



TechWomen 4Boards

Empowering the Future
Global Female Tech Leadership

JANUARY 2026



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ABOUT **TW4B**

TechWomen 4Boards is the organization dedicated to advancing the presence of women in the technology sector by promoting their inclusion on the executive levels and corporate boards and facilitating access to opportunities.

Born of a vision resulting from meetings in Davos, Switzerland during the World Economic Forum 2024, TechWomen 4Boards emerged from a movement aimed at increasing women's presence in all types of industries, particularly tech and information.

The chairs of this organization came together with a shared goal to transform the landscape of leadership in organizations by championing the inclusion and advancement of women to executive levels and corporate boards. We drive innovation, equity, and sustainable growth across the industry through exclusive networking and targeted events.

WHY WE EXIST

The gender gap in technology is a frequent topic of discussion, highlighting issues such as the lack of female founders and CEOs, discrimination, and the relatively low number of women pursuing degrees in computer science. This issue consistently features in news stories, emphasizing its ongoing relevance and the need for continued focus on closing the gap.

The following statistics highlight the progress made and the challenges that remain in achieving gender equity in the tech industry. Continuous efforts are needed to close the gaps and create a more inclusive environment for women in tech.



PAY AND EQUITY

- **Pay Disparities:** Women in tech still face significant pay gaps. On average, women earn 93 cents for every dollar earned by their male counterparts in software engineering roles. Female CEOs of tech startups earn about \$20,000 less annually than male CEOs (\$133,000 vs. \$153,000)
- **Promotion Rates:** Women are gaining promotions at a slightly higher rate than men recently, yet they believe it is harder for them to gain senior-level promotions.
- 27% of computing roles are held by women, only 3% and 2% are held by Black and Hispanic women, respectively, according to Accenture.

(Source: Exploding Topics & StrongDM).

LEADERSHIP ROLES

- **Representation in Leadership:** Only about 17% of technology companies have a woman serving as CEO, and female representation drops to 8% for chief technology officers (StrongDM). Women hold just 10% of C-suite roles in large tech firms, with only 5% of Fortune 500 CEOs being women .
- **Growth in Leadership:** The proportion of women in senior vice president roles has decreased from 18% in 2019 to 13% in 2024, showing a worrying trend in high-level leadership representation.

(Source: Exploding Topics & StrongDM).

REPRESENTATION

- **Overall Workforce:** Women make up approximately 27.6% of the technology workforce, a modest increase from previous years but still highlighting underrepresentation (StrongDM). The representation of women in major tech roles such as programming and software development stands at just 17%.
- **Diversity Among Women**

EDUCATION

- **Educational Pipeline:** Women are underrepresented in information and technology degree programs, making up only 20% of graduates. This impacts the hiring pools for technical roles of the future.

(Source: World Economic Forum)

SO WHY DO WOMEN LEAVE?

- 50% of women who enter the technology field abandon it by the age of 35.
- 31% of women who leave tech cite dissatisfaction with their job as the reason.
- 57% of women in technology reported feeling burned out at work, compared to 36% of men.
- 78% of women in tech report feeling like they must work harder than male coworkers to prove themselves.
- In the ongoing wave of layoffs in the tech industry, women have been 65% more likely than men to lose their jobs.
- A study from late 2022 found that one in five women working at U.S. tech companies reported experiencing verbal or sexual harassment.

(Source: StrongDM)

WHAT DO WE DO?

INCREASE REPRESENTATION



Advocate for at least 30% representation of women on the boards from the technology sector

SKILL DEVELOPMENT

Provide training and resources to women in the technology sector to prepare them for board roles, focusing on leadership, governance, and strategic decision-making



PARTNERSHIPS AND COLLABORATIONS



Establish partnerships with corporate companies, non-profits, and government bodies to create more board opportunities for women

ADVOCACY, NETWORKING & COMMUNITIES



Develop and maintain a robust networking platform that connects women in technology with board members, industry leaders, and mentors. Launch campaigns to raise awareness about the of gender diversity on corporate boards and lobby for policy changes that support the inclusion of women.



ZANA



MARILI



JAYITA



TARISAI



GORDANA



ANA



SYBIL



AROUBA



PRINA



EKTA



SHRADDHA



ELSA



MAJA



JUNA

OUR GREAT TEAM

The chairs of this organization came together with a shared goal to transform the landscape of leadership in organizations by championing the inclusion and advancement of women to executive levels and corporate boards. We drive innovation, equity, and sustainable growth across the industry through exclusive networking and targeted events.

SECOND YEAR

TIMELINE

November 2025
“Grill the
Investors”
Online Event

December 2025
“The Boardroom
Talk”
Online Event

February 2026
“Human vs AI”
Event, London

June 2026 London
Tech Week Event,
Luxembourg
Embassy, London

November 2025
Festive
Networking
London

January 2026
Davos

Personal
Branding for
Executives

March 2026
FTT Summit, London

July 2026 onwards
“The Boardroom
Talk”
Online Event

The second-year timeline for TechWomen4Boards continues to build momentum, expanding our mission to accelerate women’s leadership and board representation across the tech industry.

We begin 2026 on a global stage at the **World Economic Forum in Davos**, engaging with international leaders and amplifying the conversation around gender diversity at the highest levels of influence.

In **February**, we return to London for our **“Human vs AI”** event, opening critical dialogue on the future of leadership, technology, and ethics—ensuring women are positioned at the forefront of these conversations.

March will spotlight female leadership through our **“Powerful Companies; Successful Women”** online event, offering a platform to share board-level insights and connect ambitious women with role models and decision-makers.

By **June**, we’ll re-enter the European tech ecosystem during London Tech Week, hosted at the **Luxembourg Embassy in London**, strengthening international partnerships and creating new pathways for board readiness and visibility.

From **July 2026** onwards, we’ll continue delivering **“The Boardroom Talk”** online series, providing ongoing advisory support, mentorship opportunities, and practical guidance for women preparing for board positions throughout the year.



OUR PROJECTS



**1. Exclusive
Networking
Opportunities**



**2. Leadership &
Mentorship**



**3. Investing in
Female Startups**

TW4B EVENTS GALLERY





WHY **PARTNER** WITH **TECHWOMEN4BOARDS?**

We invite you to join us as sponsoring partners at TechWomen4Boards, where your contribution can make an impactful difference in shaping the future of technology leadership gender balance. By partnering with us, you are investing in a transformative movement that champions the inclusion and advancement of women in the tech industry.

- 1. Drive Innovation and Growth**
- 2. Support Gender Equity**
- 3. Make your Brand Highly Visible to Female Professionals**
- 4. Access Tailored leadership and Mentorship Programmes**
- 5. Participate in Exclusive Networking Events**
- 6. Recruit from a Community of Tenured and Experienced Tech Professionals**
- 7. Be Part of a Global Movement**

MAKE A REAL **IMPACT**

CHOOSE YOUR PARTNERSHIP LEVEL

Each tier offers unique benefits and opportunities for engagement. Select the tier that best aligns with your goals and budget.

COMPLETE THE PARTNERSHIP FORM

Fill out the partnership form on our website, providing necessary details about your organization and the level of support you wish to provide.

SUBMIT AND CONNECT

A member of our partnership team will reach out to you to finalize the details. We'll provide you with all the information you need to maximize your partnership benefits and start making an impact immediately.

SPONSORSHIP PACKAGES

PLATINUM PARTNER (£70,000 PER YEAR)

BRANDING

- Naming rights in all events and initiatives (stands, posters, etc.).
- Prominent logo placement on all marketing materials, website, event signage, and communications.

EVENTS

- Up to 10 free invitations to high-profile networking events, roundtables, and private sessions with industry leaders.
- Two keynote speaking slots at TW4B yearly event and another event of your choice.
- Exhibition stand at the yearly TW4B event.

LEADERSHIP PROGRAMMES

- Co-authorship in white papers and reports
- Leadership programme aligned to your company's goals, including training sessions and workshops for up to 15 employees.
- 1:1 mentorship for up to 5 employees (six sessions each)

TALENT HUB ACCESS

- 10 free job postings per quarter on the TW4B talent website

**for the successful placement of the candidates applying through TW4B Talent Hub, recruitment T&C apply at the discounted rate of 5%*



GOLD PARTNER (£50,000 PER YEAR)

BRANDING

- Naming rights in all events and initiatives.
- Prominent logo placement on all marketing material and website.

EVENTS

- 8 free invitations to high-profile networking events, roundtables, and private sessions with industry leaders.
- One keynote speaking slot at a TW4B event of choice.
- Exhibition stand at the yearly TW4B event.

LEADERSHIP PROGRAMMES

- Co-authorship in white papers and reports
- Leadership programme aligned to your company's goals, including training sessions and workshops for up to 10 employees
- 1:1 mentorship for up to 2 employees (six sessions each)

TALENT HUB ACCESS

- 5 free job postings per quarter on the TW4B talent website

**for the successful placement of the candidates applying through TW4B Talent Hub, recruitment T&C apply at the discounted rate of 5%*



SILVER PARTNER (£30,000 PER YEAR)

BRANDING

- Prominent logo placement on all marketing materials and TW4B website.

EVENTS

- 6 free invitations to high-profile networking events, roundtables, and private sessions with industry leaders.
- One keynote speaking slot at a TW4B event of choice.
- 50% discount on the exhibition stand at the yearly TW4B event.

LEADERSHIP PROGRAMMES

- Co-authorship in white papers and reports
- Leadership programme aligned to your company's goals, including training sessions and workshops for up to 5 employees
- 1:1 mentorship for 1 employee (six sessions each)

TALENT HUB ACCESS

3 free job postings per quarter on the TW4B talent website.

**for the successful placement of the candidates applying through TW4B Talent Hub, recruitment T&C apply at the discounted rate of 5%*



BRONZE PARTNER (£20,000 PER YEAR)

BRANDING

- Prominent logo placement on all marketing materials and TW4B website.

EVENTS

- 5 free invitations to high-profile networking events, roundtables, and private sessions with industry leaders.
- One keynote speaking slot at a TW4B event of choice.
- 50% discount on the exhibition stand at the yearly TW4B event.

LEADERSHIP PROGRAMMES

- Co-authorship in white papers and reports
- Leadership programme aligned to your company's goals, including training sessions and workshops for 1 employee.
- 1:1 mentorship for 1 employee (six sessions each)

TALENT HUB ACCESS

- One free job posting per quarter on the TW4B talent website.

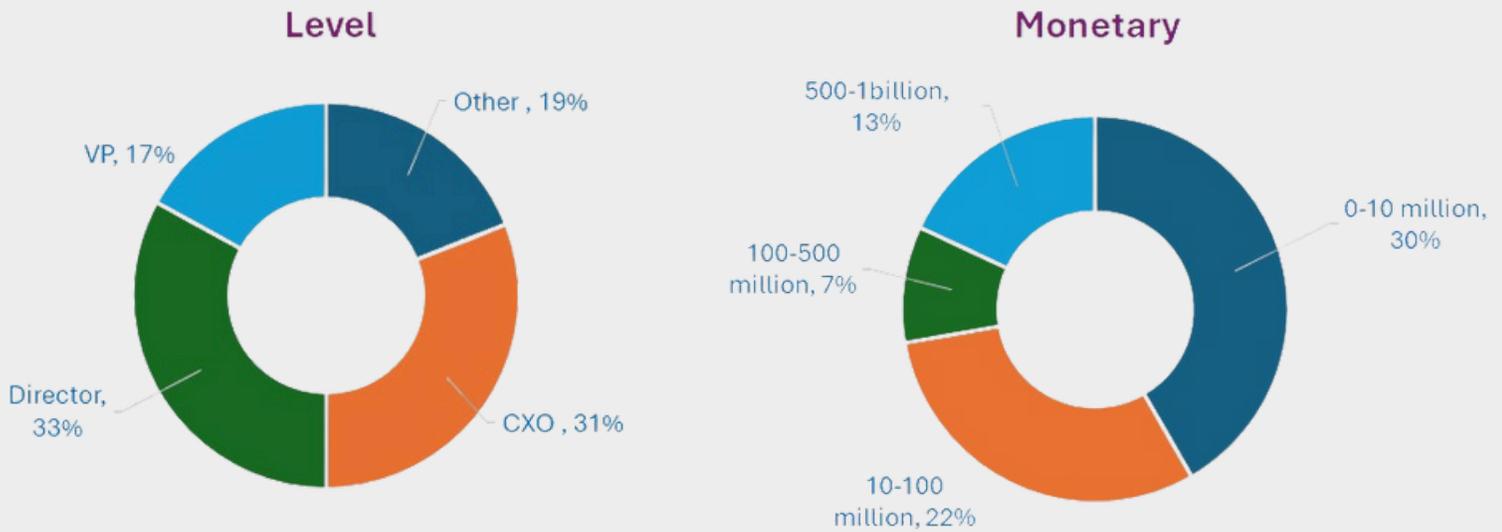
**for the successful placement T&C of the recruitment apply at 5% discount rate to all packages*



IN-KIND & EVENT SPONSORSHIP

- **Service Donation:** Donation of services or products relevant to TechWomen4Boards' mission or event specific monetary donations.
- **Acknowledgment:** Recognition as a community partner on the website.
- **Event Participation:** Invitations to attend community events and activities.
- **Communication:** Inclusion in community newsletters and updates.

OUR EVENTS ATTENDEES



We aspire to cultivate meaningful partnerships among large enterprises, SMEs, and startups across diverse industries, leveraging innovative technologies to foster productive collaborations and pave the way for women's empowerment towards achieving balanced boards.

CURRENT PARTNERS



We look forward to deepening our connections and speaking with other interested companies such as *Google, HP, Amazon, Lloyds Banking Group* and more!

THANK YOU

Your interest and support are invaluable as we strive to create a more inclusive and equitable landscape in the technology sector. We appreciate your commitment to championing the advancement of women to executive levels and corporate boards. Together, we can drive innovation, equity, and sustainable growth.

Warm regards,
TechWomen4Boards



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