Top Companies for Women Technologists
2020 Key Findings and Insights
BUILDING A MORE INCLUSIVE FUTURE
What a year it has been.

From the coronavirus pandemic, to the economic recession, to the surge in the Black Lives Matter movement, elevating the inclusion of women technologists through the support of our global community has become increasingly critical. By joining our community with yours, we live our mission to connect, inspire, and guide all women in inclusive technology today.

In its 10th year, Top Companies continues its work to elevate equity and equality in business and beyond, providing insight and transparency into workforce trends and guidance on creating structural equity and inclusion. This year, in our efforts to push for greater intersectional equity, Top Companies collected data on race/ethnicity and nonbinary gender representation. We have also examined ways that companies have responded to COVID-19, including cutting costs and implementing measures to keep employees safe and doing their best work.

Lastly, thank you for sharing your data with us. AnitaB.org is focused on sustaining an equitable future for women in tech by cultivating a global community that brings together next-generation talent with leading technology innovators and academics the world over.

Now more than ever, we are looking beyond the numbers to search for ways our organization can partner with yours in making the technology industry a more inclusive, innovative place. It is our hope that this information serves as a starting point for you and your place of work to improve and foster a more informed and diverse environment in which all can thrive.

Brenda Darden Wilkerson, AnitaB.org
President and CEO
In 2020, Top Companies collected and analyzed data on more than a half million U.S. technologists from 51 companies.

**Overall Representation of Women Technologists**

28.8%

**Representation of Tech Women by Size of Tech Workforce**

- Small (< 1,000): 30.2%
- Medium (1,000 - 10,000): 29.6%
- Large (> 10,000): 27.0%

**Representation of Tech Women by Career Level**

- Intern: 38.8%
- Entry: 36.2%
- Mid: 28.3%
- Senior: 23.6%
- Executive: 24.1%

**Hiring**

<table>
<thead>
<tr>
<th></th>
<th>Women Hired</th>
<th>Men Hired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>29.4%</td>
<td>69.9%</td>
</tr>
<tr>
<td>Small</td>
<td>30.3%</td>
<td>69.1%</td>
</tr>
<tr>
<td>Medium</td>
<td>29.3%</td>
<td>69.9%</td>
</tr>
<tr>
<td>Large</td>
<td>29.1%</td>
<td>70.4%</td>
</tr>
</tbody>
</table>

**Retention**

<table>
<thead>
<tr>
<th></th>
<th>Women Left</th>
<th>Men Left</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>13.7%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Small</td>
<td>15.7%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Medium</td>
<td>13.9%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Large</td>
<td>11.3%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

**Advancement**

<table>
<thead>
<tr>
<th></th>
<th>Women Promo</th>
<th>Men Promo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>16.9%</td>
<td>14.7%</td>
</tr>
<tr>
<td>Small</td>
<td>18.0%</td>
<td>15.4%</td>
</tr>
<tr>
<td>Medium</td>
<td>17.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>Large</td>
<td>14.9%</td>
<td>12.1%</td>
</tr>
</tbody>
</table>

**Parity is possible:** 7 companies achieved representation parity in 1 or more career levels

**Policies and Programs Linked to Higher Tech Women Representation**

- Caregiver leave of 12+ weeks
- Flextime policy
- Diversity & inclusion training
- Employee resource groups that provide input on programs/policies
About Top Companies

Top Companies for Women Technologists is the only benchmarking program that looks specifically at technical employees and awards companies that are making the most progress toward equity.

Top Companies for Women Technologists is a national program from AnitaB.org that identifies key trends around the equity of women technologists in the workforce. Launched in 2011, the program helps organizations discover areas where they can improve and signals a commitment to diversity, equity, and inclusion that women look for in an employer. This report contains the findings for data collected from participating companies for the period of March 31, 2019, through March 31, 2020.

At a time when women and women of color are significantly underrepresented on teams that are building technologies that shape every aspect of modern life, Top Companies helps point the way to a more diverse, equitable, and inclusive future.

In 2020, Top Companies surveyed the U.S. technical workforces of 51 companies.

501,384 TECHNOLOGISTS

133,068 WOMEN TECHNOLOGISTS

65,175 WOMEN OF COLOR TECHNOLOGISTS

Segmentation by technical workforce size

This allows AnitaB.org to examine the role that technical workforce size plays in building more diverse teams.
## 2020 Top Companies Leaders & Participants

### SMALL TECHNICAL WORKFORCE < 1,000

**LEADERS**
- PepsiCo
- The New York Times
- ThoughtWorks

**PARTICIPANTS**
- Coursera
- HERE North America
- Morningstar, Inc.
- Pacific Northwest National Laboratory
- Securian Financial Group
- Spotify
- Varian

### MEDIUM TECHNICAL WORKFORCE 1,000 - 10,000

**LEADERS**
- Airbnb
- Athena Health
- Experian
- Lilly
- Morgan Stanley
- New York Life Insurance
- PricewaterhouseCoopers
- UKG (Ultimate Kronos Group)

**PARTICIPANTS**
- Allstate
- American Express
- Argonne National Laboratory
- Citi
- Discover Financial Services

**LEADERS**
- Electronic Arts
- Fast Enterprises
- GEICO
- Goldman Sachs
- Intuit
- Kohl’s
- McKesson
- Nationwide
- New Relic
- Nike, Inc.
- Red Hat
- ServiceNow
- Snap Inc.
- State Farm
- Target
- Zillow Group

### LARGE TECHNICAL WORKFORCE > 10,000

**LEADERS**
- Accenture
- ADP
- Capital One

**PARTICIPANTS**
- Amazon.com
- Bank of America
- Cisco
- IBM
- Intel Corporation
- JP Morgan Chase
- Qualcomm
- Verizon

Top Companies Leaders scored in the top 25th percentile of their technical workforce size category. The Leader in each category with the highest score will be announced as a Winner at the 2020 virtual Grace Hopper Celebration. For a detailed description of the scoring algorithm, please visit https://anitab.org/instructions/faq/#methodology. 

*Companies are listed in alphabetical order. One company with a medium-sized tech workforce contributed data but opted to not be listed here.*
Overall Representation Is Growing

Overall representation of women technologists has increased by 2.9 percentage points since 2018.

The rate of tech women’s representation grew at a faster pace this year than the previous year:

— 2019 to 2020 growth rate: 4.96%
— 2018 to 2019 growth rate: 0.6%

This increase is promising, but even at a consistent growth rate of 4.96% per year, it would take 12 years to achieve equal representation.
Representation by Career Level

This year, among Top Companies participants, there was growth in women technologist representation at all career levels. While representation had increased at a steady pace across all levels from 2018 to 2019, over the past year, growth at the executive level increased substantially (+4.3 percentage points), even surpassing the representation of senior-level women technologists.

From 2018 to 2020, increases in entry level (p<.05) and executive level (p<.01) were significant. In order to assess the diversity of primary pipelines into entry level, intern-level representation data were collected for the first time this year.
Overall Hiring, Retention, and Advancement

**Hiring**
- **Women hired**: 29.4%
  - 69.9% Men hired

**Retention**
- **Women left**: 13.7%
  - 13.6% Men left

**Advancement**
- **Women promoted**: 16.9%
  - 14.7% Men promoted

The overall representation of tech women new hires increased by 2.8 percentage points over the past 2 years. However, women technologists are being disproportionately hired at entry level versus higher levels.

In 2020, women and men left organizations, both voluntarily and involuntarily, at almost equal rates—a big improvement over last year, which saw women leaving more often than men (by 1.3 percentage points).

Over the past 3 years, more women have been promoted than men. More women were promoted to mid-level positions; however, more men were promoted to senior-level opportunities.
Company Leadership

Studies show that companies with more diversity on their boards of directors not only have better performance, but also are more profitable, are more innovative, enable more role models and sponsors to inspire a diverse workforce, and foster a broader range of ideas that reflect customer or client bases.¹

Boards of directors representation

2020 Top Companies participants with boards of directors had:

- **30.6%** women board members
- **66.8%** men board members

**Women of Color**

- **5.8%** women of color

**Race**

- **White** 68.7%
- **Black** 7.9%
- **Asian** 6.4%
- **Latinx** 4.5%
- **Multiracial** 0.4%

No board of directors included Native Americans or Pacific Islanders. 12.1% were of unspecified race and 2.6% were of unspecified gender.

**CEO Leadership**

- **3.9%** of companies have a woman as their current or last CEO
- **14.0%** of companies have had a woman CEO
- **8.5%** of companies had at least half women founders

As a commitment to intersectional equity, this year, Top Companies collected representation data for race and ethnicity for the first time. These data were provided by 46 companies. As a result, racial diversity was examined across more than 481,481 technologists. Technical men are more represented than women in all races and ethnicities, except for Pacific Islander, in which they are equally represented.

### 2020 Top Companies representation of women and men by race/ethnicity

<table>
<thead>
<tr>
<th>GENDER</th>
<th>RACE/ETHNICITY</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td></td>
<td>14.2%</td>
<td>36.0%</td>
</tr>
<tr>
<td></td>
<td>9.6%</td>
<td>20.8%</td>
</tr>
<tr>
<td></td>
<td>2.2%</td>
<td>3.3%</td>
</tr>
<tr>
<td></td>
<td>1.7%</td>
<td>3.9%</td>
</tr>
<tr>
<td></td>
<td>1.5%</td>
<td>4.1%</td>
</tr>
<tr>
<td></td>
<td>0.7%</td>
<td>1.3%</td>
</tr>
<tr>
<td></td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td></td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td></td>
<td>White</td>
<td>50.2%</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>30.4%</td>
</tr>
<tr>
<td></td>
<td>Black</td>
<td>5.5%</td>
</tr>
<tr>
<td></td>
<td>Latinx</td>
<td>5.6%</td>
</tr>
<tr>
<td></td>
<td>Unspecified</td>
<td>5.6%</td>
</tr>
<tr>
<td></td>
<td>Multiracial</td>
<td>2.0%</td>
</tr>
<tr>
<td></td>
<td>Native American</td>
<td>0.3%</td>
</tr>
<tr>
<td></td>
<td>Pacific Islander</td>
<td>0.2%</td>
</tr>
</tbody>
</table>
BLNP Women in Tech

Although women, as a group, are underrepresented in the field of technology, Black, Latinx, Native American, and Pacific Islander (BLNP) women face additional systemic barriers in the tech ecosystem.

This year, there was an increase in representation of Black women (+0.7 percentage points) and Latinx women (+0.5 percentage points), while representation of Native American and Pacific Islander women remained the same.

Policies and programs linked to greater numbers of BLNP women in tech

- Companies with formal leadership development programs showed higher representation of Black tech women (p=.01) and Latinx tech women (p=.05).

- Companies with monthly executive review of diversity data had higher representation of only White and Asian women (p<.01); companies must look at data through an intersectional lens to ensure that BLNP women are not being overlooked.

- Companies offering diversity and inclusion training had higher representation of BLNP tech women. New in 2020, data were gathered about the types of diversity and inclusion trainings offered by companies.

Hiring and BLNP women

Companies that took longer to fill technical roles had lower representation of Black (p=.06) and Latinx (p<.07) technical women. This finding may be partially explained by an insufficient applicant pool. Without more intentional recruiting, companies may be missing out on qualified Black and Latinx women applicants.

<table>
<thead>
<tr>
<th>TRAININGS LINKED TO GREATER REPRESENTATION</th>
<th>BLACK</th>
<th>LATINX</th>
<th>BLNP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ally training</td>
<td>★★★</td>
<td>★★★★</td>
<td>★</td>
</tr>
<tr>
<td>Unconscious bias training</td>
<td>★★★★</td>
<td>★★★</td>
<td>★★★★</td>
</tr>
</tbody>
</table>

Levels of statistical significance: ★ p≤.10 ★★ p≤.05 ★★★ p≤.01

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Beyond Representation: Policies & Programs

These policies and programs are linked to greater impact on hiring, retention, advancement, and overall representation of tech women from Top Companies historical data and broader literature. Specific policy and program guidance, based on a company’s technical workforce size, will be discussed in the following pages.

**Caregiver leave**

**WHY:** More housework and caregiving than men creates a “second shift.”

**HOW:** Encourage shared domestic labor by providing equal leave for all genders.

- **76.5%** give 12+ weeks to mothers
- **31.4%** to mothers and partners

Length of paid birthmother leave was linked to greater representation of tech women who were:

- Mid level ★
- Exec level ★★


**Flextime policy**

**WHY:** Women are more likely to stay in jobs that accommodate the multiple roles they play.

**HOW:** Offer company-wide flextime.

- **74.5%** offered flextime in 2020
- **78.9%** in 2019
- **75.9%** in 2018

Companies that provided flextime had higher promotion rates for women (p=.06) and higher representation of the following groups of tech women:

- Black ★★★
- Mid level ★★★
- Senior level ★
- Exec level ★★★
- Overall ★★★

**Gender pay equity policy**

**WHY:** Equal work deserves equal pay, regardless of gender.

**HOW:** Regularly review salaries and make strides toward pay equity within career levels.

- **70.6%** had a pay equity policy in 2020
- **74.3%** in 2019
- **66.2%** in 2018

Across 17 companies that provided career-level salary data, pay parity was seen at the intern and exec levels.

- Entry: Men earned 2% more
- Mid: Men earned 6% more
- Senior: Men earned 7% more

Levels of statistical significance: ★ p≤.10  ★★ p≤.05  ★★★ p≤.01
Beyond Representation: Policies & Programs

Diversity & inclusion training

WHY: Change begins with raising awareness and providing a path forward.

HOW: Offer trainings that focus on identifying structural inequities and unbiasing systems.

Companies offering diversity & inclusion training had higher recruitment rates of tech women (p<.10) and higher representation of the following groups of tech women:

<table>
<thead>
<tr>
<th>Group</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>92.2%</td>
<td>85.1%</td>
<td>79.5%</td>
</tr>
<tr>
<td>Latinx</td>
<td>56.9%</td>
<td>49.3%</td>
<td>43.0%</td>
</tr>
</tbody>
</table>

Levels of statistical significance: ★ p≤.10 ★★ p≤.05 ★★★ p≤.01

Companies providing formal sponsorship programs had a higher representation of tech women who were:

<table>
<thead>
<tr>
<th>Group</th>
<th>Entry level</th>
<th>Mid level</th>
<th>Senior level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>★★</td>
<td>★★★</td>
<td>★★★★</td>
</tr>
<tr>
<td>Latinx</td>
<td>★★★</td>
<td>★★★</td>
<td>★★★★</td>
</tr>
</tbody>
</table>


Sponsorship programs

WHY: Women have less access to informal networks than men.2 Formal career sponsorship allows women to advance further and faster.

HOW: Formally match established employees with junior associates.

Employee resource groups

WHY: Companies create more supportive workplaces when informed by unique needs.

HOW: Empower employee resource groups (ERGs) by enabling participants to influence company infrastructure.

This was the first year Top Companies gathered data on ERGs, including types of support ERG participants receive. Companies that allow ERG participants to have input on organizational policies and programs showed a higher representation of overall women technologists (p<.05), as well as tech women who were:

<table>
<thead>
<tr>
<th>Level</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior level</td>
<td>76.0%</td>
<td>98.0%</td>
<td></td>
</tr>
<tr>
<td>Exec level</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

76.0% of companies allow ERGs’ input on organization policies
98.0% of companies have ERGs
Highest tech women representation at all levels

In 2020, Top Companies measured the small technical workforces of 10 companies. Overall representation of tech women was 30.2%.

**Small Technical Workforces Represent:***
- 19.6% of participating companies
- 1.5% of total workforce measured

**Small Technical Workforces**

Increased representation of women technologists at all career levels in 2020

- Greatest increase since 2019 was at executive level (+9.3)
- 2 of the 10 companies showed representation parity in at least one career level

**Overall Gender**

- Women: 30.2%
- Men: 69.2%
- Non-Binary: 0.1%
## Representation of women and men by race/ethnicity

<table>
<thead>
<tr>
<th>GENDER</th>
<th>RACE/ETHNICITY</th>
<th>WOMEN</th>
<th>MEN</th>
<th>TOTALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>White</td>
<td>14.3%</td>
<td>37.0%</td>
<td>51.3%</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>10.2%</td>
<td>19.9%</td>
<td>30.1%</td>
</tr>
<tr>
<td></td>
<td>Black</td>
<td>1.7%</td>
<td>2.9%</td>
<td>4.6%</td>
</tr>
<tr>
<td></td>
<td>Latinx</td>
<td>1.3%</td>
<td>4.0%</td>
<td>5.3%</td>
</tr>
<tr>
<td></td>
<td>Unspecified</td>
<td>0.9%</td>
<td>1.5%</td>
<td>2.4%</td>
</tr>
<tr>
<td></td>
<td>Multiracial</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td></td>
<td>Native American</td>
<td>0.0%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td></td>
<td>Pacific Islander</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

Companies with small technical workforces showed the lowest representation of BLNP tech women.

— On average, companies with small technical workforces increased representation of Black women by 0.7 percentage points and Latinx women by 0.6 percentage points since 2019.

— BLNP women comprised 3.4% of the small technical workforces, versus 6.8% BLNP men.

*All 10 companies with small tech workforces provided a race/ethnicity breakdown.*

Like in previous years, women technologists voluntarily left organizations with small tech workforces at a lower rate than men. However, 40% of companies are losing more women than men in total attrition.

Unlike in previous years, women technologists voluntarily left organizations with small tech workforces at a lower rate than men. However, 40% of companies are losing more women than men in total attrition.

80% of companies with small tech workforces are promoting women at higher rates than men. Women are being promoted into mid-level positions more often than men, whereas men are being promoted into senior roles. Promotion rates to executive level are near parity.
Steps toward building a more inclusive future

TO ACHIEVE HIRING AND PROMOTION GENDER PARITY:

- Recruit mid- & exec-level women
- Promote women into senior-level positions

Companies with small technical workforces have the lowest representation of Black, Latinx, Native American, and Pacific Islander tech women and should engage in the following policies and programs that have contributed to greater representation of BLNP women.

ACHIEVEMENTS FOR COMPANIES WITH SMALL TECHNICAL WORKFORCES

- Highest representation of tech women in all career levels (intern through exec)
- Greatest representation increases since 2019 at mid, senior, and exec levels
- Greatest proportion of women versus men tech new hires
- Closest to parity in hiring to senior level
- Closest to parity in promotion to exec level

POLICIES AND PROGRAMS LINKED TO GREATER REPRESENTATION OF BLNP WOMEN

- Gender diversity trainings
- Formal sponsorship program
- Formal leadership development program
- Mandatory diversity training

- Black women
- Latinx women
- BLNP women
MEDIUM TECHNICAL WORKFORCE 1,000 - 10,000

Sustained growth in women's representation

In 2020, Top Companies measured the medium technical workforces of 30 companies.

OVERALL REPRESENTATION OF TECH WOMEN

29.6%

MEDIUM TECHNICAL WORKFORCE +1.8 since 2019

Representation by career level

<table>
<thead>
<tr>
<th>Career Level</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern</td>
<td>18.6%</td>
<td>21.6%</td>
<td>23.7%</td>
</tr>
<tr>
<td>Exec</td>
<td>22.2%</td>
<td>23.3%</td>
<td>24.6%</td>
</tr>
<tr>
<td>Senior</td>
<td>26.4%</td>
<td>27.5%</td>
<td>28.8%</td>
</tr>
<tr>
<td>Mid</td>
<td>31.8%</td>
<td>32.7%</td>
<td>36.5%</td>
</tr>
</tbody>
</table>

Growth in women’s representation across career levels each year since 2018

— Significant increases over the last 2 years at entry (p<.08) and executive (p<.06) levels
— 3 companies achieved gender parity in at least one career level

OVERALL GENDER

<table>
<thead>
<tr>
<th>Gender</th>
<th>Women</th>
<th>Men</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>WOMEN</td>
<td>29.6%</td>
<td>70.1%</td>
<td>0.01%</td>
</tr>
<tr>
<td>MEN</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-BINARY</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Companies with medium tech workforces had slightly higher representation of BLNP technologists than companies with small tech workforces, but lower BLNP tech representation than companies with large tech workforces.

— On average, companies with medium-sized technical workforces increased representation of Black women by 0.5 percentage points and Latinx women by 0.3 percentage points since 2019.

— BLNP women comprised 3.9% of the medium-sized technical workforces, versus 7.1% BLNP men.

26 of the 30 companies with medium-sized technical workforces provided a race/ethnicity breakdown.

Women technologists were promoted at a higher rate than men, but women were being promoted into mid-level positions at a greater rate than men, whereas more men than women were being promoted to senior level.

This year, only companies with medium-sized technical workforces saw women voluntarily leaving at higher rates than men. Attrition for women increased by 0.1 percentage point since 2019, while male attrition remained the same.

Tech women were hired more often than men into entry-level positions (difference of 9.1 percentage points), but less often than men at all other levels. Tech women are most underrepresented in recruitment to mid and senior levels (differences of 4.7 and 3.8, respectively).
Steps toward building a more inclusive future

ACHIEVEMENTS FOR COMPANIES WITH MEDIUM TECHNICAL WORKFORCES

- Biggest increase in entry-level representation since 2019
- All career levels are higher than industry average for women's representation
- Very close to promotion parity for men and women into exec roles
- Highest average weeks of caregiver leave for additional parent

TO ACHIEVE HIRING AND PROMOTION GENDER PARITY:

- Recruit mid- & senior-level women
- Promote women into senior-level positions

Companies with medium technical workforces need to engage in policies and programs that are linked to representation of women at mid and senior levels.

POLICIES AND PROGRAMS LINKED TO GREATER REPRESENTATION OF MID- AND SENIOR-LEVEL WOMEN

- Formal career sponsorship
- Formal flextime policies
- ERGs providing input on policies
- Annual employee engagement survey
- Gender diversity trainings
- Increased caregiver leave
- Ally training
- Inclusive management training
Parity in retention of technical employees

In 2020, Top Companies measured the large technical workforces of 11 companies.

**OVERALL REPRESENTATION OF TECH WOMEN**

- OVERALL REP: 27.0%
- LARGE TECHNICAL WORKFORCE: +3.3 since 2019

**LARGE TECHNICAL WORKFORCES REPRESENT:**

- 21.6% OF PARTICIPATING COMPANIES
- 77.8% OF TOTAL WORKFORCE MEASURED

**PARITY IN RETENTION OF TECHNICAL EMPLOYEES**

**Increased representation of women technologists at all career levels in 2020**

- Greatest representation increases since 2019 were at mid (+3.4) and executive (+3.4) levels
- Overall, companies with large tech workforces have the lowest representation of women at each career level

**OVERALL GENDER**

- **WOMEN**: 27.0%
- **MEN**: 72.9%
- **NON-BINARY**: 0%
Companies with large technical workforces have the highest proportions of BLNP women and BLNP men.

— On average, companies with large technical workforces increased representation of Black women by 1.2 percentage points and Latinx women by 0.9 percentage points since 2019.

— BLNP women comprised 5.4% of the large technical workforces, versus 9.4% BLNP men.

10 of the 11 companies with large technical workforces provided a race/ethnicity breakdown.

In 2020, women voluntarily left organizations with large tech workforces at the same rate as their male colleagues. In addition to being the only technical workforce size to demonstrate voluntary retention parity, they also were the closest to achieving total retention parity.

For the last 3 years, companies with large technical workforces have generally promoted women at a higher rate than men. However, in 2020, there were more promotions to senior and exec levels for men versus women.
Steps toward building a more inclusive future

**ACHIEVEMENTS FOR COMPANIES WITH LARGE TECHNICAL WORKFORCES**

- Greatest representation of BLNP women and BLNP men
- Voluntary retention parity for men and women
- Closest to hiring parity into exec-level positions
- Offers the most trainings that are linked to higher total women and BLNP women

**TO ACHIEVE HIRING AND PROMOTION GENDER PARITY:**

- Recruit entry-, mid-, & senior-level women
- Promote women into senior and exec levels

Companies with large tech workforces have the lowest representation of overall tech women and show the least amount of growth at entry level since 2019. They should engage in policies and programs that are linked to hiring, entry level, and overall representation.

**POLICIES AND PROGRAMS LINKED TO GREATER REPRESENTATION OF WOMEN HIRES, ENTRY-LEVEL WOMEN, AND OVERALL WOMEN**

- Women new hires
- Entry-level women
- Overall women

- Formal career sponsorship
- Gender diversity trainings
- Inclusive management training
- Unbiasing recruitment training
- Flextime policy
- ERGs providing input on policies
- Ally training
- Examining masculinity training
Building a More Inclusive Future: Next Steps

2020 has shown us that rapid realignment is possible, as companies have had to quickly adapt to address the changes brought on by the COVID-19 pandemic and the increasing urgency and demand for racial justice. Women’s representation is growing; however, we cannot rely on time alone to solve the problem of inequities in tech.

THEREFORE, ANITAB.ORG CALLS ON COMPANIES TO:

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<tr>
<th>Build structural equity</th>
<th>Build new pathways</th>
<th>Build together</th>
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<td>Ensure that your DEI efforts are built into your company’s infrastructure. AnitaB.org has launched IDEA (Inclusion Diversity Equity Advance) to help companies assess, align, and embed DEI within the employee lifecycle. Contact <a href="mailto:IDEA@AnitaB.org">IDEA@AnitaB.org</a> for more info.</td>
<td>Actively recruit from nontraditional sources. AnitaB.org and Onramp are partnering to offer TalentSprint, an upskilling and candidate matching platform to help companies hire BLNP people into tech roles. To learn more, contact <a href="mailto:BusinessDevelopment@AnitaB.org">BusinessDevelopment@AnitaB.org</a>.</td>
<td>Companies and individuals must unite to share ideas, best practices, and innovative solutions. Programs like AnitaB.org’s Partnership for companies and Membership for individuals bring people together to create collective action toward change.</td>
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As we move into a more inclusive future, it seems a more appropriate time than ever to elevate women’s roles and to reward organizations that both embrace accountability and look to create a more equitable environment.

*Top Companies findings and insights show that progress is being made and that with more concerted effort, tech can achieve equity for all.*
2020 and COVID-19

Historically, disasters have had a disproportionately negative impact on women, and women have taken longer to recover from the effects. Furthermore, during times of economic downturn, many companies cut back on their efforts to promote diversity, equity, and inclusion, jeopardizing the already low representation of women in technology. Representation of intersectional women in technology is critical to ensuring that technology is focused on the needs of women around the world as they deal with and recover from COVID-19.

Actions taken by companies in response to the COVID-19 pandemic

NEW SUPPORT MEASURES FOR EMPLOYEES:

- Conducting internal surveys to understand needs: 84%
- Flexible work hours: 77%
- Resources for parents educating children: 77%

PREEXISTING EMPLOYEE SUPPORT MEASURES:

- Mental health services: 44%
- Paid sick leave: 29%

FLEXIBLE WORK

- Days: 25%
- Hours: 23%

COMMON COST-CUTTING MEASURES:

- Postponing start dates: 34%
- Cancelling some internships: 18%

LESS-COMMON COST-CUTTING MEASURES:

- Reducing nonexec wages: 2%
- Cancelling all internships: 2%
- Rescinding job offers: 0%
- Furloughing employees: 4%

Top Companies for Women Technologists is the industry benchmark for the representation of women in technology.

CONTRIBUTORS IN ALPHABETICAL ORDER
Yamelith Aguilar, Hayley Brown, Shannon Cheng, Jennifer Kirker, Lin Lu, Talandia Williams

Top Companies measures key areas that impact women in technology. In gathering this information, we learn what methods companies are using to increase representation and how these efforts are changing over time.

AnitaB.org is a nonprofit social enterprise committed to achieving equity across the global workforce. With a decade-long presence in India and outreach in more than 20 cities worldwide, AnitaB.org engages with tens of thousands of women and leading organizations around the world to build diverse and inclusive workplace cultures.

www.AnitaB.org

Learn how to participate in Top Companies 2021
AnitaB.org/Research-and-Impact/Top-Companies/2021-Sign-Up/

Watch the Top Companies for Women Technologists video
Youtu.be/xpfKa_tyWPo

Learn more about AnitaB.org’s continued response to COVID-19
AnitaB.org/COVID-19/

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