

# Black Tech Workforce

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

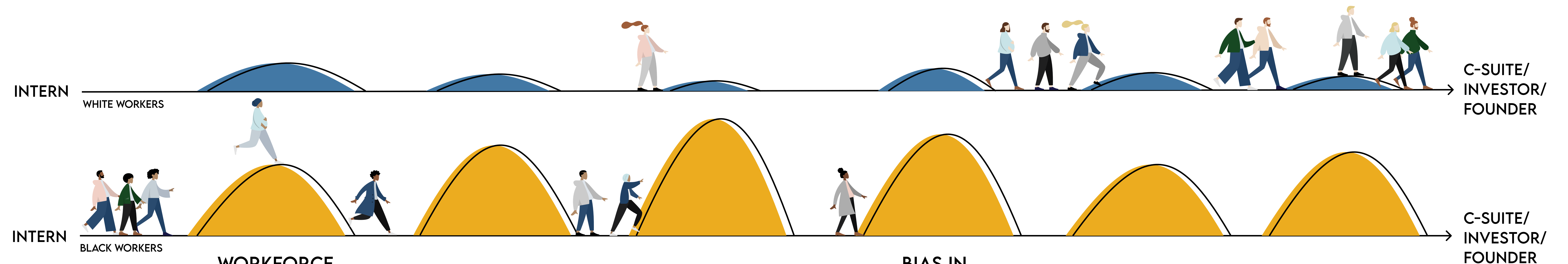
**5%** of the tech workforce  
**3%** of tech executives  
**1%** of tech founders

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

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

Learn more at [Leaky Tech Pipeline](#).  
Kapor Center (2020). Black technology workforce: Designing a more inclusive future.

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.



## ► 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 workforce preparation pathways into companies for diverse talent, including internships and apprenticeships, and partner with established talent development programs.

## ► 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.

## ► DID YOU KNOW?

On average, Black tech workers are offered salaries \$10k 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.

## ► 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.

## ► 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

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

## ► 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.