To Succeed in Tech, Women Need More Visibility
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Evidence That Gendered Wording in Job Advertisements Exists and Sustains Gender Inequality
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Education at a Glance 2016, Developed with Key Support from ARI, Puts a Spotlight on Global Gender Imbalances in Education
NCWIT

Gender Decoder for Job Ads
Kat Matfield

Is Your Career Site Driving Away Candidates?
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7 secrets of highly diverse companies
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Gender Decoder for Job Ads Kat Matfield @LovedayBrook Tool Public website http://gender-decoder.katmatfield.com This site is a quick way to check whether a job advert has the kind of subtle linguistic gender-coding that has this discouraging effect. gender, decode,


To Succeed in Tech, Women Need More Visibility Shelby Cornell Lori Markland News article/Harvard Business https://hbr.org/2016/09/to-succeed-in-tech-women-need-more-visibility? Pipeline factors are not the only reason for the low numbers of women: Companies are failing to refocus, retention


How to diversify your IT hiring pipeline Sharon Florentine News article/CIO.com http://www.cio.com/article/2955655 Improving diversity at your tech company starts with diversifying how you build your hiring pipeline. tech, diversity, pipeline

Is Your Career Site Driving Away Candidates? Sharon Florentine News article/CIO.com http://www.cio.com/article/2954565 It’s helpful to think of a career site in the same way you’d think of an online dating site, according to Berkowitz. Recruitment, like dating, has three stages: first, you are wooing candidates; then screening them for a fit; and if you decide they are “the one,” you are recruiting, pipeline

7 secrets of highly diverse companies Sharon Florentine News article/CIO.com http://www.cio.com/article/2982646 Diversity (or lack thereof) in the IT industry is big news, and companies like Intel, Facebook, Google and Twitter are announcing they’ll make greater effort to attract, hire and retain candidates from underrepresented groups, as well as publicly monitoring and tracking their results. But it seems some companies’ initiatives are more successful than others. So, what makes some firms so good at improving diversity? recruit, retain, diversity

Textio N/A Vendor on Textio https://textio.com Commercial firm that provides a service which scans job ads and suggests improvements to wording. recruit, gender

Project Implicit Harvard U Test https://implicit.harvard.edu/implicit/ Test that reports unconscious bias

Unconscious Bias @ Work | Google Ventures Or Bryan Wells Video YouTube https://www.youtube.com/watch? Unconscious biases are created and reinforced by our environments and experiences. Our mind is Unconscious Bias Critical Listening Guide not all approaches to increasing diversity are research-based or effective! This guide is intended to communication

Nigel Purse and NCWIT Tool Test https://p Pursue the five critical conversations that the most effective leaders use to build and sustain trustful relationship, ias NCWIT Checklist for Reducing Unconscious Bias in Job Descriptions/Advertisements unconscious bias

NCWIT Tools Public website https://www.ncwit.org/resources/ Writing better job ads. These tips provide “before and after” examples of ads with balanced language, gender