



ANNUAL REPORT 2023

TECHPACT
Equity for All



Kimberly Saxton
CEO, TechPACT

A WORD FROM OUR CEO

You joined TechPACT because you see value in diversity and the importance of equity; however, if public discourse and legislation are indicative of trends, attention is beginning to focus elsewhere. This shift in focus does not signify that the challenges are solved, nor does it diminish the importance of diversity and equity. Now, more than ever, we are presented with an opportunity to band together as a community and say “*Not on our watch.*”

Women and people of color are still underrepresented across tech. As institutions take a lesser role in mandating diversity and equity, we must step-up to fill the gap. *We must choose change* and then take deliberate action to effect that change. Each step, no matter how small, moves us closer to our goal.

I start this year with a challenge.

How will you choose to create change?

- Help us build awareness by liking and reposting our LinkedIn posts
- Build your pipeline and give experience to diverse students through work-based learning and internships
- Be a speaker for a TechPACT event
- Contribute to important DEIB research topics as an author or co-author
- Power our ability to create impact through a donation
- And last, but certainly not least, become a mentor



To volunteer or for more information,
✉ [email info@techpact.org](mailto:info@techpact.org)

Overwhelmingly, our members have expressed interest in being mentors, and TechPACT has answered the call. I am thrilled to announce our first mentoring cohort, The First 50, is of particular importance because it will shape how we support all future mentoring relationships. Don't miss this opportunity to have a big impact. To join the First 50, send an email to mentoring@techpact.org.

My deepest gratitude is extended to our volunteers who chose to take action to create change. The impact we share in this report would not be possible without their tireless support.

A WORD FROM OUR CO-CHAIRS



Earl Newsome
CIO, Cummins



Michael W. Smith
CIO, The Estée Lauder Companies

Through 75+ volunteers with 10 donating their time on a weekly basis, we achieved the following:

- *Reached 800+ students to pursue tech careers*
- *Developed mentoring prototype with SHU*
- *Published Lead Drive Free research paper by Edward Wilson-Smythe from AlixPartners*

Since TechPACT's inception in 2020, we continue to be amazed at the progress that our dynamic group of volunteers, partners and members have made towards DEIB in the tech industry. We truly believe anyone with a passion for technology can succeed. Therefore we appreciate any effort towards realizing our vision.

We are confident that the impact TechPACT made in 2023 has inspired and encouraged young minds to explore careers in tech. We are proud and humbled to be a part of the work that continues to offer so many opportunities to serve the DEIB space.

As we dive into 2024, let us strive to create more diversity, equity, inclusion and belonging in our workplaces and beyond. Check out our website for ways you can impact diverse young minds to pursue careers in tech.

A standing ovation to those whose sacrifices are truly advancing DEIB in the tech industry.



2024 ACHIEVEMENTS

PROGRAM HIGHLIGHTS

1 MONTHLY IDEA IN PARTNERSHIP WITH LEAD AT ANY LEVEL	800+ STUDENTS ENCOURAGED TO PURSUE TECH CAREERS	 DEVELOPED MENTORING PROTOTYPE WITH SHU	 PARTNERSHIP TO DRIVE SPRING COHORT
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SOCIAL

4 NEWSLETTERS SHOWCASING HOW TO DRIVE DEIB IMPACT	21% GROWTH IN MEMBERSHIP REACH
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EVENTS

- 3 brave technologists sharing their stories in our Ignite! series
- 3 panels to inspire future technologists
- 5 webinars sharing DEIB insights

YOUR SUPPORT

3X FUNDING AND IN-KIND	10 VOLUNTEERS DONATING TIME WEEKLY
75+ VOLUNTEERS ENGAGED	

RESEARCH

- Authored *Design Accessibility* article and webinar with John Samuel from Ablr 360 and Ross Engelhardt from AlixPartners
- Published *Lead Drive Free* research paper by Edward Wilson-Smythe from AlixPartners
- Hosted 4 webinars sharing insights from our research paper *Impact Beyond the Diversity Headlines* by Edward Wilson-Smythe from AlixPartners

IN GRATITUDE OF OUR SPONSORS



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