

# AGING IN TECH

AND WHAT DOES THAT HAVE TO DO  
WITH POCKETS

*Pam Lefkowitz*

*JumpCloud*

*[pam.lefkowitz@jumpcloud.com](mailto:pam.lefkowitz@jumpcloud.com)*

*[@yarnaholic.bsky.social](https://yarnaholic.bsky.social), [@yarnaholic@mas.to](https://yarnaholic.mas.to) (@alwaysdns)*







**LANGUAGE ALERT!**



CHANCES I WON'T USE THE WORD  
FUCK IN A SENTENCE TODAY.



NONE



ALSO NONE, BUT IN YELLOW



# AGENDA

1. *Who's That Lady*
2. *My Generation*
3. *Too Much Information*
4. *Waiting on the World To Change*
5. *Roar*
6. *A Change is Gonna Come*



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*Katy Perry*

*Sam Cooke*



# REVISITED



<https://tinyurl.com/m8yc79mk>



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# Radical Admin Blog

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## Featured topics

**Welcome! Start here.**

We're glad you've joined us. Read





**Prufrock451**

@prufrock451



“Smells Like Teen Spirit” is closer in time to the Cuban Missile Crisis than to today

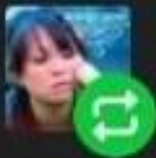
6:20 AM · 10/5/21 from Earth





**saintjimmyyy**

i dont think you get it. 1980 was twenty years ago. 1990 was 10 years ago. 2000 was 10 years ago. 2016 was two years ago. 2018 was also two years ago. 2017 was last year. 2014 was four years ago. do you understand me now?????



**ravenclawgirl29**

2012 was five years ago and 2020 lasted for 50 years

15,949 notes





# MEDIAN AGES

Facebook, SpaceX, LinkedIn -

Cisco, eBay, Microsoft, Samsung

Adobe, Apple -

Intel -

Amazon, Tesla, Salesforce, Google -

<https://www.payscale.com/data-packages/top-tech-companies-compared>



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Amazon, Tesla, Salesforce, Google - **30**

<https://www.payscale.com/data-packages/top-tech-companies-compared>



**Gen X: The only generation that became 30 at the age of 10 and still is 30 at 50.**



# TALKIN' 'BOUT MY GENERATION

- The Greatest Generation - born 1901-1924
- The Silent Generation - born 1925-1945
- The Baby Boomer Generation - born 1946-1964
  - Generation Jones - born 1954-1965
- Generation X (MTV Generation) - born 1965-1979
- Millennials (Gen Y) - born 1980-1994
- Generation Z - born 1995-2012
- Gen Alpha - born 2013 - 2025



# EMPLOYMENT REPORT

Workers born between 1964 and 1980 – those currently aged 44 to 59 – represent “effectively all of the increase” in America’s unemployed population over the last half year, according to [research by Glassdoor’s Chief Economist](#) Aaron Terrazas. As of May, those workers represented roughly a quarter of those unemployed, compared to less than 20 percent in late 2022. And it’s taking those workers much longer to find new jobs.

<https://www.politico.com/news/2023/07/07/the-mtv-generations-unemployment-problem-00105150>



**AGE MAY BE THE LAST SOCIALLY  
ACCEPTABLE FRONTIER OF ALL  
THE "ISMS". IT'S BLATANT. IT'S  
THE PUNCHLINE.**





Stop Youngsplainning To Me! [https://medium.com/@\\_cynar/stop-youngsplainning-to-me-cd43a89d3054](https://medium.com/@_cynar/stop-youngsplainning-to-me-cd43a89d3054)



**"I WANT TO STRESS THE IMPORTANCE OF  
BEING YOUNG AND TECHNICAL. YOUNG  
PEOPLE ARE JUST SMARTER."**

– Zuck



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Unfair assumptions



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Unfair assumptions

Poor or nonexistent career development offerings



# EMBEDDED IN HIRING PRACTICES

<https://www.glassdoor.com/research/jobs-report-preview-june-2023/>



# EMBEDDED IN HIRING PRACTICES

"Workers who lose their jobs in the concluding chapters of their careers tend to have a harder time finding new jobs, and when they do, they are often lower paid or lower rank."

<https://www.glassdoor.com/research/jobs-report-preview-june-2023/>



# EMBEDDED IN HIRING PRACTICES



<https://www.glassdoor.com/research/jobs-report-preview-june-2023/>



# LAST HIRED, FIRST FIRED

"We know that in a recession, older workers – particularly those in their 50s – just never recover," he said.

<https://www.politico.com/news/2023/07/07/the-mtv-generations-unemployment-problem-00105150>



# MICROAGGRESSIONS



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*- a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group*



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# PROVE THEM WRONG

Over 50 and Looking for Work? by Sara Parent <http://www.canadajobs.com/articles/viewarticle.cfm?ArticleID=1216>



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- Experience

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# PROVE THEM WRONG

- Experience
- Loyalty

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# PROVE THEM WRONG

- Experience
- Loyalty
- Bigger view of the world

Over 50 and Looking for Work? by Sara Parent <http://www.canadajobs.com/articles/viewarticle.cfm?ArticleID=1216>



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# PROVE THEM WRONG

- Experience
- Loyalty
- Bigger view of the world
- Larger circles of influence
- Ask for an explanation

Over 50 and Looking for Work? by Sara Parent <http://www.canadajobs.com/articles/viewarticle.cfm?ArticleID=1216>



**WHAT DO WE DO NOW?**



# WHAT DO WE DO NOW?

- Adjust your resume



# WHAT DO WE DO NOW?

- Adjust your resume
- Apply for everything



# WHAT DO WE DO NOW?

- Adjust your resume
- Apply for everything
- Stay relevant



# WHAT DO WE DO NOW?

- Adjust your resume
- Apply for everything
- Stay relevant
- Navigate work/life balance



# WHAT DO WE DO NOW?

- Adjust your resume
- Apply for everything
- Stay relevant
- Navigate work/life balance
- Share your knowledge



# WHAT DO WE DO NOW?

- Adjust your resume
- Apply for everything
- Stay relevant
- Navigate work/life balance
- Share your knowledge
- A little hope?



# **POCKETS, A SHORT HISTORY**



# POCKETS, A SHORT HISTORY





# POCKETS, A SHORT HISTORY





# POCKETS, A SHORT HISTORY





# POCKETS, A SHORT HISTORY



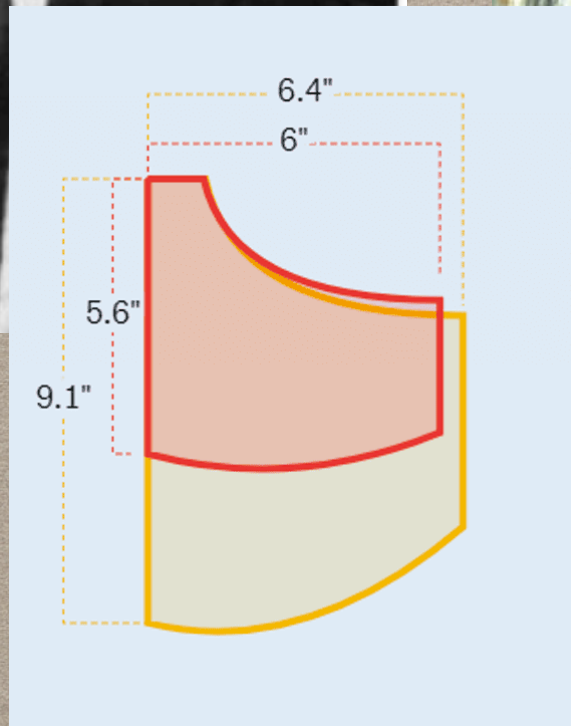


# POCKETS, A SHORT HISTORY





# POCKETS, A SHORT HISTORY





**"NO POCKETLESS PEOPLE  
HAS EVER BEEN GREAT  
SINCE POCKETS WERE  
INVENTED, AND THE FEMALE  
SEX CANNOT RIVAL US  
WHILE IT IS POCKETLESS."**

*New York Times, 1899*







**STILL THINK  
POCKETS ARE A  
SIMPLE FASHION  
CHOICE?**



**PROPER POCKETS  
= FREEDOM,  
INDEPENDENCE,  
AND SAFETY**







**GLOBAL GENDER PERCENTAGE**  
**49.5% FEMALE      50.5% MALE**



# **GLOBAL GENDER PERCENTAGE**

**49.5% FEMALE      50.5% MALE**

*Global: Women earn 77 cents for each dollar earned by white men*  
*Tech sector: 82 cents for every dollar earned by a man*



# GLOBAL GENDER PERCENTAGE

## 49.5% FEMALE      50.5% MALE

*Global: Women earn 77 cents for each dollar earned by white men*  
*Tech sector: 82 cents for every dollar earned by a man*

SpaceX - **14%**

Amazon - **26%**

Qualcomm, Tesla - **20%**

Microsoft - **27%**

Cisco - **23%**

Apple - **31%**

IBM, Intel - **25%**

eBay - **43%**

<https://www.payscale.com/data-packages/top-tech-companies-compared>



# **THE BIG LIE**

**"SHOW THEM THE GREEN,  
THEY'LL FORGET THE GREY"**



# THE BIG LIE

**"SHOW THEM THE GREEN,  
THEY'LL FORGET THE GREY"**

- Maybe it's not for the job hunter to solve
- Maybe it's not for the woman to solve
- Maybe it's not for the employee to solve



# DIVERSITY, EQUITY, INCLUSION

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



# DIVERSITY, EQUITY, INCLUSION

Making someone feel seen, heard,  
and understood is the loudest way  
to love them.

- wildfaithpoetry







# WHAT COMPANIES CAN DO

- Transparency
- DEI Initiatives
- Training



Lily

@lilykonings

Please talk salary with your friends and peers.

As someone who grew up pinching pennies, I couldn't even fathom the amount I could get paid in tech. When I moved to SF, I asked for \$100K, received a phenomenal offer at \$120K, then realized everyone was getting paid \$150K.







# WHAT TEAM LEADERS CAN DO

- Encourage learning and provide opportunities for ongoing training for marginalized team members
- Company culture: make sure no one in your team feels isolated
- Encourage mentorship programs
- Lean on your more experienced problem-solvers







**I'm not bossy!  
I have skills...leadership skills!!  
Understand?**





# SHARING TIME!

*Pam Lefkowitz, JumpCloud*

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