PEOPLE OF COLOR IN IT
NETWORKING AND CONVERSATION
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NETWORKING & CONVERSATION

. THE STATE OF AFRICAN-AMERICANS IN IT

. WHY "NOW" IS THIS IMPORTANT

. HOW TO REACH MORE AFRICAN-AMERICAN INDIVIDUALS

. STEM INVESTMENTS (PREPARING FUTURE LEADERS)
THE STATE OF AFRICAN-AMERICANS IN IT

- Estimates indicate that close to 50 percent of STEM graduates in the U.S. are not hired in STEM-related fields. *(Lindsay & Salzman, 2007)*

- High Tech Companies have less women, African-American, and Hispanics on their payroll when compared to private firms *(EEOC, 2015 Report)*

- African-American enrollment increased by 50 percent in science and engineering *(EEOC, 2015 Report)*
WHY "NOW" IS THIS IMPORTANT

- Technology companies are becoming mainstream organizations but lack diversity for certain minority groups.

- Companies in the top quartile for racial and ethnic diversity are 35 percent more likely to have financial returns above their respective national industry medians. *McKinsey & Company "Why Diversity Matters" 2015*

- Companies that make diversity available where you see and fill it will benefit.
HOW TO REACH MORE BLACK CANDIDATES

- Establish Diversity & Inclusion programs
- Identify sources of qualified candidates
  - Minority Professional Organization membership (BDPA, NBMBAA, NSBE)
  - Participate in Local Diversity Initiatives
  - Universities/Colleges for Minority Candidates (HBCU)
  - Outreachy
  - Black Girls Code
  - CODE2040
STEM INVESTMENTS
(PREPARING FUTURE LEADERS)

- Volunteer in school organizations to support Science, Technology, Engineering, and Math programs.
- Establish STEM Leadership programs for K-12 schools. Encourage organizations to offer more STEM courses.
- Mentorships
- Innovative Programs
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