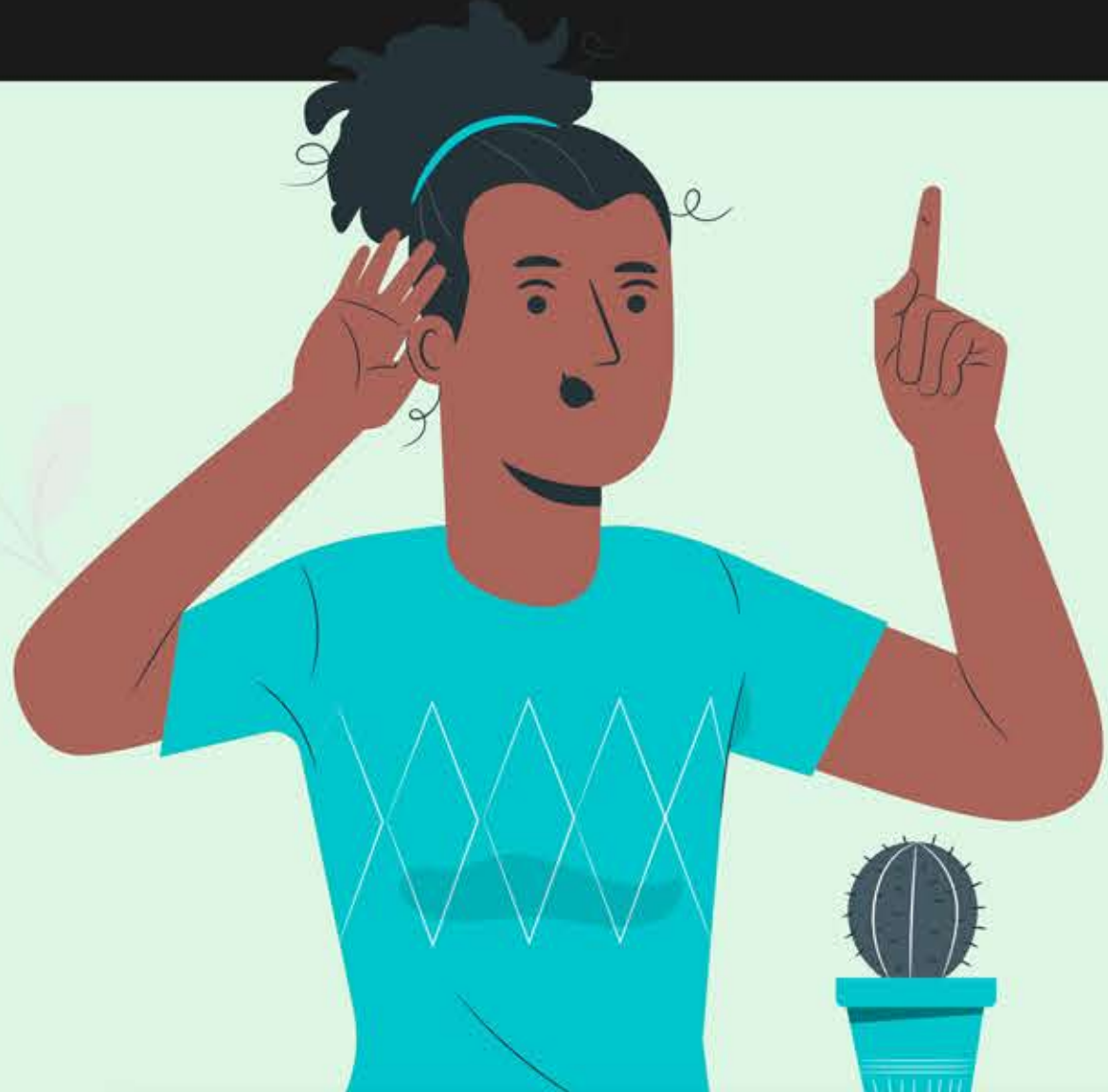
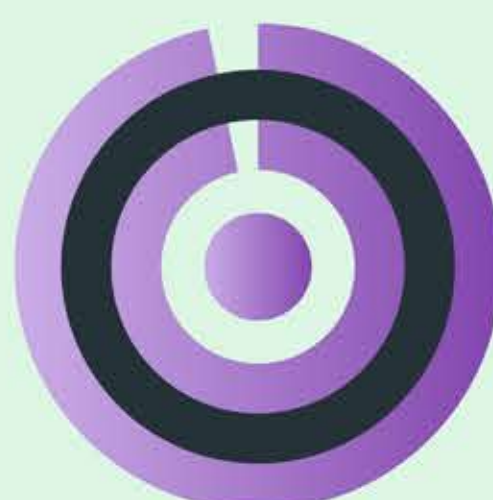


Removing the barriers for Women in Tech.



52%
Work for companies that don't have a sponsorship programme



97%
Believe a sponsor would accelerate their careers



Build sponsorship into leaders' objectives, make sure they understand what good sponsorship looks like, measure the success of your programmes, raise the visibility of sponsorship opportunities.

- TRAIN
- MONITOR
- IMPLEMENT



59%
Stated a mentor helped accelerate their careers



32%
Never had a mentor



9%
Didn't know how to access a mentor



- VISIBILITY
- MATCH
- MONITOR



Ensure you have mentorship programmes at all levels, matching matters, one size does not fit all! Make the programmes visible and easily accessible, measure and monitor progress. Feedback, how mentors are doing, and review if programmes are making impact.



72%
Stated they felt they had access to role models



28%
Didn't feel role models were accessible in their organisations

Visibility matters, sharing stories matters, create more opportunities to network and meet senior leaders through employee relations groups and other networking opportunities.

- VISIBILITY
- NETWORKING
- SUPPORT



51%
Feel traditional promotion structures are hindering their careers



22%
Feel stuck due to these structures



- MOBILITY
- TRANSPARENCY
- SUPPORT



More visibility of internal mobility opportunities, transparency around promotions, lateral career moves, not just the traditional ladder Look and support those who are obviously stuck!

Companies could be doing more to promote allyship!

Less talk, more action. Focus on the allies that need converting. Fund programmes to focus on allyship. Focus on Equity, not just equality.

- CULTURE
- ACTION
- EQUITY



If you would like to find out about sponsorship opportunities or hear more about our work at WeAreTechWomen

Please contact Info@wearethecity.com