



Top 5 barriers women in tech experience¹

- Lack of mentors
- Lack of female role models in the field
- Gender bias in the workplace
- Unequal growth opportunities compared to men
- Unequal pay for the same skills



Gender gap

- In the U.S., 24 percent of computer scientists are women.²
- There are four times more men than women in Europe in information and communication technology-related studies.³



Women in leadership

Just 9 percent of senior IT leadership are women.⁴



¹2017 survey conducted by ISACA, a global professional association focused on IT governance

²Girls Who Code

³Women in the Digital Age, European Commission, 2018

⁴2017 Harvey/Nash KPMG CIO Survey

Background

The world economy, industry and sciences are becoming increasingly digitized, and these developments are disrupting society and our familiar social processes. Women, however, are still largely underrepresented in information technology and other STEM fields. To create a world in which men and women have equal opportunities, women need to have an active role in technology and technological developments. The Zonta International Women in Technology Scholarship will encourage women to pursue education and opportunities in technology and to take on leadership roles in this field. Launching this pilot program during Zonta's centennial biennium will also contribute to positioning Zonta International as a future-oriented, forward-thinking organization.

Eligibility

- Women pursuing an information technology (IT) degree or closely related program who demonstrate outstanding potential in the field and are living or studying in a Zonta district/region.
- Women not enrolled in a university are also eligible as long as they submit:
 - » Evidence of completed trainings and outstanding performance
 - » Description of current job with information about path that led to that job
 - » Employer confirmation and recommendation
 - » Reason for applying and description of desired career.
- Golden Z club members may apply.
- Classified members and employees of Zonta International and Zonta International Foundation, and their family members, *are not eligible*.

Criteria

1. Academic performance
2. Essay
3. Volunteer work

Scholarship Amount

The scholarship will be awarded once in the 2018-2020 Biennium as a pilot program.

- **Club:** Club award and amount determined by club
- **District/Region:** 32 scholarships, US\$2,000 each
- **International:** 6 scholarships, US\$8,000 each

For the launch of this pilot program, the Zonta International Foundation Board approved total funding of US\$112,000 to be disbursed from the Rose Fund.

Application Process

The program will operate at the club, district/region and international levels of Zonta International. Applicants may not apply to more than one Zonta district and must be nominated by a local Zonta club. Applications selected by Zonta clubs are sent to the respective Zonta governor/regional representative. A district/region evaluating committee selects one applicant per district/region to submit to Zonta International Headquarters.