

Women of Search

Presented by : Atita Arora



Join us [#women-of-search](#) channel on [Relevance Slack](#) and [LinkedIn Group](#)

About me



- Working in domain of Search since 2008
- Open source enthusiast and have contributed on various project Quepid , Chorus , Solr , Opensearchserver etc
- Part of Women of Search group (Relevancy slack / LinkedIn)
- Polyglot Developer
- Master in Computer Applications + Master in Strategic Business Management
- Mother of 2 boys :)
- Loves to travel and cook !!

Women of Search

- For the women , by the women , to the women
- Started May 24 , 2021 by Audrey Lorberfeld to connect women in the search field
- 90 members on slack
- Safe and non judgemental place to share ideas / concerns / questions / confusions
- 'Happy Hour' every first Wednesday of the month (quite therapeutic!!)
- Cool ideas welcome or just practice public speaking ;)

Women of Search session at Haystack US 2022



- Grand success
- Heard from participating panelist about :
 - Leadership styles & how to create inclusive environments
 - Mentorship & Sponsorship
 - What is desired at employers when job seeking


Why diversify?

- Gain access to Talent
- Drive innovation
- More analytical and multitasker
- Improve work environment and productivity

Challenges?

- Bias is still alive and kicking
- Retention and equitable promotion (especially during and after pandemic)
- Imposter Syndrome
- [Glass Cliff](#)

Women of Search Survey



Women of Search - Haystack EU 2022 Survey

We need your help!

We would like to understand more about your experience as women in the world of search and relevance. Aggregate responses to the survey below will be discussed at the Haystack EU 2022 conference to foster positive progress.

All responses are anonymous and no personally identifiable information, or anything that identifies an employer or company, will be published.

We also look forward to seeing you at Haystack EU 2022! You can also join [#women-of-search](#) channel on [Relevance Slack](#) and [LinkedIn Group](#)

[Sign in to Google](#) to save your progress. [Learn more](#)

* Required

Are you recognized for positive performance and are you able to get feedback on areas of improvement , regardless of your personal relationships with your colleagues? *

(Can you get feedback without having to meet socially outside the work environment?)

☐ Always

☐ Often

11 Questions

Feedback

Being heard

Being Valued

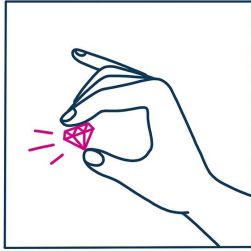
Work Life
balance

Growth

Working
Environment

Compensation

Survey Results



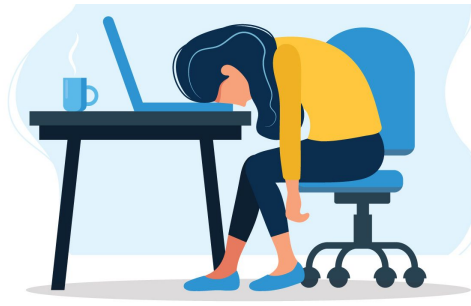
Only 12% felt Valued



36% interrupted while speaking



No Women Support
Group for 48 %



Healthy work Environment for
only 28%



Feedback without personal
connection only for 16%

Survey Results



Remote work for 72%



40% felt safe to state opinions



No Equal Compensation for 28%
No Salary Information available
to answer - 36%



32% did not see similar
growth opportunities as men

**Let's hear from some of our
'Awesome Women'**

Possible Solutions

- Equal consideration and engagement with profiles of women when you're sourcing.
- Showcase your female employees and feature those in leadership positions who can serve as inspiration and role models to women who may be looking to change companies.
- Share Salary Ranges for the given job - By sharing your salary ranges you signal to women that you're committed to transparency and fairness. Benefits like - parental leave, flexible work arrangements, and healthcare — that are more important to women, so be sure to highlight them if you offer them.
- Provide opportunities to learn and develop their skills to become professionals
- Create a support group

How can you improve this as a Immediate Manager / Peer ?

- Letting them have a go (Give them a chance)
- Making space
- Personal situation =/ lack of skills
- (Please!!) Get out of the way

We know we're a small corner of a very large tech sector - but wouldn't it be wonderful if the search community could show the way?

References

- <https://www.techtarget.com/whatis/feature/Women-in-tech-statistics-The-latest-research-and-trends>
- <https://women-in.tech/why-there-shortage-female-talent-in-tech>

Thank you.