



2023 Strategic Plan Addendum

## See Yourself in Tech

Hack the Hood **provides Black, Latinx, Indigenous and AAPI youth** with **tech skill-building programs** and **career navigation support** that are **grounded in justice** and **support economic development and growth.**

## executive summary

Not unexpectedly, technology has advanced at an incredible rate in the past 3 years. As such, those looking to support communities entering into this space must also change accordingly. Hack the Hood unveiled its bold and ambitious Strategic Plan in 2021. This Addendum to HtH's current Strategic Plan is a function of significant changes which have occurred since the Plan's adoption in 2021. HtH's core mission remains the same, but we are strengthening the technical rigor of our curriculum, expanding the type and number of pathways to employment, and reaffirming our commitment to racial justice.

## vision

By providing technical, sociotechnical and workplace navigation skills, HtH aims to empower the next generation of Black, Latinx, AAPI and Indigenous professionals.

- We believe that technology is a central tool in the pursuit of social justice.
- We understand that true justice is possible when learners are equipped with the tech and data literacy skills they need to access opportunity and be agents of change.

This results in our alumni understanding the role that data and technology plays in the conditions of those who have been marginalized and the power and position to change those conditions.

## who we serve

We serve early career Black, Latinx, AAPI and Indigenous learners, ages 16 to 25, who experience the greatest barriers to accessing tech based learning and careers.

## where we serve

Oakland-based and rooted, we offer hybrid programming and have the opportunity to serve the greater Bay Area including Alameda, Contra Costa and San Francisco counties.

our why

**Black and Latinx students have relatively limited exposure to tech instruction and are thus under-represented in the workforce**

1. Only 9% of Black and 17% of Latinx students take computer science courses in high school compared to 47% of their white peers ([Kapor Center Report](#))
2. Black, Latinx, and Native American/Alaskan Native students comprise 60% of California's high school population but just 16% of AP CS A test-takers ([Kapor Center Report](#))
3. Black & Latinx employees make up only 7% of those working in tech even though they make up 30% of adults. ([US Equal Employment Opportunity Commission; 2020 Census Bureau](#))

**In the tech industry, Black, Latinx and AAPI employees face bias and discrimination in hiring and promotion.**

1. 62% of Black and 42% of Latinx tech workers state that they have experienced some form of discrimination in the workplace compared to 25% of all workers ([Pew Report](#))
2. A report by the Pew Research Center found that Black and Latinx tech workers were more likely to report experiencing bias in the workplace and were less likely to be promoted to leadership roles ([Pew Report](#))
3. While AAPI are hired into tech jobs more than any other racial group, they are the least likely to advance to senior management levels. ([Harvard Business Review](#))
4. This puts these groups at a large disadvantage in an ever-growing industry with one million jobs forecasted to be created by the year 2026.

our why

**Racial Justice education has a significant impact on successful school persistence and matriculation**

1. SFUSD adopted ethnic studies in their curriculum in 2017 and found that students who participated had increased rates in attendance, course completion and grades ([Proceedings of the National Academy of Sciences](#))
2. A study conducted in 6 Oakland high schools found that Black boys who participated in a course focused on Black History and Culture saw dropout rates reduce from 8.5% to 4.9% ([Center for Education Policy Analysis](#))

**Implicit bias permeates through technology**

1. A report by Reuters showed that job recruitment software can contain implicit biases that discriminate against certain groups of people. For example, if the software is programmed to favor candidates who attended certain universities, it may disproportionately exclude candidates from less prestigious schools ([Reuters](#)).
2. Facial recognition technology has been shown to be less accurate in identifying Black and Brown individuals. A study by the National Institute of Standards and Technology found that some facial recognition systems had higher rates of false positives for Black individuals, women and other people of color which could lead to wrongful arrests or accusations ([Gender Shades Study](#)).
3. Other examples implicit bias affecting technology include search engines algorithms, artificial intelligence models and voice assistants

**our solution**

**Attract & Serve** early career Black, Latinx, Indigenous and AAPI youth who are not engaged in tech education and creation.

**Design & Implement** engaging technical curriculum that incorporates a racial justice lens to motivate learners to leverage tech and data for social change.

**Develop** learners’ technical skill by delivering rigorous, standards-based and career aligned tech skill building programs.

**Prepare** learners and provide access to navigate career pathways into the tech field by partnering with advanced learning opportunities, apprenticeship programs, corporate internships and bootcamps.

**Uniquely Ours: An Emphasis on Tech for Justice** that conceptualizes technical skills in the lived experiences of our learners; centers the experiences and contributions of Black, Latinx, Indigenous and AAPI folks in technical learning; empowers learners to make meaningful contributions to society by becoming the architects of a more inclusive and just tech-based industry.

activities	intermediate outcomes	ultimate outcomes
attract	Increased pool of Black, Latinx, Indigenous and AAPI folks equipped with deep tech skills	Hack the Hood learners: <ul style="list-style-type: none"> <li>• Gain advanced technical instruction,</li> <li>• Enter and diversify the tech workforce</li> <li>• Utilize a socio-technical perspective and lived experience to positively change technology systems and outcomes</li> </ul>
design	Learners utilize a Socio-technical perspective in technology and data	
develop	Marketable high tech skills (eg. coding, data science)	
prepare	Tech career pathway support	

## metrics

These metrics will guide our success in 2023

### Tech and Professional Skill Building

1. 200+ youth served in 2023
2. >90% report a positive assessment rate of tech skills

### Positive Tech Identity Formation

1. > 90% report a positive assessment of their belief that technology can improve their communities.
2. > 90% report a positive assessment of their intersectional tech identities (how much they feel they belong in the tech space and have access to resources to be successful)

### Career Advancement & Economic Mobility

1. > 60% of Hustle graduates continue on to Build
2. > 50% of Build graduates join a Drive: Career Pathways partnership
3. > 90% report a positive assessment of developing their careers and achieving their goals during the program.