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Diversity in Computer Science

There has been lots of talk and debate how the topic of diversity has effected Computer Science and how will tech companies deal with it going into the future. It has become such an issue that some companies have pledged millions of dollars to deal with the problem. To come to a conclusion two issues that must be addressed, how did diversity become an issue and how should it be solved.

Diversity became an issue in tech companies, because the majority of developments and employees of these companies are often from a very non diverse group of people. The reason why there are so many White and Asian males in tech companies is, because this demographic has done lots of work to help develop it into what it is today. A good example of this is Google who as a company has been at the forefront of development in technology and there demographics show that 70% of its workforce is male and that whites and Asians make up 91% of the ethnicity. (Diversity – Google) With these current statics we can see that Google along with other tech companies have a long way to becoming more diverse. This is an obvious problem that must addressed, but the most important question is how?

How do the tech companies go about changing the demographics of their companies without reverse discrimination against White and Asian males, but get more women and ethnicities into their companies? One company that has tried to answer this question is Intel, with a pledge of $300 million dollars to make their company more diverse. One of the programs that Intel is investing in is STEM education in high schools to help get more diverse qualified applicants into tech companies.(Shah) By doing this Intel is helping high school students of all genders and ethnicities to become top quality applicants. This is a perfect example of how you create diverse applicants that can be hired on their merits and not there gender or ethnicity. Even though this method will take time it is a step in the direction. What is not a step in a right direction is setting hiring quotes to hire people based on their gender or ethnicity. Doing this creates a system where you are no longer hiring workers based on their merits, buts if they fit a demographic or not. That in turn leads to resentment by the gender or ethnicity that you are now discriminating against and will cause productivity to go down. Which will make these companies less completive against companies who hire based on merit. Instead of hiring employees based gender or ethnicity companies should “Do to others as you would have them do to you” (Holy Bible The Old & New Testaments) and hire employees based on merit, because how would you feel if you weren’t hired for the simple reason of not being in the right demographic. There needs to be more diversity in tech companies, but it should be done my promoting the education of all and not the inclusion of those who fit a certain demographic.

That’s why tech companies like Google and Intel must promote the advancement of a more diverse workplace and do it within ethical standards. To do this tech companies should follow the lead of Intel and invest in STEM programs across the country. Instead of creating bad hiring schemes that will create more problems than solve them. Whatever these companies decided to do they remember that in order to do so they must promote all genders and ethnicities, while keeping the workplace fair and completive by hiring employees based on their merits.

Work Cited

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