Policy at AnitaB.org

AnitaB.org has been supporting women technologists and leading efforts to build an inclusive tech ecosystem for more than 30 years. Local, state, and federal policies are crucial to this work. We work with woman technologists in more than 80 countries, and partner with leading academic institutions and industry-leading companies to drive culture change in service of a more inclusive future. We envision a future where the people who imagine and build technology mirror the people and societies for whom they build it.

What does AnitaB.org care about?

Technology is at the foundation of the future of all work. We believe in a future of inter-sectional gender equity for women in tech, achieved through equal recruitment, retention, advancement, pay, and investment.

AnitaB.org pursues four policy areas in support of that belief.

Diversity

We pursue efforts that ensure equity in investment and awards for women technologists and compel increased diversity in the technical workforce.

Labor/ Workplace

We seek to enhance workforce preparedness, address intersectional pay equity, prevent identity-based workplace discrimination, and support working women and families.
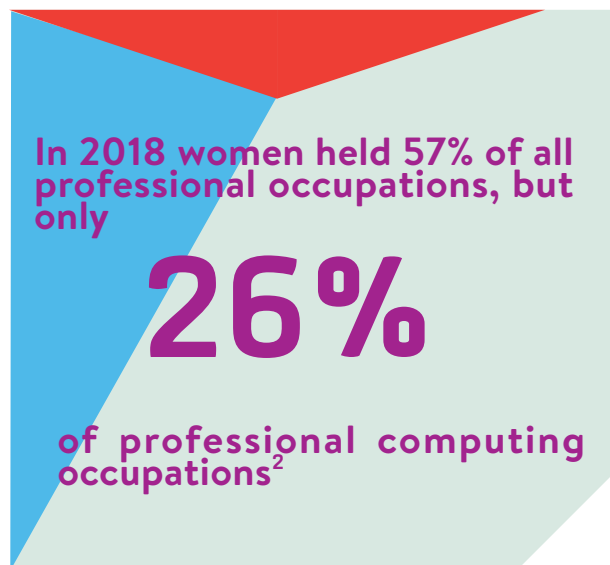
Technology

We elevate women as subject-matter experts in areas of technical legislation and regulation and work to challenge bias and potential adverse impacts of emerging technologies.

Education

We support actions that address critical junctures along diverse pathways to technical careers, including investments in education, and programs that promote equitable access to and success in STEM education and postsecondary education.

Why support policies that grow inclusion of women in technology?

- The future of the economy lies within the evolving technical workforce - if women are excluded now, they and their families will only be left further behind.[1]

- A stronger, more diverse technical workforce is imperative to the long-term economic and national security of the country.[3]

- Inclusive corporate policies lead to greater retention rates, which reduces costs for companies and leads to greater economic participation.[4]

- More diverse teams are more productive, create higher quality products and are better contributors to company profits.[5]

In 2018 women held 57% of all professional occupations, but only

26%

of professional computing occupations[2]

AnitaB.org supports policies that...

Support diversity and equity in industry and academia, such as thorough enforcement of Title IX measures in publicly-funded research and institutions of higher education, robust implementation of the SUCCESS Act and adequate investment in research agencies.

Recognize and support critical junctures along diverse career pathways for female technologists, such as full funding of the Workforce Innovation and Opportunity Act (WIOA) , re-authorization of the Higher Education Act, and greater investment in federally-registered apprenticeships.

Require companies to treat female employees fairly by ensuring fair wages and support their families, such as the Paycheck Fairness Act (HR 7/S 270), the Family and Medical Insurance Leave Act (HR 1439/S 786), the Forced Arbitration Injustice Repeal Act (HR 1423/S 610) and the transparent collection of rigorous pay data by the Equal Employment Opportunity Commission.

Safeguard the creation and use of technologies, products, and data, against implicit and explicit bias, such as a comprehensive federal data privacy legislation and federal guidelines for the ethical development of artificial intelligence.

Invest in equitable access to and success in STEM and technical education, such as the the Building Blocks of STEM Act (HR 1665/S 737) and the JROTC Cyber Training Act (HR 3266/S 2154).

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