The tech workforce by contrast:

Female population in the United States who identify as African American, Black, Hispanic, Latinx, American Indian, Asian American, Alaska Native, Native Hawaiian, or other Pacific Islander

Women of color will comprise the majority of the U.S. female population

All women of color are underrepresented in leadership positions across all sectors of the tech workforce

The National Academies of Sciences, Engineering, and Medicine's report Transforming Trajectories for Women of Color in Tech (2022) outlines strategies to improve the representation of women of color in tech to ensure that the United States builds and maintains a more competitive workforce.

KEY CONCLUSIONS:

Take an Intersectional Approach
There is a critical need for institutions and organizations to take an intersectional approach—that considers how the intersection of race, gender, and economic disparities influences the experiences of women of color—when developing interventions to improve equity, diversity, and inclusion in tech.

Collect Disaggregated Data
The lack of disaggregated data poses a major challenge to understanding the nuanced and specific needs of subgroups of women of color. Using appropriate qualitative and quantitative data collection practices that allow for the use of small sample sizes can inform the development of policies and practices based on the lived experiences of women of color to improve their representation and inclusion along their academic and career trajectories in tech.
Committee Members

Evelynn M. Hammonds, Chair
Barbara Gutmann Rosenkrantz Professor of the History of Science, Professor of African and African American Studies, Harvard University

Valerie Taylor, Chair
Director, Mathematics and Computer Science Division, Argonne National Laboratory; CEO and President, Center for Minorities and People with Disabilities in IT

Gilda Barabino
President, Olin College of Engineering

Sarita E. Brown
Co-founder and President, Excelencia in Education

Jamika D. Burge
Director of Design Research, Capital One; Co-Founder of blackcomputeHER.org

Frances Colón
Senior Director, Center for American Progress

Sarah Echowhawk
Chief Executive Officer, American Indian Science and Engineering Society

Elena Fuentes-Afflick
Professor of Pediatrics and Vice Dean for Academic Affairs, University of California, San Francisco

Ann Quiroz Gates
Senior Vice Provost for Faculty Affairs and Director, Computing Alliance of Hispanic-Serving Institutions, The University of Texas at El Paso

Shawndra Hill
Senior Lecturer, Columbia Business School, Columbia University

Maria (Mia) Ong
Senior Research Scientist and Evaluator, TERC

Manuel A. Pérez-Quinones
Professor, Department of Software and Information Systems, University of North Carolina, Charlotte

Karl W. Reid
Senior Vice Provost and Chief Inclusion Officer, Northeastern University

Allison Scott
Chief Executive Officer, Kapor Center for Social Impact

Kimberly A. Scott
Professor of Women and Gender Studies, Arizona State University

Raquel Tamez
Chief Executive Officer, Society of Hispanic Professional Engineers (until January 2021)

Brenda Darden Wilkerson
President and Chief Executive Officer, AnitaB.org (until November 2020)

Cynthia Winston-Proctor
Professor of Psychology, Howard University; Principal, Winston Synergy, LLC

Promising Strategies and Practices for Effecting Change

Higher education institutions at the departmental, college, and university levels should:

- Partner with two-year community colleges and minority-serving institutions.
- Integrate financial assistance programs.
- Provide well-defined pathways from technology training programs offered by community colleges, industry, and especially community-based organizations toward earning associates, undergraduate, and graduate degrees in tech fields.
- Offer increased social supports for incoming tech students and faculty, such as orientations, professional development, career coaching, and peer mentoring.
- Carry out culturally responsive review of promotion and tenure guidelines and academic review processes to ensure that the qualitative and quantitative research produced by women of color in tech is equally valued at the departmental, college, and university levels.
- These efforts should be informed by ongoing qualitative and quantitative disaggregated data collection.

FOR MORE INFORMATION

CONTACT:
Dr. Ashley Bear
Director of the Committee on Women in Science, Engineering, and Medicine
abear@nas.edu

READ THE FULL REPORT:
www.nationalacademies.org/transformation-trajectories

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