

ANITA BORG INSTITUTE

Call For Action

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New Research from ABI Highlights the Characteristics That Lead to Advancement of Technical Women

A new research report released today by the Anita Borg Institute for Women in Technology (ABI) sheds light on the attributes of senior level technical women who, at only four percent of the 1,795 technical men and women surveyed for the report, represent a rarity in the technology industry. The report, titled *Senior Technical Women: A Profile of Success*, examines the characteristics of high-ranking women in technology, how they perceive themselves and their top attributes for success, and what organizational practices they most care about. The ABI report is publicly available at <http://anitaborg.org/files/Senior-Technical-Women-A-Profile-of-Success.pdf>.

[*Senior Technical Women: A Profile of Success*](#) explores the demographics and attributes shared among women who defy the odds and achieve senior level positions on the technical track. It also makes recommendations for companies looking to retain senior technical women and for women seeking to advance to senior level positions.

Report Highlights

Successful women in technology show the same attributes of success, human capital, and work values, as senior level men. Senior technical women are collaborative, assertive, moderate risk-takers who work long hours, and they have made significant concessions to advance.

Manager vs. Individual Contributor: Women in the study were significantly more likely than men to hold managerial positions. Conversely, men at higher level positions were more likely to hold individual contributor positions, suggesting that men and women are tracking differently at the senior level. Lack of representation of women in the highest individual contributor positions is a loss for companies, as it represents an absence of diversity of thought in the innovation process.

Family and Career: Senior women are significantly more likely to have children than are entry or mid-level women. However, 51 percent of senior men report that their partners have primary responsibility for the household and children, while 24 percent of senior women have partners who have primary responsibility of the household. This suggests that senior women face work-family challenges similar to those faced by women at the mid-level, with the additional pressure of a higher position of responsibility. Combining high level positions and family responsibilities comes at a price. Senior women are significantly more likely than men to have delayed having children, as well as cut back on their social life to achieve career goals.

Recommendations

Based on the research findings, the report makes recommendations for companies who wish to retain senior technical women and further advance their careers. Some of the recommendations include:

1. Early intervention is needed for career development on the individual contributor track - women who are excelling as individual contributors should be provided with ample mentoring, networking, and professional development opportunities.
2. Consider onramps and offramps for the individual contributor and management paths to offer different points of entry for technical employees on each path. Provide more opportunities for movement along the technical career path between management and individual contributor positions to reflect a diversity of work lifecycles and family configurations.
3. Be aware of the diversity of family configurations and responsibilities of the technical workforce - advancement practices should be examined to reward accomplishments over "face time."
4. Companies should consider communication styles as part of diversity dimensions - invest in raising the awareness of managers for unconscious bias associated with gender and communication styles, and examine the presence of such bias in recruitment and advancement processes.

"This report offers a snapshot of a rarity in technology: senior technical women working at prominent technology companies in Silicon Valley," said Dr. Caroline Simard, vice president of research and executive programs for the Anita Borg Institute and co-author of the study. "More research is needed to fully understand the mechanisms that lead to advancement for technical women, but we hope to have shed some light on those particular characteristics of women who've persisted in breaking down the barriers to reaching higher executive levels. Greater visibility into the paths of success can only lead to a better understanding of how to advance more technical women, increase diversity and, ultimately, the innovation that leads to success for both individuals and businesses."

2010 Women of Vision Awards Banquet ONLY 7 TABLES LEFT!!

The Anita Borg Institute for Women and Technology invites you to [sponsor a table](#) at our annual Women of Vision Awards Banquet! The Women of Vision Awards honor technical women for a lifetime of achievement in the areas of Leadership, Innovation, and Social Impact. Our keynote speaker this year is **Arianna Huffington**, co-founder and editor-in-chief of the Huffington Post. This event will inspire and engage the technical women at your company, and offer excellent networking opportunities.

Come network with our amazing sponsors: Lockheed Martin, Intel, Cisco, Google, NetApp, Symantec, Adobe, Career Action Center, Thomson Reuters, Amazon, James Beck, CA, eBay, First Republic Bank, Harvey Mudd College, HP, IBM, Intuit, Leah Jamieson, JDSU, Lam Research Corp, Mayfield, Microsoft, Mozilla, Raytheon, Salesforce.com, Santa Clara University, SmartForest Ventures, Bill Unger, Wilson Sonsini Goodrich & Rosati Foundation, Xilinx and Yahoo!

We invite you to sponsor a branded table for your 10

Important Due Dates

[New Investigators, PhD Forum and Technical Research Papers Call For Participation](#) - March 30, 2010

[Poster and SRC Poster Call for Participation](#) - April 6, 2010

[Anita Borg Technical Leadership Award Call for Nominations](#) - April 29, 2010

[Anita Borg Social Impact Award Call for Nominations](#) - April 29, 2010

[Denice Denton Emerging Leader Award Call for](#)

employees, guests, or donate a table to students. Individual tickets are also available.

[Learn more and register today!](#)

May 12, 2010 - 6:00 - 9:30pm

Mission City Ballroom Santa Clara, CA

Profiles of Senior Technical Women: Aglaia Kong, Vice President and Fellow, Symantec

The Anita Borg Institute is proud to introduce a new feature of our newsletter: Profiles of Senior Technical Women. We have selected 7 questions and asked each of these amazing women to share their answers. We hope you enjoy this new feature. This month Aglaia Kong, Vice President and Fellow, Symantec will share her answers.

How did you decide to pursue a career in technology?

I decided to pursue a career in technology when I was 6 yrs old. I always wanted to go to outer space and explore the universe. After waiting for 6 days on the roof to get picked up by UFOs with no success, I decided to build my own space vehicle. Based on that decision, I went into electrical and chemical engineering fields and had been trying to achieve my dream in odd ways ever since.

[Continued...](#)

Grace Hopper Celebration Call for Participation Deadline Extensions

The 10th Annual Grace Hopper Celebration of Women in Computing (GHC) has extended deadlines for some of the [Calls for Participation](#).

Key Deadlines:

- For New Investigators, PhD Forum and Technical Research Papers - Proposals submission deadline has been EXTENDED TO March 30, 2010.
- For Posters and SRC Posters - Proposals submission deadline has been EXTENDED TO April 06, 2010.

Notifications on submission status will be made by May 18, 2010.

For more information, check out our website:

<http://gracehopper.org/2010/participate/call-for-participation/>

Top Six Attributes of High-Ranking Women in Technology

A majority of senior technical women consider themselves to be assertive, collaborators, hard workers who work long hours, unafraid to question, risk-takers, and analytical in nature, according to a new report published today by the Anita Borg Institute for Women in Technology (ABI). The report, titled [Senior Technical Women: A Profile of Success](#), examines the characteristics of high-level women in technology, how they perceive themselves and their top

[Nominations](#) - April 29, 2010

[Change Agent Award](#)

[Nominations](#) - April 29, 2010

[Systems Pass-It-On Awards](#)

[Applications](#) - May 12, 2010

[GHC Scholarship Applications](#)

- May 14, 2010

2010 GHC Scholarships

Scholarship applications are now being accepted for the 2010 Grace Hopper Celebration (GHC). GHC scholarships cover a combination of conference registration (which includes most meals), lodging, and fixed amount of travel reimbursement funds. The majority of scholarships are awarded to undergraduate and graduate students, however, junior faculty, members of non-governmental organizations, and non-profits are also eligible to apply. Visit the [scholarship page](#) for more information and to submit your application. The deadline to apply for a scholarship is May 14th.

With the extension of some submission deadlines there is still an opportunity to participate in the conference which can increase your chances of getting a scholarship. The deadline to submit a proposal is March 30th for PhD Forum and New Investigators and April 6th for posters. Please visit the [Call for Participation](#) page for details.

We are also looking for academic underwriters and corporate sponsors to support scholarships at Grace Hopper. Contact [Jody Mahoney](#) for corporate sponsorship and [Kim McLeod](#) for academic underwriter sponsorship opportunities.

attributes for success, and what organizational practices they most care about.

"Our survey explored both men and women's perceptions of what the key attributes are for success in technology," said Dr. Caroline Simard, vice president of research and executive programs for the Anita Borg Institute and author of the study. "The findings have helped identify common characteristics of those who have been able to break through the barriers associated with climbing the technical ladder. By shedding light on these attributes and encouraging further research on the subject, we hope to facilitate greater diversity, which is so critical to innovation, at all levels of the technology industry."

[Continued...](#)

Systems Pass-it-on: An Award with Impact

Applications are open for the Spring 2010 round of Anita Borg Systems Pass-it-on (PIO) Awards. We asked guest blogger Erin 'Ed' Donahue to reflect back on the impact of the PIO award she received when the program launched in 2007. Here's what she wrote.

"When I was a junior at DePauw University, I applied for and was awarded a Pass-It-On Award to help build up our Women in Computer Science (WiCS) student organization. Receiving a Pass-It-On Award was a catalyst for so many positive things that started happening in my life."

[Continued...](#)

Housework Matters: A Panel Discussion on Housework Benefits

April 7, 2010, 6:30-8:30pm, Frances C. Arrillaga Alumni Center, Stanford University. Professor Londa Schiebinger, director of Stanford's Clayman Institute for Gender Research, published a study in *Academe* on January 19 showing academic scientists spend about 19 hours a week on basic household chores. The solution? Schiebinger urges universities, businesses to offer benefit to pay for housework. Panel will include Schiebinger, representatives from human resources, a woman scientist, and representatives from the housecleaning industry. The Anita Borg Institute is proud to be a co-sponsor of this event. [Click here for details.](#)

If you would like to volunteer to assist with registration and ushering at this event please contact [Jerri Barrett](#) at the Anita Borg Institute.

Join Us on March 24 for Ada Lovelace Day!

Ada Lovelace Day is an international day of blogging to draw attention to the achievements of women in technology and science. Everyone is invited to participate on March 24 by posting a blog, videolog, podcast, etc. about one or more technical women. Take the [pledge](#) and join us! Then watch our [blog](#) on March 24 for an Ada Lovelace Day update with

ABI at the United Nations for International Women's Day

A report by Jody Mahoney, Vice President Business Development.

"If women entrepreneurs in the US started with the same capital as their male counterparts, they would add a whopping 6 million jobs to the economy in five years-2 million of those in the first year alone." Babson College

What happens when you put 100 really smart women in a room from every sector-private, public, civil society, NGOs, government, social enterprises? You get some really great thinking.

[Continued...](#)

WomenWorking.com Relaunch

Womenworking.com is a world-wide community of women across industries run by a staff that is committed to supporting women to take their careers and lives to the next level. Whether you are Gen Y, Gen X, or a Baby Boomer, they know you want to achieve your professional and personal best.

Through their columns, blog, forum, television shows, and newsletters, you will connect to businesswomen and experts who give honest feedback and coaching that will help move you forward. So come on in, look around, and let them help you step out of your comfort zone, take calculated risks and dare to go for your dreams.

[Womenworking.com](#)...Dare to live fully!

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links to posts by CEO Telle Whitney, ABI staff, and members of the ABI community.

[Women and Technology](#)

4th Annual Invent Your Future Conference for Women

Monday, April 19th and Tuesday, April 20th, 2010, Santa Clara Convention Center

The lack of gender diversity continues to be a challenge for the tech community, with only 5% of executive officers in the tech sector being women. Next month, the 4th Annual Invent Your Future Conference for Women will address the issues by offering skill-building, networking and training to women seeking to advance their careers and to the companies that support them. The conference features nationally-recognized speakers, tech leaders and business experts offering seminars, keynotes, in-depth clinics, and action-oriented roundtable discussions. ABI community members may register at a special reduced rate for the two-day conference; (\$295 per person, normally \$395 per person) To register enter code # 23 on the [Invent Your Future Partner Registration Page](#).

Keynote speakers include Dr. Louann Brizendine, Clinical Professor of Psychiatry at UCSF and author of the groundbreaking New York Times bestseller *The Female Brain*, discussing the research findings in her new book, *The Male Brain*, and showing how the "male reality" is fundamentally different from the female one. Overturning the stereotypes, Dr. Brizendine will tell us how we can apply this valuable knowledge in the workplace. Her presentation will be followed by a discussion with a male and female CEO, hosted by Sydnie Kohara of CBS5 News, on how Dr. Brizendine's findings relate to successful leadership styles. Plus Anousheh Ansari, Technologist, Entrepreneur and Astronaut; Author, *My Dream of Stars* and Douglas Merrill, former CIO and VP of Engineering, Google; Author, *Getting Organized in the Google Era: How to Get Stuff Out of Your Head, Find It When You Need It, and Get It Done Right*.

Session Topics include:

The Well Connected Leader - How to find Coaches, Mentors and Sponsors to Build Your Career
Taking Control of Your Future
Strategies for Women Navigating the New Corporate Landscape
Creating Powerful Networks - Communication Survival Skills
Building Your Brand On-line

For more information visit www.inventyourfuture.com

ABI LINKS

[Awards](#)
[Communities](#)
[GHC](#)
[Systems](#)
[Women of Vision](#)

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To learn more about ABI and our upcoming activities sign up for our monthly newsletter.