1. The authors did this investigation mainly to see weather or not training more women and disadvantaged minorities in STEM (particularly, technology) could help to close gaps in job opportunities and income, as well as to explore some of the correlations behind the gender and minority wage gap. Their research methods were fairly standard. The dataset they chose was mainly programmers in silicon valley, as the Silicon Valley has a crazy proportion of programmers in the United States, and likely represents the United States programmer workforce as a whole. They received their data from the Integrated Postsecondary Education Data System (IPEDS), as well as from the Open Doors surveys. The data they ended up collecting had very low numbers of Black and Hispanic programmers, so those results were omitted. Their conclusions from this study says that the answer to the question “If universities paid more attention to attracting more women and minorities into STEM majors, would this change employment patterns in the high tech industry?” is that the answer simply may vary by group. For white women, it appears that the declining share in programming jobs is largely a result of too few White females majoring in STEM, which would mean that the answer for them would be yes, which indicates that the overall lower presence of females in programming jobs is not due to gender bias in hiring, however they did find that gender based wage gaps among programmers appear to be increasing across all races, which could be a reason that less females are getting less degrees. They found that in other groups, such as Hispanic males, who have been becoming an increasingly large proportion of degree completers in computer science, are not experiencing an increasing proportion of employed programmers, which could mean that groups such as Hispanics may be facing barriers to employment that others may not.

1. There are quite a few similaraties between Canada and the United States in terms of the programming carreer choice, with roughly the same amount of female programmers in the workforce, and slightly less transgender or nonconforming programmers then in the United States. The trend in Canada is going towards more women in the workforce, while in Silicon Valley the trend is towards less women. The united states also has a significantly higher wage gap in gender, with women making only roughly 65% what men make per hour, while in Canada women make roughly 92% what men make.
2. As someone in Computing, I very much am trying to pursue a career in programming. I originally started down this path, as I was very fascinated by technology from a very young age. While my fascination with technology has not waivered even a little bit, and has actually increased as the years have gone by, my reasoning for pursuing programming has changed considerably throughout the years. While originally it was simply to learn more about how technology worked and how to use it, upon entering the program, I was instantly fascinated by the slightly less straight forward aspects of computing, and the problem solving aspects. Learning more theoretical maths (Logic, Discrete Math, etc) and applying those concepts into my code has been one of my favourite parts of this program, and I love that I can always be challenging myself to do something in a better way then before. I wholeheartedly agree with the conclusion of the report that the “Canadian labour market remains unrepresentative of Canada’s diverse population” for several reasons. The first reason, is the researchers used very concrete statistics and portrayed them in a very readable fashion. Those statistics alone lead me to believe that their conclusion is correct, however from first hand experience, I can also see this with my own eyes. When I go in a lecture for one of my computing classes, there is very little diversity, with maybe 1 in 10 people being women, and a vast majority of people being Asian. Not only do I see this in school, but having worked at several places as a software developer, this also proves true. I have actually found that the larger the company that I’m working at, the less diverse it seems to be. When I started working for a very small educational company with 10 direct coworkers, my coworkers were incredibly diverse, with roughly half of them being women, and I was one of two people who were white, with very few Asians as well. When I moved to a mid-sized bank, there was a drastic shift in diversity. I had roughly 25 people who I worked directly with, and every single one of them was white save for two Asian people. Of all the 25 people, there were only 3 women. I am moving to one of the larger banks in Canada (Apart of the “Big 5”) in January, and it’ll be interesting to see if the massive banks have the same diversity issues as the mid-sized one I am currently working at, or if they value diversity more.