

## Women in Tech—March 5<sup>th</sup>, 2024

### V.16 Discussion

- Member pre-sales and flexible pricing are not compatible in V.16
- TMS: Nancy had AVS turned off for discover cards, but they figured out how to pass the country codes and it seems to be working now

### Discussions

- Consortium meeting: how often do you meet? PCT used to meet weekly/monthly and now they meet quarterly and discuss things about shared marketing set up, clean up, LEO's, household things, active teams channels for the whole consortium
- Data Integrity: "Why are you using it that way?" "What is the end result that you're trying to achieve?"
- Tessitura is your sub-ledger. Your primary ledger is your finance software. Some have disconnects with finance teams and some have very good relationships with them.
- Hidden Figures movie viewing

### Lean Coffee Discussions

- Article from Nicki: Despite 45% of STEM (science, technology, engineering, mathematics) students now being women across the US, women still only represent 26% of STEM professionals and 40-50% of those tend to leave their STEM positions after 5-7 years. The article talks how women can be more supported in these roles. [How More Equality Can Be Brought To Women In Stem Fields \(forbes.com\)](https://www.forbes.com/sites/nicki/2023/03/05/how-more-equality-can-be-brought-to-women-in-stem-fields/)
  - Kathleen B: minored in Computer Science but went into other fields because they were easier. It's a great skill set to aid her community, but there are many reasons not going that direction, but the main reason is fear and imposter syndrome. What if a woman wants to start a family? But there are so many women who aren't leaving the work force when they start a family or are choosing to start a family later.
  - Nancy: We are all children of someone, and sometimes you may have to take care of other folks, not just children. Is very fortunate that she had the support at home to succeed in her role and her field. Since covid, many of us are struggling with work/life balance.
  - Bobbi: "Metlife's study findings show that 22 percent of women working in STEM are considering leaving their workforce right now compared to just 12 percent of women working in other fields."
  - Jamie: This anecdote makes me want the insight about what counted as 'in STEM'. As in, (let's just use Nancy), if you're running all the very STEM hardware server blah blah blah stuff at an arts org, did they count that as STEM or not?
  - Bobbi: Here's an article from a MetLife survey: <https://thehill.com/changing-america/respect/equality/3740041-study-women-in-stem-are-struggling-the-most-in-the-workplace/>
  - Bobbi: Women leave STEM positions more than any other field so we can't blame it on fertility. It's being passed up for promotions, fulfillment, purpose, etc.

- Sam: Right I find it interesting how so many arts orgs are still not allowing work from home or a half/half schedule. Which from covid we know was beneficial to women in STEM
  - Kathleen B: I only agree to take notes if there are no men in the room, which is possible since I'm on an all-woman team
  - Bobbi: <https://medium.com/@kjmorenz/is-it-really-just-sexism-an-alternative-argument-for-why-women-leave-stem-cccdf066d8b1>
  - Bobbi: <https://www.bizjournals.com/bizwomen/news/latest-news/2022/11/women-in-stem-careers.html?page=all>
  - Nancy: How often has it happened that when someone needs a birthday card or to take notes and it's always a woman in the room who volunteers
  - Nicki: What would it look like not in a culture/arts/non-profit field?
  - Shelly: Tangentially related-- I found this website with STEM-themed clothes yesterday and I'm obsessed: <https://svahausa.com/collections/adults-dresses>
  - Sarah: Left the teaching artist field because there was a sexist feel. Always taught the youngest kids- maternal role.
  - Chelsea: Came into it from an archives degree. Upper level education, most teaching based classes were men, but museum based classes were women.
  - Olivia: I have a music education background - I was so burnt out by the end of student teaching I had NO desire to teach anymore. I also wanted to be a High School band director, which is predominately men.
  - Bobbi: Interesting hearing the roles of mothers who have also internalized misogyny.
  - Nicki: Had an amazing prof in university that brought a bunch of us in and had us speak to our jobs and what we are doing in the music field that is not necessarily performance.
  - Jamie: A mission for us to take it out of this group. We are not failed actors or musicians which is part of the admin myth. You may have a mental block and may need an invitation to this that way.
    - Mary: does career days at the local schools. Don't grow up!!
  - Kathleen S: they brought in first graders to learn front of house
  - Sam: Jack and Jill program, the teens wanted to walk around with the facility managers and security guards
- Exporting Dashboards from Data Analytics—is there an automatic way to export the dashboard? A CSV or Excel sent to email?
    - Anne: Don't think you can..... a dashboard can send everyday either as an attachment or imbedded, but you can't do a single widget.
    - Join analytics Coffee!!
    - Nancy: could contact extended services for something custom