NAVIGATING THE GLASS CEILING

A conversation with Dee Speed, Courtney Artuso, Michelle Chin and Shraddha Swaroop

THE PANELISTS

Courtney Artuso

Courtney is a senior experience designer for Amazon Game Services.

Dee Speed

Dee is a UX Manager & Lead at YouTube. She also worked at Google, Yahoo! And Flickr.

Michelle Chin

Michelle is the Senior Manager, UX Design & Strategy at The Walt Disney Company.

Shraddha Swaroop

Shraddha is a lead UX instructor. She also teaches Axure workshops on the weekends.

THE GLASS CEILING
CARDS
0:03 / 1:49

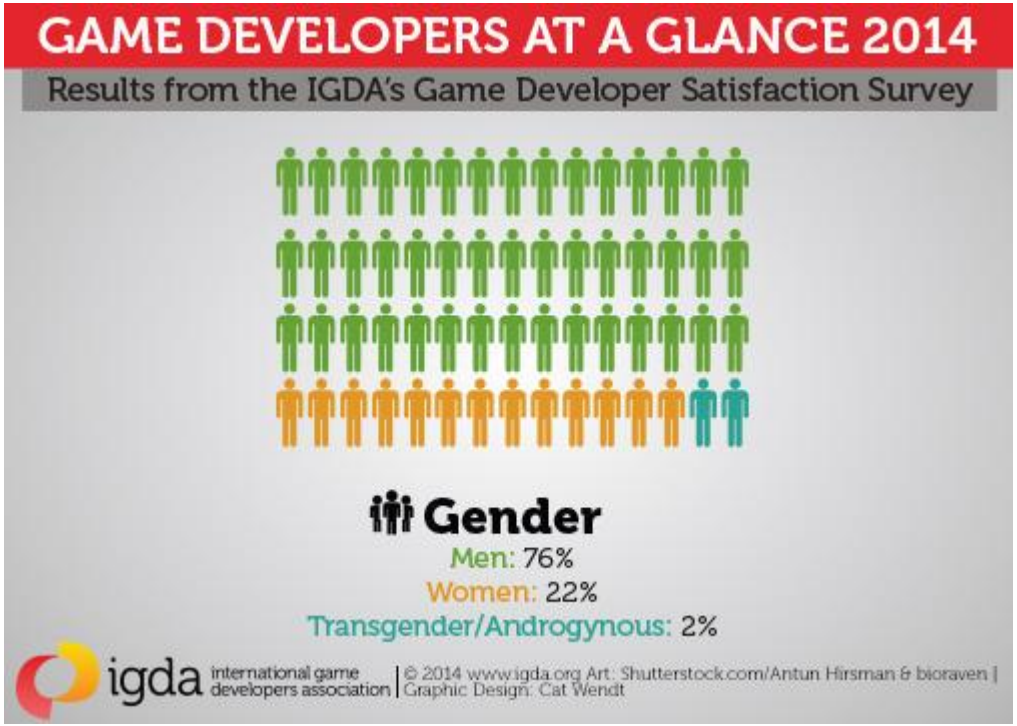
WHAT DOES BIAS LOOK LIKE?

16.6%

Number of women in technical jobs at Microsoft but they make up 29.1 percent of the tech industry. The numbers. The numbers are about the same at Google who employs women in 17% of its tech jobs while Twitter only employs women in 10 percent of its roles.

Source:CNET's article on "Women in Tech: The numbers don't add up"

WOMEN IN GAMING



Source:UniteIT's article on "[Why there are so few female game developers]"

HOW TO FIGHT AGAINST UNEQUAL PAY?

SAN FRANCISCO

83.4%

Women tech workers only received 83.4 percent of the pay that men got in the same role

SAN DIEGO

84.1%

Women tech workers only received 84.1 percent of the pay that men got in the same role

Source:SmartAsset's study on the wage gap between genders

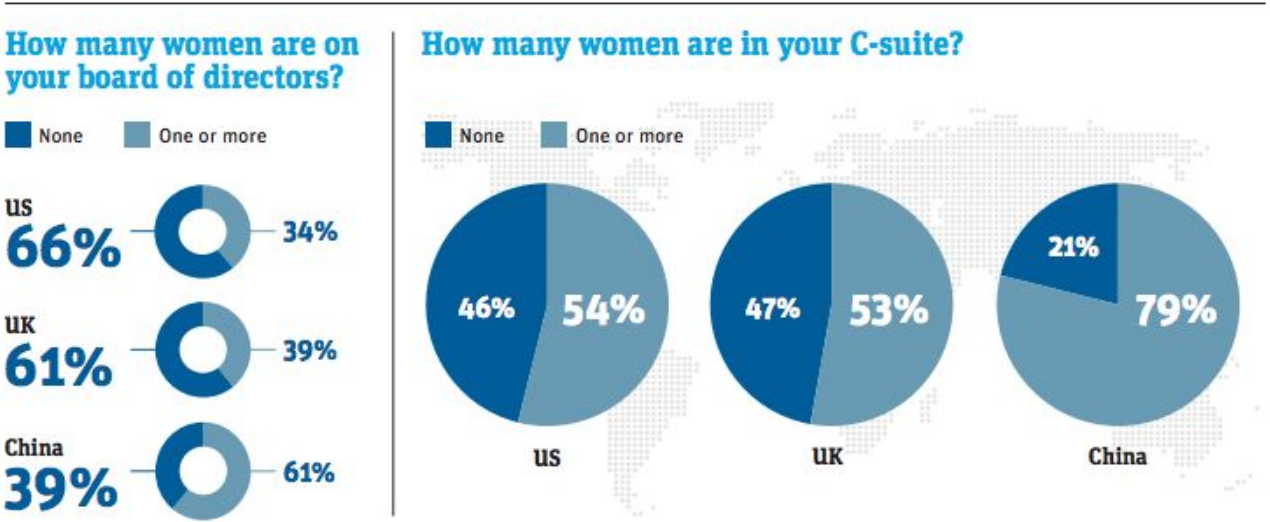
CAREER DEVELOPMENT FOR MOMS

"All mothers have to make choices and we're judged differently. The choices for working mothers are more costly than it is for men."

- Maria Kefalas

a university professor, author and married mother of three

HOW TO GET MORE WOMEN TO LEAD?



View the complete Startup Outlook 2016 report at svb.com/ieo

Q&A

Do you have any questions?

Raise your hand and Shraddha will bring the microphone over to you

THANK YOU

Courtney Artuso
https://www.linkedin.com/in/courtney-artuso-9920677

Dee Speed
https://www.linkedin.com/in/deespeed

Michelle Chin
https://www.linkedin.com/in/michellechin

Shraddha Swaroop
https://www.linkedin.com/in/shraddhaswaroop

RESOURCES

THE DECK: Our presentation can be found on Slideshare or at (INSERT LINK HERE)

BIAS

Women in Tech -The Numbers Don't Add Up:
http://www.cnet.com/news/women-in-tech-the-numbers-dont-add-up/

EQUAL PAY

Negotiating Salary
http://qz.com/629980/all-hiring-managers-want-one-thing-a-salary-negotiation-coachs-advice-to-her-female-executive-clients/

MOMMY TRACK

Parenthood & Productivity
https://research.stlouisfed.org/wp/2014/2014-001.pdf

LACK OF WOMEN IN LEADERSHIP TECH POSITIONS

When it comes to female leadership, Chinese startups are putting US startups to shame
http://qz.com/636632/when-it-comes-to-female-leadership-chinese-startups-are-putting-us-startups-to-shame/

svb
Silicon Valley Bank
Women in Technology Leadership
Climbing the Ladder
0:03 / 4:44
CC
YouTube