



Women Leading Technology: Building Pipelines to High Decision Making

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Technology today dominates all aspects of our lives, particularly access and delivery of crucial services in health, education, economy, climate, and democracy. Women's leadership and participation at high decision-making in STEM fields is critical in shaping evolving technology towards mindful management of digital world. Technology is also critical means, and portal to balanced gender sensitive leadership. Women's future in leadership hinges, on our inclusion in the innovation and development of artificial intelligence, AI, and selective emotional learning SEL, essential to developing future leaders.

Whilst statistically underrepresented in STEM leadership, women have made significant contributions in STEM sectors in the fields of space travel, biotech, artificial intelligence, internet, communications, and entrepreneurship. The digital world and Internet media giants wouldn't exist without leadership of women scientists and technologists.

Diversity matters, and the business case for women's representation on boards, and in high STEM leadership has been proven. Inclusion of women's perspectives, talents, and innovations produces better bottom-line financials, and non-financial performance, including environment, safety, and governance, ESG, productivity and women friendly organizations. 2020 saw bold gender equity steps from leading financial US institutions, such as Nasdaq, Goldman Sachs, Securities and Exchange Commission (SEC), in addition to UN Global Compact, together calling for ambitious targets for women's representation.

Fast Facts

Despite our best efforts, we have not moved the gender equity needle towards creating better sustainable and socially responsible, and peaceful worlds. Inclusion of women at top levels in private and public sectors is key to significant strides to create balanced and diverse leadership.

- US lags Europe and other countries in percent of Board positions held by women. [1](#)
- Only 3% of STEM CEOs are women, and only 19% are board directors. [2](#)
- Women hold only 15% of STEM jobs, only 18% of these are in C-Suite of large tech companies. [3](#)
- Women in STEM receive lower pay and ranking than males indicating gender disparities. [4](#)
- Only 4% women of color lead in STEM and experience greater disparities. [5](#)
- Women scientists and their projects are less likely to get funded than male counterparts. [6](#)

Women are not leading in sufficient numbers because of a multitude of systemic and gender bias inhibitors, which intersectionally create significant barriers to entry. First impasse is gaining entry on to board and high decision-making positions; secondly, moving from tokenism to effective critical mass; and thirdly, the closed culture of male exclusion of women [7](#) other barriers include : [8, 9](#)

- The different leadership style of women is misconstrued as “less-than” or wrong leadership.
- Women's priority of whole -self authenticity and sustainability is disallowed in male models.
- Women still perform the majority of domestic and child care responsibility at home.
- Extreme 24/7 work corporate demands for women who prioritize work-life balance.
- Women are marginalized, sidelined, and harassed by male leadership.

- Absence of male leadership accountability, or models of organizational responsibility, limits women’s leadership potential and points to the need for systemic and mindset change.
- Lack of funding and finance for Women STEM Leaders prevents women’s advancement.

Recommendations

A) Promote Corporate Social Responsibility CSR, an internationally upheld mandatory regulation requiring multi sectoral contributions towards positive societal goals of philanthropy, environmental, diversity and labor practices to bridge the STEM gap.

B) Promote paradigm shifts to expect full equity for women as co leaders to fast-track diversity and inclusion in high global conversations in STEM, economic, political legal, and finance sectors.

C) Move the needle- through disruptive systemic action for change through legislation, quotas for women on boards, and best practices for pipelines of access to leadership.

D) Prioritize funding and finance for women leading critical STEM innovation, invest in women entrepreneurs to access funding and procurement to build pipelines of future women leaders.

E) Advance systemic change in diversity of thought, with intentional receptiveness to women’s contributions in STEM and require policy changes to remove known and perceived barriers and workplace harassment.

F) Increase training and development for inclusive gender and multicultural diversity by validating women’s leadership styles, and change male mindsets to wholly embracing the strength in differences.

G) Prevent loss of the pipeline of valuable women leaders by recognizing “authenticity and sustainability” and child -eldercare as core value to women provide better resources for care.

H) Ensure that female leaders are not forced out of male paradigms to create own business models.

I) Mandate gender disaggregated data collection and measurement to drive accountability policy change and funding.

J) Ensure workplace equity and a harassment free environment to ensure women leaders are not marginalized or sidelined and thought “less of’ and undervalued.

1 US Lags Way behind Europe, Forbes 2017 : <https://www.forbes.com/sites/davidschrieberg1/2017/02/08/women-in-the-boardroom-u-s-lags-way-behind-europe-report-shows/?sh=50d2cbb91f1a>

2 By the Numbers : Women in Stem, Yale 2020 <https://www.yalescientific.org/2020/11/by-the-numbers-women-in-stem-what-do-the-statistics-reveal-about-ongoing-gender-disparities/>

3 Women CEOs and C suite, Yale, 2020 <https://www.yalescientific.org/2020/11/by-the-numbers-women-in-stem-what-do-the-statistics-reveal-about-ongoing-gender-disparities/>

4 Gender Gap Studies, PNAS 2020 <https://www.pnas.org/> Harvard Study “Gender and Wage Gap Explained 20178

5 Women of Color, Yale 2020 <https://www.yalescientific.org/2020/11/by-the-numbers-women-in-stem-what-do-the-statistics-reveal-about-ongoing-gender-disparities/>

6 DEI inclusion, Goldman Sachs 2020 <https://www.goldmansachs.com/our-commitments/diversity-and-inclusion/when-women-lead/>

7 Dale Carnegie 2021, Upskilling <https://www.bcg.com/publications/2021/impact-of-skill-building-opportunities-women-in-stem#>

8 “Less-than” or Wrong Leadership Louann Brizendine’s *The Female Brain* and *The Male Brain* 2006

9 Opting out of Corporate Leadership [Brene Brown’s great work on authenticity and vulnerability](#)