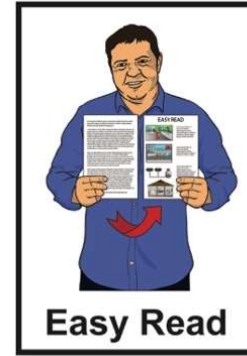
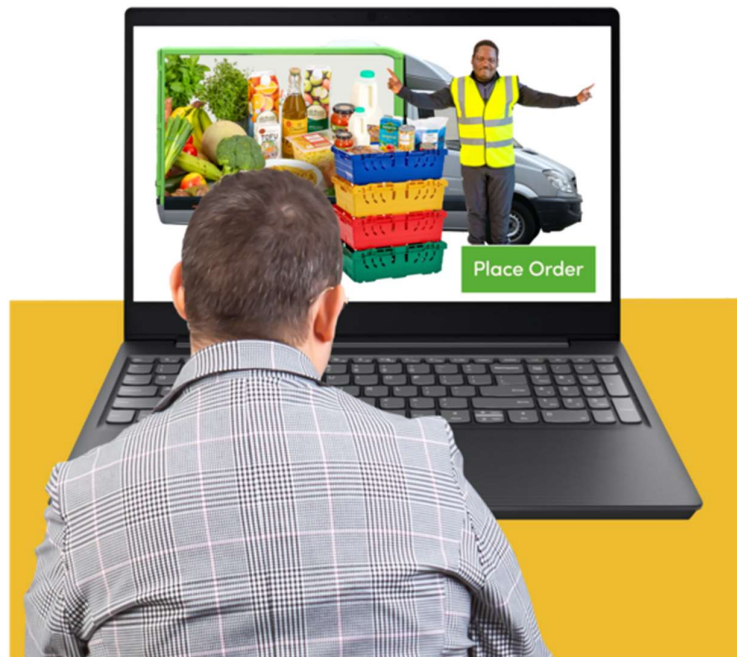




**TOI MAI**  
Workforce  
Development  
Council



# Barriers to diversity in the Aotearoa New Zealand tech sector – Part 2: Domestic



**Published: May 2024**

# What you will find in this document

Page number:



What is this document about?.....2



What did Toi Mai want to find out? .....9



What are the domestic barriers?..... 13



Initiatives and recommendations ..... 16

Domestic initiatives ..... 17



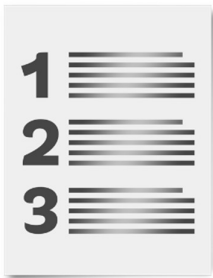
Domestic recommendations .....22

Where to find more information.....25

# What is this document about?



This Easy Read document is a **summary** of a report by **Toi Mai – Workforce Development Council** called **Barriers to diversity in the Aotearoa tech sector**.



A **summary**:

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



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:

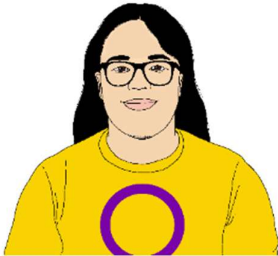
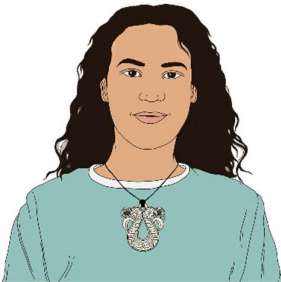
- a man
- a woman
- another gender like nonbinary.



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

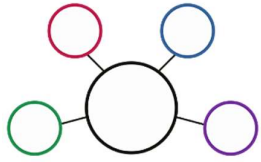
- Māori people
- Pasifika peoples
- disabled people
- **LGBTTQIA+** people.





**LGBTTQIA+** stands for people who are:

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

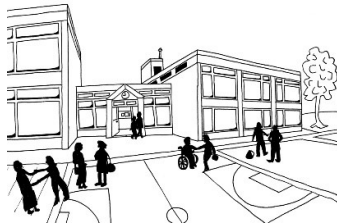


This summary of **Barriers to diversity in the Aotearoa tech sector** is in 5 parts.



The 5 parts are:

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



2

This document is Part 2.





This part is about the domestic:

- barriers
- initiatives
- recommendations.



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](https://tinyurl.com/35mvwaw6)**

## 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

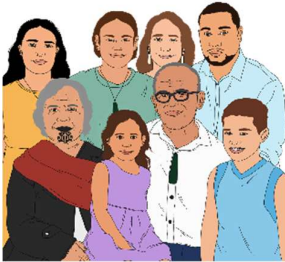


- LGBTTQIA+ people.

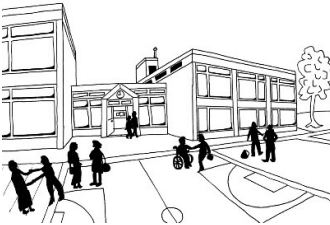
Toi Mai looked at 4 different areas where the barriers happen:



- 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**:

**www.**

# What are the domestic barriers?



Toi Mai looked at the barriers in the domestic area which stop people from getting into the tech sector.



Toi Mai found out the domestic barriers include:

- how much education people have like school
- people having to get low paid jobs to make ends meet
- how much money people get to live on.



Another domestic barrier is housing problems that make it hard for people to get:



- devices like computers
- the internet.

Toi Mai found out the people who face domestic barriers the most are:



- tāngata whenua / Māori
- tagata Pasifika / Pasifika peoples
- disabled people.



Toi Mai found out disabled people do not know how to use technology as much as people who are not disabled.



Toi Mai found out disabled people find it the hardest to get the internet.



Toi Mai found out disabled people may need more support to use technology including devices that are **accessible**.



**Accessible** means:

- disabled people can easily use technology
- technology is made in a way that everyone can use it.





# Initiatives and recommendations



Toi Mai has found **initiatives** in the domestic area that support people to get into the tech sector.



An **initiative** is a thing being done to make something better.



Toi Mai has made **recommendations** in the domestic area on how to support people to get into the tech sector.



A **recommendation** is a thing that would be good to do.

# Domestic initiatives



1.

The Rural Broadband Initiative is making sure people in **rural** areas:

- get better internet
- can learn things **remotely**
- can learn things about technology.



**Rural** means places away from cities where not many people live.



Learning **remotely** means learning using things like:

- video calls
- websites
- sharing documents on the internet.

## 2.



The Marae Digital Capability Programme gives grants to marae so they:



- have better access to the internet to get better:
  - health services
  - education services
  - social services like housing
- get better devices.



### 3.

The Digital Equity Coalition is working to make technology:

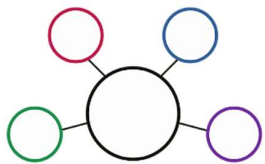


- easy to use
- available at good prices for everyone.

### 4.



The Digital Strategy for Aotearoa is a **strategy** being done across different parts of the Government.



A **strategy** is a type of plan to make something happen.

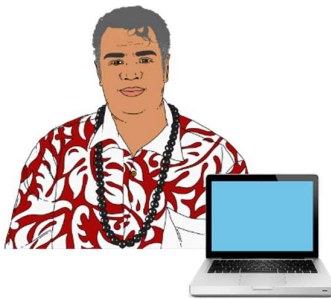


The Digital Strategy for Aotearoa will support lots of different people to use technology.



The Digital Strategy for Aotearoa is available in Easy Read at this **website:**

**[tinyurl.com/yc55phs6](https://tinyurl.com/yc55phs6)**



**5.**

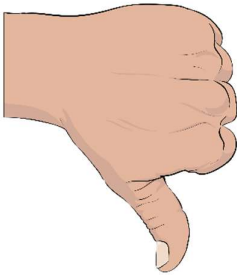
Fibre Fale is an organisation that is working to find ways for Pasifika peoples to work in technology.

# Domestic recommendations

1.



Toi Mai says the Chief Digital Officer could organise ways for the Government to work on **digital exclusion**.



**Digital exclusion** is when digital technology is:

- not accessible for everyone
- too hard to use.



Things that could be done include putting free internet in:

- community spaces
- community housing.

## 2.



Toi May says **local government** could look at digital exclusion in their communities.



**Local government** means councils who look after services in:

- towns
- cities.





Local government could put more technology in:

- libraries
- community centres
- marae.



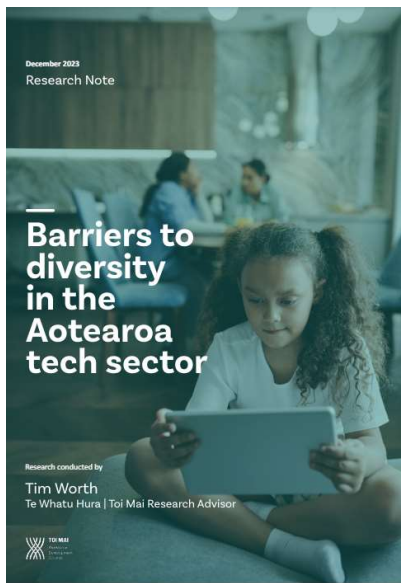
Local government could fund library staff who only work in tech support.

## 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](https://tinyurl.com/35mvwaw6)



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

[tinyurl.com/2amxkzrh](https://tinyurl.com/2amxkzrh)



This website is not in Easy Read.



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

**[www.toimai.nz/contact-us/](http://www.toimai.nz/contact-us/)**



You can also contact Toi Mai:

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**04 909 0316**

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This information was written by Toi Mai  
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It has been translated into Easy Read  
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