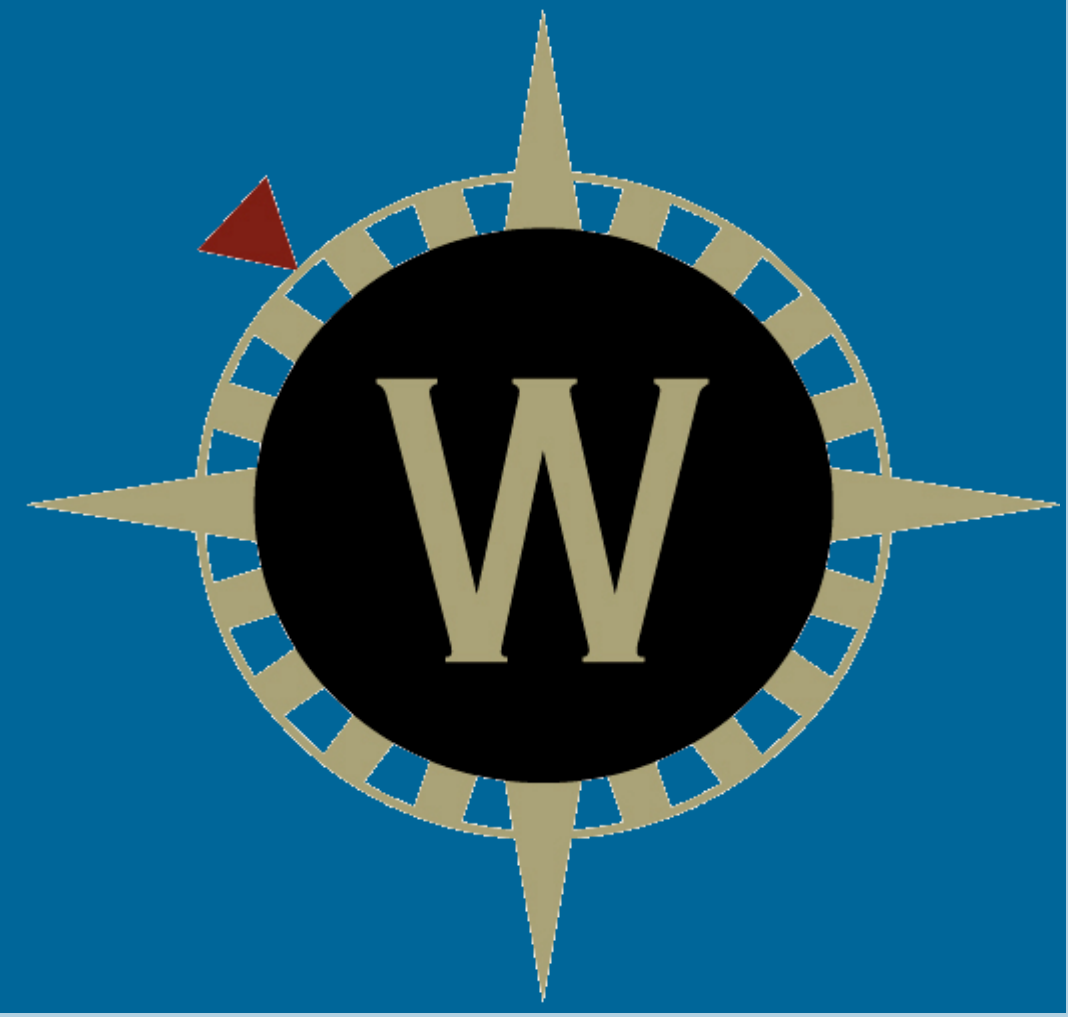


Women in Information Technology: An Analysis of IT's Work Environment and “Brogramming” Culture

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Introduction

The technology industry is experiencing a shortage of people.

 There will be more than **1.4 million** computer related jobs available 2018.

 At current graduation rates for science degrees, only **39%** of these jobs will be filled by U.S. undergrads.

 **56%** of women leave the technology industry mid-career.

Objectives

This project aims to:

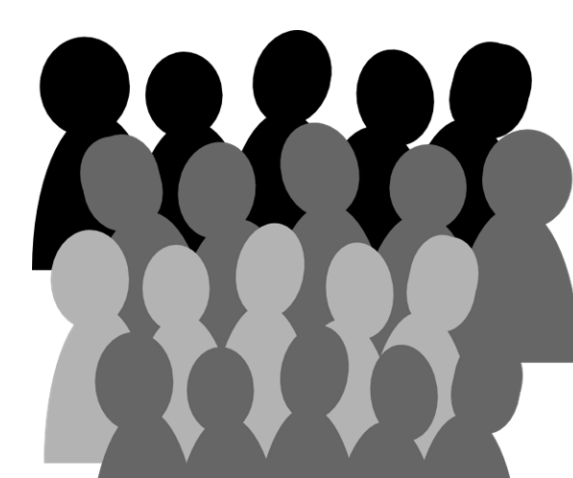
- Explore the culture of “**brogramming**.”
- Understand how it affects females.
- Seek where it is most prevalent.

Methodology

Analyzed current **literature** relating to women in IT to set the stage, gain background information, and compile common trends.



Created a **survey** distributed through e-mail.



- 38 Participants
- 21 females and 17 males
- Rated statements 1-5

Explored **5 topics**:

Job Satisfaction, Self-Assessment, Co-Workers, Supervisors, and Future Plans.

Scope and **limitations** included time and way of distribution.

Results

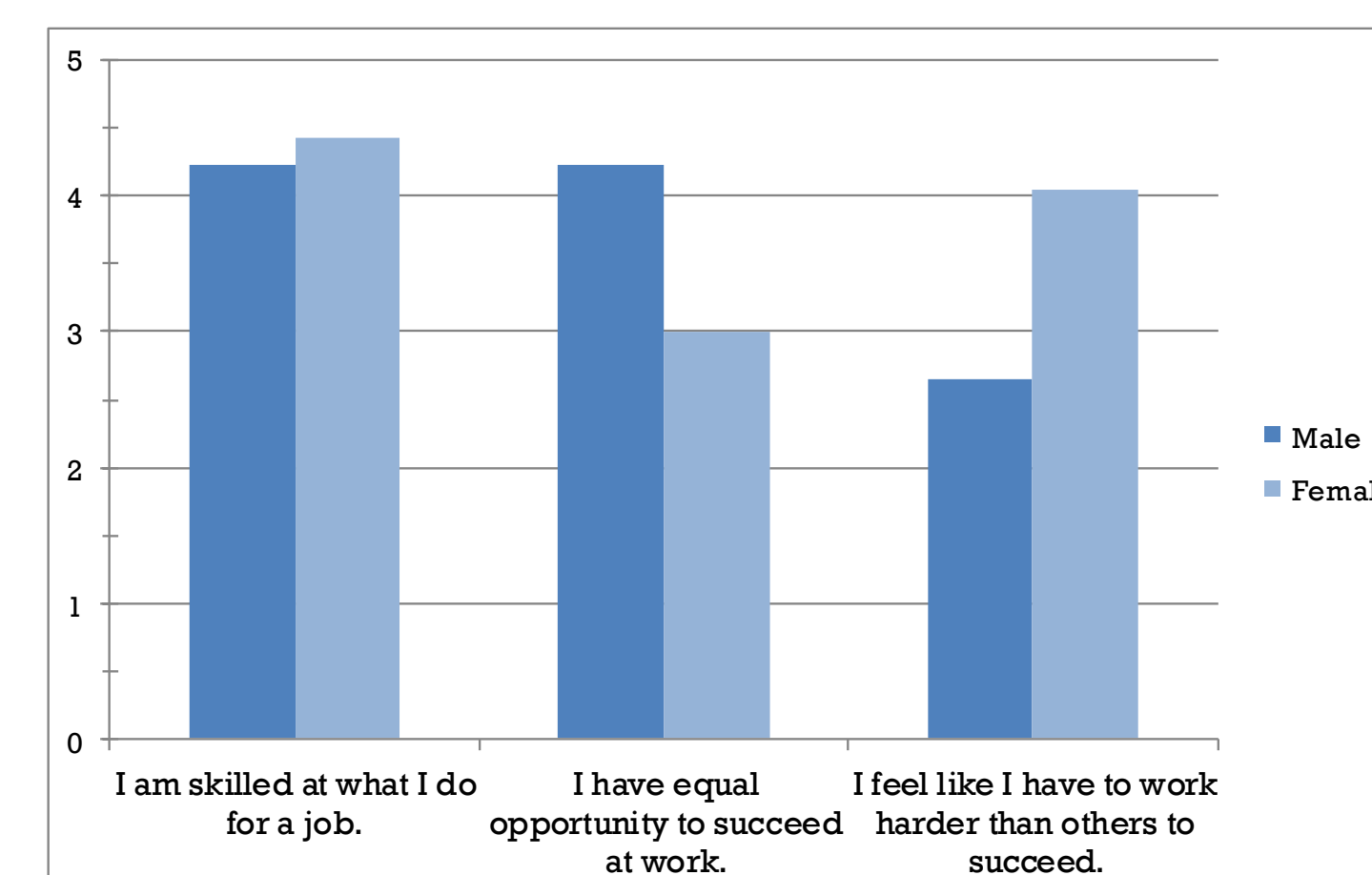
Average Job Satisfaction



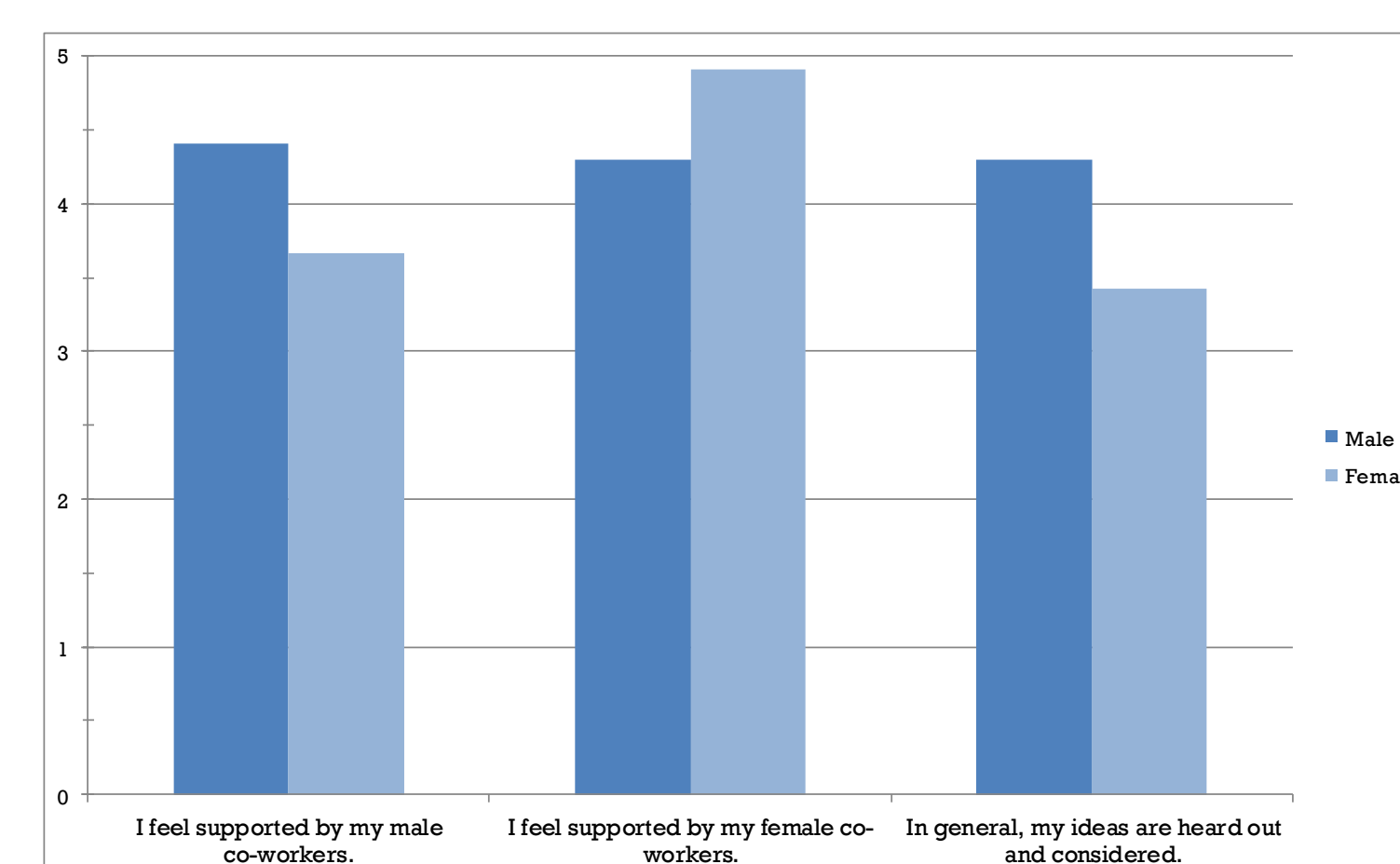
- Females were more interested in their jobs, but less satisfied.
- Females were more consistent, with similar ratings for sense of belonging, value, and interest.
- Males rated high in satisfaction, while interest in their jobs did not receive as high a rating.

Self-Assessment

- Females are confident in their skills, but feel stuck without equal opportunity to succeed, working harder than others.
- Males are not as confident in their skills, but they feel that they have equal opportunity and work as hard as others to succeed.



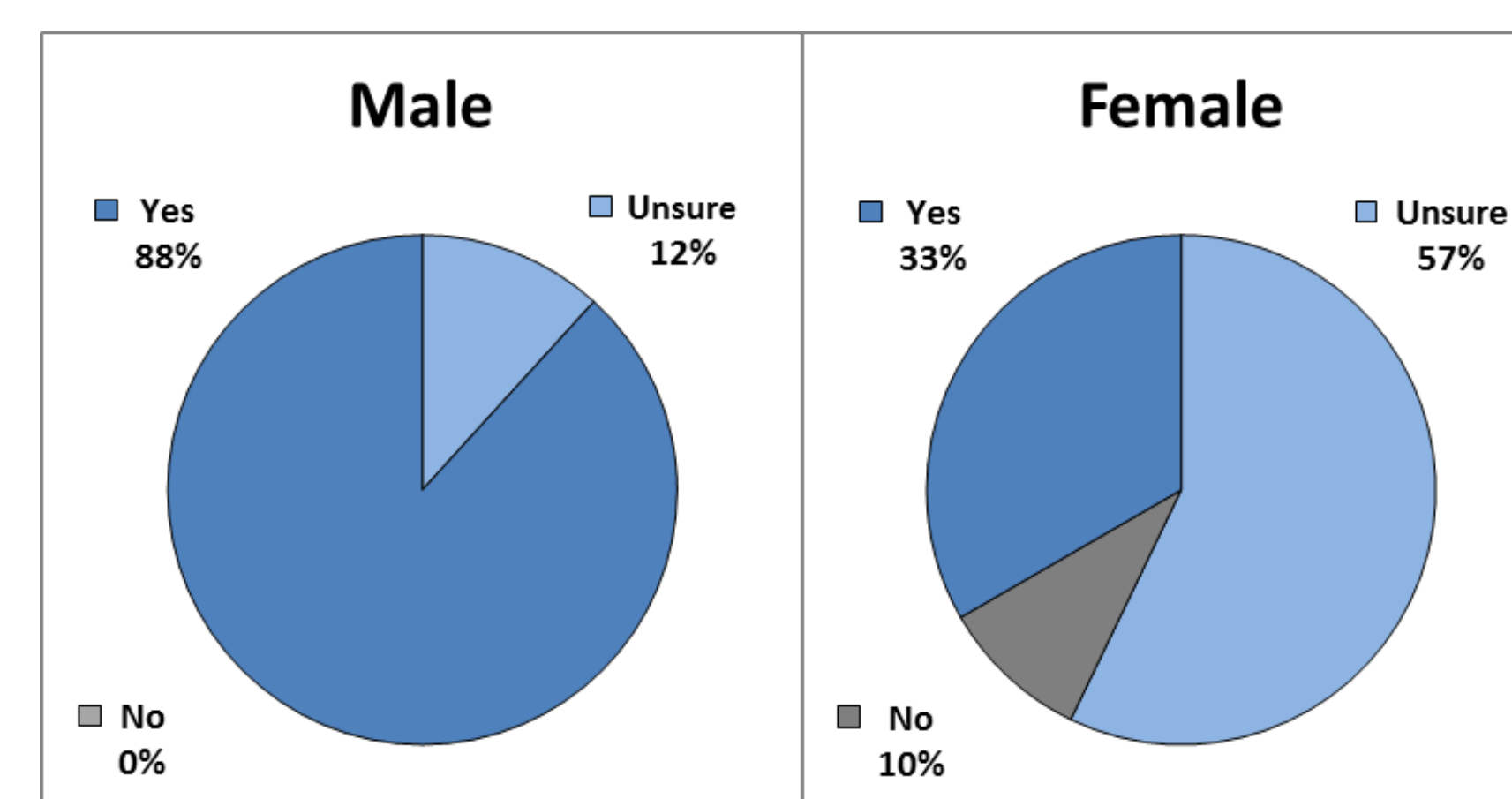
Co-Worker Relationships



- Males felt similarly supported by both male and female co-workers.
- Females felt significantly more supported by female co-workers than male co-workers.
- Males felt that their ideas are often heard out and considered, while females did not.

Future Plans

- No male did not plan to stay in the field until retirement, although 12% were unsure.
- 33% of females planned to stay until retirement
- 10% of females knew they would not
- 57% of females were unsure.



Discussion

The contrast of male and female job satisfaction and self-assessment suggests that there is a **culture that favors males** and allows them to feel most comfortable.

The treatment of females in comparison to their male counterparts appears to be alienating and unfair in a way that shows **gender bias**.

It is possible the reason that females do not plan to stay in the technology field until retirement is due to their **lack of happiness, support, and opportunity**.

The method of distribution and difficulty of circulation may imply **stigmatization of exploring sexism**.

Broader Impact

How can we **remove barriers** and prevent women from leaving the technology industry?

- Include everyone in the conversation.
- Focus on 100% talent.
- Advertise and Recruit.



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