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2018

Driving Systemic Investments in Equity, Talent, & Tech



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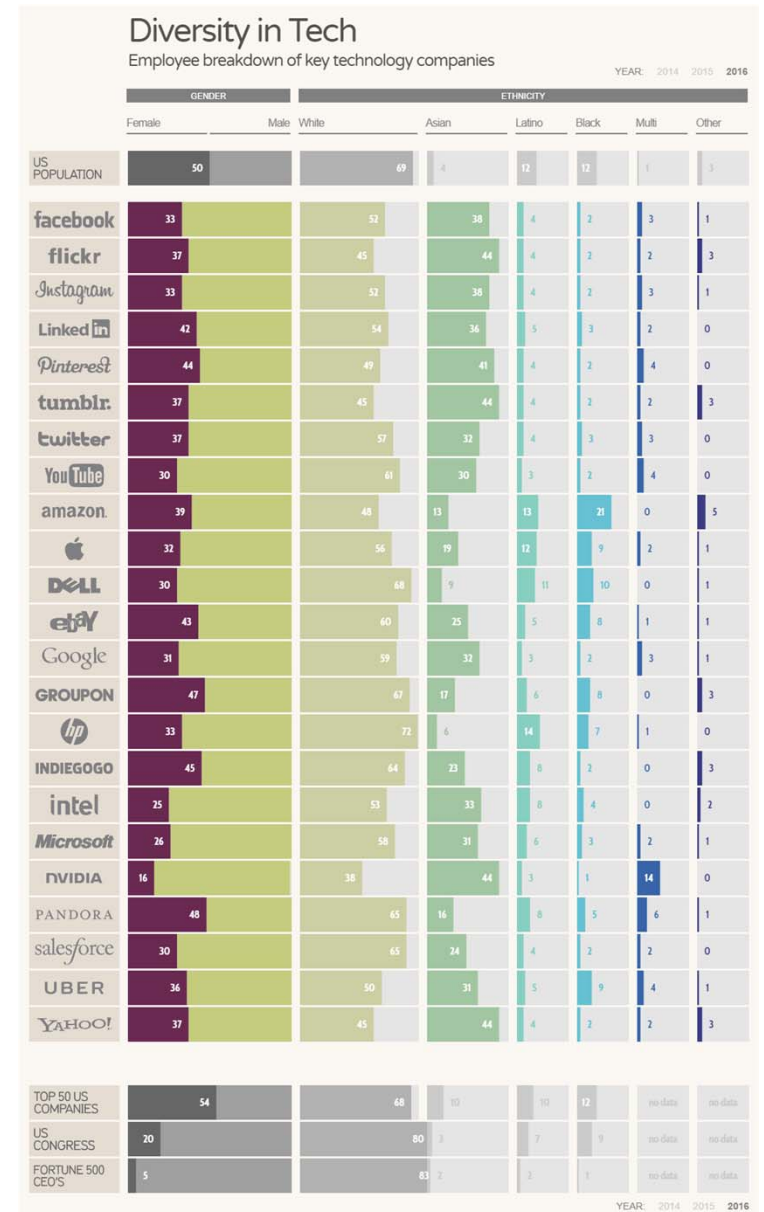
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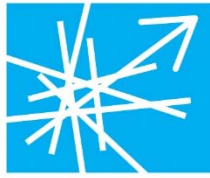
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Tech diversity challenge in a nutshell....

- STEM workforce demand is continuously growing
- Social pressure for diversity is acute
- Demographics of the country are changing dramatically
- U.S. education systematically fails students of color and poor students of all kinds

[information is beautiful](#)





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The postsecondary system mimics the racial inequality it inherits from the K-12 education system, then magnifies and projects that inequality into the labor market and society at large.

[center for education and the workforce, georgetown university](https://www.cecp.org/)



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programmatic exposure for
short-term gain

Equity v equality: what is the business case?

structural disruption for
long-term
transformation



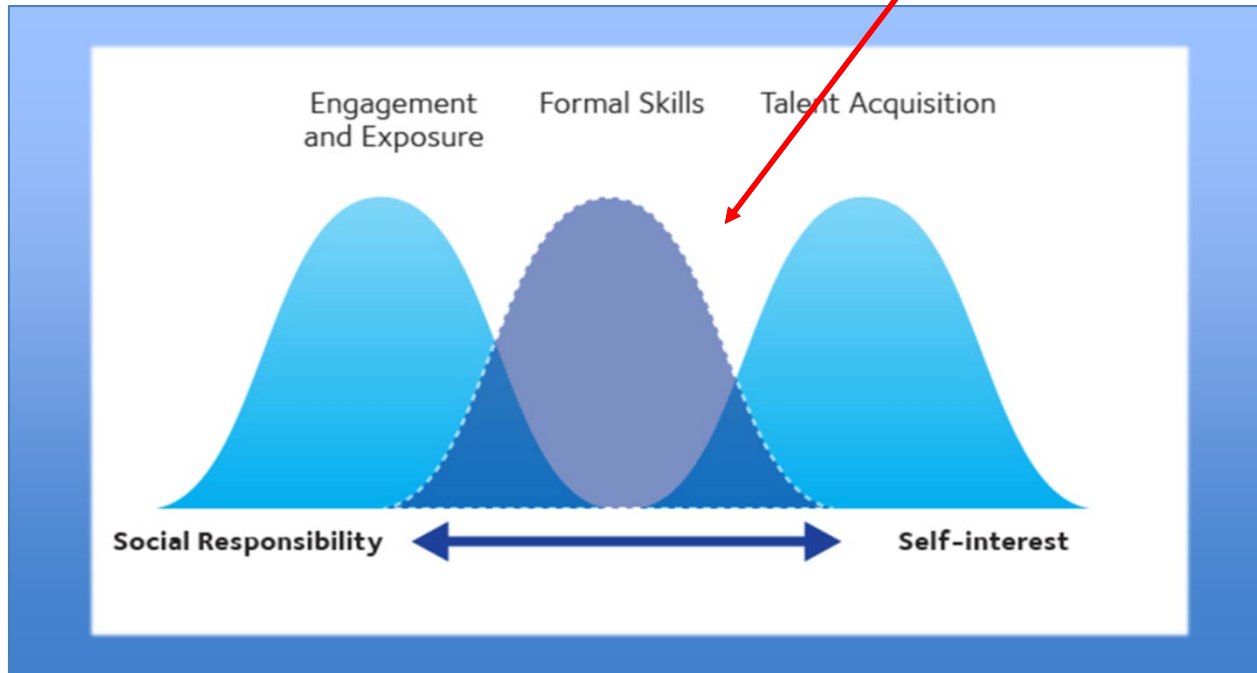
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the equity challenge

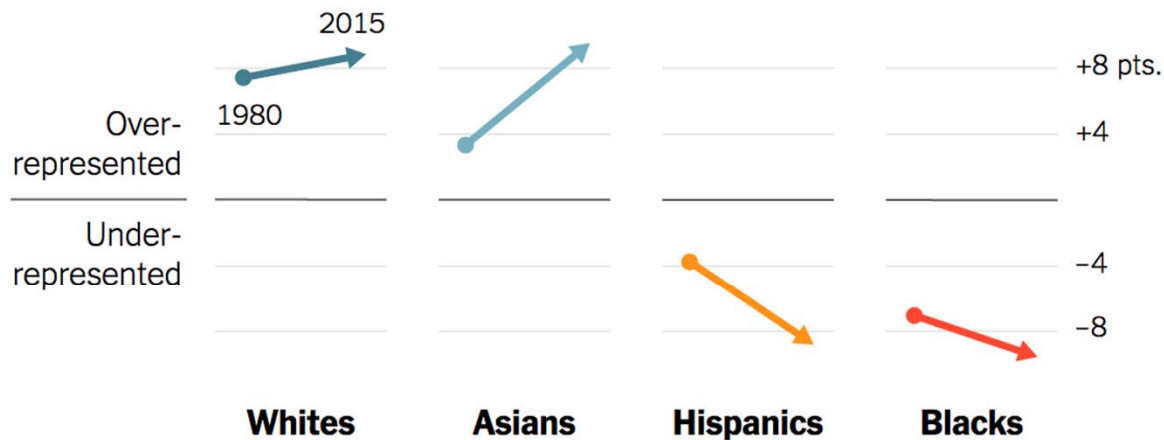


Current landscape



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How much more or less each group is represented among freshmen at top colleges relative to the U.S. population

The projection into higher education

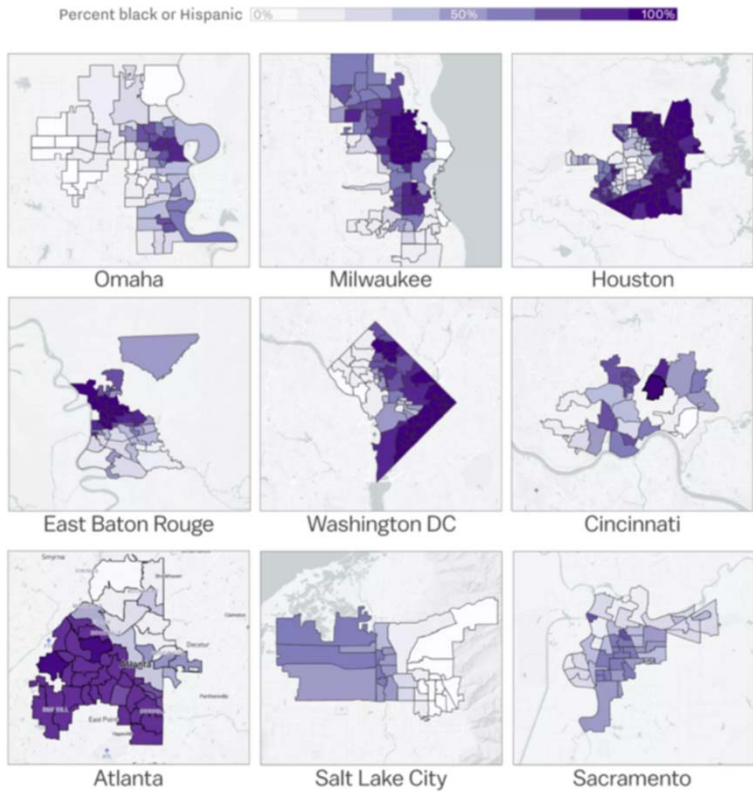
[underrepresentation at top colleges, ny times](#)



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Demographics of school attendance zones



Data from research by Tomas E. Monarrez, a economics PhD candidate at the University of California, Berkeley

[school segregation, vox](https://www.vox.com/2017/10/12/16411144/school-segregation)

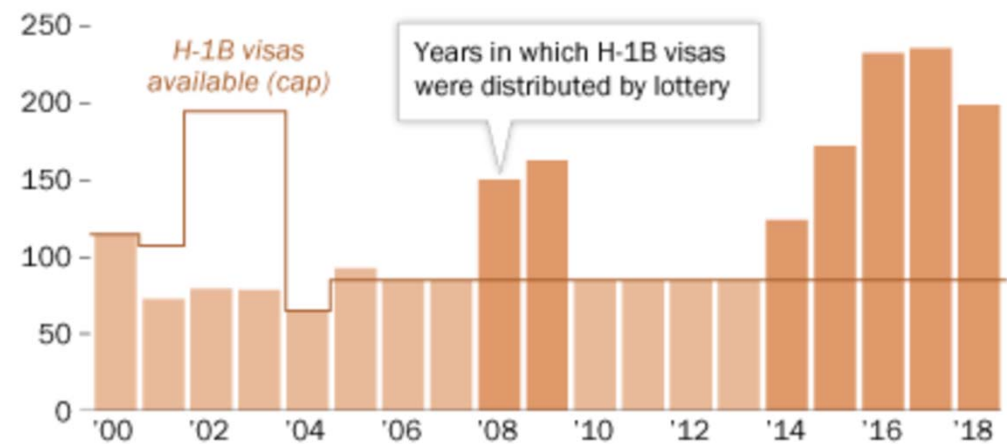
Segregation
by race in
school is a
fact of
modern
American life



...enter the urgency of workforce demand.

H-1B visa applications have exceeded supply for the past five years

Number of capped H-1B applications, by fiscal year, in thousands



[pew research center](https://www.pewresearchcenter.org)



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The View of the Accelerate Community



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- Clearly identify **where on the spectrum** the company's engagement efforts are located. Be intentional about where they are positioned. This determines the appropriate measures of success.
- Be clear about the **identification of the problem** the engagement effort is designed to solve.
- The **internal business case** for this work must be interwoven into a broader context. Understand the ecosystem in which engagement and exposure programs take place.
- Align corporate responsibility and **talent acquisition** within companies to balance the short- and long-term needs.
- **Partner with organizations** involved with specific aspects of the landscape that are beyond the scope and expertise of company programs. Nonprofit organizations that serve at the interface of formal and informal learning are critical; higher education institutions are essential partners for innovation in talent acquisition. Therefore, making those connections can in and of itself be a measure of impact.
- Be clear that equal opportunities are only meaningful when they reside in **equitable institutions**.



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