Berkeley SCHOOL OF INFORMATION

# Leadership Development Program for Gender Equity

## 2023- 2024 Program Report

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# Background

# The challenge

Despite significant gains in STEM degree attainment for women,
**Only 26% of the computing workforce is female[1].**

**Exact statistics on trans and non-binary individuals in tech are virtually nonexistent.**
75% of trans employees feel they must hide their trans status at work[2].

**Women are promoted at a slower rate than men, especially in tech.** In technical roles, only 52 women are promoted to the level of manager for every 100 men[3].

**Women of color are especially underrepresented.**
In a recent analysis of the 177 largest Silicon Valley technology firms, Black women made up only 0.4% of executives compared to 14.6% of white women[4].

Female & non-binary individuals in technology **face challenges in building their career to leadership**…

**Pervasive gender stereotypes** about who can be a leader in STEM, with individuals of color also forced to counter racial stereotypes[6].

**Differing standards of evaluation**, including double bind of likability and competence[7].

**Chilly environments** exemplified by incivility, microaggressions, and ostracism that send cues that they do not belong[8].

**Barriers to social capital** and information on jobs, potential mentors, and promotion opportunities[9].

…but they **bring valuable skills and make a significant & necessary positive impact** in the workplace.

**FINANCIAL RETURNS.** Companies with a diverse workforce see greater economic growth and societal contributions[10].

**INNOVATION.** Diversity leads to expanded possibilities and can ensure tech serves all equally[11].

**EQUITY & INCLUSION.** Studies show diverse (particularly female) managers do more to support their teams, including furthering efforts in DEIB[12].

*We further gender equity in technology through a career development program that affirms and reflects intersectional experiences and builds connections in technology companies.*

There is a broken rung to tech leadership for women & non-binary individuals[5].

**We are here to help.**

# What we do.

Foster **open dialogue** around tech leadership, gender & race.

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**Career coaching and workshops** building skills to counter gender-based barriers.

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**Practical career advice** around common situations, such as promotion periods, gaining recognition for contributions, and getting critical growth experience.

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**Mentorship** with tech leaders, engaging in authentic conversation and allyship.

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Service learning **inspiring the next generation** of women & non-binary individuals in tech.

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# 2023-2024 LDP Overview

# LDP focus areas for the gender equity leadership toolkit include:

# Program overview, 2023-2024

## LDP Participants

37 UC Berkeley graduate students.

- 76% non-white, 97% female.
- Average work experience is 4 years.
- 58%* reported “no” to being professionally satisfied with their career before the start of the program.

## Skill-building

Monthly interactive & engaging workshops.

- Topics included executive presence, negotiation, leading with inclusion & equity, allyship, personal branding, leadership values and visioning.
- LDP participants shaped the topics offered through their interests.

## Mentorship

1:1 matching with industry leaders for mentorship.

- Mentors included subject matter experts, managers, and directors at diverse organizations including Airbnb, Amazon, Doctors without Borders, Google, Micron Technology, PwC, Uber, USAA, Silicon Ventures.

## Service Learning

Connecting participants with the next generation.

- All LDP participants were required to complete service learning to pay it forward.
- Service learning included participating on panels, speaking at conferences, leading DEIB efforts at work.

# 2023-2024 LDP speakers included:

**Annalyn Cruz,**
is passionate about the intersections of leadership, cultural upbringing, gender and other identities that play into one's career and life journey.

Annalyn led LDP participants through exercises in **confidence & presence**.

**Lisa Duerre,**
spent 25 years as a female Silicon Valley tech executive and now helps others grow their careers, make a greater impact at work, and build meaningful connections between work and home.

Lisa led workshops providing **tangible tools for recognizing one's power, advocating and alliance building.**

**Lisa Feldman,**
Is a organizational development consultant, Haas MBA, and CliftonStrengths Certified Coach.

Lisa led LDP participants through interpreting their individual **StrengthsFinder assessments** and leveraging strengths to grow their careers and practice allyship.

# 2023-2024 LDP speakers included:

**Dr. Danette Buie,**
is a impact-oriented leader with 15+ years of experience in education and people operations within tech.

Danette guided LDP participants in a discussion around systems, pressures (internal and external), and thoughts that may hold us back. She also covered **leading through transitions, change, and uncertainty**.

**Nadia De Ala, CPCC,**
Is an ex-techie turned leadership and negotiation coach for BIPOC women and femmes.

Nadia introduced **authentic and equity-based negotiation strategies**, including how allies and organizations can (and should!) help close the leadership and pay gap.

**Michelle MiJung Kim,**
describes herself as a "queer, immigrant, Korean American woman navigating this world as a writer, activist, and entrepreneur."

Michelle **led a candid conversation** about her book *The Wake Up: closing the gap between Good Intentions and Real Change*.

# Select Companies of LDP Mentors

Google

Gartner®

ATROPOS HEALTH

amazon

Adobe

airbnb

Micron®

Meta

RIVIAN

Nationwide

Nationwide®

pwc

# 2023-2024 LDP mentor award winners:

**LDP Mentors recognized with Berkeley Outstanding Mentor Awards,**

Eight LDP mentors were recognized by their mentees with a 2024 Berkeley Outstanding Mentor Award.

*“It is almost impossible for me to communicate how much of an impact Hope's presence and mentorship has had on me. It is not an overstatement to say that this mentorship has indeed changed my perspective on work and my own life.”*

- *Nomination comments for LDP Mentor Hope Yanling Yin*

*“Her ability to empathize, communicate effectively, and tailor her guidance to my specific needs has been instrumental in my personal and professional growth. I am incredibly grateful for the opportunity to learn from Raquel, and I wholeheartedly believe that her dedication, expertise, and mentorship make her a deserving candidate for this recognition.”*

- *Nomination comments for LDP Mentor Raquel Candelaria, Sr. Security Manager at Workday*

# 2023-2024 LDP Results

# Results.

Average 34% increase in STEM identity and 7% increase in career self-efficacy.

97% of participants reported LDP furthered their understanding of the impact of gender or other identity factors on leadership & technology careers.

100% of participants reported gaining career related skills & tools.

67% positive change in professional career satisfaction (from unsatisfied or neutral to satisfied).

77 Net Promoter Score from participants and 73 Net Promoter Score from mentors (median NPS score for organizations is 44).

*Results based on participant surveys (N=30) and mentor survey (N=16).*

# Participant Feedback.

"My favorite part of the LDP was the opportunity to connect with and learn from a diverse group of peers. The collaborative environment fostered deep discussions and shared insights on leadership challenges and strategies, which were both enlightening and inspiring."

"I love that the LDP provides a sense of belonging and engages me in deep, meaningful, intimate conversations in a safe space."

"I really enjoyed all the opportunities for mentorship and reflection that kept driving me forward in continuing to think about my next steps and goals for my career."

# Participant Feedback.

"I really like the peers and supportive environment of the LDP program!! It really helps to listen to each other's stories and feel seen and heard! It makes me feel less alone and more motivated to dream bigger and achieve higher goals!"

"I truly appreciated the moments when we all nodded in agreement. It can feel like you are the only one going through something and it is so reassuring that you are not alone and someone may have a suggestion on how to deal with it."

"...I love the sessions on advocating for myself, I have a hard time doing that. (I love) all the session on emotional support, psychological safety, imposter syndrome, etc. - all amazing speakers. I was very impressed that each session made me feel re-energized."

# Mentor Feedback.

LDP provides real life strategies that work. The program covers how to position yourself to achieve your goals. With LDP you receive tools that dispels myths and help you partner with others. One of the most meaningful parts of the program is mentorship and passing forward your learning forward to others. Build community and momentum for gender equity in tech leadership!

“I am grateful for the enriching experience, the opportunity to guide and support my mentee's growth and witness their progress was was rewarding personally and professionally. Their growth was my growth.”

“Excellent opportunity to learn and give back! Really enjoyed my conversations with my mentee this year, so thoughtful and inspiring! “

# Partnerships

# Get Involved in the 2024-2025 Berkeley LDP!

## We need your help.

The technology industry is thriving and a career in technology provides the opportunity to shape the future, build up financial equity & stability, and lead a flexible and innovative professional life.

The question is not one of how to get women & non-binary folx interested in these compelling careers, but how we can create a supportive system and environment so they can thrive.

## The LDP aims to change the system for the better — we are equipping leaders with equity-driven tools and a supportive community.

**Your partnership is critical.** Your support enables LDP learning activities, self-assessments, and program coordination including individual mentorship pairing and impactful service learning opportunities.

# We are better together.

Research shows diverse teams lead to increased financial outcomes[10], employee engagement and inclusivity[12], and innovative products[11]. **But simply hiring for diversity is not enough.**

In the LDP program, industry partners, mentors, and student participants work together to share invaluable insights into challenges and opportunities facing women and non-binary individuals in tech.

**Build up your tech workforce with exceptional, gender diverse talent and ensure an inclusive & supportive environment where all can thrive.**

**Together, we can work towards a future where all workers are supported.**

# Benefits for all LDP Corporate Partners.

## Recruiting

Accelerate your hiring as an LDP partner.

- Recruit early to mid-career professionals seeking technical roles and interested in growing into leadership positions.
- Listed as LDP Partner in job board & job postings.
- Exclusive access to participant resumes.

## Recognition

Targeted marketing to students.

- Opportunity to send a targeted email to graduate student listserv (>1000 grad students).
- Noted as an LDP Partner on emails to LDP mentors (industry tech leaders).
- Listing on website as LDP Partner.

## Research

Guidance on enhancing equity in recruiting.

- Access to research conducted at UC Berkeley on the career search experiences of women in technology.
- Guidance on how to limit gender related barriers in recruiting.

## DEIB

Partner with UC Berkeley in furthering DEIB goals in tech.

- As an LDP Partner, you will be taking a step towards a more inclusive and equitable technology career landscape.
- Directly help women & non-binary folx to overcome gender- based stereotypes.

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# Leadership Development Program

for Gender Equity

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# Citations

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