

Building the Pipeline of Female Leaders in Technology



Intel has been taking meaningful steps to support the advancement and retention of women for decades. Intel's stated purpose as a company — to create world-changing technology that enriches the lives of every person on earth — is underpinned by their cultural value of Inclusion. The company frequently states that their ambition is to be the most inclusive company in the world, and this cannot be accomplished without a laser-like focus on supporting their female employees through networking programs like the Women at Intel (WIN) Community and a strong commitment to empowering the next generation of the female tech workforce.

In 2021, the Women at Intel Network (WIN) will celebrate its 25th anniversary. Today, the community is home to over **7,500 members at 88 different locations** spread around Intel's global operations. Operating in parallel with WIN is Intel's Network of Executive Women (INEW), a council of the senior-most women and allies at the company, as well as other communities such as the Black Network of Executive Women (BNEW) and the Latin American Region Network of Executive Women (LARNEW).

Intel's commitment to women doesn't just cover its current workforce. The company has several programs in place, which work to build the global pipeline of young girls pursuing careers in STEM — empowering them through technology skills and hands-on experiences.

- In 2015 the Intel Foundation partnered with the U.S. State Department and the United Nations Foundation to create the Girl Up Women in Science (WiSci) program. WiSci seeks to bridge the gender gap in STEAM fields through access to education, mentorship opportunities, and leadership training — in part through STEAM camps, facilitated by Intel Employee Service Corps volunteers, which have been held in Rwanda, Estonia, Namibia and other countries.
- As part of the Intel® She Will Connect program, the Intel Foundation recently joined forces with several other organizations to launch Million Girls Moonshot, a transformative movement designed to help close the science and engineering gender gap by engaging one million school-age girls in STEM learning opportunities over the next five years across all 50 US States.

The future is bright for Intel's work to empower women — both inside and outside of the company. **As part of their 2030 RISE goals, Intel has committed to doubling the number of women and underrepresented minorities in senior leadership roles, in addition to reaching 40% representation of women in technical roles by the end of the decade.** A diverse workforce and inclusive culture are key to Intel's evolution and its ability to continue to attract the best talent to join the company for decades to come.

“ Being a part of WIN over the last decade has been a catalyst for amazing things in my career. My network has increased exponentially, as the work we do within WIN spans all business groups and campuses at Intel. WIN has connected me to amazing people and leaders across the company who I've leveraged as references for key roles — as well as coaches when I was in need of support. ”

Shelly Lafree, WIN's Cross-Site Chair and longtime member