



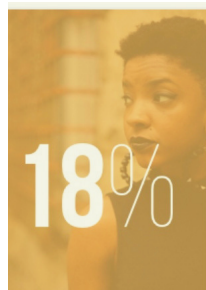
Grants for Research on Inclusive Tech

THE PROBLEM

The lack of racial and gender diversity across the technology pipeline, from K-12 education through entrepreneurship, is a persistent challenge. Disparities can be tied to a complex set of barriers, including access to education, social and financial barriers, psychological responses to inequity, and biases in recruitment, hiring, promotion, and investment decisions. This underrepresentation is of significant concern given projected rapid job growth and demand for a trained national STEM/computer science workforce, the rapidly changing racial landscape of the nation and exclusion of the fastest-growing segments of the population, and the lack of equal access to economic opportunity and persistent wealth gaps affecting diverse communities.



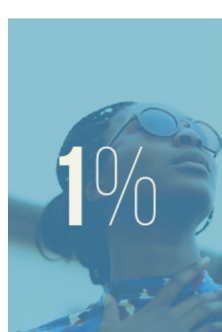
Low-income students and students of color are 12x less likely to have access to CS courses in their high schools.



Men earn 82% of Bachelor's degrees in CS while women earn only 18%, and only 20% are Black/Latinx.



Just 1 in 10 employees across some of the largest and top-grossing tech companies are Black or Latinx.



Only 1% of venture-backed companies are started by a Black or Latinx founder; Less than 1 in 5 tech companies are founded by women.

A STRATEGY FOR CHANGE THROUGH RESEARCH



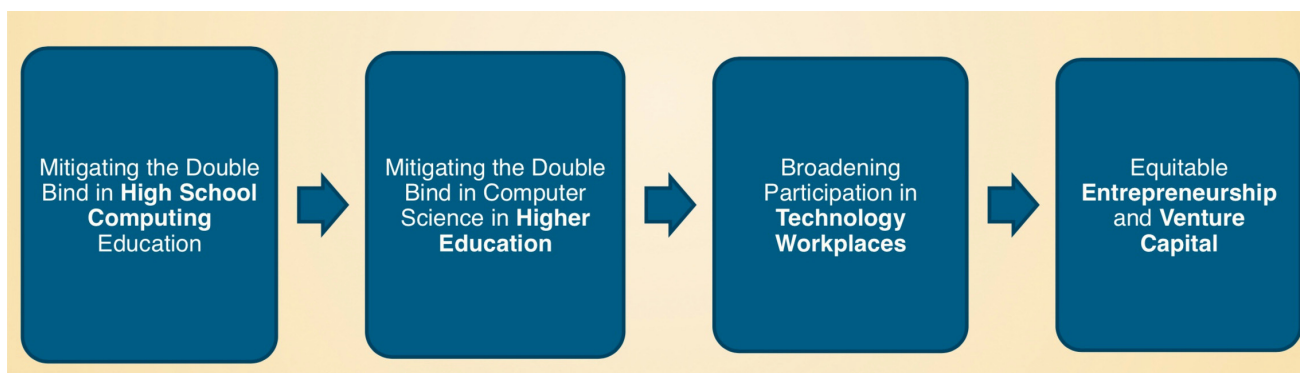
FORD
FOUNDATION

With support from the Ford Foundation, the Kapor Center for Social Impact's inaugural Grants for Research on Inclusive Tech program funds innovative research leading to evidence-based solutions to reduce bias and barriers throughout the tech ecosystem.

GOALS

- **EXPAND THE BODY OF RESEARCH ON BARRIERS TO PARTICIPATION IN THE TECH ECOSYSTEM AMONG UNDERREPRESENTED POPULATIONS AND EFFECTIVE STRATEGIES TO MITIGATE THESE BARRIERS**
- **DISSEMINATE ACTIONABLE STRATEGIES AND RECOMMENDATIONS TO IMPROVE OUTCOMES OF UNDERREPRESENTED GROUPS IN TECH AMONG PRACTITIONERS INCLUDING: EDUCATORS, DIVERSITY & INCLUSION LEADERS, FOUNDERS, INVESTORS, AND INDUSTRY PROFESSIONALS**

FUNDING AREAS



2017-2018 PROJECTS: K-12/HIGHER EDUCATION

MITIGATING THE DOUBLE BIND IN COMPUTER SCIENCE: A SOCIOCULTURAL NARRATIVE INTERVENTION



Principal Investigator: Dr. Victoria Plaut, University of California, Berkeley

Examining an intervention addressing the structural environment and sociocultural and psychological processes that may be interfering with girls' long-term computer science engagement. \$20,000

MITIGATING THE DOUBLE BIND IN COMPUTER SCIENCE: A CULTURALLY RELEVANT COMPUTING APPROACH



Principal Investigator: Dr. Tia Madkins, Notre Dame University/University of Texas, Austin.

Studying outcomes and student experiences of culturally relevant computing pedagogy within the SMASH program. \$10,000

UNDERSTANDING UNDERREPRESENTED STUDENTS' PERCEPTIONS OF THEIR FIT WITH COMPUTER SCIENCE



Principal Investigator: Dr. Colleen Lewis, Harvey Mudd College.

Examining underrepresented high school students' perceptions of computing, computer scientists, and motivations to participate and persist in computer science. \$10,000

CONTINUED >

2017-2018 PROJECTS: WORKFORCE/ENTREPRENEURSHIP

1ST GENERATION AFRICAN-AMERICAN STUDENTS AND SOCIAL SERVICE-BASED TECH CAREERS



Principal Investigator: Dr. Fallon Wilson, CEO and Co-Founder, Black in Tech Nashville.

Developing a foundation of knowledge on creating tech pathways and pipelines for 1st generation African-American students through the lens of social services. \$15,000

OPEN SOURCE SKILLS TRAINING OF THE BLACK AND LATINO TECH WORKFORCE



Principal Investigator: Dr. Alberto Roca, Executive Director, DiverseScholar.

Examining experiences of Blacks and Latinos in Open Source Software and what intervention can enhance the equitable participation of such individuals in tech careers. \$15,000

MITIGATING BIAS IN HIRING: HOW DOES THE MASKING OF RACE, GENDER, AND MORAL LICENSING AFFECT HIRING DECISIONS?



Principal Investigator: Dr. Rodolfo Mendoza-Denton, University of California, Berkeley.

Investigating how moral licensing and the masking of race/gender on resumes impacts hiring decisions. \$15,000

EQUITABLE ENTREPRENEURSHIP AND VENTURE CAPITAL



Principal Investigator: Dr. Leshell Hatley, Coppin State University.

Investigating two interventions that assist underrepresented individuals in learning pathways to become technology founders and leaders. \$15,000

Convening March 23, 2018

Research@Kaporcenter.org
2018-19 Request for Proposals Forthcoming