**Multiculturalism and Diversity in Data Science**

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Diversity of people brings diversity of thought. This becomes a force multiplier for companies trying to innovate and grow. Data science today has a lack of diversity. Work must be done to remedy this issue. The lack of women and people from different cultures threatens to create stagnation of ideas within the career field.

The problem of diversity starts in high school. Many schools with a high black and Latino population do not offer the same high-level math and physic courses as other schools (Loewus, 2020). Women also face a similar issue. They lack mentorship and guidance in STEM career fields (Priceonomics, 2017). The lack of resources and guidance will have lasting effects throughout the lives of these people.

The data science career field needs to be accepting of anyone as well. There can be a perceived notion that men are better at math and science. This is a far cry from the days of the space race when women like Margaret Hamilton led the NASA software team for the Apollo program (George, 2019). We must strive to return to this kind of mindset.

The shift in mindset will not happen overnight. Organizations that have bred the idea of monoculturalism must take definitive steps to enable change. The members of the organization must first embrace a culture of change. The idea that they alone can bring in the future of data science must be altered.

Many companies have started to consciously include diversity programs. These programs may teach the benefits of diversity, or simply dispel misconceptions. These programs can help the organization by assisting in international business and by applying competitive pressures (Wijewantha, 2016).

Individuals can be a large part of the overall change. People can join their local PTA to advocate for more high-level math classes. Organizations can be created to push local governments for more vocal support of women in IT. Awareness can be spread to others, to push for change at higher levels.

A very specific action that can be taken is to be mentors to our daughters as they grow. Pass along the importance of math and STEM subjects. Encourage them to work on these skills, even as secondary knowledge sets. Many traditional careers can benefit from a strong foundation in math and science. This will have the effect of the next generation normalizing STEM subjects.

The change to multiculturalism within data science will give the career field great benefits. One of the biggest benefits would be that AI models are free from bias by one segment of the population (Duranton, et al., 2021). This would enable the insights gained by this new field to be more accurate and more useful.

The data science career field relies on its ability to provide accurate predictions. These predictions come from AI models and other forms of analysis. Many of these predictions will be skewed if no thought is given to members of other cultures. A team member from these cultures would be able to bring valuable insights to the data analysis process.

Data science and other STEM fields currently have a diversity issue. This was not always the case but has grown in recent decades. Every member of the career field should do their part to solve this issue. We must do this not only for the noble goal of diversity, but also to maintain the integrity of the field.

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