

# Systemic Investments in Equity, Talent, and Tech

## Six Steps to a Collective Approach



### Overview

Achieving equity in the technology sector is intertwined with social challenges deeply embedded in American society. Solving the problem, therefore, cannot be achieved by any individual entity. For companies interested in addressing this problem, a collective approach is the most promising way forward, particularly through frameworks such as [collective impact](#) and [network improvement communities](#).

CECP's work with companies demonstrates the extent of the challenges that companies face. We found that being direct about the nature of the problem is critical, as well as being clear about which problem corporate social impact programs are designed to solve. Funders of all kind also need to pause and take stock of the societal inequity at the heart of the problem. In the process, the distinction between equity and equality emerges as an important guiding principle for engagement in this space. The Systemic Investments in Equity, Talent, and Tech Accelerate Community has provided a platform for rethinking the opportunities to improve existing efforts in the context of an equity framework.

### Six Steps

While no silver bullet exists for this complex issue, an approach centered on equity yields actionable steps:

1	Determine where on the spectrum the company's STEM engagement efforts are located. Be intentional about where they are positioned. This determines the appropriate measures of success.
2	Be clear and concise about the problem the engagement effort is designed to solve.
3	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.
4	Align corporate responsibility and talent acquisition departments within companies to balance the short- and long-term needs.
5	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.
6	Be clear that equal opportunities are only meaningful when they reside in equitable institutions.

This is a long-term commitment. The confluence of social, demographic, and technical challenges in the country and within companies are unique to the 21st century. Only through a collective approach can we arrive at an equitable solution.

*\*This is an updated excerpt from the Systemic Investments in Equity, Talent, and Tech white paper, which can be downloaded here: <https://cecp.co/cecp-accelerate-community-systemic-investments-in-equity-talent-and-tech/>*