

# Empowering Girls in Tech

## “Leadership in Tech and Entrepreneurship”



Talk by : **Ms. Rachel Mtama**  
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# About your speaker!



Molecular Biologist researcher with a growing interest in genomic data analysis. Science communication enthusiast and Comms Team lead & member at Biotechnology Society of Tanzania Human Genetic Organization.

Hobbies: Loves learning, Nature, Music and Knowledge sharing!



# 01

## Why Technology Matters?



**Technology** drives global connectivity, boosts productivity, and provides essential solutions to complex problems in **health, energy, and communication**.

- **Daily efficiency:** Modern conveniences like transportation, online banking, and smart home devices make everyday tasks faster and more streamlined.
- **Global Connectivity & Communication:** Technology breaks down geographical barriers, enabling real-time communication, education, and international collaboration.
- **Healthcare Advancements:** AI-enabled tools, telemedicine, environmental conservation and advanced medical research improve diagnostic accuracy, save lives, and increase life expectancy.





# 02

## Leadership in Tech

# What is a “Women Leadership in Tech”?

Refers to women leading technology teams, being in management and executive roles and ability to influence innovation and digital transformation.

Why it matters?

- Women in tech represent a diversity that is often undervalued and underrepresented, and they bring different perspectives and experiences in turn help organizations improve their overall effectiveness.

Current Status

- Women hold **only 28%** of computing and mathematical roles (National Center for Women & Information Technology, 2023), and the leadership disparity is even more pronounced.

# Women in Tech leadership barriers



- 1. Unconscious Bias in Workplaces:** Many barriers come from unconscious bias and ingrained behaviors rather than intentional discrimination.
- 2. Male-Dominated Tech Spaces:** Women often struggle to be heard or taken seriously in male-dominated teams and leadership spaces.
- 3. Lack of Support and Role Models:** Limited support from teachers, parents, and mentors reduces confidence and career interest in tech. The absence of visible female leaders makes leadership pathways unclear.
- 4. Declining Interest in STEM Among Girls:** Research shows many girls lose interest in STEM by middle school due to lack of encouragement (Microsoft, 2018). Early exposure and support are critical to closing the gender gap in tech leadership

# Women in Tech leadership barriers



- 1. Unconscious Bias in Workplaces:** Many barriers come from unconscious bias and ingrained behaviors rather than intentional discrimination. This limits women's visibility, recognition, and leadership opportunities in tech environments.
- 2. Male-Dominated Tech Spaces:** Women often struggle to be heard or taken seriously in male-dominated teams and leadership spaces. This challenge also affects introverts and individuals from diverse backgrounds.
- 3. Lack of Support and Role Models:** Limited support from teachers, parents, and mentors reduces confidence and career interest in tech. The absence of visible female leaders makes leadership pathways unclear.
- 4. Declining Interest in STEM Among Girls:** Research shows many girls lose interest in STEM by middle school due to lack of encouragement (Microsoft, 2018). Early exposure and support are critical to closing the gender gap in tech leadership

# Strategies for Women in Tech Leadership Positions

## 1. Champion Diversity and Inclusion

Promote a workplace where everyone is treated fairly and respected. Support diversity initiatives that create equal opportunities and inclusive teams.

## 2. Build Strong Female Networks

Connect with women in tech through events, communities, and professional groups. Strong networks provide mentorship, support, and career growth opportunities.



### **3. Leverage Digital Tools and Technology**

Use social media and online platforms to share knowledge and collaborate. Stay updated with new technologies to enhance your leadership and career growth

### **4. Invest in Professional Development**

Attend conferences, workshops, and leadership programs focused on women in tech.

Continuous learning helps you stay competitive and grow as a leader.

### **5. Ask for Support and Guidance**

Seek help from mentors and colleagues when facing challenges.

Collaboration and support strengthen confidence and leadership success.



# Leadership Habits

Leadership grows from daily practice: show up, learn, and take initiative.

Set micro-goals, practice communication, and reflect each week. *Consistency* builds confidence.

Lead by example in projects and teams to inspire others and develop **resilience**.



# Networking & Mentors

Build relationships that open doors: teachers, professionals, and peers.

Attend workshops, join clubs, and ask for advice. Share progress and offer help in return.

A mentor accelerates learning and expands opportunities—seek one and maintain the connection.

## Steps to Start Today

Begin with small, actionable moves: learn a coding lesson, join a lab club, or start a mini-project.

Document progress, share with peers, and seek feedback. Compete, present, and iterate.

Daily consistency plus networking creates momentum and long-term **impact**.



# Conclusions

Keep showing up, stay curious, and combine science with tech to solve real problems.

You have the ideas and potential—turn them into action.

*Empowered girls become innovators and leaders.*

Start today, build community, and lead the future with confidence and purpose.

# Thank you

**Do you have any questions?**

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