Although women today hold 57% of all professional occupations in the U.S. workforce, they play a small role in inventing the technology of tomorrow: women hold only 26% of professional computing occupations and 24% of Chief Information Officer (CIO) positions at Fortune 100 companies. The lack of women in computing represents a failure to capitalize on the benefits of diverse perspectives.

The NCWIT Workforce Alliance focuses on corporate change for more diverse and inclusive environments. Alliance members work to recruit, retain, and advance technical women in their own organizations. In turn, these members broaden innovation and drive economic growth in a world dependent on technical advancements.

WHY YOU SHOULD PARTICIPATE

• **Increase your ROI.** Research shows that companies with the highest representation of women in their management teams have a 34% higher return on investment than did those with few or no women. Additionally, a recent study determined that racial and gender diversity were associated with increased sales revenue, more customers, and greater profits.

• **Improve your technical development.** Studies find that groups with greater diversity solve complex problems better and faster than do homogenous groups.

• **Tap into the latest research** from corporate and academic experts. Access business-critical data. Leverage research-based practices for recruitment, retention, and advancement.

• **Influence NCWIT’s research agenda.** Define ways to improve efforts and create change. Shape benchmarking tools, and implement pilot programs.

• **Expand your talent pool.** Gain access to the NCWIT Aspirations in Computing initiative, a fast-growing source for female technical talent.

• **Help grow the U.S. computing talent pipeline and receive recognition for corporate philanthropy** by participating in national computing outreach and awareness efforts, such as Sit With Me, NCWIT Aspirations in Computing, CSEdWeek, Counselors for Computing, and more.

• **Build key relationships** with representatives from K-12, higher education, corporations, and startups. Connect with fellow Alliance members annually, face to face, at the NCWIT Summit, and virtually throughout the year.
RESULTS

- The Workforce Alliance reaches over 2 million professionals through its vast membership of corporations.
- Ninety-four percent of Workforce Alliance members report having presented or published at least once on women in computing issues.
- Workforce Alliance members have advised NCWIT on the creation of over 35 evidence-based resources; they also help NCWIT advance the research base, concerning corporate technical women (e.g., female IT patenting).
- Over 50% of Alliance members are actively engaged with the NCWIT Aspirations in Computing Program, providing internships to participants, volunteering at local Affiliate Award events, and more.

MEMBERSHIP

A corporation may join NCWIT by making a $25,000 annual contribution. This is a member-imposed “carrying cost” used to cover the expenses of running the Alliance. Corporate members identify a small team of employees who serve as the interface team to the Workforce Alliance; we encourage a range of job functions on these teams — technical, HR, diversity and inclusion, etc. We also encourage both men’s and women’s participation.

Find out more about the Workforce Alliance at www.ncwit.org/wa.

ABOUT NCWIT

The National Center for Women & Information Technology is a non-profit community of more than 575 prominent corporations, academic institutions, government agencies, and non-profits working to increase women’s participation in technology and computing. NCWIT helps organizations recruit, retain, and advance women from K-12 and higher education through industry and entrepreneurial careers by providing community, evidence, and action.

“We really enjoyed your visit! I have been talking to several women... and they felt the information was very thought provoking. They are now thinking about what steps to take to increase the presence of women in technology.”

~ CIO and NCWIT WA Member