

TECH2020

CONGRESSIONAL BLACK CAUCUS



5-YEAR REPORT 2020

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



PERSPECTIVE

For nearly 50 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 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 report highlights the work of the initiative over the past five years and includes our key principles, focus areas, findings from several key stakeholders, as well as specific recommendations from the co-chairs of the Diversity Taskforce to continue addressing the lack of diversity in the technology sector.



TECH2020 launch event. May 2015.

Left to Right: Olivia Zama, Ben Jealous, Rep. G. K. Butterfield, Rep. Barbara Lee, Rev. Jesse Jackson, Rep. Emanuel Cleaver.

DIVERSITY TASK FORCE

"Enriching Institutions by Diversifying"



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)

CONGRESSIONAL BLACK CAUCUS

Since 1971, the Congressional Black Caucus has grown in membership and representation to reflect the make up of the diversity of our country.



Below is a demographic breakdown of the CBC:

116th CONGRESS

*At the start of the Congress

of Members

55

of Members who chair
House Committees

5

of Members who chair
House Subcommittees

21



CBC Founders. 1971.



CBC Members at the start of the 116th Congress. 2019.

OVERVIEW: TECH2020

TECH2020 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: Achieve full representation of African Americans at every level of the tech industry by 2020.

Why 2020? The **Level Playing Field Institute** estimated that there would 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

- T** Transparency
- E** Education & Training
- C** Corporate Responsibility & Investment
- H** Hiring & Retention

AREAS OF FOCUS



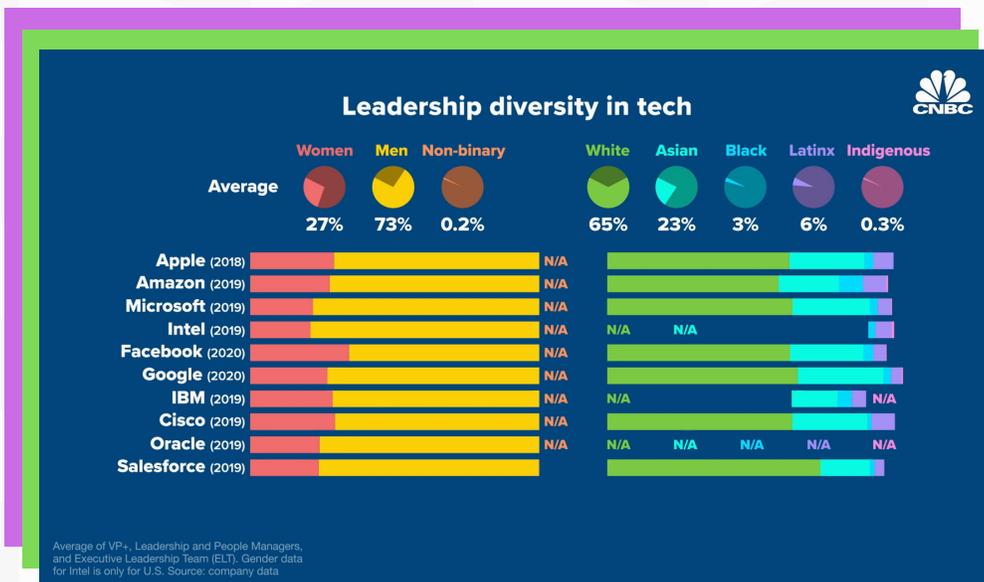
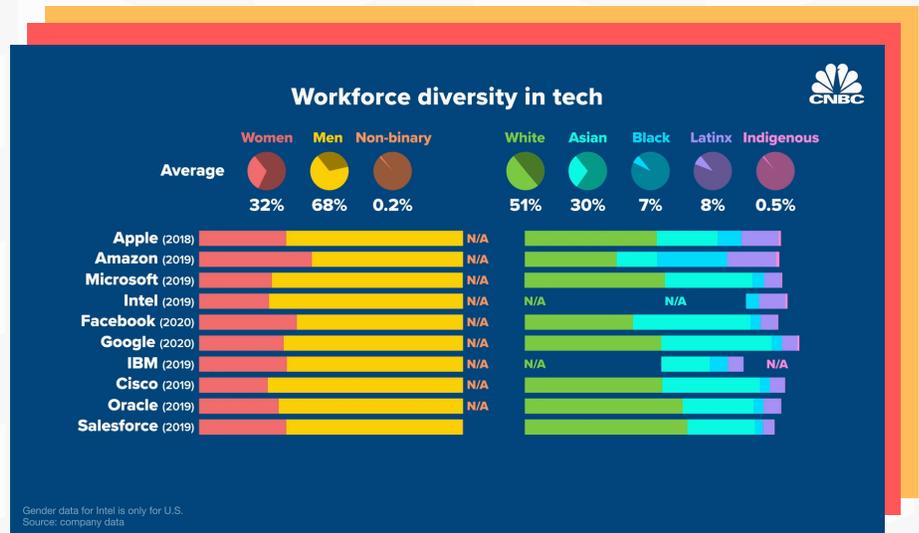
FAST FACTS

According to the Bureau of Labor Statistics (BLS), there were nearly 8.6 million STEM jobs in May 2015. Between May 2015 and May 2019 the market added over 800,000 STEM Jobs and is projected to add 1.2 million STEM Jobs by 2028.

Of those jobs available through 2015 and 2019, about 2 million went unfilled, while minorities (Black, Latinx, Native American) only represented about 14% of the workforce in total. Black representation in the latest statistics sits at about 5.6%, an 0.8% increase between May 2015 and May 2017. (National Science Foundation, 2020)

A CNBC article reported

the diversity numbers of the U.S.'s top 10 major tech companies: Apple, Amazon, Microsoft, Intel, Facebook, Google, IBM, Cisco, Oracle, and Salesforce.



In comparison, to current U.S. population statistics from the U.S. Census, people of Black, Latinx, and Indigenous backgrounds, on average, fall significantly behind than their Asian counterparts in representation in both workforce and leadership roles

BIGTECH⁶



BLACK REPRESENTATION IN THE WORKFORCE

	2020	2019	2018	2017	2016	2015
Facebook	3.9%	3.8%	3.5%	3.0%	2.0%	2.0%
Apple	-	-	6.0%	7.0%	8.0%	7.0%
Amazon	-	25.6%*	**	**	**	**
Microsoft	-	4.5%	4.1%	3.9%	3.6%	**
Google	3.7%	3.3%	2.5%	2.4%	2.3%	2.0%

BLACK REPRESENTATION IN THE LEADERSHIP

	2020	2019	2018	2017	2016	2015
Facebook	3.4%	3.1%	2.4%	3.0%	3.0%	2.0%
Apple	-	-	3.0%	3.0%	3.0%	3.0%
Amazon	**	**	**	**	**	**
Microsoft	-	2.7%	2.4%	2.4%	2.1%	**
Google	2.6%	2.6%	2.0%	1.5%	1.6%	1.7%

Source: Company data

*Workforce data includes fulfillment centers.

** Report not available.

NON-PROFIT & EDUCATION TECH2020 DIVERSITY & AFRICAN AMERICAN INCLUSION SOLUTIONS

We call on tech-focused non-profits to adopt a TECH2020 Diversity and African American Inclusion Plan that will:

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.

Evaluate

specific programs that seek to increase the number of African Americans in the technology sector to determine which programs are most effective.

Collaborate

with HBCUs and PBIs, as well as the private sector to scale their efforts to increase African American inclusion and develop best practices for increasing African American representation in the industry.

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 curricula that will close the skills gap and ensure our students are competitive for tech and non-tech jobs in these companies.

AFRICAN AMERICAN INCLUSION PLANS

The CBC understands that each organization requires a unique approach to increasing African American inclusion. With this in mind, we will continue to work with companies and organizations to adopt an African American Inclusion Plan that would outline specific, measurable steps that the company would take to increase recruitment and retention of African Americans in the industry.

CORPORATE TECH2020 DIVERSITY & AFRICAN AMERICAN INCLUSION SOLUTIONS

We call upon tech companies to adopt a TECH2020 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 and mission statement.

--Investment from the Top: CEO's must commit to making African American inclusion a priority if companies are going to make serious advancements in diversity.

2

Setting clear, public goals to **measurably increase** the number of African Americans at all levels within the organization with external contractors and including its affiliated venture capital investment.

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.

TECH2020 POLICY SOLUTIONS

Congress is integral in efforts to support African American students as they prepare to enter the tech workforce. As such, the CBC encourages Members to support legislation that:

EMPOWERS

teachers, improves curricula, and funds research into educational technology.

OFFERS

fair incentives designed to encourage students to pursue STEM degrees.

PROMOTES

consistent and substantial science testing standards.

GRANTS

for after school, weekend, and summer STEM.

Since the 114th Congress, the CBC introduced several pieces of legislation that support the work of TECH2020 and the Diversity Task Force.



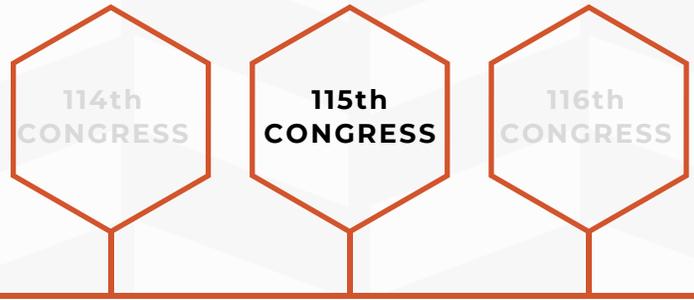
114th Congress

from
2015
to
2016

- H.Con.Res. 134** Increased diversity and inclusion in the tech sector, and increased access to STEAM education
- H.Amdt. 245** Amends H.R. 1806 – America COMPETES Reauthorization Act of 2015
- H.R. 2773** 21st Century STEM for Girls and Underrepresented Minorities Act
- H.R. 3182** Planetary Leadership Utilizing Teaching and Observations (PLUTO) Act
- H.R. 3790** Diversity in Science Technology and Nurturing Capable Educators (DISTANCE) Act
- H.R. 3949** Veterans' STEM Education Program
- H.R. 6064** Partnerships for the Future Act of 2016
- H.R. 6095** Computer Science for All Act of 2016
- H.R. 6224** Enhancing Minority and Women Representation in NIH Medical Research Act of 2016

Details can be found on Congress.gov

TECH2020 POLICY SOLUTIONS



from
2017
to
2018

115th Congress

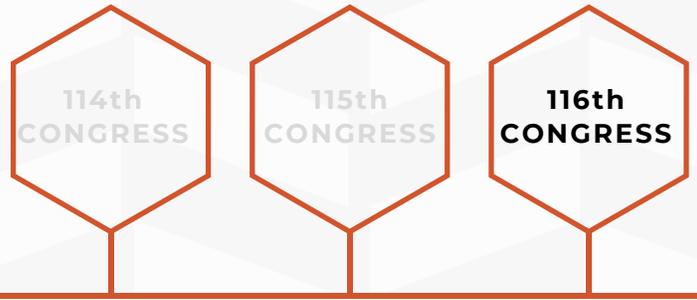
- H.Con.Res. 29** Expressing the sense of Congress regarding the need for increased diversity and inclusion in the tech sector, and increased opportunity in STEAM education.
- H.R. 485** Ensuring Diverse Leadership Act of 2017
- H.Res. 888** Reaffirming support for increased media diversity, expressing support for the recognition of the month of May as "Media Diversity Month", and encouraging appreciation, awareness, and support for small, independent, diverse, and local media entities.
- H.R. 970** Improving Corporate Governance Through Diversity Act of 2017
- H.R. 1883** Expanding Broadcast Ownership Opportunities Act of 2017
- H.R. 2486** Equity and Inclusion Enforcement Act
- H.R. 2653** STEM Opportunities Act of 2017
- S. 2829** Ensuring Diverse Leadership Act of 2018
- H.R. 3119** 21st Century STEM for Girls and Underrepresented Minorities Act
- H.R. 6722** Strength in Diversity Act of 2018
- H.R. 7092** Minority Women in STEM Inclusion Act
- H.R. 7307** Ronald V. Dellums Memorial Fellowship for Women of Color in STEAM and National Security Act

"...when it comes to being prepared for the 21st century economy, our young people, especially girls and young people of color, need Congress to invest in their futures. Seventy percent of the 1.4 million new tech jobs that will be created by 2020 will go unfilled. We must invest in our young people NOW, before it's too late. I am proud to lead my colleagues in introducing this important legislation to help ensure that all students learn the computer science skills necessary for tech jobs of today and tomorrow."

- Congresswoman Barbara Lee
Co-Chair, Diversity Task Force

Details can be found on [Congress.gov](https://www.congress.gov)

TECH2020 POLICY SOLUTIONS



116th Congress

from
2019
to
2020

H.R. 281 S. 65	Ensuring Diverse Leadership Act of 2019
H.R. 1018	Improving Corporate Governance Through Diversity Act of 2019
H.R. 1586	BRIDGE Act of 2019
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.
H.R. 2528	STEM Opportunities Act of 2019
H.R. 2639	Strength in Diversity Act of 2019
H.R. 2613	Advancing Innovation to Assist Law Enforcement Act
H.R. 3957	Expanding Broadcast Ownership Opportunities Act of 2019
H.R. 4372	MSI STEM Achievement Act
H.R. 5084	Improving Corporate Governance Through Diversity Act of 2019
H.R. 5564	Enhancing Broadcaster DIVERSITY Data Act
H.R. 5922	Ronald V. Dellums Memorial Fellowship for Women of Color in STEAM and National Security Act
H.R. 7156	SERVICE Act
H.R. 7302	Accessible, Affordable Internet for All Act

"...these young scientists and engineers teach us something beyond the specific topics that they're exploring. They teach us how to question assumptions; to wonder why something is the way it is, and how we can make it better."

-President Barack Obama
44th President of the United States

Details can be found on [Congress.gov](https://www.congress.gov)

BEYOND 2020

Building a Robust Pipeline...

Educating the next generation of innovators must be a national priority. According to the U.S. Census Bureau, millennials and 'Generation Z' are more diverse than previous generations, with at least 44% belonging to a minority race or ethnic group. Studies conducted by the Pew Research Center concluded that millennials and 'Generation Z' are also more connected to technology than previous generations. In those same studies, 'Gen Z' is projected to become the best-educated generation

While African Americans were 15 percent of the U.S. workforce in 2018, they were only 5.6% of science and engineering occupations. These facts reaffirm the need to strengthen pathways that cultivate interest and support for youth in STEM careers—particularly African American youth.

But the "pipeline" is not enough...

An inclusive culture both at tech companies and in Silicon Valley is extremely important. The CBC will continue to fight for increased access to STEM opportunities for African Americans while also encouraging companies to address the issue with the upmost urgency.

Over the past five years, TECH2020 has created dialogue in the spaces of artificial intelligence, privacy, legal counseling, hiring and recruitment, small business, entrepreneurship, STEAM education, and civil rights through a number of letters, panels, and events to highlight the inequities and foster discussions to reach solutions. Much has improved since 2015, but the growth of representation in tech companies remains slow especially among African Americans.

The principles of TECH2020 will continue to remain as the driving force of the initiative for many years to come focusing on the five (5) key areas that contribute to African American inclusion in the tech industry that creates a fair and inclusive environment that not only brings African American talent, but also encourages them to stay.

BEYOND 2020

Ready, Willing, and Able...

It is clear that there are African American tech professionals who are ready, willing, and able to work for tech companies, serve on boards of directors, and be appointed to executive leadership roles. Focusing too intently on the talent pipeline has been used by some companies to kick the can down the road.

Instead, these companies should develop innovative approaches to including African Americans in their hiring and retention practices. The tech industry will not have true diversity until every company has a CEO committed to diversity and a company culture that appreciates the critical contributions African Americans add to the company's bottom line and to its vision of changing the world.

With the country facing a world-wide pandemic forcing many to live an adjusted personal and professional lifestyle and the onset of calls for racial justice and addressing systemic racism, companies must be held accountable and add more urgency to the agency.

Our work will continue...

After five years, we have received praise and support from leaders in the tech industry on this issue. TECH2020 is helping to change the landscape on these issues by continuing to cultivate African American tech talent, organizing events to convene broader groups of stakeholders, and highlighting innovative tech companies that are setting clear goals, taking risks and producing results.

The CBC will remain committed to our priorities: To transform our society by unlocking the human potential to develop solutions that will improve our lives and those of generations to come.

Our Work Continues...

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