Gender Diversity *in* TECHNICAL LEADERSHIP

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WHO *am* R

Change Together

A Diversity Guidebook for Startups and Scaleups

Hexagon

She/Her/Hers
Woman in Leadership
Community Builder
A11y + Inclusion Advocate
Lover of #realtalk

Did You
KNOW?

60%

In developed countries around the world, **women make up more than half the work force**

5%

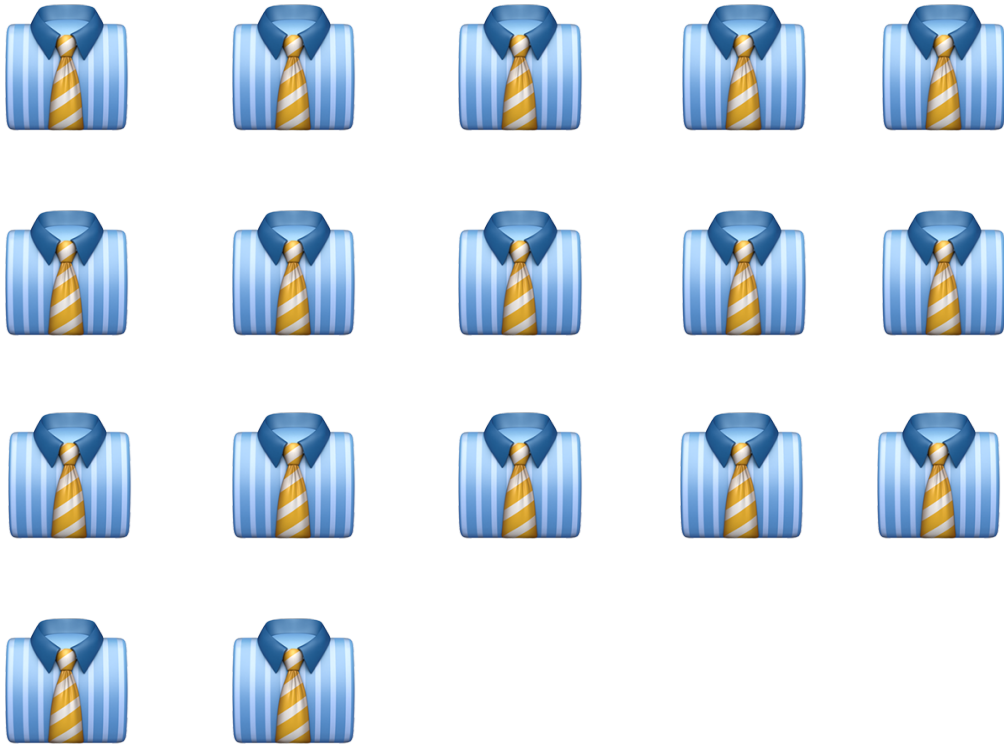*...yet 5% of the largest S&P 500 companies* **are led by women**

Did You

KNOW?

60%

Of Bachelor's Degrees
in both the US and Europe
are obtained by women

We have the *experience.* We have the *education.* Why haven't we seen this *translate into statistics?*

HELLO.

TODAY'S AGENDA

01 **Part One**

A Diversity of Perspectives

02 **Part Two**

Closing the Chasm

02 **Part Three**

Re-defining the Behavioural Code

The

FORMAT

THIS IS A NEW FORMAT!

👥 *Small* **Groups**

🗣️ *Short* **Discussions**

💬 *Contribute to the* **Forum**

💥 *= Crowd-Sourced* **Perspectives**

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It's been a *tough* few weeks in the news.

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Let's channel the *strength* of others, and be kind.

CODE *of* CONDUCT

By participating, you agree to...

Be **Respectful**

We are dedicated to providing a safe space for everyone, regardless of gender identity and expression, sexual orientation, (dis)ability, mental illness, neurotype, physical appreance, body, age, ethnicity, nationality, language or religion.

Add, *don't* **Detract**

If you are not helping to create a safe space by contributing positively to today's conversation, you may be asked to leave. If you have any concerns, please direct them to the session moderator (me!).

TAKE
the
PLEDGE

I will do my part to create a safe space. I will not share others' stories without permission. I will listen more than I speak.

PART ONE

Why is it important to have a *diversity of perspectives* represented at the leadership level?

Let's *break out* into groups.

Let's talk about the

IMPACT

of diverse perspectives

Emotional IQ
ROI
Representation
Buying Power
Productivity
Morale
Innovation

PART ONE

Why is it important to have a *diversity of perspectives* represented at the leadership level?

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the
LOVE

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PART TWO

How can we *close the chasm* between *individual contributorship* and *leadership* for *underrepresented* groups?

Let's talk about the

BARRIERS

That keep women from reaching the top

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LACK OF...

Access
Role Models
Sponsors

FACTORS LIKE...

Gender Bias
Mindset
Office Tasks

PART TWO

How can we *close the chasm* between *individual contributorship* and *leadership* for *underrepresented* groups?

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What are some

TACTICS

to raise voices of underrepresented groups?

Shine Theory
Raising Voices
Listening
Sponsorship
Advocacy
Note-Taking

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⏱ **10 MINUTES**

How might we create

ACCESS

to leadership roles?

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Training
Role Models
Exec Sponsors
Networking
Mentorship
Opportunities

PART THREE

How can we *re-define the behavioural code* that has come to define the traditional definition of a *strong leader?*

How might we

RE-WRITE

the traditional definition of a leader?

Aggressive
Passionate
Accountable
Bold
Strong
Driven

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THANK YOU

For your (amazing) contributions to today's conversation.

Let's keep it going. #DiversityInLeadership