



Women in Tech

With technology, we can enrich the world and make tomorrow better beyond our imagination.
To work, to enjoy and to be yourself, let's move on and create the future together.

Building a future different from the past

As society continues to push for women's empowerment, it's become apparent that comparatively few women aspire to work in technology, and we only further realized this state of our world after we began positioning women's empowerment as an essential strategy for business growth. The field of technology is anticipated to be a powerful force in the forging of the coming age, so it's clear that things can't go on as they always have.

The Deloitte Tohmatsu Group provides technology services to clients to help build their future. The nature of these services can be quite diverse, ranging from business development, strategic planning, organizational design, and operational design, to implementation support. It's certainly a testament to the considerable size of this field. One thing is for sure: imagining a new future with our clients and then making it a reality is quite rewarding.

We don't want future girls and women who are thinking about their career path or profession to never know the true enjoyment of technology. We want to help them find meaning, value, and a place for them to shine in the future. Women in Tech was thus born out of a desire to share how technology is so much more fun than most might think.

Creating a world where anyone can blaze their own future

We hope to transform Japan so that women can choose the work and life style that suits them. We're entering an era where people have access to more and more options in terms of how they want to work and live. The shape each of our futures will take varies wildly from person to person now.

For example, even if you have to quit your job to give birth, raise your children, or care for your family members, you can restart your career. You can also try new things and take on new challenges, like starting your own business or going into volunteering. You can study what interests you, then put it to work. Put simply, everyone can thrive in their own way.

The Deloitte Tohmatsu Group is committed to promoting technology (digital or otherwise) that transforms the lifestyles and work standards of the past. We also work to support the women who will lead this new era. Our goal is to create a world where women can better thrive and succeed, and we invite you to create that future together.

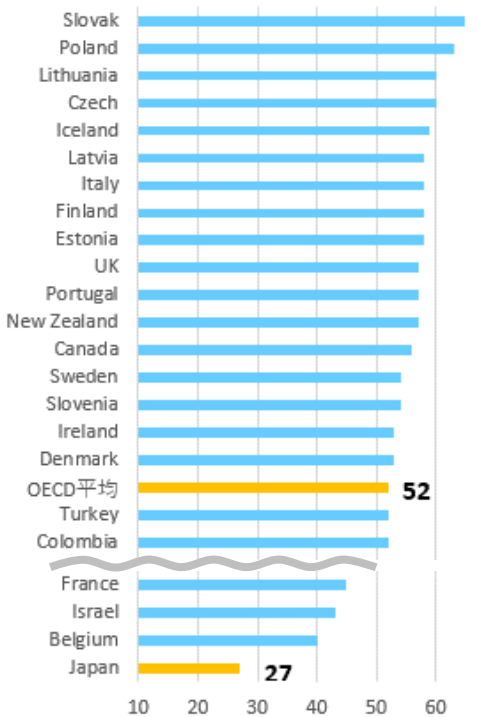
OUR CHALLENGE

Eliminating Bias in the Technology Sector

The reality facing female students in Japan

Big data, AI, and IoT are three emerging cutting-edge technologies making huge waves in the world today, and market needs in this sector will only further diversify as IT technology evolves. IT demand is thus expected to only continue to increase, which will expand the market size. The future for IT is very bright indeed, and the industry is anticipated to experience big growth on a global scale.

The situation isn't so bright in Japan, however. In its 2021 survey, the Organisation for Economic Co-operation and Development (OECD) reported that Japan had the lowest population of female university students majoring in engineering or the natural sciences out of 36 comparable OECD member countries. The gap between comparable member countries and Japan is almost double in the natural sciences: only 27% of such students in Japan are female compared to an average of 52% female students in the 36 other countries.



Are women simply less capable in the sciences or math than men? Of course not. Studies on academic performance in

elementary, middle, and high school math and science show that there are only slight differences between the genders in these subjects. So what's causing this disparity? Why do so few women pursue the sciences or math compared to men? While this is a complex issue stemming from complex sources, many studies agree that significant blame lies at the feet of gender expectations in the family and society, as well as the way teachers interact with their students.

Bias is created by the adults around us

You may have seen others complimenting women by telling them "You're so good at math and science for a girl." This casual remark may be in good faith, but it comes from the stereotype that women are naturally incapable in these subjects. While such comments may have a positive impact on women who view themselves in a stereotypical light, more often than not, they have the opposite effect. For example, when a student scores well on an exam and is complimented for being amazing despite her gender, she is often less motivated to learn compared to when she is simply complimented for being amazing. These small actions and remarks from the adults around us add up to create biases. However, biases were a necessary part of human survival in the past, so they can't be easily dispelled. And as a result of these biases, female students are less likely to choose math or science as a career path.

The issues that arise when there are few women in the technology sector

When small gender biases add up, women find it harder to pursue career paths in the sciences or math. Consequently, important details may be overlooked when certain types of people dominate an environment, and this is a major risk factor. The technology sector is similarly at-risk due to the gender gap. Numerous organizations, including major corporations around the world, have frequently noted the issues that arise when women aren't sufficiently taken into account. For example, when crash test dummies used in automobile crash tests are designed based on male bodies, this makes it impossible to adequately measure how accidents affect women and pregnant women. When men are used as the standard in AI system development, AI are more likely to have difficulty handling female customers or female use cases

(e.g., lower face recognition accuracy or query results and machine translations that assume men as the default gender). The global underrepresentation of women in science and technology is clearly creating unnecessary risks.

Women in Tech: training the women who follow

The Deloitte Tohmatu Group is not only committed to promoting technology (digital or otherwise) that transforms lifestyles and businesses, but also supporting women in the technology sector. And in 2021, the Group launched the "Women in Tech" initiative.

Women in Tech was created to support women throughout all stages of their careers as they transition from students to working professionals. Our goal through this initiative is to empower women to broaden their horizons in the technology sector so that out-of-the-box ideas can take shape in our world.

We are particularly engaged in awareness-raising activities for female students, and we provide a wide array of opportunities to experience the world of technology. This includes the planning and hosting of future vision workshops for free and open brainstorming of the future of technology, curriculums for technology exploration, seminars on solving social issues, and panel discussions with companies that leverage interesting technologies in their businesses. The students who attend these events are often surprised, inspired, and develop a passion for the latest technologies. Many come away with a budding interest in technology-related careers after learning that technology is a part of the solution to social issues they're interested in solving. Others decide they want to combine IT with their existing goals to pursue unique ideas and careers. We are truly seeing an incredible transformation in the female students we support. The "you're amazing for a girl" mentality doesn't have a place in these events, as everyone can enjoy tech in their own way to create a diverse future.





OUR MISSION

Enriching the Future of All Women

To wards empowering 100 million people worldwide through education, skills development, and opportunity creation

WorldClass is a new Deloitte initiative spearheaded by Deloitte Global CEO Punit Renjen that aims to empower 100 million people across the world by 2030 in the three areas of education, skills development, and opportunity creation. This project encompasses Goal 4 (quality education) and Goal 8 (decent work and economic growth) of the Sustainable Development Goals (SDGs), which were adopted by the United Nations in 2015 to be achieved by 2030.

As part of these efforts, the Deloitte Tohmatsu Group announced its goal to empower 2 million people by 2030 and is currently working towards this goal. Through this initiative, our ultimate mission is to maximize our positive impact from a wide variety of angles to create an environment where all can reach their full potential, be able to stand on their own feet, and play an active role under an ever-increasing pace of economic and social change.

Women in Tech, a WorldClass-level initiative

Women in Tech is a support program that works to help women of all ages realize their future potential. We conduct support activities for women across three stages (the Early Stage, New Grads, and Working Women), from education to business creation. Deloitte Tohmatsu Group professionals leverage their skills, capabilities, experience, passion, and professional connections to expand the future possibilities of more women.

We want to see a future where all women have freedom and happiness in their lives.

Raising awareness among working adults won't be enough to foster a mindset that doesn't even blink at the thought of letting everyone choose their own path. It's imperative to educate young girls and young women and to transform the people, organizations, and systems around them. Women in Tech continues to involve more and more stakeholders, including educational institutions and local governments, in its activities to create a chain of empowerment across all areas of society.



Initiatives for middle and high school students

Raising awareness among middle and high school students of whom many have begun distancing themselves from tech to bring them back and help them understand tech as part of their own future

e.g., student workshops, comprehensive learning curriculums

Initiatives for university students

Showing young women (primarily in university) who are starting to think about their careers and lives that they can use tech to thrive and succeed in any space

e.g., student and young adult seminars, the Virtual Career Fes

Initiatives for mid-career professionals

Leveraging women's existing careers and reskilling to provide opportunities for broader horizons and to create new businesses in collaboration with other companies

e.g., collaboration with affiliated organizations to provide opportunities and create business

OUR PROGRAM

Visioning Workshop

Who: first-year middle school students to third-year high school students



In pursuit of a world rich with technology

As the name suggests, the Visioning Workshop is all about visioning. Participants hold discussions with facilitators and fellow classmates to reveal latent ideas and to catch a glimpse of possible futures.

As the children toss around words and ideas with facilitators in the workshop icebreaker, they are slowly pulled into a world full of future technologies we have yet to witness. In that world, free ideas and open expression turn what-ifs into reality. Through this event, our goal is twofold: first, effectively incorporate group work, interviews with working professionals, fieldwork, and proposal presentations to help participants gain a deeper understanding of the values that underpin the future as envisioned through technology. Second, enable children to come up with their own solutions to bridge the gap between the present and the future. This workshop program can be used to introduce technology-focused career paths and to provide career education.

Why is visioning necessary today?

Visioning originates as a business approach that endeavors to thoroughly explore the futures we want to create and the futures we want to believe in. From there, you develop new ideas and solutions to make those futures a reality.

Children these days must develop the ability to create their own vision, find the issues therein, learn, and think critically and independently. We need learning outside the classroom to be able to adapt to a rapidly changing society, and this type of learning will play an increasingly important role in the coming era.

Train the Trainer

Who: educators and other peripheral adults



Training visioning facilitators

Our Train the Trainer course is designed to develop facilitators for the Visioning Workshop. Through this program, you can learn facilitation and presentation skills.

This program effectively prepares people affiliated with schools that facilitate Visioning Workshops, such as educators and alumni. It's also useful for schools that want to adapt these workshops for in-house use.

Training sessions start by having trainees participate in visioning sessions of their own. In current practice, it's much more common to hold discussions that lead everyone to a predetermined compromise (or consensus) in business and educational settings. In this program, however, participants experience a wildly different process and gain first-hand experience in creating a world outlook through visioning.

After getting a taste of the visioning process, trainees systematically learn how to effectively facilitate, encourage, and tease out Visioning Workshop participants' ideas and to support them in creating their world outlook. Finally, trainees facilitate a real visioning session to bring everything full circle.

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We're entering an era where people have access to more and more options in terms of how they want to work and live. The shape each of our futures will take varies wildly from person to person now. For example, even if you have to quit your job to give birth, raise your children, or care for your family members, you can restart your career. You can also try new things and take on new challenges, like starting your own business or going into volunteering. You can study

Virtual Career Fes

Who: university students



Expanding career boundaries for the next generation of women

The Virtual Career Fes provides an opportunity for female students to learn about cutting-edge technology applications from companies in the industry and to actually experience these real-world applications up close and personal through company presentations, interactive discussions, panel discussions, and more. We designed the program based on the concept of expanding career boundaries through technology, and it's useful for giving people a space to think about their future careers.

Viewing technology as a viable career option

Conventionally, many female students seem to subconsciously view technology as a scientific field, and science as a space for men. Thus, this program aims to dispel the assumption that technology is science and for men by helping students visualize real jobs in the field.

Business and technology are inseparable today. Thus, technology is the path to the future you want to build and the career you want to create. Furthermore, you don't have to be a man or a science major to have a career in technology. And finally, understanding technology will only broaden your career options. We provide young women with an opportunity to take a step toward the future by communicating these messages through the event.

what interests you, then put it to work. Put simply, everyone can thrive in their own way. You have the freedom to choose your own work and life style. We invite you to partner with us to bring that future into the here and now.



Rie Okubo
Deloitte Tohmatu Group Executive Member
Chief Talent Officer, DEI Leader

CASE STUDY

Case 1

Shinagawa Joshi Gakuin Junior & Senior High School (Tokyo)

A *Visioning Workshop* was held at Shinagawa Joshi Gakuin Junior & Senior High School in the winter of 2021. We sought the potential of IT and technology based on *How could we make school life better?*, a topic near to the student participants. We started with groupwork about *SDGs and technology*, where participants deeply considered topics such as *Why is there food loss?*, *How can we eliminate food loss?*, and *What kind of technology can we use to do this?* Students came up with new solutions using innovative technology.

Program provided: Visioning Workshop
Who: First-year middle school students through third-year high school students
Format: In-person



Case 2

KAMIYAMA Educational Institute (Tokushima Prefecture)

Women in Tech's *Visioning Workshop* was held at KAMIYAMA Educational Institute in the summer of 2022. We focused on *school*, a topic close to the third-year middle school student participants. We asked questions to get the participants to think about the future of schools together with an instructor and had them experience what would be necessary to create the schools they wish along with what kind of ideas they could come up with. After that, we split participants up into groups. Focusing on the key theme, *What we want to change about schools x technology*, Deloitte Tohmatsumember facilitators helped the participants to

experience how the world of possibilities broadens by tackling questions without answers and using technology in that process.

Program provided: Visioning Workshop
Who: Third-year middle school students
Format: In-person/online



Case 3

Tokyo Woman's Christian University (Tokyo)

Virtual Career Fes 2022 @Tokyo Joshi was held at Tokyo Woman's Christian University in the autumn of 2022. The program's concept was *Broadening the framework of next-generation careers* where we had students experience the latest technology in companies to create opportunities to increase their future choices. The program was held in the metaverse with the key being enjoying real interactions even when participating online. Participants learned how important and essential technology is to modern society and businesses through

company talks and panel discussions.

Program provided: Virtual Career Fes
Who: University students
Format: Held online in the metaverse



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