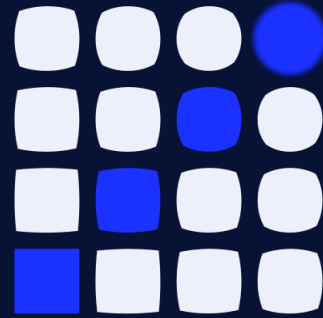




adaptTo()

EUROPE'S LEADING AEM DEVELOPER CONFERENCE · 28–30 SEPTEMBER 2026

15 Years of Women at adaptTo()

The facts, and the untold stories behind the numbers

Alina Rublea

Software Development Engineer (Adobe)

Angela Schreiber

Principal Scientist (Adobe)

Fifteen years ago, this room looked different





Something has **shifted.**



Counting every speaker in every edition

482

speaker slots
2011–2026

15

editions counted
(2022 not held)

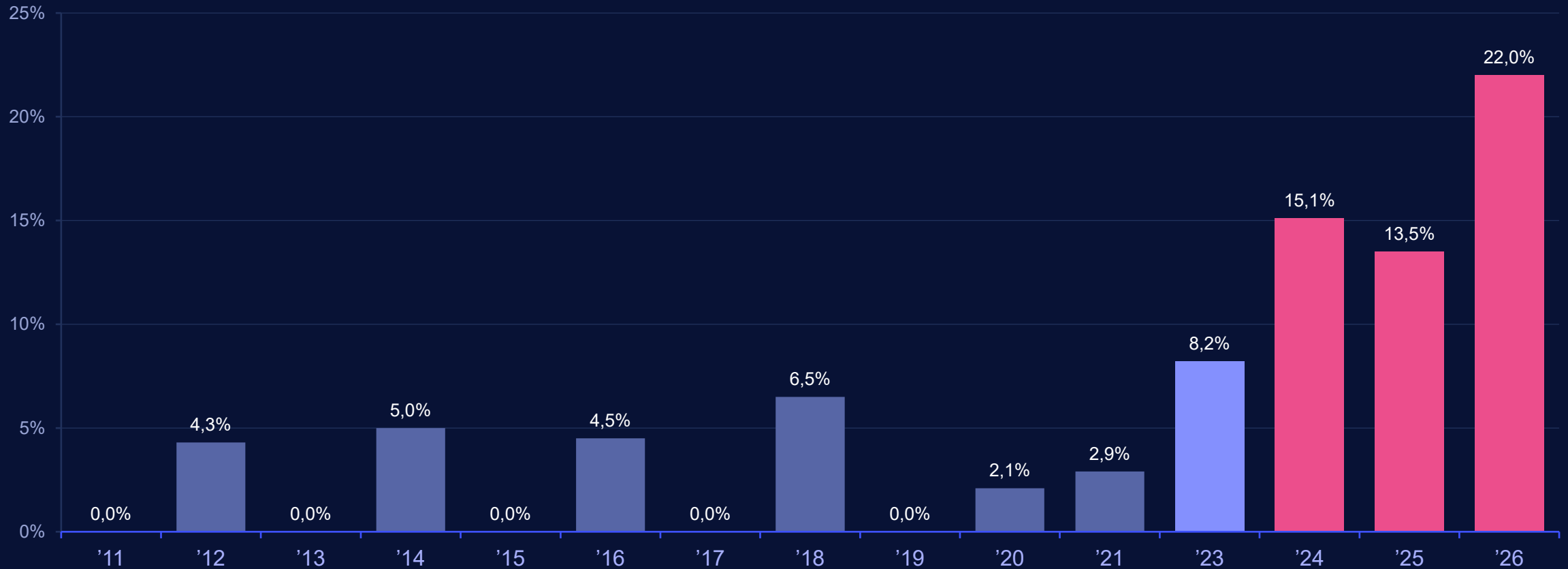
36

women speakers
across 15 years

Gender was inferred from first names, using the same method across all fifteen editions.



The shift came after a decade



2012: **1 woman** of 23 2026: **9 women** of 41

baseline 2.8% 2023 transition **post-shift 16.4%**



It is statistically significant

2.8%



16.4%

women speakers: baseline 2011–2021 → post-shift 2024–2026

$p = 8.4e^{-7}$

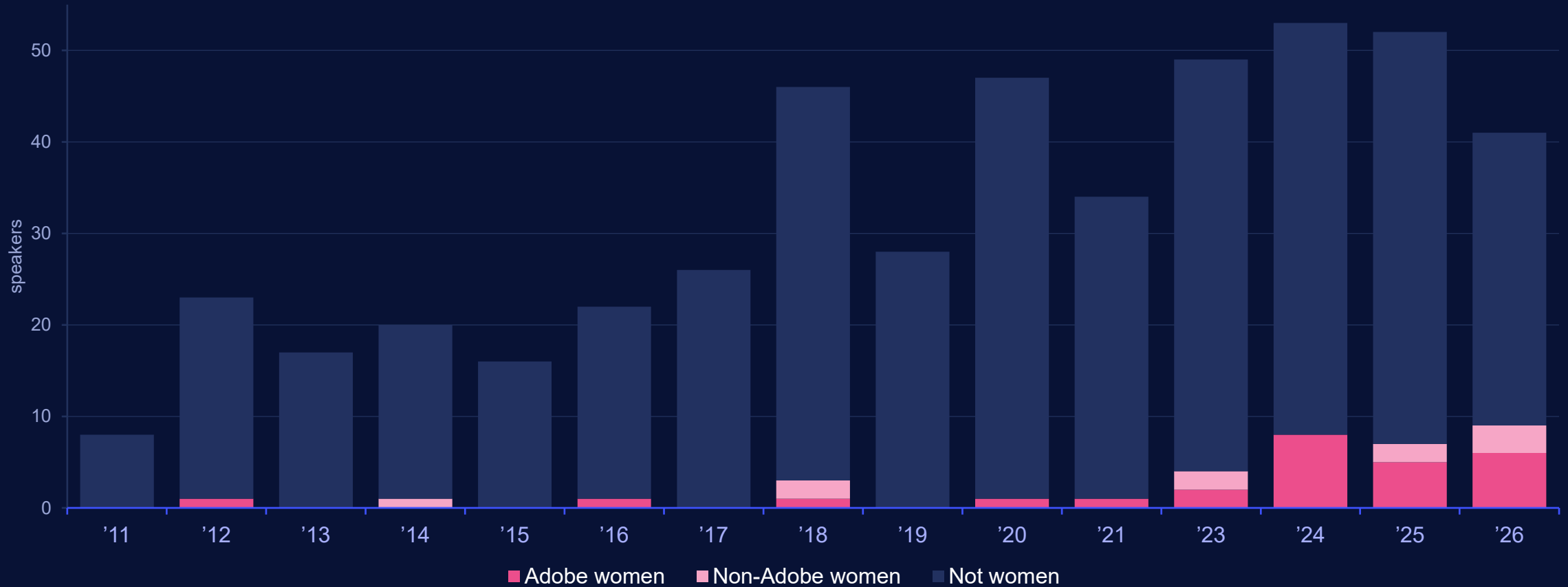
the shift is not chance (Fisher's exact)

6.9×

odds of a woman speaker vs. the baseline era



adaptTo() grew, and its make-up changed with it



The pool grew through 2018 and then held near fifty, while the number of women kept climbing, overwhelmingly from Adobe.



Honest caveat: this is mostly one company

79%

of all post-shift women speakers are from Adobe
(19 of 24).

The gain is concentrated, not broad.

For Adobe women, the odds ratio is $8.4\times$ ($p = 3.6e^{-6}$).
It's a corporate shift, but not yet the whole ecosystem.



The corporate shift has a name

6

months
one focused cohort

4

pillars
workshops · coaching · shadowing ·
360°

~10h

per month
plus preparation · reflection ·
commitment

Ada Lovelace is Adobe's development program for women engineers growing toward technical leadership.



Over six months, it develops four kinds of strength

Interpersonal

Expert

Strategic

Execution

Six workshops, from “Demystify the Senior Engineer role” to “Lead yourself further,” with coaching, shadowing and feedback throughout.

First edition at Adobe Basel in 2024.



We are not done yet

$p = 0.15$

non-Adobe women:
no significant trend in 15 years

1.3%

women in the upstream OSS pipeline
Sling · Felix · Jackrabbit (2 of 157)

**The wider community line has barely moved, and the contributor pipeline it draws from is nearly empty.
This is the work that is left.**



A small conference still has real levers

Offer on-ramps.

Lightning talks and hands-on sessions are a smaller step than a full talk.

Mentor first-time speakers.

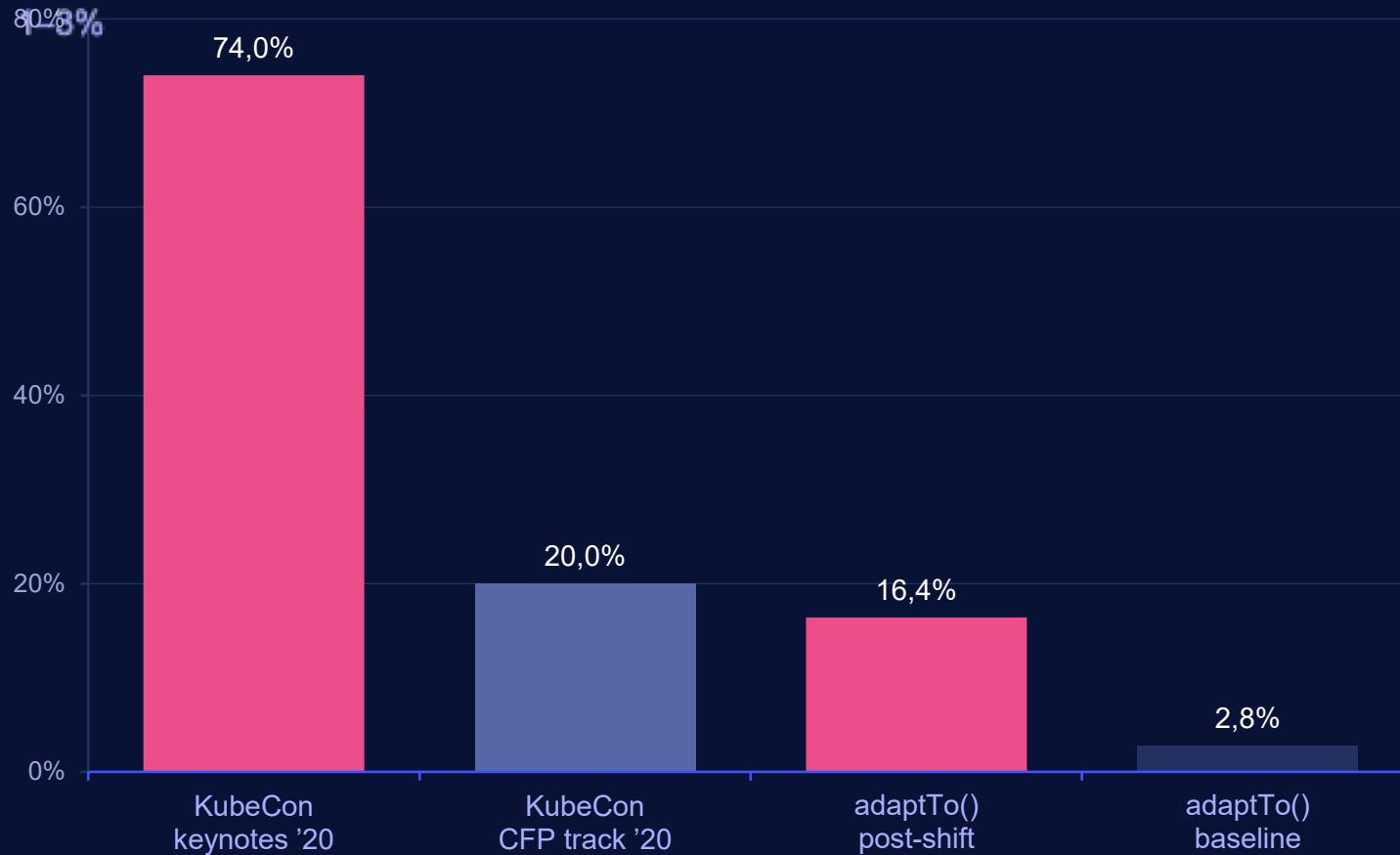
Pair a first-time speaker with someone who has stood on this stage before.

Look upstream, not just at the stage.

`adaptTo()` is an open source room, that is the place that could grow that 1.3%.



Curation can transform a stage



Policy moves the stage, not the pipeline.

- KubeCon curates its keynotes *and* bars all-male panels.
- Keynote stage peaked at 74% women and gender-minority speakers in 2020
- Open CFP 2020 track runs at 20%

The upstream OSS pipeline for KubeCon and adaptTo() is at ~1–3%

You can transform the stage by choosing who stands on it.



What we take away

It's real.

A statistically significant rise, the most robust thing in the data.

It's palpable.

You feel it in the room, not just the spreadsheet.

It's not finished.

Mostly one company, and the wider pipeline is still near-empty.
That's where we have work to do.



A different conference, for everyone

professional

open

curious

warm

The tone of the talks, the questions from the floor, the feel of the hallways. adaptTo() got more fun for everyone. That's not a concession anyone made. It's what a healthier room feels like.

**Diversity is the visible symptom
of a healthier conference.**

This is the room today



Something has shifted. Slowly, but significantly. And we are glad to be back.