DRAFT

[Insert Your Organization's Logo]

[Insert Your Organization's Name]

CBC TECH 2020 African American Inclusion Plan

Overview
In May 2015, the Congressional Black Caucus launched **CBC TECH 2020** to bring together the best minds in the tech, non-profit, education and public sectors to chart a path forward to increase African American inclusion at all levels of the technology industry. The lack of African American representation in tech means that many of our best and brightest – the problem solvers, critical thinkers, and those that challenge conventional thinking – are not included, and America's global competitiveness suffers as a result. By adopting a CBC TECH African American Inclusion Plan, organizations are expressing their commitment to use their unique capabilities and networks to contribute to increasing diversity in the tech industry.

[Your Organization's Name]
[Briefly describe your organization's mission and capabilities to help increase diversity in tech.]

[Your Organization's Name] Action Items

Outcome: [State Outcome 1.]

Importance: [State why the outcome is important.]

Action Steps: [Briefly describe what your organization will do to achieve this outcome.]

Outcome: [State Outcome 2]

Importance: [State why the outcome is important.]

Action Steps: [Briefly describe what your organization will do to achieve this outcome.]

Outcome: [State Outcome 3]

Importance: [State why the outcome is important.]

Action Steps: [Briefly describe what your organization will do to achieve this outcome.]

Partnerships
[Briefly describe how other stakeholders can help you achieve your outcomes.]

Learn More
[Insert your organization's website and point of contact.]
[Insert link to the CBC TECH 2020 website.]

EXAMPLE ACTION ITEM

Outcome: Train 100 mid-career African American tech professionals in computer science by 2020.

Importance: In order to increase African American inclusion in tech, we must not only build the entry level talent pipeline, but also the mid and senior career talent pipeline as well. There are a number of African Americans who work in tech, but who may not have the specific training that high-tech companies are seeking. By training more mid-career tech professionals to transition into more specialized roles, we can increase the talent pipeline and make African Americans more competitive for open positions.

Action Steps: **A)** We will host training sessions at our quarterly meetings.

              B) We will host a tech job fair during our annual conference.

              C) We will provide links to online training courses on our African American Inclusion Plan page.

              D) We will create a new certificate for our members who complete at least three of the training courses we offer.

              E) We will provide 30 scholarships to our members who are seeking advanced training.