Women in STEM

In March 2020, BCG and the World Economic Forum published an alarming report.

> *"Consensus across various surveys is that only about 15% to 22% of all professionals in data science – related roles are women."*
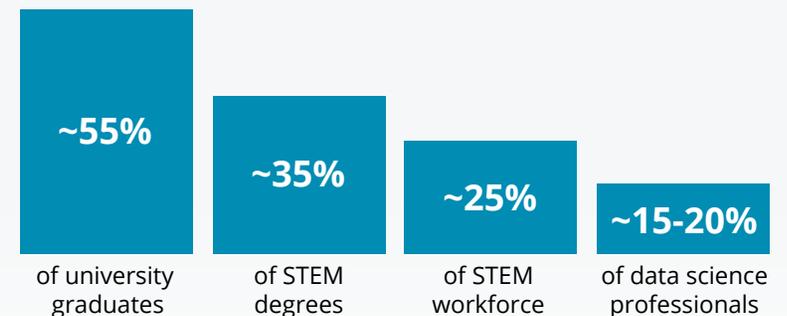
The lack of gender diversity in data science and AI is a real threat to the veracity of algorithms that influence us in making decisions every day.

> *"That lack of diversity is a serious issue. AI algorithms are susceptible to bias, so building them requires a team that includes a wide range of views and experiences."*

The STEM Talent Funnel Loses Women at All Stages

Women make up:

~55%	~35%	~25%	~15-20%
of university graduates	of STEM degrees	of STEM workforce	of data science professionals

Sources: World Economic Forum, *The Global Gap Report 2018*; BCG research.

In recent years, companies have been running many initiatives to create more balance — creating internal women in STEM communities, scheduling conferences, conducting networking events, changing the messaging to create a more inclusive workplace, applying diversity hiring policies, and having women occupy key positions such as Chief Data Officer and Chief Engineering Officer. **The consensus is unanimous: companies must do more.**

In the workplace, when it comes to offering a sustainable and scalable approach to increase the number of women in STEM positions, there is only one way — **reskill and upskill.**

This issue is finally being recognized and brought to the forefront of industry dialogue.

"Why AI needs more women"
—Forbes

"Women are the key to scaling up AI and data science"
—Forbes

"How Reskilling can transform the future of work for women"
—BCG (Boston Consulting Group)

"The reskilling revolution can transform the future of work for women"
—World Economic Forum

Udacity's Commitment to Women in STEM

Udacity enables companies to upskill their employees to meet the increasing demands in emerging technological fields. As our partnerships with various Fortune 500 companies evolve, we recognize the deficit of women in STEM roles and we want to focus our efforts to equip this essential population with the skills of the future.

What are we offering?

There is no better time to kick off our women in tech initiative than on International Women's Day.

Udacity is granting up to **10 Nanodegree programs** to women employees in your organization, free of charge and YOU will have the privilege to grant one of these programs to the nominees of your choice.*

Business Analytics, Programming for Data Science, Intro to Programming, Artificial Intelligence for Business Leader and Data Science for Business Leader are some of our most popular Nanodegree programs and are available as part of this program.

A Nanodegree is not a "light" learning program. Please ensure that your nominees will be committed to it.

- Business Analytics, Programming for Data Sciences, Intro to Programming usually takes 4-5 months to complete - Total: 120h program.
- AI for Business Leaders and Data Science for Business Leaders usually usually takes 2-3 months to complete - Total: 30h program.

When is this happening?

- Nomination period: Starts on International Women's Day - March 8th, 2021 and ends March 31st, 2021
- Women in STEM Cohort dates: April 1st through August 31st, 2021

[Click here](#) to nominate and participate in this exciting event.

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About Udacity

Udacity's mission is to train the world's workforce in the careers of the future. We partner with leading companies to uncover and roadmap the technology skills needed to transform industries, formulate curriculum to build practical applicable skills, and teach the curated and specialized technical skills that are foundational for better jobs and stronger careers.

Our Nanodegrees are 120-160 hours (3-4 months at 10h/week) that will teach the critical tech skills that companies are looking for in their workforce. With our powerful and flexible digital education platform, even the busiest learners can prepare themselves to take on the most in-demand tech roles.

By technology professionals, for technology professionals: Our courses are not built by academics with little or no business application experience. We have 300+ industry experts and Silicon Valley insiders from leading companies like Google, Amazon and IBM helping build our content.

Human support: Only Udacity provides 24/7 support at critical moments. Our 1,400 expert mentors and reviewers unblock learners and provide personalized project feedback at scale to ensure effective learning.

Project-based learning: Learners will apply their new skills to complete challenging projects similar to the challenges they will face in your business.

Dashboard and progress reports: Our Enterprise Management Console lets you easily assess learners' current level of technical knowledge, enroll them into appropriate programs and track their progress.

Tailored learning paths: We'll learn about your business needs and skills gaps to build tailored curricula that ensure skills acquired will directly support your business goals.

Customer-success focus: We provide high-touch consultation to maximize learner engagement. Next, we help you document ROI through cost savings from automating back-office tasks, streamlining processes and saving money.

If you have any questions please reach out to your customer success manager or email womeninstem@udacity.com

If you would like to know more about Udacity, please visit https://www.udacity.com/enterprise

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