



OAKLAND SUMMIT on BLACKS in TECH 2015

OVERVIEW

The first Oakland Summit on Blacks in Tech was held on May 2, 2015 at Impact Hub Oakland. It was conceived by Cedric Brown of the Kapor Center for Social Impact, and co-organized by Darrell Jones III of Clef, an Oakland-based tech startup. The aim of the Summit was to convene local African American community members to utilize their collective brainpower to develop recommendations for two questions:

- **How do we grow and sustain a robust black presence in Oakland's info tech industry?**
- **How do we ensure that African Americans in the tech community can remain in Oakland?**

The resulting recommendations, a "blueprint for action," are a crowdsourced resource for anyone concerned about ensuring black representation and participation in the growing tech industry. Everyone in the community has a stake in bringing these recommendations into reality, and anyone can take action on any singular recommendation.

The organizers largely conducted outreach for the Summit through a network of sponsors, identified for their existing connections and work in the tech ecosystem or their ongoing involvement in Oakland community/economic development.

Nearly 100 stakeholders participated throughout the course of the day; the attendees consisted of tech entrepreneurs, educators, economic development advocates, and communications/media professionals. Over 90% of the attendees were Oakland residents.



RECOMMENDATIONS

These recommendations were whittled down from multiple suggestions and ideas (and have been mildly edited for consistency and flow).

How do we grow and sustain a robust black presence in Oakland's info tech industry?

Adopt a focus on two growing areas of tech: cybersecurity and social good entrepreneurship.

Appoint a Chief Tech Officer of Oakland, charged with maximizing opportunities in the tech pipeline.

Eliminate the digital divide by providing widespread wireless and inexpensive broadband access throughout the city.

Develop and maintain a strategic integration council that brings together and coordinates efforts between k-12, higher ed, and industry, aligning the resources and pipeline with the two key focus areas.

Devise and maintain a central site for publishing jobs, resumes, and talent through an online platform. Secure partnerships with tech companies to draw "local hire" talent from the site.

Create a series of locally-based instructional videos on the range of jobs in the tech sector, how to get started in them, and where to go to find them.

Commit to providing computer science education to all Oakland students! Expand resources like the TEALS program to train educators on instruction; provide teacher development days to train on instruction and the integrated use of tech tools in the classroom. Make participation in the Hour of Code mandatory.

Work with all black civic and advocacy organizations to develop a tech engagement strategy, particularly ones that work with youth.

Engage employee resource groups at larger tech companies in Silicon Valley to develop an Oakland connection and strategic involvement (similar to "adopt-a-city" efforts).

Create a clear vocational pathway into the tech sector for students who are not college-bound. Utilize a Delancey Street model for training cohorts on data entry, user experience, and web design.

Create a traveling or annual black tech exhibit to highlight the impacts on blacks in STEM, in partnership with the African American Museum of Oakland, MoAD, libraries, Chabot Space and Science Center, and traveling resources like the Black Inventions Museum.

Raise a venture capital fund focused on black-led startups, particularly those committed to a larger social good.

Run a campaign to educate community leaders on social entrepreneurship as a revenue stream. Prompt foundations to dedicate endowment funds to make program related investments in such endeavors.

Use the charter school framework and resources to start and support a coding bootcamp program for low income Oakland residents.

Create a temp agency or apprenticeship program to train youth for entry level tech positions. Combine the training with opportunities to build skills and social capital to navigate the tech ecosystem.

Use an annual diversity report card to encourage local companies to employ strong outreach and hiring of people from underrepresented communities, and retention policies and practices.

Pool resources to become seed or angel investors.

Lobby legislators to include provisions for local hires and apprenticeships as part of H1B visa considerations.

How do we ensure that African Americans in the tech community can remain in Oakland?

(Note: HOUSING, HOUSING, HOUSING. Most of the conversations revolved around the rising cost of housing coupled with the flattening of wages and median income for black families, creating a crisis in which black Oaklanders are highly and dangerously at risk of being pushed out of the Oakland housing market.)

Increase cooperative housing. Create rental live/work units as start up incubators.

Target legacy landowners in Oakland to begin property co-op campaign.

Create public policy that creates guarantees for long-term Oakland residents; systematize processes where

current Oakland residents (as opposed to speculators) receive priority status on buying properties.

From the lightning talk of Junious Williams, Urban Strategies Council:

Advocate for increased family-sized affordable housing production in all new developments.

Support the Oakland Community Land Trust to create permanently affordable ownership and rental housing.

Expand renters' protections to stem the displacement and out-migration of Black families.

Prioritize the use of city-owned land for the development of affordable housing.



AGENDA

Saturday, May 2, 2015

Impact Hub Oakland Oakland, California

- 9:30am** Welcome & Overview
Cedric Brown, Kapor Center for Social Impact
Darrell Jones III, Clef

MORNING SESSION:

How do we grow and sustain a robust black presence in Oakland's info tech industry?

- 10:00am** Lightning Talks
Oakland Demographics: Junious Williams, Urban Strategies Council
Oakland's Tech Sector: Marisa Raya, City of Oakland
Oakland Tech Pipeline: Cedric Brown, Kapor Center
- 10:45am** Small Group Brainstorms
- 11:45am** Report-backs
- 12:15pm** Lunch

AFTERNOON SESSION:

How do we ensure that African Americans in the tech community can remain in Oakland?

- 1:00pm** Lightning Talks
Market Overview: Junious Williams, Urban Strategies Council
Tech Culture: Monique Woodard, Black Founders
Oakland's Black History & Culture: Greg Hodge, Khepera Consulting
- 1:45pm** Small Group Brainstorms
- 2:45pm** Report-backs
- 3:30pm** Next Steps & Closing Remarks
- 4:00pm** Adjourn

PDFs of lightning talk presentations are posted at kaporcenter.org/oakblacktech.

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Hon. Keith Carson, Alameda County Supervisor (keithcarson.org)

Hon. Lynette McElhane, Oakland City Council President (bit.ly/1Exdzek)

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