

Women Aren't Broken, The Tech Industry Is

Emily Hay

The Technology Industry in NZ

Diversity & Inclusion

Choice

How to fix the Tech Industry

The Technology Industry in NZ

New Zealand's tech sector at a glance



Generates **8%** of GDP



Pays **1.7x** the NZ average salary



28% of ICT employers struggle to find skilled workers

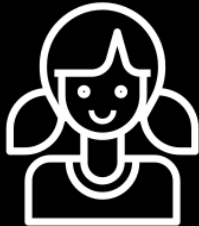
Women in New Zealand tech



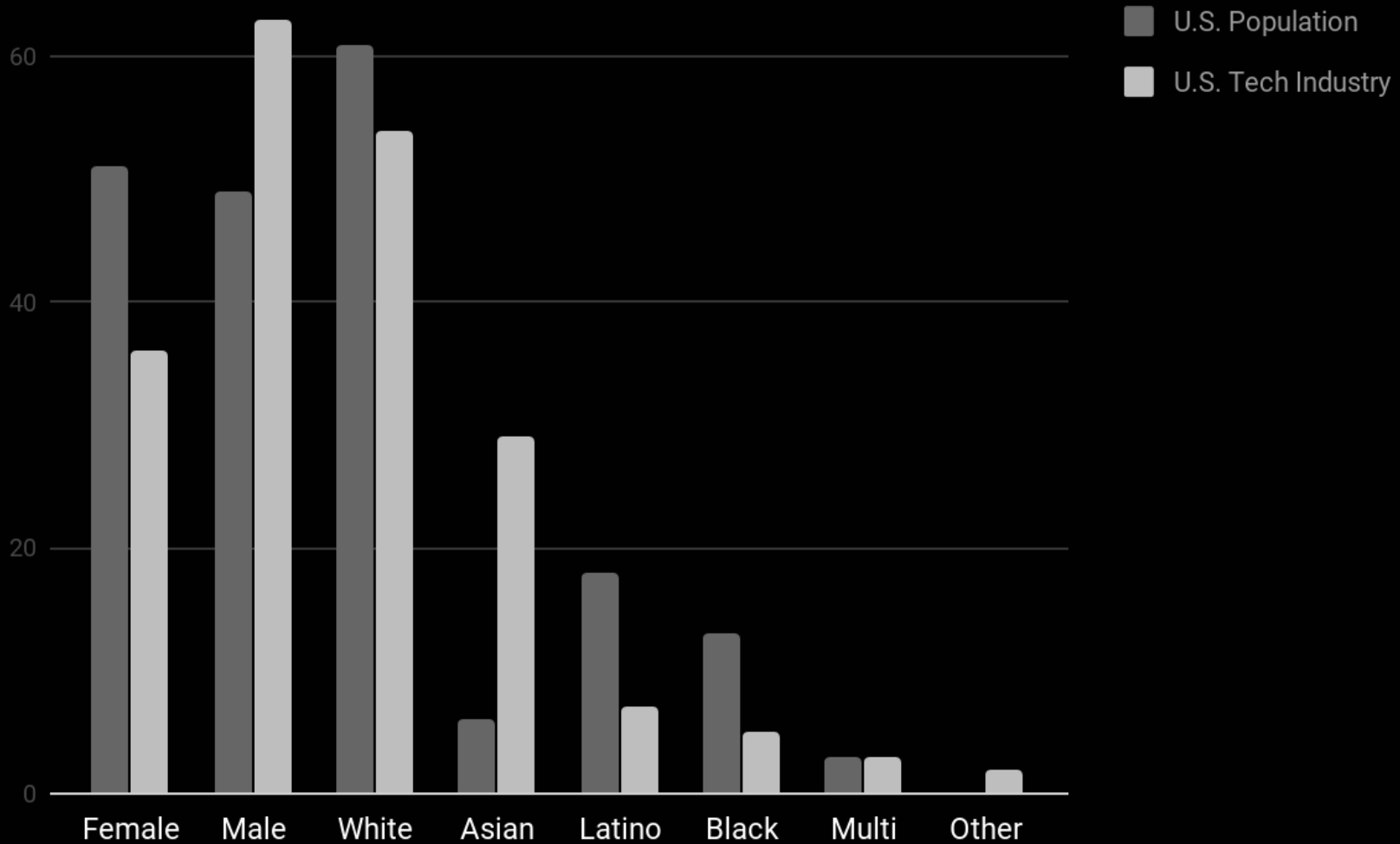
Women make up just **23%** of New Zealand's tech sector



Men are **2x** more likely to study ICT



Just **3%** of 15-year-old Kiwi girls are looking to pursue a career in ICT



Barriers of entry into tech

Low barrier of entry:

Men who are white / asian

High barrier of entry:

Women - of all ethnicities

Men - all other ethnicities

Diversity & Inclusion

What is “Diversity & Inclusion”?

Diversity is being asked to the party...

...Inclusion is being asked to make the
playlist.

Why is Diversity & Inclusion important?

We are more similar than we are different

Different ways of thinking breed innovation

Diverse companies perform better

Diversity is uncomfortable

*“And always, he fought the temptation to choose a clear, safe course, warning ‘**That path leads ever down into stagnation.**’”*

Embrace the discomfort!

Homogeneous teams feel more effective...
but they're not

Conformity discourages innovative thinking

MAKE PEACE



NOT WAR!

Choice



The Gender Pay Gap

Why is there a gap?

Occupational segregation + unpaid work

Life, motherhood, & social expectations

Freedom of Choice

Choices are dictated by realistic options

Poll 1 - do you want to choose?

Poll 2 - what if I limit your options?



CAREER

FAMILY

BALANCE

Are we really free to choose?

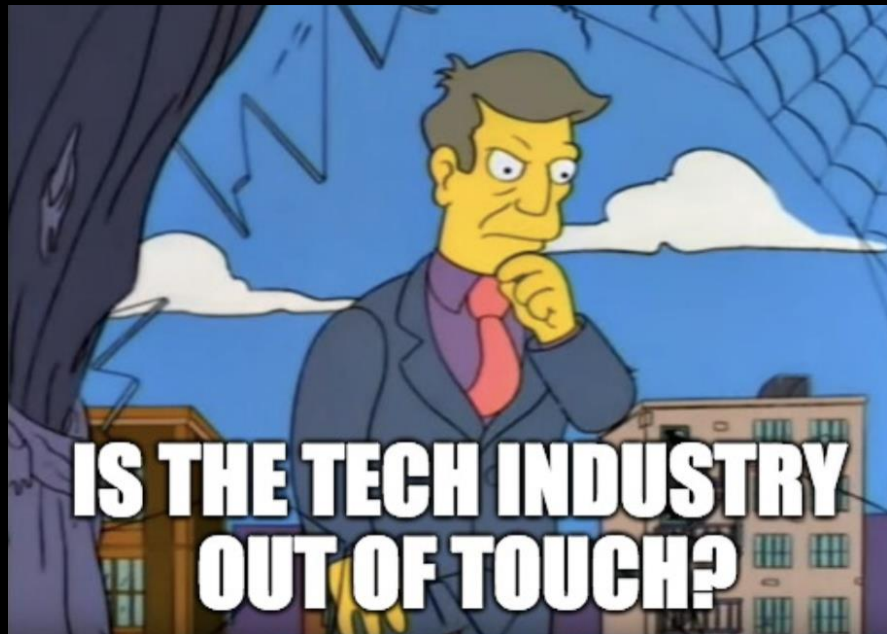
If we're all equals...

...why do women still do most of the unpaid
work?

Social pressure, expectations, role models
& lifestyle

How do we fix Tech?

Don't be a Seymour



Women aren't broken!

“Lean In” - but pay the price

Conflicting, unhelpful advice

Tech industry needs to become better &
more attractive

6 easy steps

1. Support

Girls & young women in tech

Volunteer

Don't discourage dreams/goals

2. Trust

#METOO - it's not hysteria

Daniela's experience

Call out unhelpful behaviour

3. Prioritise Family

Family = Business

Encourage & expect men to participate

When they don't, we all lose

Male senior managers - it's up to you

4. Flexible Work

It's not just for mums and dads

It takes trust - and it buys loyalty

Don't clockwatch your colleagues

5. Hire Women

Women - don't hold back, just apply

Hiring managers - seek out women

Companies - include women in hiring
decisions

6. Promote Women

Support women to succeed

Mentoring for leadership

Give me role models

Thank you!