

RED HAT
SUMMIT

PEOPLE OF COLOR IN IT

NETWORKING AND CONVERSATION

John Chapman

Manager, IT

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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.

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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

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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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