



Latinas
in / Tech

Addressing the Underrepresentation of Women of Color in Tech



Our aim

— Connect —

— Support —

— Empower —

11

Chapter cities

10,000+

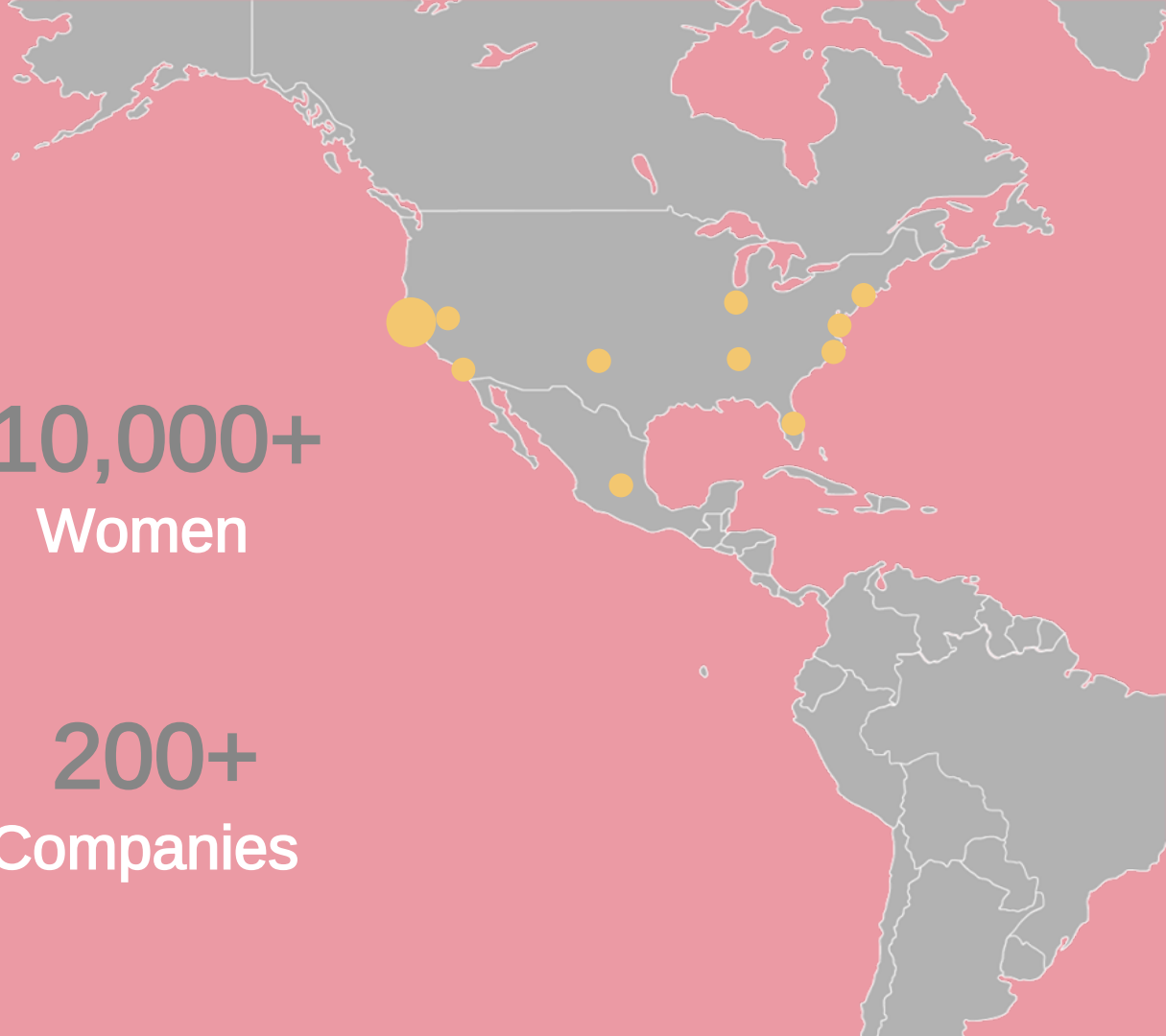
Women

23

Nationalities

200+

Companies





WHY ACT?





Why act?

- Systematic factors:
 - Smallest minorities within minorities
 - A Double Pay Gap - Latina Pay Day is in November!
 - D&I is starting to get the African American community, but not yet the LatinX one
 - Contingent workers at big tech are disproportionately people of color
 - Lack of role models



Why Act?

- Internal Factors:
 - Our accent
 - Our foreign culture
 - Assumed bias
 - Impostor syndrome
 - No salary negotiation



OUR GOALS



Latinas in Tech Goals

- To increase the **number** of Latinas working in the Tech Industry
- To increase **representation** of Latinas in Tech in decision-making positions
- To increase the **participation** of Latina-founded startups in Venture Capital funding of \$1M+
- To increase Latinas **confidence** in their own capabilities and skills

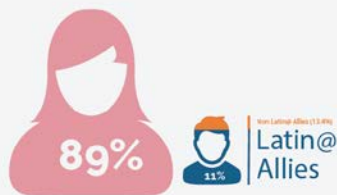


DEMOGRAPHICS

Demographics

MEMBER TYPES

Although our group is composed of mostly Latinas in Tech, 11% of survey respondents are Allies – meaning they do not identify as a Latina in Tech but care about our mission. They can be partners, colleagues, mentors, employers, etc. 86% of allies are of Latin origin.

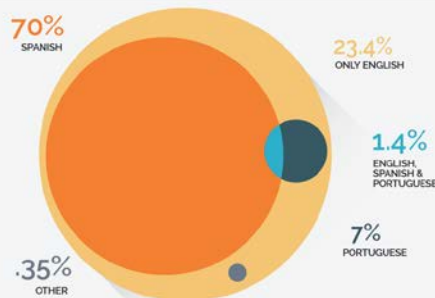


LANGUAGES

95% of our LiT members speak more than one language fluently. This gives our members a competitive advantage.

Do you speak your native tongue?

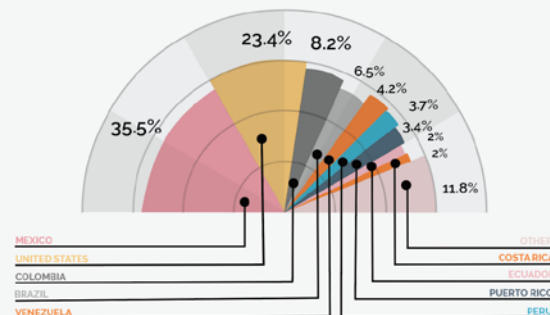
Native Tongue (select)



HERITAGE

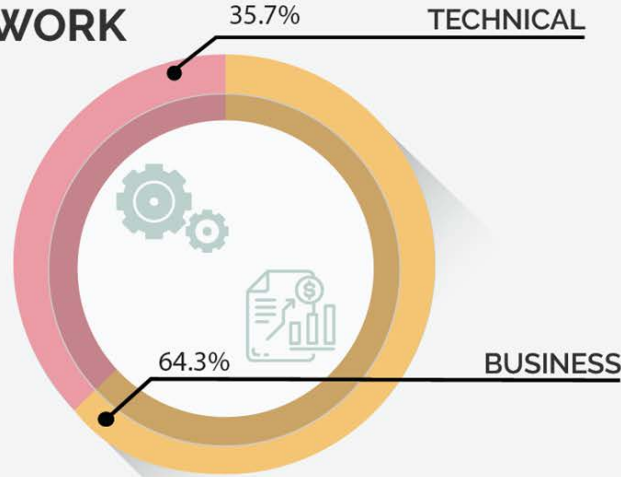
LiT members represent 21 countries of origin, with 57% identifying Mexico or the United States as their country of origin.

What country do you identify as your country of origin?



Work

FIELD OF WORK

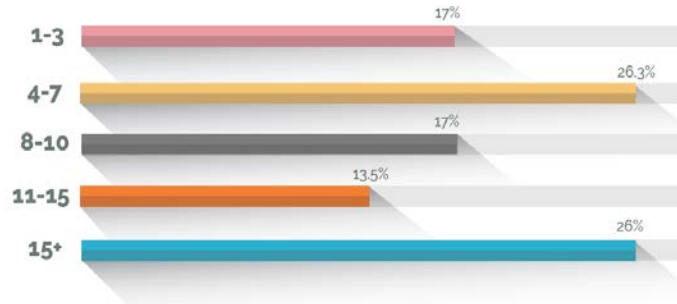


FIELD OF WORK

Engineering	17.9%
Marketing / Communications	15.7%
Human Resources/Recruiting	8.3%
Customer Support / Experience	7.1%
Business leader	7.1%
Data Analyst / Scientist / Business Analyst	6.5%
Design/UX Design	5.9%
Non-profit	4.6%
Entrepreneur	3.4%
Sales	3.1%
Product Management	3.1%
Student	2.8%
Cybersecurity	2.8%
Legal	2.5%
Finance	2.2%
Sciences/HighTech/Health	1.5%
Project Management	1.2%
Program Management	1.2%
Content / Localization	0.9%
Investor	0.6%
IT	0.3%
Consulting	0.3%
Other	0.9%
Total	100%

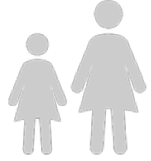
WORK EXPERIENCE

The distribution of work experience portrays a clear opportunity for increasing a diverse Senior pipeline.



Insights

MENTORSHIP



35.4%

Report having a mentor

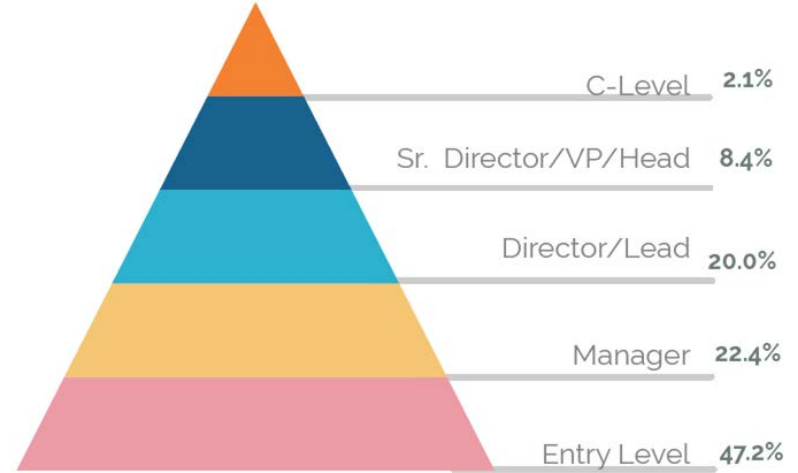
PROMOTIONS



34%

Got promoted in the last 12 months

LEVEL



Insights



60%

COMPENSATION

Don't think, or are unsure if they are being compensated fairly



66%

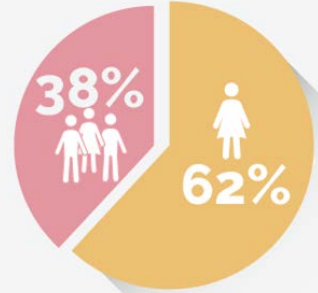
CAREER ADVANCEMENT

Don't think, or are unsure if they are advancing in their careers as fast as their colleagues.



EMPLOYER ENGAGEMENT

66% Of LiT members don't think, or are unsure that their employer is doing enough in the field of Diversity and Inclusion.
34% are satisfied.



EMPLOYEE RESOURCE GROUPS

ERG's provide a safe environment for minorities to develop and propose programs to advance their growth and the one of their community.

62% do not belong to an ERG group.



OUR PROGRAMS

Meetups

30 min. Networking

Keynote | Panel | Fireside Chat | Workshop

Networking



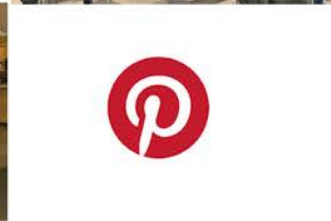
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Networking







120+ Meetups

WEBINARS

Weekly Webinars

- Career development
- Technical skill building
- Salary negotiation
- Impostor Syndrome
- Finding and Being a Mentor

COVID-19 Contingency

- Life after a layoff
- Fighting Anxiety
- Managing your Startup

Fireside chat: Supporting Latina Entrepreneurs Navigating the Effects Of COVID-19



MARIA OLIVEIRA
Co-Founder & COO
at Gamersafer

CAROLINA HUARANCA
Angel Investor and Former
Principal at Kapor Capital

LIVE WEBINAR THURSDAY, APRIL 16, 2020
4:00 PM- 5:00 PM PT

An evening in Biotech: Latinas Equipped for Success 



FRANSHESKA J. RIVERA VEGA
QC MICROBIOLOGY MANAGER
AT PACT PHARMA

MICHELLE LOZADA
SR. SCIENTIST UPSTREAM PROCESS
DEVELOPMENT AT AGENUS



ABBY LACEY
SR. CUDA SW DEVELOPER
AT ROCHE

KARLA MUÑOZ
RESEARCH SCIENTIST
AT ROCHE

LIVE WEBINAR THURSDAY, MARCH 19, 2020
6PM- 7PM

CELEBRATING LATINAS IN TECH - PAVING THE WAY TOWARDS THE FUTURE



MICHELE CANTOS
Managing Director at Fullstack
Academy

CHERYL CAMPOS
Head of Growth & Partnerships at
Republic



ARIADNA FONT
Director of Engineering of
Cortex

CARISSA PARISH
Moderator
CMO at Bonita Semana

LIVE WEBINAR WEDNESDAY, MARCH 25, 2020
12PM- 1:15 PM EST

**LATINAS IN TECH - CHICAGO PRESENTS:
3 STEPS TO KEEP YOUR CAREER EVOLVING**



M Concepción Prado
Entrepreneur &
Principal and Founder at Greenfield Group Inc

LIVE WEBINAR TUESDAY, MARCH 31, 2020
6PM- 7PM

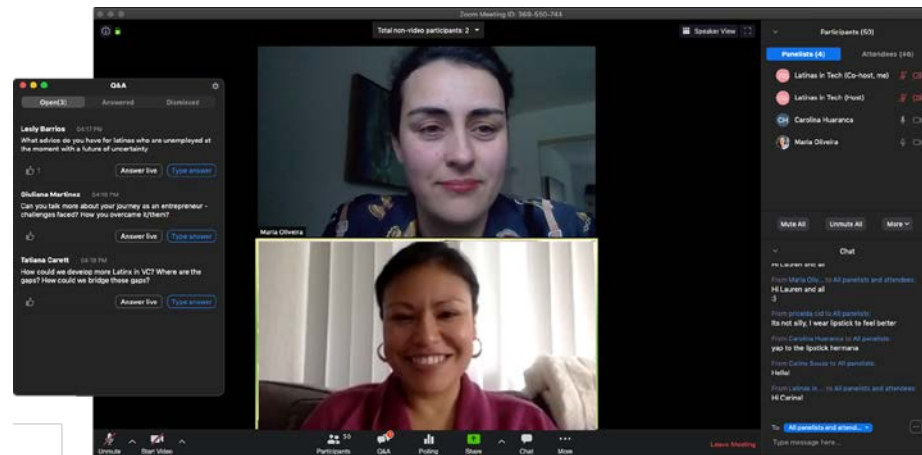
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Weekly Webinars

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COVID-19 Contingency

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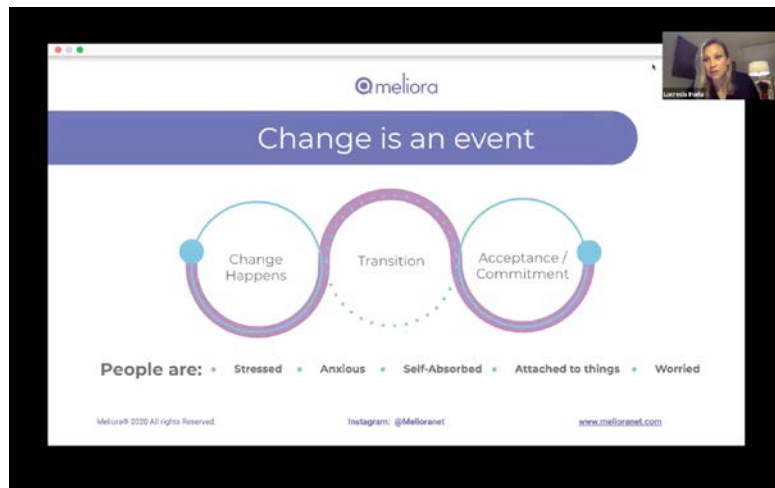
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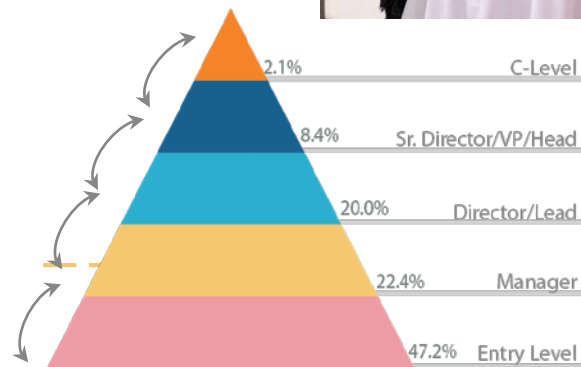
MENTORSHIP

Mentorship Program

- Enablement of Mentorship Relationships
- Activate relations across levels

Trainings

- Being a mentor
- Finding and approaching a mentor
- Surfacing new mentors



LEADERSHIP SERIES

Executive coaches for entry, mid and executive level Latinas.



LIT RECRUIT

- Live speed recruiting events



LIT RECRUIT

- Live speed recruiting events
- Online recruiting

Engineering Mixer

April 30, 4:00PM to 5:00PM PDT



Latinas in Tech
Engineering Mixer
4:00pm PST

Description Sponsors

This is a speed networking session aimed for Latinas in the same field to connect with each other. This is a great opportunity to build long-lasting connections and perhaps finding your next role or connect with a new mentor or mentee.

Proudly Supported By

COMCAST NBCUNIVERSAL Dropbox PayPal airbnb

Tickets

Engineering Speed Networking

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Free

Join event

Hosted by Latinas in Tech

Latinas in Tech is a non-profit organization with the mission to connect, support and empower Latina women working in technology.

Engineering Mixer Latinas in Tech

Time Left 50m

2m37s Leave

Reception

Stage

Networking

Paola Rios Schaaf

Rocio van Nierop Organizer · a few seconds ago

lets go to networking

Antonella Guidoccio · a few seconds ago

I'm in networking with Ana

Antonella Guidoccio · a few seconds ago

Perdon Ana! me dije lo del logo y lo quise apretar cual ninital jaja

Ana Bretschneider Organizer · a few seconds ago

te fuiste Anto

Ana Bretschneider Organizer · a few seconds ago

a mi no me sale stage

Antonella Guidoccio · a few seconds ago

Perdon Ana sin querer! me dije lo del logo y lo quise apretar cual ninital jaja ahora aprete networking again y me pone "You'll meet the next person available"

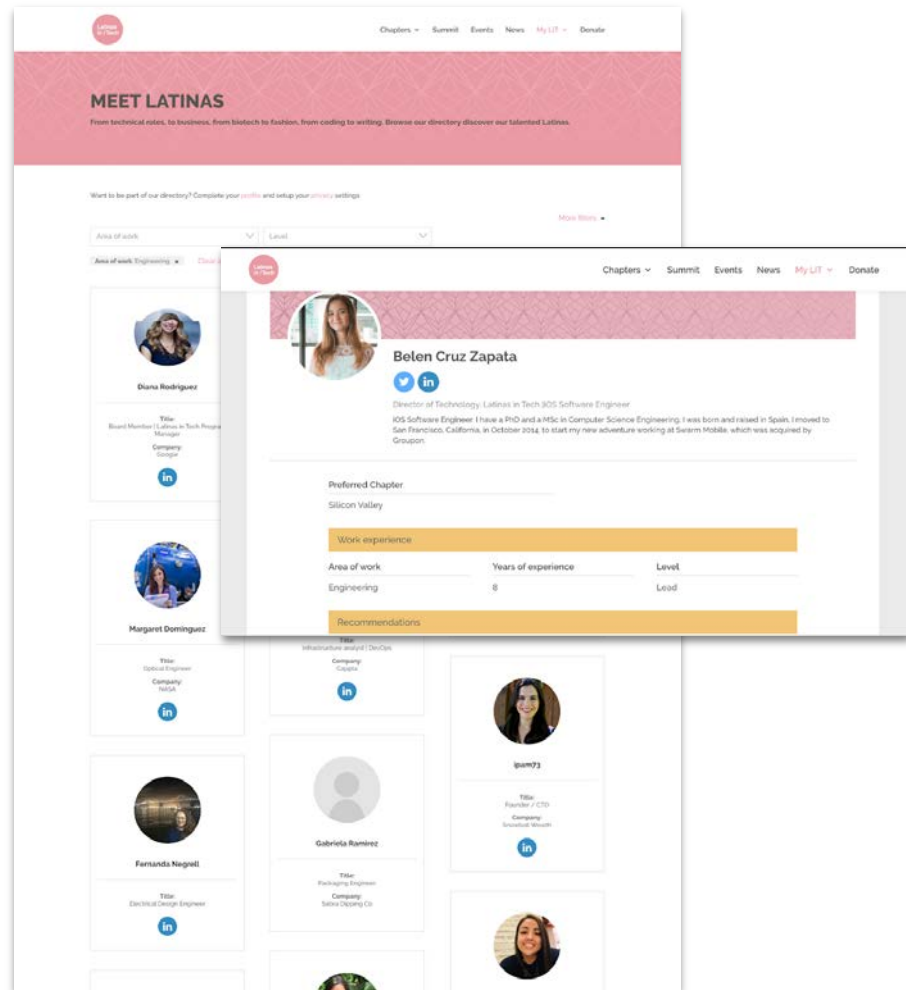
Start typing...

LIT RECRUIT

- Live speed recruiting events
- Online recruiting

LatinasinTech.org

- Member profiles
- Recruiter profiles

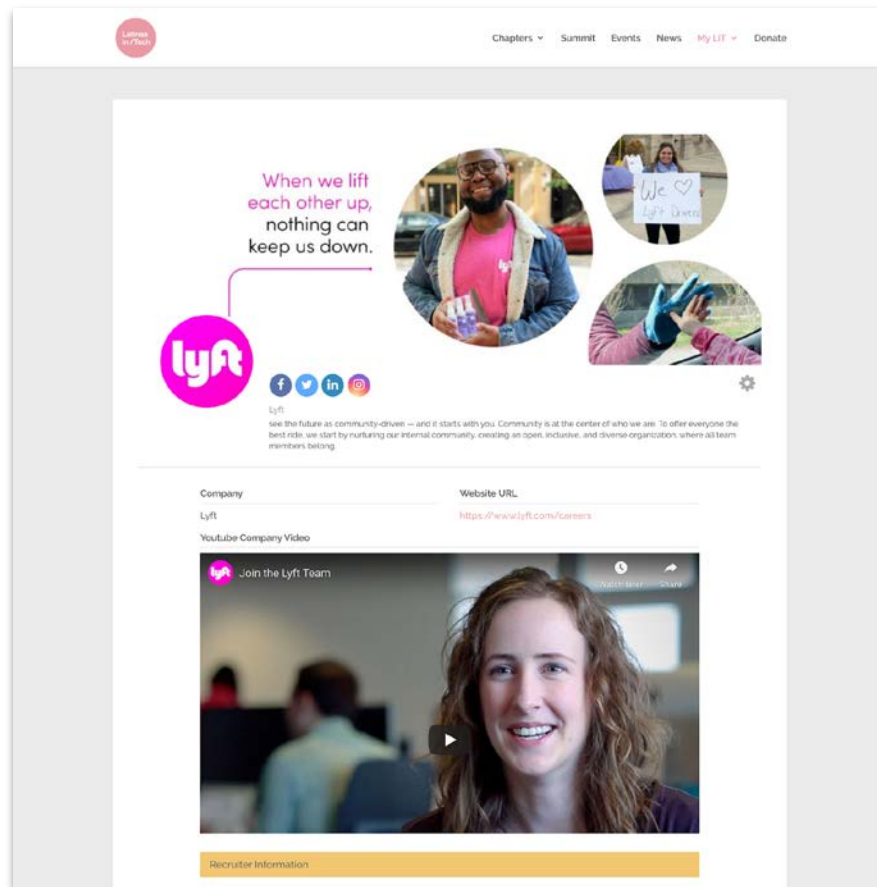


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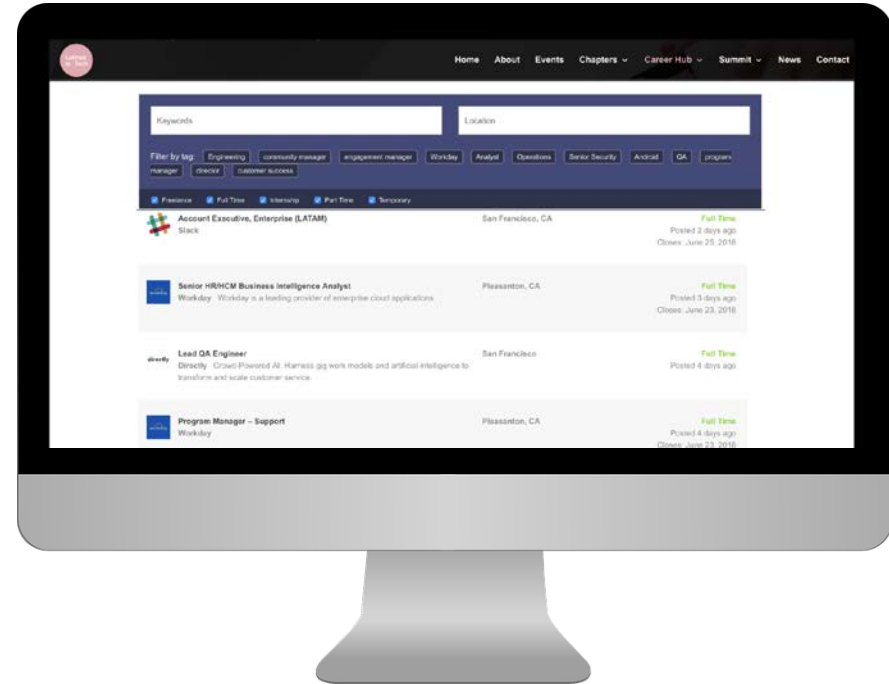


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- Member profiles
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- Company profiles
- Career board



LiT Summit

The largest gathering of LatinX in Tech in the US

- Panels
- Keynotes
- Workshops
- Networking
- Recruiting



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Networking

The most powerful asset of our organization





HOW TO HELP



How to act



- Higher Education Institutions
 - Accessible training programs
 - Outreach to communities of color
- Employers
 - Real inclusion, not just numbers
 - Hiring managers of color

Thank you!

www.latinasintech.org