

DIVERSITY WITHIN TECHNOLOGY

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Illusion of Diversity

When people think of **Diversity** they think of **colors**. Colors of race, colors of sex, and colors of religion. In this world, we have a lot of colors, but we always **place significance on one color**. The focus of this project is on the **technology sector** of society. We frequently relate technology with societal progress and increasing acceptance. However, recent studies have actually revealed that the tech industry has not been improving itself on issues of diversity and inclusion. **Silicon Valley** is the tech hub of the United States. There are hundreds if not thousands of startups within this region with huge companies like **Alphabet, Apple, and Facebook** as its backbone. These companies have always set themselves as one of the most diverse industries, but the truth is that the companies are **having a hard time tackling the issues of diversity within their companies**.



Example: Apple, "Do you feel the diversity from the photo?"

34% Female vs. 66% Male
69% Male in Leadership
76% Male in Tech
65% Male in Retail



59% White Leadership
27% Asian Leadership
8% Hispanic Leadership
4% Black Leadership

Source: Apple.com

Stats and Facts

- Millions of dollars pledged last year for diversity/racism causes.
- Over 60% of Silicon Valley consist of White Engineers
- Black engineers in Silicon Valley only grew 0.8% since 4 years ago
- 21% of Black or Latinx graduated with Computer Science Degree, but represent only 10% of technical roles.

Source: "Banjo and Bass - Bloomberg", "Rooney and Khorram - CNBC"



Why are the statistics showing the opposite of what companies show you?
People have become data points that are used to achieve a certain goal.
There is a lack of effort from companies in seriously integrating employees from minority backgrounds into their company culture.

Obviously, diversity is an issue that is highly focused on, but does diversity really matter in the technology sector?