1. **DIRECT STAKEHOLDERS**
● HR Departments in Tech Companies
● Women
● People of color
● Software engineers
● People pursuing degrees

2. **INTRODUCTION ??!?!**

● Explain the question (ideology)
● Common issues /trends/stigmas
● Hypothesis
● What we hope the stakeholders plan to do with our findings/ how it plays a role overall.

● Cite research related to our study (Break apart the research question and find research relating to different parts)

3. **Potential Bias'**

● Some of the companies are fortune 500 companies
● Tech companies might pay software engineers more than non tech companies
● Software engineers in bigger cities might be paid more

4. **Measurement**

Model Chosen - Linear Regression
    ● Multiple variables that depend on each other
    ● Not binary or "yes or no"
    ● All these variables affect yearly compensation

Terms needed to conceptualize:
    ● Gender: Male, Female, or other. Whatever an individual chooses to identify themselves as.
    ● Yearly Compensation: Salary, also with yearly bonuses included
    ● Educational Attainment: College degree achieved(bachelors, masters, P.h.D)
    ● Race:

How we will measure these terms:
    ● Gender:
    ● Race
    ● Educational Attainment
    ● Gender

Resources -

https://pmc.ncbi.nlm.nih.gov/articles/PMC10615266/
https://www.codecademy.com/resources/blog/gender-pay-gap-in-tech/
https://www.weforum.org/stories/2021/04/gender-race-tech-industry/