The Women Reshaping Tech From the Inside Out

This International Women's Day, the most important legacy isn't the ceiling any one woman shattered. It's the systems the next generation is building in its place: ones designed, from the start, to include everyone.

By Dorice Redman, MSATA, SHRM-SCP
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According to the U.S. Bureau of Labor Statistics, women hold just 26.7% of technology jobs despite making up nearly half the overall workforce. More striking still, the share of computer science degrees awarded to women has fallen from 37% in 1985 to around 20% today. In other words, the tech industry is moving backward in this regard. That troubling reality has given rise to a new kind of women's leadership in tech: not just breaking through barriers but dismantling them entirely.

From "Brave Enough" to "Built In"

Reshma Saujani, founder of Girls Who Code, has reached over 500,000 young women across the U.S., working to rewrite that cultural script before it takes hold. Her goal isn't just to get more women into tech; it's changing what tech looks like at its roots.

Taking that mission even further is Kimberly Bryant's Black Girls Code, centering young Black women in a field where they represent only about 3% of the workforce. By addressing race and gender together, Bryant's work spotlights that since the barriers aren't always the same, neither should be the solutions.

Who Builds AI Determines Whose Problems It Solves

Perhaps no one better captures the stakes of this moment than Dr. Fei-Fei Li, the Stanford AI pioneer who co-founded AI4ALL in 2017. Her argument was simple and urgent: that who builds artificial intelligence determines whose needs it reflects — and whose voice it ignores.

As someone in the senior housing and assisted living space, this message hits different. Age bias in AI is already a documented concern, from facial recognition systems that struggle with older faces, to healthcare algorithms that underestimate the needs of elderly patients. Guess what? When the teams designing these tools lack diversity of experience and perspective, entire populations are effectively written out of the future or lumped together into a homogenous cohort (the age 65+ anathema).

Scholar Dr. Safiya Noble made this structural bias argument with force in her landmark work, Algorithms of Oppression: How Search Engines Reinforce Racism, showing that the problem isn't bad actors, it's bad design, built by a too-narrow a slice of humanity.

A Seat at the Table and a Hand in the Blueprint

What unites these women is a refusal to treat representation as the finish line. Getting women into tech matters, yes, but what they build once they're there matters even more. The senior care industry is increasingly shaped by technology: predictive health tools, smart home systems, staffing platforms, and resident engagement software. If those tools are designed without women at the table — and without older adults in the room — the gap between tech's promise and its impact will only widen.

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About the Author

Dorice Redman, MSATA, SHRM-SCP is the Founder and Senior Consultant of AgeTech Advisory, an independent consulting practice focused on technology strategy, workforce alignment, and operational readiness for senior living operators. She works with technology leaders, operations executives, and investors navigating the intersection of aging services and emerging technology.