



Xavier Gardner

Bio

- 25 years old male
- African American
- Born and raised in Seattle, Washington
- Software engineer at a large company for 2 years

Characteristics

- Passionate about solving problems
- Ambitious & driven
- Very polite to everyone
- Religiously active
- Hard working

Goals

- Wants to be a project manager who inspires his juniors
- Make the workplace more diverse and open.
- Become a role model to other African Americans who aspire to work in the tech industry

Pain points

- Underrepresentation of African Americans in higher positions
- Could not be involved in the community of co-workers or build a closer relationship with them.

Technology use

- Uses a laptop for everyday use involving work and personal life
- Not very active on social media despite active mobile phone use
- Doesn't feel tech savvy even though he interacts with technology for work purposes

Scenario

Xavier works hard to contribute to the company, but feels like he has not been given credit for the work he's done. He sees that many colleagues who have been promoted have been predominantly white. At work, Xavier tries to garner relationships with his co-workers during breaks and lunch, but feels a little out of place. He feels that not being able to fit has affected his ability to be promoted at work.