

Out in Tech

Out in Tech is a non-profit that creates opportunities for the LGBTQIA+ tech community to advance their careers, grow their networks, amplify representation, and leverage tech for social change.



Stakeholders

- Queer techies
- Marginalized groups
- Activists
- LGBTQIA + Allies
- Progressive workplaces

Persona



Josh, 26

Occupation: Data Architect

Gender: Cis, He/Him/His

Orientation: Gay

Interests: Film, nature, drag

Painpoints:

Work remote mostly, doesn't feel like he knows any of his coworkers

Doesn't feel like comfortable enough to come out to his coworkers

Wants to meet more techies but working from home hinders that from happening

Persona



Angel, 24

Occupation: Developer

Gender: Non-binary, They/Them/Theirs

Orientation: Pansexual

Interests: Reading, concerts, hiking

Painpoints:

Feels like they can't truly be who they are because most of their coworkers are straight, cis, white males

Feels outcasted in their workplace

Has friends outside of work, but they don't relate to their passion for emerging technologies

Pain Points

Loneliness

New Environment

- Loneliness is an important mental health issue
- Work loneliness is growing in the tech industry because of the rise of working remotely

“I was trying to build a new life in a new city without anyone to confide in when I was feeling stressed and lonely”

“I’m not miserable and I genuinely enjoy exploring my new city. I’m just lonely.”

If you don’t have specific interests that fit into a particular scene, then you end up on your own.”

Lack of Diversity

Tech Industry

- Lack of inclusion and diversity in tech

Technology is a direct reflection of society. There should be room for everyone to feel seen and accounted for

Silicon Valley

- Predominately white men
- Hard for people of color, women, and marginalized groups to advance in the industry

Scenario Map:

Angel moved to Los Angeles for a new job — Doesn't know many people there — Goes to work

Notices all of their coworkers are white men — Feels outcasted, being non-binary and not straight — Doesn't feel like they can be themselves around coworkers

Goes to meetings at work — Gets misgendered constantly — Feels too uncomfortable to correct anybody

Feels lonely and unwelcomed at their workplace — Goes home — Feels lonely and sad from day at work

Wants to make new friends with similar interests — Looks for groups of LGBTQIA+ techies — Sees Out in Tech

Goes to the site — Reads mission statement — Seems like she would like org — Looks at chapters

Notices they have an LA chapter — Looks at the event schedule for LA chapter — Goes to networking/ social event

How Might We Questions

How might we make people's pronouns emphasized so they prevent them from getting misgendered?

How might we create a space where people feel comfortable enough that they don't have to hide their identities?

How do we make people feel like they have a community and family?

How do we create a space that includes everyone?

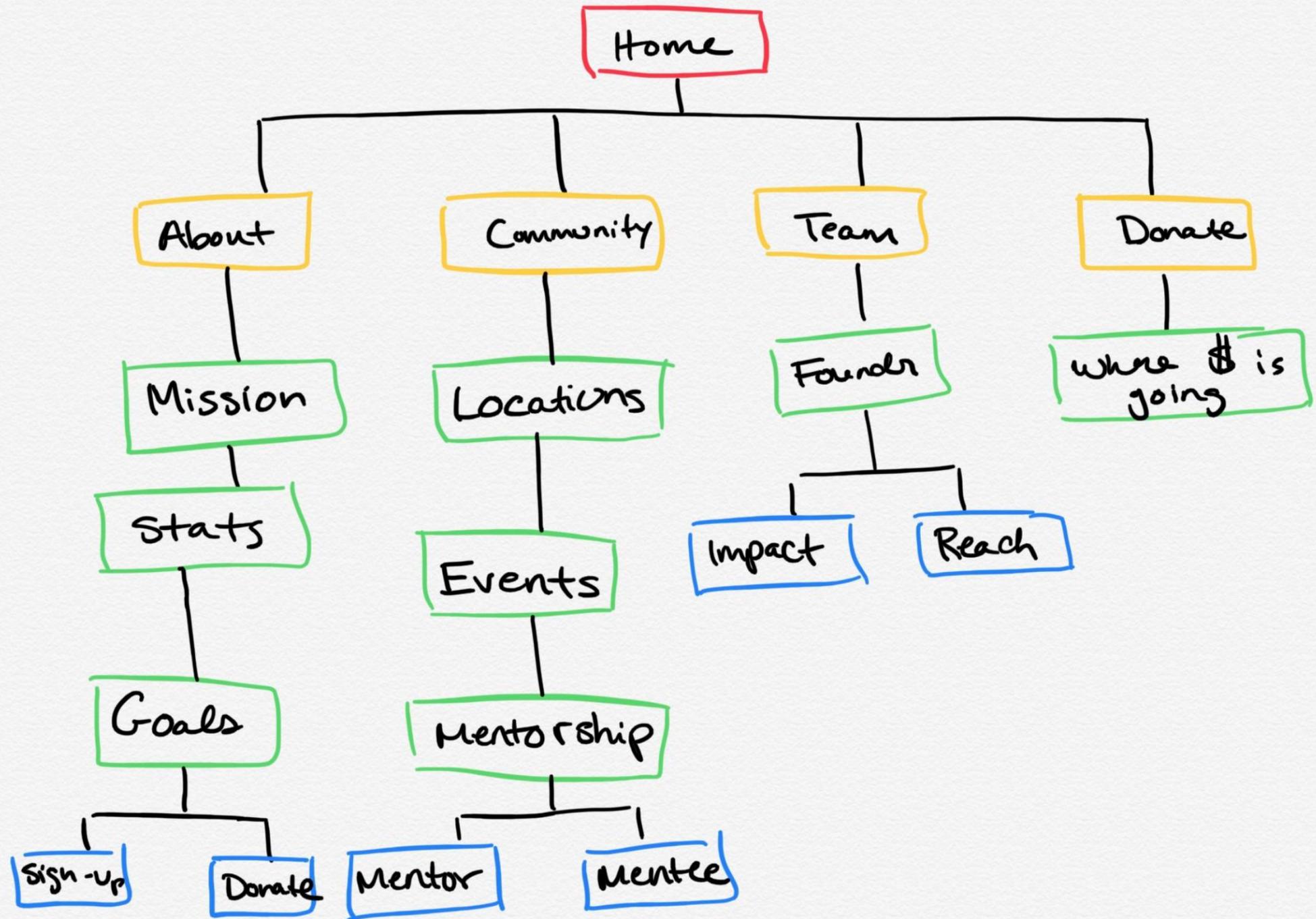
How do we make the spaces and information as accessible as possible?

How do we make people feel welcomed and invited?

Site Map

Out in Tech

site MAP



User Journey

User journey: home pg.

- 1.) Clear understanding of the mission
 - ↳ what they're about
- 2.) Understand why it's important
 - ↳ stats to support the cause
- 3.) Feel a sense of community
 - ↳ getting involved w/ org & finding chapter near them
- 4.) want to be involved in a deeper sense
 - ↳ Apply to be a mentor or mentee

Wireframe

Mission Statement

About

Over 33% of queer people are

Stats

We Build Community

Community
↓
Get user involved

We Build Community

Community
↓
Get user involved

5 chapters Across U.S.

Find us

Get Involved

Mentorship

Headline

Donate

Newsletter

Email

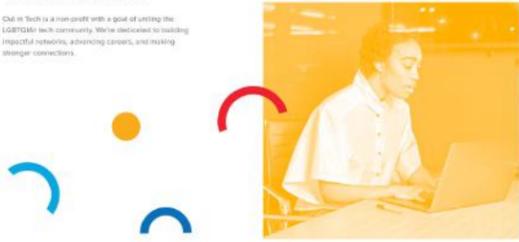
Final Design

Out in Tech

About Community Team Support

Building Stronger Connections

Out in Tech is a non-profit with a goal of uniting the LGBTQIA+ tech community. We're dedicated to building impactful networks, advancing careers, and making stronger connections.



Over 33% of LGBTQIA+ identifying individuals are afraid to come out at their work place.

We believe in the power of inclusivity

Tech should be for everyone. Our objective is to make the tech industry a more diverse and inclusive space by amplifying the voices of the queer tech community through visibility and representation. We're connecting like-minded individuals and building lasting networks.

What We Do

We build lasting networks

Our goal is to make the LGBTQIA+ community feel like they belong in the tech industry. We have events across the United States that are geared towards creating connections and relationships that can make professional and personal impacts. From networking events to relaxed, social hangouts, we want to make the industry feel less lonely and inspire our members to be visible and help elevate the tech in tech.



30,000 members across 12 chapters

[Find a Chapter Near Me](#)

Mentorship Program

Out in Tech is:

Our mentorship programs are focused on educating and empowering the future leaders of tech. We pair a LGBTQIA+ identifying student with an industry professional who will provide them valuable feedback and insight on their future in the industry.

[Learn More](#)

Mentor

Assist a young techie with their career development, technical training, and/or professional networking skills.

[View Application](#)

Mentee

Be paired with a LGBTQIA+ tech professional and gain valuable knowledge about the industry and professional practices.

[View Application](#)

Connect Together

3/15/20-3/20/20 | San Francisco, CA



Come out and connect

Connect Together is a space where techies from around the nation can come together and network while being exposed to talks and workshops led by industry professionals. This event will be a great way to network and meet new people all while advancing your career.

[Learn More](#)

We're all part of the same network.