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Let's raise our voices so others can find theirs



By now, you know I'm all about following up and revisiting topics to check how the journey is going. Six months ago, I published my first [article](#) for Tomorrow's Affairs titled Women in Tech Leadership: Leading Innovation and Breaking Barriers.

In it, I wrote about the vital importance of increasing visibility, building confidence, and amplifying women's voices in the tech sector.

At the time, I hoped it would spark conversations. A few days ago, one of those conversations reminded me just how far we still have to go and that we need to keep bringing this topic to light every few months.

I was catching up with a fantastic woman I met a few years ago at a tech event. She's an engineer by trade, sharp, capable, and deeply passionate about what she does. We'd met at a panel discussion, stayed in touch, and finally decided to have a proper Zoom catch-up.

What started as a casual check-in quickly turned into a powerful moment of honesty and discussion about women in tech. She told me that despite her technical expertise and years of experience, she has never felt fully confident about sharing her voice publicly in the tech space, whether through speaking opportunities, panels, or even writing. "The only reason I've even tried is because my family pushes me," she said. "They believe in me more than I believe in myself."

And there it was. It's a quiet truth that I've heard before, and you have seen me mentioned it a few times, and one I know many women in tech will recognise.

Why Confidence Still Needs a Voice

This woman didn't lack skills. She didn't lack ambition. What she lacked was confidence. The belief that her voice mattered in a room that often feels overwhelmingly male, overwhelmingly loud, and overwhelmingly "other."

It's because the environments we've built haven't fully evolved to make women feel welcome, seen, and heard

Her story is far from isolated. I've lost count of the number of talented women in tech (and other industries) who have shared similar feelings. They're data scientists, engineers, developers, architects, and designers. They code, build, test, and lead. But they hesitate to raise their hand.

They doubt whether their experience is "enough" to speak on a panel. They question whether their insights hold the same weight as their male colleagues.

It's not because they aren't ready. It's because the environments we've built haven't fully evolved to make them feel welcome, seen, and heard.

The Role of Support Systems

In my friend's case, her family's belief was the spark that encouraged her to keep going. But how many brilliant women never even take that first step because they don't have a support system to catch them if they fall? I have another friend in the beauty industry who has had the exact same experience. She is super talented, but confidence gets in the way.

We see gender disparity persist

Confidence grows when it's nurtured by family, by mentors, by leadership, by community. If we want more women to thrive in the tech industry, we need to create the conditions that enable them to succeed. We need to normalise encouragement as part of our leadership toolkit.

And yes, we also need to acknowledge that the tech industry, like many others, is still **male-dominated**. From finance to engineering to executive leadership, we see gender disparity

persist. But that's exactly why every small shift matters.

Make Summer Count

As we head into the summer months and school holidays kick off across the world, I see an opportunity on the table. It is a time when parents and caregivers spend more time with their children. It's a time for exploration, questions, and curiosity. And it's the perfect moment to plant the seed of possibility: that tech is a future they can be part of, especially young girls.

When was the last time you spoke to a child about working in cybersecurity? Or building a climate tech solution? Or designing the next generation of AI models?

Chances are, many young girls don't even know these careers exist because they've never seen someone who looks like them doing it. That's why representation, conversation, and early exposure are everything.

Whether it's bringing your daughter to a coding workshop, encouraging her to explore a STEM YouTube channel, or simply sharing stories of women in tech over dinner, these moments matter. They're the first step towards shifting what the future looks like.

Learning Has Never Been More Accessible, But the Environment Still Matters

We're lucky to live in a time when learning is at our fingertips. From Coursera to edX, AWS Skill Builder to Microsoft Learn, the doors to digital upskilling are wide open. I **wrote** about this recently in *Future of Learning: How to Embrace the New Rules of Upskilling*.



No matter how many online courses you take, if your environment doesn't make you feel like you belong, it won't matter

But here's what I've learned: no matter how many online courses you take, if your environment doesn't make you feel like you belong, it won't matter. You won't apply for that leadership role. You won't submit that talk proposal. You won't build the network you need to thrive. So yes, access to learning is indeed critical. But so is access to belonging. That's the piece we're still building.

Visibility Breeds Confidence

We need to get louder about this. When women see other women on stage, on panels, in boardrooms, and at hackathons, it makes a difference. It gives them permission. It makes the dream feel just a little more real.

So, let's not shy away from visibility. Let's pursue it, promote it, and protect it. If you're a woman in tech, I challenge you to make your voice heard for every young girl watching.

Visibility isn't just about optics, it's about impact

If you're a leader, ask yourself: Who's missing from the room? Whose voice could change the conversation? And what are you doing to bring them in? Because visibility isn't just about optics, as I always say, it's about impact.

The Long Road Built on Small

Steps

We all know the saying: the journey of a thousand miles begins with a single step. That step might include signing up for a local tech meetup, mentoring a junior developer, nominating a female colleague for an award, or encouraging your daughter to explore coding during the summer holidays.

These steps may feel small, but they are the bricks that pave the path forward. No one is asking for an overnight change. However, we are asking for consistent and intentional effort. Because the future won't wait.

Building the Future Together

Every time a woman chooses to speak up, she opens the door for someone else. And every time we encourage that voice, we move one step closer to a tech industry and a society where everyone is truly included.

To the women still doubting their place in tech: You belong! Your voice is needed. And your journey is valid.

To the leaders reading this: What future are you building? Because the next generation is watching and listening.

Let's raise our voices so others can find theirs. Because every confident woman in tech (or any industry) today was once a girl who just needed someone to believe in her.

I am one of them.