Conflict Theory

Sexism in the Canadian Tech Sector

[Student Name]

[School]

[Course/Number]

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[Instructor Name]

Conflict Theory and Sexism in Canada

The society provides definitions for various roles via gender boundaries. Thus, skill in

this roles is measured by the gender rather than the actual capability to perform the task (Adams,

2017). The technology sector in Canada is highly developed and boasts of innovation and

creativity that underlines the role played by skills in the sector. As a result, firms prioritize skills

and capabilities in science, technology, engineering and math during recruitment. Unfortunately,

the society associates these skills with the male gender (Adams, 2017). In the light of the

controversial Sexist Google engineer's letter, the beliefs on the ability of women to empathize

rather than systemize highlight the valuation of women in the tech sector. These views ascribe to

the fact that the letter suggests gender inequality in the tech sector should be attributed to

biological differences. These views can be traced in the Canadian tech sector even though

supporting data on the facts may be scarce.

The Conflict theory provides a framework for explaining social change by annotating that

the society constantly undergoes change driven by class conflict over limited resources. Thus,

the competition over scarce resources underlines social relationships between different social

groups. Advanced by the ideas of Wright Mills, the theory also alludes that social structures are

defined by the conflict of differing interests (Selwyn, 2017). The struggles for dominance

amongst these social structures in their competition for scarce resources earmarks the tenets of

the conflict theory. Sexism is a social defined element that underlines the belief that one gender

is superior to another in the quest for a, particularly limited resource. The culturally

predetermined way of thinking is manifested through actions and words that propose a relation

between dominant men and subordinate women. In the midst of this stereotyping, women strive

to free themselves from this oppressive condition to compete for resources fairly with men. This

reaction to oppression and rise conjures the aspect of the social conflict between the two social groups.

According to the conflict theory, social change is triggered by conflict for limited resources. Thus, this suggests that the sexism problem can be addressed by proponents who support women empowerment and education in the tech sector. Therefore, women empowerment in the tech sector counters stereotyping by impacting skills and abilities into women and aiming at changing the mindset of the society on the skills they possess. An in-depth analysis shows that there has been a cultural shift in the recent years with more women indulging training and education in areas that the society believes to be exceptionally for men. The cultural shift may be attributed to the numerous number of well-learned individuals in arts section making science, engineering and technology areas attractive for all. Thus, women and men seek education and training in the areas in equal measure and gain an understanding of the areas extensively to be competitive in the job market. However, despite the equal approach to training and education, skills are not used as a comparative tool between the two genders.

However, social change in the sector is driven by the conflict that exists on the abilities of women. In the Canadian case of sexism, the conflict has led to the creation of women groups such as TechGirls Canada. The group that serves Canadian women in science, technology, engineering, and math aims at fostering collaboration in designing solutions to address the barriers to diversity and equity in the technology sector (Fleenor, Alexander, & Chouchane, 2015). The group aims at countering oppression by campaigning for equal allocation of resources through campaigns such as 'change the ratio' which brings together feminist advocacy in the bid to create a space for women and a change in the mindset of individuals and corporations on the ability of women to skillfully perform their tasks (Ghamrawi, 2016). Such campaigns provide a

front for the conflict and also create awareness on the existence of sexism in the tech sector in

Canada thus waging a war against the menace thus triggering social change. The conflict theory

provides a framework to achieve social change in the minds of individuals and in the tech

workplace.

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