

# AUSTIN FORUM

---

ON TECHNOLOGY & SOCIETY

*Connect. Collaborate. Contribute.*™

***Welcome to the  
Austin Forum on Technology & Society  
on Zoom!***

***Thank you for joining our community  
online!***



# Diversity in Tech



## Achieving Diversity, Equity, and Inclusion in Tech

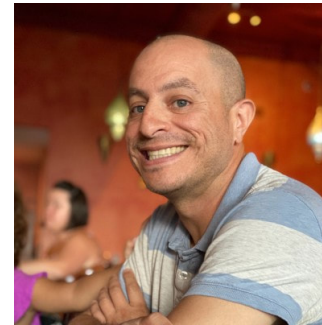
*August 25, 2020  
Online (Zoom)*



**Michael Ward Jr.**  
AUTM



**Elizabeth Quintanilla**  
Marketing Gunslingers



**Leo Ramirez**  
Encast



**Matt Stephenson**  
Code2College

# Our Annual Partners Make This Possible!



# Awesome AF Advisory Board



Navira Abassi  
*Galvanize*



Kirsten Billhardt  
*Dell Technologies*



Charlie Burgoyne  
*Valkyrie*



Kirk Cesari  
*SetterRoche, LLP*



Kuan Collins  
*SAIC*



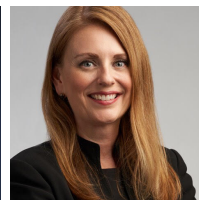
Brad Englert  
*Brad Englert  
Advisory*



Hugh Forrest  
*SXSW*



Sherri Greenberg  
*LBJ School*



Amber Gunst  
*Austin Technology  
Council*



Fares Bagh  
*Arm*



Mike Ignatowski  
*AMD*



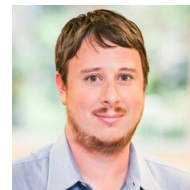
Harold Ingersoll  
*Atchley &  
Associates*



Mitch Jacobson  
*Austin  
Technology  
Incubator*



Karl Popham  
*Austin Energy*



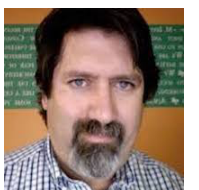
Matt Sanchez  
*CognitiveScale*



Marie Todd  
*Slalom Consulting*



Michael Ward Jr.  
*Austin Urban  
Technology  
Movement*



Jay Williams  
*Quantum  
Materials Corp*

# Austin Forum Events: Expert Presentations to Inform & Inspire

*We bring leaders, thinkers, builders, creators, and learners together to [connect, collaborate, contribute!](#)*



6:00-6:15

attendees can connect to Zoom session

**6:15-7:30**

**presentation and Q&A**

7:30-8:10

networking extended Q&A and discussion!



**AUSTIN FORUM**

ON TECHNOLOGY & SOCIETY

@AustinForum  
#diversityAF

# What is important to you about this conversation tonight?

1 2 3 4 5 6 7 8 9 10

11 12 13 14 15 16 17 18 19 20

21 22 23 24 25 26 27 28 29



# More Great Content: Austin Forum Upload & Austin Forum Update!



<https://medium.com/@AustinForum>

# Join the AF Slack Workspace

**AustinForum.org/Slack**



- Continue and deepen the conversation after Austin Forum events
- Find new opportunities for collaboration, mentoring, working, and more
- Promote local events and relevant Tech & Society opportunities

**Interested in moderating a channel on our Slack workspace?** Email us at [info@austinforum.org](mailto:info@austinforum.org)



*Help us share the Austin Forum goodness with everyone!*

Remember to tweet!  
**#diversityAF @AustinForum**

Questions for speakers?  
Use **Q&A in the Zoom** client  
(not the chat window)



# And now, our featured presentation...

Please:

- ✓ Ask questions via **Zoom Q&A button** (and please be respectful of our speakers and audience)
- ✓ Share key points via Twitter using our hashtag & handle: **#diversityAF @AustinForum**
- ✓ Learn, think, enjoy!

# Diversity in Tech



## Achieving Diversity, Equity, and Inclusion in Tech

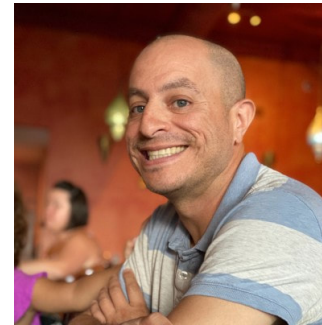
*August 25, 2020  
Online (Zoom)*



**Michael Ward Jr.**  
AUTM



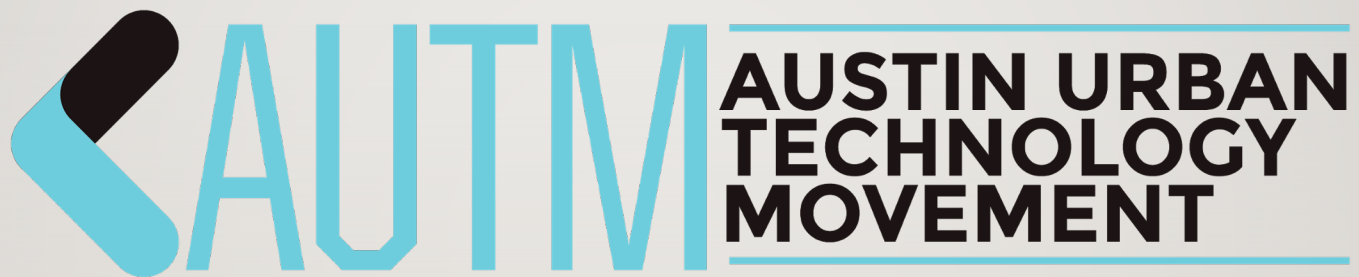
**Elizabeth Quintanilla**  
Marketing Gunslingers



**Leo Ramirez**  
Encast



**Matt Stephenson**  
Code2College



*Achieving Diversity, Equity, and Inclusion (DEI) in Tech*

# MEET YOUR SPEAKER

---



Michael Ward Jr.  
President and CEO, Austin Urban Technology Movement

Michael is a social entrepreneur focusing on eliminating the digital divide, workforce development in technology, and community development for underserved communities.

1. President and CEO of Austin Urban Technology Movement (AUTM)
2. Greater Austin STEM Ecosystem - Steering Committee
3. Culture Keys - Ambassador
4. Austin Forum on Technology and Society Advisory Board Member
5. NLC 2020 Fellow
6. Greater Mount Zion Baptist Church - Economic Empowerment Leader
7. Podcaster - Culture Crawl ATX

# Diversity in Tech

Employee breakdown of key technology companies

year on year change

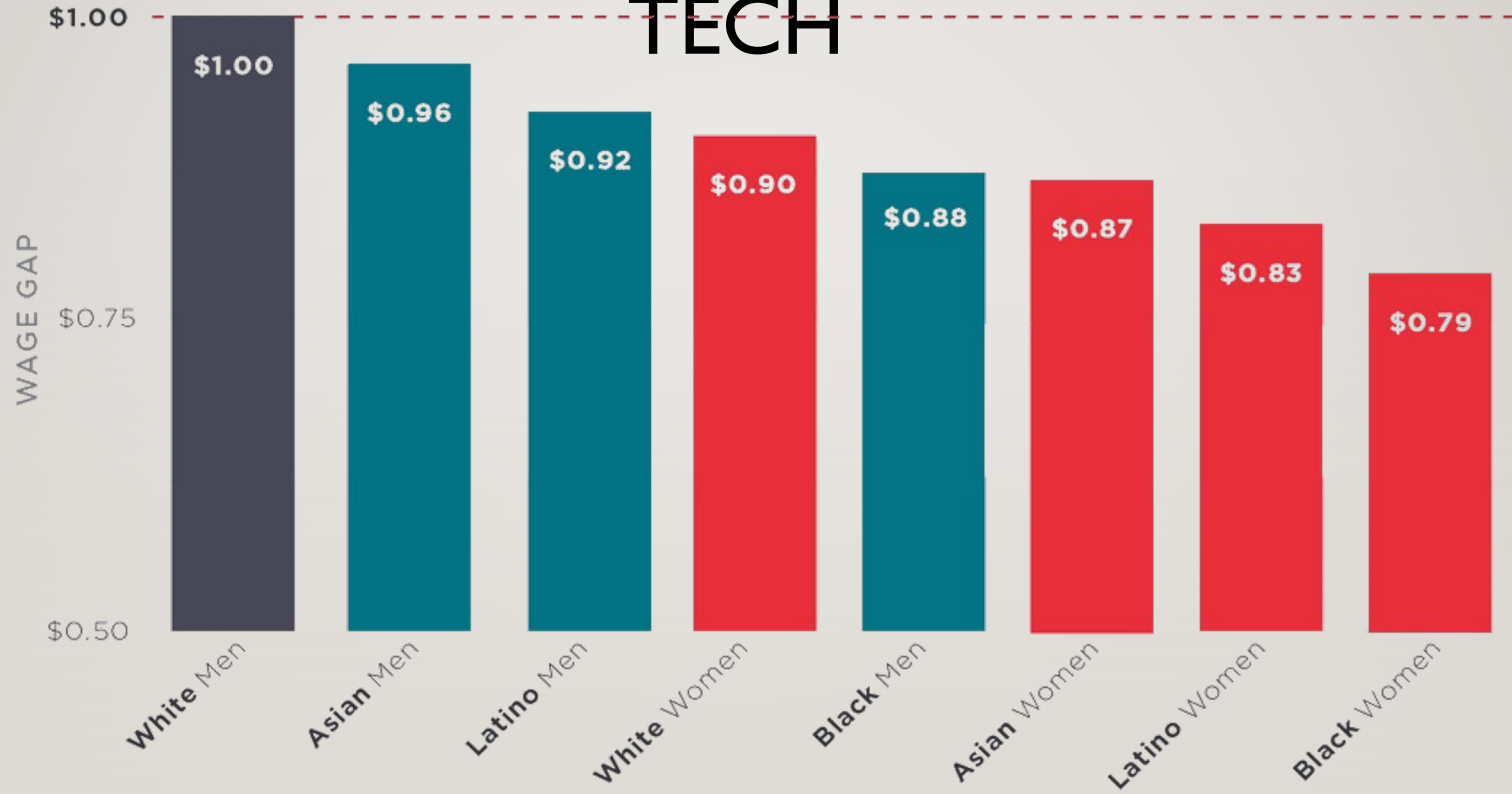
YEAR: 2014 2015 2016 2017

**GENDER** **ETHNICITY**

Entity	Female	Male	White	Asian	Latino	Black	Multi	Other
US POPULATION	51		61	6	18	13	3	0
amazon	39		48	13	13	21	0	5
DELL	28		69	9	11	10	0	1
Apple	32		54	21	13	9	3	1
UBER	36		50	31	6	9	4	1
GROUPON	44		62	20	8	8	0	3
pandora	49		65	16	8	5	5	1
intel	26		48	38	9	4	1	0
hp	37		73	12	8	4	2	1
INDIEGOGO	50		58	28	7	4	0	3
Microsoft	26		56	31	6	4	2	1
LinkedIn	42		52	39	4	4	2	0
Pinterest	45		48	41	6	3	2	1
facebook	35		49	40	5	3	3	1
Instagram	35		49	40	5	3	3	1

# DIVERSITY IN TECH

# WAGE EQUITY IN TECH

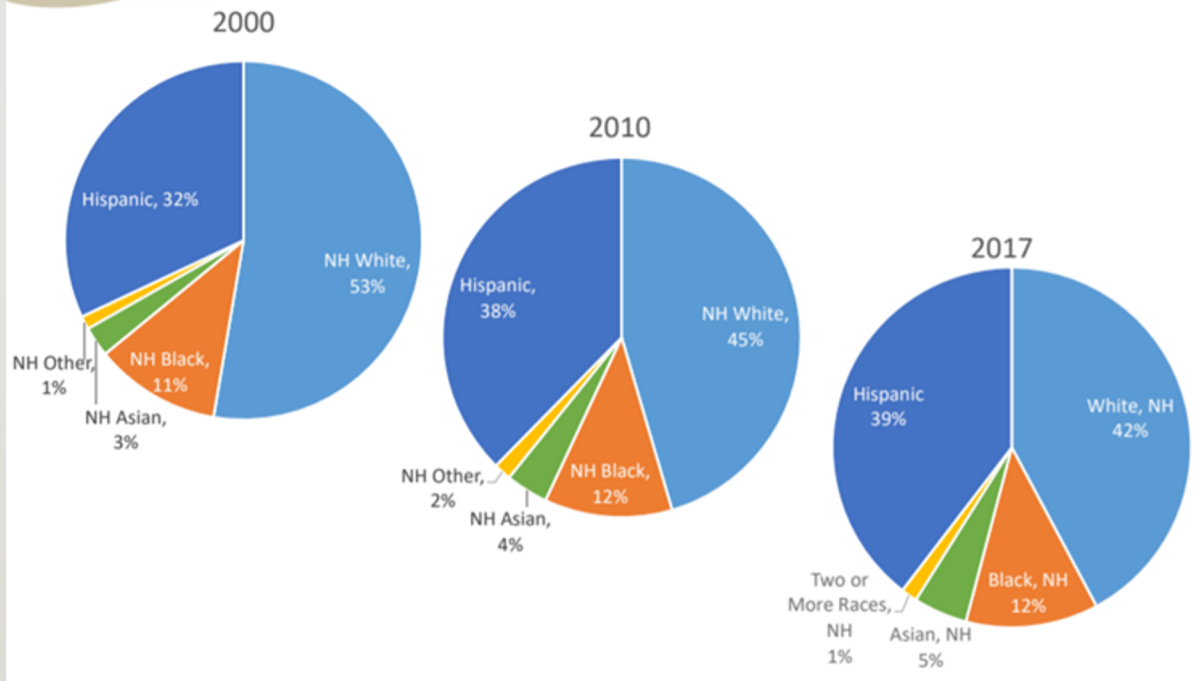






# Texas Racial and Ethnic Composition, 2000, 2010, and 2017

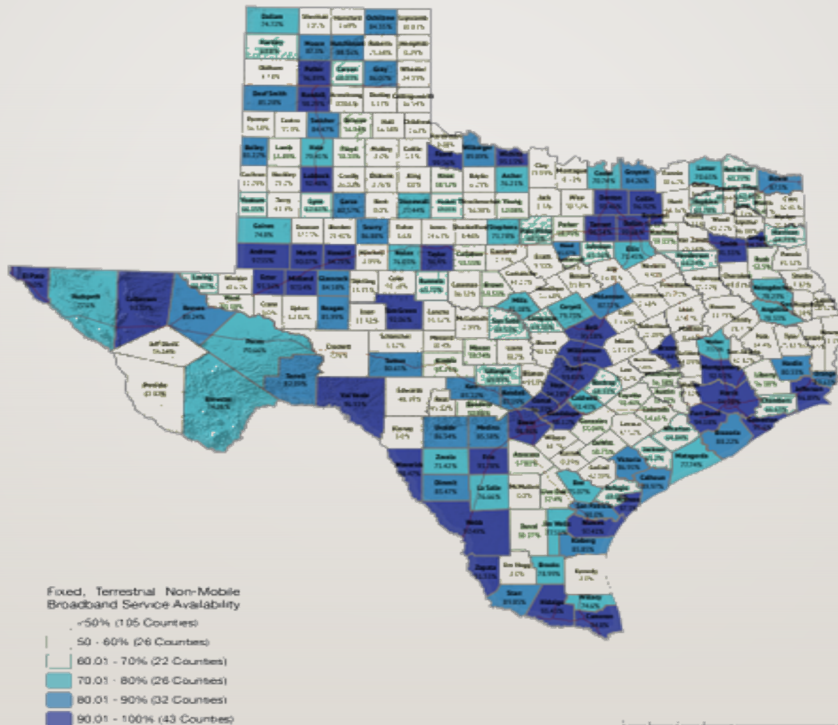
# TEXAS POPULATION DEMOGRAPHICS



Source: U.S. Census Bureau. 2000, 2010 Decennial Census and 2017 Population Estimates

100 Mbps Download/10 Mbps Upload

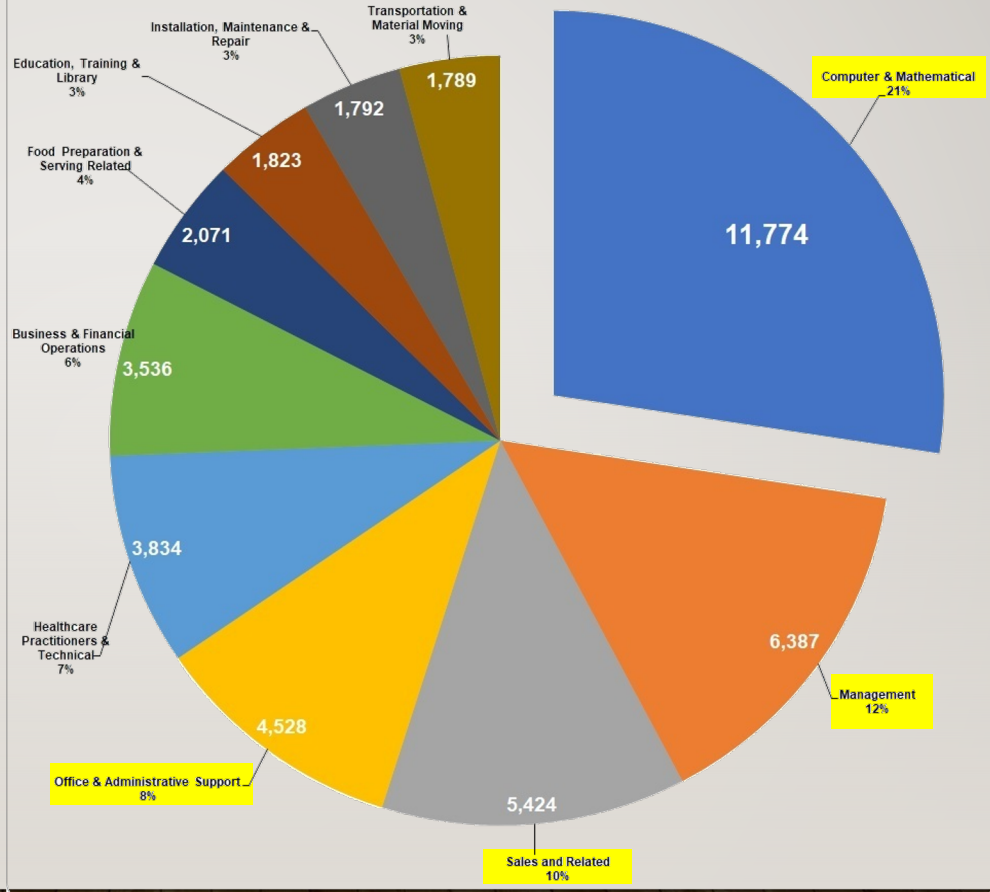
State Availability  
88.50%



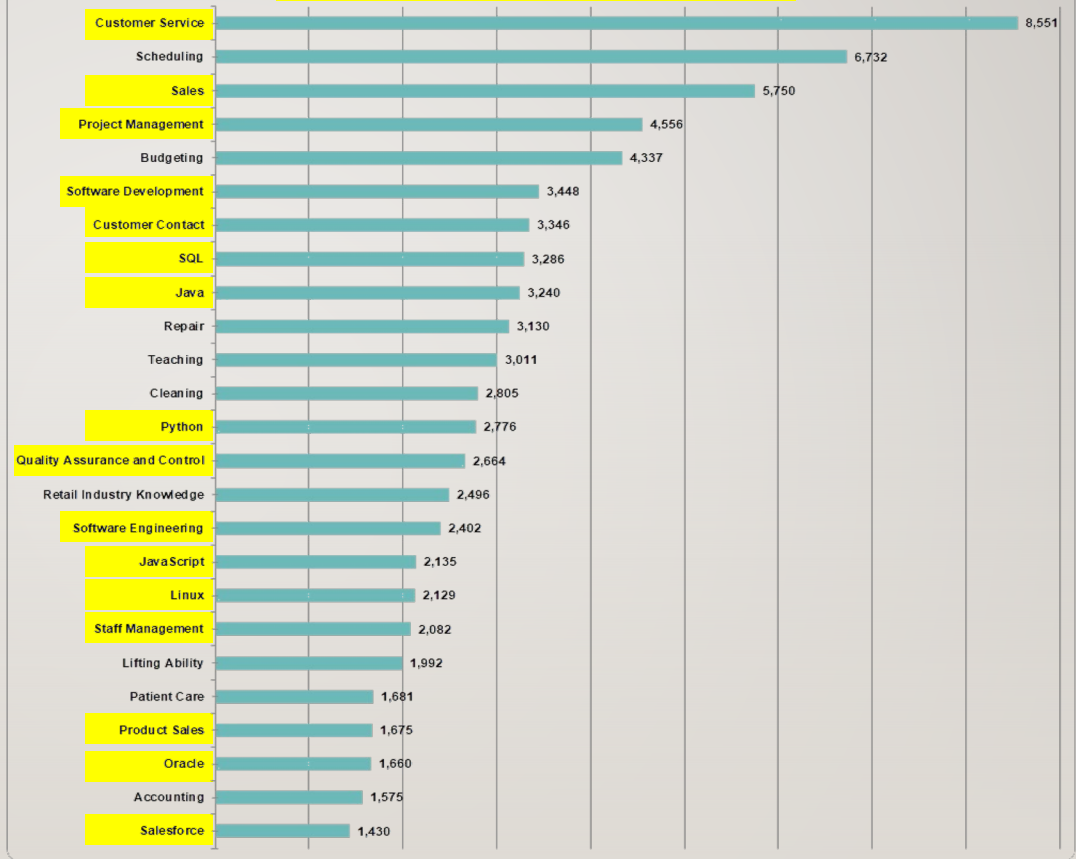
# TEXAS HOUSEHOLDS BROADBAND AVAILABILITY



# AUSTIN TOP 10 ADVERTISED JOBS



AUSTIN CHAMBER OF COMMERCE  
Top 25 Skills in Greatest Demand  
Austin-Round Rock-San Marcos MSA from May 14, 2020 to Jun 13, 2020



# AUSTIN TOP 25 SKILLS IN DEMAND

# AUSTIN TOP 10 JOB POSTINGS AND WAGES

AUSTIN CHAMBER OF COMMERCE  
Top 10 Tech Job Postings and Annual Median Wages  
Austin-Round Rock-San Marcos MSA from May 14, 2020 to Jun 13, 2020



# HOW TO ACHIEVE DIVERSITY, EQUITY, AND INCLUSION IN TECH?

*Reach out to AUTM!*



## MISSION

Austin Urban Technology Movement (AUTM) bridges the gap between the Black and Hispanic communities and the technology industry through job placement, career development, and networking opportunities.

## VISION

To increase representation of the Global Majority in the technology industry, while leading diversity, equity, and inclusion practices in the city of Austin.

**JOIN THE MOVEMENT**

## CONTACT



[contact@autmtx.org](mailto:contact@autmtx.org)



[www.autmtx.org](http://www.autmtx.org)



[@autmtx](https://www.instagram.com/autmtx)



[/autmtx](https://www.facebook.com/autmtx)



[/company/autmtx](https://www.linkedin.com/company/autmtx)



Austin Urban Technology  
Movement





# WHY AUSTIN URBAN TECHNOLOGY MOVEMENT?

*We are innovative and breaking the status quo*

## PROGRAMS

**Day in the Life** – Students and adults get to experience the “day in the life” of an employee at a technology company and witness their company culture firsthand.

**Horizons** – Black and Hispanic tech professionals engage with Black and Hispanic students, both virtually and in person; sharing their knowledge and career journey in the technology industry.



## WORKFORCE DEVELOPMENT

**Job Board** – We showcase vacant positions across tech companies and tech departments through our networks and channels.

**Internships** - We work with you to build and fill 3-6 month internships for K-12 and college students; exposing students to your industry and giving them valuable experience.

**Bootcamps** - We train individuals through online curriculum in various career pathways such as software engineering, manufacturing and drone technology.

**Apprenticeship** - We combine on-the-job training with online curriculum and mentorship; leading to full-time employment at tech companies and departments.

## EVENTS

**Curated Corporate Events** – Hear about technology and diversity, equity, and inclusion (DEI) trends from companies in the tech space; witnessing their culture, mission, and competitive advantage in the market place.

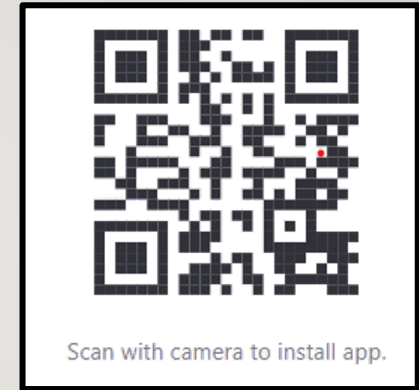
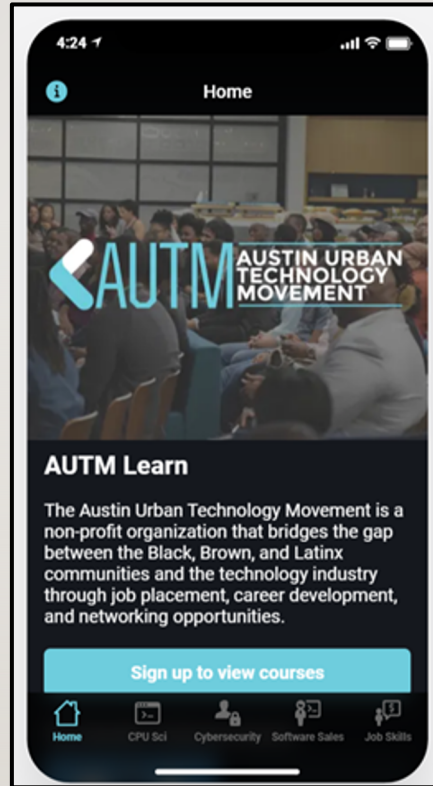
**ReThink Austin at SXSW** – This annual event “ReThinks” the trajectory of the city by bringing together diverse individuals to address society’s most pressing issues as it relates to technology, entrepreneurship, community impact, and DEI.



## HOW TO CONNECT WITH AUTM?

---

Download our AUTM  
learn application and  
follow us on social  
[@autmtx](https://twitter.com/autmtx)



Sign up for our weekly  
newsletter below!

<https://tinyurl.com/AutmNewsletterSignUp>

# WHAT ELSE IS AUTM DOING?

*Eliminating the Digital Divide  
and the Racial Wealth Gap*



## Texas Technology For All

A regional campaign to combat COVID-19 and the digital divide.

Austin Urban Technology Movement (AUTM) launched a regional campaign and petition to combat the digital divide that COVID-19 has amplified. Our petition demands for an increase in access to the internet, technology devices (mobile hotspots and computers), and workforce development in technology for low income, underserved, and underrepresented communities.

### GET HELP

Do you or your family need access to technology or training and development in the tech industry? Complete our needs assessment on our website at [www.autmtx.org](http://www.autmtx.org) or call 512-765-6613.

### GIVE HELP

Looking to financially support our technology drive or donate your laptop, desktop or mobile hotspot? Please email [contact@autmtx.org](mailto:contact@autmtx.org) or call 512.765.6613.

### SHOW SUPPORT

Want to show your solidarity with the Texas Technology For All campaign? Fill out the petition via: <https://www.change.org/TexasTechForAll>. You can also use the #TexasTechForAll on social media and share the information with your network.

Help us get to 1 million  
signatures and sign the petition  
at  
<https://www.change.org/TexasTechForAll>



[facebook.com/autmtx](https://facebook.com/autmtx)



[instagram.com/autmtx/](https://instagram.com/autmtx/)



[twitter.com/autmtx](https://twitter.com/autmtx)



[linkedin.com/company/autmtx/](https://linkedin.com/company/autmtx/)



# Thank You

---

Please join us in achieving diversity, equity, and inclusion (DEI) in the technology industry by going to [www.autmtx.org](http://www.autmtx.org) to donate, volunteer, or become an AUTM partner!

We are also on social via @autmtx





34%

Rise in Self-Employed  
Latinos since 2009

22%

Self-Employed  
Americans

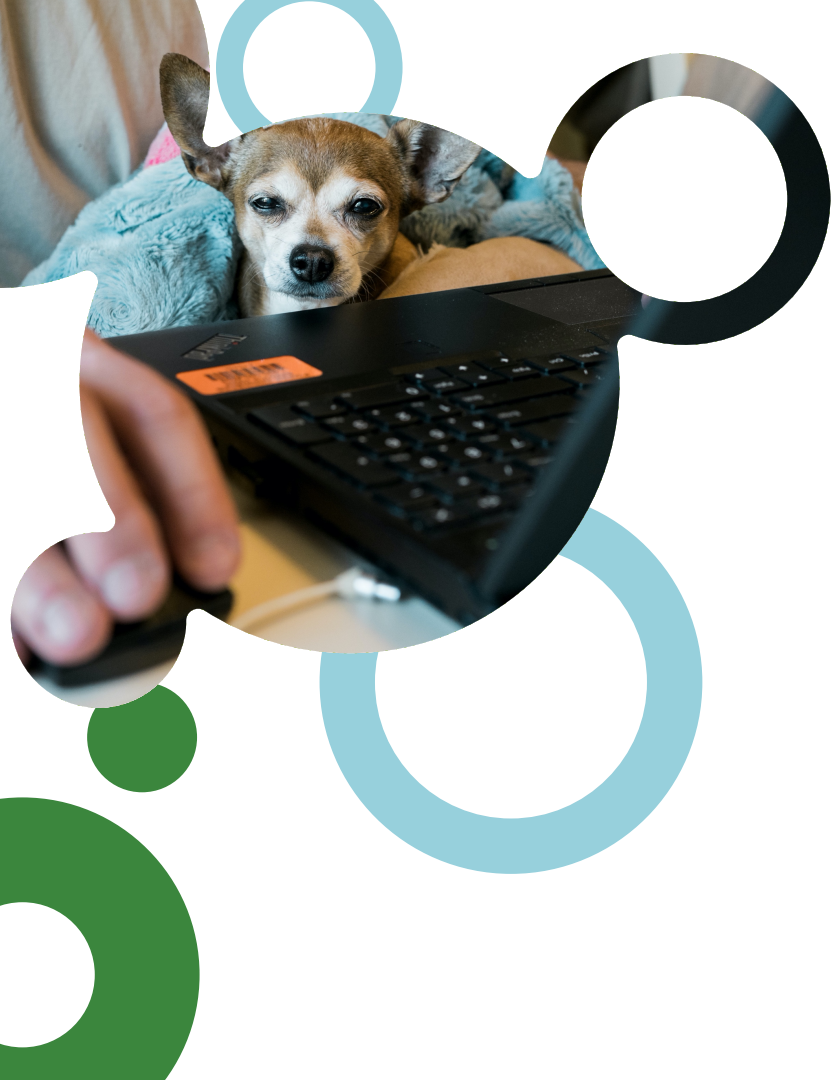
84%

Share of  
New Entrepreneurs  
Motivated by  
Opportunity

3.7x

Rate of New Minority  
Entrepreneurs  
vs. Whites

# Minority Entrepreneurship



## U.S. Minority Leadership Facts

### Fortune 500 CEOs

**DiversityInc**

- 1% Black
- 2% Latino
- 2% Asian
- 5% Women

### Venture-Backed Startups

DIVERSITY VC

- Overwhelmingly white (77.1%), male, Ivy League-educated, based in Silicon Valley
- 1% Black
- 1.8% Latino
- 17.7% Asian
- 9% Women

"[T]he founders are out there, but most VCs just are not looking ... And even when funds do encounter more diverse founders, they often don't see the opportunity because either the founder or their business doesn't fit into their box of what they predict will be successful."

Brittany Davis

Director of Deal Flow, Backstage Capital



# Diversity in Tech



**Michael Ward Jr.**  
AUTM



**Elizabeth Quintanilla**  
Marketing Gunslingers

**Q&A  
for**

**Achieving Diversity,  
Equity, and  
Inclusion in Tech**



**Camellia Falcon**  
Moderator



**Leo Ramirez**  
Encast



**Matt Stephenson**  
Code2College

**AUSTIN FORUM**

ON TECHNOLOGY & SOCIETY

@AustinForum  
#diversityAF

# Join Us for More Great Events

- **Tech Startups & Innovation** – Sept 1
- **Online Worlds** – Sept 22
- **Smart Cities** – October 6
- **Neurotech & Brain Enhancement** – Oct 20 tentative
- **Quantum Computing** – November 10
- **Tech for Social Good** – December 1
- **Tech Trends for 2020 (and Beyond)** – January 5, 2021



# Join the Austin Forum Slack Workspace

1. Go to: [www.austinforum.org/slack](http://www.austinforum.org/slack)
2. Click “Join the Slack channel”
3. Enter your email address
4. Check your email to confirm Slack invitation
5. Enter your name and click “Create Account”
6. You’re in!



# Our Annual Partners Make This Possible!





# Help Others Get Connected during COVID-19: Donate Your Devices to **Austin Pathways!**



*Our residents need these devices to learn, work and be well remotely!*

Therefore we can pick them up **SAFELY** from you, safely refurbish and deliver to residents

All you need to do is call **512-767-7832** or email **[info@austinpathways.org](mailto:info@austinpathways.org)**





# Join us to learn, share, discuss!!




*Please share the upcoming events with your friends and colleagues!*

What was the most useful thing you  
learned/heard tonight?

1 2 3 4 5 6 7 8 9 10

11 12 13 14 15 16 17 18 19 20

21 22 23 24 25 26 27 28 29 

Grab a drink, take quick break, and  
them come back for live Q&A and  
discussion in 3 minutes!

# Diversity in Tech



**Michael Ward Jr.**  
AUTM



**Elizabeth Quintanilla**  
Marketing Gunslingers

**Q&A**  
resuming in  
**3 minutes!**



**Amy Atchley**  
Moderator



**Camellia Falcon**  
Consultant



**Leo Ramirez**  
Encast



**Matt Stephenson**  
Code2College

# Diversity in Tech



**Michael Ward Jr.**  
AUTM



**Elizabeth Quintanilla**  
Marketing Gunslingers

## Q&A for

## Achieving Diversity, Equity, and Inclusion in Tech



**Amy Atchley**  
Moderator



**Camellia Falcon**  
Consultant



**Leo Ramirez**  
Encast



**Matt Stephenson**  
Code2College

**AUSTIN FORUM**

ON TECHNOLOGY & SOCIETY

@AustinForum  
#diversityAF

# AUSTIN FORUM

---

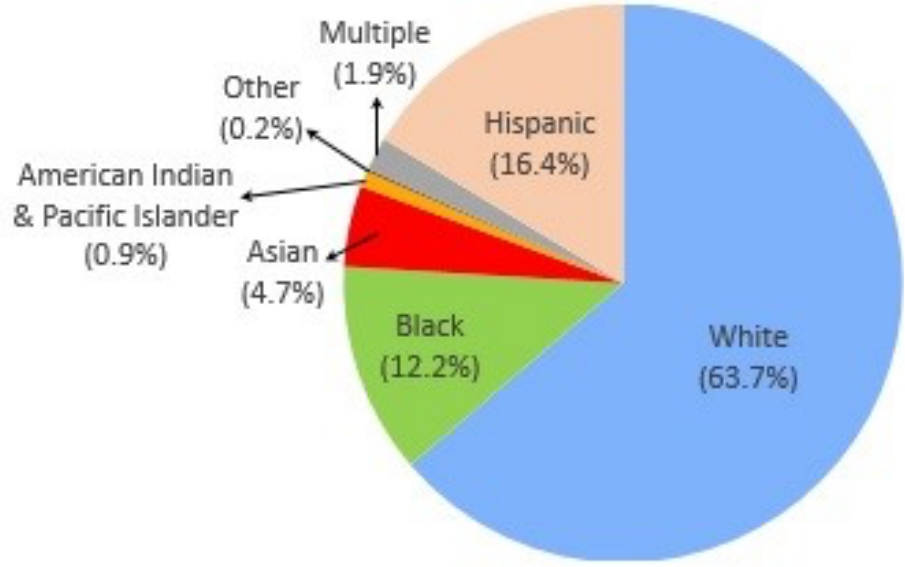
ON TECHNOLOGY & SOCIETY

*Connect. Collaborate. Contribute.*™

# Backup Slides



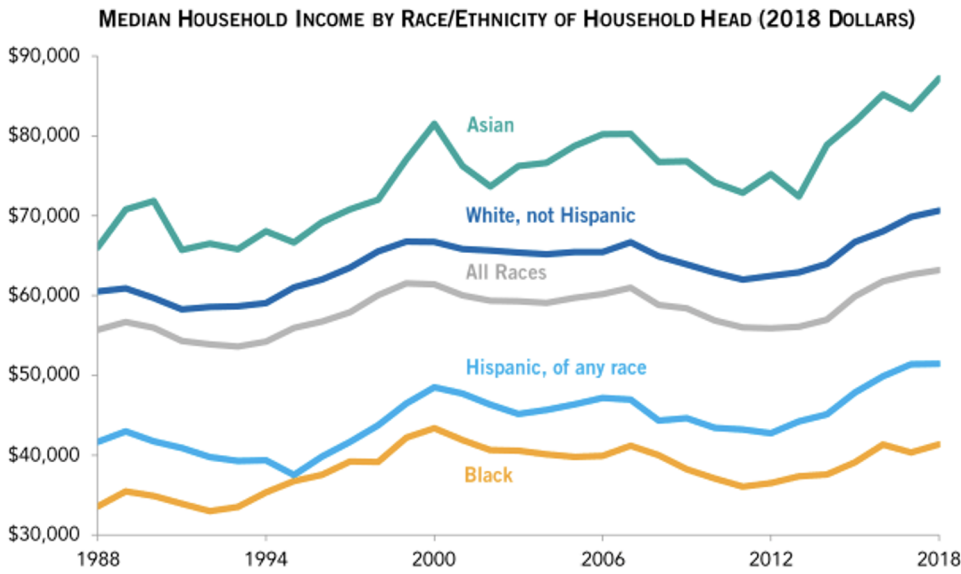
# US Racial Profile vs Income



Data Source: 2010 US Decennial Census



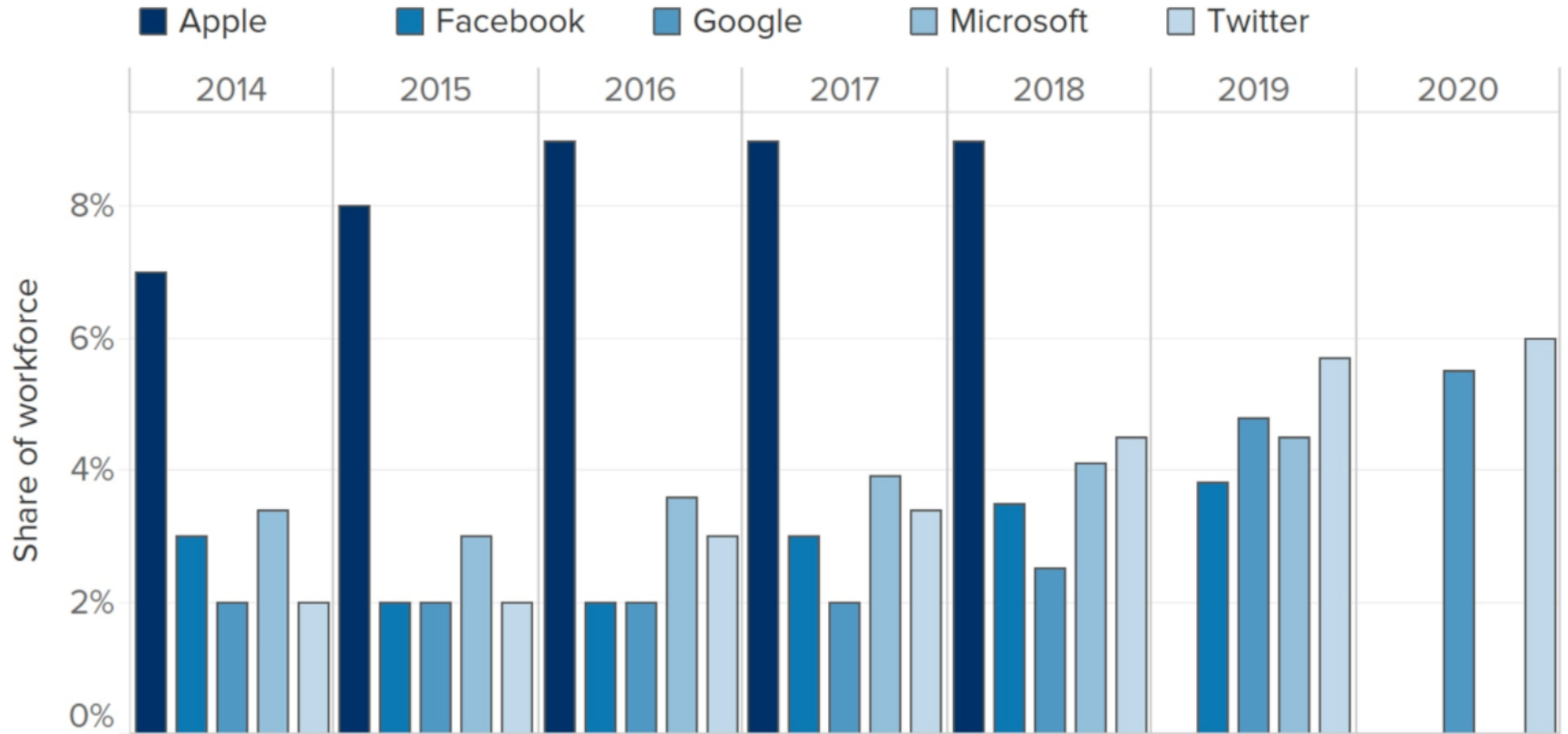
Income varies widely across racial and ethnic groups in the United States



SOURCE: United States Census Bureau, Current Population Survey, Annual Social and Economic Supplements.  
© 2019 Peter G. Peterson Foundation

PGPF.ORG

# Black workers in Big Tech





**“Black and Hispanic Job Seekers Still Face Wage Gap in Tech”**  
– *Wall Street Journal*

Racial disparities in technology-industry salaries persist despite promises made by many companies to seek out and elevate diverse talent

- Candidates identifying as black or Hispanic received lower salary offers than their white and Asian peers\*
- POC need to be given equity stakes in tech companies they join, which can lead to wealth creation to help them start their own companies

# Wage Inequity in Tech



# Diversity in Tech

Employee breakdown of key technology companies

year on year change

YEAR: 2014 2015 2016 **2017**

Entity	GENDER		ETHNICITY					
	Female	Male	White	Asian	Latino	Black	Multi	Other
	37		57	32	4	3	3	1
salesforce	31		65	24	4	3	3	1
ebay	38		52	40	4	2	1	1
flickr	37		45	44	4	2	2	3
tumblr	37		45	44	4	2	2	3
YAHOO!	37		45	44	4	2	2	3
Google	31		56	35	4	2	4	1
YouTube	31		56	35	4	2	4	1
NVIDIA	17		37	45	3	1	14	0
TOP 50 US COMPANIES	44		78	6	7	9	0	0
US CONGRESS	20		80	3	7	9	0	1
FORTUNE 500 CEO'S	6		73	21	3	2	0	0

@AustinForum  
#diversityAF

# The US EEOC Study: Diversity in High Tech

- **Tech Jobs:** Compared with overall private industry, the high-tech sector employed a larger share of white workers (68.5% vs 63.5%), Asian Americans (14% vs 5.8%), and men (64% vs 52%), **while a smaller share of African Americans (7.4% vs 14.4%), Hispanics (8% vs 13.9%), and women (36% vs 48%).**
  - Job types: Even among high-tech firms that employ a more diverse workforce, the majority of their tech-specific jobs, such as coding, are held by white workers, mainly men.  
**Minorities and women in high-tech companies – exclusive of Asians – tend to serve in non-technical positions.**
- **Executive Roles:** Whites are represented at a much higher rate in executive-level roles than African Americans, Hispanics and Asian Americans. Furthermore, by gender, **men occupy 80% of executive roles compared with 20% for women.** That compares with the overall private sector, where 71% of executive positions are held by men and 29% occupied by women.