Computer Science & Gender
School
Decisions made early
Gendered experience of computing
Redefine computer science
Redefine computer science
University
Redefine computer science
Equal learning environment
Mentorship
Workplace
Wage gap
Inclusive work environment
Mentorship
This year, we achieved a 50:50 gender ratio for new software engineer hires.

Next up: 50:50 companywide.

This Women in Tech Week, we're proud to celebrate all of the incredible women who make Duolingo great. 💖 #2018WITW
Luis von Ahn @LuisvonAhn · Oct 12
Duolingo just tweeted about how we achieved a 50% female ratio of new engineering college graduate hires. We’re very proud of this. I’m disappointed that the top comments were all from men angrily arguing discrimination, and that we should hire the best people instead. Idicts.

Duolingo @duolingo
This year, we achieved a 50:50 gender ratio for new software engineer hires. ☑️

Next up: 50:50 companywide. 🙌...

Luis von Ahn @LuisvonAhn · Oct 12
The women we hired had either perfect or near perfect GPAs from the best universities in the world, with stellar recommendations, and aced our very thorough interview process. We’ve gotten over 90K applicants for jobs throughout time, and we’ve made offers to under 250.

Luis von Ahn @LuisvonAhn · Oct 12
We achieved a 50% ratio not by lowering our standards or by discriminating against men. We did it by only actively recruiting from colleges with higher female ratios in their computer science programs. These were also not shitty colleges -- CMU, MIT, Duke, Cornell, Harvard, etc.