



The Gender Divide in Tech

Six hard truths about women's uphill battle for equality in tech.

We asked more than **100 women** to get real about the hard truths and experiences they face in the tech industry every day.

Despite growing conversations about gender equality in tech, the numbers show that women are still **undervalued, underrepresented and discriminated** against. Here's what they had to say.

01.

Women are held to a **higher standard** than male colleagues.



94%

of women feel that more is **expected from them** at work compared to their male co-workers.



Women are asked to **handle admin tasks** more than men.

02.

75% of women say they (or other women they work with) are consistently asked to handle more admin tasks compared to their male colleagues.



38% say they've been asked to take meeting notes.



43% say they've been asked to reserve meeting rooms.

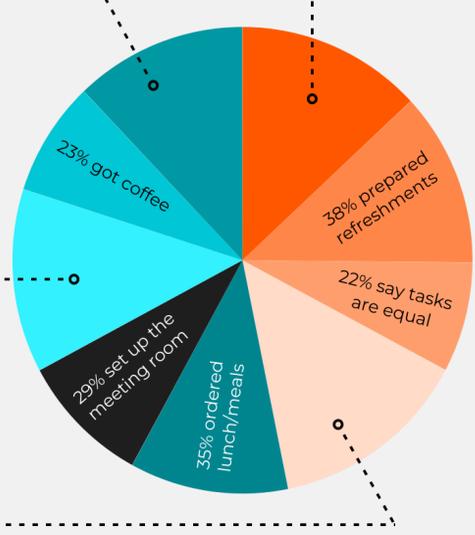
40%

say they were asked to prepare meeting materials and equipment.



44%

say they were asked to send meeting invites.



03.

Women feel **overlooked** and **discounted** in the workplace.

61% of women believe they were passed over for a promotion or **lost a job opportunity** due to their gender.

74% of women believe their **opinions were dismissed** during meetings due to their gender.

61%

74%



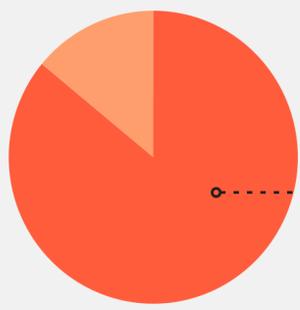
Women feel like they're judged for **expressing emotions** at work.

04.

"Why are you so **feisty**?"

"You're too **bossy**."

"Calm down, you're being so **emotional**."



86%

of women say they've been **accused of being too emotional** (or other gender-charged words) in the workplace.

i This aligns with [research that shows](#) women who express anger in the workplace are penalized, whereas men aren't (and may even be rewarded).

05.

Most women in tech believe the **glass ceiling is still intact**.

When asked about the current state of the glass ceiling in tech, **64% of women** say it's still intact or barely splintered.



2%

It's completely shattered.

33%

We can see some blue sky.

34%

It's starting to splinter.

30%

There's barely a crack.

Many women feel **underpaid** compared to male colleagues.

06.



45%

of women feel they're **underpaid** compared to their male coworkers.

Finding the silver lining.

There's still work to be done until we achieve true gender parity in tech. But, there are reasons to believe in a more equal future. Of the women surveyed, **63% feel encouraged** to pursue a career in tech and **59% have a female role model** or female executive mentor in their organization.

To learn more about how Navisite is championing women in tech, visit navisite.com/steminist.