**Black Tech Workforce**

Despite comprising 13% of the U.S. population, Black professionals make up only:

- 5% of the tech workforce
- 3% of tech executives
- 1% of tech founders

**Between 2014-2020, Black representation in tech increased by only 1 percentage point.**

At this rate, Black tech employees would achieve parity in 2068.

**Why aren’t there more Black workers in tech, and why is progress so slow?** Read on to learn more about some of the barriers Black tech workers encounter and ways to take action.

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**Workforce Pathways**

- **Intern:** White workers vs. Black workers
- **Bias in Hiring:** Did you know? Tech companies recruit and hire interns and employees from the same set of “top-tier” universities, excluding diverse talent from other less- and four-year institutions, bootcamps, and alternative education pathways.
  - **Take Action:** Expand workforce preparation pathways into companies for diverse talent, including internships and apprenticeships, and partner with established talent development programs.

- **Bias in Advancement:** Did you know? Bias in recruiting practices, resume reviews, and interview processes can all disadvantage Black talent.
  - **Take Action:** Expand recruitment sources, anonymize resume and interview processes, train interviewers on unconscious bias, and set hiring goals.

- **Pay Inequality:** Did you know? On average, Black tech workers are offered salaries $3,000 less than white tech workers for the same roles.
  - **Take Action:** Perform an audit of your salaries by band, role, and demographic groups, correct any inequities, and use tools to provide fair compensation to all employees.

- **Bias in Climate:** Did you know? Although Black women ask for promotions as often as their counterparts, they are significantly more likely to be passed over for promotion.
  - **Take Action:** Set targets and measure promotion and retention rates for Black women, create transparency in review processes, audit promotion procedures for bias, and ensure access to professional development and mentorship.

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**Culture + Climate**

- **C-suite/Investor/Founder:** Black tech employees experience a range of unfair treatment from microaggressions and stereotyping to harassment and bullying at higher levels than their counterparts, often driven by systemic racism.

**Social Networks**

- **Investors are more likely to invest in startups led by founders from the same ethnic background or which come through warm intro, despite the quality of the startup.**

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**Did You Know?**

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**Learn more at LeakyTech Pipeline.**

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**Notes:**

- Tech firms likely underpay Black workers, especially women, in exchange for increased diversity.
- The Plug: The Plug is a Black-owned media company focused on entrepreneurship and innovation.
- Kapor Center: The Kapor Center is a transformational non-profit working towards a more equitable future by creating and scaling innovative solutions to close opportunity gaps for Black and Latinx youth and Black entrepreneurs.