

# THE KEY TO DESIGNING **INCLUSIVE TECH:**

Creating diverse and

inclusive tech teams

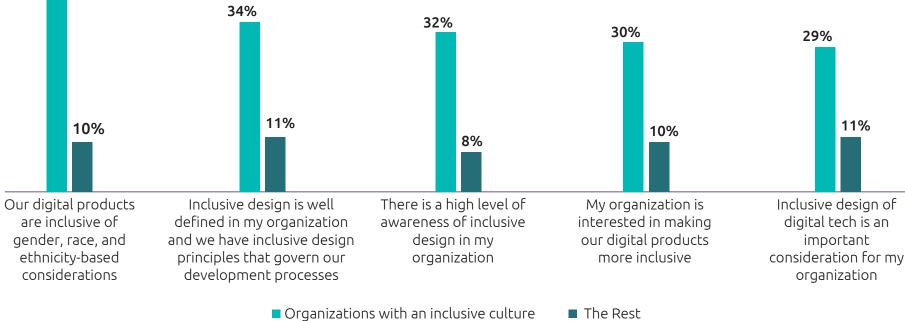
39%

## tech design Organizations with advanced inclusive practices are four times more likely to create

Diverse and inclusive tech teams lead to more inclusive

inclusive products % of organizations following inclusive design practices, based on responses from women

and ethnic minorities



Source: Capgemini Research Institute, Inclusive workforce, and inclusive technologies survey, March–April 2021; N=418 ethnic–minority and women employees in tech functions from N=418 organizations under consideration with N=102 organizations with an inclusive culture.

"Building inclusive technologies and solutions has an intrinsic relationship with how people from diverse backgrounds within the tech team feel in the workplace. An improved sense of belonging and community for teams of people will lead to better technological outcomes and solutions." Dr. Matteo Zallio Marie Skłodowska-Curie Senior Research Fellow in Inclusive Design at the University of Cambridge However, current inclusion and diversity practices are broken

## Leadership perceives processes and practices to be inclusive; diverse employees in tech teams disagree

To what extent do you agree with the following statements - leadership executives vs women and ethnic-minority employees

My organization provides equitable opportunities to career development and promotions to every employee. 18%

85%



Woman application architect and manager Woman software engineer from a large high-tech organization from a multinational consumer-goods corporation

"Salary discrimination is a huge problem in Europe

33%

55%

63%

with 500 leadership executives; N=418 women and ethnic-minority employees in tech functions.

"When our leadership network follows up with

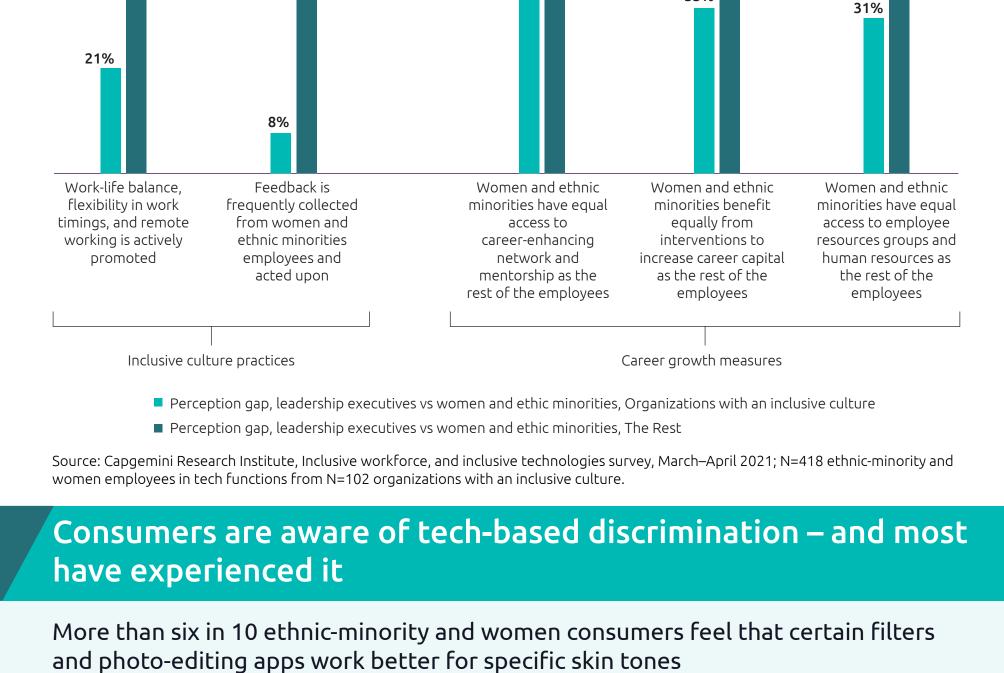
37%



(% points)

38%

57% 54% 44%



### Full body scanners at airports more frequently flagging women of 74% colour based on their hairstyles like afros, braids Forms being auto populated with a specific gender 73%

% of consumers concerned about discrimination due to the use of digital technologies

Voice assistants like Siri, Alexa, Cortana having default female names 61% and female voices 58%

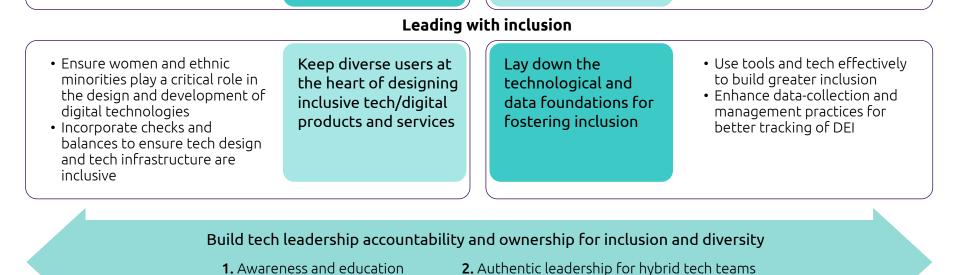


#### Design inclusive sourcing and Develop robust Drive fairness in Al • Conduct an impact-assessment analysis for algorithms and hiring practices processes, practices systems and work automated decisions Ensure women and towards reducing and value systems ethnic-minority employees are Screen datasets used to train Al that enable inclusion algorithmic biases given equal opportunity for systems for bias and audit them career growth and progression regularly Enable dialog and create

Building an effective inclusion and inclusive design strategy

**3.** Accountability

healthy environments



Source: Capgemini Research Institute Analysis.

**Download Report** 

**4.** Specific focus on diversity segments

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