Women@Google

Presentation for Millenia 2015
Corinna Cortes, Head of Google Research, NY

The BCS Women in IT Awards Dinner, Fall 2007

Recruiting / Industry

Google aspires to be an organization that reflects the globally diverse audience that our search engine and tools serve. As such, Google partners with many professional organizations and conducts various recruiting events throughout the year at the industry and university level.

Scholarship Breakfast at the Grace Hopper Conference

Anita Borg Tech Leaders Workshop

University Programs

Google supports multiple student organizations across the globe that help students network, identify mentors, and build a sense of community.

To encourage women and historically underrepresented minorities to pursue studies in Computer Science and Engineering, each year we award numerous scholarships (www.google.com/jobs/scholarships).

The Google Workshop for Women Engineers

EMEA Anita Borg Scholars' Retreat

Pre-University Programs

The Pre-University program began in 2005 using a volunteer model of employee participation. Google supports K-12 and pre-university programs that help develop the pipeline for the future. Google's programs to reach middle school and high school girls are growing in the U.S., EMEA, and Asia Pacific.

Introduce a Girl to Engineering Day
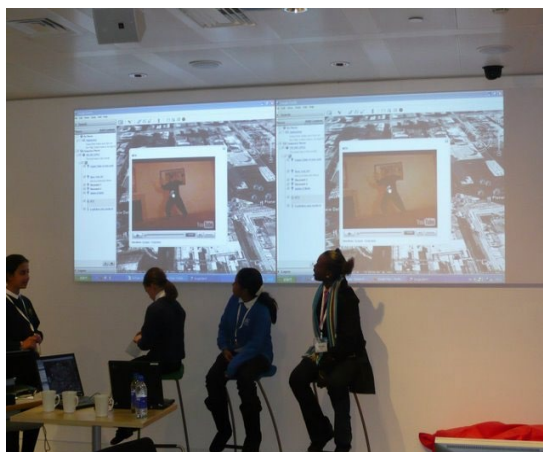
Girls Day @ Google London

The Girl Scouts eat lunch at the Google Headquarters

Internal Programs

Here at Google we work hard to create an environment that attracts the best talent and enables each individual to contribute to her full potential. As such, we support various Employee Resource Groups, offer leading edge benefits, and provide leadership development opportunities and various programs that create a great work environment for everyone.

GWE Professional Development Bash

Tech Talk by Kate Ward in Dublin

Background Statistics

Women in Technology

- In 2006, only 21% of all Computing and Information Sciences undergraduate degree recipients were women. Only 14% of Computer Science undergraduate degrees at *major research universities* were awarded to women in 2006.

- In 1985, women were 37% of all undergraduate Computer Science degree indicating a significant decline.

- From 2000-2005, the number of women pursuing IT degree decreased by 70%

- At the industry level, 29% of all Computer Scientist are female. 4% are African American and female, 2% are Asian and female, and 1% are Hispanic and female.

- Women hold only 13% of Corporate Officer positions at F500 Technology Companies.

Source: National Center for Women and Information Technology (NCWIT), By the Numbers, April

Female Leadership in Technology Industries

- Women Corporate Officers held fewer line jobs (gateways for promotion to top leadership) in F500 companies in 2007 then 2006. In 2007 the number of women decreased by 6% to be ~25% for women & ~50% men

- In 2007, there was a 15.6% increase in number of F500 companies with no women corporate officers

- At the current rate of change, it will take women 47 years to reach parity with men as Corporate Officers of F500

Sources: Catalyst, 2007 Catalyst Census of Women Corporate Officers, Top Earners, and Directors of the Fortune 500

Women in Business

- Women comprise:

    - 46.3% of U.S. labor force

    - 50.6% of Management, professional, and related occupations

    - 15.4% of F500 Corporate Officers

    - 14.8% of F500 board seats (Up from 14.6% in 2006)

    - 9.4% of F500 highest titles

    - 6.7% of F500 top earners

    - 3.0% of F500 women board directors are of color

    - 2.6% of F500 CEOs