

Berkeley

SCHOOL OF  
INFORMATION

Leadership Development  
Program for Gender  
Equity

2021- 2022 Program Report

# Gender Equity in Technology Leadership

Despite significant gains in STEM degree attainment for women,  
**Only 26% of the computing workforce is female<sup>1</sup>.**

**Exact statistics on trans and non-binary individuals in tech are virtually nonexistent.** 75% of trans employees feel they must hide their trans status at work<sup>2</sup>.

**Women are promoted at a slower rate than men, especially in tech.** In technical roles, only 52 women are promoted to the level of manager for every 100 men<sup>3</sup>.

**Women of color are especially underrepresented.** In a recent analysis of the 177 largest Silicon Valley technology firms, Black women made up only 0.4% of executives compared to 14.6% of white women<sup>4</sup>.

There is a broken rung for women & non-binary individuals to tech leadership positions<sup>5</sup>. **We are here to help.**

Female & non-binary folx in technology **face challenges in building their career to leadership...**

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**Pervasive cultural stereotypes** about who can be a leader in STEM, with women & non-binary folx of color also forced to counter racial stereotypes<sup>6</sup>.

**Differing standards of evaluation**, including double bind of likability and competence<sup>7</sup>.

**Chilly environments** exemplified by incivility, microaggressions, and ostracism that send cues that they do not belong<sup>8</sup>.

**Barriers to social capital** and information on jobs, potential mentors, and promotion opportunities<sup>9</sup>.

...but they **bring valuable skills and make a significant & necessary positive impact** in the workplace.

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**FINANCIAL RETURNS.** Companies with a diverse workforce see greater economic growth and societal contributions<sup>10</sup>.

**INNOVATION.** Diversity leads to expanded possibilities and can ensure tech serves all equally<sup>11</sup>.

**EQUITY & INCLUSION.** Studies show diverse (particularly female) managers do more to support their teams, including furthering efforts in DEIB<sup>12</sup>.

*We further gender equity in technology through a career development program that affirms and reflects intersectional experiences and builds connections in technology companies.*

# What we do for female & non-binary students.

Foster **an environment for open dialogue** around tech leadership, gender & race.

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**Career coaching and workshops** building skills to counter gender-based barriers.

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**Practical career advice** around common situations, such as promotion periods, gaining recognition for contributions, and getting critical growth experience.

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**Mentorship** with female & non-binary tech leaders who can serve as allies/sponsors.

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Service learning **inspiring the next generation** of women & non-binary folx in tech.

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**Connections with employers** interested in advancing gender diversity in leadership.

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# Program overview, 2021-2022

## LDP Student Participants

23 part-time data science & cyber security graduate students.

- 77.7% non-white, 91% female.
- 80% reported “no” to being professionally satisfied with their career.

## Skill-building

Monthly interactive & engaging workshops.

- Topics included conflict resolution, negotiation, leading with inclusion & equity, personal branding, & visioning.

## Mentorship

1:1 matching with industry leaders for mentorship.

- Mentors included leaders at Twilio, Castlight Health, Google, Amazon, LinkedIn, Microsoft, Proofpoint, Twitter, Cribl.

## Service Learning

Connecting participants with the next generation.

- Service learning included mentoring, leading panels, teaching coding skills to girls, speaking at conferences, leading DEIB efforts at work.

# Inaugural Cohort **Student** Participants, 2021-2022

<b>NAME</b>	<b>ROLE</b>	<b>COMPANY</b>
Alexandra Savelieva	Principal Research Engineer	Microsoft
Andi Morey Peterson	Senior Manager	Micro Technology
Autumn Rains	Full-time student	
Bruce Lam	Product Management Intern	Electronic Arts
Casey Hsiung	Senior Business Analyst	Loeb & Loeb LLP
Catherine Tsai	Director of Business Analytics	Houzz
Elaine Chang	Data Visualization Analyst	UC San Francisco
Frances Leung	Senior Manager	Deloitte Digital
Haerang Lee	Data Scientist	Meta
Hailemariam Bizunehe	Lead Software Developer	Charter Communications
Heather Rodney	Senior Data Analyst	GDTI

# Inaugural Cohort **Student** Participants, 2021-2022

NAME	ROLE	COMPANY
Irene Shaffer	Product Management	Microsoft
Jenny Conde	Energy Market Associate Specialist	Southern CA Edison
Lauren Ayala	Info. Systems & Security Officer	Lawrence Livermore National Laboratory
Leena Bhai	Senior Data Analyst	AnitaB.org
Mrinalini Sharma	Senior Data Analyst	kW Engineering
Nikky Ranga	Security Consultant	Accenture
Prathyusha Charagondla	Site Reliability Engineer	Adobe
Shawn Fonua	Asset Management Program Coordinator	Coachella Valley Water District
Srishti Mehra	Data Scientist	Theorem
Theresa Kuruvilla	Leader Product Operations	Cisco
Vikram Mukhi	Senior Manager	Accenture AI
Vineeta Kumar	Associate Director - Advanced Analytics	Walmart, Inc.

# Inaugural Cohort **Mentors**, 2021-2022

<b>NAME</b>	<b>ROLE</b>	<b>COMPANY</b>
Annika Rogers	Director of Localization	Autodesk
Aris Fotkatzikis, PhD	Director of Data Science	Cepheid
Ashley Antonides, PhD	Chief AI Officer & Head of Data Science	Anno.AI
Ayush Khanna	VP Product	Pactum
Christine Petrozzo	Senior Director for Business Intelligence	Pluto TV
Darian Worley	VP Enterprise Data, Chief Data Officer	Ferguson Enterprises
Emmy Lau	Principal Product Manager, Personalization	Twitch
Heather McPherson	Executive Director, Program Delivery, Privacy, & Security Program	Kaiser Permanente
Joanne Stockwell	Senior Field Product Marketing Lead at AWS	Amazon
Joyce Shen	Investment and Operating Partner / Berkeley Instructor	Tenfore Holdings



# Inaugural Cohort **Mentors**, 2021-2022

<b>NAME</b>	<b>ROLE</b>	<b>COMPANY</b>
Kim Norlen	Sr. Manager, Enterprise Data Management	Twitter
Kristy Edwards	President & Co-Founder	PrivacyCode
Lucia Milica Stacy	Vice President & Global Resident Chief Information Security Officer	Proofpoint, Inc.
Margarita Bradley	Managing Director at Google   Strategy & Operations	Google
Priya Gupta	Director of Data & Analytics	Cribl
Reema Naqvi	Sr. Manager, Solutions Engineering	Twilio
Sam Zaiss	Data Science Manager, Product Analytics	Textio
Sarah Lowe	Talent Solutions Mid-Market Sales Manager	LinkedIn
Vicky Harp	Principal Group PM Manager in Azure Data	Microsoft
Wendy Xue	Group Product Manager, Identity Trust & Fraud Protection	Intuit

# Results.

37% improvement in professional career satisfaction.

44% improvement in knowing how to make a plan to achieve their goals.

100% of participants reported gaining career related skills & tools.

100% NPS score with all survey respondents (participants & mentors) reporting they are likely to recommend the LDP.

*Results based on participant surveys (launch survey N=20, closing survey N=14) and mentor survey (N=15).*

# Student Participant Feedback

*Expanded my perspective on the different ways and situations in which gender or other identity factors impact leadership and technology careers. Peers sharing their stories was very helpful in this.*

*This was one of the most impactful leadership trainings I have ever attended. And I have been to a lot! In the other ones, I felt that they either missed the point or did not understand my circumstances wholly.*

*I have already experienced female gender discrimination at work and in school. **I gained a better perspective of what it is like for LGBTQ individuals in the workplace and that is an important perspective.***

***Every guest speaker was a woman.** That was the norm, unlike in the real world. And although not every topic was focused on "how to do X as a woman", that default perspective, values, and shared experiences came through. **I felt more seen and I felt that there was more empathy in the room for the shared concerns and values.***

# Student Participant Testimonial.



Catherine Tsai,  
Director of Business Analytics, Houzz  
MIDS Student LDP Participant

**The Leadership Development Program (LDP) helps to solidify important leadership concepts** such as advocating for yourself and your vision in concrete and impactful ways, taking control of your own career progression, and providing insight to different dimensions of leadership (being the greatest at your job isn't nearly all it takes to be a great leader!).

**The program includes a fair amount of necessary self reflection** to help you define your own leadership path, then provides the tools to allow you to start making progress towards your goals. In addition, **LDP provides a rich community to learn from:** other program participants, speakers, and a mentor.

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Plans for 2022-2023

# LDP for Gender Equity, 2022-2023

**Expansion** to 40 students representing a wide variety of interests in tech.

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**Addition of peer coaching circles** for participants to stay engaged between monthly LDP sessions.

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**End of year networking meet-up** with all LDP participants and mentors, past and present.

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**Participatory research activities** embedded throughout with the goal of furthering a supportive and inclusive tech career landscape.

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# Program overview, 2022-2023

## LDP Student Participants

40 Graduate Students.

- Includes part-time students who are also working professionals (part-time students) and full-time students.
- All participants will be seeking full-time roles in technology and will be interested in advancing to leadership.

## Skill-building

Monthly Sessions.

- Interaction workshop topics will include conflict resolution, negotiation, leading with inclusion & equity, personal branding, & visioning.
- Participants will also engage in monthly peer mentoring.

## Mentorship

1:1 matching with industry leaders.

- Mentors will represent technology industry leaders.
- Matches are made based on mentor and mentee preferences, including career goals and identity.
- Mentors will be invited to participate in select LDP activities.

## Service Learning

Paying it forward.

- Service learning will mentoring, leading panels, teaching coding skills to girls, speaking at conferences, leading DEIB efforts at work.

# 2022-2023 LDP participants represent:

## Master of Information & Cybersecurity Students

Part-time, online and interdisciplinary degree preparing cybersecurity leaders with the technology, communication, legal, and business skills to address complex cybersecurity challenges.

## Master of Information & Data Science Students

Part-time, online degree educating data science professionals to solve real-world problems with coursework drawing from computer science, social sciences, statistics, management, and law.

## Master of Information Management & Systems Students

Full-time, on campus and multidisciplinary degree empowering students to progress their career in roles such as product management, data science, software development, ux design and research.



# Get Involved in the 2022-2023 Berkeley LDP!

## **We need your help.**

The technology industry is thriving and a career in technology provides the opportunity to shape the future, build up financial equity & stability, and lead a flexible and innovative professional life.

The question is not one of how to get women & non-binary folx interested in these compelling careers, but how we can create a supportive system and environment so they can thrive.

**The LDP aims to change the system for the better - we are equipping leaders with equity-driven tools and a supportive community.**

**Your partnership is critical.** Your support enables LDP learning activities, self-assessments, and program coordination including individual mentorship pairing and impactful service learning opportunities.

# We are better together.

Research shows diverse teams lead to increased financial outcomes<sup>10</sup>, employee engagement and inclusivity<sup>12</sup>, and innovative products<sup>11</sup>. **But simply hiring for diversity is not enough.**

In the LDP program, industry partners, mentors, and student participants work together to share invaluable insights into challenges and opportunities facing women and non-binary individuals in tech.

**Build up your tech workforce with great talent that is also gender diverse while also ensuring inclusive and supportive operations.**

**Together, we can work towards a future where all workers are supported.**

# Benefits for all LDP Corporate Partners.

## Recruiting

Accelerate your hiring as an LDP partner.

- Recruit early to mid-career professionals seeking technical roles and interested in growing into leadership positions.
- Listed as LDP Partner in job board & job postings.
- Exclusive access to participant resumes.

## Recognition

Targeted marketing to students.

- Opportunity to send a targeted email to graduate student listserv (>1000 grad students).
- Noted as an LDP Partner on emails to LDP mentors (industry tech leaders).
- Listing on website as LDP Partner.

## Research

Guidance on enhancing equity in recruiting.

- Access to research conducted at UC Berkeley on the career search experiences of women in technology.
- Guidance on how to limit gender related barriers in recruiting.

## DEIB

Partner with UC Berkeley in furthering DEIB goals in tech.

- As an LDP Partner, you will be taking a step towards a more inclusive and equitable technology career landscape.
- Directly help women & non-binary folk to overcome gender- based stereotypes.

# Become a LDP Partner today!

## Founding Partner

\$25,000+

- Establishes a foundation of financial support, ensuring LDP existence into 2025.
- Recognized as a founding partner from 2022-2025.

## Tech Partner

\$10,000

- Critical partner in the LDP.
- Recognized as a tech partner for one year.

## Equity Supporter

\$5,000

- Supporter to the LDP.
- Recognized as an equity supporter for one year.

***Interested in partnering to change the face of tech leadership?***

**Let's talk:** [rande@berkeley.edu](mailto:rande@berkeley.edu) / Rebecca Andersen, Sr. Director of Career Development @ Berkeley

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# Leadership Development Program

for Gender Equity 2022

**Rebecca Andersen**

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