

Two ways tech companies often try to improve their cultures for women are through unconscious bias training and mentorship programs. But these programs often fall short of their goals. Unconscious bias training attempts to combat bias in the workplace, but existing [research](#) demonstrates that such training can, at best, be ineffective, and at worst, exacerbate bias. Mentorship and development programs aim to increase women's skills and confidence to help them advance, yet women [continue to be under-represented](#) in leadership...

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