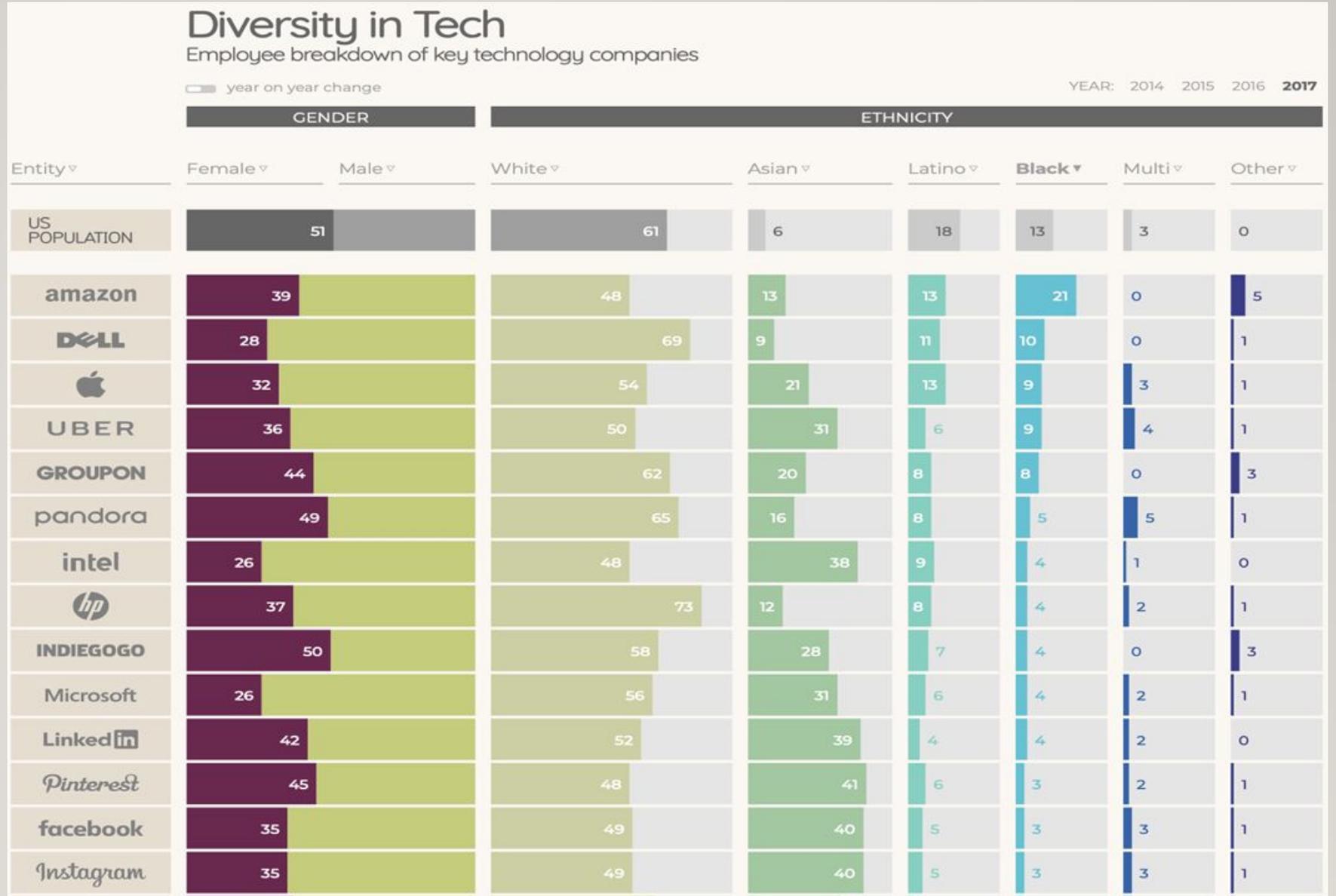


*Achieving Diversity, Equity, and Inclusion (DEI) in Tech*

# THE PROBLEM

*Lack of diversity in Tech*



# WAGE EQUITY IN TECH

White men remain at the top. Today, many workers are separated into various jobs which are historically underpaid because of their gender or race.

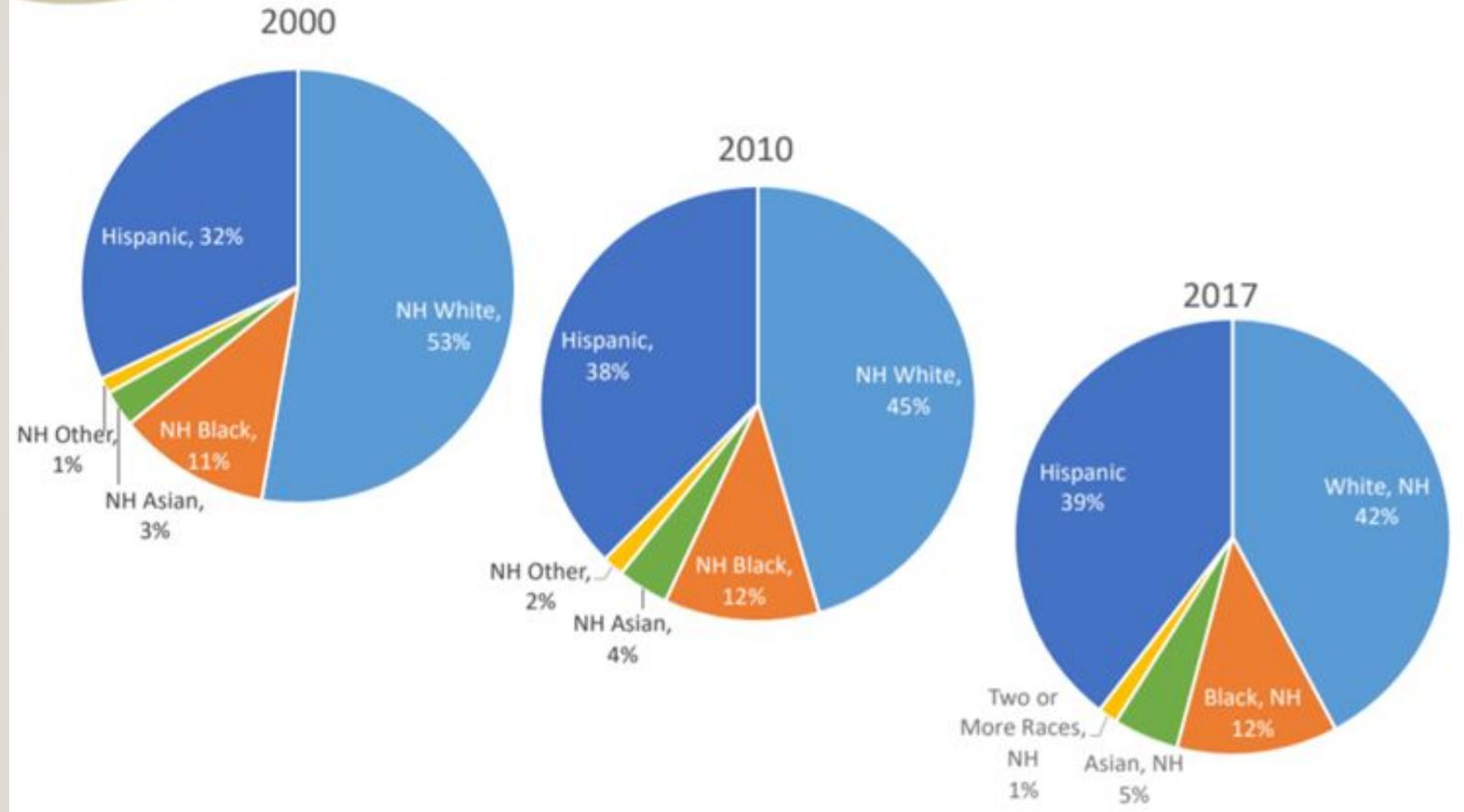


# Texas Racial and Ethnic Composition, 2000, 2010, and 2017



## TEXAS POPULATION DEMOGRAPHICS

*Moving from majority white, to majority non-white*



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



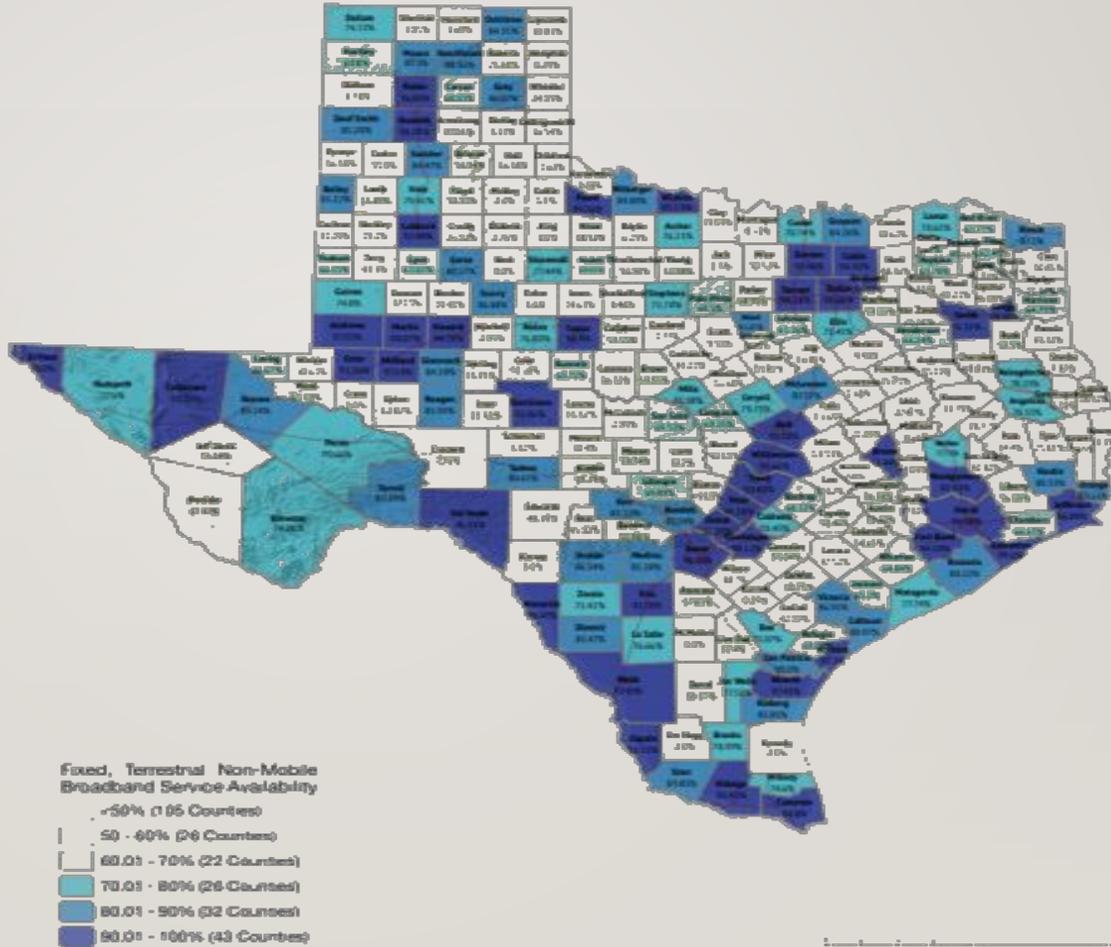
# Texas Household Broadband Availability by County

## 100 Mbps Download/10 Mbps Upload

State Availability  
**88.50%**

# TEXAS HOUSEHOLDS BROADBAND AVAILABILITY

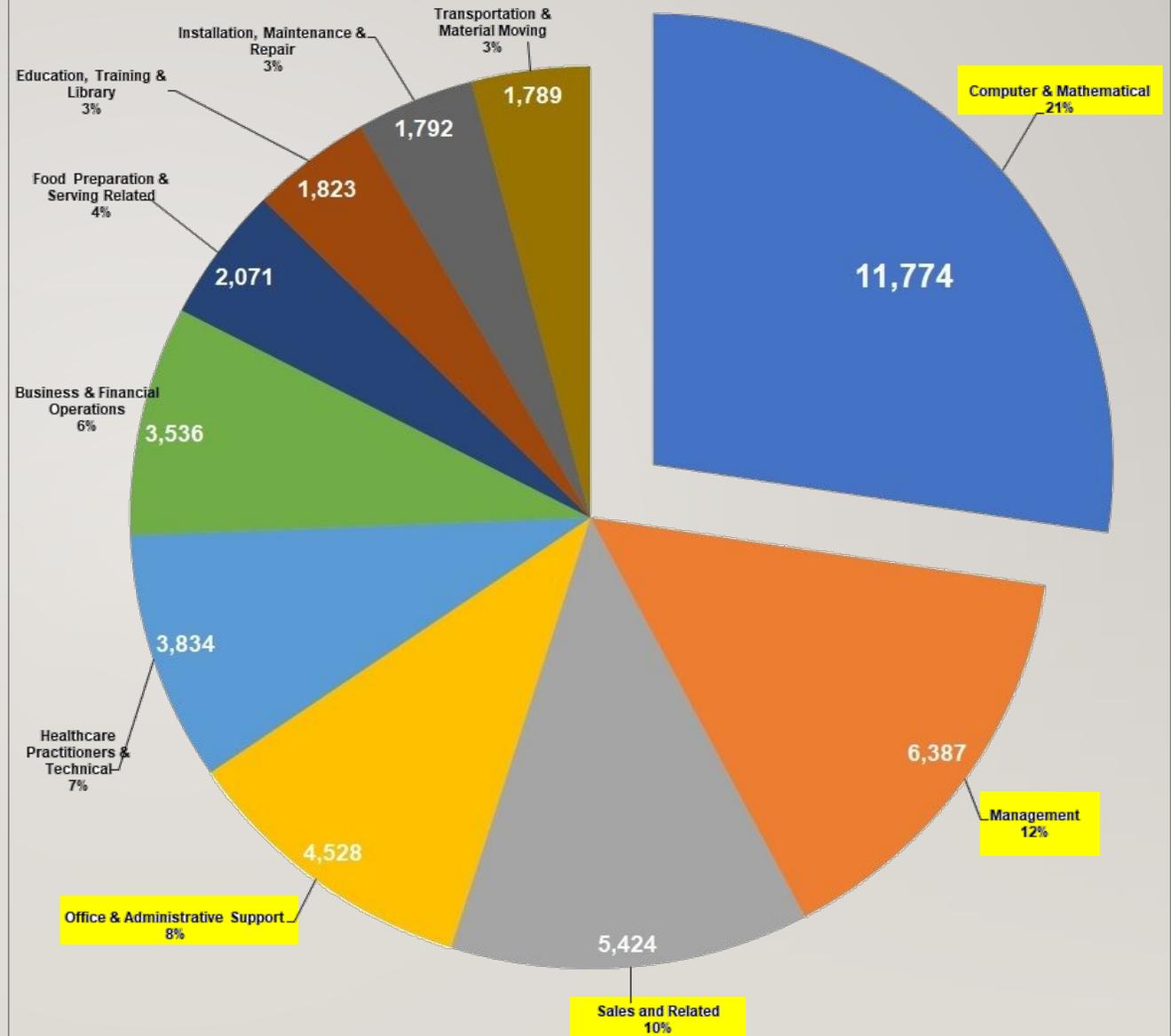
*Not enough quality  
connection to  
accommodate online  
learning for students and  
remote work for adults*



AUSTIN CHAMBER OF COMMERCE  
Top 10 Most Advertised Job Postings (by Occupational Group)  
Austin-Round Rock-San Marcos MSA from May 14, 2020 to Jun 13, 2020

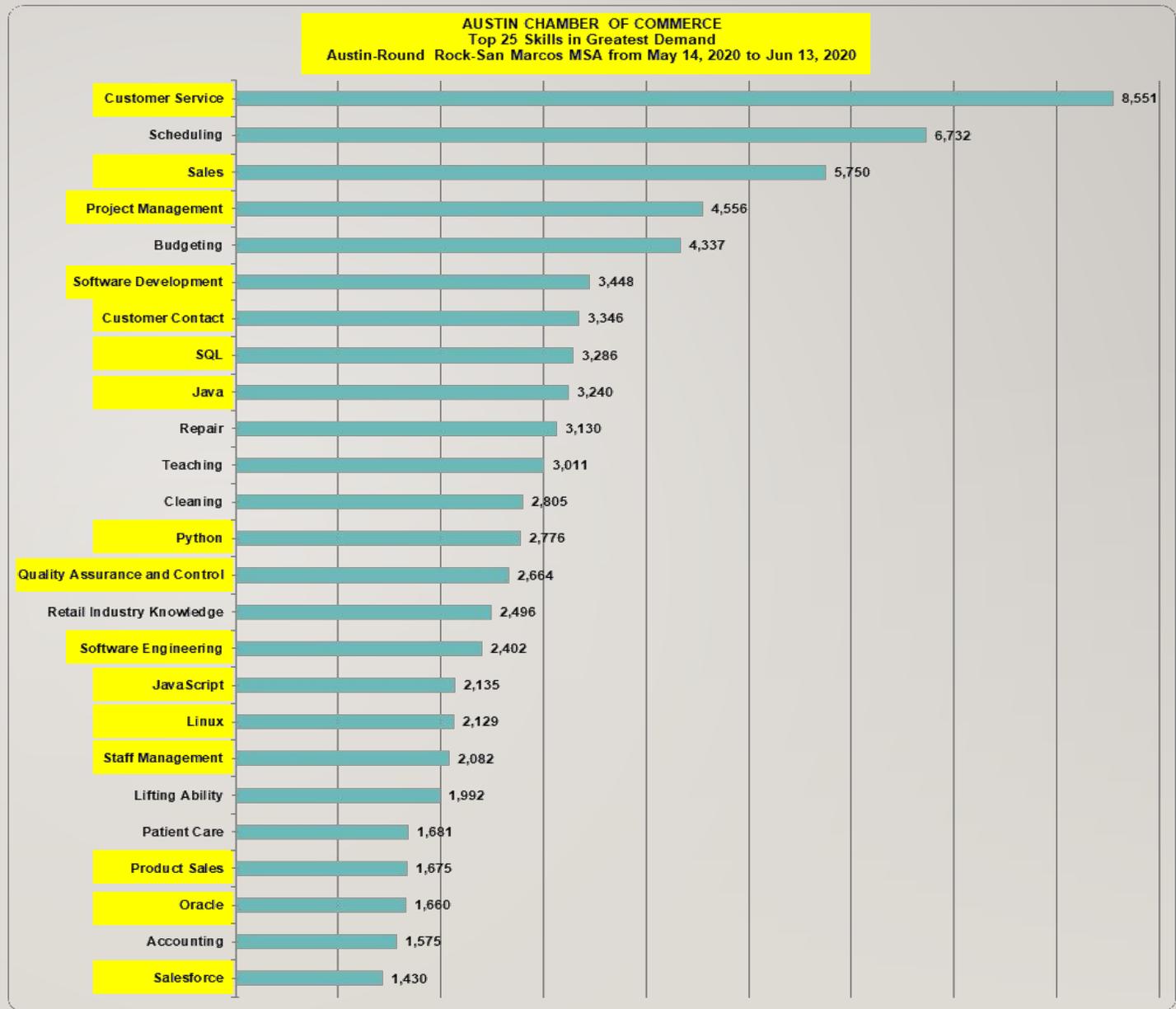
# AUSTIN TOP 10 ADVERTISED JOBS

*Majority of the 10 jobs are in the technology industry*



# AUSTIN TOP 25 SKILLS IN DEMAND

*Majority of the top 25 skills are technical or can be done in the tech industry*



# AUSTIN TOP 10 TECH JOBS POSTING AND WAGES

*Only 1 tech job makes less than \$50K in salary*

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?

*Exposure, skills development, and build social capital!*



## 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. Less talk and more action!*

## 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 high school 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

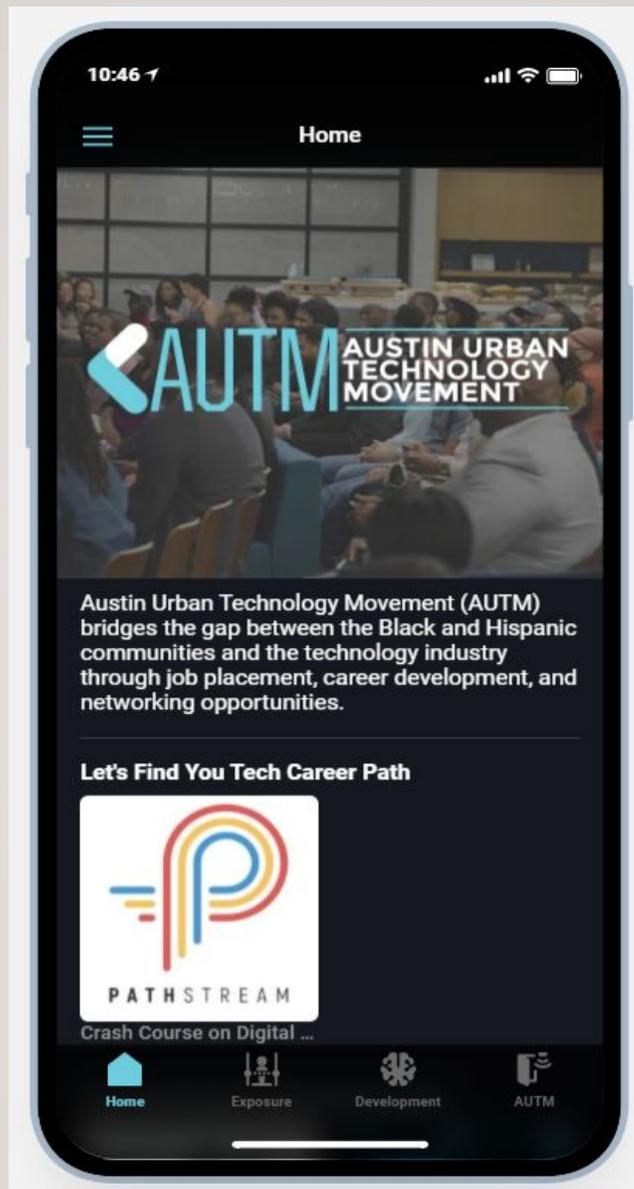
**Curated Corporate Events** – Hear about technology and diversity, equity, and inclusion (DEI) trends from companies in the tech space; witnessing their culture, mission, and competitive advantage in the market place.

**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?

Go to [www.autmtx.org](http://www.autmtx.org)  
to download our  
AUTM Learn  
application and sign up  
for the AUTM  
newsletter!



Scan with camera to install app.

Link to the AUTM  
newsletter

<https://www.autmtx.org/join-autm>

# WHAT ELSE IS AUTM DOING?

*Using technology to transform lives by eliminating the digital divide and the racial wealth gap*

## Texas Technology for All

Technology is no longer optional but a necessity

### There has never been a stronger need for access to technology

In Texas, more than two million households lack high-speed internet access and 4.1 million Texans are living in poverty. The Coronavirus (COVID-19) has disproportionately impacted those from underrepresented communities, exposing the negative effects of the digital divide and consequences of income inequalities.

COVID-19 has forced businesses, schools, and resources to move 100 percent online, making access to technology and technology skills a basic necessity in today's economy. However, not everyone has access to technology, yet alone technology skills, thus leaving behind those that are low-income, underserved, and underrepresented.

### Three ways we can bridge the technology gap

In order to assist Texans with the most need, Austin Urban Technology Movement has partnered with other organizations to launch a regional campaign for low-income, underserved, and underrepresented communities.

Serving low-income, underserved, and underrepresented communities



1

Provide internet access



2

Distribute computers



3

Teach digital skills

[Continue reading to learn how you can help](#)



## Three ways you can support Texas Technology for All

1



### Sign the petition – help us reach 1 million signatures!

We are gathering signatures to support the Texas Technology for All campaign. With enough signatures, we will ask Governor Abbot to work with AUTM and other organizations as well as the Broadband Development Council and Operation Connectivity to increase representation for underserved communities.

2



### Spread the word

Once you have signed the petition, help us reach our goal of 1 million signatures by sharing your commitment to technology access on social media. Use icons on the right to visit our social sites and tag us in your content.



3



### Donate to AUTM

Donations go directly towards our three main impact areas:  
1. Providing internet access  
2. Distributing computers  
3. Teaching digital skills

We have made great progress, but still need your help! To date we have over 1,700 signatures and have donated 139 computers that were given to three organizations.



### About AUTM

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. [Learn more](#)

[Sign the petition](#) and learn more about Texas Technology for All



# Thank You

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Please assist 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 join the AUTM community!

We are also on social via @autmtx

