

THE  
*Equation*  
FOR *Equality*

INDEX 2023

COMMAND  
**Shift**





## *2023 Equation for Equality Index*

This report will update the data included in the original Equation for Equality research and share trends observed from the data analysis.

This ongoing measurement of women of color in tech will reinforce and reaffirm the need for the work of Command Shift.



# 2023 Equation for Equality Index: Key Findings



The share of tech jobs held by women of color has changed.



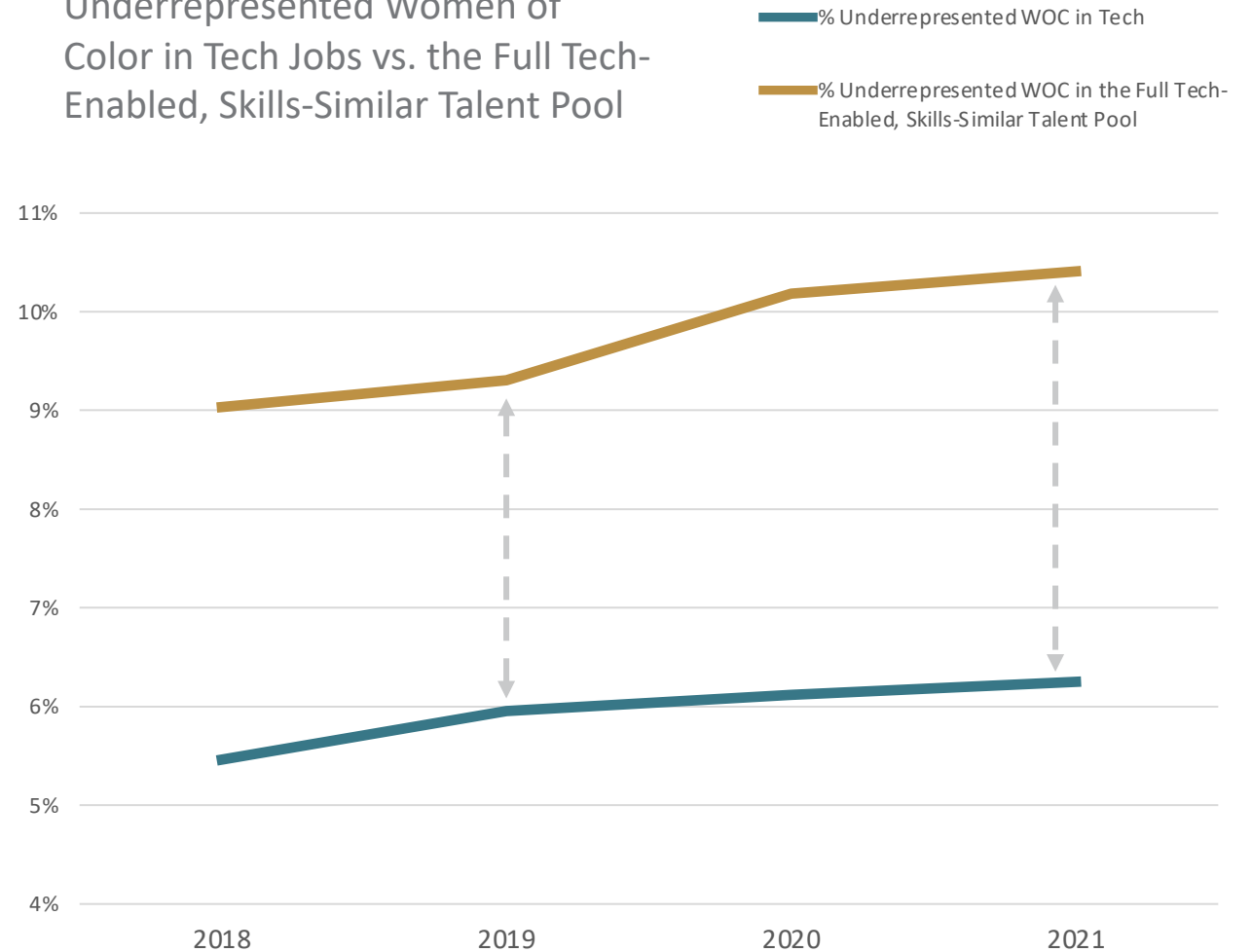


## The talent pool of women of color with 'tech-similar' skills is increasing faster than their share of tech jobs.

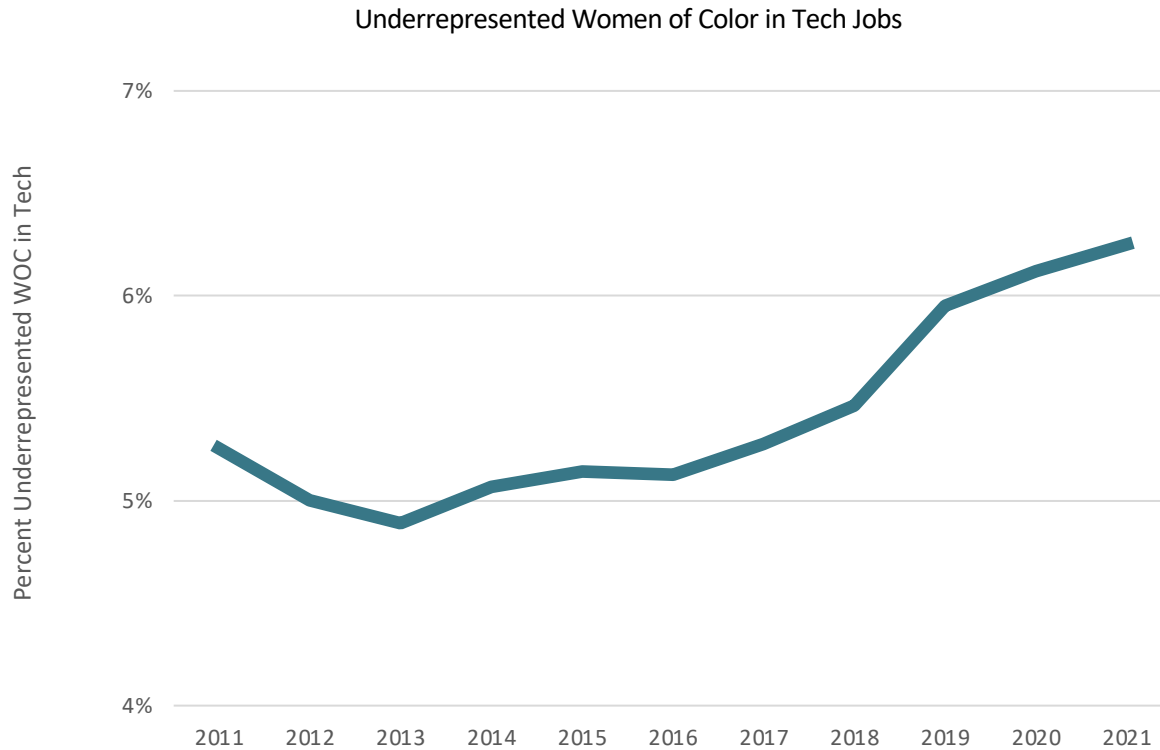
The full talent pool for tech jobs, which includes tech-eligible, skills-similar jobs, tends to employ ~2x the share of underrepresented women of color over time.

The skill-similar workforce has increased by 100k over the past year, from 2.6M to 2.7M

Underrepresented Women of Color in Tech Jobs vs. the Full Tech-Enabled, Skills-Similar Talent Pool



The share of underrepresented women of color in tech has **increased just 1% over the past 10 years from ~5% to 6.25%**



While representation of these women increased during the pandemic, their **overall growth remains stagnant.**



*Women of color in tech  
has increased from  
**5% to 6.25%***

*...but this change took  
**10 years.***



**The Command Shift Coalition goal is to increase women of color in tech to 10% by 2030 to achieve equity.**

**This requires a 1% increase every 2 to 3 years.**





# Growth for women of color in tech has not been equal



## Growth for Women of Color in tech has not been equal

The growth for WOC in tech has not been equal. Latinx women have grown their share of tech jobs by **0.5% over the last 10 years**, yet Black women have fallen behind, seeing their share of tech jobs **decrease by 0.1%**.





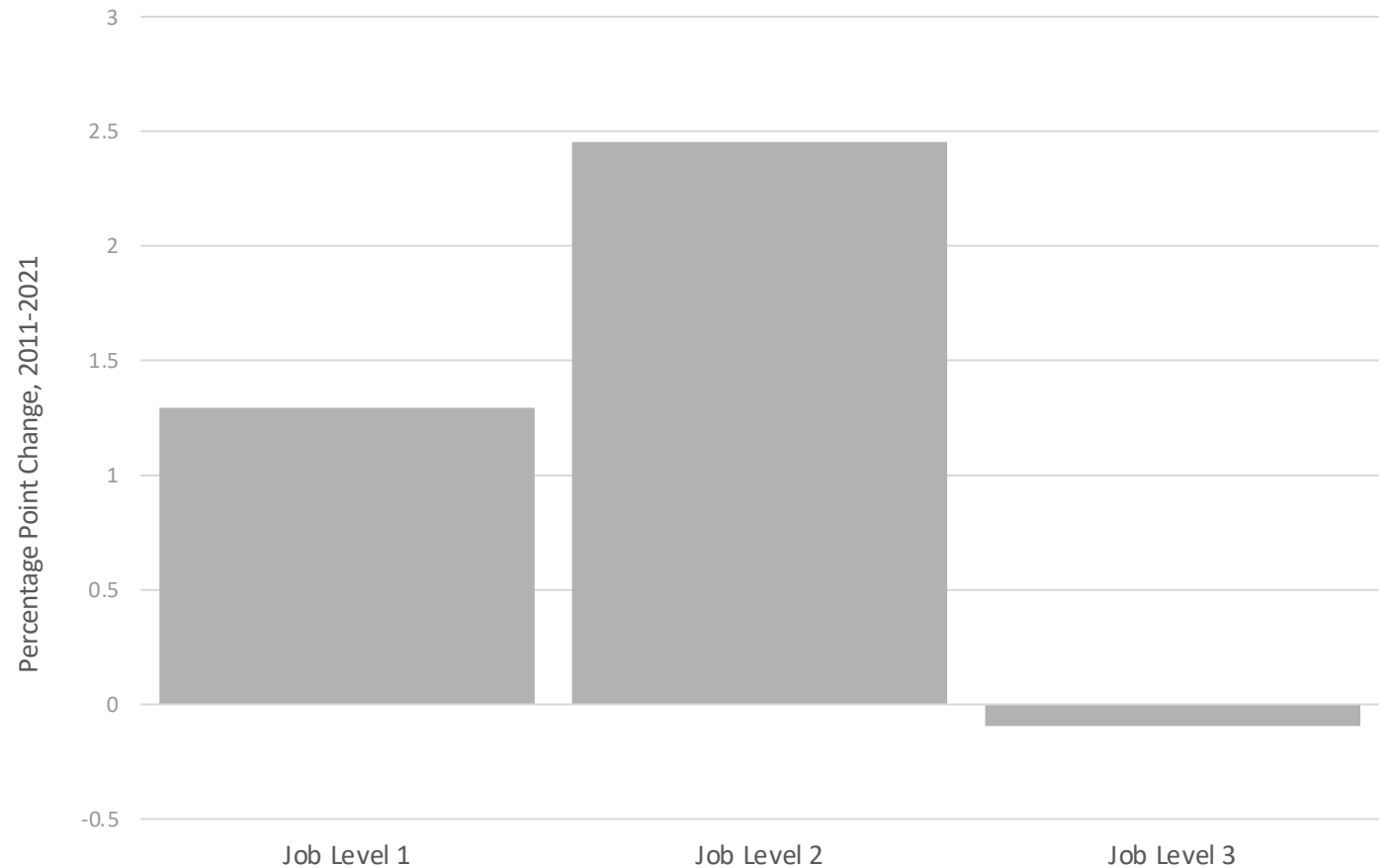
Further, the gains women of color have made in tech have **been limited to entry-level and mid-level jobs with minimal representation in senior level roles.**



The “shape” of tech jobs has changed, with the greatest growth for high-level jobs—**but underrepresented women of color are locked out of these roles.**

**Despite growth in entry/mid level there has been a decline in higher level jobs.**

Change in Share of Underrepresented Women of Color in Tech Occupations, by Job Level





# Equation for Equality Index: Call to Action

1

Motivate companies with open positions to recruit from the increasing and untapped talent pool of 2.7 M WOC with tech-similar skills and **fill the 413,520 open tech positions today.**

This will also help to keep pace with [research](#) showing that the number of tech jobs will grow by 13% by 2030.\*

\* Bureau of Labor Statistics

2

Invest in tech training programs that help increase the number of women of color, with skill-similar backgrounds, in tech. This will reduce talent shuffling.

This will also provide women of color access to good-paying jobs, as open tech positions offer, on average, **an annual salary of \$90k**, providing opportunities for economic mobility, wealth building, and generational change.

3

Companies must rewire not just their recruitment practices, but their internal systems to support WOC in persisting and thriving over the long-term so they advance beyond entry-level and into senior level and executive positions.

# Thank you!

for reviewing the 2023  
*Equation for Equality Index*. To  
read the full *Equation for  
Equality Research Report* visit:  
[www.commandshift.org](http://www.commandshift.org)

