

Inclusion and Diversity in Software Development

You are being invited to participate as a volunteer in the research "Inclusion and Diversity in Software Development".

In this research, we dedicate ourselves to exploring the dynamics of inclusion and diversity within software development organizations. Our aim is to understand the challenges faced by individuals from diverse ethnic-racial backgrounds and gender identities as they actively participate in software projects. By analyzing the interaction between developers and perceived barriers, we seek valuable insights to promote a more welcoming and diverse environment.

To participate in this research, you must be over 18 years old and have experience in the software development field. Your participation will consist of answering a questionnaire about aspects of your academic/professional life that permeate everyday life, and the challenges encountered for inclusion and diversity in software development organizations. The questionnaire will be answered online and will take about 15 minutes to complete. We guarantee the confidentiality and privacy of all the information you provide during your participation in the research.

The responsible researchers are: Theo de Sousa (theo@aise.inf.puc-rio.com.br), Júlia de Azevedo (ju.tadeu.azevedo@gmail.com) and Jessica Ribas (jribas@aise.inf.puc-rio.com.br).

* Indicates required question

1. The Informed Consent Form (ICF) aims to ensure your rights as a participant and is available at this [link](#). Please read it carefully and calmly, trying to fully understand the research proposal. There will be no kind of penalty or detriment if you do not want to participate or withdraw your authorization at any time. *

After having received clarification about the nature of the research, its objectives, and methods, I declare that I am over 18 years old and agree to participate through the participation form.

In the event of a negative response, the form will be closed, thus ensuring respect for the autonomy and privacy of the participants.

Mark only one oval.

☐ Yes *Skip to question 2*

☐ No *Skip to question 37*

CHARACTERIZATION OF THE PARTICIPANT

In this section, we will collect basic information and personal data to understand a little more about your profile.

2. How old are you? *

3. Where do you currently live in? *

4. How do you identify yourself in terms of gender identity? *

Cisgender: A person whose gender identity corresponds to the sex they were assigned at birth.

Transgender: A person whose gender identity differs from the sex they were assigned at birth.

Mark only one oval.

☐ Cisgender Man

☐ Transgender Man

☐ Cisgender Woman

☐ Transgender Woman

☐ Non-Binary

☐ Bigender

☐ I'd rather not answer

☐ I don't know

☐ Other:

5. How do you identify yourself in terms of sexuality? *

Mark only one oval.

- ☐ Heterosexual
- ☐ Homosexual
- ☐ Bisexual
- ☐ Pansexual
- ☐ I'd rather not answer
- ☐ Other: _____

6. How do you identify yourself in terms of ethnicity? *

Mark only one oval.

- ☐ Black
- ☐ White
- ☐ Latin
- ☐ Native American
- ☐ Asian
- ☐ I'd rather not answer
- ☐ Other: _____

7. Do you have any disabilities? *

Mark only one oval.

- ☐ No, I don't
- ☐ Yes, I do
- ☐ I don't know/I'd rather not answer
- ☐ Other: _____

8. If you do, which is it?

9. What is your highest level of formal education completed? *

Mark only one oval.

- ☐ Primary Education
- ☐ Secondary Education
- ☐ Trade/Technical/Vocational Training
- ☐ Associate Degree
- ☐ Bachelor's Degree
- ☐ Master's Degree
- ☐ Doctorate Degree (Ph.D.)
- ☐ Other: _____

10. What is your work model? *

Mark only one oval.

- ☐ Remote
- ☐ Hybrid
- ☐ In-person

11. How would you describe your position in software development projects? *

Tick all that apply.

- ☐ UX/UI designer
- ☐ Backend developer
- ☐ Frontend developer
- ☐ DevOps engineer
- ☐ Fullstack developer
- ☐ Product owner
- ☐ Tech manager
- ☐ QA engineer
- ☐ Scrum master
- ☐ Other: _____

12. Please indicate the seniority of the position you hold *

Mark only one oval.

- ☐ Intern/Trainee
- ☐ Junior (up to 5 years)
- ☐ Mid-Level (6 to 9 years)
- ☐ Senior (10+ years)

13. How many years of experience do you have in software development? *

14. What is the sector of the organization you currently work for? *

Mark only one oval.

- ☐ Private sector
- ☐ Public sector
- ☐ Startup
- ☐ Non-profit organization
- ☐ Non-governmental organization

15. What is the size of the company that you currently work for? *

Mark only one oval.

- ☐ Up to 9 employees
- ☐ From 10 to 49 employees
- ☐ From 50 to 99 employees
- ☐ From 100 to 499 employees
- ☐ From 500 to 999 employees
- ☐ More than 1000 employees
- ☐ I don't know

COMPANY

In this section, we seek to gather information regarding the company where you are currently employed or have previously worked.

16. Does the company you work(ed) for have a department dedicated to inclusion and diversity? *

Mark only one oval.

- ☐ Yes
☐ No
☐ I don't know

17. Does the company you work(ed) for have any reporting channels and/or an ethics committee established to combat discrimination? *

Mark only one oval.

- ☐ Yes
☐ No
☐ I don't know

18. Does the company you work(ed) for have any initiatives or use any automated solutions to identify discrimination within its processes? *

Mark only one oval.

- ☐ yes
☐ No
☐ I don't know

19. If it does, what are those?

20. Could you mention any initiatives or automated solutions that were not implemented by the company you work(ed) for, but could help in identifying and mitigating discrimination within its internal processes?
-

21. Does the company you work(ed) for offer training in any tools for inclusive software development? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ I don't know

22. If it does, what are those?

Tick all that apply.

- ☐ Axe Accessibility Testing Tool
- ☐ NVDA (NonVisual Desktop Access)
- ☐ Color Oracle
- ☐ VoiceOver
- ☐ GenderMag
- ☐ Themis
- ☐ GERD
- ☐ Other: _____

COLLABORATION AMONG TEAM MEMBERS

This section focuses on the dynamics of collaboration within your team.

23. Do you agree that in the company you work(ed) for, diversity and inclusion aspects are considered when forming the development team? *

Mark only one oval.

- ☐ Yes
- ☐ No

24. Do you agree that in the company you work(ed) for, the development teams include members from the following groups?

*

Mark only one oval per row.

	Strongly disagree	Partially disagree	Partially agree	Strongly agree
People of different races/ethnicities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different genders and sexual orientations (LGBTQIAPN+)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Neurodivergent individuals (ADHD, Autism, Dyslexia)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with disabilities (visual, hearing, motor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The elderly (60+)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Do you agree that in the company you work(ed) for, the appointment to leadership positions for people from the following groups is encouraged?

*

Mark only one oval per row.

	Strongly disagree	Partially disagree	Partially agree	Strongly agree
People of different races/ethnicities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different genders and sexual orientations (LGBTQIAPN+)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Neurodivergent individuals (ADHD, Autism, Dyslexia)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with disabilities (visual, hearing, motor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The elderly (60+)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. What positive impact do you believe diversity and inclusion within a development team have on the creative process and the quality of the work performed?

27. Can you share an experience where team diversity helped overcome a specific technical challenge or enhanced the functionality of a project?

PERSONAL EXPERIENCE

This section is dedicated to gathering insights into your individual experiences within your professional environment.

28. Have you ever experienced, witnessed, or heard about a situation where someone received differential treatment based on personal characteristics, such as gender, race, sexual orientation, physical abilities, or any other identity trait, within the company you work(ed) for? *

Mark only one oval.

☐ Yes

☐ No

29. If you answered yes to the previous question, what happened?

30. Which type(s) of discrimination do you think are most recurrent within the software development field? *

Tick all that apply.

- ☐ Ageism (example: more experienced professionals may feel excluded or underestimated compared to younger colleagues)
- ☐ Sexism (example: the lack of representation and recognition of women in the software development industry, evidenced by underrepresentation in leadership positions, devaluation of their contributions, and the presence of gender stereotypes, which contribute to creating an environment where female professionals face obstacles in relation to their male colleagues)
- ☐ Homophobia (example: exclusion in teams, lack of inclusive policies in companies, and restrictions on professional growth opportunities based on sexual orientation)
- ☐ Religious intolerance (example: exclusion in social activities, refusal to accommodate religious practices in the workplace, and the promotion of harmful stereotypes that hinder the inclusion of people with various religious beliefs)
- ☐ Racism (example: evidence of underrepresentation in leadership positions, inequality of opportunities in selection processes, and the presence of harmful stereotypes that hinder the recognition and professional advancement of people from various ethnic backgrounds)
- ☐ Elitism (example: evidenced by a preference for professionals graduated from certain prestigious institutions, limiting opportunities based on education, and disregarding the skill and potential of talents coming from other academic contexts)
- ☐ Ableism (example: lack of accessibility in tools and work environments, excluding professionals with disabilities, and by the presence of stereotypes that underestimate their abilities, limiting their opportunities for growth and recognition)
- ☐ Other: _____

31. In your opinion, what strategies can be implemented to ensure that everyone on the team feels heard and valued, regardless of their identity or background?

PERSONAL VALUES AND CONSIDERATIONS

This section delves into the core beliefs and principles that guide you both in your professional life and personal endeavors.

32. What do diversity and inclusion mean to you? *

33. What do prejudice and discrimination mean to you? *

34. How important do you consider inclusion and diversity policies in the workplace? *

Mark only one oval.

- ☐ Very important
- ☐ Important
- ☐ A little important
- ☐ Not important

35. Can you identify any emerging trend that indicates progress in inclusion and diversity within the technology sector?

36. What are the primary barriers to achieving more inclusion and diversity in technology, and in your opinion, and how do you believe they can be overcome?

CLOSURE

37. Please provide your **email address**, if you wish to receive updates on this research and/or make yourself available for further collaboration.

38. Do you recognize any bias in your interpretation of words, questions, or mentioned experiences? If so, which one(s)?

39. Thank you for your attention and dedication in answering this form! Your responses will be very constructive for the development of our work.

If you have any questions or suggestions, please feel free to mention them below.

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