Mother Board

< 2022 Impact Report >

< Summary >

MotherBoard was created by Sophie Creese in 2021, with the support of Amber Rowbottom and ADLIB, to drive positive change for mums working in the technology industry.

As a working mum within the tech sector, Sophie, along with the wider ADLIB team, witness the stark reality of the gender pay gap, the lack of female representation in the industry and the issues mothers are facing in the workplace, which is ultimately making women leave their jobs. The fear of speaking up about inequalities within the tech industry has prevented this subject from being spoken about openly before. In response to this we launched MotherBoard, initially a free online event series to talk about issues mothers were facing in the tech industry, not just in the early years of their career when women are more likely to be childless.

A tangible solution to allow companies to get involved in MotherBoard through creating positive change themselves. This has separated those who use 'women in tech' as a PR tool, and those who actually want to see more women working in the tech industry.

If we don't fix the issue of 50% of women leaving the industry at childbearing age, we will not see a significant improvement of women entering the industry, nor will we see an increase in school aged girls pursuing tech related subjects. In recent years it has become very clear that representation is essential if we want to create a better gender balance within the industry, and we need to retain the talent we have to achieve a positive gender shift.

Each business that has signed up for to the Motherboard Charter has taken demonstratable accountability to improve the working lives of mums and females within their businesses, rather than waiting for laws to change. The immediate impact that the Charter creates for its signatory's employees is significant and you will see some of the positive results the MotherBoard Charter has created through this report.

To date, MotherBoard has hosted talks from coding academies such as iO Acadamy, Le Wagon, Coding Black Females and General Assembly to support change amongst all social economic backgrounds. Currently, the tech industry is made up predominantly of white males from privileged backgrounds, MotherBoard's work diversifies the tech industry for all women, from all social backgrounds by challenging the current status quo by offering an open, free community with advice and access to the right resources.

The tech industry needs to take action and be held accountable for creating change, otherwise we will continue to have a lack of gender diversity within the sector. As it stands, 19% of the UK tech industry is made up of females, the reality within software engineering and leadership is much lower than this.

< The MotherBoard event series >

Our meetup series offers a safe place to discuss the issues of motherhood and inequality that can come with a career in technology. Home to over 700 members, we offer a free platform for people to connect, discuss taboo subjects and a chance to hear from experts with lived experience. Importantly, our events welcome everybody, regardless of gender or motherhood. We need business owners, HR teams, CTOs, colleagues, allies etc. to listen, share and act. Together, we will create change.

Our interactive, practical events have covered issues including:

• Mentorship
• Coding courses & funding
• Promotion & leadership
• Infertility
• Pregnancy
• Sexism
• Racism
• Parental bias
• Miscarriage
• Menopause
• Toxic cultures
• Still birth
• Redundancy in pregnancy
• NDA's

Through these discussions we have delved deep, hearing first-hand accounts of frankly speaking, harrowing stories.

< The MotherBoard Charter >

We have 20 Charter signatories, with many more in the pipeline including tech corporates that will have a huge impact on many people's lives. We are proud to be sponsored by notonthehighstreet, who have believed in our mission before we'd even put an event on. MotherBoard is less than two years old, this is just the start of what's to come.

Our Charter members are home to 1790 colleagues globally, 630 of which sit within their tech teams. Charter signatories have an average of 24% of women in their tech teams, above the national average of 19%.

1,500+
social media followers

10
Free events hosted

800+
attendees reached

20
Charter signatories

Our signatories have pledged and achieved:

- Improved parental leave policies
- Increased entry level tech opportunities within their businesses
- Created gender neutral job specs
- Tackled internal issues with the gender pay gap and began to close the gap
- Implemented breastfeeding rooms and policies
- Overhauled return to work policies
- Introduced mental health champions
- Improved gender balance within their tech teams
- Improved the number of women holding leadership roles
- Increased equality, diversity, and inclusion awareness internally
- Improved access to work for people from socioeconomic and minority backgrounds

"We have improved our parental leave, enhanced primary and adoption leave, secondary carer, menopause, pregnancy, medicalised and period symptoms leave. We have also introduced focus groups on return to work and those on leave. We have also encouraged the use of spill as an outlet for counselling for those returning to work."

"We now track gender pay gap, gathering candidate data from a gender perspective which will help to guide our plans to increase diversity and inclusion in the hiring process."

"Motherboard has helped us implement improvements like our maternity policy, and hold us accountable to keeping D&I at the top of our 2023 strategy and agenda."

"Of the highest paid people in the company 66% are female and 50% of those are working mothers."

"Technology will be a critical enabler for solving some of the most pressing social and environmental challenges of the future. If companies want a competitive advantage, a diverse workforce that can drive innovation in our future solutions is essential.

Retaining highly skilled and experienced women who choose to have children has to be a core focus of their inclusion strategy. Becoming a signatory of the Motherboard Charter is a great first step to creating this change."
Marie Hemmingway
Co-Founder & CTO of Speak Out Revolution

Mother Board Charter

< Founding signatories >

ADLIB

caredocs

CYBER-DUCK

+datatonic

DigitalDetox

HELASTEL

iO Academy

le wagon

NOT ON THE HIGH ST.

Rock Solid Knowledge

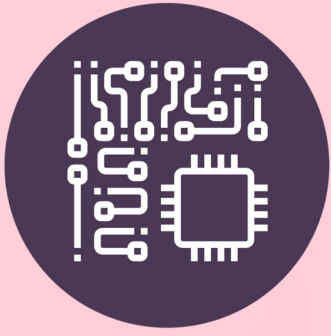SIMITIVE

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< Signatories >

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Mother Board

A special Thanks to notonthehighstreet for their continued sponsorship...

"We think it's important to be held accountable. Firstly we want to not only talk about, but actually make meaningful contributions to our current and future mothers at NOTHS. Secondly, it is a way to keep this conversation going within SLT and policy meetings and thirdly it is important to be able to measure progress and that we are making an impact"

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