# AmCham's unwavering commitment to female leadership

*On the occasion of International Women's Day on March 8th, AmCham organizes Women's Week, a week dedicated to helping women of all ages, nationalities and personal and professional backgrounds to achieve their full potential and to "break the glass ceiling" that they often have to face. On this day, AmCham also launches the new edition of its program of excellence named "Women Coding for Success."*

**Break the glass ceiling with Women's Week**

Organized with the support of Citi for the last 5 years, AmCham dedicates an entire week each year to diversity, in this way supporting the emancipation and affirmation of women in the world of work. This initiative was borne of a simple observation: gender diversity and female leadership are driving forces for businesses and for boosting economic growth.

*"When it comes to economic leadership, there is still a long way to go. In fact, women today occupy only 34% of management positions across the world[1]. It is for this reason that we have decided to help women break the glass ceiling. At AmCham, we strive all year round to show and prove by way of example that diversity in the workplace is not only desirable, but also beneficial for businesses"* reports Stéphanie Barreau, President of AmCham.

Therefore, Women's Week forms part of AmCham's permanent process of reflection and action, headed by a committee which brings together women and men in order to share the best practices of both French and American businesses (Women's Committee). AmCham has developed several new initiatives under its guidance, such as:

    1. A mentor program to help women at entry and mid-career levels to develop new professional opportunities.

    2. The publication of a white paper, "Pitch 4 Growth," to share best practices to adopt in the context of job applications, interviews or oral presentations.

    3. An innovative program aiming to train female leaders of tomorrow in the science, technology, engineering and mathematics sectors (STEM): "Women Coding for Success"

**"Women Coding for Success": an ambitious and innovative program presented by AmCham and three members of the Women's Committee: Gayle Gorvett, Noel Thevenet and Susan Haimet**

*"Since 2000, growth in the employment of women in the STEM sector has been in decline. Only 35% of them take part in higher education studies in this domain and only 9% of them are at the head of technology startups. Their talent is underestimated and under-used. This is why we have decided to act in order to change mentalities by launching "Women Coding for Success," a high-level coding training course for young women,"* adds Stéphanie Barreau.

*"Women Coding for Success" is a free program of excellence which allows promising young women to learn the basics of coding, as well as to develop their confidence and benefit from a very high-level training course in the field of technology,"* explains Gayle Gorvett.

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[1]Source: Global Gender Gap Report 2018, World Economic Forum

The program is supported by 3M, GGorvett Consulting, Klaxoon and Skillogs, an education sector start-up which is organizing the course, are supporting this program. The training course will be over 11 weeks, between the end of March and the end of June 2019, with one day of training per-week (on Saturdays). Twelve bilingual French/English participants, from all walks of life, have been selected for the 2019 edition. They will then have the opportunity to carry out an internship in the sector at one of the member-companies of the AmCham network.

For Julie Andrieux (25, French), selected for the 2019 edition, "Women Coding for Success" is an opportunity to acquire a solid base in coding for the launching of her own startup: *"Newly graduated from a Business School, I have decided to create my own company, "Bouillant!": an online marketplace making cooking lessons accessible and showing just how amazing "home-made" cuisine can be. My venture is therefore very technical, which is why I have decided to enroll for the training course "Women Coding for Success." Thanks to this program, I will be able to create the best product possible and highlight the marvelous talents of my team of chefs!"*

*"One year after AmCham's Women Coding for Success program, I pursued higher education studies in international security and found a work/study apprenticeship at BNP Paribas Cardif with the Global Security team. The WCFS program has been a real professional springboard for me in France and has given me the opportunity to develop a network, whilst acquainting myself with the field of technology. For this reason, I have also been able to develop my skills in French and learn coding jargon",* says Kaitlyn Bove, an American participant in the 2018 edition.

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**About AmCham France**
*Initially founded in 1894 to promote transatlantic exchanges, AmCham today unites more than 300 French, American and European companies of all sizes, supporting measures reinforcing the attractiveness of the French economy across all sectors, independently from any government, and helping to bring new ideas into public discourse, particularly those regarding economic and geopolitical issues.*
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**+Appendix :** Biographies of participants in the 2019 edition of « Women Coding For Success »