

Diversity and Inclusion at Technology, Inc



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Employees Relations

DIVERSITY AND INCLUSION ANALYSIS

PROJECT SUMMARY

We need to figure out why there is a substantial amount of predominantly white males at Technology, Inc. For this reason, the implementation of a diversity and inclusion program will provide employees a greater sense of "belonging" in the organization.

BACKGROUND

Based in Jacksonville, Florida, Technology Industry, Inc. has specialized in technology installation and software development for some time. While Technology, Inc. has grown its products and services, management has noticed a lack of diversity among its 100 employees. As a result, they want to identify their diversity disparity and seek solutions through a diversity and inclusion program.

BUSINESS CHALLENGE

Technology, Inc. working conditions depicts a predominantly white male workforce. We shall conduct an investigation and report our findings to management.

PROJECT OBJECTIVE

Our objective is to turn Technology, Inc into a diverse workplace and seek ways to help employees feel supported through a sense of acceptance, inclusion, and identity within the organization.

Goal 1: Investigate and determine the issue for predominantly white males in the Technology Industry

Strategy: Research credible educational, employment, and case study websites to find causes to the issue of predominantly white males in the computer science field.

Goal 2: Design a Diversity Program for Hiring Practices

Strategy: Utilize job analysis to find applicants in the selection process and create an outline that intend to accommodate diversity in the organization.

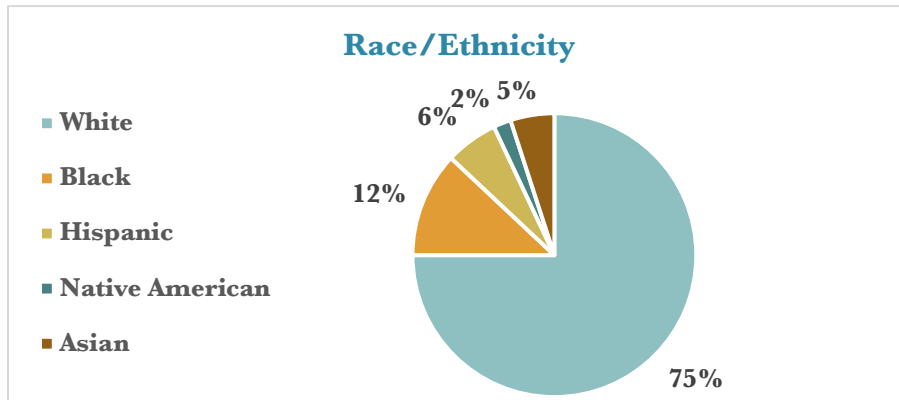
Goal 3: Design an Inclusion Program for Employees

Strategy: The most important link to diversity is the design of the Inclusion program. To ensure employees have a sense of belonging, Technology, Inc. must inform them of the Inclusion program, and managers from different cultural backgrounds will be appointed to the new Inclusion Program committee.

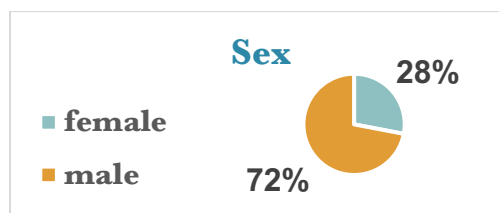
Introduction

Is it still feasible for a minority employee to feel truly included in the workplace, despite the fact that they make up a small percentage of the workforce? Or they're the only gender in a department? Additionally, everyone in the organization is the same race? Due to a lack of diversity in the workplace, the number of white males at Technology, Inc. is currently significant. Employees may assume that these are purposeful biases against the protected classes until Technology, Inc. hires more minorities and women in the computer science sector.

Define the Issue:



We identify issues in resources, education, diversity and inclusion, as well as pay gaps for minorities, when we investigate the issue for 75% of white males employed at Technology Inc. According to studies, minority student's college enrollment has increased significantly (Fry, Kennedy, Funk 2021). Additionally, a small minority of Blacks and Hispanics are optimistic about enrolling in Computer Science, yet there are obstacles (Diogo 2021). Computers, the internet, and money for software and supplies, for example, might be costly for a student. Another variable is that students are less likely to commit to a computer science major if they believe they are failing the program. Because of a lack of diversity/inclusion culture at Technology, Inc., those who complete the program may be hesitant to apply for a job at the company. Another setback, managers or even software can disqualify candidates with unusual cultural names throughout the screening process. As a result, Technology, Inc. will fall short in terms of integrating diversity. Also take in consideration, STEM workers face a considerable salary disparity based on race and ethnicity. Asians are the second most overrepresented and highest paid group in STEM jobs. In contrast, Blacks and Hispanics are the most underrepresented demographics and earn the least in STEM jobs.



There was a moment in time when women dominated the computer industry until the mid-1960s, before they were surpassed by males. Currently, the number of women studying computer science is

declining, despite the fact that more women than males receive college degrees. A review of the 28% female demographics among Technology, Inc. employees confirms this notion, and we propose multiple solutions for improvement. Notably, women favor other STEM majors, primarily biology, over computer science as a subject of study. From this perspective, it is an opportunity for Technology, Inc. to attract females from other occupations such as math. Women are naturally better at communicating with various audiences while setting their tone and language, making them ideal candidates for designing new software. Conversely, their lack of ambition to pursue a career in computer science reinforces their notion that they will face a glass ceiling in the male-dominated sector. Women in STEM earn less than males across all ethnicities (Fry, Kennedy). On ONET.com, we can look for proper compensation ranges for women in computer science. Technology, Inc. could promote qualified women to other higher positions within the firm as an alternative option.

In order to address these biases, we offer the following solutions: diversity recruiting practices and an inclusion program designed to improve the well-being inside Technology, Inc.

Diverse Hiring Practices

Legal Concerns

Title VII of the Civil Rights Act makes it illegal for organizations to discriminate against people based on their gender, race, national origin, color, or religion. Technology, Inc. would like a diversity overview detailing the recruitment, hiring, and onboarding procedures in order to avoid negative impacts when adopting a diversity program. As our society becomes more diverse, it is critical for Technology, Inc. to assemble a professional team who are informed, constructive, and collaborative with all protected classes. To guarantee these logical and relevant concepts represent protected groups within Technology, Inc., we have to provide recruiting managers with guidance. Specifically, using Human Resources analytics to examine previous recruiting practices and to highlight the goal of constructing a strategic outline to achieve greater diversity, inclusion, and equity inside the company. We propose the following steps to assist Technology, Inc. to improve diversity in the hiring process.

The selection process for hiring diversity (Williams-Rajee, 2018)

Recruitment:

- **Job description language:** Include diverse language in the job description. **Ex.** Experience working with people from diverse backgrounds or the ability to speak a second language
- **Diversity, Equity, and Inclusion statement:** By law, Technology, Inc. may be required to include the EEOC statement in the advertisement. **Ex.** Minorities are strongly encouraged to apply.
- **Outreach:** For qualified protected classes we can use community newspapers/websites. **Ex.** Cultural organizations, HBCUs, or other occupation sectors

Hiring:

- **Resume Review/Interview Panel:** It is fundamental for the panel of managers to be diverse for the committee to succeed, and managers must be subject to bias training.
- **Interview Questions:** By probing the right interview questions, managers identify candidates' competencies and equitable skill sets. The overall selection process focuses on the effort to create clarity in the selection and hiring process.

Onboarding:

- **Support Strategies:** At this point, managers strive to build social networks, trust, and maintain contact with employees.
- **Stay Interviews:** Human Resources will check in with the employees quarterly to see how they are fitting in at Technology, Inc.

Inclusion for Employees

As we all know, President Ronald Reagan signed legislation in 1983 establishing the third Monday in January as a federal paid holiday to honor civil rights leader Martin Luther King Jr.'s birthday in the public sector. Currently, 45% of workplaces observe Martin Luther King Jr. Day as a holiday (Renzuilli, 2019). This has caused some employees to feel anxious about requesting or taking the day off in order to honor a civil rights icon. Not to mention, private businesses are not compelled to close or pay for the Martin Luther King Jr. holiday due to a decrease in productivity. Management, on the other hand, has the power to set a tone that is culturally responsive to all employees, regardless of race.

Implementing an Inclusion Program is a fantastic way to support and provide employees a sense of belonging at Technology, Inc. The most important link to diversity is the design of the Inclusion program. Managers and Human Resources may consider the following six measures in the workplace (Gurchiek, 2018):

1. Educate your leaders on the importance of inclusion for employees. **Under Benefits**
2. Form an inclusion council: **We recommend Technology, Inc. include diversity within its committee of Managers which consist of task interdependence on Diversity and Inclusion**
3. Celebrate employee differences: **This is a perfect time for managers to become familiar with important cultural holidays and cuisines. Also, they can create scheduling accommodation for employees or a cultural luncheon/potluck.**
4. Listen to employees: **Make sure employees feel comfortable and less evaluation apprehension when discussion occurs.**
5. Hold more effective meetings: **A valuable way to determine inclusion is to have employees discuss their experiences with other coworkers.**
6. Communicate goals and measure progress: **Managers need to develop and share information that is specific, measurable, and timely about goals.**

Benefits of Diversity and Inclusion:

Utilizing inclusive language that welcomes candidates in the early phases of your employment process foster a welcoming and inclusive atmosphere. As a rule of thumb, Managers should encourage an essential concept of “belonging” to their team which will deliver great results for Diversity and Inclusion retention. Through the learning orientation process, the business promotes job enrichment and security among individuals with diverse knowledge and experiences, which would lead to successful solutions from several angles. When everything is taken into account, the company advances toward becoming "the employer of choice" when employees get involved in the business.

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