

Women in Tech/Drupal

Ashish Jain





I am Ashish Jain

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I Drupal Everyday [@AddWebSolution](https://twitter.com/AddWebSolution)

Passion excites me and ignorance disappoints me

यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवताः ।
यत्रैतास्तु न पूज्यन्ते सर्वास्तत्राफलाः क्रियाः ॥

The divine are extremely happy where women are respected;
Where they are not, all actions (projects) are fruitless.

German: Das Göttliche frohlockt, wo Frauen respektiert werden; wo nicht, ist alles eitel.

French: Le Divin se réjouit où les femmes sont respectées; Où pas, tout est vain

Italian: La Divina esulta cui le donne sono rispettate; Dove non tutto è vano

Today's Journey

- Brief about the Women Achievers
- Women in Tech and Senior Positions across the globe
- Human Ratio
- Our Experience [Challenge | Solution | Impact]
- Celebrating Womenhood
- Thanks to the Drupal Community from #womenintech
@AddWebSolution

7 Women Coders who paved the way for #womenintech



(1815-1852)

ADA LOVELACE

The First Computer Programmer



(1900-1986)

IDA RHODES

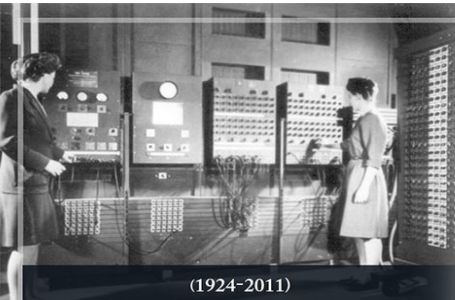
Analysis of Systems of Programming, C-10 Language



(1906-1992)

GRACE HOPPER

Invented the Compiler and led to COBOL



(1924-2011)

JEAN JENNINGS BARTIK

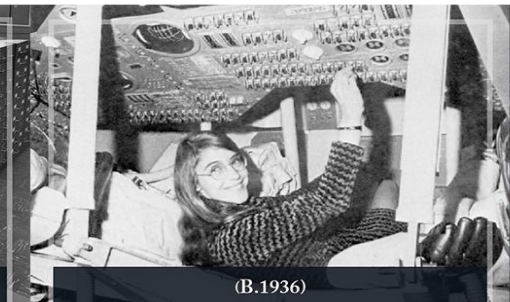
Original Programmer for ENIAC



(B.1934)

LOIS HAIBT

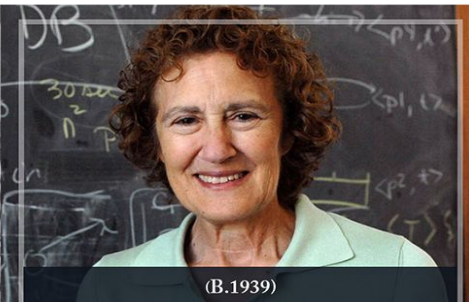
Developed Successful High Level Programming Language



(B.1936)

MARGARET HAMILTON

Invented Software Engineering



(B.1939)

BARBARA LISKOV

Invented 2 Programming Languages

Women Achievers



KALPANA CHAWLA

First woman of Indian origin in space.



MOTHER TERESA

Devoted life to serving the poor and destitute.



JUNKO Tabei

The first woman to climb Mount Everest.



AMELIA EARHART

The first woman to fly across the Atlantic Ocean.



INDIRA GANDHI

The only Female Prime minister of India till date.



OPRAH WINFREY

An actress and the host of a highly successful talk show.



ELIZABETH ANDERSON

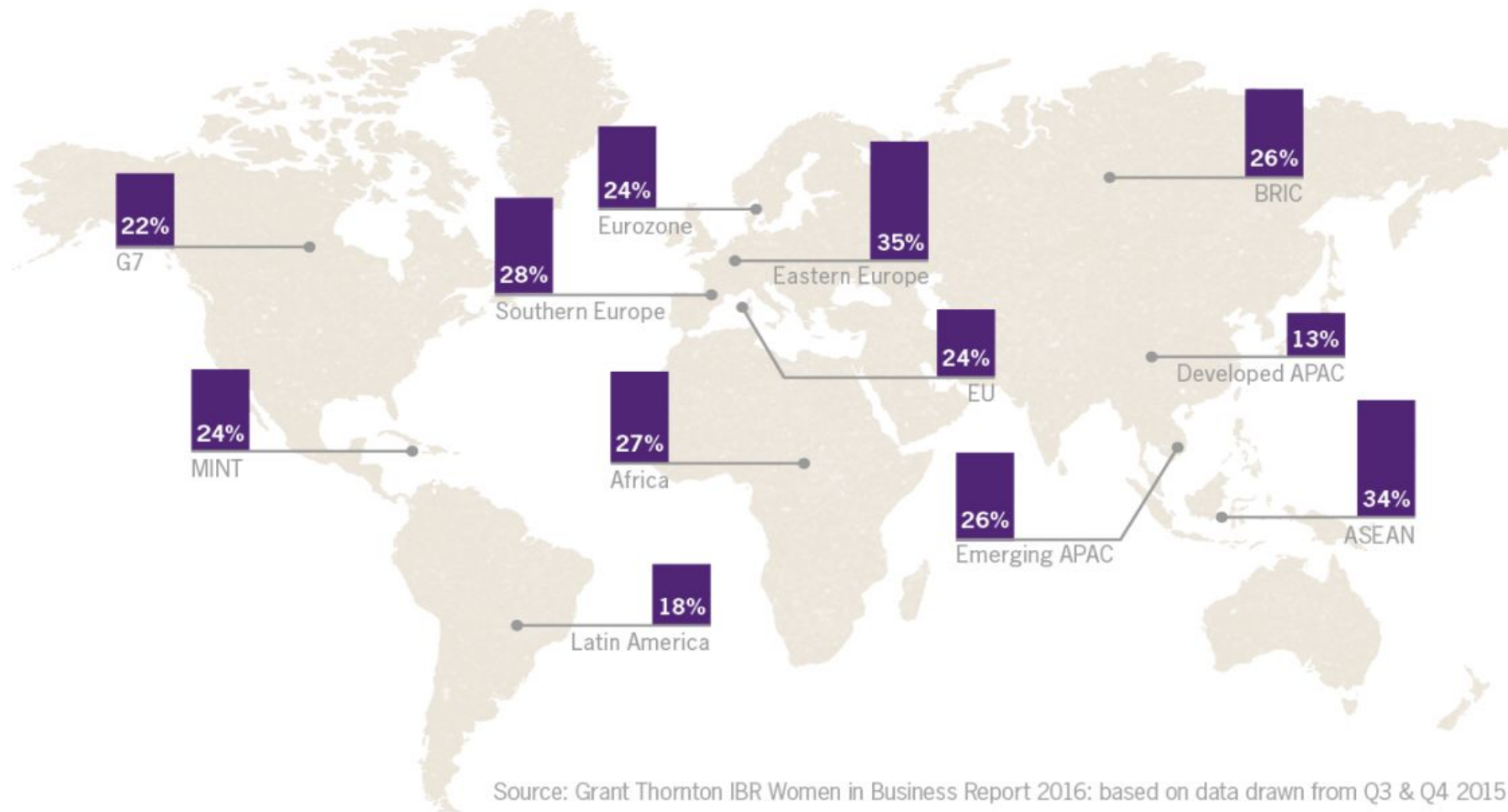
First female qualified doctor.



SALLY RIDE

First woman to reach in space.

Proportion of senior management roles held by women



Source: Grant Thornton IBR Women in Business Report 2016: based on data drawn from Q3 & Q4 2015

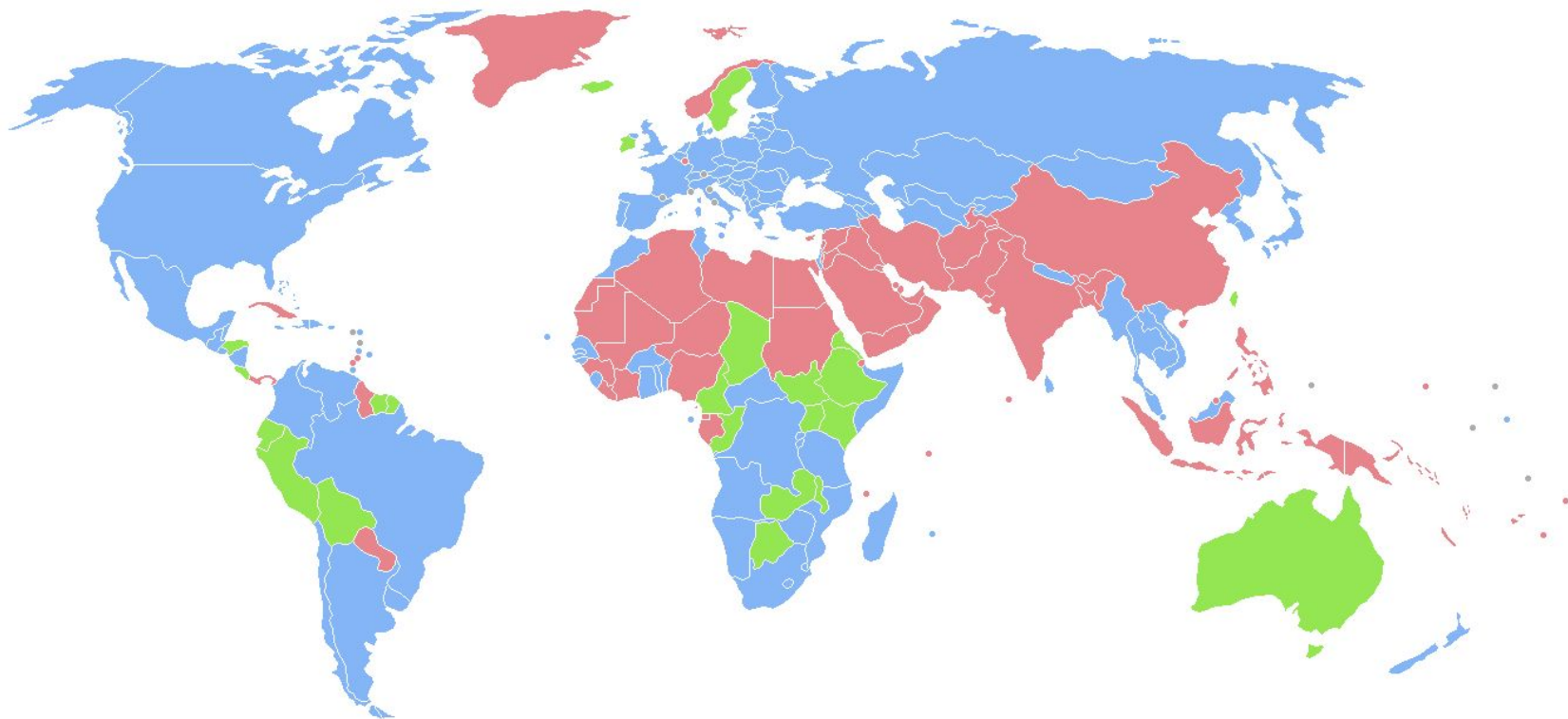
Women in Tech Stats

Amazon does not separate tech and non-tech positions, so the same data has been used for both.

Company →	amazon.in	Apple	facebook	Google	Linked in	Microsoft	twitter	YAHOO!
♂ Male	63%	77%	83%	81%	80%	83.1%	87%	83%
	--	-2	-1	-1	-2	+0.2	--	-1
♀ Female	37%	23%	17%	19%	20%	16.9%	13%	17%
	--	+1	+1	+1	+2	+0.2	--	+1

Source: Pixel Envy Diversity of Tech Companies by the Numbers: 2016 Edition.

World Human Ratio



What we observed till now?

- Till previous slide, its clearly evident that women are omnipresent. i.e. widely spread across multiple verticals. So, incompetency is definitely not the reason behind the low female-male ratio in tech
- Female-Male ratio too is healthy on planet Earth as well. So, there is no scarcity of women on our planet.

Tweets Trotting the Globe

Malcolm Isaacs @Malcolmissaacs · Jan 29
14 rising #WomenInTech superstars to watch in 2017 - future #CTOs? |
@hackbright @thisgirlangle #WomenLeaders



15 Rising Tech Superstars to Watch in 2017 - Future CTOs?
In 2014, only two Fortune 500 companies had women CTOs. I published a list of up-and-coming women engineers to watch. In the following years, hackbrightacademy.com



Jeffrey van Brunt @JeffVanB · Jan 29
We all need to be involved in doing better! foxbusiness.com/features/2017/...
#diversity #womenintech

BRAINS

Brains @PlanetBrains · Jan 29

Women of the tech world march for their companies and their causes
ow.ly/icM7308sRpY #tech #womenintech #usa



Women of the tech world march for their companies and their causes
The tech world showed up to the Women's March on Washington.
mashable.com



Silicon Valley Forum @SVForum · Jan 29

#FemaleFounders - Don't miss out on the opportunity to pitch at #SVFWIT17!
Application here: bit.ly/SVFWomenTechFe... #womenintech



Hackbright Academy @Hackbright · Jan 29
SHARE and encourage more #WomenInTech! 12 Women CTOs To Watch in 2017 hba.io/2jG1JM0 #CareerAdvice #CTO #diversity



Brittani Washington @BWashington · Jan 29

It's time to GET UP, STOP WAITING ON A HANDOUT, & GET TO WORK!
#womenintech #Vision



ANSYS @ANSYS · 18h

This 22-Year-Old Is Already An Engineer With NASA huff.to/2kJtcxB #STEM
#WomenInTech



Andrea A @andreaandric · 11h

It's not about giving women a hand up, it's about making sure they're not being held down. #womenintech #panel #pause2017 @pausefest

Li Women in Tech
5 Powerful Women in Technology Who Are Shattering Glass Ceilings Every Day
bit.ly/2jG1JM0 #WomenInTech · Jan 29
huff.to/2kJtcxB #womenintech

PROBLEM



#letstalksolution

Our Experience

"It is impossible to think about the welfare of the world unless the condition of women is improved. It is impossible for a bird to fly on only one wing." — Swami Vivekananda

- While we worked in this direction for 4+ years now, we realized the problems from boths ends. i.e. women and organization.
- 44% of our current workforce are women
- A humble beginning for a long journey
- Drupal provided varied set of levels for career path

CHALLENGE

- The ignorance or lack of awareness
- Break the myth
- The Priority: Career vs family
- Being tagged as biased while hiring

SOLUTION

- Spreading awareness: Drupal is a great career path
- Preserving their interests
- Valuing their priorities
- Inclusive work environment open to diversity
- Competent compensation

Celebrating Women @AddWebSolution



DrupalCon Asia



Andrew Kucharski @akucharski · 20 Feb 2016

Inspiring women devs at DrupalCon cc: @karen_dax @AshishjainMr



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DrupalCon Asia followed
@akucharski · 20 Feb 2016
Our 3rd place winner of the @DrupalConAsia 2016 @DrupalConAsia
drawing contest is @akucharski. @akucharski

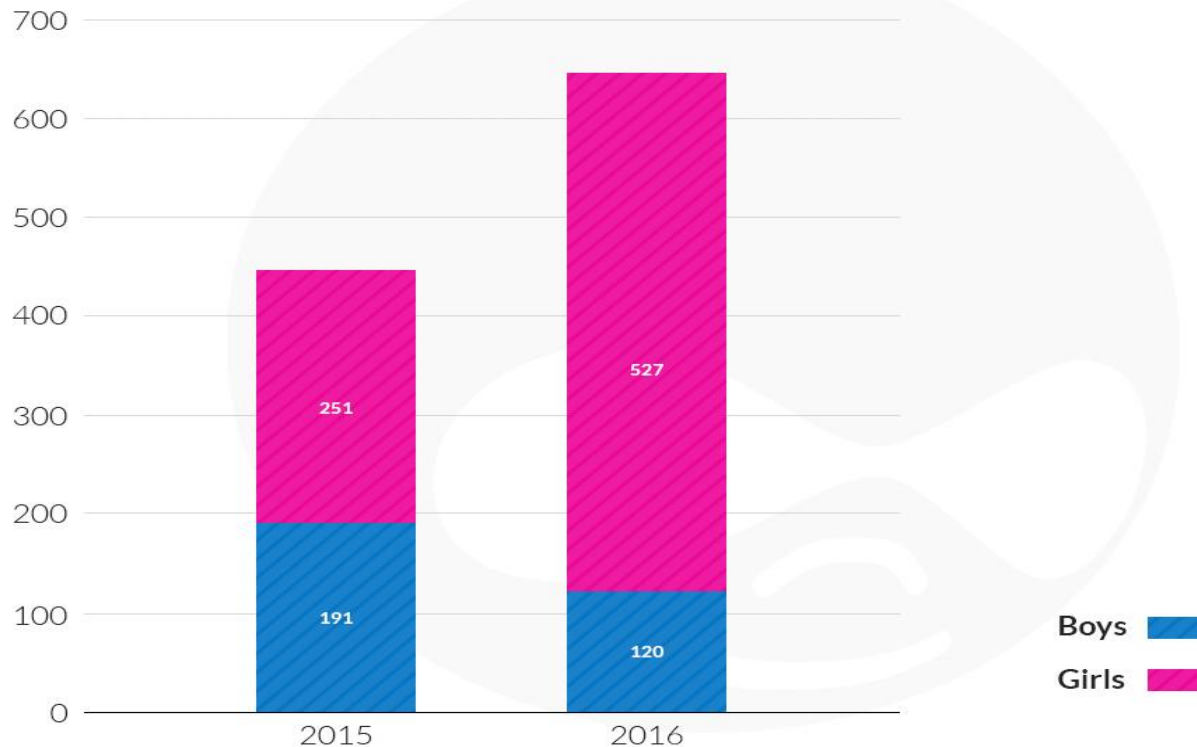




IMPACT

- Great/cheerful Work environment leading to great productivity
- Families realized the importance as they are earning well
- Supporting families boost self confidence
- A valuable change in the society, leading from the front
- An equal driving force in the growing economy

Stats for Drupal.Org contribution Year 2015 and 2016.



Good Reads

- Gender balanced team improved innovation and productivity:
https://www.ncwit.org/sites/default/files/resources/impactgenderdiversitytechbusinessperformance_print.pdf
- The Impact of Gender Diversity on the Performance of Business Teams: Evidence from a Field Experiment
- <http://gap.hks.harvard.edu/impact-gender-diversity-performance-business-teams-evidence-field-experiment>
- Harvard Business Review: Firms with More Women in the C-Suite Are More Profitable:
<https://hbr.org/2016/02/study-firms-with-more-women-in-the-c-suite-are-more-profitable>
- Human ratio [India and World]:
https://en.wikipedia.org/wiki/Indian_states_and_territories_ranking_by_sex_ratio AND
https://en.wikipedia.org/wiki/Human_sex_ratio

Thank You Note

Lovely ladies working with our happy organization

