

## CASE STUDY



# PLACING WOMEN AT THE WHEEL OF DATA-DRIVEN OUTCOMES

Through nominations of TIAA staff to DS4A/Women and intentional engagement with the wider group of female Fellows, the company demonstrated their continued commitment to advancing professional female data analysts.



INDUSTRY

**FINANCIAL  
SERVICES**



FOUNDED

**1918**



HEADQUARTERS

**NEW YORK,  
NY**



NO. OF EMPLOYEES

**16,533**



REVENUE

**\$40.45  
BILLION**

# CHALLENGES

- 1 TIAA aspires to continue tapping into the power of data and AI to deliver actionable insights, better decisions and outcomes, and the personalized experiences TIAA customers expect.
- 2 At the same time, they also want to ensure their most important asset - **their people** - continue to gain critical skills and experiences to thrive professionally.

# SOLUTIONS

In 2021, TIAA became a DS4A/Women Employer Partner.

The company nominated 30 women to the highly selective screening process.

# RESULTS

# 15

Female TIAA employees were accepted into the DS4A/Women program.

TIAA's CDO Wendy Harrington hosted a roundtable featuring female leaders from Epsilon, Allstate, and Accenture - all of whom shared their professional paths, lessons learned, and advice with hundreds of talented Fellows and professionals watching virtually.



## WENDY HARRINGTON

Chief Data and AI Officer @ TIAA

In my early years, the shift from being a technical individual contributor to leading a team of 20 (analysts, consultants, programmers and engineers) was the most challenging. I must have read a dozen books on being a good manager before I realized what I needed most was right in front of me – mentors, role models, and input and feedback from a very seasoned team.

 [READ BLOG](#)

# correlation. one

As a technology company whose mission is to create equal access to the data-driven jobs of tomorrow, we know that data literacy is the most important skill for the future of work.

Currently we offer a number of innovative solutions to help forward-thinking companies build diverse, high-performing data and analytics teams, including:

Access to graduates of our innovative data training courses  
Enterprise-level training customized to meet company needs (e.g., upskilling)  
Assessment of data talent before, during, and after hiring  
Visibility at our datathon competitions

So, whether you seek to connect with talent from underrepresented groups, build a custom data training or upskilling program, or optimize your hiring funnel, the Correlation One team is ready to help you advance your company's data capabilities.

Schedule a call today.

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