URL: https://stvp.stanford.edu/clips/why-is-there-a-gender-gap-in-tech

Girls Who Code founder Reshma Saujani explains that computer programming was initially dominated by women, but that the field became increasingly male through the 1990s and 2000s. Changes to STEM education have helped fix the pipeline problem — now, top engineering schools often enroll as many women as men — but work remains to make the tech industry an attractive place for women to build long-term careers.

Transcript

- The world's first programmer was a woman.. 00:00:04,300 In the 1980s, if you went to any robotics class in the world, it would've been half boys, half girls.. And so we were at parity up until almost- I mean close to parody up until 1995 and then we started pushing women out.. So at the lows it was almost, you know 18, 19%.. And so the workforce is one place to look at the pipeline problem, but also college classrooms are another.. You know, Stanford University is at parity essentially in their engineering departments, but there was a dip, you know, in the nineties and two thousands.. And so the pipeline work was getting young girls to say, "STEM is-" you know, "Computer science is something that I care about and something that I want to do".. So getting them degrees is one thing, but then getting them jobs and having them stay in those jobs is an entirely different problem and we are failing at that.. Silicon Valley, the tech community is absolutely failing at that.. We did a survey with Accenture that said women by the age of 35 in tech will leave, 50% of them will leave..

So we can't really tell what the full potential of those numbers are, because the attrition is so high...