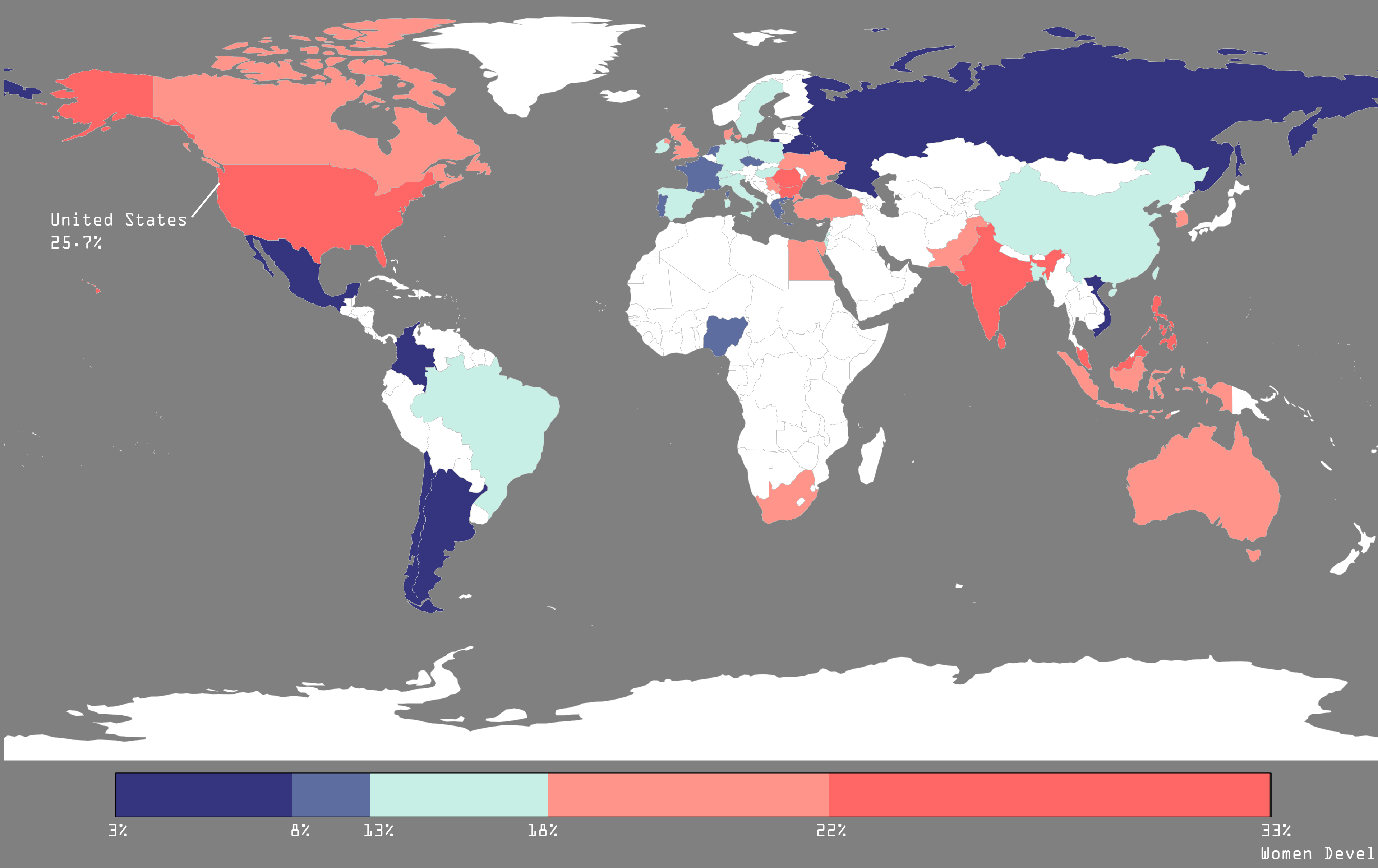


Women Coders are on the Rise

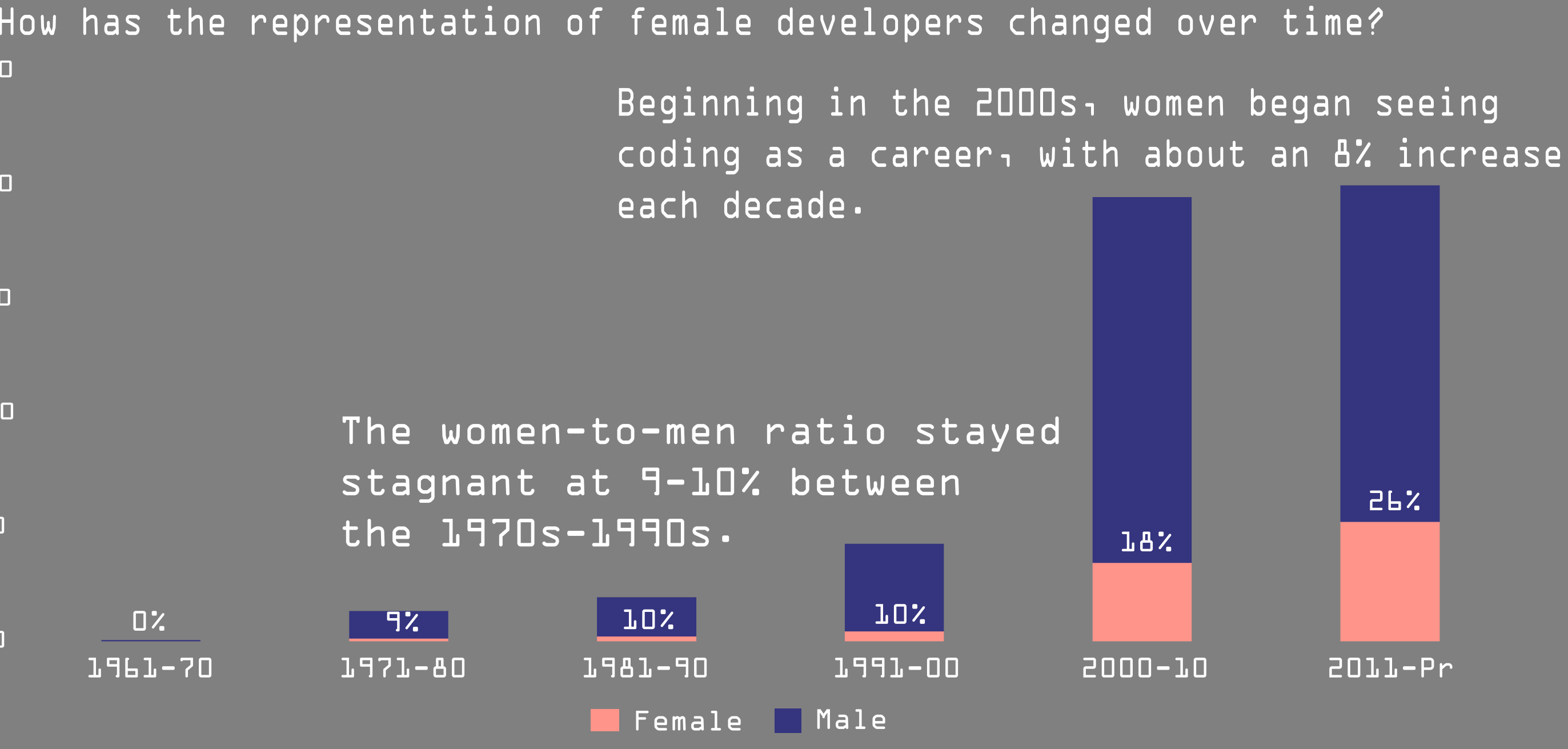
Programming is an increasingly popular and lucrative field, yet women are not equally represented in the developer community. The good news is that the ratio of men to women is changing - it's better than it was 20 years ago, but it isn't sufficient. This poster will educate the audience on how to encourage 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.

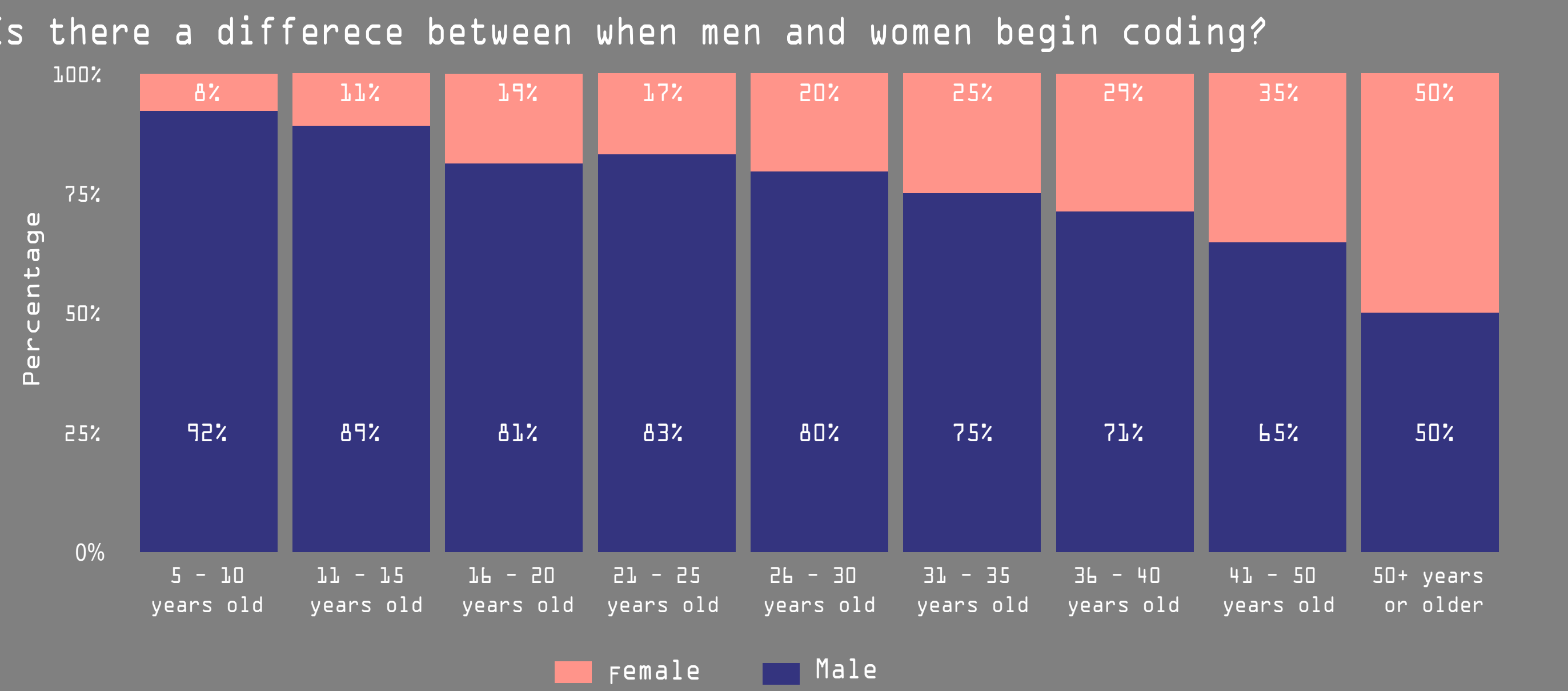
What is the proportion of female developers around the world? While the United States is in the top five countries with the most female representation of coders, they only have 25.7% of women coders. This means there are still three times as many male developers.



Women are slightly better represented in the United States.

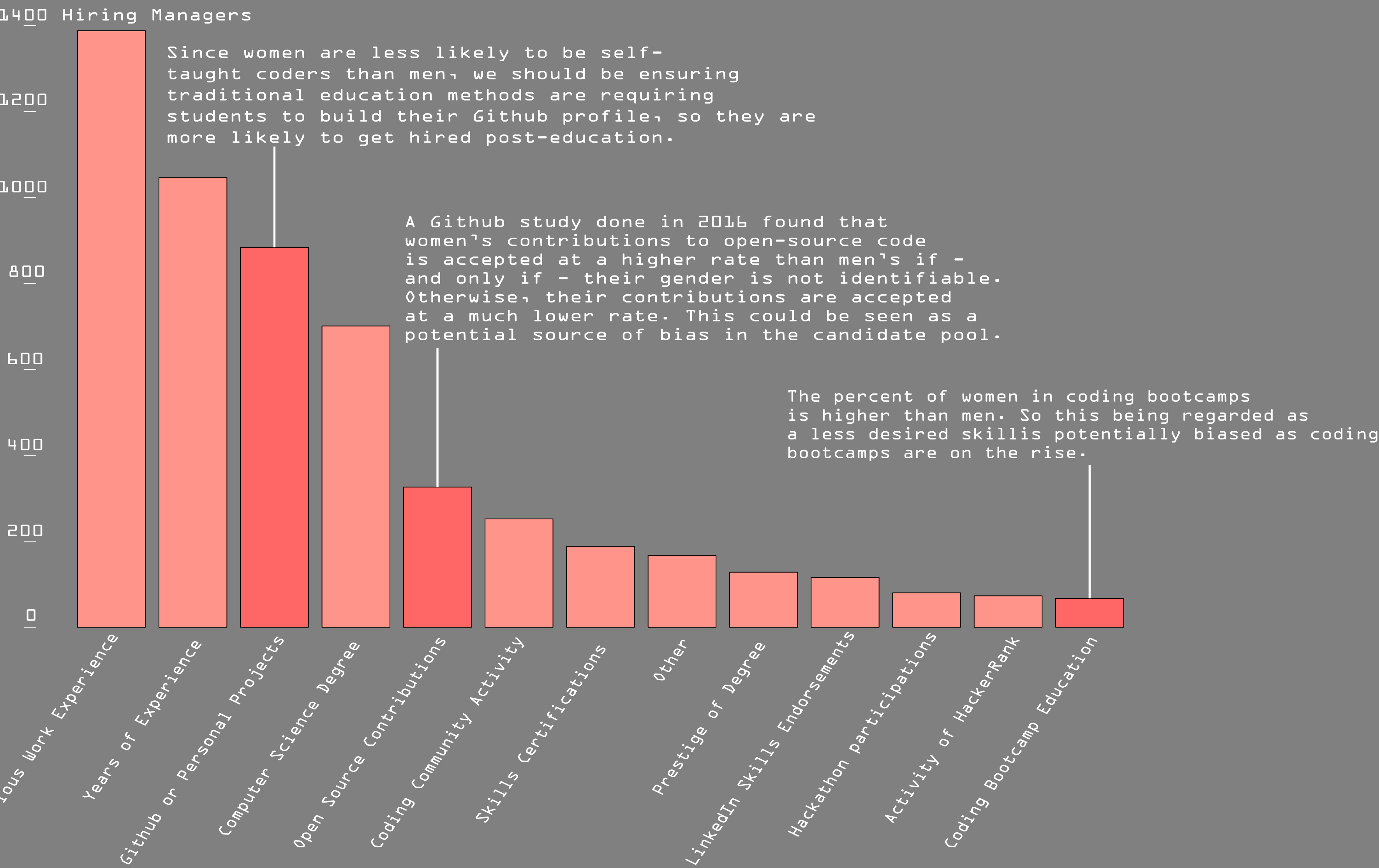


Women begin coding at older ages than men.

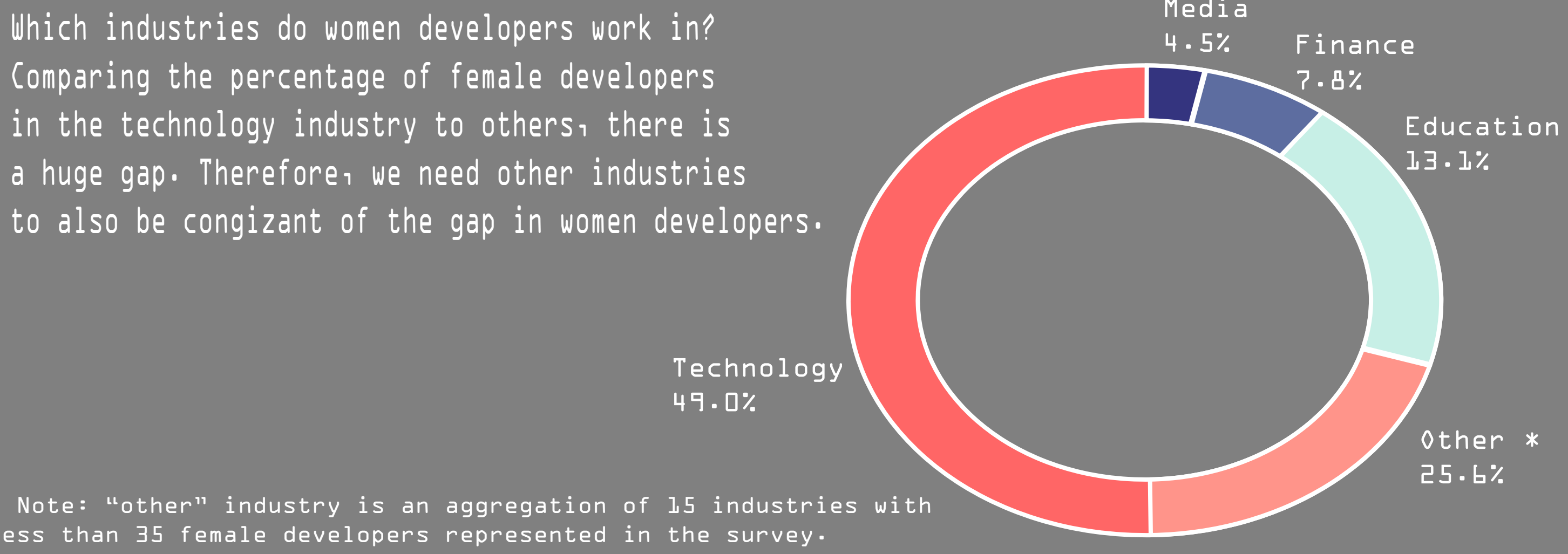


Hiring managers' expectations of developers are biased against women.

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.



Women hold more junior positions than men at all age categories.

