TOI MAI
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Easy Read

Barriers to diversity in the Aotearoa New Zealand tech sector – Part 1: Introduction

Published: May 2024

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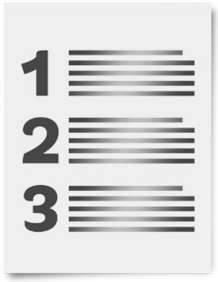
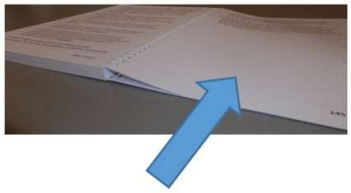
What is this document about?

This Easy Read document is a **summary** of a report called **Barriers to diversity in the Aotearoa tech sector**.



A **summary**:

- is shorter than the main document
- tells you the main ideas.



Tech is short for technology.

The **tech sector** is explained on **pages 9 to 10**.

Toi Mai – Workforce Development Council wrote the **Barriers to diversity in the Aotearoa tech sector** report.

In this document **Toi Mai – Workforce Development Council** will be called **Toi Mai**.

A **barrier** is something that stops you from doing something.

Barriers can include things like:

- how much money you get
- where you live
- whether you have a disability
- your **race**
- your **gender**.

Race means:

- the colour of your skin
- the country you come from.

In Aotearoa New Zealand there are many different people who are from different races including:

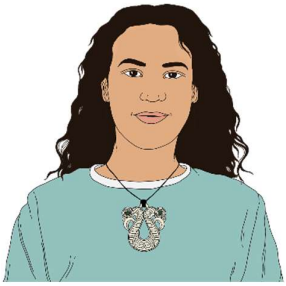
- Māori
- Samoan
- Tongan
- New Zealand European.

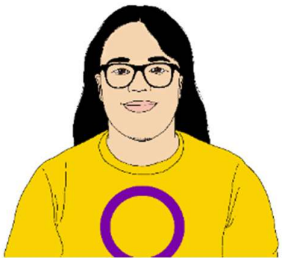
Gender is if you are:

- a man
- a woman
- another gender like nonbinary.

Here **diversity** means having lots of different people in a workplace like:

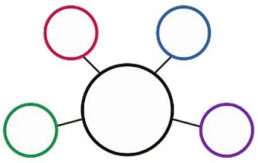
- Māori people
- Pasifika peoples
- disabled people
- **LGBTTQIA+** people.





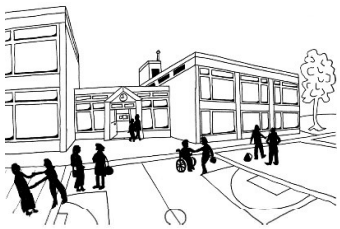
LGBTTQIA+ stands for people who are:

- lesbian
- gay
- bisexual
- transgender
- takatāpui
- queer
- intersex
- asexual
- + is for other people who fit in similar groups.



This summary of **Barriers to diversity in the Aotearoa tech sector** is in 5 parts.

The 5 parts are:



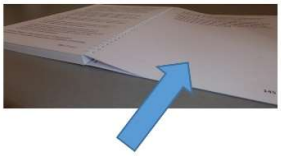
- Part 1: Introduction
- Part 2: Domestic
- Part 3: School
- Part 4: Tertiary education
- Part 5: Workforce.

1

This document is Part 1.

This part is an **introduction** to the **research** Toi Mai did.

Here **introduction** means giving you the first pieces of information about something.



You can read about the **research** Toi Mai did on **pages 15 to 18**.

You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

tinyurl.com/35mvwaw6

What is the tech sector like?

Working in the tech sector means you do jobs like:

- writing **software**
- making **hardware**

- using the internet like making websites
- **inventing** things.

Software is all the things that tell a computer how to run like:

- programs
- apps.

Hardware is things like:

- the pieces of a computer
- devices like:
  - smart phones
  - laptops
  - tablets.

Inventing means making something up.

The tech sector in Aotearoa New Zealand is:

- getting bigger
- worth lots of money.

This means there are lots of jobs that pay you good money to live on.

What is Toi Mai?

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Toi Mai is a **workforce development council**.

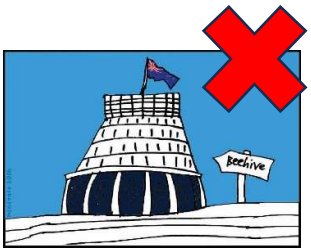
A **workforce development council** supports:

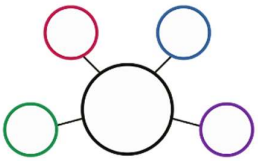
- the education system in Aotearoa New Zealand including:
  - **polytechnics**
  - **apprenticeships**
  - **private training establishments / PTEs**
- Māori businesses
- **iwi / tribe development**.

A **polytechnic** is a place where you can get training for different types of jobs.

Polytechnics are run by the Government.

An **apprenticeship** is a type of job where you learn skills for the job while you work.





Private training establishments are places where you can get different kinds of training that are:

- not run by the Government
- sometimes given money by the Government if:
  - they give a good education
  - they work using some Government rules
- sometimes run like a business to make money
- run in many different ways.

Iwi / tribe development means Māori find ways to do business that support everyone in their iwi / tribe.

Toi Mai supports people in different ways to:

- learn things
- get jobs.

The areas Toi Mai does this in are:

- technology
- creativity
- recreation.

You can find more about Toi Mai at this **website**:

www.toimai.nz

This website is not in Easy Read.

What did Toi Mai want to find out?

Toi Mai wanted to find out what the barriers are for some people to get:

- training in the tech sector
- work in the tech sector.

Toi Mai found things out by:

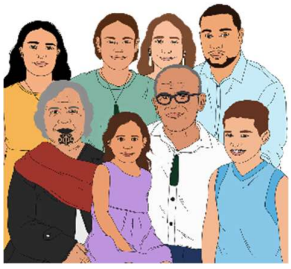
- reading things written about the tech sector
- talking to people in the tech industry
- talking to people who work for them.

The groups Toi Mai decided to look at for the report were:

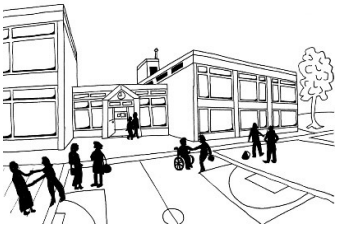
- tāngata whenua / Māori
- tagata Pasifika / Pasifika peoples
- disabled people.
- women including:
    - young women
    - girls
- LGBTTQIA+ people.

The 4 different areas Toi Mai looked at where the barriers happen were:

- domestic like:
  - home
  - communities
  - whānau / families



- school including:
  - primary school
  - high school



- tertiary education like:
  - polytechnics
  - universities

- finding work in the tech sector.

These areas are talked about in Parts 2 to 5.

You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

tinyurl.com/35mvwaw6

What other research is being done?

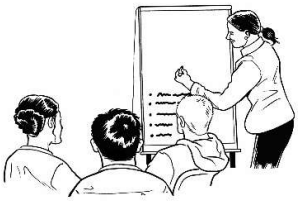
Toi Mai does not know much about what initiatives there are in the tech sector for:

- disabled people
- neurodivergent people.

Toi Mai does not know what employers in the tech sector do to support these people in their jobs.

Toi Mai thinks it is very important to do good research with:

- disabled people
- neurodivergent people.



Toi Mai will research what barriers these people have as:

- learners
- workers.

Toi Mai will also talk to people like:

- employers
- people in education like teachers.

This research will be put into a report which will come out in 2024.

The information will be used in:

- the Toi Whānui Workforce Development Plan made by Toi Mai

- **earn as you learn** initiatives.

Earn as you learn is a way you can learn new skills while you:

- work

  and

- get given money for doing that work.

Where to find more information

You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

tinyurl.com/35mvwaw6

You can read the full **Barriers to diversity in the Aotearoa tech sector** report at this **website**:

tinyurl.com/2amxkzrh

This website is not in Easy Read.

You can contact Toi Mai at their **website**:

www.toimai.nz/contact-us/

You can also contact Toi Mai:

- by **phone:**

  04 909 0316

- by **email**:

  info@toimai.nz

This information was written by Toi Mai Workforce Development Council.

It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.

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