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Ethics Paper

Computer Science is a field mostly dominated by white males. This creates a lack of diversity in the field amongst gender and race in the workplace. There have been issues where white google employees have been fired for the sake of diversity. There have also been investigations on Google by the U.S. because of the wage gap between men and women. According to these articles and evidence I don't believe there is blatant discrimination in this field. The domination of white males in this field is due to the fact that the majority of people going to school to work in this field. Although this is true, three ways to improve diversity and ethnic relations in the technology field is by holding consistent discussions addressing discriminatory issues in the workplace, during the hiring process make it required to interview at least one minority, and stop pushing stereotypes in the technology firm about women not being expected to do coding.

One way to improve race and ethnic relation in technology fields is by holding consistent discussions and meetings addressing these issues. This gives people the opportunity to speak up and address any bias they may experience or see. This method is super effective in addressing the unconscious bias of others as well. This because it gives people a friendly setting to speak up and possibly bring a bias a fellow employee or employer may have to light. The results of this is

improved awareness of everybody in the workplace. Discussions like this can also address political issues that may play a part in one's bias. This is because political issues are proven to affect someone's viewpoint dramatically.

One way to improve the diversity within the technology field is to make it mandatory to interview at least one minority for each position. This can naturally improve the hire rate of minorities in technology firms. For example, Facebook has seen an improvement in their diversity numbers since they decided to implement what is referred to as "Facebook's version of the NFL's Rooney Rule". This idea is basically the requirement of managers to interview at least one minority for each position. The results of Facebook's success has caused technology firms globally to implement the same idea. As a result, the diversity numbers improved slightly in the industry overall.

One way to improve diversity within technology firms is to stop pushing stereotypes about women and minorities that might hinder the youth from pursuing careers in this field. This is a major issue because diversity numbers can never improve if minorities are subconsciously being told they can not work in this field. For example, there is a book that claims Barbie is working as a computer engineer but, the book actually portrays Barbie being useless when it comes to writing code. The only thing she is shown to be capable of is working on designs but, when it came to anything software engineer related she needed help from her male co-workers.

In conclusion there is a lack of diversity in the technology field but, there are ways to improve it. Some of the ways to improve it are the ones mentioned before. Some of these ways

are being implemented and are currently improving the diversity. If people continue to be aware of the diversity issue and biases people have then, the technology field will continue to be a better place for everyone.

Sources:

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