

The In/Authentic Experiences of Black Engineers

This project will use the information and technology industry as a case study for understanding the experiences of Black engineers in the workplace. The research questions guiding this project are as follows: (1) How do engineers view aspects of workplace culture affecting the extent to which they can be authentically themselves? and (2) How do engineers describe the manifestation of racist ideas in their workplace cultures? Narrative interviews will be conducted with a cross-section of engineers, attending to the intersectionality of race and gender. The interviews will be analyzed using a narrative approach framed by two theoretical frameworks: Wendy Faulkner's in/authenticity and Ibram X. Kendi's historical analysis of racist ideas in America.