

ANNUAL REPORT 2024 YEAR IN REVIEW

TECHPACT



A WORD FROM OUR CO-CHAIRS

This is a pivotal moment in American culture and society as we witness a backlash against DEI. You might be surprised that we - founders of TechPACT, an organization committed to advancing diversity in technology and a very public advocate of inclusivity - find this understandable. As perilous as this path is, we should seek to understand what is behind this growing sentiment. It is far too easy to write it off as fear-based, ignorance or pure bigotry. Doing so would only serve to make us hypocrites, sowing more divisiveness.

So what is behind this backlash?

Somewhere along the line, DEI became known as the antithesis of meritocracy. But we lost sight of why DEI came into existence in the first place.

Dr. Martin Luther King, Jr. famously said, **"...they will not be judged by the color of their skin but by the content of their character."**

This quote reflects his vision of a just society where people are valued for their contributions, not race.

Many companies prioritized quotas over meaningful change, focusing on short-term shareholder promises instead of tackling systemic issues with long-term, value-driven solutions. Organizations spent tens of millions on initiatives that distracted them from their core mission, and in many cases, failed to make a meaningful difference.



Of course there was a backlash.

At TechPACT, our vision is that anyone with a passion for technology has the opportunity to succeed. We value diversity and recognize the strength it represents.

We also recognize the reality of today. Equity is not about hiring or promoting someone into a job they aren't qualified for ... **equity is about ensuring they have the resources available to become equally qualified.** That is why we are taking a cradle to career approach at TechPACT. How do we start equipping everyone, regardless of their starting points, with the tools and experience to earn their way to successful careers in tech? This is our focus.



Michael

Michael W. Smith
CIO, Estée Lauder



Earl

Earl Newsome
CIO, Cummins

A WORD FROM OUR CEO

At TechPACT, we embrace a +1 mindset. This ethos is a crucial part of our organizational DNA.

What does this mean?

Simply, add “+1” to things you do every day. Read a book you wouldn’t otherwise read. Listen to a song you wouldn’t otherwise listen to. Participate in an event you wouldn’t otherwise attend. Engage with someone you don’t normally reach out to. **We encourage you to actively and intentionally expose yourself to new experiences.**

Why do this? A well-known quote from an unknown source summarizes this beautifully.

"Be curious, not judgmental."

(In case I triggered your own curiosity here ... this quote is widely and incorrectly attributed to Walt Whitman. According to The Walt Whitman Archive, there is no actual record of him saying or writing this. While we may not know its origin story, the simple wisdom captured in this adage is not diminished.)

Why be curious?

Curiosity broadens your perspective, so you better connect with the personal experiences of others. You build empathy and exhibit grace. You jump to conclusions less and seek to understand more.

You stop thinking in singular terms and begin seeing there are many paths to success, each with their unique benefits and drawbacks.

Being curious allows us to embrace behaviors that allow inclusion to thrive.

Inclusion is not an overnight fix and requires intention and resolve. But, once inclusion takes root, it creates a virtuous circle with sweeping benefits from shareholder gains to talent retention, as detailed in HBR’s *10 Reasons Why Inclusion Is a Competitive Advantage*. Why not try something that impacts the entire system?



As we look into 2025, let’s choose to do something hard. Together we will go far.

Onward ...



Kim

Kimberly Saxton
CEO

2024 ACHIEVEMENTS

MENTORING

150+

WILLING
MENTORS

70+

STUDENTS
MENTORED

2

MENTORING
COHORTS

“

Through TechPACT’s mentoring program, I had the privilege of working with [a mentor], whose guidance helped me transition from college to a full-time Data Engineer role. Her mentorship strengthened my confidence in leadership, teamwork, and career growth. I’m incredibly grateful for this life-changing experience ...

”



Tanaka
Mentee



Abby
Mentee

“

TechPACT’s mentoring program connected me with [a mentor] whose guidance and experience helped shape my transition from professional hockey to a career in technology. Her insights gave me confidence in the value of my athletic skills in the corporate world, ultimately leading me to a Data Science role ...

”

BUILDING OUR FOUNDATION

In line with the broader focus on well-being, TechPACT took an inward approach in 2024. To best serve diverse technologists, we prioritized strengthening our infrastructure. This investment allows us to accelerate progress toward building a dynamic career ecosystem, while enhancing member engagement and support. Here's how we did it:

- Improved new member acquisition by enhancing the sign-up journey to reduce friction and improve conversion rates;
- Enabled ability to personalize engagement with members to drive higher retention and deeper interaction;
- Streamlined technology operations through the use of on-demand, scalable, cloud-based infrastructure;
- Strengthened organizational integrity by updating the code of conduct to remain aligned to industry best practices and compliance standards; and
- Optimized cash flow management to maximize investment in programs that deliver tools and experiences to build successful careers.

In gratitude

Thank you to our dedicated volunteers and members. Each step we take toward achieving our mission is fueled by your efforts. Together, we are changing the face of technology.



TECHPACT