



UNITED

# CODING DIVERSITY INTO TECHNOLOGY

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Key takeaways from Michael Knight's original presentation that brings facts and data to life, giving real examples of the benefits of parity in leadership and the potential dangers that biases can pose in modern technology.



## Slow Gains in Diversity in Tech Since 2018

Despite some gains, there remain large gaps in the talent pipeline for women. We are a long way off from achieving gender parity across the board. Some startling facts:

- Only 2% of VC-funded companies are founded by women.
- 14% of software engineers are women (crucial when considering AI advancements)
- Women in tech have a 15% average salary shortfall to men in 2023.
- African American female CEOs make 38% less than their male counterparts.
- 34% of all STEM jobs are made up of women.
- 50% of women leave their roles in technology before the age of 35.



## Biases Women Face are Being Embedded in AI

The day-to-day challenges and biases women face, especially women of color, are being internalized into AI. While AI has the possibility of being the great equalizer for the world's problems, it is imperative we examine how we are passing our human biases into the technology being developed.



## The Cure? Cultivate More Gender Diversity in the Tech Industry

Increasing talent diversity is crucial for reducing the chance of bias in new technology solutions, most notably in AI. Diversity is not limited to gender and includes many other dimensions such as cultural, racial, ethnic, and disability diversity, to name a few.

- Diverse groups outperform non-diverse groups, and these teams make better decisions than individuals 67% of the time. For gender and ethnically diverse groups, this number jumps to 87%.
- \$4.3 trillion of additional annual GDP in 2025 could be added in the United States by fully bridging the gender gap in the workplace. This is 19% higher than business-as-usual GDP in 2025.

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