TECH IMPACT REPORT

A Quarterly Publication

The Landscape of Female Leadership in Tech Roles

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Education Collaborative

The Landscape of Female Leadership in Tech Roles

As Georgia's technology industry expands and progresses, the topic of female leadership in tech roles has become increasingly prominent. The representation of women in leadership positions within this field has garnered significant attention because of its outlier status from other industries. However, it's important to note the significant progress that has been made.

The following research report explores the current landscape of female leadership in tech, highlighting the state of the industry, the strides that have been made, and implications for the future. By delving into this critical topic, light is shed on the experiences and contributions of women in tech leadership, fostering a deeper understanding and encouraging further progress toward gender diversity and inclusion in the industry.
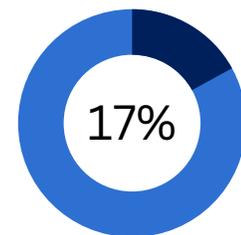
Top Statistics & Overview

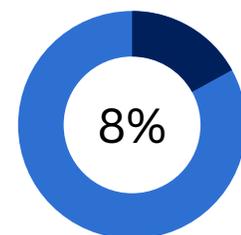### National Representation of Female Tech Leaders is Falling
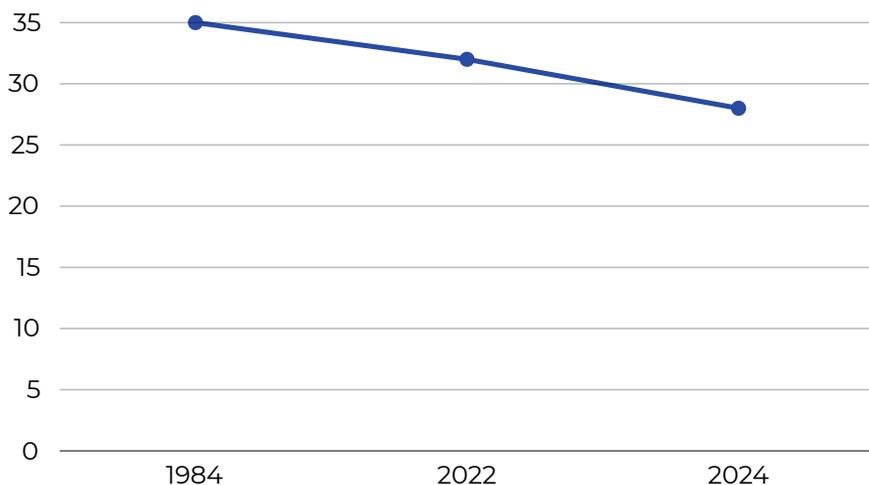
Source: Techopedia

Technology Companies with Female CEOs

17%

Female CTOs

8%

Source: StrongDM

On average, 22% of tech teams are female, highlighting the global nature of the gender gap in tech teams, with the worldwide average at 23%.
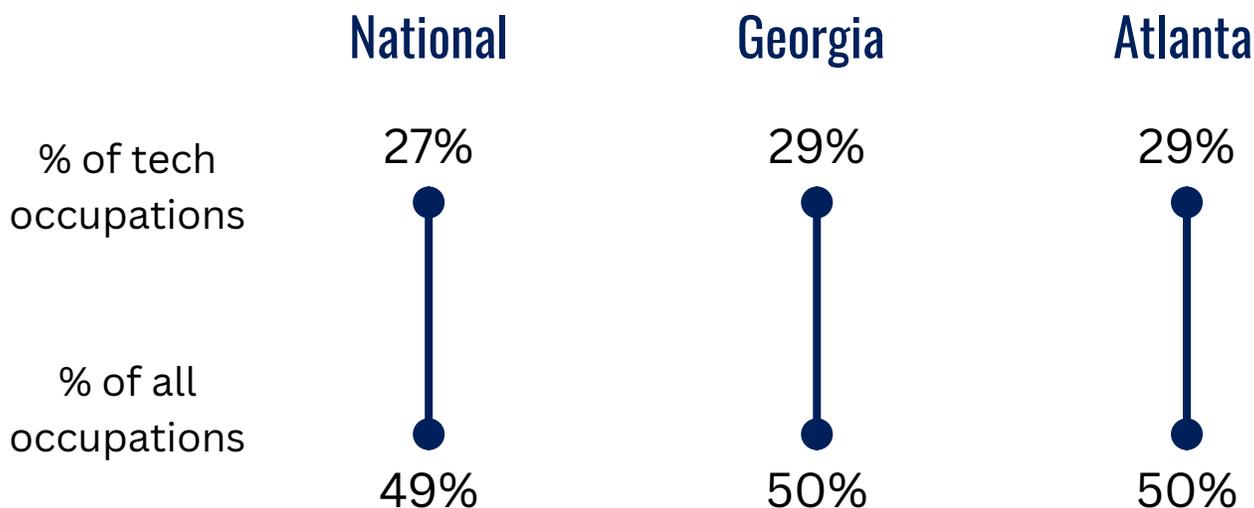
Top Statistics & Overview

- A recent survey found that **57%** of women in tech experience burnout, compared to **36%** of their male counterparts.
- Additionally, **72%** of women in tech reported being consistently outnumbered by their male colleagues by two to one.
- In 2022, all-women startup teams received a record-low **1.9%** of available venture capital funding, pointing to significant disparities in funding allocation.

50%   of women in tech leadership roles leave them by the age of 35

Accenture

Tech Workforce Characteristics Breakdown

To understand how to improve the workforce, it is helpful to start on a large scale and dive deeper into smaller areas to examine the needs of a location. The following statistics breakdown the female population in the regular and tech workforce on the national, state, and municipal level.

	National	Georgia	Atlanta
% of tech occupations	27%	29%	29%
% of all occupations	49%	50%	50%

Comptia 2024 Report

Women in Tech vs Men in Tech

When it comes to comparing Men vs Women in tech, there are still gaping holes. The representation, pay gap, and leadership gap is far wider than it should to be.

72%

of women in tech reported that they were routinely outnumbered **two-to-one** by their male counterparts.
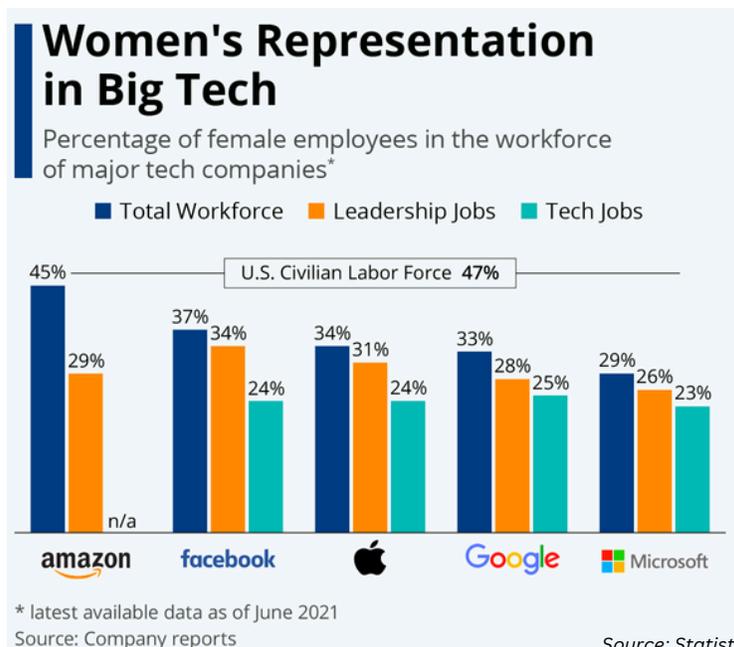
CIO

Female Leadership in Tech

In another 2021 study, **86 women are overlooked for promotions to manager for every 100 men at the same level**, shown below. This routine overlooking of women for a promotion is what drags progress in the tech field down, and discourages women from joining the field.
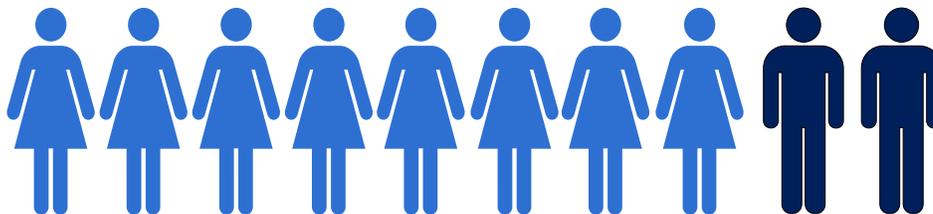
McKinsey Report

In 2021, Georgia had the most women working in STEM jobs, with 55.6% of STEM employees being women. 30% of national CIO and IT Management are women.

The representation in Big Tech is another important landmark for the status of the workforce, as these companies represent the majority of the field.
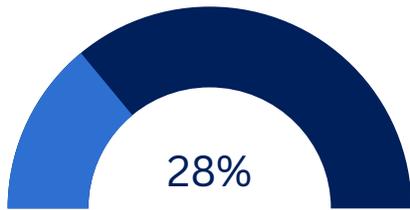

Women's Representation in Big Tech
Percentage of female employees in the workforce of major tech companies*

■ Total Workforce ■ Leadership Jobs ■ Tech Jobs

U.S. Civilian Labor Force **47%**

Company	Total Workforce	Leadership Jobs	Tech Jobs
amazon	45%	29%	n/a
facebook	37%	34%	24%
Apple	34%	31%	24%
Google	33%	28%	25%
Microsoft	29%	26%	23%

* latest available data as of June 2021
Source: Company reports

Source: Statista

Gender Pay Gap in Tech

Tech Businesses Wage Gap Reports

14% — Median Pay Gap for Women

8% — No Gender Pay Gap

Women earn up to 28% less than their male colleagues in the same tech roles.

28%

% of Large Organizations Admitted to Having a Gender Pay Gap in Tech

78%
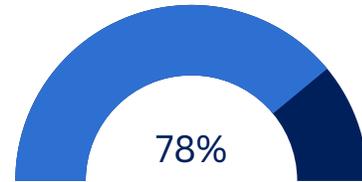
Source: CareerFlow

UK Gender Pay Gap for Apple and Google

Women ■ Men ■

Google: 83p (Women), £1 (Men)

Apple: 74p (Women), £1 (Men)

Google's women's average bonuses are 43% lower than men and at Apple, 88% of women receive bonuses compared to 94% of men.

Source: Diversity in Tech

Small Tech Businesses

It has been found that the gender pay gap in tech is found more often in small businesses where the gap is between 19-20%.
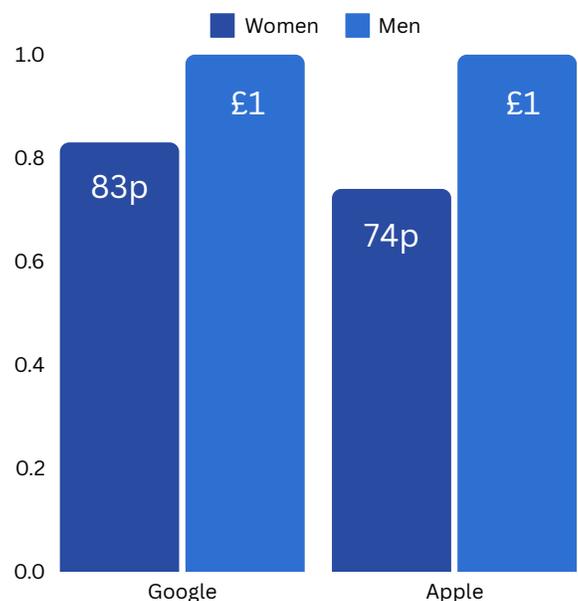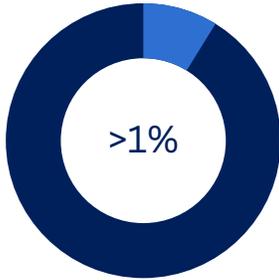
Why it Matters:

Identifying and addressing the gender pay gap in technology is crucial for ensuring fairness and equity, attracting and retaining diverse talent, and fostering innovation through varied perspectives. It enhances company reputation and brand image, supports economic growth, and aligns with legal and ethical responsibilities. By closing the pay gap, companies can improve employee satisfaction and performance while promoting social justice and gender equality.

Women of Color in Tech

Fortune 500 Female CEOs

8.8%
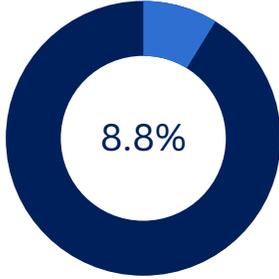
Since Sept. 2021, three women have become Fortune 500 CEOs, increasing the total count of female CEOs from 41 to 44. Despite reaching this all-time high, women still represent only 8.8%.

>1%

Less than 1% of Fortune 500 CEOs are women of color.

Source: *Women Business Collaborative*

Why it Matters:

Addressing the disparity in representation of women of color in the technology field is essential for promoting diversity and inclusion, which drive innovation and creativity. It helps create equitable opportunities, counteracting systemic biases and barriers these women face. Increasing their representation can improve company culture, enhance problem-solving with diverse perspectives, and ensure that technology solutions are designed with a broader range of user experiences in mind.
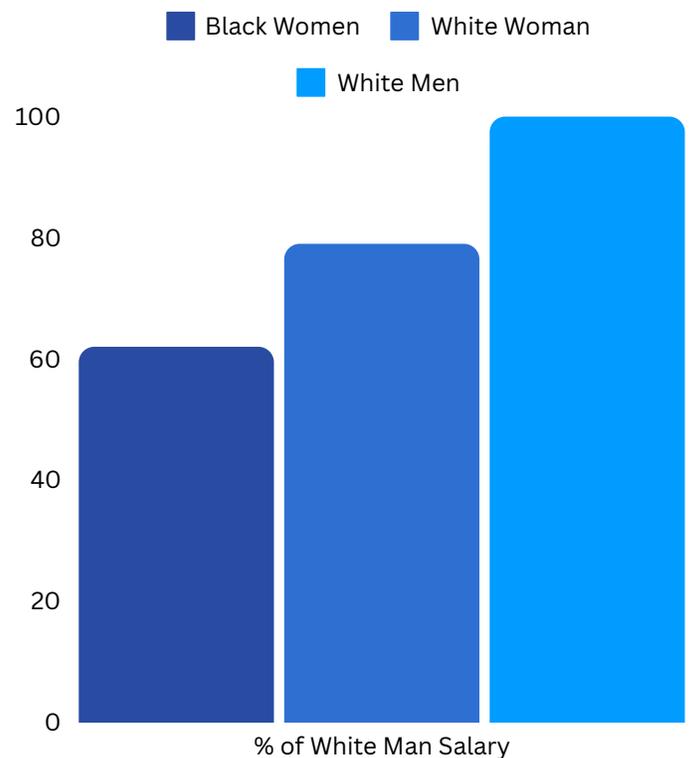
Silicon Valley and Latina Leadership

>1%

Less than 1% of **leadership** in Silicon Valley are held by Latinx women. A study that involved 177 Silicon Valley firms found that less than **2% of all workers are Black, Latinx, or Native American/Alaskan Native women.**

WOC in Computing

CEO Pay Gap for Black Women

■ Black Women   ■ White Woman
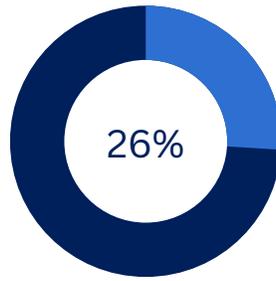■ White Men

% of White Man Salary

Black Women CEOs earn 38% less than the average white male and 21% less than white women. If black women CEOs had equal pay as their counterparts, they could earn almost $870,000 more during their careers, on average.
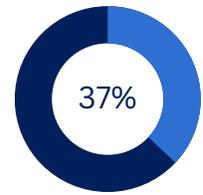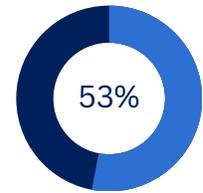
Source: *Forbes*

Female Tech Founders

Only one in four startups have a female founder

26%

In 2020, 26% of US Tech startups had female leadership

37%

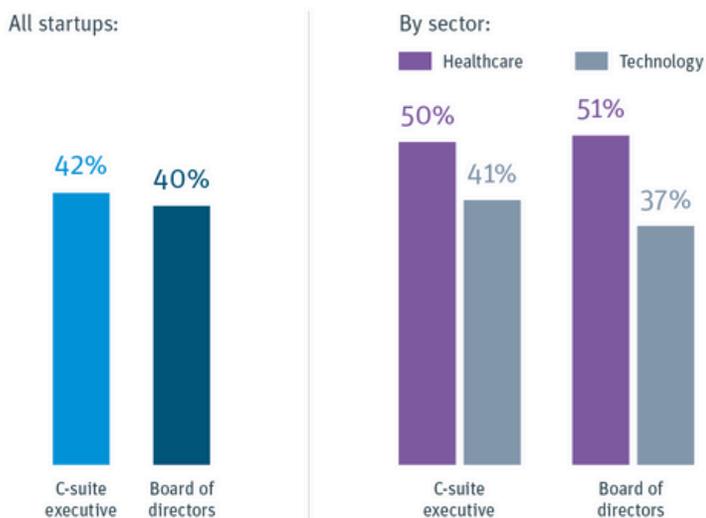37% have at least one woman on the board of directors

53%
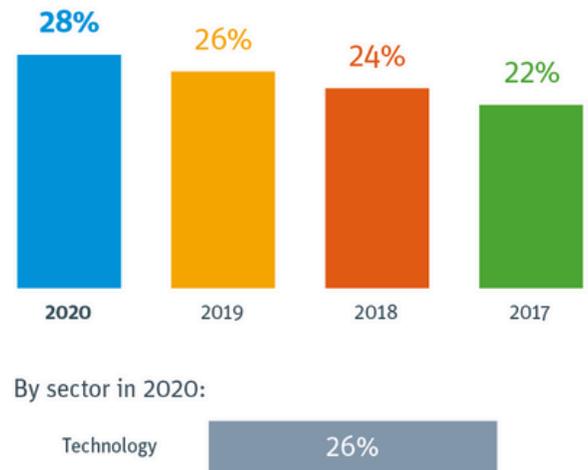
53% have at least one woman in an executive position

Of startups with at least one female founder, 50% had a female CEO compared to just 5% for companies with no female founder.

Breakdown of Tech Startup Female Leadership

Percentage of US startups with at least one woman in a leadership position:

All startups:

42% — C-suite executive
40% — Board of directors

By sector:

- Healthcare
- Technology

50% (Healthcare) / 41% (Technology) — C-suite executive
51% (Healthcare) / 37% (Technology) — Board of directors

Percentage of US startups with at least one female founder:

28% — 2020
26% — 2019
24% — 2018
22% — 2017

By sector in 2020:

Technology — 26%

Source: Silicon Valley Bank

Additional Sources:
Forbes Article ; Luiza Zhou - Blog ; Strong DM - Blog ; Silicon Valley Bank - Study ; Nash Squared Digital Leadership Report ; Techopedia's annual gender gap survey ;
McKinsey Report ; Women in AI - Deloitte Report ; Diversity in Tech article ; Comptia 2024 Report ; Flair HR ; PitchBook; https://flair.hr/en/blog/women-in-tech-statistics/