

# Meghan Watchorn

*Head of Growth, VanHack*

## Who is Meghan

Meghan Watchorn has worked in various tech spaces for decades and always noticed the gaping divide in gender equality, until she joined VanHack.

Since retention of talent is a vital part of a company's structure, Meghan identified Locelle's women focused mentorship as one of the key ways to attract top talent and found it made a difference in her strategy and pitch to potential candidates.

Through mentorship, leader roundtables and community, Locelle helps attract, develop and retain top talent at VanHack.

## The State of Women in the Workplace

There are specific issues that women face in the workplace that men do not encounter to the same (alarming) extent.

Within STEM, a study funded by the Canadian government has found that women face:

- Gender stereotyping and micro-aggressions at a rate of 46%
- A lack of transparency and promotion at a rate of 27%
- Unclear or obstructed career path at a rate of 19%

Meghan noticed over the course of the last 5 years: "That there weren't a lot of programs that were specific for women in tech. There were conversations celebrating the women we had in tech, but in a lot of cases it wasn't an intentional thing - that organizations had women [on the team]."



## Meghan's experience

*"Right off the bat, attraction and retention of talent is there! Any woman that I interview with, I talk to about [Locelle's] program because it's something that VanHack is committed to. And I've had the amazing opportunity to be personally mentored by two COOs, to talk about what the future holds for me 2 and 5 years from now here [at VanHack] in my trajectory."*