

Director

**Women Who
Code**



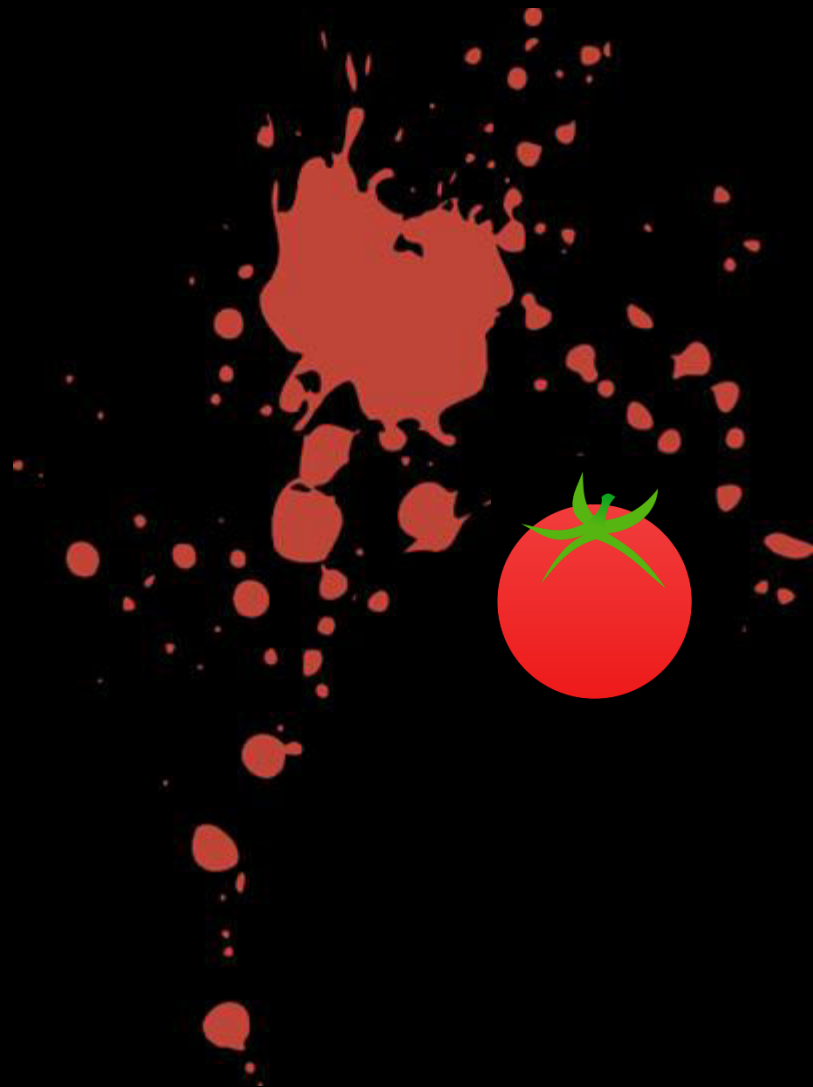
@leannpereira

Leann Pereira

**Sweet Little Lies;
The controversy of
telling women the
truth about gender
bias in leadership**

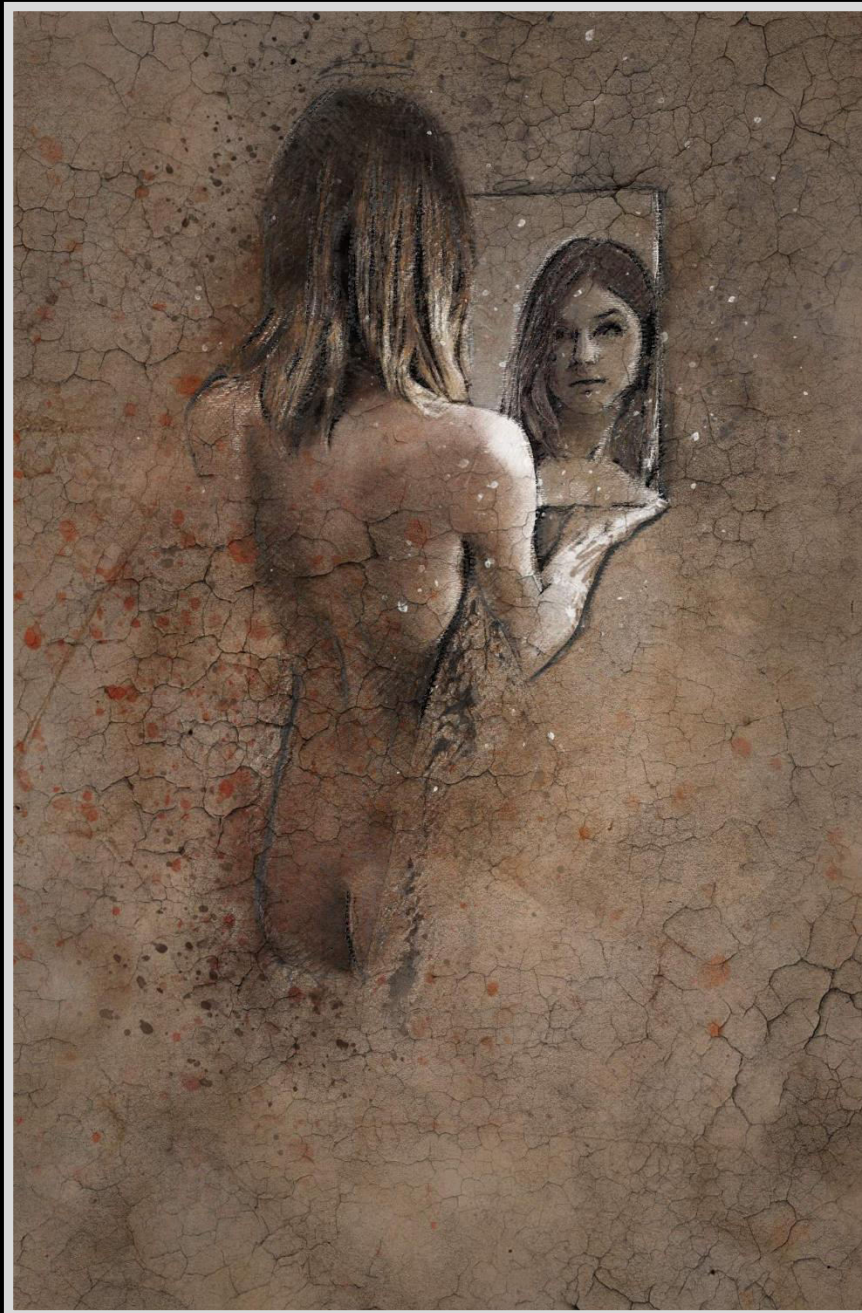
@DisruptHR_SFO





@DisruptHR_SFO





Leadership Skills Develop After 4 Hours of Training





**What seems to be the
problem here,
ma'am?**



Peggy Whitson, FMR Chief
Astronaut, NASA



The 2 Steps to Women's Leadership Development

- 1) Women claim a leadership identity (*not just a gendered one*).
- 2) Others reinforce women's leadership identity, (*not just a gendered one*).



Legendary Business Founders



Bill Gates
Microsoft



Steve Jobs
Apple



Mark Zuckerberg
Facebook



Jack Dorsey
Twitter

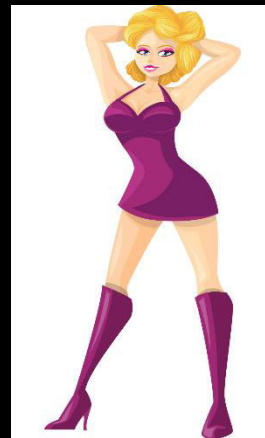
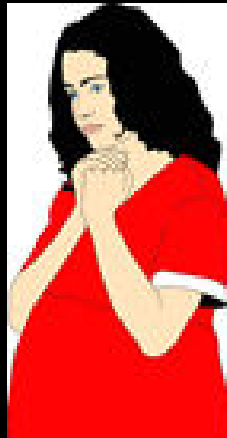


Travis Kalanick
Uber





Sex-Role Stereotypes Inhibit Our Ability to Identify Women as Leaders



Hedy Lamarr, Mother of WiFi





Rear Admiral, Dr. Grace Hopper, Mother of Modern Programming

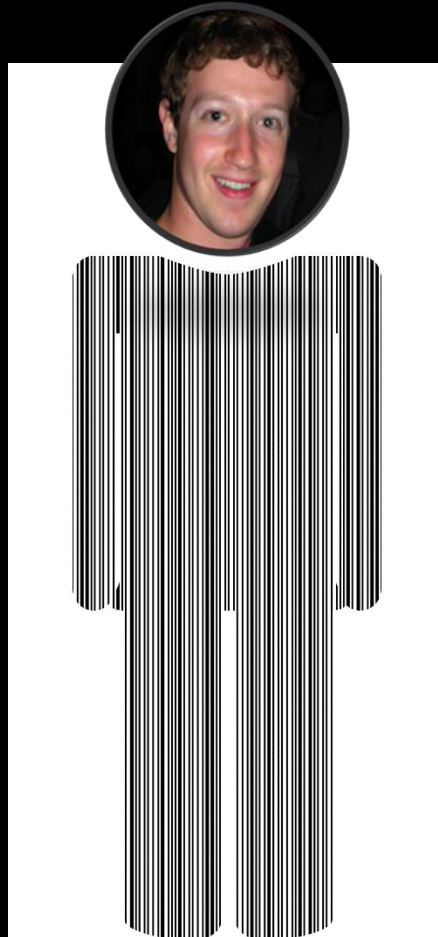
one can use the class thus:

```
#include <gcj/cni.h> #include <Int> Int *mult(Int  
*p, int k) { if (k == 0) return Int::zero; //  
Static member access. return new Int(p->i * k); }
```

Implicit biases and sex-role stereotypes create dull, non-intelligent, self-perpetuating cycles that limit what is seen of women's abilities and create unintended advantages for men.



Prototype Scanning: Finding the next “Mark” using a masculine narrative.



Women's Leadership Development Curriculum



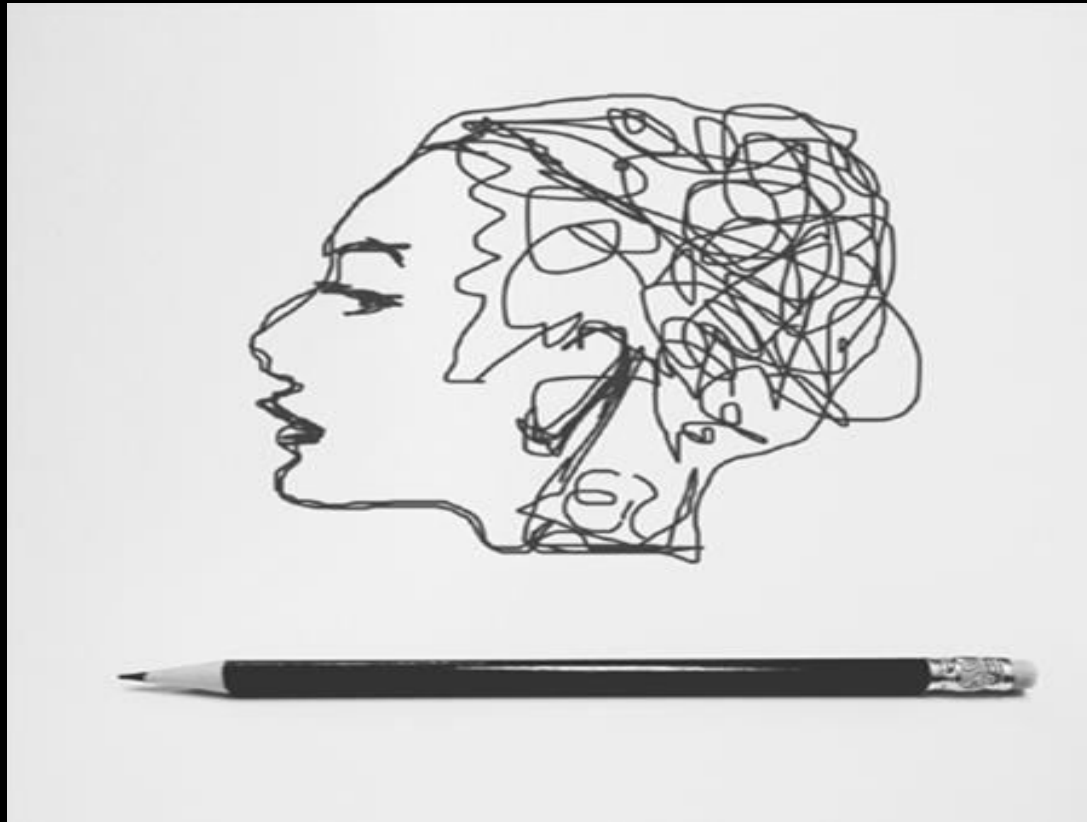
What: SOCIAL NETWORK DEVELOPMENT & IMPLICIT GENDER BIAS



What: How to Develop a Vision of a Desired Future & a Leader Identity

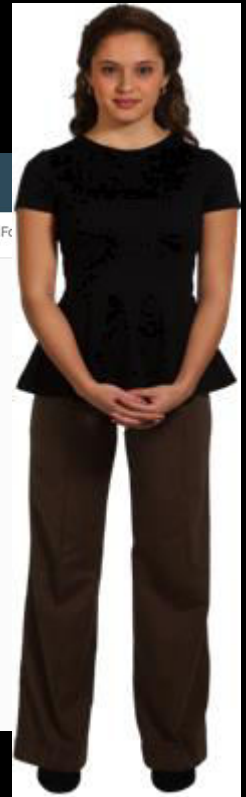
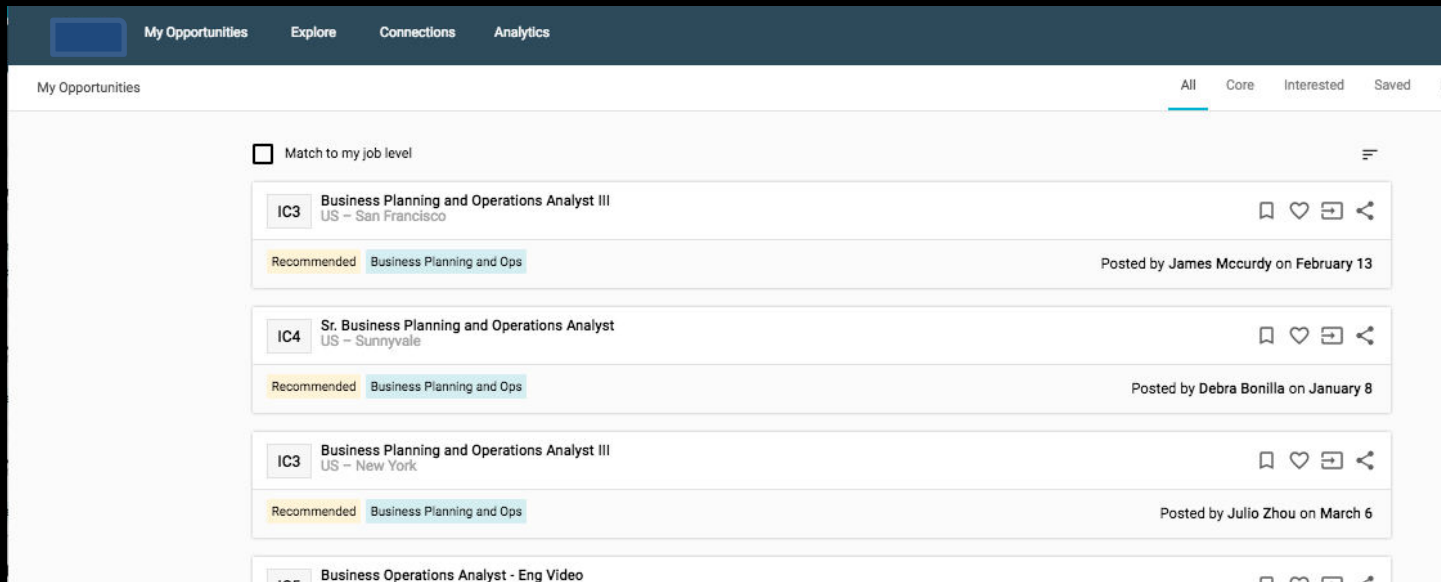


What: How to Develop Professional Goals & a Leadership Mindset



Using Tech to Get There:

AI apps enable women to match internal positions to their current job level and 1 or 2 levels up.



Planning to Get There: This job is 1 level up for Susana.

The screenshot shows a LinkedIn job posting for 'iOS Mobile Engineer - Flickr' (IC3, US - San Francisco) posted by Maria Watts on October 10. The job is categorized under 'Frontend Engineering' and 'Flickr'. Below the job details, there are search filters for 'Location' (Sunnyvale, California), 'Core expertise' (Mobile, Back End, etc., and Frontend Engineering), and 'Skills or keywords' (reactjs, css). A 'Save' button is visible. Below the filters, a list of recommended candidates is shown, with Susana Alegre at the top. A pink arrow points to her profile. The other candidates are Robert Bass and Robert Elwood.

Name	Title	Location	Skills/Keywords
Susana Alegre	Tech Eng, Software Dev Eng	IC3 Sunnyvale	Frontend Engineering, Audience Data Infrastructure
Robert Bass	Tech Eng, Software Dev Eng	IC3 Sunnyvale	Frontend Engineering, Video Platform
Robert Elwood	Tech Eng, Software Dev Eng	IC3 Sunnyvale	



