Team Member #2: Connor Colbert

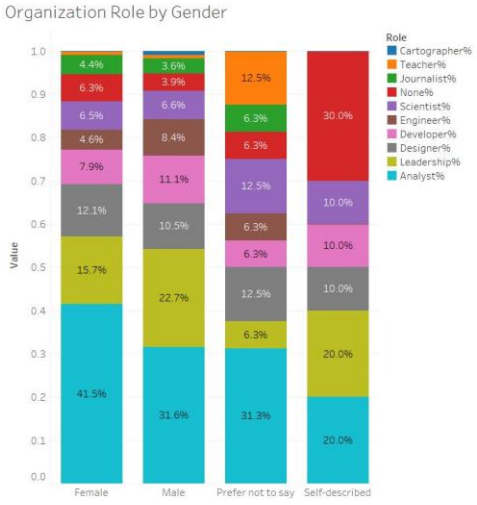
Group Topic: *Pay and role distribution in the data visualization industry*
Your Topic/Question: *How does one's gender affect their salary and role in an organization?*
Describe the diversity YOU bring to the group (150 words or less):

I am in the Game Development & Design major, which gives me a unique perspective on what data means and how it impacts people. I work a lot with numbers and code as I specialize in game programming, especially systems programming in games. I also have a unique perspective in that I took engineering courses all throughout high school, so I used data we gathered to improve and tweak our robot AI (Artificial Intelligence) and performance of other devices we made (e.g., bridge trusses). I am also from central Indiana, so I share a domestic perspective with midwestern culture which carries over to Purdue.

My Story & Visualization:

Our goal in this project was to reveal the traits of those who had attained certain roles and salaries to better understand how those new to the industry may be placed in their organization. I worked on mining the data from the survey and formatting it to be easily understood in Excel so deciding which visualizations to focus on became much simpler. With some of this data, I created four visualizations: *Data Vis Hobby Time by Salary*, *Salary by Organization Role*, *Organization Role by Gender*, and *Salary by Gender*. These visualizations gave me insight into how to answer our problem statement and three main questions. I would say my most insightful visualization would be *Organization Role by Gender*.

When approaching this visualization, the problem statement/question that was tied to it did not yet exist. I was curious how organization roles were distributed across genders to see if that gave any insight into pre-existing stereotypes and possible discrimination in the data visualization industry. What I found led me to create an entire topic question about it and explore it deeper with a second visualization. The distribution of organization roles across genders is significant as it illustrates how societal expectations of men and women have an influence on the role they receive. Due to the smaller sample size for those who responded with "Prefer not to say" and "Self-described," the data for those categories do not provide reliable conclusions; however, I still opted to include the data to show that not all respondents fell into two categories. In this visualization, men have a significantly larger hold on leadership positions than women. Additionally, men are more likely to be an engineer than a woman is. I found these points to be significant as it appears to enforce stereotypes in the workplace. Upon speaking to some of my friends who are women, they often feel that they cannot hold leadership positions due to their instructions or requests often come off as "bossy" or rude. Meanwhile, men often are revered for their dominant leadership strategies.



If I were to change anything about my Role by Gender visualization, it would be to create comparable charts for previous years to view the trends and see how it has changed. I believe this would provide greater insight into what needs to be changed in the data visualization industry for greater equity. I would also like to see more diversity-centric questions featured in the survey to further analyze the distribution of roles and salary across race, ethnicity, age, etc. to find trends in the industry's inclusivity.

Appendix F – Team Consensus

Team Consensus

I have read and approve of the content as a representation of the team's work and my contribution.

Connor Colbert	Connor Colbert	4/25/2022
Print Team Member Full Name	Signature	Date

Ema Westerfeld	Ema Westerfeld	4/25/2022
Print Team Member Full Name	Signature	Date

Tyler Nielson	Tyler Nielson	4/25/2022
Print Team Member Full Name	Signature	Date