



## Women Tech Council Unveils 2019 Shatter List Showcasing Companies Closing the Gender Gap in Tech

*Companies recognized for active programs that accelerate shattering the glass ceiling for women in technology*

**SALT LAKE CITY (March 8, 2018)**—Women Tech Council (WTC), a national organization based in Silicon Slopes, focused on increasing the number of women in technology, today released the 2019 Shatter List in honor of International Women’s Business Day. The List showcases the 46 technology companies that are accelerating removing the glass ceiling for women in tech through creating and enacting impactful programs and cultures to create inclusivity.

The Shatter List, now in its second year, is the first research of its kind in the technology industry. Moving beyond hiring or HR measures, the List reviews and rates the development and successful implementation of holistic, organization-wide practices to create inclusive cultures where women can contribute and succeed.

“No matter the size or type of technology company, having high-performance teams where men and women can contribute and succeed drives success at every level of the organization,” said Cydni Tetro, WTC president. “Highlighting and explaining these practices accelerates progress for the entire tech industry by amplifying the programs that are making real strides in creating more gender inclusive cultures and propelling their impact further to help organizations throughout the tech sector grow closer to breaking the glass ceiling.”

After extensive research on the measures most impactful in creating inclusive cultures and positive change, the 2019 Shatter List was compiled scoring companies on the four factors identified as most critical to successful implementation and impact. Each factor relates to demonstrable and visible commitment, programming and activities to advancing women in tech at all levels of the company from entry level to executive.

Data for the Shatter List was gathered and evaluated from across 10 different secondary data sets all aligned to the following four evaluation areas:

- Executive engagement (active support from the CEO, executive team and all leadership)
- Company programming (currently has women in leadership executive positions and proactively implements programs to support women in technology)
- Community investment (active participation with the broader community to learn from and share best practices regarding culture and inclusion)
- Women’s or Diversity & Inclusion group (formal programs to support women internally)

The final list includes 46 tech companies ranging from startups to unicorns.

The 2019 Shatter List in alphabetical order is as follows:

|                               |                           |
|-------------------------------|---------------------------|
| 3M Health Information Systems | Intermountain Healthcare  |
| Adobe                         | L-3 Technologies          |
| Ancestry                      | Listen Technologies       |
| Chatbooks                     | Lucid Software            |
| Clearlink                     | MarketStar                |
| Control4                      | MX                        |
| Cotopaxi                      | Myriad                    |
| Dealertrack                   | Northrup Grumman          |
| Degreed                       | O.C.Tanner                |
| Dell EMC                      | Oracle                    |
| Domo                          | Overstock                 |
| eBay                          | Pluralsight               |
| ExpertVoice                   | Qualtrics                 |
| ForgeDX                       | Recursion Pharmaceuticals |
| Franklin Covey                | RizePoint                 |
| Goldman Sachs                 | SaltStack                 |
| Health Catalyst               | Tesla                     |
| HealthEquity                  | Veracity Solutions        |
| HireVue                       | Vivint Smart Home         |
| IM Flash                      | WCF Insurance             |
| inContact                     | Workday                   |
| InMoment                      | Workfront                 |
| Instructure                   | Zions Bancorporation      |

For more on the research or methodology behind the Shatter List, or examples of the types of programs and practices these companies have listed, see WTC's report, ["The Gender Gap in Tech and How to Fix It."](#)

For more examples of impactful company programming to create more inclusive environments, see WTC's newly released [Best Practices](#) from the Diversity & Inclusion Forum.

For more information about what more is being done to change the tech world for women, visit, [www.womenthcouncil.org](http://www.womenthcouncil.org)

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**About Women Tech Council:**

Women Tech Council (WTC) is a national organization focused on the economic impact of women in the technology sector through developing programs that propel the economic pipeline from high school K-12 to the C-suite. WTC offers mentoring, visibility, opportunities and networking to more than 10,000 women and men working in technology to create business environments focused on inclusivity and high performance. Through this work, WTC propels women in technology careers and the talent pipeline by ensuring a strong, diverse and entrepreneurial technology workforce. For more information on Women Tech Council, visit: [www.womentechcouncil.org](http://www.womentechcouncil.org).