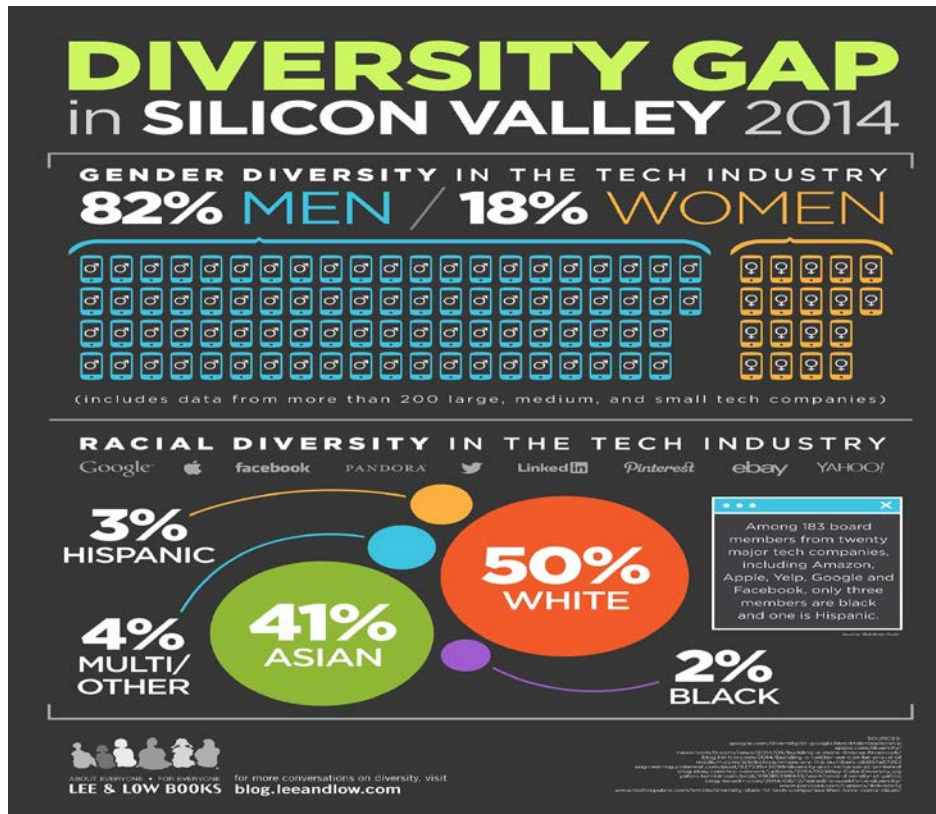### *Three Themes*

- The Hidden Gem: Community Colleges
- Strength in Numbers
- Think Regionally, Act Locally

Three Strategies

- Equity Toolbox with Technical Assistance
- Data-Sharing and Data-Analytics Regionally
- Collective Impact NIC Approach

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I.   INTRODUCTION

When college presidents and key Career Technical Education college administrators and faculty convened in August 2016 as part of the statewide Strong Workforce Summit in Oakland, our regional group (BACCC) met during one of the sessions and spoke about the deep desire for us as colleges around the Bay Area to leverage the unprecedented state workforce funding to diversify tech.

Thanks to collective votes for the *Diversity in Tech* project regionally and six colleges (so far)[1] committing their own local workforce funds to this regional project, a small group has had held several meetings at Foothill College in Silicon Valley to design the coalition effort and prepare for the public launch. The goal is to provide meaningful employment opportunities for community college students while also diversifying the Tech industry: increasing diversity of women, Latinos, African Americans, and Native Americans in Tech (in general) with specific attention to coding (dev/ops) and cybersecurity.

Our purpose of forming a Bay Area coalition of community colleges, non-profits, and industry partners is to take a collective-impact approach (guided by data and enhanced by equity tools) with recognition that no one college, non-profit, or industry partner could move the needle on its own. It is also a recognition that the Tech industry holds promising employment opportunities presently and in the future for women and girls and communities of color, and any collective effort to move the equity needle would be a worthy endeavor.

With the state Strong Workforce funding both regionally allocated and from colleges contributing to the regional effort, Foothill College procured the assistance of two non-profit organizations with a strong record of equity (the Marcus Foster Education Institute and YearUp) and hired a coordinator Steve Grevious.

January 2018, Cisco hosted the first regional event for our Diversity in Tech (DIT) coalition gathering which serve as a public launch. Regional businesses, community-based organizations (CBOs), colleges, and industry leaders attended the *Diversity in Tech* Summit.

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[1] Many thanks to Cabrillo College, Diablo Valley College, Las Positas College, Ohlone College, and Monterey Peninsula College for joining the coalition through contribution of workforce dollars to the joint venture (as of February 2018).

As more convenings are planned, we want to create a coalition that takes the strategic direction of the collective group utilizing the collective-impact approach while at the same time, the core team proposes three specific strategies and anchored in three themes that define the coalition.

II.   THREE THEMES

- The Hidden Gem: Community Colleges
- Strength in Numbers
- Think Regionally, Act Locally

Students in California community colleges are more diverse ethnically. There are also more women enrooled in community colleges than in the general state population. This natural diversity lends itself to icreasng the probability of diversifying an education-to-employment pipeline. Furthernore, one of the missions of community colleges is workforce development and in recent years, community colleges have been receiving unprecedented funding in workforce development. And with industry recently recognizing associate degrees and cetificates are more than sufficient for entry work in DevOpp and cybersecurity, community colleges are even more uniquely placed to help diversify Tech in the Bay Area. The "hidden gem" to diversifying Tech is community colleges.

There are 28 community colleges in the Bay Area. A regional coalition of interested community colleges of hopefully 9-12 colleges, CBOs that have been organizing various coding and cybersecurity camps and programming, and various tech companies (or companies with a significant tech development unit) serves as the "strength in numbers" that would create a robust pipeline from middle school to high school, to community college, to work (and beyond). The goal of the D.I.T. coalition is not just to create a gathering of like-minds to network, but also to develop the real connective tissue that binds college, CBOs, and industry using the three strategies.

Colleges, CBOs, and various Tech companies have been working diligently in their respective areas to prepare diverse students for work in Tech. The D.I.T. coalition's goal is not to change any existing efforts locally, but instead to honor existing local practices and maybe even share such practices. D.I.T. coalition's larger goal is to enhance the local efforts by thinking regionally and designing a regional pipeline that would ensure better matching among colleges, CBOs, and companies.

III.   THREE STRATEGIES

- Equity Toolbox with Technical Assistance
- Data-Sharing and Data-Analytics Regionally
- Collective Impact NIC Approach

The DIT initiative is organized into three broad areas: (1) The equity toolkit; (2) realtime data along the pathway; and (3) collective impact bridging among business, CBOs, and colleges.

Equity Toolkit

Community colleges have access to a variety of programmatic tools that can be deployed to attract and support underrepresented students in our IT and CS programs. For example, dual enrollment, instructional service agreements, internships/apprenticeships (credit-hearing), implicit bias training, guided pathways, and learning communities can all be deployed to provide access and increase success rates, so diverse students are well prepared for employment in the Tech industry. We will catalog, organize, and where needed, provide technical assistance to utlizing of this toolkit so colleges can use them as it makes sense.

The goal is to the Bay Area technology industry address its workforce diversity challenge by partnering wit community colleges and with relevant CBOs: for instance using our CID IT Model Curriculum and the CS Transfer Model Curriculum to prepare underrepresented students for entry-level careers in technology.

Realtime Data

Most of our available data reflects outcomes once a course or program is completed. But there are other points along that pathway that, if they were *instrumented*, could provide valuable insights to improve those ultimate outcomes. For example, students who completed a CyberSecurity camp are expected to be more successful in an IT or CS pathway. But we need to connect these non-transcripted events along the pathway to student records, to see what works and what doesn't. Our internal moniker for this component is Curated Pathways, an approach that could eventually reach a level of granularity to include specific assignments and activities within individual courses along the way.

Collective Impact

The DIT initiative relies on collaboration across the three distinct cultures of business, education, and CBOs. We are employing the *Network Improvement Community Continuous Improvement* model, facilitated by the Marcus Foster Educational Institute (MFEI) as the framework for bridging these three cultures. MFEI is facilitating meetings to develop deep and sustainable relationships among partners at a small number of Bay Area colleges—the *core* colleges—and sharing what we learn with all Bay Area colleges along the way.

IV. **CALL TO ACTION: CALLING COMPANIES, COMMUNITY-BASED ORGANIZATIONS, AND COMMUNITY COLLEGES IN THE BAY AREA**

We want to discuss ways our coalition can collaborate to transform the Tech industry and create new opportunities for women and people of color. We also want to discuss how more colleges, CBOs, and companies to join the coalition.

We are looking to have a workforce in the tech sector space of Silicon Valley and throughout the state of CA, reflective of our demographics.