Diverse and inclusive tech teams lead to more inclusive tech design

Organizations with advanced inclusive practices are four times more likely to create inclusive products.

How can organizations move towards greater inclusion in tech?

Consumers are aware of tech-based discrimination - and most have experienced it.

More than 6 in 10 ethnic-minority and women consumers feel that certain filters and photo editing apps work better for specific skin tones and female voices. More than 3 in 10 say they have not been promoted on time or been valued.

The perception gap between leadership and women and ethnic minorities is narrower for organizations with advanced inclusive practices.

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THE KEY TO DESIGNING INCLUSIVE TECHNOLOGIES

Creating diverse and inclusive tech teams

Diverse and inclusive tech teams lead to more inclusive tech design.

Leadership perceives processes and practices to be inclusive, whereas employees in tech functions from N=418 organizations under consideration with N=102 organizations with an inclusive culture.

Leadership executives Women and ethnic-minority employees in tech functions

39% 49%
Men Women

33% 38%
Men Women

33% 32%
Men Women

11% 8%
Men Women

18% 14%
Men Women

20% 18%
Men Women

26% 20%
Men Women

37% 33%
Men Women

8% 5%
Men Women

52% 63%
Men Women

60% 61%
Men Women

63% 60%
Men Women

69% 72%
Men Women

74% 77%
Men Women

77% 77%
Men Women

81% 81%
Men Women

54% 54%
Men Women

Percentage points

Inclusive tech/digital design leadership accountability and ownership for inclusion and diversity

Perception gap, leadership executives vs women and ethnic minorities

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How can organizations move towards greater inclusion in tech teams and tech products?

Building an effective inclusive and inclusive design strategy

Download Report

Enable dialog and create inclusive environment

Drive fairness in AI

Develop robust data foundations for inclusive tech/digital design

Conduct an impact-assessment to build greater inclusion

Use tools and tech effectively

Leading with inclusion

Make diversity and inclusivity a part of your organization

My organization provides equitable opportunities to career growth and progression

Leadership, managers, recruiters, and supervisors undergo rigorous and periodic bias training and are assigned personal accountability systematically reducing microinequities and accountability for eradicating implicit bias.

Employees from diverse backgrounds intermingle freely within the organization.

Discriminatory comments or jokes are not tolerated at the workplace.

Social media and content platforms not filtering out false information or misinformation by users targeted at minority communities (e.g. housing based on race and jobs based on gender).

My organization provides access to mentorship as the rest of the organization.

Feedback is acted upon when complaints pertaining to gender, race or ethnicity-based discriminatory comments or jokes are made.

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