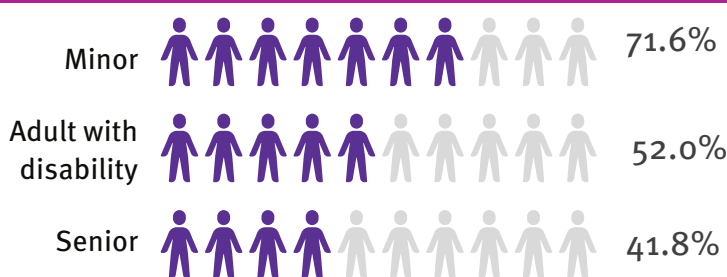


TECHEES: FOCUS ON CAREGIVERS IN TECH

The Technical Equity Experience Survey (TechEES) is an annual survey of technologists providing insights into their lived experiences and perceptions of equity in their workplaces and schools. TechEES: Focus series expands on the report by providing analysis on specific groups and identities for greater intersectional understanding.

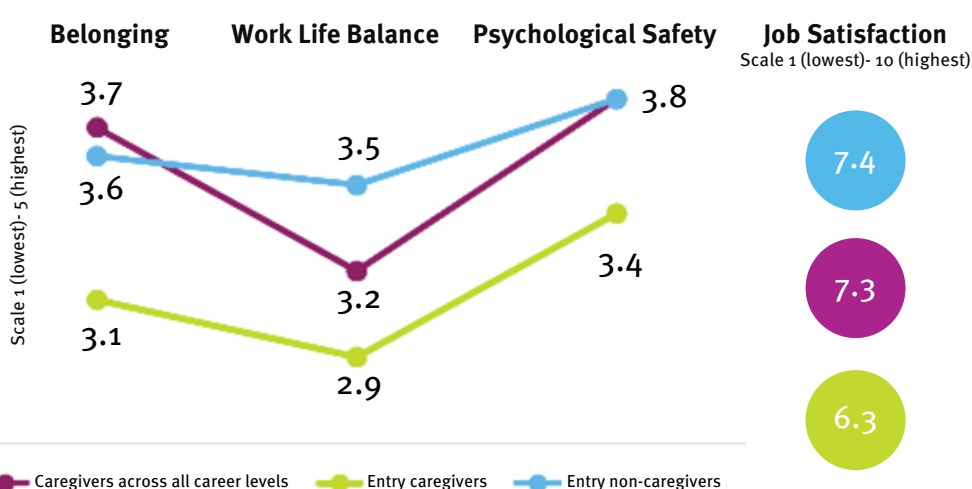
CAREGIVING DISCRIMINATION IN TECH

Over 64% of all women & non-binary caregivers experience caregiving and/or pregnancy-related discrimination regardless of the type of caregiving, with caregivers to minors reporting the highest experiences of discrimination.



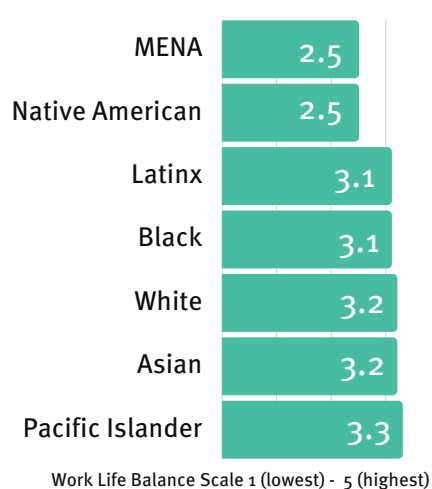
ENTRY LEVEL CAREGIVERS IN TECH

Entry level caregiving technologists are having worse experiences in the workplace compared to both non-caregiving entry technologists and caregivers, on average.



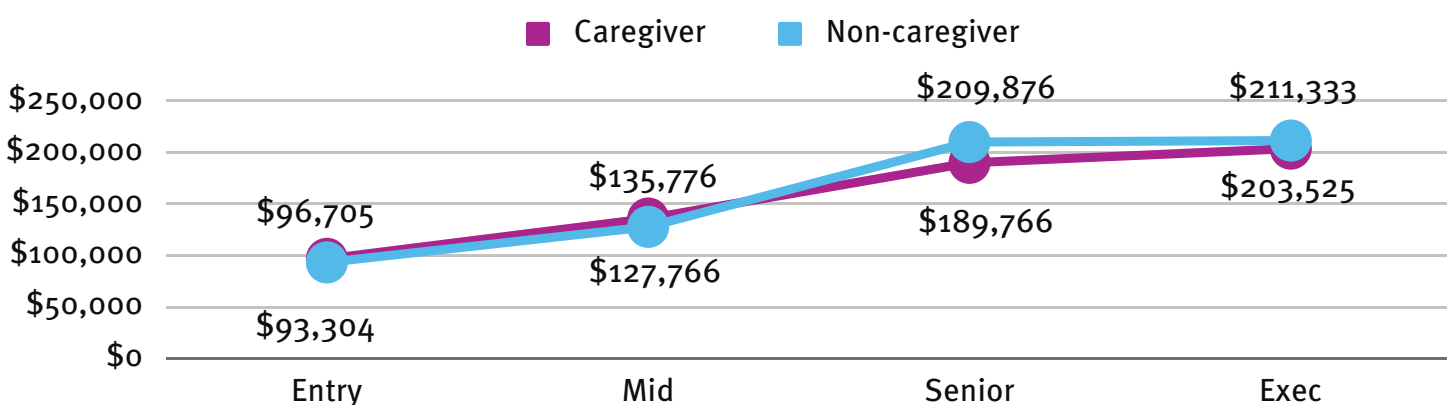
WORK LIFE BALANCE

Native American and MENA tech caregivers report the lowest feelings of work life balance.



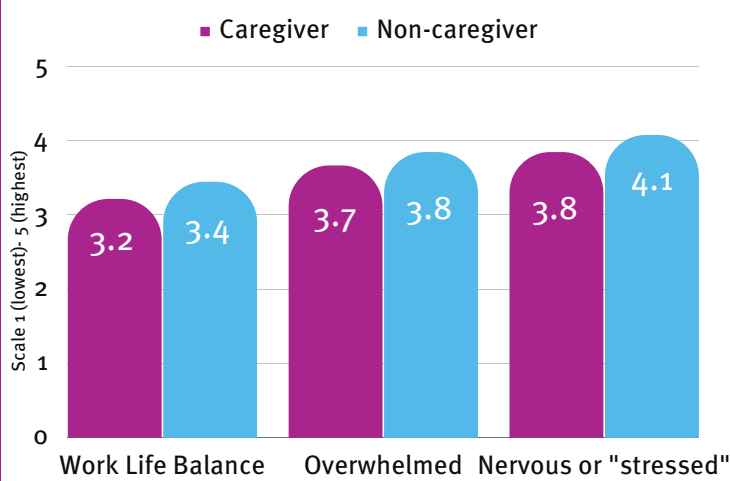
AVERAGE GROSS INCOME FOR WOMEN & NON-BINARY TECHNOLOGISTS

Caregivers in tech make slightly more than their non-caregiving counterparts in early & mid career, but less at senior & exec levels.

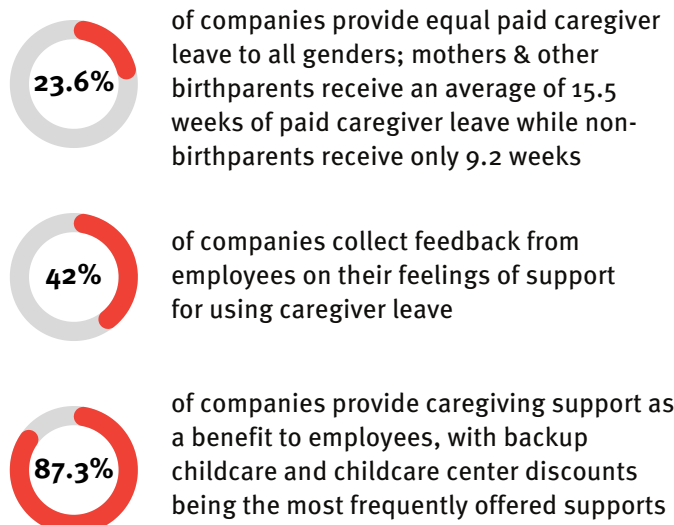


CAREGIVERS & STRESS

Although caregivers in tech report significantly lower work life balance than non-caregivers, caregivers also report significantly lower experiences of stress in the workplace (p < .05).



CAREGIVER WORKPLACE EQUITY

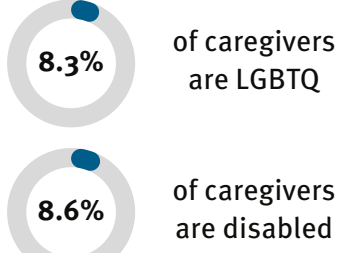
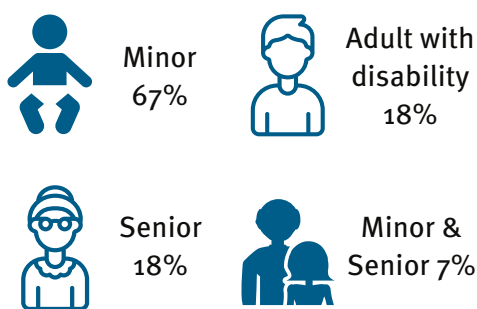


ANITA B.ORG Top Companies for Women Technologists

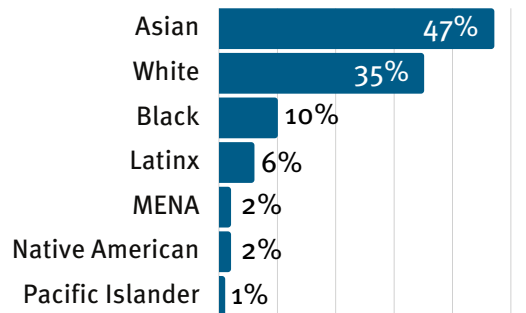
RESPONDENT DEMOGRAPHICS

All data in this one-pager are for women & non-binary technologists who are caregivers (N=341).

Respondents by type of caregiving



Respondents by race/ethnicity



Respondents could select multiple racial/ethnic identities. MENA includes Middle Eastern & North African.



TAKE ACTION

Companies

- Model the importance of equal distribution of domestic labor by providing equal paid caregiver leave to all genders
- Invest in returnship programs and childcare support benefits
- Track usage of caregiver leave and feelings of support in using it

Individuals



Tell your Senators to Bring the Pregnant Workers Fairness Act to a Vote NOW!



Read the 2021 Technical Equity Experience Report