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Own change

TEKsystems' Tips

Women in IT:
## CULTIVATE YOUR COMMUNITY

5 Tips for Empowering Women in Your Organization

Lauren Kolodrubetz, executive director of marketplace diversity solutions, explains how to create a sense of belonging from within your organization.

There are fundamental, systemic and programmatic ways in which the IT industry needs to evolve for women technologists to feel a greater sense of belonging.[1] Women can drive change from within through community support and persistence.
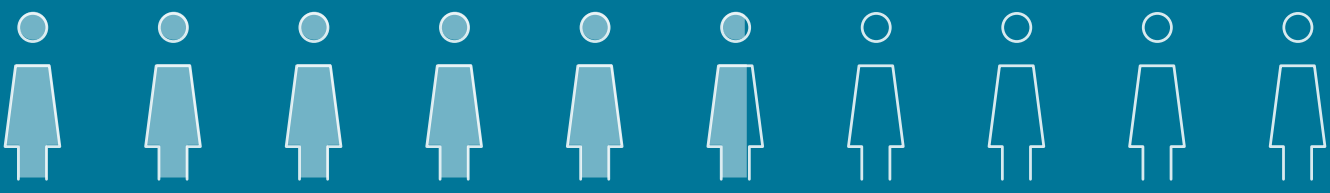
JUST **58%** OF WOMEN REPORT THAT THEY HAVE A SENSE OF BELONGING AT WORK *(VERSUS 85% OF MEN).*[1]

> We can wait around for things to happen to us, or we can make change happen. I believe we can manifest the reality, the world and the changes we want to see, but we don't have to do it alone. We can work with other women and allies around us to create change.

5 Tips for Empowering Women in Your Organization

1   **Live authentically.** Reach out to peers and leaders for advice and support. When women feel a sense of belonging, they are more likely to live authentically and achieve greater success.

2   **Be assertive.** Maintain a positive mindset and be your own advocate. Articulate your value and expertise through effective verbal and nonverbal communication, and be bold in pursuing opportunities.

3   **Join employee networks.** Connect with colleagues who share similar perspectives and experiences, and if none exist, start your own!

4   **Explore mentorship and skills training.** A thirst for continuous learning demonstrates humility and open-mindedness. No matter what stage you are at in your career, seek mentors who can help position you for success. Attend workshops and webinars on leadership building, digital skills training, etc.

5   **Give back.** Advocate for other women and help create a work culture that is receptive to progress. Change requires community support at every level of an organization. Leaders can facilitate through mentorship and skills training opportunities.

Networking and negotiation might feel more natural to some, but these are skills that must be developed and polished. Inspire the current and next generations of women technologists by encouraging women to be bold and to seek guidance from community leaders. *How will you lead the change in your organization?*

Marketplace Diversity Solutions

Diversity in the workplace matters, whether it's through hiring strategies, workshops or partnerships. Learn how TEKsystems delivers equitable strategies for business.

Let's chat.

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Sources
1. Diversity, Equity and Inclusion in IT: Breakthroughs and Barriers

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