

Theme 7: Race and Gender in Leadership

No. of Raters	Participant No.	Code ID	Code	Corresponding Interviewee's Quote
3	19860	36	Gender does not matter when it comes to leadership.	Doesn't matter. No, there's, there're women leaders. There's man leaders, leaders are leaders.
3	81943	12	Being a woman has been known to cause negative professional experience	You kind of get hazed as a woman. You just have to survive and earn the respect. This is how it's always been.
3	81943	37	There are many boxes that people place professionals into based on gender and role because it is easier to associate them with other archetypes rather than address them properly.	Yes. Me, so I am a petite I guess I'd be classified, is black in this country woman. I'm usually I'm a physician and I'm usually called the nurse or the orderly when I walk into let's say a room with a team that's already established and I'm the physician on call and I'll walk in and they're waiting for the physician, the attending physician.
3	19869	36	Gender does not matter when it comes to leadership.	Doesn't matter. No, there's, there're women leaders. There's man leaders, leaders are leaders.
2	39281	71	Gender based bias. To deal with this bias, it is important that the people who are contributing to the culture of the biasness is changed.	the gender based issues, right. Is that we can't get women into leadership positions because it's the space that is dominated by men and male preference behavior. But then even among males, it still is very limiting to particular identities and people who exhibit particular behaviors. Right. And you can't change culture unless you change the people who are contributing to the culture
2	39281	100	Belief that women in sports are discriminated against when it comes to leadership positions	And I, so I think that's what I've observed and seen reported a lot in terms of bias in sports is number one, the gender based issues, right. Is that we can't get women into leadership positions because it's the space that is dominated by men and male preference behavior.
2	39281	102	White females being more receptive to inclusion and diversity than white males causes more diversity in low and middle management compared to executive positions	white females have shown the intention to be a little bit more open and accessible and inclusive. And so then what you start to see is diversity and inclusion in different ways, right. Gender based, race based, you know, sexuality, all of those things from the bottom up start to change. Right. But
2	39281	145	Disproportionate number of male executives in sports.	A disproportionate number of male coaches a disproportionate number of male general managers, organization, presidents, right. In the marketing space, we know that there's a disproportionate number of male executives who do marketing even for non male oriented sports.
2	39281	151	Due to history, white people and males tend to be more common at the executives levels of education and business.	And so then, and then as you go higher up the line, it becomes more white and more male.
2	44578	38	Race impacted more than gender.	Just my, my race more than that. My gender. Yeah
2	56727	18	Always being the only woman in the room can encourage a woman to be her authentic self and also encourage other black women to join the stem industry	Because I've always been the only one in the room. I've always been able to just authentically be myself, but make sure I'm bringing my community in that room. One of the biggest things that matters to me right now is knowing that I'm showing up and increasing that 2% of black women in the stem industry by just being in this industry
2	22634	28	Being a woman and POC adversely affects advancement than being a man and POC	Race, yes. Gender, not so much. So the intersectionality typically I find with my female counterparts who are of color, um, being a woman, let's say a black woman or black woman, African diaspora, you will find, uh, they have typically found, um, being a woman and then being a person of color, a black person has negatively impacted their ability to advance.
2	22634	29	Higher expectations from POC who are women	They can't be better. They have to be unbelievably qualified or to be, to have a seat, to have the same opportunity as somebody who's less qualified but is a Caucasian. My gender being a male where as I identify is an advantage when it gets into that conversation of, of, of race, race, and gender, because it's one avenue, uh, that I do not have to explore because the business that I'm typically in is largely dominated by males. So
2	22634	33	Racial bias in promotional opportunities	There's a reason why you can't go to a, uh, an executive conference. There's a reason why, um, um, you're, you're in the position you're in. And those reasons, typically, my opinion are typically predicated on race, because if you typically predicated on race, because if you, if you look at the metrics specifically, metrics, you look at who's doing what and how you'll find that the people that are getting promoted, their metrics, or what they're doing is, is not anything greater than, or if not anything, this is that surpassing a person of color. That's not the case at all
2	22634	48	Belief that being black has impacted him more than being male when compared to black women	Race, yes. Gender, not so much. So the intersectionality typically I find with my female counterparts who are of color being a woman, let's say a black woman or black woman, African diaspora, you will find they have typically found being a woman and then being a person of color, a black person has negatively impacted their ability to advance.
2	55223	9	Job prospects are now forced to move away from a stagnant view for gender roles in order to present balance and fairness	If you get selected and you move to the next candidacy, the interview process has to be diverse for many different views instead of one particular gender or race. So now there's opportunity to move forward because of the diverse interviews interviews that we have.
2	25225	42	Racial barrier in terms of black people not being in top positions	for most of the subsidiaries of international groups, the top level is not black African.
2	25225	44	Racial barrier in terms of black people not being in top positions	for most of the subsidiaries of international groups, the top level is not black African.
2	19860	5	Barriers: Gender	just because of like gender that kind of hold them back. I know that first fact, like I've, I've experienced that know we've seen that a lot, you know, but I feel like now definitely women are starting to get into a position where like, you know, most successful business women are, I think in today's age are women, you know what I mean? They're putting those positions of power.
2	55750	27	Gender identity can impact your experience based on how you view yourself and self esteem.	as a gender and as a minority group yeah. Definitely has an impact on how, how you see yourself, the potential that you may reach, you may actually block yourself from certain, from getting involved in certain project or for applying in certain roles, because you already assume that you don't fit in there
2	55750	28	Racial and gender identity can be a positive impact based on how you treat others that is as result of what you have learnt while getting to the position of leadership.	But I think also the realization of that having gone through some of those discrimination or racial or gender or <affirmative> some of those experience has also helped to shape me positively in a sense that, because I'm now in a position of leading others, I take, I try to keep at the back of my mind that to try to be as equitable as possible, as fair as possible
2	19860	37	Depends on the setting, some gender are being favoured more than the other.	I feel like, yeah, it happens in like it depends on the setting, you know?
2	55223	17	Gender roles are easily present in work place situations and are harmful for team chemistry	It makes impactful for where I work with most Leman and they will make an assumption that you can't do something meaning lift or be as smart as them. So what I've done is I have to show them and do the work and be able to have a voice at the table, being able to speak, be able to articulate my way myself in the way that they understand that I am present.
2	91520	36	Racial/ gender favouritism over diversity	I feel like they favor like white people and guys more guys usually get pays more and that's why they ask for the pay rate to be confidential
2	36484	15	Gender may play a more important role in defining biases at any given corporate occasion. Combinations of race and gender and play an even larger role	So I think, and of the two, honestly I think the woman piece was harder in many respects than the race piece. And the last thing I would say is by the, you know, last third of my career, my gender intersection was my superpower.

2	36484	51	Getting someone to vouch for you can contribute to success. However, humans tend to vouch for people that look like them. So, it can be harder for women and minorities to get support in business.	You know, they're vouching for you and as human beings, I think it's easiest to vouch for people who are most like us, that we know the best. And it just is harder to get to know people who are not like us. We will and we do, and companies work really hard to facilitate that. But as a double minority, just as a woman, you know, in my career, working for people, men, white men, you know, very senior to me, I had to learn that <laugh>, there were some barriers to overcome in building those relationships, those productive, constructive, nurturing relationships, and, you know, I think that can be challenging.
2	36484	81	Sometimes, women in business will dress a certain way to minimize gender stereotypes. However, there comes a time when one's accomplishments and confidence can overshadow any wardrobe differences.	So in the beginning, when I was brand new in corporate, I think you, you try to erase those differences. So you, I was back in the era... I'm so old. I was back in the area where women wear suits with the bows and you know, you tried to not let your gender or your race be relevant and you wanted it to be all about your work. But what I found is the more I got the notches on my belt that couldn't be taken away, the more I let go of that. And you know, I think wardrobe is a small thing, but in some ways it's a big thing. I felt like over the course of my career, I became more comfortable just being, I'm a woman. I love dresses. I love boots. I mean, I like clothes. So, you know, you start to feel like I'm just gonna do me and they can fire me if they want, but of course they're not going to, you know, and so the confidence to fully be and do what you think is right.
2	36484	82	Successful people are able to make the most of their situation. Some may see being a woman in business as a weakness, but it can also be a strength.	last third of my career, my gender intersection was my superpower. That's what I figured out. That was the thing that distinguished me. It gave me permission to do things in a way that was really effective. Because you know, women tend to be much more connected to people
2	19860	5	Barriers: Gender	just because of like gender that kind of hold them back. I know that first fact, like I've, I've experienced that know we've seen that a lot, you know, but I feel like now definitely women are starting to get into a position where like, you know, most successful business women are, I think in today's age are women, you know what I mean? They're putting those positions of power.
1	19860	71	Gender doesn't matter in leadership	Doesn't matter. No, there's, there're women leaders. There's man leaders, leaders are leaders.
1	19860	73	Raising a child could be considered a leadership role and this is one of the things where women have expertise in compared to men	But even in other roles too, cause like, let's talk about like parenting parenting and like, you know, bringing, raising a child, like a mom being a mother, like that's a leader role.
1	19860	103	Leadership is not a part of gender roles as a result of many roles being held by varying people	I feel like, yeah, it happens in like it depends on the setting, you know? Cause obviously we're talking about like what's perception wise when people think of like a CEO generally they're going, like what the, I would think the majority of the people would consider that to be like a male figure, you know, about president, you know, we talk about I don't know, it could be a coach or anything, you know, I feel like as far as like the dominant, I feel like that's the perception, it'd be a man, but again, like women, they they're women leaders, you know, I feel like definitely I feel like in the past, let's say 20 years, I feel like in the professional business, like women's been killing it as far as leadership roles being, you know, kind of standard. But even in other roles too, cause like, let's talk about parenting and like, you know, bringing, raising a child, like a mom being a mother, like that's a leader role. Right. You know? So, no one, I mean a guy, a, a male can't tell a woman how to be a better mom. Cause they're not a woman.
1	39281	37	Gender Bias in sport	we have seen evidence that there is bias in terms of how we treat men versus how we treat women in terms of sports executives, in terms of compensation, in terms of sponsorships. Right. All of those things. And there's different business reasons for that, but yes. There's some bias in that space. I think we've seen that bias over time in coaching spaces. Right. and so, you know, we still see, even in female sports
1	39281	40	Following the set progression in order to climb to a management level because of gender	And so the middle management down tends to be primarily female. And so as a male, trying to work yourself through that progression
1	39281	41	Race and gender impact	Both your gender in that space, but then also all of the other factors that come with race as well
1	39281	47	Structures designed to favor female more than male.	I think has structures that are designed to support females better than males
1	39281	49	Gender and Racial challenges when beginning a professional career	my primary challenge, right. If I'm starting out in education for me, is being a male more so than being black
1	39281	101	Belief that some sectors are either racially dominated or gender dominated, or both, and it can be harder for others who do not share gender or race to be confident or advance in such environments	oth your gender in that space, but then also all of the other factors that come with race as well. Right. And so you know, I recall very vividly when I started out teaching, you know, the school that I went to was in a nice, you know, nice suburban neighborhood. It was a neighborhood that I lived in you know, it was racially diverse, but I taught high school. I was teaching high school juniors and I had five classes, six classes of high school juniors. None of them had ever had a black teacher. Speaker 1:Mm. Speaker 2:Right. So imagine going through 16 years of public school education and never having a single black teacher, right. The first time that that happened to you is your junior year. Right. And, and, and it's not necessarily right. We know that there are problems with getting black males into the educational pipeline. But part of that is that that level of work is dominated by white females. And so you definitely stand out in that environment and everything that you do can potentially be an obstacle.
1	39281	149	Lack of black educators in the school system.	I was teaching high school juniors and I had five classes, six classes of high school juniors. None of them had ever had a black teacher.
1	44578	3	Belief that if black people are given similar opportunities in science as they are given in sports there would be many more breakthroughs in science	how creative we are. I mean, it's obviously we creative in music and art. I mean, it shows in those areas and acting, singing all that. But science, you know, is like one thing, you know, that somehow, because these cultural differences, you know, the way we communicate these kind of things, they automatically assume we are ignorant or we don't have, we are not quite as intelligent as necessary to do a certain or just all certain problems.
1	44578	12	Experienced scenarios where racial identity caused difficulties in professional settings	Oh man, it's made it, you know, really hard for me, for real even, you know, just when I was an undergraduate, it started then, you know, I run, you run into people who think they're better than you because you know, most in my cases because they're white, I'm black and it's been, it came out obvious in the course of things.
1	56727	41	Only black woman in the room most of the time.	Because I've always been the only one in the room. I've always been able to just authentically be myself, but make sure I'm bringing my community in that room. One of the biggest things that matters to me right now is knowing that I'm showing up and increasing that 2% of black women in the stem industry by just being in this industry, getting a degree in gaming and eSports, but then also bringing and doing this research back to my community so that I can build for my community so they can understand where they are and where they're supposed to be at. Speaker 1:And have you noticed any specific challenges that you faced because you are a black woman? Speaker 2:Yeah, I'm a black woman. It, that it's, it's a threatening position. But one of the things I can honestly say it's better than where it was.
1	94392	6	Positive experience with people who choose merit over gender	've gotten to work with wonderful people who, who are very openminded and they actually want you to progress in your career not on the basis of your sex, but based on the quality of your work. Right. So

1	94392	12	The candidate implies how knowing her self worth help her to stand her ground in a masculine world	,but because I know what I bring and who I am, I stood my ground and made sure they listened to me. So, but this is not negate the fact that people are actually women, you facing racism as, as in terms of race or sexism in terms of your sex in their workplace. But yeah, like I said, I've been, privileged not to directly experience that.
1	23301	49	There's a lack of diversity in the gaming industry	So, you know, you go here and, and I got a major culture shock you because it was kind of like, well, what are you doing here? Like, why are you here? Like what? It was very condescending. It was like, what? Like, yo, it, it was crazy. So then how, how does that relate to your question?
1	22634	12	Excel beyond belief to fight Racial/gender discrimination. Be 10X better to get a seat at the table	They have to be unbelievably qualified or to be, to have a seat, to have the same opportunity as somebody who's less qualified but is Caucasian. My gender being a male whereas I identify is an advantage when it gets into that conversation of race, race, and gender,
1	22634	13	Efforts to fight racial/gender discrimination are always welcomed	we created an affinity group two or three different affinity groups to combat some of the challenges that we solved the students developing, whether it was about mental health racial and gender equality and, or anti-racism those were the key three themes that were, were critical in the form of the affinity groups. That's what we did. And that's what I was participating in and led some of those initiatives.
1	22634	47	belief that leaders avoid engagement with people of different backgrounds	a lack of wanting to engage with different audiences, with different people, with different backgrounds. They don't want to do it, and they will continue to try to figure out ways to not do it.
1	22634	50	Belief that companies talk about inclusivity and diversity claims but do not act on it	black people value getting together, they value learning. They value growing, but you're around to find out that organizations that are, have, have an opportunity to, to promote or to elevate those people of color don't. They're gonna tell you, we, the things you're gonna hear is people will tell you we value diversity. We value equity, value inclusion. Their actions will not show that that's what you're gonna hear.
1	26834	8	Roles in gender and race place in important role on how resources are presented to a user and where they might come from	It's let me know that having less resources ultimately became a tool in my life to be resourceful. Speaker 1:When you say less resources, could you elaborate on what those resources may be? Speaker 2:Lack of funds and education.
1	50939	45	Being held back in a white collar workplace (business and finance), and going into a less male dominated field like civic engagement and community development.	. I have been held back due to working in, I guess you can say a white collar workplace, but instead of it being in a male dominated field, like you would say, business and finance, I chose civic engagement, community develop.
1	25225	2	Gender Barriers: Mostly in the favor of men than women and they can't get to a certain stage.	Advancement barrier? Okay. I, I would say first of all, the gender, I think gender is for women. I mean, it would be more for women than for, for men. So for women at a certain stage, it's become difficult to reach, you know, the top level of, of the organization. So there is a kind of glass ceiling. You know the syndrome of glass ceiling, where people are not able to go for not very obvious reason for unclear reason, they're not able to go to the next level. I think the gender is the, is one of the most important barrier advancements
1	25225	4	Gender barriers: Men being more favoured than women in getting to the position of leadership.	I mean, when you are young, you're a junior officer, you're not yet manager so your objective is, I mean, to grow and become, you know, gaining responsibility and progressing in your, in your career. When you reach a certain level, you become an executive, now you can feel and see that there are some barrier. There are some, there are some factors that are not, you know, told that you understand that, okay, it can be my gender that is not making me able to, you know, to progress and reach the top level of, of the organization
1	25225	34	Gender barrier preventing women to reach the top level	women at a certain stage, it's become difficult to reach, you know, the top level of the, of the organization.
1	25225	35	Glass ceiling syndrome where women can't reach the top for unclear reasons	syndrome of glass ceiling, where people are not able to go for not very obvious reason for unclear reason,
1	25225	58	Gender bias	people tend to think differently when it comes to women or men in the, in the professional world.
1	25225	59	There's a gender bias that women are less productive than men even though that's probably not the case but rather their work ethic is based on their personality and not gender	But it happens that you will notice that sometimes women are less productive than men, but it depends on the type of person actually, it's not based on the gender,
1	95783	6	Racial/ Gender barriers hindered the participant from getting into managerial position. Also, these barriers lead to abuse from the leader of the organization.	So it was almost like that. It was, he's making me less than, and in talking about my accent, even letting me less than less than he, he attacked my credibility by not even acknowledging the fact that I was trained by one of his top people, you know, cuz when I brought up, I said, look, I was trained by John hope, you know, I'm I know tropical forecasting forecasting hurricane season is coming up. I'm you know, this young man has not, he's only been here two years. I have more experience than at him
1	95783	12	Gender and racial impacted resulting to the notion of the other race or gender being inadequate.	My here's another piece, gender and racial identity as a black woman who teach at a research one university. When you look, look at, and this was short, proven a summer ago, when you look at my evaluation from my white students and the Eva for me, and the same student evaluating my white counterpart
1	81039	5	People's perception of gender could be a result of the background or environment they grew up in	I think it's a lot of things and it's also very, socially related. So, you know, it's, it may be your background.
1	81039	6	There exists a perception that a black woman isn't supposed to be in a significant role	Because the expectation is that you are female, you're black, you know, you are not supposed to be in such a significant or such a or such a senior role of with such responsibility.
1	81039	18	gender bias towards females has led to discrimination in advancement	And even when it's not necessarily written down or spelled out as that, I think it's more about people's perception of the female gender. So just expecting that you may not be able to put everything that you are, you are required to, to get you to the position of leadership where that, where you are excelling. S
1	81039	36	Gender bias can result in a skill gap and wage gap between men and women in the workplace.	So I would say, you know, often you'd find that, you know there's a gender bias and that gender bias can result in a lot of things, including the skill gap can also in, in results in a remuneration gap.
1	81039	39	Cultural differences in upbringing can influence the perceptions people have about women.	So they're coming from a lot of places and starting point is actually from the home from the environment there's also cultural aspect to it as well. So if all you've seen is that women are not exposed to certain roles or are not expected to do certain things. You know, if you come from a place where women are supposed to be in the kitchen and then you are in the workplace and you see them working and competing with you you are, it's going to be very difficult because your mindset is that, you know, she's expected to be in a certain place and play a certain role.
1	55750	29	Racial and gender identity can impact both personal and social life.	Because you can have very long devastating impact, not just professionally, it can also impact your personal life yeah. Or social life
1	55750	66	Having personal experience facing race and gender impact professional experience made them aware of it and not to be a person to hold the same prejudice.	So because I've been through some of those prejudice, it's allowed me to be very aware yes. That prejudice exists and that I need to try, I my best not to be that kind of person in my own organization. Yeah.

1	19860	46	There was a time when it was very rare to see women in power even though they are deserving of the position but there seems to be a shift now	Like professional setting now, now we're starting to see a shift, but you know, there there's times where like women, people, women in position of power, wasn't really like a thing, you know, even though they're like highly deserving of that, you know, like even if they qualify, you know, just because of like gender that kind of hold them back. I know that first fact, like I've, I've experienced that know we've seen that a lot, you know, but I feel like now definitely women are starting to get into a position where like, you know, most successful business women are, I think in today's age are women, you know what I mean? They're putting those positions of power.
1	19860	72	There's a perception that men are meant to take over dominant roles such as CEO positions, president, etc.	Cause obviously we're talking about like what's perception wise when people think of like a CEO generally they're going, like what the, I would think the majority of the people would consider that to be like a male figure, you know, about president, you know, we talk about I don't know, it could be a coach or anything, you know, I feel like as far as like the dominant, I feel like that's the perception, it'd be a man
1	81943	24	She shares her valuable experience on how she is misjudge in the hospital	es. Me, so I am a petite I guess I'd be classified, is black in this country woman. I'm usually I'm a physician and I'm usually called the nurse or the orderly when I walk into let's say a room with a team that's already established and I'm the physician on call and I'll walk in and they're waiting for the physician, the attending physician. And I walk in, I'm rarely addressed as the physician, even though I have the big doctor band and the white coat I'm really addressed as the position. And that goes between, that goes with the white males, the older white males, the older black males older women. I don't, I just don't know what it is. So, yeah,
1	39281	42	The challenges that is racially and gender motivated and may require more work and skill set and credentials to be able to overcome.	We know that there are problems with getting black males into the educational pipeline. But part of that is that that level of work is dominated by white females. And so you definitely stand out in that environment and everything that you do can potentially be an obstacle. Right. And so then getting through that, to the next level of leadership, which is also dominated by white females is another level of challenge because you have to have the credentials, you have to have the skills, but you also have to navigate the social pieces of it properly
1	39281	43	Because of race and gender, it is going to require more hard work so that the top level leaders can be confident about your leadership in the company or organization.	Being a, a black person in primarily white spaces for, you know, the better part of 15 years, but then also being a male in primarily female dominated places and making sure or that, right. I'm not only working appropriately and, and not, you know, presenting in a way that makes anybody uncomfortable, but also having to present in a way that makes them confident in my leadership
1	39281	48	Diversity	Then at all of the lower levels, what you start to see is more diversity among students and then little bit more diversity among new professionals and then a little bit more diversity around sort of your core workers and then a little bit of diversity in your middle management. Right. Right. And so then, and then as you go higher up the line, it becomes more white and more male
1	39281	50	Getting comfortable with the obvious and working your way up to be more visible despite your gender or race.	Because I'm in a space where a lot of the structures are designed more for female oriented thinking and working as I progress through that. Right. And I've kind of gotten comfortable in that space and made myself visible and proven that I can navigate that space, then it kind of shifts to where the priority and the thinking comes about right. Being black amongst the sea, that is not really very black. And how do I get through that next layer? That's almost completely white
1	91240	40	He admitted that there is race that comes into receiving privilege in the professional world and he mentions it in the example	y. I've seen myself get opportunities that I don't believe, or haven't seen other people like darker skin get opportunities on an independent level. Like I think I don't, I, I, I'm an independent contractor as a workshop facilitator. And so I also have a criminal criminal history and a criminal record. And so I don't know if people are more willing to overlook that. I think because I'm white passing or not a black person.
1	10997	8	possess leadership skills to overcome racial challenges	but I'd hope when they have those leadership skills that they know how to handle it better
1	91520	10	Experience of wage disparity because of race.	And they would pay me, I could give you the exact amount. So example, they would pay me like \$12, but they would pay this white guy who comes there for like four hours just to sit down \$16.
1	91520	20	Superiority because they belong to a certain race and then making life hard for others of different race.	The reason behind them being racist, because they wanna be probably, they feel like they have that power, that authority to be whatever, because they're off, they're off a white race. Sorry if I say white, but I don't know white race. And They always think that white people carry most power care. Like they're The most power that
1	91520	22	These challenges creates a certain defence mechanism that causes people in certain demographic group to take offence to quickly and most of the time.	But I feel like a lot of, a lot of problems that youth face is that we take offense to a lot of things
1	91520	29	Favouritism over diversity. Where leaders in a certain race gives more opportunities to their people of same race and neglect people of other race.	Definitely. Right now, I work for Russian company, I believe. And they give the Russian, the Russian people, like the best cases. So they will give like the black people or the Spanish or whatever is left
1	91520	32	Engaging in leadership experience builds relationship with different race and groups.	Cause they're gonna interact with people you're gonna be around in different groups and all that, so yeah. Everything is necessary in life or beneficial in life
1	10997	64	Racism is always an implied barrier for people of color	there's a lot that's pitted against us, you know, whether it be in a racial context, like, you know, racism or something, as far as implicit bias where, you know, there's certain biases that people may not know about on a front end, but you know, on a backend you sort of see it, right. Companies that are lacking diversity and lacking, you know, they might trust someone of a different color rather than our color. So sometimes you can experience something like that. And I really think that the best way to overcome that is by, you know, having our own businesses and supporting each other.
1	55750	12	Having a racial challenge breeds fear and being in an environment where you don't seem to see people of your race might make you self exclude yourself	fear, but you know, when you are in an environment where you are the only black person or the only female person, you feel somehow like an outcast, so some opportunities that are there, you might self exclude yourself
1	23301	5	Experience of racial discrimination led to lack of desire to work for others in the industry	hat's why I remain independent because I saw how unfair, how fake a lot of these people are. And I was like, you know what? I can't, I can't be a part of this like this. So that's why I decided literally after the first E three, I was like, I'm not going for no job at, in the gaming industry at al
1	23301	23	Big reality shock first time in the industry seeing how simply being black can hold you back	We all came here to have fun. I'm excited to meet everybody. Boom. And the first thing that I realized is that no matter how much you love something, or you trying to be a part of something, still black, that smacked me in the face big time, like, you know what I'm saying? Speaker 1:Very first year. Right? So case in point you know like IGN had a booth upstairs in a meeting areas, right? So this is my first time there. And like it, anybody that knows me, you know, my energy, like my grandmoms ,rest in peace, she's the one who taught me how to play video games when I was four years old, now's its officially my career. So my passion runs deep beyond just the controller. It all ties to my grandma and God, you know what I'm saying? So it's like, that's where we at. So, you know, you go here and, and I got a major culture shock you because it was kind of like, well, what are you doing here? Like, why are you here? Like what? It was very condescending. It was like, what? Like, yo, it, it was crazy.
1	45522	44	Belief that a diverse environment is a better place to work in	I think an environment that is diverse is actually a better environment to work in where it's not all black or all white or all one particularly makeup.

1	45522	46	Belief that an all black workplace leads to unnecessary competition	In that situation where it's all like, say a people of color situation I know it sounds bad, but it's well, "he ain't do it all. I did some too."
1	97357	25	If something is being subjectively judged, the white counterpart is more likely to be favored for no apparent reason	If you weren't spot on, then you know what they would give, maybe your white counterparts, an average or above average, you would get an average or below average just because it's subjective and they don't have to explain anything except the fact that that's what they thought. Speaker 2: So to your point, there are things that are in that regard, subjective in the work environment, it can be the same thing as far as problem solving. You may give me an answer that I consider so so. Your counterpart can give me that same answer and I can consider it brilliant. You can say something you can give me an answer. It's ignored. Your counterpart gives that same answer and it's accepted as brilliant. You see what I'm saying? Those are the barriers. And those are the kinds of things that you must deal with. It's a fact of life and in the experiences that I've had.
1	97357	38	Racial discrimination is still prevalent, sometimes blatant	I know that when I worked for the Coca-Cola company, I know that a company, a fortune 500 company when I was a national account executive, asked that I'd be removed from their account because they did not want a black person calling on them. Speaker 2: I know that that happened. I know that um inside of the Coca-Cola company, which was obviously a Southern company, headquartered in Atlanta with some good old boys that, you know, that have been around forever in a day. And I know, you know, the kind of jokes they told and the way they talked about black folks, because they slip up, you know, because they're not used to having a black person in the C-suite in the room and you know, and they slip up from time to time. So it happens you deal with it and you move on
1	97357	57	Leaders known as sexist are not well respected and often lack the necessary mindsets to be successful	Okay. You cannot be seen as a sexist. I mean, because you just can't you're gonna be ostracized. You're gonna be, you're not gonna be, if you thought you had a problem, now you're really gonna have a problem. So I treat everybody this same, and that's what I would say to folks.
1	36484	69	Successful people are able to create networking opportunities for themselves.	not wasting the internship by just, okay, here's my assignment. I'm doing my assignment, but taking the opportunity... Hey, would you have lunch with me? Oh, I wonder if you'd have coffee with me sometime... Doesn't even have to be in your area. And I think people are so handcuffed, particularly people of color, particularly women, because we feel already so on the outside, like we don't wanna bother anyone, you know?
1	26196	14	Obstacles you will face may not always be race-related, but so far as you're doing everything you can to the best of your ability, you should find success	And so, was it race related? It could have been, or it could have been that I wasn't ready yet, or it could have been that I didn't have the right credentials. It could have been a number of different reasons, but whatever it was I think I grew from it, and I don't have any animosity towards anybody because of it. And I feel like what happened, whether it was, you know, race-related, or gender-related or whatever. And it happens, you know, and the thing is, it's one of those barriers. When you're going down in a race, you understand, you have got to find a way to get around that barrier. And if we can find ways to get on that barrier and give us a straight line to the finish line, I think we're good.
1	26196	20	Gives his method to overcome the challenges that are race related	It's not about what we know, and it's not about the accomplishments that we can do. It's about how we are perceived as our skin color is not the same skin color as theirs. And, but, you know, being that as it may, you can overcome those obstacles. And, you know, one of my biggest proponents is to try to, you know, be able to use what you got and leverage that and be the best that you can and then move on.
1	26196	36	Barriers for employees who are minorities.	I think it's difficult for anybody whose skin tone is like yours and mine, because there are roadblocks in the way.
1	26196	37	Racial bias can be overcome	It's about how we are perceived as our skin color is not the same skin color as theirs. And, but, you know, being that as it may, you can overcome those obstacles.
1	48127	22	Balance through diversity and gender equality is needed moving forwards in every industry	It's not just color only even gender is becoming an issue now they want, they're trying to find the balance that kind of movement is happening. So it should be supported. It should be encouraged. We can say that look, we have to, we have to find I, I disagree with the numbers, which like, you know, in most cases we are talking here 50 50, for example, 50 women and 50 men, that kind of principle is coming in some companies, but, you know, when it comes to business or operation
1	48127	30	Success is determined by one's own right and they are open to being compared to other genders in order to formulate gender equality	I, we have to rely on performance. Performance is what brings the person up or down. Yeah. Yeah. Otherwise it's just to balance a gender. If you take whatever ability he has, you know, because of his blog, you have to take him, but his performance, his temper percent of the other one. Yeah. So you can imagine how it affect the portion of the business. So as a business company or operation success can, can be achieved you know, collectively it is not one person's and otherwise you have to have somebody who is taking care of their job, which are trying to balance the gender inequality.
1	10419	38	The respondent mentions how size plays somewhat of a role between gender and identities: possibly some factor of intimidation is present here	I think my size has helped
1	50939	35	Engaging in leadership program and having a business mindset can help escape any racial challenges.	I was in leadership training programs, which is beneficial for the youth of some of my favorites were national urban league. That's where I developed my business mindset from 2009 through 2012. When I, with a Derrick Brooks charity, he's a famous football player, Buccaneer he's trip to go to Chicago to go to DC, to Boston and you get to see other educator minds of my age, we'll call new lights at the time
1	50939	44	Faced sexism not systematic racism by being intimidate a young educational black men having potential.	I would say sexism and I also a lot of people I could say from my experience was intimidated about young educational black men and they see the potential, but some jobs, I will say pigeon hold me to a certain spot
1	50939	46	The barriers doesn't have to do with race and can also be the barriers of being around black women who discriminate based on age.	So I would say and it doesn't to a certain extent have to do with race. A lot of my barriers were actually black women that pigeon hold me as well. So it could be discrimination based on age because a lot of people don't expect of I'm only 20 years old, a 28 year old to get to where I am as fast as I did, because of course, when an educated black man compared to an educated black woman a company or a corporate society will hire educated black woman first because it checks two boxes, Black man, in my opinion, they see as a threat
1	74710	4	More advancement opportunity for non people of color	Absolutely. And I, I, again, well, I would say that first and foremost in the professions where I have worked there have been less people of color that I can count on my hand. Right. And so the opportunities aren't even there in the first place because the individuals aren't there. And when I do see, when I have seen you know, the opportunities for advancement, there, there just been more acceptances and accommodation of certain circumstances for people who are not of color.

1	74710	6	Less room for mistakes for black people	No, I, I, I, I would say that throughout my career in working for someone else I've had to double prove myself, right. I've not been given a level of trust and autonomy out of the gate that I've seen others given. So I can't say there's something personally more than I would've had that I could have done other than, just outperform. And and you know, I always feel as though as an, as a, an as an executive someone sorry, my little man's at home that, you know, you have to double CYA, you have to keep all the receipts. You have to keep every single email because at any given time, you know, while you're in a leadership position of course you take the, the ownership and it's your responsibility, but one, one mistake I've seen equals three mistakes that somebody else gets, you know, three passes that somebody else gets that, that doesn't look like me.
1	81943	38	Minorities deal with challenges that due to structuring of the professional settings 9 times out of 10 it is easier to move on and that a hit from a challenge rather than fight the system to change the issue.	So when things happen you can either report it and start trouble if you will, or just get through the program and complete your training, nine times out of 10, and they're trying to work on the, the, the system now they will side with the, the physician that's there, the longest, that's the physician who that quote unquote has tenure, if you will.
1	91240	9	Some things are interpreted differently based on the skin color of the person involved	I think when they look at me, they're like, that's a redemption story, but then when they look at a black person, they're like, well, that's just black people. You know what I mean?