

Diversity & inclusion, Life at Nuance

Why we must #ChoosetoChallenge not just on International Women's Day, but every day

Diana Nole | Executive Vice President & General Manager, Healthcare Division

March 8, 2021



International Women's Day is an opportunity for all of us to celebrate and honor women's achievements around the world. It's also a time of reflection: on the importance of gender diversity in the workplace and the ways we can foster inclusive, equitable cultures that make technology breakthroughs and successes possible.

Women's participation in the workforce pushes the economy forward; diversity in the workplace [drives innovation](#), critical thinking, and problem solving in powerful, irreplaceable ways.

Now consider this: a recent [report](#) from McKinsey and LeanIn.org revealed that 3 million women have left the labor force in the last year, and [estimates](#) that global economic growth could decrease by \$1 trillion by 2030 if we don't invest in gender equality now. McKinsey also projects that taking action on this disparity *now* could [add \\$13 trillion](#) to global GDP by the end of this decade.

As I reflect on the theme of this year's [International Women's Day](#) – #ChooseToChallenge – I think about the importance of seeking and providing opportunities for growth and leadership among the people I work with. To me, #ChooseToChallenge not only means being continuously mindful of the need to speak up and take action for gender equality, but it also means actively cultivating that shared mindset and expectation of equal opportunity. We must lift each other up, celebrate our achievements, [create](#) inclusive workplaces, and raise awareness for both conscious and unconscious bias. We must #ChoosetoChallenge ourselves and others to take action on gender equality, not just on International Women's Day, but every

day.

We ultimately can't build technology for all people without the differing perspectives and experiences informing the development, implementation, and utilization of those platforms. Teams that are made up of individuals with diverse skillsets, and varying viewpoints deliver the best solutions that, in turn, drive the greatest outcomes. Representation matters. It's incumbent upon every organization to take action for equality today.

We at Nuance have [committed](#) to actively supporting [diversity](#) and equal opportunities for all, from our board and senior executives to our entry level staff.

I #ChoosetoChallenge my colleagues across the tech and healthcare industry to do the same and create the change we need for a brighter tomorrow.

Tags: [International Women's Day](#), [Women in tech](#)



About Diana Nole

Diana joined Nuance in June 2020 as the executive vice president and general manager of Nuance's Healthcare division, which is focused on improving the overall physician-patient experience through cutting-edge AI technology applications. She is responsible for all business operations, growth and innovation strategy, product development, and partner and customer relationships. Over the course of her career, Diana has held numerous executive and leadership roles, serving as the CEO of Wolter Kluwers' Healthcare division, president of Carestream's Digital Medical Solutions business, and vice president of strategy, product management, and marketing for Eastman Kodak's Healthcare Information Technology Solutions business. Diana has dual degrees in Computer Science and Math from the State University of New York at Potsdam and earned her MBA from the University of Rochester's Simon School.

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