

ANNUAL REPORT

2021

TECHPACT

Equity for All



Kimberly Saxton
Chief Executive Officer

A Letter from our CEO

If 2021 can be described as our year of beginning, 2022 will be our year of *building*.

TechPACT aspires to create a world where everyone with a passion for technology can succeed. If you find yourself reading this letter, you already recognize the power behind truly diverse and inclusive teams. You understand that magic happens when people feel a sense of belonging. When people feel seen, heard, and understood, they bring their best selves to work.

We deeply know what we want to achieve. But if you're like many of us, knowing the best way to get there may not be clear. At TechPACT, we have a two-prong approach to create change – the pursuit of representational diversity and closure of the digital divide.

REPRESENTATIONAL DIVERSITY – How we spend our time

At TechPACT, we believe the greatest source of power to create change is you. Going forward, we will be laser-focused on providing you the strategies, resources, and tools you need to maximize diversity and inclusivity within your spheres of influence. If each one of us makes a commitment to action, we will inspire others to act. We will create an unstoppable ripple effect that will create a diverse and inclusive technology community where everyone feels a sense of belonging.

DIGITAL DIVIDE – How we spend our funds

Tackling the digital divide is an immense undertaking, and we will maximize our impact by working together. I am proud to share that the funds we raise next year will be dedicated to supporting eligible individuals and nonprofits taking action to close the digital divide. Stay tuned for more details.

Mahatma Gandhi said, “You can’t go back and change the beginning, but you can start where you are and change the ending.”

Change starts here; with you and with me, collectively and individually. Become an ally. Become a volunteer. Gift your time or experience, donate funds, or build awareness by sharing this annual report with others. And most importantly, begin living our “+One” philosophy – expose yourself to something new, work with a diverse supplier, or connect someone with an opportunity they may not have otherwise been exposed. The approach is simple, and the number of things you can do to be a force for change are never-ending, but the impact of each of us choosing change is endless.

Visit TechPact.org to become a TechPACT member.



Michael W. Smith,
CIO, The Estée Lauder Companies



Earl Newsome
CIO, Cummins Inc.

A Letter from our Co-Chairs

It was the summer of 2020 that we had a conversation with other technology leaders in order to create a way that the tech industry could respond to the Covid-19 crisis. As we began the discussion, we realized that there was something bigger we needed to address...social injustice. George Floyd's murder had just happened, and we knew as a group, that we had to do something.

Weeks later, a group of twelve technology change makers came together to form the TechPACT. We put our focus on what the IT community could do to respond to the crisis going on in our communities and our country as a whole. Our vision is a world where anyone with the passion for technology has the opportunity and abilities to succeed. To make this vision an ongoing reality, we created a two-part mission:

- To create a measurable difference in the digital divide and
- To increase representation of underrepresented individuals and communities within the technology sector

...all within the next ten years

Over this last year we have created ongoing opportunities to not only fill the gaps, but also connect the dots among those underrepresented, their communities and tech organizations that wanted, and needed, to help. We kicked off and held eight ignite! sessions, conversations highlighting individuals who have had some sort of impact from diversity, inclusion and equity efforts throughout their life and their career. We have held live fireside chats and expert panels spanning from healthtech research around breast cancer, how AI is shaping the future of the workforce, and how young tech professionals are making a difference in their communities and the organizations where they work.

This work could not be done without our membership and volunteers. By taking the TechPACT pledge, members have pledged to be a force multiplier. By sharing with their networks, living the pledge and our "plus one" mentality, our mission and vision is coming true... one member, one community and one organization at a time.

On the pages that follow, you will see the impact we have made in just one year and the impact we are planning for the future. Our volunteers, partners and board of directors continue to create technology opportunities for our communities. You will see how we are truly creating change through empowering testimonials, the power of partnerships advancing the cause, and the support and relationships that make it all possible. At TechPACT, we are proud and humbled to be a part of the work that offers so many opportunities for serving the diversity, equity, inclusion and belonging space. Thank you for your trust, your involvement, and your support.

ACHIEVEMENTS

**OCT 29
2020**

Launched

**548
MEMBERS**

Took the Pledge

8

Ignite! Programs

4

Live Panel Programs

3

Partnerships with Microsoft, CareerSpring, and SRM Technologies

3

Sponsorships with ThoughtExchange, Zoom, and FROM.digital

**TECH
PACT
.ORG**

Launched

25+

Introductory calls sharing our mission

40+

Volunteers

∞

Thank you
to all that made
our first year a
success!

BELOW ARE OUR GOALS FOR THE NEXT FISCAL YEAR.

1 **HOST** at least 8 Ignite! programs to inspire individuals to pursue careers in technology because they see themselves in the stories shared by technology professionals.

2 **HOST** at least 4 DEI365 programs to provide technology leaders education and strategies to recruit, retain, and engage diverse communities.

3 **RELEASE** at least 4 secondary research findings that enable technology leaders to maximize DEI within their organizations.

4 **AWARD** at least 5 grants toward qualifying education programs that increase a student's access to technology.

5 **AWARD** at least 1 grant to organizations that sponsor programs to close the digital divide.

We thank everyone who played a role in our year one success!

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