

Equity for All



ANNUAL REPORT | 2023

A LETTER FROM OUR CEO



Kimberly Saxton
Chief Executive Officer

At TechPACT, we believe there are two major themes to create lasting change for diversity, equity, inclusion, and belonging (DEIB), and all our efforts are in pursuit of these two drivers.

- 1. Change begins with each of us.** If each of us strives to maximize belonging across our sphere of influence, the network effect of our efforts will be unstoppable. Our programs and research share insights on being a diverse professional in the workplace and the tangible actions each of us can take to create an environment where everyone thrives.
- 2. Uplift diverse technologists.** We are building an ecosystem for diverse professionals that provides the connections, support, and career management resources necessary to power their successful careers. This ecosystem will support the entire career lifecycle, from choosing a career in technology to becoming an executive.

As I look back on my first year with TechPACT, I am overwhelmed with gratitude. TechPACT is a volunteer-driven civic society, and we would not have achieved our impact without the passion and commitment of our incredible volunteers.

AND. THEY. DELIVERED.

Change in ourselves begins with expanding our own DEIB horizons. To that end, we hosted eight programs, one of which was our first live event. Our programs featured more than 25 courageous leaders sharing their stories and inspiring us all to become more well-rounded humans. In addition, we launched the inaugural publication of our new research series, *Equity for All*, that highlighted four barriers to diversity in technology and provided twelve actionable steps to drive enduring change. At release, this research paper was the #1 rated new release in the 90-minute business and money short reads category on Amazon.

In support of diverse technologists, we seeded several partnerships to begin building the tools and resources needed to empower diverse

technologists throughout their career journeys. We launched programs that build STEM curriculum in schools, create and manage mentoring relationships, and establish a virtual network for diverse technologists to manage their careers and connect with opportunities.

But 2022 was not without its learnings. As a volunteer-driven organization, we quickly realized we had to work differently. We were not bound by common working hours or a shared infrastructure. (Thank goodness for technology!) We shifted our approach to focus on discrete projects that allowed volunteers to bring their expertise and passions to bear, while flexing to fit into the time they were able to donate. Next year, we will start posting these opportunities regularly, and we hope that you choose to share your time with TechPACT.

In 2023, we will be laser-focused on launching our diverse professional ecosystem. This includes welcoming our first cohort of mentees, piloting our career management system, and building the pipeline for diverse candidates. In addition, we will continue to release research papers and host Ignite! and DEI365 sessions to keep our membership on top of important DEIB topics.

The pursuit of DEIB is massive and requires attention from each of us. I firmly believe if each of us intentionally builds diversity and equity, and actively nurtures inclusion and belonging, we will create ripples. Eventually, those ripples intersect and we find ourselves in an entirely new environment.

**Imagine the power we unlock when each
voice feels valued.**

A MESSAGE FROM OUR CO-CHAIRS



Earl Newsome
CIO, Cummins



Michael W. Smith
CIO, The Estée Lauder Companies

Because of our volunteers' dedication, TechPACT delivered substantially in 2022

- *Launched a new research series: Equity for All*
- *Held 10+ virtual events and webinars*
- *Awarded a TechLX Scholarship to a diverse leader in technology*
- *Selected recipient for grants to bring technology and technology curriculum into the classroom*
- *Collaborated with 60 volunteers*
- *... and much more*

To say that the last 12 months was a year of change would be an understatement. Since TechPACT's inception in 2020 we continue to be amazed at the progress that our dynamic group of volunteers and members have made towards our vision of a world where anyone with the passion for technology has the opportunity and abilities to succeed. Our mission is focused on two areas:

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

One of our amazing Ignite! speakers summed this year up perfectly:

"Create opportunities for everyone around to be seen and heard." -Rachel Agingu

In this report, you will read more about the impact we made within this last year and the vision we have for the years to come. We both want to send our sincere appreciation for the dedication of our volunteers, the passion of our members and the overwhelming desire for change from our amazing speakers and partners. Each one of you truly embodies our pledge of being a force multiplier. Without your efforts, ideas, and drive, TechPACT could not have made the strides it has this year.

We are, and will continue, to make change.

All of us at TechPACT are proud and humbled to be a part of the work that continues to offer so many opportunities for serving the DEIB space. We thank you for your trust and continued involvement and look forward to the impact we will produce in 2023.

Making a real difference "+One" at a time.



OUR MISSION

Reduce the digital divide
and pursue representative
diversity

OUR VISION

To create a world where
anyone with a passion for
technology has the
opportunity to succeed

The TechPACT Pledge

I pledge to do all within my power to create a world where anyone with a passion for technology will have the opportunity to succeed. I will hold myself accountable by committing to advancing inclusion, diversity, and equity with my team, my partners, and my community.

Partnerships

2022 ACHIEVEMENTS

Thank you to our incredible partners!

- Launched member engagement system with support from Buffkin/Baker
- Digital presence powered by FROM, SJI, and Navisite
- Our first in-person event, Women in Tech: Japan, hosted with SRM Tech
- Student mentorship pilot founded by Burke & Associates



PROGRAMMING

- 4 Ignite! sessions
- 25+ Ignite! speakers in queue
- 6 DEI365 sessions
- 25 diverse professionals sharing their stories
- Launched three major initiatives to support our diverse technologist ecosystem
- 2 pilot mentorship programs with universities

Research | 2 Releases

1. 10 Proven Actions for Leaders to Integrate DEI Into Their Business
2. *Equity for All* - Impact Beyond the Diversity Headlines
3. Impact Beyond the Diversity Headlines was the #1 rated new release in the 90-minute business and money short reads category and #7 rated new release in the much larger business leadership category on Amazon.com
4. Launched new research series: *Equity for All*

VOLUNTEERS GIVING BACK

60+

We engaged over 60 volunteers in 2022

10

10 volunteers donating time weekly

YOUR DONATIONS GIVING BACK

100%

100% increase in funds raised

1 TechLX

Selected recipient for grants to bring technology and technology curriculum into the classroom

