

# Brotopia: Breaking Up The Boys Club Of Silicon Valley

## A Long-Overdue Reckoning for the Tech Industry's Gender Bias

For decades, Silicon Valley has been a male-dominated industry, with women holding only a small fraction of leadership positions and facing significant barriers to success. This gender bias has had a profound impact on the tech industry, creating a culture that is often hostile to women and limiting their opportunities for career advancement.

However, in recent years, there has been a growing movement to break up the boys' club of Silicon Valley and create a more inclusive and equitable industry for everyone. This movement has been fueled by a number of factors, including the rise of the #MeToo movement, the increased visibility of women in tech, and the growing recognition of the importance of diversity and inclusion in the workplace.

As a result of this movement, we are starting to see some progress in breaking up the boys' club of Silicon Valley. More women are being hired into leadership positions, more companies are adopting policies to promote gender diversity, and more investors are putting their money behind women-led startups. However, there is still a long way to go before Silicon Valley becomes a truly inclusive industry.

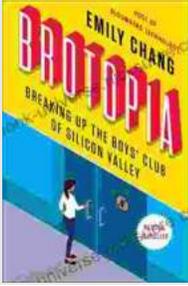
### Brotopia: Breaking Up the Boys' Club of Silicon Valley

by Emily Chang

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On Dec. 16, 2020, California’s new law AB 979 goes into effect, a measure that will require all publicly traded companies headquartered in the state to have at least one woman on their boards. The law takes aim at the glaring lack of gender diversity in corporate leadership throughout California, but particularly in Silicon Valley, where women hold only 12% of the board seats at publicly traded companies.

AB 979 was authored by Assemblywoman Lorena Gonzalez, D-San Diego, and signed into law by Gov. Gavin Newsom in September 2020. It amends the California Corporations Code to require publicly traded companies headquartered in California to have “a minimum of one director who self-identifies as female” on their boards by the end of 2021.

The bill faced opposition from a coalition of business groups, including the California Chamber of Commerce and the TechNet advocacy group, which argued that it would impose a quota system for corporate boards and limit companies’ ability to select the most qualified directors.

Supporters of the bill, including the California Chapter of the National Organization for Women, the American Civil Liberties Union of California, and the California Commission on the Status of Women and Girls,

countered that it was necessary to address the persistent underrepresentation of women on corporate boards.

In a statement, Gonzalez said the law “will help to break up the old boys’ networks and ensure that women have a seat at the table where decisions are made.”

“This is a historic day for California and for women everywhere,” she added.

The passage of AB 979 is a significant step forward in the fight for gender equality in Silicon Valley. It is a clear signal that the state is committed to creating a more inclusive and equitable tech industry for everyone.

However, there is still more work to be done. We need to continue to challenge the gender bias that exists in the tech industry and create a more welcoming and supportive environment for women. We need to encourage more women to pursue careers in tech, and we need to invest in programs that help women to advance in their careers.

By working together, we can break up the boys' club of Silicon Valley and create a more inclusive and equitable industry for everyone.

In addition to the passage of AB 979, there are a number of other initiatives underway to break up the boys' club of Silicon Valley. These include:

- The **Tech Inclusion Pledge** is a commitment by tech companies to increase diversity and inclusion in their workplaces. More than 600 companies have signed the pledge, including Google, Apple, and Facebook.

- The **Women in Tech Initiative** is a program of the National Center for Women & Information Technology that provides support and resources to women in tech. The program offers a variety of programs, including mentorship, training, and networking opportunities.
- The **Anita Borg Institute** is a nonprofit organization that works to increase the representation of women in tech. The institute offers a variety of programs, including research, education, and advocacy.

These initiatives are all making a difference in the fight to break up the boys' club of Silicon Valley. They are helping to create a more inclusive and equitable industry for everyone, and they are inspiring the next generation of women to pursue careers in tech.

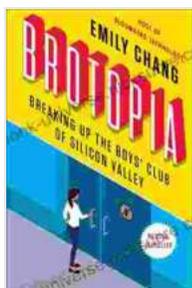
Here are some specific examples of how these initiatives are making a difference:

- In 2019, Google announced that it had achieved gender parity in its global workforce. This is a significant milestone for a company that has been criticized for its lack of diversity in the past.
- In 2020, Apple launched a new program to support women in tech. The program includes a mentorship program, a training program, and a networking platform.
- In 2021, the Anita Borg Institute launched a new research initiative to study the barriers to women's advancement in tech. The research will help to inform the development of new programs and policies to address these barriers.

These are just a few examples of the many initiatives that are underway to break up the boys' club of Silicon Valley. These initiatives are making a difference, and they are helping to create a more inclusive and equitable industry for everyone.

If you are a woman who is interested in a career in tech, there are a number of resources available to help you. You can find mentors, training programs, and networking opportunities through organizations like the National Center for Women & Information Technology and the Anita Borg Institute. You can also find support from other women in tech through online communities and social media groups.

Don't be discouraged by the barriers that you may face. With hard work and determination, you can succeed in tech. You can help to break up the boys' club of Silicon Valley and create a more inclusive and equitable industry for everyone.



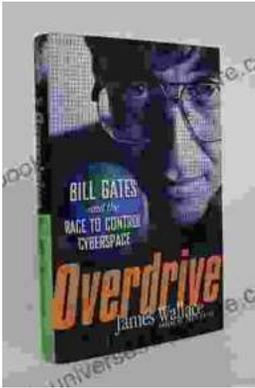
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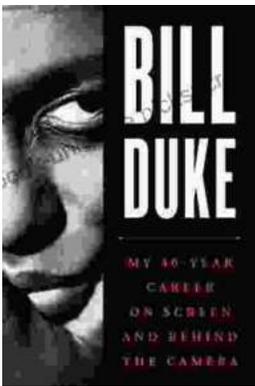
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