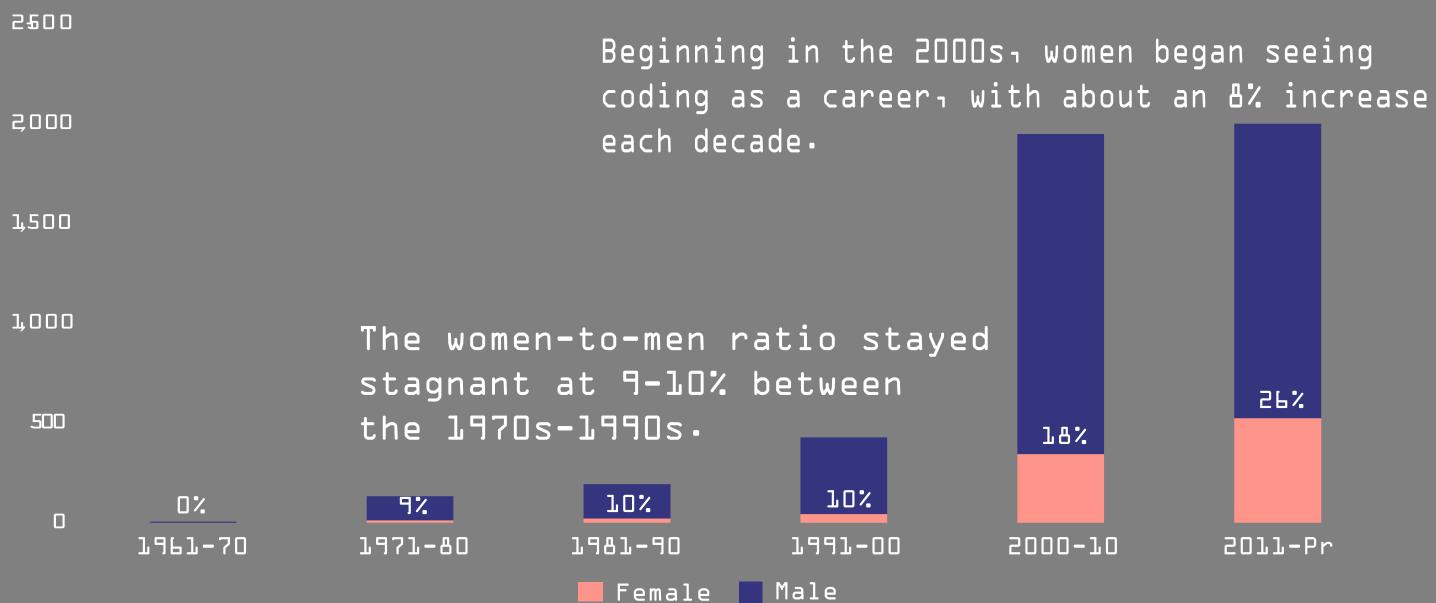
Women Coders are underrepresented globally.

What is the proportion of female developers around the world? While the United States is in the top five countries with the most female representation of coders, they only have 25.7% of women coders. This means there are still three times as many male developers.



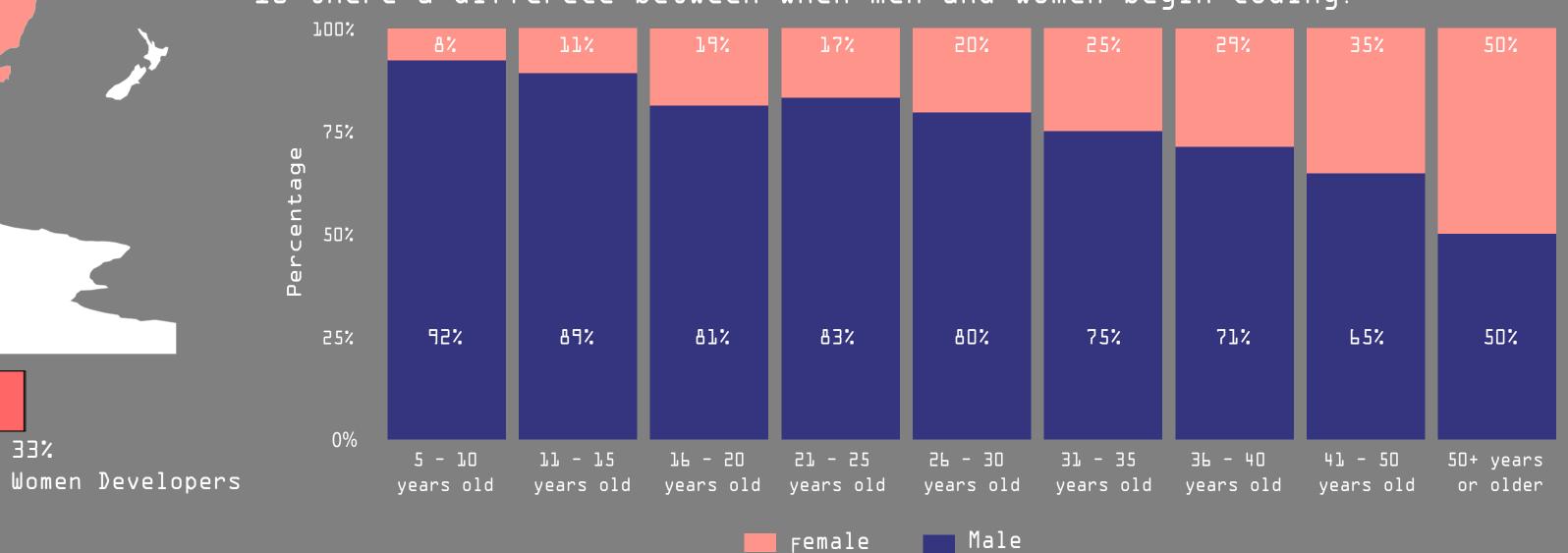
Women are slightly better represented in the United States.

How has the representation of female developers changed over time?



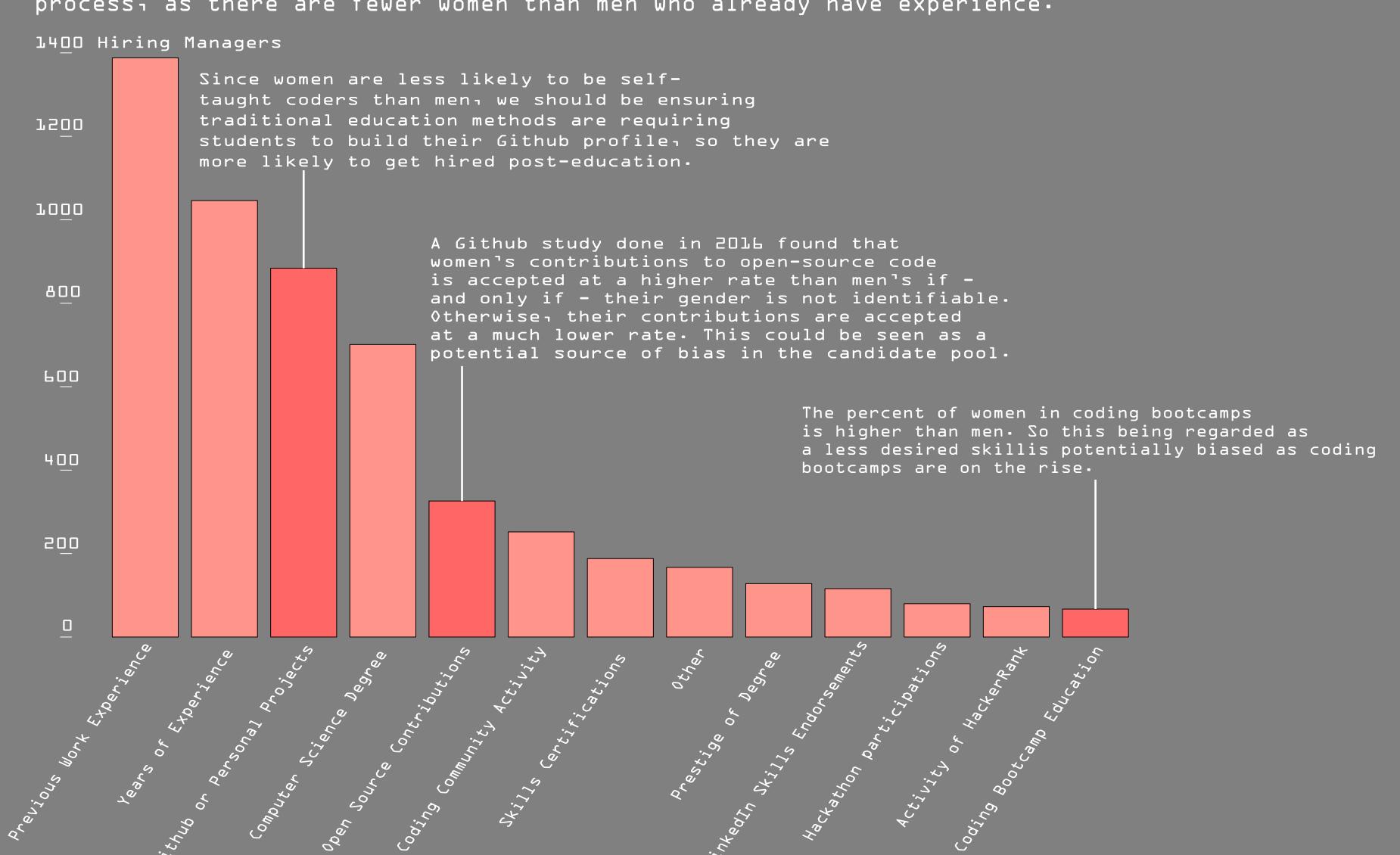
Women begin coding at older ages than men.

Is there a differece between when men and women begin coding?



Hiring managers' expectations of developers are biased against women.

What are hiring managers' expectations of developers? Experience and Github presence are the top 3 expectations of a potential developer hire. This puts women at a disadvantage in the hiring process, as there are fewer women than men who already have experience.



Women developers are mostly employed in the technology industry.

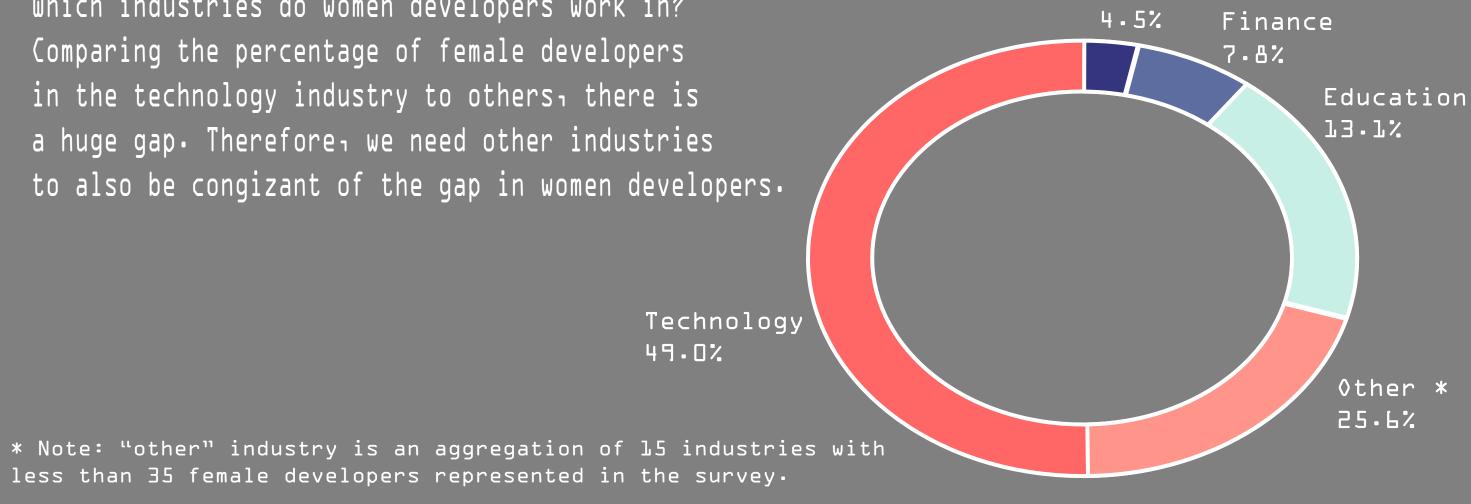
Which industries do women developers work in? Comparing the percentage of female developers in the technology industry to others, there is a huge gap. Therefore, we need other industries to also be congizant of the gap in women developers.

Female

18 - 24

Male

Female



Female

Male

45 - 54

Male

35 - 44

Male Junior Developer

Women hold more junior positions than men at all age categories. Are women equally represented in senior developer positions?

82% 11% 25% 18% 70% 50% 68% 93%

Male

25 - 34

Female Junior Developer

Female

Female Senior Developer Male Senior Developer