Research Conversations and Quotes

What are the barriers to entering a career in tech as someone from an underrepresented background?

"The biggest barrier wasn't the coding itself — it was that I physically couldn't keep up with the typing. What I needed was patience, attention, and assistive technology, but there was no clear way to connect with others like me or learn how best to work with my disability."

Will explained that his biggest barrier wasn't ability but accessibility: typing fatigue, missing assistive tech, and no way to connect with other disabled people in tech to learn how to navigate those challenges.

- Will (Male, LGBT, Disabled)

"I think it does kind of come back to education - women aren't pushed into STEM courses as much as men so a lot of women start on the back foot coming from a non-stem background and have to "catch up" or kind of plug the knowledge gap they have through other means

When I joined the tech world I was so happy when I found out one of the most technically adept women on the team had studied classics. It was like someone had just given me the confidence to believe I could make the jump from geography into tech."

- Catty (Woman, Economically Disadvantaged Background)

"Our biggest barriers were:
   finding supportive peers
   impostor syndrome due to a lack of role models
   feeling like you have to explain yourself constantly and work harder to be taken
      seriously. "

- A Group of Croatian Women in Tech

"I'd say the social aspect of tech workplaces can be difficult to participate in as a woman, with the full spectrum of male colleagues' conversations ranging from video games to more misogynist topics" - Ieva (Woman, Economically Disadvantaged Background, Ethnic Minority)

"There were two key barriers for me:

1. Growing up, there was very little encouragement to study STEM subjects and it was not something I thought I would be good at. I didn't see many women in tech jobs so didn't have role models and mentors in the space.
2. Once I entered the tech industry, I was often the only woman/LGBT+ person/person of colour on a technical team, and could feel alienated socially or found it harder to connect with peers."

- Zara (Woman, LGBT, Ethnic Minority, Single Parent)