



TECH 2020

CBC TECH 2020: Q & A

What is CBC TECH 2020?

CBC TECH 2020 is an initiative to bring together the best minds in the tech, non-profit, education and public sectors to increase African American inclusion at all levels of the technology industry.

The goal of the initiative is to achieve full representation of African Americans at every level of the industry by 2020.

Why 2020?

According to the Level Playing Field Institute, it is estimated that there will be 1.4 million new tech jobs by 2020, and 70% of those jobs will be unfulfilled at the rate U.S. universities are producing qualified graduates for these roles. African Americans are a largely untapped talent pool that can help close this gap.

Who will be involved in this effort?

The CBC seeks to engage all stakeholders —whether they represent a nonprofit, a company, a school or you're a Member of Congress—to help achieve this goal.

What are the key principles of the initiative?

T	Transparency	Increase transparency and accountability
E	Education & Training	Invest in STEM education and job training
C	Corporate Responsibility & Investment	Increase board diversity and target philanthropy to underserved communities
H	Hiring & Retention	Institute programs that focus on African American recruitment and retention

For more details, visit: <http://cbc-butterfield.house.gov/tech>.

What are the areas in the industry where you are looking to increase African American inclusion?

The CBC is looking to increase African American inclusion in all levels of the industry including: Boards of Directors, Executive Leadership, Workforce, Vendors, Suppliers, Contractors, Consultants, Philanthropy and Venture Capital Investments.

Why is the CBC involved in this effort?

For more than 44 years, the Congressional Black Caucus (CBC) has been on the frontlines of fighting for opportunity and equality in education, healthcare, housing, and many other areas. The CBC and the tech industry share a common goal: To transform our society by unlocking the human potential to develop solutions that will improve our lives and those of generations to come. America has yet to unlock the full potential of innovation because of the lack of African American representation in the technology industry. The CBC wants to help change this.

How can I get involved?

First, you can take the TECH 2020 Pledge on our website: <http://cbc-butterfield.house.gov/tech>. By completing this short form, you can share ways that you or your organization can support this effort.

Next, we invite you to partner with us to host job fairs in targeted CBC member districts to recruit people where they are. As we work to strengthen this pipeline for the future, there are many qualified African Americans with marketing, engineering, accounting, law, and computer science degrees ready to get to work right now in the technology sector.



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Corporate TECH 2020 Diversity & African American Inclusion Plan

CBC TECH 2020 is an initiative to bring together the best minds in the tech, non-profit, education and public sectors to increase African American inclusion at all levels of the technology industry. The goal of the initiative is to achieve full representation of African Americans at every level of the industry by 2020.

We are calling on tech companies to adopt a TECH 2020 Diversity and African American Inclusion Plan which includes:

1. Making African American inclusion a priority for the company's Board of Directors and executive leadership, and integrating its commitment to inclusion of underrepresented minorities in the company's values statement.
2. Setting clear, public goals to measurably increase the number of African Americans at all levels within the companies, with external contractors, and with its affiliated venture capital investment.

These goals should also include short-term solutions to increase African American representation in non-engineering or tech roles such as communications, legal, and accounting.

Companies should report annually about their progress toward achieving these goals and disclose EEO-1 data.

3. Providing significant financial and human capital resources to achieve these goals.
4. Sharing best practices to ensure broad success and long term viability of the tech sector.
5. Increasing the use of African American-owned vendors and requiring majority-owned vendors to meet specific diversity goals.

We are also seeking to work with companies on legislation to invest in education, job training, and expanding Internet access.

But as we work to strengthen this pipeline for the future, there are many qualified African Americans with marketing, engineering, accounting, law, and computer science degrees ready to get to work right now in the technology sector. So, in addition to taking the TECH 2020 Pledge, we invite you to partner with us to host job fairs in targeted CBC member districts to recruit people where they are.

We recognize that some companies have made progress in many of these areas, but we also know many others have a long way to go. We are confident that if the industry uses the same entrepreneurial spirit it used to make America the leader in innovation, tech companies can certainly implement innovative approaches to African American inclusion.

Companies can take the TECH 2020 pledge and share how they can help us reach our goal at: <http://cbc-butterfield.house.gov/tech>.



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Non-Profit TECH 2020 Diversity & African American Inclusion Plan

CBC TECH 2020 is an initiative to bring together the best minds in the tech, non-profit, education and public sectors to increase African American inclusion at all levels of the technology industry. The goal of the initiative is to achieve full representation of African Americans at every level of the industry by 2020.

We call on tech focused non-profits to adopt a TECH 2020 Diversity and African American Inclusion Plan that will:

1. Evaluate specific programs that seek to increase African Americans in the technology sector to determine which programs are most effective.
2. Identify challenges that are unique to the African American community that may be stifling their inclusion in the tech sector and identify specific strategies to remove these obstacles.
3. Collaborate with nonprofits and the private sector to scale their efforts to increase African American inclusion and develop best practices for increasing African American representation.
4. Train future leaders of the technology sector and build the talent pipeline by providing training, scholarships, and internship opportunities.

Additionally, educational institutions must join in these efforts and work with the private sector to develop curriculum that will close the skills gap and ensure our students are competitive for tech and non-tech jobs in these companies.

Non-profits and educational institutions can take the TECH 2020 Pledge and share how they can help us reach our goal at: <http://cbc-butterfield.house.gov/tech>.