

# ORGANIZATIONAL PROFILE



# T A B L E   O F   C O N T E N T S

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# gender equity in tech is a game changer



## Introduction

Despite significant advancements in technology, women remain underrepresented across the tech industry globally. Women account for only 28% of the global tech workforce (World Economic Forum, 2022), and in emerging fields like AI, cloud computing, and cybersecurity, the gender gap is even more pronounced, where female participation is as low as 12% (UNESCO, 2021). This underrepresentation leads to missed opportunities for innovation, diversity of thought, and economic advancement. Women face systemic barriers, including limited access to technical education, mentorship, and leadership opportunities.

Bridging the gender gap in technology is not only a social imperative but also an economic opportunity. Studies show that companies with gender-diverse leadership teams are more likely to outperform competitors and innovate at higher rates (McKinsey, 2020). Furthermore, closing the gender gap in the global tech workforce could contribute an estimated \$12 trillion to the world economy by 2025 (McKinsey Global Institute, 2019). She Plus Tech's approach of combining technical education, entrepreneurship support, advocacy, and mentorship offers a comprehensive solution that prepares women to take on leadership roles in the fastest-growing tech sectors. By investing in She Plus Tech, funders are not only promoting gender equity but also catalyzing economic growth and technological advancement. This makes She Plus Tech a prime candidate for both corporate and philanthropic funding, as it drives tangible results in global development, innovation, and social equity.



# Problem



According to the World Economic Forum, 60% of future jobs will require digital skills, yet the disparity between men and women in the tech ecosystem leaves much to be desired. Despite significant advancements in technology, women remain underrepresented across the tech industry globally.

Only 28%\*

of the global tech workforce are women

Only 12%\*

female participation in emerging fields like AI

134 YEARS\*

to reach full gender parity, roughly five generations beyond the 2030 SDG target – WEF

\* Global Gender Gap Report 2022

# Solution



1

## Catalyzing Economic Growth and Innovation

Expanding the tech talent pool with skilled, innovative women prepared for the most demanding and transformative roles in the tech ecosystem

2

## Advocacy Program Initiatives

Partner with industry leaders, tech companies, and government bodies to influence policies on gender equity, fair hiring practices, equal pay, and inclusive work environments.

3

## Sustainable Support, Leadership & Mentorship Pipeline

Create community-driven support for women in tech through mentorship, financial resources, and networking.

## Global Gender Gap



The gender gap is narrowing, but the collective rate of progress has slowed down. Without a bold push forward, it will take 134 years to reach full parity.

Source: Global Gender Gap Report 2024

## She + Tech Goals

**200K+**

women impacted by She Plus Tech programs, advocacy and events by 2030



**50+**

organizations impacted to take action against gender biases in tech by 2030



**1000**

women placed in tech roles by the 5 year mark

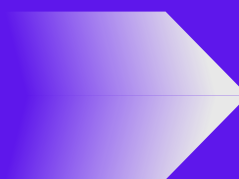
**\$5m**

raised in cash and in-kind support to facilitate tech education and catalyze innovative solutions by 2030



**80%**

placement rate into tech roles, leadership, startups and businesses supported



**6+**

continents with She + Tech influence and member network to facilitate networking and growth.

# Organization Summary



She Plus Tech is a global initiative, empowering women to make a significant impact through technology. We provide comprehensive tech education, advocacy, mentorship, and resources for innovators, fostering a strong network and community of women dedicated to driving change. Together, we aim to transform lives and inspire future leaders in the tech industry. She Plus Tech operates as a global non-profit dedicated to equipping girls and women with tech skills critical for today's job market while also focusing on advocating for gender-equitable policies and practices across the tech ecosystem that break the barriers for women in tech. Through a blend of in-person and online training, mentorship, certifications, and career placement opportunities, we empower women from all walks of life to excel professionally in the tech industry. Funded by donations and grants, our mission is to create a more inclusive tech landscape, fostering economic independence for women and enhancing the overall workforce.

## Key Demographics

- Young Professionals
- Students
- Women in Need of Upskilling/Reskilling:
- Founders of Tech-Focused Startups
- Mentors and Influencers
- Policy Makers, Corporate Executives & Education Leaders

## Specific Programs

- Tech Girl Colony
- SkillUp
- Shepreneur+
- She+Tech Global Summit

## Impact Pillars



### Economic Empowerment

By providing access to high-paying tech jobs and entrepreneurship support, She Plus Tech equips women with financial independence. Our graduates will contribute to closing the gender pay gap, increase diversity in leadership, and create tech-driven businesses that offer economic benefits to their communities.



### Gender Equity in Technology

She Plus Tech's mission is to increase female representation in tech industries where women are currently underrepresented. Our focus is on creating leadership pathways and increasing visibility for women in key tech fields, including AI, cloud computing, and cybersecurity.



### Community & Mentorship

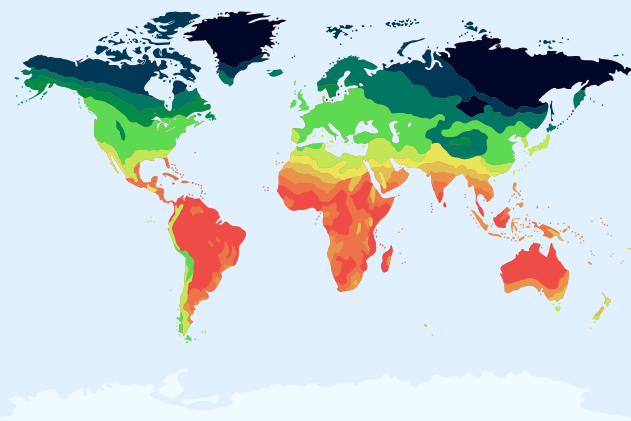
Through a global mentorship network, She Plus Tech fosters a culture of collaboration and peer support. Women in tech will be able to connect with mentors from around the world, fostering learning and growth while encouraging women to mentor others.



### Innovation & Leadership

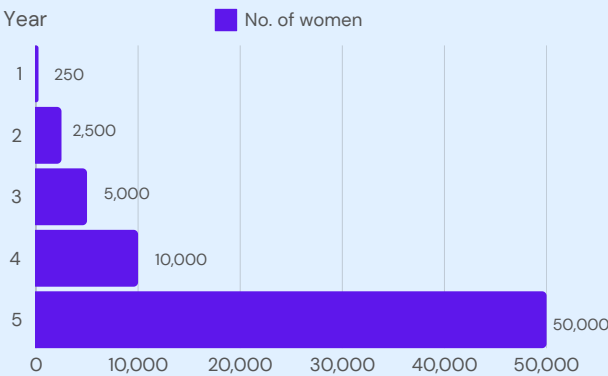
By supporting women-led startups and tech ventures, She Plus Tech drives female-led innovation. Our programs connect women to venture capital funding, accelerators, and entrepreneurship networks, empowering them to launch businesses that create social and technological impact.

## Projected Impact Areas



North America | Africa | Asia | Middle East | Caribbean

## Programs Impact Projections



## Funding Goals

She Plus Tech hopes to raise **USD \$5 million dollars** in funding through cash donations and in-kind support by **2030**.





## Vision

She Plus Tech envisions a world where women are equal creators and leaders in technology, using their expertise to drive innovation and solve global challenges. By 2034, She Plus Tech aims to empower 200,000 women globally with the skills and resources needed to thrive in the tech industry. By that same year, we aim to influence policies in at least 50 tech organizations, ensuring fair representation and support systems for women. Our vision is to close the gender gap in technology, creating an inclusive and diverse tech ecosystem where women are at the forefront of AI, cloud computing, software engineering, health tech, and more. We hope to create an inclusive global tech industry that systematically supports gender equity through intentional policies and practices shaped by She Plus Tech's advocacy efforts.



## Mission

She Plus Tech's mission is to serve as a global nexus for empowering women through technology. We aim to provide an ecosystem where women can develop high-demand skills, gain access to resources, and connect with mentorship opportunities, enabling them to excel professionally and innovate in various tech fields. We also put strategic focus on advocating for gender-equitable policies and practices across the tech ecosystem.



## Values

Our commitment to inclusivity and community drives us to create an environment where women can thrive, network, and support one another. We value collaboration, diversity, and the transformative power of technology as tools for social change, aiming to equip women with the skills and confidence needed to make a meaningful impact in their communities and beyond. Through our initiatives, we strive to break down barriers and build a future where every woman can succeed in the tech industry.

# Programs Summary



1

## Cohorts, Workshops, Courses & Bootcamps

Structured, beginner to advanced learning environments with practical applications focusing on both technical and soft skills – free & subsidized

2

## Challenges & Competitions

Hackathons, pitch competitions, and demo days to foster innovation

3

## Mentorship Programs

Access to global tech leaders for guidance and networking

6

## Global Events

Smaller events throughout the year and the Annual She Plus Tech Global Summit featuring fireside chats, networking events, and thought leadership panels

5

## Funding/Resource Access

Opportunities for women-led tech startups to secure early-stage funding, and enterprise level programmatic resources

4

## Advocacy Efforts

Advocating for, and amplifying messaging for fair tech practices and policies by engaging in policy dialogues with industry executives, government at different levels and educational institutions to support the adoption of equitable practices in tech recruitment, pay, and leadership

## Key Programs & Events

Tech Girl Colony – Program targeting girls in secondary schools to get them interested in STEM programs

SkillUp – For women who want to upskill or reskill for a career in the tech ecosystem

Shepreneur+ – Providing access and opportunities to resources for tech-led women ventures

She+Tech Global Summit – Annual summit to discuss tech trends, celebrate mentees, network with like minded allies, leverage knowledge and report on She Plus Tech goals and plans



## STRIVING FOR EXCELLENCE

She Plus Tech is poised to make a significant impact on the global tech landscape by empowering women through education, mentorship, and community building. With a clear mission and strategic plan, She Plus Tech aims to close the gender gap in technology, drive innovation, and create pathways for women to excel in tech. We invite funders, partners, and supporters to join us in this transformative journey to uplift women and girls, shaping a more equitable and inclusive tech industry.

[Join us](#)



# Why partner with us?



## → Comprehensive Impact

She Plus Tech offers more than tech education—it fosters entrepreneurship, leadership, and community. This multifaceted approach makes it uniquely capable of creating long-term, sustainable impact. The program offers more than just education; it includes career placement, mentorship, and certification sponsorship. This comprehensive approach ensures that participants are job-ready, increasing their chances of long-term success in the tech industry.

## → Inclusive Access

She Plus Tech is committed to reaching women in underserved communities, who typically have limited access to quality education and tech resources. This focus on inclusivity ensures that even the most marginalized women can benefit from the program, providing funders with the chance to support high-need communities.

## → Measurable Outcomes

Our clear metrics and goals provide potential funders with confidence that their contributions will yield measurable impact, contributing to women's empowerment and economic growth globally. With a data driven approach, She Plus Tech uses pre- and post-training assessments, follow-up surveys, and regular monitoring to track participant success, ensuring that funders can see clear metrics and outcomes. This includes tracking employment rates, certification success, and long-term career progression.

## → Global Reach

With a focus on underserved regions like Africa, She Plus Tech targets areas with the greatest need for gender equity in tech, ensuring funds contribute to transformative change in diverse communities while also providing sustainable impact.

## → Sustainable Pipeline

She Plus Tech provides a sustainable pipeline through its key programs – from Tech Girl Colony which provides early access to information to teens and young adults to choose a career in STREAM through SkillUp that provides beginner to advanced courses to women that need to pivot into tech or reskill and Shepreneur+ that support early stage tech founders with resources and a support network. In between, mentorship and a community of alumni creates a sustainable ecosystem of support

# How to get involved



## GRANTS

Provide grants to She Plus Tech to run specific or general programs

## CORPORATE PARTNERSHIPS & SPONSORSHIPS

Partner with She Plus Tech as a funding organization and provide sponsorship through cash or in-kind for individuals, specific programs or general programming. Sponsorship can also involve co-hosting events

## CROWDFUNDING AND INDIVIDUAL DONATIONS

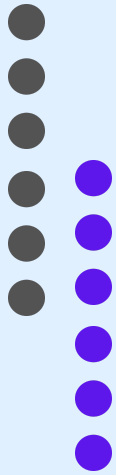
Organize funding at community level among your friends, relatives and colleagues for a great cause. You can also donate individually to one of our programs or to sponsor a learner

## VOLUNTEER



Volunteer your time in an unpaid capacity as an instructor, speaker or as a volunteer for any of our events or programs. Volunteer opportunities are available on an ongoing basis

## MENTOR

Mentor a woman in our network. Volunteer your time as an expert-in-residence, ally or advisor to women who need strategic guidance on how to navigate the tech ecosystem



General Emails: [info@sheplustech.org](mailto:info@sheplustech.org)  
Partnerships: [support@sheplustech.org](mailto:support@sheplustech.org)  
Media: [media@sheplustech.org](mailto:media@sheplustech.org)  
Volunteer: [volunteer@sheplustech.org](mailto:volunteer@sheplustech.org)  
Donate: [donate@sheplustech.org](mailto:donate@sheplustech.org)  
Website: <https://sheplustech.org>

  @sheplustech

# Make a Difference with Your Support!

## How you can support!

- Sponsor a learner
- Donate to our programs
- Volunteer your time
- Mentor a woman today
- Partner with us

