



Continuous Software Delivery with Gender Diversity

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Gender Diversity – Busting the Myths



20% of the total working population is women, hence lesser number of women in the IT industry.



Women cannot code due to biological reasons



Some of the initial coders were male.

IT industry trends

- ▶ IT industry is dominated by men
- ▶ It's obvious (I told you)



Food for thought



What kind of team you would like to work with, in terms of gender diversity given all possible choices?



WHY?



Why don't we have more of them already?



What so we mean by a good candidate?

Continuous Software Delivery Teams



Collaboration

**Collective
Intelligence**

Collective intelligence

Empathy
Evenness of

communication

Diversity of cognitive styles

Diversity Matters



A study of 500 US based companies found that higher level of gender diversity were associated with increased sales revenue and greater relative profit.



In study of more than 100 teams at 21 companies , team with equal number of men and women were more likely to experiment, be creative, share knowledge than teams of any other composition



An analysis of more than 20, 000 venture – backed companies showed successful tech startups have twice as many women in senior positions as unsuccessful companies.

Summary

I

- Don't hire more women just to lessen the gender gap -> ultimate goal is better teams. Reexamine what traits you value in candidates

II

- Diversity makes better teams -> learning how to communicate with lots of different people makes your product better

III

- Don't pay attention to the trait an individual brings to the table -> but what would their contribution be to team's effectiveness

IV

- It's not about how many code lines we write -> our success metric and the ultimate goal is our client's happiness

THANK YOU

