Welcome to WIT+ Connect!

What was your first real job?

Join by Web
1. Go to PollEv.com
2. Enter WIT
3. Respond to activity

Join by Text
1. Text WIT to 22333
2. Text in your message

https://PollEv.com/wit

For technical questions, please reach out to the Zoom Support via Chat

VIDEO ON if possible
MIC MUTE unless you’re speaking
This meeting will be RECORDED
CLOSED CAPTIONING AVAILABLE
We will be using ZOOM CHAT; consider logging in if in a conference room
WIT+ CONNECT:
A Look at Career Development and Advancement for Women in Technology at Stanford
WIT+ Connect Agenda

Welcome & Icebreaker

Context Setting - LeanIn Article

Data Analysis Presentation
Hear from Trina Glidden, Tina Del Cont, and Michelle Reade about data and insights on how we as a community can help to attract, develop, reward and retain a diverse and talented workforce at Stanford

Q&A Session and Discussion
Ask our featured speakers insightful questions and have a discussion with all participants

Wrap up & Announcements
What is Stanford WIT+?

Stanford WIT+ is a growing community of women and allies who work in or have an interest in technology.

We focus on cultivating a community of support and engagement and provide training and resources that address the fundamental challenges that the community faces.
Join the **WIT+** Community

Learn new skills and build expertise in leadership, team building, event planning, or data analysis.

Help empower the next generation of women and allies navigating careers in technology.

Be part of a community that is helping to advance representation, engagement, and support for women and allies in technology roles at Stanford.
Why Career Development and Advancement?

Stanford WIT+ programming focus areas:

→ Networking and Community Building
→ Career Journeys, Navigation and Advancement
→ Professional Development
→ Technology
→ Bias and Allyship
Introducing our WIT+ panelists

Trina Glidden
UIT PMO Manager
Service Strategy Operations
University IT

Tina Del Cont
Product and Program Manager
Technology & Digital Solutions (TDS)
Stanford Medicine

Michelle Reade
Data Analysis Manager
Alumni Relations Strategy
Stanford Alumni Association
Women in Technology
Career Development and Advancement

DATA ANALYSIS COMMITTEE

April 19, 2023
WIT Data Analysis Interview Committee

- Tina Del Cont, Product and Program Manager, Stanford Medicine | Technology & Digital Solutions
- Trina Glidden, UIT PMO Manager, University IT
- Michelle Reade, Data Analysis Manager, Stanford Alumni Association
- Tiana Ferreira, Vendor Management Purchase Requisition Specialist, UIT
Interview Methodology

Design interview script
Perform 17 Interviews
Analyze Data
Synthesize Insights

General career information/experience
Process of getting current position, including negotiation
Career development, resources and challenges pre-COVID and during COVID
Job searching and promotion experiences

Highlights and challenges working in current role and at Stanford
Reasons to leave Stanford
WIT experience and feedback

Disclaimer: Given the small sample of interviewees, these findings cannot be generalized to all women in technology at Stanford without further data analysis and surveying.
17 Women In Technology Interviewed  | Demographic Snapshot

**Organization**
- 60% University IT
- 40% Other

**Role**
- 53% Individual Contributors
- 47% Managers

**Career Goals**
- 60% Advance or transition to a new role
- 40% Maintain or grow in current role
17 Women In Technology Interviewed | Demographic Snapshot

Years at Stanford
- 1 year
- 38 years

Years in Current Role
- 0 years
- 6 years

7 years (median)
2 years (median)
**Insights** | Why were you successful in getting your current position?

- Had experience, skills, and background the group was looking for
- Had good connection with the team
- Had manager’s support with professional development
**Insights** | What do you like most about current position and Stanford?

| Current Position | ● The People, Collaborative Work Relationships and Leadership  
|                  | ● The Work/Role Itself  
|                  | ● The Work Culture and Environment  
| Stanford         | ● The People, Stanford Community, Collaboration  
|                  | ● The Perks and Benefits  
|                  | ● The Opportunities to Grow and Learn |
## Insights | How do you pursue your career goals?

<table>
<thead>
<tr>
<th>Stanford Resources</th>
<th>External Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Pursue additional education and training (LinkedIn Learning, Tech Training, and Continuing Studies)</td>
<td>● Follow online resources: digital media, podcasts, videos, apps</td>
</tr>
<tr>
<td>● Participate in Stanford programs (WIT, STLP, mentoring, etc.)</td>
<td>● Join networking groups</td>
</tr>
<tr>
<td>● Network and build relationships</td>
<td>● Attend conferences and get certifications</td>
</tr>
<tr>
<td>● Monitor the Stanford Jobs website</td>
<td>● Visit job centers and career counselors</td>
</tr>
</tbody>
</table>
**Insights** | How did the pandemic affect your career goals?

- “Almost no personal development occurred.”
  - “I was just happy to survive.”
  - “I’ve been in survival mode mostly.”

- Missed attending in-person conferences and networking opportunities, especially with people in different fields.
  - “It’s hard to get excited about a topic or bring the same energy to a virtual conference.”

- Going remote, it was harder to show my value or be recognized by my team.
  - “When I was on-campus I contributed more, volunteered for projects/opportunities.”
Insights | Challenges in current role and at Stanford

- Silos and red tape
- Limited opportunities for networking
- Lack of clarity on how to navigate career advancement at Stanford
- Lack of exposure to management/leadership
Insights | Why would you consider leaving Stanford?

- Lack of career advancement opportunities
- Under-utilized or overworked
- Changes in personal or family situations
- New opportunity with higher compensation
- Feeling unsupported
Only 3 of 17 Negotiated the salary/compensation of their current role
Insights | Top Reasons they did NOT Negotiate

- If offer met their target, they didn't think to ask for more
- They just didn’t want to or feel they should
- Asked too late in the process
- No opportunity to negotiate
How can WIT+ Help? | What we’re already doing

- Networking events
- Career karaoke
- Guest speakers
How can WIT+ Help? | Recommendations

- Bridge the gap with leadership
- More guest speaker events
  - Talk about their failures
  - Career development tips
- More networking opportunities
- Survey
Women in the Workplace 2022

McKinsey, LeanIn research: Data collected from more than 330 companies and more than 40K employees

Examined impact of the COVID-19 pandemic on women in the workplace and tracked the progress of gender diversity in the workplace:

- Two pipeline challenges: The “broken rung” is still broken, and women leaders are leaving
- Women are deeply underrepresented in technical roles and leadership roles
Women lose the most ground at the first step up the ladder to manager.

For every 100 men promoted to first-level manager at the end of 2021, number of women promoted

<table>
<thead>
<tr>
<th>Men promoted</th>
<th>Women overall</th>
<th>Women of color</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>87</td>
<td>82</td>
</tr>
</tbody>
</table>

Note: Numbers assume an equal number of men, women, and women of color at the entry level.
The factors driving women leaders to switch jobs are more important to young women.

Reasons women leaders are switching jobs...

% of women and men leaders who cite these reasons for switching jobs in the past two years

- **Opportunity to advance**
  - Men Leaders: 44%
  - Women Leaders: 48%

- **Flexibility**
  - Men Leaders: 13%
  - Women Leaders: 20%

- **Company commitment to DEI**
  - Men Leaders: 11%
  - Women Leaders: 18%

- **Unsupportive manager**
  - Men Leaders: 18%
  - Women Leaders: 22%

- **Unmanageable workload**
  - Men Leaders: 10%
  - Women Leaders: 17%

...these factors are increasingly important to women—especially young women

% who say the following have become more important to them in the past two years

- **Advancing is more important**
  - Women Leaders: 31%
  - Women Under 30: 58%

- **Flexibility is more important**
  - Women Leaders: 66%
  - Women Under 30: 76%

- **Commitment to DEI is more important**
  - Women Leaders: 31%
  - Women Under 30: 41%

- **Manager support is more important**
  - Women Leaders: 42%
  - Women Under 30: 56%

- **Commitment to employee well-being is more important**
  - Women Leaders: 55%
  - Women Under 30: 68%
Q&A
Mentors are available when you need it most
Brief, focused conversations to address specific questions/goals
Usually a one-time session
No long-term commitment

**Informational Conversation**
An exploratory conversation with someone in a role or team that interests you.

**Meeting Observation**
Attend and observe a project, team, executive or other type of meeting.

**Short Term Development**
Temporary assignment < 20% time, while maintaining most other job duties.

**IT Experiential Development Program (IT EDP)**

- Learn
- See
- Do
Additional WIT+ Recommended Resources

- Course Calendar
- LinkedIn Learning
- Career Counselling
- Manager Toolkit
- Manager/Leadership Academy

- Stanford Technology Leadership Program (STLP)
- IT Leadership Program (ITLP)

- Pride Summit
- SQUAD Leadership Program
- Various Lean In Programs

These are just SOME examples of career supporting resources; links will be added to chat.
Share your thoughts on today’s event

Please take a moment to complete our post-event survey.

Open the link in Zoom chat now, or keep an eye out for the survey link in your inbox.

Thank you for helping us continuously improve!
More ways to engage: IDEAL IT Events and Trainings

**APRIL 25**

# I AM Remarkable
In-person workshop, sponsored by IDEAL IT

**APRIL 27**

Accessibility in IT Lunch-n-Learn
“Small Changes, Big Results”

**MAY 16**

ALLYSHIP AT WORK
Virtual workshop series (multiple days) based on a LeanIn program, sponsored by IDEAL IT

Learn more about IDEAL IT events and subscribe to our newsletter; links will be added to chat.

Look for a summary and a link to the Zoom recording of today’s event in the IDEAL IT newsletter.
Join a WIT+ committee!

Community Engagement
Chair: Bobbi Woody-Mistriel
rwoody@slac.stanford.edu

Goal: Create opportunities to connect, network, and grow relationships, and plan events like this one

Communications & Outreach
Chair: Soledad Merlo
soledad@slac.stanford.edu

Goal: Build brand awareness of and increase participation in Stanford WIT+ across campus

Email the committee chair or express your interest in the post-event survey.
Thank you! for joining us and being a part of this community

Special thanks to:

Speakers
Trina Glidden
Tina Del Cont
Michelle Reade

Zoom support
Ivan Campos

Communications
Alex Villanueva

WIT+ Community Engagement Committee
Brittany Cripe, Dani Aivazian, Hanna Yimer, Hope Johnson, Leda Muller, Molly Sharp, Shawn Kim, Soledad Merlo, Laura Remillard, Ping Wei, Rachel Aubyrn

All of our volunteers!
Rodney Carter
Sohanny Sandoval

Stay plugged in to the community!
Check out our website for updates, events and resources
https://stanfordwit.stanford.edu

Join the Stanford WIT Slack workspace
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