“The Role of Women in IT”

Valentina Mintah

2018 WCO PERMANENT TECH. C’TTEE

7th November, 2018
Brussels, Belgium
THE JOURNEY SO FAR

Consumer of IT Services
IT Student

Founder/Entrepreneur
Business Analyst

Corporate Employee

IT Solution Provider
Employer

5 Continents
POLICY SHAPERS
In the areas of representation, remunerations and overall opportunities for women in technology

DIVERSITY
Role models to all society groups

POSSIBILITIES
Providing different view points, ideas and marketing insights for building efficient business teams to serve an increasingly diverse customer base

LEADERSHIP
Extending influence and expertise into local communities

SUPPORT MECHANISM
Working together to support other women directly/indirectly, as we still represent a minority group in a system of unconscious biases

ECONOMIC GROWTH
Contributing to the development of the IT industry - $6 trillion spent on IT each year by corporations around the world. 2016 Boston Consulting Group

WHAT WE REPRESENT
Women now form the majority of medical students and over half of the general practitioner (GP) workforce. Over the past four decades, the proportion of women entering medical schools in the UK has increased rapidly, and female medical students now outnumber males. The establishment of the first medical schools for women led to an increase in the number of women practising medicine in the early twentieth century. Women were not allowed entry into UK medical schools until the late nineteenth century. Women now represent 47% of the medical workforce in the UK. Dr Barry, a renowned physician whose career spanned several decades after qualifying in Edinburgh in 1812 and achieving the highest accolade as Inspector General of Hospitals in the British army, was only discovered in her death in 1865 to be a woman and not a man.
POLICIES
Policies recognizing the various stages of females e.g. helping women return to the workforce if they leave to have children or care for elderly relatives

“SOCIAL BELONGINNES”
Non stereotypical role models

ACCESS TO EDUCATION
Narrowing the gender gap in socialization and schooling and increasing the educational pathways for girls in STEM

BOLDY ADDRESSING BIAS
Active programs to address unconscious biases. E.g. neutralizing limiting aspirations that are molded by social norms and parental expectations

WORK-FAMILY BALANCE
Females continue to shoulder the bulk of household and child care duties – HR Support mechanisms eg. Stanford “bank” pilot programme
POSITIVE OUTCOMES following this WCO initiative
Thank You