

2018 & 2019 REVIEW

Increasing America's Global Competitiveness by Advocating for African American Inclusion at all levels of the Technology Industry.



PERSPECTIVE:

For more than 44 years, the Congressional Black Caucus (CBC) has been on the frontlines of fighting for opportunity and equality. With the start of the 114th Congress, the CBC has developed an agenda centered on building an America that works for us all. Among our top priorities is ensuring corporate workforce diversity with a specific focus on increasing African American inclusion at all levels of the technology sector. 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 reach its full potential to innovate. The lack of African American representation in tech means that many of our best and brightest – problem solvers, critical thinkers, and those that challenge conventional thinking – are not included. America’s global competitiveness suffers as a result. The CBC is committed to changing the status quo and ensuring full African American representation in the technology sector. In May 2015, the Congressional Black Caucus, through its Diversity Taskforce, launched **TECH2020** to bring together the best minds in the tech, non-profit, education, and public sectors to chart a path forward to increase African American inclusion at all levels of the technology industry. Among guests present for the launch was Reverend Jesse Jackson, Founder and President of the Rainbow PUSH Coalition, which helped lead the way in pushing for greater data transparency and full representation of African Americans at Silicon Valley companies, and elsewhere. This review highlights the work of the initiative over the past year and includes our key principles, focus areas, findings from several meetings with key stakeholders from across the country, and highlights of companies who have taken the pledge as well as specific policy recommendations from CBC Members.

CBC DIVERSITY TASKFORCE MEMBERS



Rep. Barbara Lee (CA-13)
Co-Chair



Rep. G. K. Butterfield (NC-01)
Co-Chair



Rep. Maxine Waters (CA-43)



Rep. Sanford Bishop (GA-02)



Rep. Eddie B. Johnson (TX-30)



Rep. Bennie Thompson (MS-02)



Rep. Sheila Jackson Lee (TX-18)



Rep. Emanuel Cleaver, II (MO-05)



Rep. Terri Sewell (AL-07)



Rep. Joyce Beatty (OH-03)



Rep. Hakeem Jeffries (NY-08)



Rep. Dwight Evans (PA-02)

SNAPSHOT: TECH2020

CBC **TECH2020** is an initiative to bring together the best minds in the tech, nonprofit, education, and public sectors to increase African American inclusion at all levels of the technology industry.

The Goal:

Achieve full representation of African Americans at every level of the tech industry by 2020.

Why 2020?

The **Level Playing Field Institute** estimates that there will be 1.4 million new tech jobs by 2020, and 70 percent of those jobs will be unfilled at the current rate U.S. colleges and universities are producing qualified graduates for these specialized roles. African Americans are a largely untapped talent pool that can help close this gap.

Key Principles:



Focus Areas:



2018-2019 Highlights*

Events

Dates	Event Name	Location
2018		
April 29 – May 2	Silicon Valley Congressional Delegation Trip	San Francisco, CA
June 21	TECH2020 Apple Coding Event	Washington, DC
July 2	Facebook Live Interview with the CEO/Founder of Spokehub	Durham, NC
August 14	Make More Money – There’s an App for That	Durham, NC
2019		
March 28	Privacy & Tech Panel	Washington, DC
May 29 – 31	Rainbow Push Tech2020	San Francisco, CA
July 9	Artificial Intelligence Panel	Washington, DC
July 16	Seventh Annual Science, Technology, Engineering, the Arts, and Mathematics (STEAM) Fair and Reception	Washington, DC
July 25	HBCU TECH Summit	Washington, DC
July 24 – 17	National Urban League Annual Conference	Indianapolis, IN
August 15 –16	Executive Leadership Council Black Economic Forum	Martha’s Vineyard, MA
November 7-10	AfroTech	Oakland, CA
December 3-7	National Black Caucus of State Legislators	Fort Lauderdale, FL

Meetings

TECH2020 and various members of the CBC met with different stakeholders of a variety of companies to discuss several topics including, but not limited to: facial recognition, diversity and inclusion, STEM/STEAM education, and artificial intelligence.



* Please note the Events, Meetings, Letters and Legislation highlighted above is not a comprehensive list for the 2018 – 2019 year in review.

Letters

Dates	Recipient	Content
December 21, 2018	Facebook	Concerns regarding Senate Intelligence report surrounding Russian use of Facebook to influence the 2016 U.S. election.
April 16, 2019	Sirius XM	
June 21, 2019	Alphabet, Inc., Amazon.com, Inc., Apple, Inc., Cisco Systems, Inc., Dell, Facebook, HP, Inc., IBM Corp, Intel Corporation, Microsoft Corporation	Questioning of the diversity efforts within each companies' legal department.
October 24, 2019	Facebook	Civil Rights Audit and Facebook's Civil Rights Task Force

Legislation

Bill #	Bill Name	Sponsor
H.R. 1591 S.1299	21st Century STEM for Girls and Underrepresented Minorities Act	Rep. Beatty, Joyce (OH-3) Sen. Harris, Kamala (CA)
H.R. 3173	Promoting STEM in JROTC Act of 2019	Rep. Brown, Anthony G. (MD-4)
H.R. 1586	BRIDGE Act of 2019	Rep. Butterfield, G. K. (NC-01)
H.R. 3957	Expanding Broadcast Ownership Opportunities Act of 2019	Rep. Butterfield, G. K. (NC-01)
H.R. 5564	Enhancing Broadcaster DIVERSITY Data Act	Rep. Clarke, Yvette D. (NY-09)
H.R. 4642	Community Broadband Mapping Act	Rep. Delgado, Antonio (NY-19)
H. Res. 549	Reaffirming the commitment to media diversity and pledging to work with media entities and diverse stakeholders to develop common ground solutions to eliminate barriers to media diversity.	Rep. Demings, Val Butler (FL-10)
H.R. 2528	STEM Opportunities Act of 2019	Rep. Johnson, Eddie Bernice (TX-30)
H. R. 1668	IoT Cybersecurity Improvement Act of 2019	Rep. Kelly, Robin L. (IL-02)
H. R. 1485	Computer Science for All Act of 2019	Rep. Lee, Barbara (CA-13)
H. Res. 169	Expressing the sense of the House of Representatives regarding the need for increased diversity and inclusion in the tech sector, and increased access to opportunity in science, technology, engineering, arts, and mathematics (STEAM) education.	Rep. Lee, Barbara (CA-13)
H.R. 5748	Jobs, On-the-Job "Earn-While-You-Learn" Training, and Apprenticeships for Young African-Americans Act	Rep. Scott, David (GA-13)
H.R. 5486	Broadband Internet for Small Ports Act	Rep. Plaskett, Stacey E. (VI-At Large)

TECH2020 Through the Lens



Make More Money – There's an App for That



HBCU TECH Summit



Privacy & Tech Panel



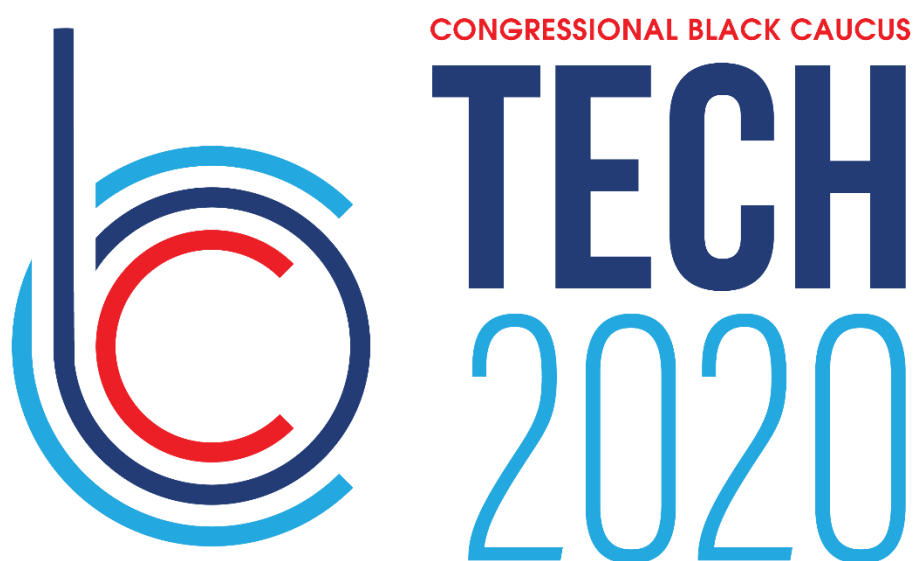
Artificial Intelligence Panel



2018 Congressional Delegation to Silicon Valley

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#TECHDIVERSITY

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