



Scotland  
Women  
in  
Technology



#SWiT

# Annual Report

September 2022



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Women  
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## About Our Company

ANNUAL REPORT FOR THE PERIOD January 2021-December 2021  
LEGALLY REQUIRED SECTIONS

Charity Name  
SWIT  
(known as Scotland Women in Technology)

Charity number  
SC049443

Charity's Principal Address  
c/o Brett Nicholls Associates  
63 Ruthven Lane  
Glasgow  
G12 9BG



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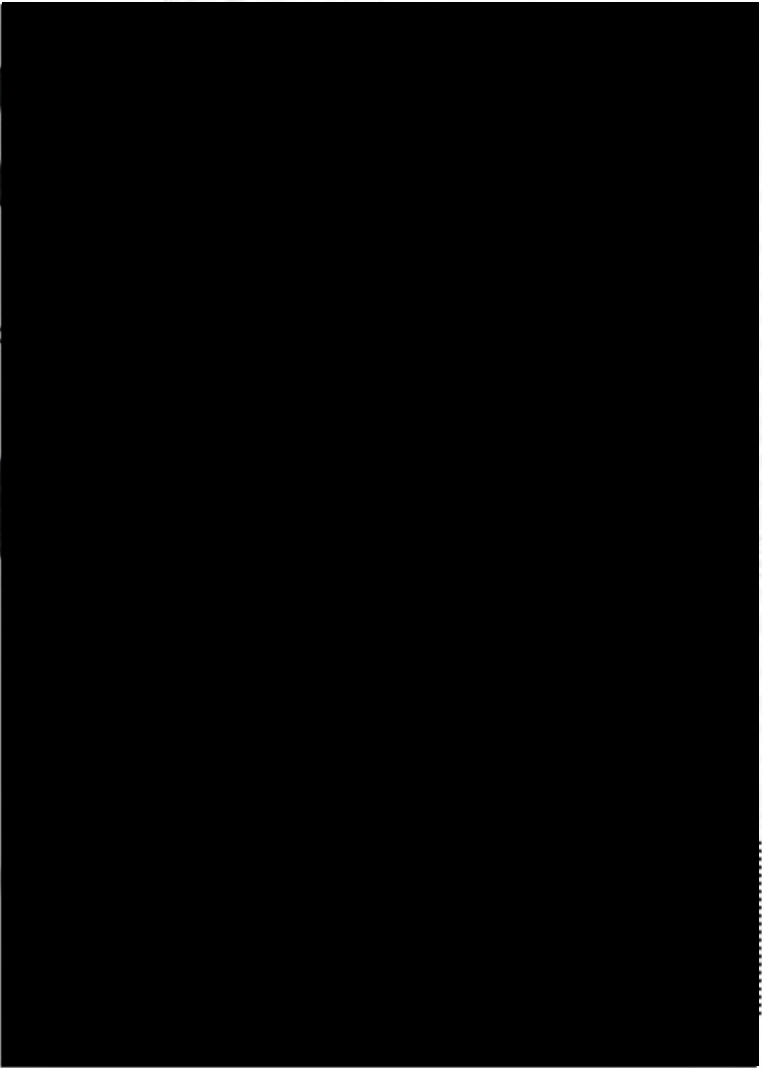
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## Meet Our Team



## SWiT

SWiT is a Scottish Charitable Incorporated Organisation (SCIO). It was registered in its current legal form on 11th July 2019. It has a single tier structure and as such the trustees are the members of the charity. A full copy of the constitution is available on request.

### Trustee recruitment and appointment

SWiT has existed as a not for profit unincorporated association run by a board of unpaid volunteers from the tech sector since September 2008. Prior to incorporation as a SCIO the then existing Board held an open recruitment process for additional Board Members with relevant expertise for operation as a registered charity. All Board positions are currently filled.

Future vacancies for Board Members will be publicly advertised as and when these arise. All Board Members are provided with an induction pack containing a copy of the "Guidance for Charity Trustees" issued by the office of the Scottish Charity Regulator, SWiT's code of conduct, and training on SWiT's tools and ways of working.

## Summary of the main objectives and achievements of the charity

SWiT was created to promote equality and diversity for the public benefit by celebrating, championing and investing in women in technology. SWiT exists to foster the growth of the contribution of women in the sector; to shine a light on their achievements so that women can become a greater force in the market and in turn inspire others. In addition, SWiT was created to influence the technology industry to become more gender inclusive. SWiT focuses on women already working in the sector and those wanting to build a successful technology led career. SWiT's overarching aim is to raise awareness and understanding of the importance of gender diversity in technology.

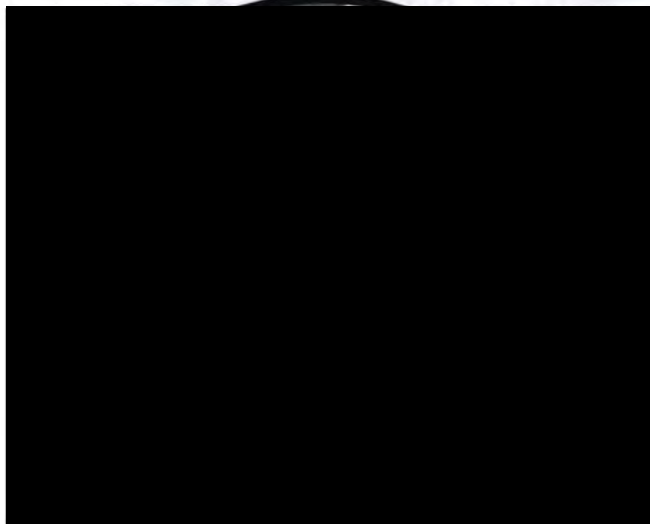
To do this SWiT focuses on three key areas; celebrate, champion and invest.

- Celebrate - SWiT Awards (postponed to 2023 due to Covid)
  - Champion - Hearts Women's Football Team & Women do Cyber programme in partnership with Cisco and Glasgow Caledonian University
  - Invest – Digital Xtra Fund
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## Achievements

SWiT continued the association with Hearts Women Football Club to Champion to show the next generation of women that a job in tech is not only accessible but also an attractive career path.

The two organisations are closely aligned, with Hearts FC working to address the gender pay gap in both Technology and Sport. Their Innovation Centre plays a huge role in advancing digital education for girls and SWiT supports activities to achieve mutually beneficial goals.



## Achievements

An industry-led programme to upskill and reskill women into junior level cyber security positions, including pathway to Graduate Apprenticeship in Cyber.

- Partnership between Cisco, GCU and SWiT
- Cisco networking academy course delivered by GCU and all female academic staff team
- Cisco and SWiT support participants with monthly connect-ups to raise awareness of Scotland's cyber industry, employers and jobs and to support networking
- Participants from mix of sectors and careers. Some in tech and upskilling, some outwith tech and reskilling for career move.
- Cohort 1 pilot will run May to December 2022



## Testimonial

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SmartSTEMs are delighted to have the continued support of SWiT leadership and the wider membership. For a number of years SWiT has been a key partner organisation for us, consistently helping to deliver on our core objectives of driving equality and opportunity across STEM in Scotland. SWiT supply a steady stream of inspiring tech role models and up-beat volunteers to support our outreach activities in schools and community organisations. We know that we are able to do considerably more for young people in Scotland with the support of this wonderful and collaborative partnership: thank-you so much to everyone at SWiT.

Founder SmartSTEMs

 **SmartSTEMs**

## Activity for 2021 for SWiT Annual Report

### December

- Board members named as some of the women in tech 'Defying the odds' by FutureScot - <https://futurescot.com/defying-the-odds>

### November

- was on the panel of the Hymans Robertson tech event to celebrate the firm's 100th birthday. Discussing Diversity in tech, ethical issues in tech and how we can use tech for good.
- did the opening keynote for the Dell Aspire Graduation event
- SWiT board participated in the Cisco WomenRockIT Pilot Workshop
- was on a panel at the DIGIT Expo focusing on improving diversity and inclusion with Scotland's technology sector
- October 2021 – appointed x4 new board members

### October

- SWiT co-hosted a virtual event with Morgan Stanely to celebrate Ada Lovelace Day discussing 'The future of AI and why we need to account for bias'
- Planning for 'Women do Cyber' programme – a partnership between SWiT/Cisco/GCU to launch in April 2022

### September

- did a keynote at the Hearts FC Stellar

## Testimonial

“Hymans Robertson’s 100th birthday, we ran a virtual event to showcase diversity in tech, ethics in tech, tech for good and innovation. It was important for us to partner with individuals and companies who had informed views on the impact of tech on these areas.

*Working with Scotland Women in Technology was a natural partnership for us, as our focus on increasing women in tech aligned perfectly with SWiT’s mission.*

*Silka was the guest speaker for the diversity in tech session where we discussed the challenges women can face and how we, as an industry can help overcome these. Her passion and ability to articulate a compelling case made her an excellent guest speaker for our session. We received so much positive feedback from delegates, one piece being: ‘The diversity in tech session was really engaging and inspiring and you all came across so relaxed & conversational but impactful. I hope you enjoyed it as much as it sounded!’*

*We look forward to working with SWiT again to help push the diversity agenda further forward.*”

Hymans Robertson



## Testimonial

Morgan Stanley Women’s Network:

“We are proud to support Scotland Women in Technology and its efforts to ensure Scotland’s technology industry reaches gender parity. It enables our female technologists to expand their professional networks, engage in peer to peer learning and consolidates the impact of technology role models for the next generation of female technologists in Scotland.”

Lead for Women in Technology Glasgow, Morgan Stanley

Ada Lovelace Day Panel Discussion:  
The future of AI and why we need to account for bias

Morgan Stanley



## Activity for 2021 for SWiT Annual Report

### May-July

- SWiT feedback survey to partners and individual contributors to re-evaluate our purpose and activities and gain valuable insights to our future strategy
- SWiT supporting Women's Enterprise Scotland (WES) in the set-up of the 'women's business centre model'. The SNP committed to this action and a £50m investment in a women's business centre model was confirmed as part of the Priorities of Government statement on 26th May. [REDACTED] spoke at the launch event on the 28th October at the Queen Margaret University which featured [REDACTED]

### March

- [REDACTED] was on the panel of the Glasgow Chamber of Commerce International Women's Day event women entrepreneurs in tech sector.
- [REDACTED] was on the panel of the Changing the Chemistry event to mark International Women's Day discussing diversity and inclusion on boards

### January

- [REDACTED] was on the panel of the Flexibility Works webinar discussing flexible working & Values Based Leadership
  - Multiple workshops throughout the year in partnership with SmartSTEMS where our SWiT board and networks continue to be active role models to our future generations by talking about their careers in the tech
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## Financial

As the charity has limited overhead costs and the day-to-day management is carried out by trustees who give their time freely, the required level of reserves is minimal. The trustees aim to hold at least the equivalent to one year's worth of running costs so that the charity can continue its operations in the event of a drop in income. The estimated annual running costs are currently circa £3k.

At balance date the charity held reserves of £5k

### Who are we?

A group of inspiring individuals with a passion for diversity and equality, and a shared goal of bringing it to the forefront of the Technology Sector. Scotland Women in Technology was founded in 2008 and exists to champion, celebrate and invest in women in the technology sector in Scotland.





Scotland Women in Technology

## Contact Us

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Info@scotlandwomenintech.com

## Thank You



[www.scotlandwomenintech.com](http://www.scotlandwomenintech.com)