

Women today hold 57 percent of all professional occupations in the U.S. workforce, but comprise only 26 percent of computing occupations. Additionally, in the high tech industry, the quit rate is more than twice as high for women (41 percent) than it is for men (17 percent). Evidence suggests that workplace conditions, a lack of access to key creative roles, and a sense of feeling stalled in one's career are significant contributing factors.



The Workforce Alliance (WA) focuses on internal corporate culture change to promote more inclusive environments, build stronger technical teams, and enhance technical innovation.

## WHY YOU SHOULD PARTICIPATE

Membership benefits include:

- support from NCWIT staff and social scientists in utilizing the NCWIT Industry Systemic Change Model to develop a holistic approach to technical cultural reform
- guidance in applying research-based strategies to mitigate bias in systems, such as hiring, task assignment, performance evaluation, and promotion
- opportunities for corporate volunteerism, outreach, and recruitment with the NCWIT Aspirations in Computing Community, the largest network of its kind that includes more than 16,000 high school and college women nationwide
- invitations to the annual NCWIT Summit, the world's largest annual convening of change leaders focused on significantly improving diversity and inclusion in computing
- continuous access to the latest research, resources, and business-critical data, as well as the opportunity to serve on resource committees and project teams to help NCWIT understand emergent trends and issues most important to change leaders
- membership in a national community of nearly 1,240 organizations, spanning K-12 to industry



## WHAT WA MEMBER REPRESENTATIVES SAY

*"You changed the thinking of many of the employees here for the better."*

*"We implemented Gender Neutral Job Descriptions Guidelines, majorly impacted by NCWIT materials."*

**ncwit.org** NATIONAL CENTER FOR WOMEN & INFORMATION TECHNOLOGY (NCWIT)  
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Lifetime Partner: Apple • Strategic Partners: NSF, Microsoft, Bank of America, Google, Intel, Merck, AT&T, and Cognizant U.S. Foundation • Investment Partners: Avaya, Pfizer, Bloomberg, HPE, Qualcomm, Facebook, Morgan Stanley, and Amazon

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## RESULTS

WA members achieve a wide range of outcomes, including a heightened awareness of systemic barriers stemming from unconscious bias, the increased involvement of men in change efforts, and progress towards greater public accountability through the release of diversity data. WA members are also developing innovative new programs, such as alternative pathways to increase mid-career hires and expanding outreach to build a more diverse K-12 computing pipeline.



## MEMBERSHIP

A corporation may join 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 core team of employees (women and men) across a range of job functions—top leadership, technical, HR, diversity and inclusion, etc.—to work with NCWIT and drive change efforts across the organization.

Sponsorship opportunities are also available at [www.ncwit.org/wa](http://www.ncwit.org/wa).

## ABOUT NCWIT

The National Center for Women & Information Technology (NCWIT) is a non-profit community of more than 1,240 universities, companies, non-profits, and government organizations nationwide working to increase the influential and meaningful participation of girls and women—at the intersections of race, ethnicity, class, age, sexual orientation, and disability status—in the field of computing, particularly in terms of innovation and development. NCWIT equips change leaders with resources for taking action in recruiting, retaining, and advancing women from K-12 and higher education through industry and entrepreneurial careers. Find out more at [www.ncwit.org](http://www.ncwit.org).



**ncwit.org**

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