



KAPOR CENTER

EQUITABLE TECHNOLOGY POLICY EXECUTIVE SUMMARY

The technology sector continues to play an increasingly important role in our national economy, employing 8.9M employees, paying 125% higher than the median national wage, contributing \$1.8T to the U.S. economy, and impacting every aspect of our lives.

Despite its significance, ongoing challenges exist with the underrepresentation of Black, Latinx, and Native talent across all levels of the tech workforce; the underinvestment and lack of deployment of capital to entrepreneurs of color; automation's disproportionate displacement of Black workers; biased algorithms and products and their impacts on employment, education, and homeownership; facial recognition bias and impacts on policing, and surveillance; the spread of mis/disinformation on social media and its impacts on civic participation, and vaccine hesitation; and the proliferation of harmful content (further promoted by profit-driven business models) promoting teen depression, radicalization, extremism, white supremacy, and hate-based violence. These systemic challenges and harms, if left unaddressed, will continue to disproportionately impact the most vulnerable populations and its impact will be felt across our nation for generations to come.

At this moment in our country, we believe technology is central to the fight for racial justice. And, we believe that policy change is critical to transform systems and structures preventing the full participation and protection of communities of color across the technology ecosystem.

We have developed a framework for systemic change that outlines a set of nine core technology policy areas that call for expanded access to technology pathways, increased tech accountability and worker protections, and greater investment in infrastructure and innovation.

OUR NINE TECHNOLOGY POLICY AREAS

Expand Access to Tech Pathways

1. Expand access and participation in K-12 computer science (CS) education and close racial equity gaps
2. Invest in new models of inclusive tech workforce development, including new models for upskilling, reskilling, and hiring

Promote Tech Accountability & Protections

3. Expand tech company workforce data collection, reporting, transparency, and accountability/oversight
4. Expand tech worker protections, including whistleblower protections, gig worker safety nets, and unions, to ensure equitable labor practices
5. Ensure tech platforms are held accountable for harassment, violence, discrimination, mis/disinformation, and other harmful consequences of their content
6. Combat the harmful consequences of artificial intelligence and autonomous systems, and create standards for the future development and deployment of artificial intelligence systems

Increase Tech Infrastructure & Innovation Investments

7. Close the digital divide through universal high-speed broadband access and adoption
8. Increase deployment of capital to diverse startup entrepreneurs, fund managers, and ecosystem-building organizations to support diversity in tech innovation
9. Support progressive taxation policies that ensure the wealth created by technology companies is reinvested in communities of color historically excluded from the technology sector

Collectively, we believe these components are instrumental to advancing opportunity, protecting communities of color, and transforming the technology sector. Through our investments in research, programs, and partners, we aim to build knowledge and awareness about these nine technology policy priorities, build capacity to develop solutions, and take action, with the ultimate goal of catalyzing collective advocacy towards policy change.

Learn more at kaporcenter.org/techpolicy