Morkforce

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

5% of the tech

workforce

of tech executives

of tech founders

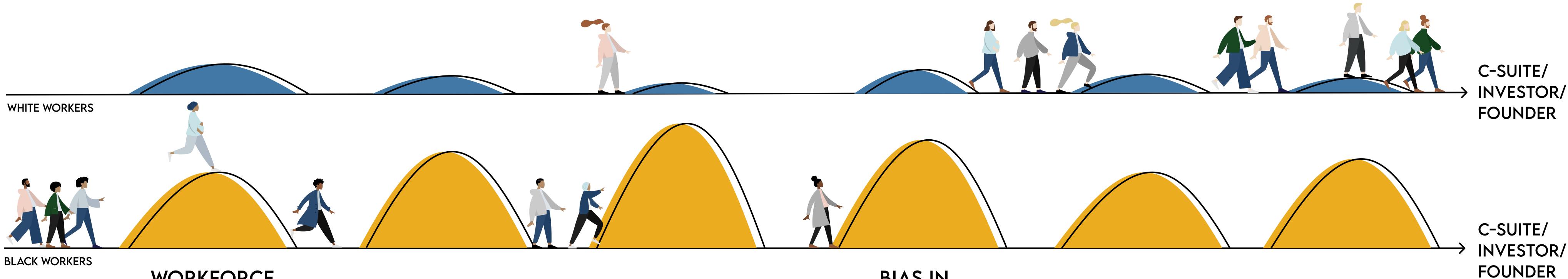
1%

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

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

Learn more at <u>Leaky Tech Pipeline</u>. Kapor Center (2020). Black technology workforce: Designing a more inclusive future.





WORKFORCE PATHWAYS

► DID YOU KNOW?

Tech companies recruit and hire interns and employees from the same set of "top-tier" universities, excluding diverse talent from other two- and four-year institutions, bootcamps, and alternative education pathways.

► TAKE ACTION

Expand worforce preparation pathways into companies for diverse talent, including internships and apprenticeships, and partner with established talent development programs.

BIAS IN HIRING

► DID YOU KNOW?

Bias in recruiting practices, resume review, and interview procedures can all disadvantage Black talent.

TAKE ACTION

Expand recruitment sources, anonymize resume and interview processes, train interviewers on unconscious bias, and set hiring goals.

Raghavan & Barocas (2019). Challenges for Mitigating Bias in Algorithmic Hiring. https://www.brookings.edu/research/challenges-for-miti gating-bias-in-algorithmic-hiring/

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.

PAY INEQUALITY

► DID YOU KNOW?

On average, Black tech workers are offered salaries \$10k less than white tech workers for the same roles.

BIAS IN ADVANCEMENT

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.

DID YOU KNOW?

Black tech employees experience a range of unfair treatment from microaggressions and stereotyping to harassment and bullying at higher levels than their counterparts-often driving turnover.

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.

Hired (2020). 2020 State of Salaries Report. Retrieved from https://hired.com/blog/highlights/2020-state-of-salaries-re port/

► 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.

LeanIn.Org and McKinsey & Company, The State of Black Women in Corporate America (2020). Retrieved from: https://leanin.org/research/state-of-black-women-in-cor porate-america

► TAKE ACTION

Build inclusive cultures, develop clear conduct guidelines, provide complaint mechanisms, and hold employees accountable.

Women Who Tech (2020). The State of Women in Tech and Startups. Retrieved from: https://womenwhotech.com/data-and-resources/state-w omen-tech-and-startups

CULTURE + CLIMATE SOCIAL NETWORKS

► DID YOU KNOW?

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

► TAKE ACTION

Develop an investment thesis, criteria, and strategies that reduce bias investment decisions and deploy resources to Black startup founders.

Scott & Cable (2002). Network Ties, Reputation, and the Financing of New Ventures, Management Science, Jg. 48 (3), S. 364-381 https://www.researchgate.net/ publication/227447495_Network_Ties_Reputation_and_ the_Financing_of_New_Ventures_Management_Science _Jg_48_3_S_364-381