

Welcome to WIT+ Connect!

02:05



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

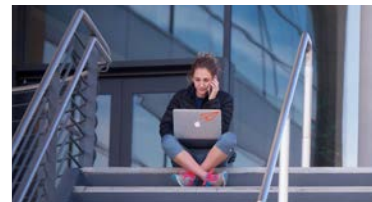
Data Analysis Presentation

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 ?

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 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  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

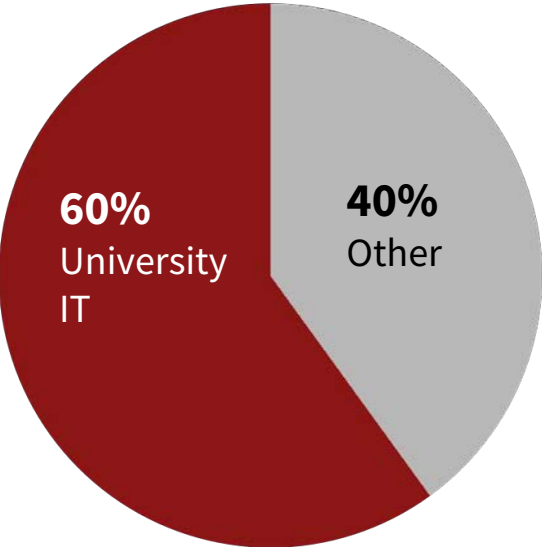
Highlights and
challenges working in
current role and at
Stanford

Reasons to leave
Stanford

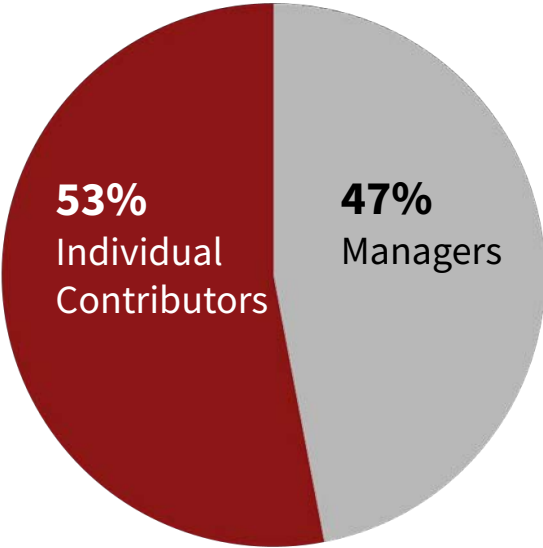
WIT experience and
feedback

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.

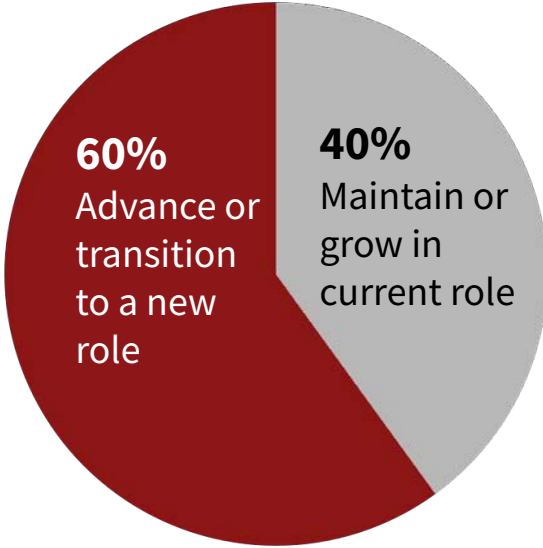
17 Women In Technology Interviewed | Demographic Snapshot



Organization

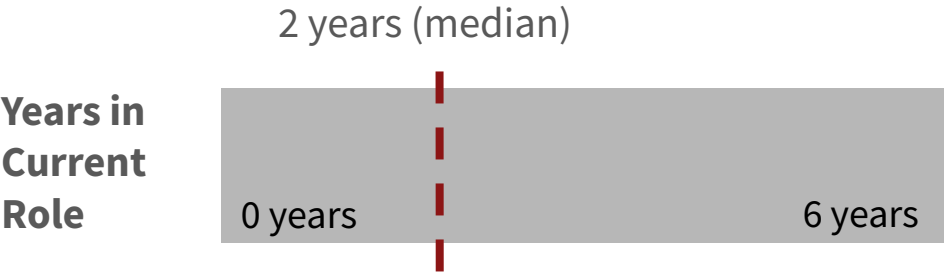


Role



Career Goals

17 Women In Technology Interviewed | Demographic Snapshot



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 | <ul style="list-style-type: none">● The People, Collaborative Work Relationships and Leadership● The Work/Role Itself● The Work Culture and Environment |
| Stanford | <ul style="list-style-type: none">● The People, Stanford Community, Collaboration● The Perks and Benefits● The Opportunities to Grow and Learn |

Insights | How do you pursue your career goals?

| | |
|-------------------------------|---|
| <p>Stanford Resources</p> | <ul style="list-style-type: none">● Pursue additional education and training (LinkedIn Learning, Tech Training, and Continuing Studies)● Participate in Stanford programs (WIT, STLP, mentoring, etc.)● Network and build relationships● Monitor the Stanford Jobs website |
| <p>External Resources</p> | <ul style="list-style-type: none">● Follow online resources: digital media, podcasts, videos, apps● Join networking groups● Attend conferences and get certifications● Visit job centers and career counselors |

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

Insights | Salary Negotiation

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:

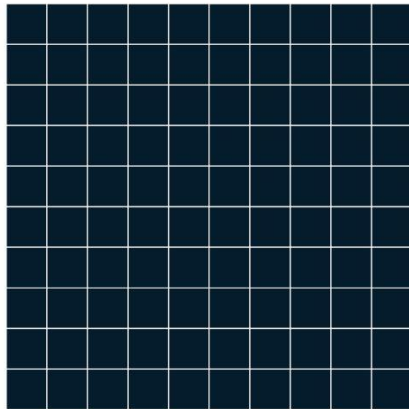
- Two pipeline challenges: The “broken rung” is still broken, and women leaders are leaving
- Women are deeply underrepresented in technical roles *and* leadership roles



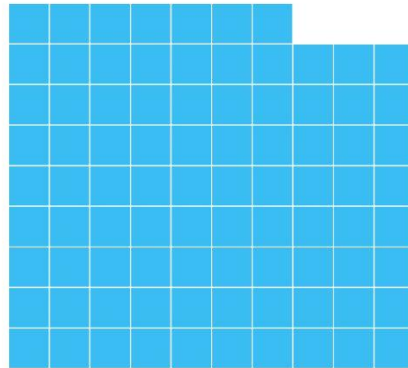
Women lose the most ground at the first step up the ladder to manager.

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

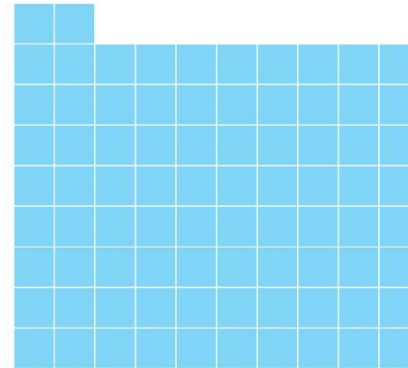
Men promoted **100**



Women overall **87**



Women of color **82**



Note: Numbers assume an equal number of men, women, and women of color at the entry level.

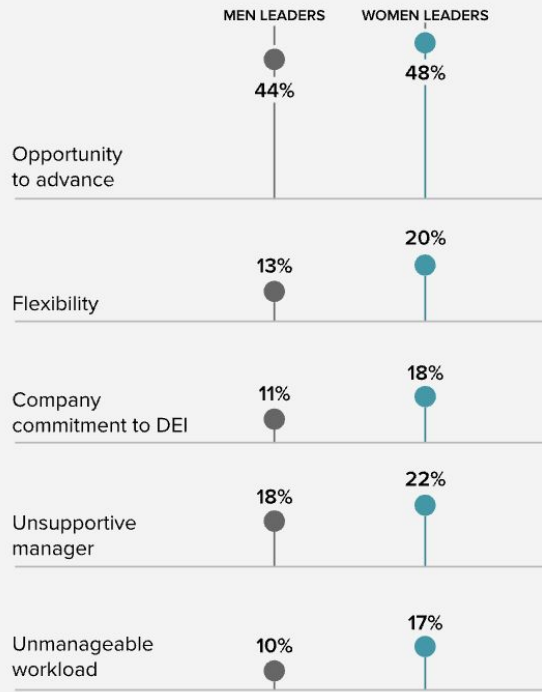
Source: *Women in the Workplace 2022*, LeanIn.Org and McKinsey, 2022

The factors driving women leaders to switch jobs are more important to young women

LEAN IN

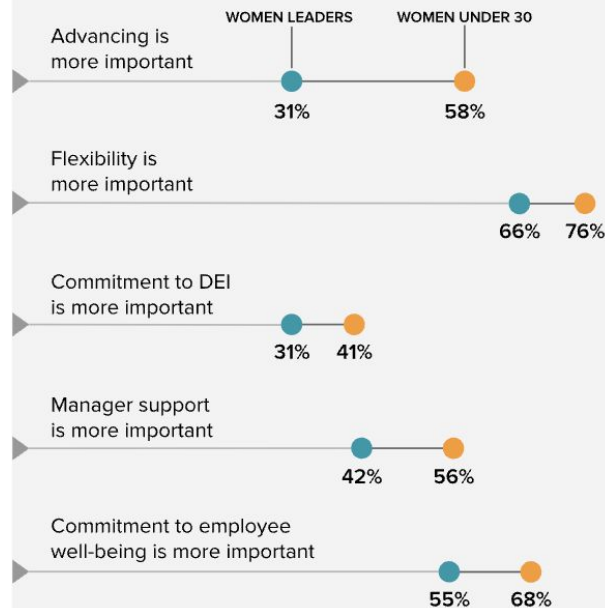
Reasons women leaders are switching jobs...²²

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



...these factors are increasingly important to women—especially young women²³

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



Q&A



Flash Mentoring



**Just-in-time
feedback, advice,
and problem solving**

Stanford | IT Community

- 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

IT Experiential Development Program (IT EDP)



Learn

Informational Conversation

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



See

Meeting Observation

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



Do

Short Term Development

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

Additional 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





Wrap up

Announcements & Reminders

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



#IAM
Remarkable

In-person workshop,
sponsored by IDEAL IT




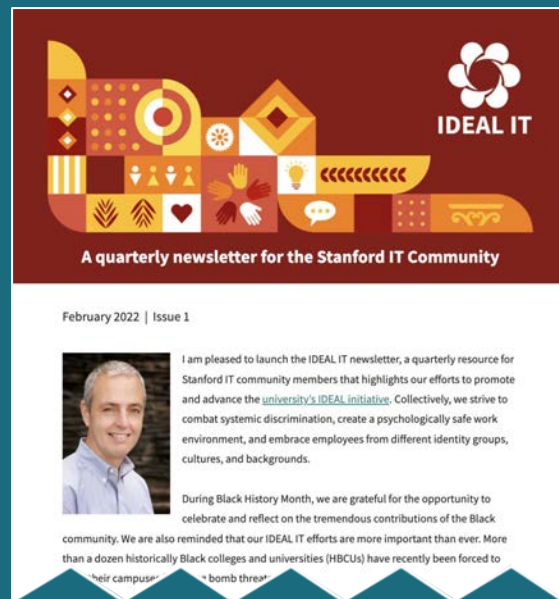
**Accessibility in IT
Lunch-n-Learn**

“Small Changes,
Big Results”



 **ALLYSHIP AT WORK**

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



Look for a
**summary and
a link to the
Zoom
recording** of
today's event
in the **IDEAL
IT newsletter**

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



Join a committee!

Email the committee chair or express your interest in the post-event survey

Community Engagement

Chair: Bobbi Woody-Mistrieli
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



Thank you!

for joining us and
being a part of this
community



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**
<https://stanford-wit.slack.com>

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!

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