



WiTH

The pillars of Diversity, Equity, and Inclusion (DEI) to sustain global technology services in the new economy

Our Committees



LGBT+ Committee



Committee for People with Disabilities



Gender Committee

Recognition



Inclusion of the LGBT+ community



Inclusion of people with disabilities



Gender equity
PCD inclusion

Alliances



RESILIA



<Laboratoria>



Efforts to incentivize the participation of women in IT from a very early age to C-level positions.

“Women make up only [28%](#) of the workforce in science, technology, engineering, and math (STEM), and men vastly outnumber women majoring in most STEM fields in college. The gender gaps are particularly high in some of the fastest-growing and highest-paid [jobs of the future](#), like computer science and engineering.”



Infancy

Project: Mi Codiaventura (first edition)

Participants: 60+ girls between 8 and 12 years old

Focused on daughters, nieces, and granddaughters of Softtek collaborators

Scope: Mexico, Spain, USA, and South America

Objective: Promote interest in STEM at an early stage through a contest where participants get to create a video on technology using SCRATCH

The winners are Softtek CEOs for a day

Youth

Project: Connect.Ada (first edition)

Participants: 40+ women between 19 and 45 years old

Scope: Mexico, Spain, Colombia, and Argentina

Objective: Prepare students with the necessary knowledge for their labor inclusion in the field of IT

Conect.Ada graduates become part of a community that supports their professional development in IT



Adulthood

Project: Power Up (ninth edition)

Participants: 30+ women graduates from staff and operations areas per wave

Scope: USA, Mexico, Spain, South America (Colombia, Peru, Chile, and Argentina), Brazil, and India. Carried out in Spanish, English, and Portuguese

Reach: Global

Objective: Provide tools and soft skills to women who aspire to a leadership position at Softtek

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Leadership – Upcoming

Project: Reverse mentoring

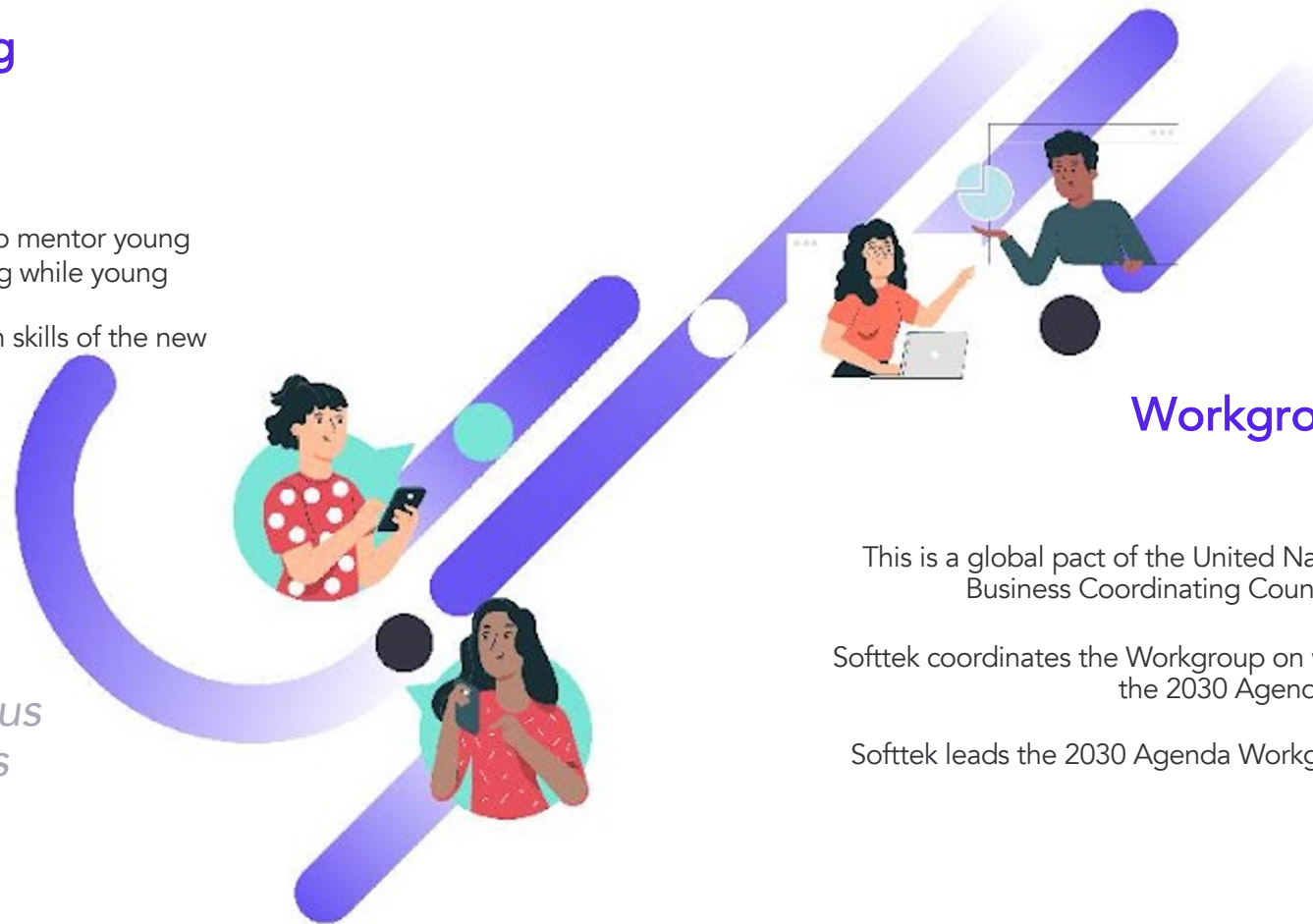
Participants: Women 50 and older

Objective: For Softtek's senior figures to mentor young Softtekians through experiential learning while young

Softtekians mentor the senior figures on skills of the new generations

"Don't focus on the obstacles you face; focus on the skills and talents you bring to the field."

Blanca Trevino, Softtek CEO



Workgroups 2030 Agenda

Project: Power Up (ninth edition)

This is a global pact of the United Nations followed by Mexico RED, the Business Coordinating Council, and the Government of Mexico

Softtek coordinates the Workgroup on women's economic participation in the 2030 Agenda through our CEO Blanca Treviño

Softtek leads the 2030 Agenda Workgroup on Diversity and Inclusion for people with disabilities

Q&A



Softtek[®]

Thank you!