

TEKsystems' Tips

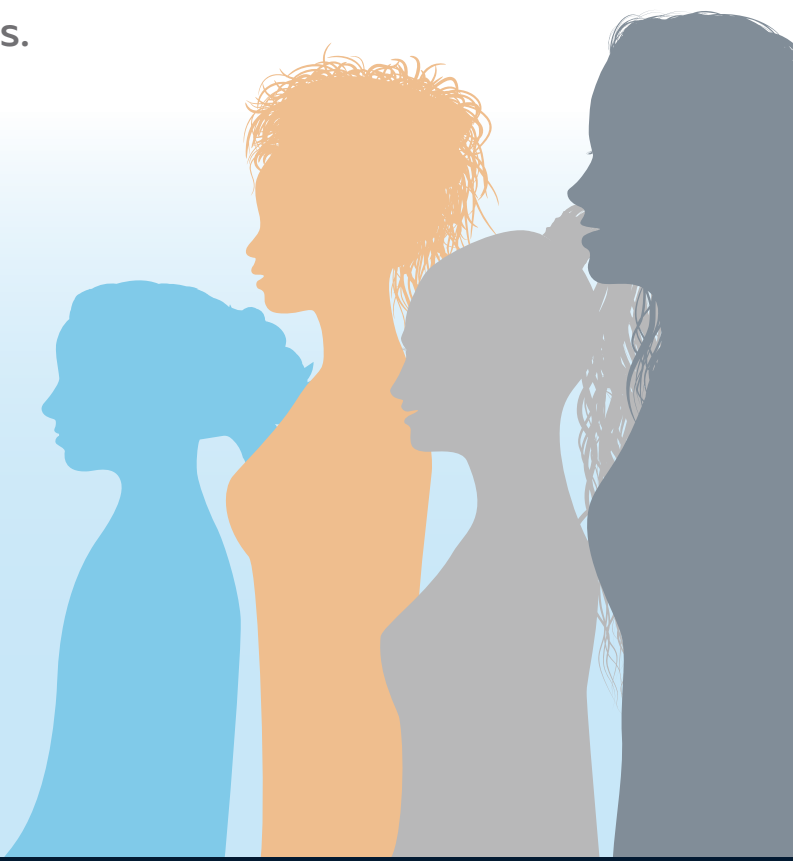
Diversity, Equity and Inclusion in IT: BREAKTHROUGHS AND BARRIERS

5 Ways to Foster Gender Inclusion in IT

Build a sustainable approach to gender inclusion that boosts retention and drives business success.

New TEKsystems research¹ on diversity, equity and inclusion (DEI) in IT shows a need for revised programmatic strategy to instill a sense of belonging among women technologists. Reimagine your organization's approach with this insight and guidance from our thought leaders.

58% of women in IT report they have a sense of belonging at work versus **85%** of men.



45%

of women say DEI programs positively impacted their careers, as compared to 70% of men.

55%

of women feel they have growth opportunities at work, as compared to 89% of men.

“It’s encouraging to see that many organizations have implemented initiatives to foster more inclusive workplaces across the IT industry and create opportunities for people with diverse backgrounds. While we see signs of progress within the technology workforce, this report demonstrates there remains critical work to be done to enact and sustain lasting change.”

FAITH ROTTMANN JOHNSON
Vice President, Human Resources
TEKsystems



5 Ways to Create Gender Equity and Inclusion in Your Organization

- 1 Intentional leadership:** Expand your current recruiting pools to include nontraditional sources and evaluate your review/promotions process to diversify your decision-making panels. When employees see women and people of color climbing the corporate ladder, they are motivated to believe the same is possible for them.
- 2 Purpose-driven partnerships:** Seek out partners who can diversify your talent pipeline into traditionally untapped networks.²
- 3 Empathy through education:** Offer unconscious bias and DEI leadership workshops.
- 4 Proactive planning:** Allocate focused time each week toward DEI programming.
- 5 Gather feedback:** Feedback (i.e., surveys and focus groups) on employee satisfaction is critical to building/tracking customized DEI programs and policy, and it keeps leadership accountable.

“Tackling systematic change in the IT industry involves purposeful, innovative approaches powered by partnerships across enterprises. We believe these approaches, however, are not independent from an organization’s business goals—they align and help power business.”

DAMIEN HOWARD
Chief Enterprise Solutions Officer, Per Scholas



Although IT leaders support DEI efforts, many companies lack a fundamental, programmatic approach to enact real, sustainable change. We can address this by evaluating and changing systems of management, diversifying talent pipelines, educating the workforce and more.

Need guidance? [Contact us.](#)

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Sources

1. Diversity, Equity and Inclusion in IT: Breakthroughs and Barriers
2. Better: An Overview of TEKsystems' Social Impact and Ethical Practices