Latinos In Technology Scholarship

Annual Report 2016
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The Problem: Lack of Latinos in High Tech. Latinos account for a large percentage of the Silicon Valley population (28%). The Latino community will double in population in the next 30 years - and yet, a small percentage of them are in the high-tech industry.

“In 2011 Latinos accounted for 26% or 639,685 of the overall population of Silicon Valley. Latinos are projected to be the largest population group by 2040, and thus are an increasingly influential force in Silicon Valley. By 2050 the Latino population will have more than doubled since 2000, and at that time, the estimated 1.3 million Latinos will make up 37% of Silicon Valley’s projected population of 3.4 million. The percentage of Latinos that worked in high-tech occupations in Silicon Valley...was disproportionately lower than the percentage of non-Latinos in these occupations in 2009. Only 1.3% of Latinos in Silicon Valley worked in Computer and Mathematical occupations, and 1.3% worked in Architecture and Engineering occupations.”

“Intel and other Silicon Valley companies have drawn heavy criticism in recent years for their lack of diversity. Based on reports from a number of them last year, tech workers are roughly 70% male and more than 60% white, 30% Asian, 2% African-American, and 3% Hispanic at the typical Silicon Valley firm.” - San Jose Mercury News, 1/7/15, “Intel touts ambitious diversity program”

It is important to note that these statistics are for the firm’s total workforce including non-technical positions. So, it would be safe to speculate the problem is even greater for technical and executive positions.

Such reports are just a sample of several other media accounts of similar findings in other high tech firms. There are growing concerns about the lack of ethnic diversity in high tech.

The Time to Act is Now

Convening and engaging the community for the betterment of Silicon Valley Latinos is one of the Hispanic Foundation of Silicon Valley’s (HFSV) three pillar priorities. The time has come to convene and engage high tech leadership around a comprehensive and impactful initiative. To do just that the HFSV launched the Latinos in Technology Scholarship program in 2015.

The Latinos in Technology Scholarship program will provide up to 100 scholarships annually for five (5) years to Latino college students who have chosen a STEM (science, technology, engineering, math) major. Additionally, several sponsoring corporate investors will provide summer internships to the scholarship recipients.

Ron Gonzales
President & CEO
Hispanic Foundation of Silicon Valley
PROGRAM LAUNCH INTRODUCING THE LATINOS IN TECHNOLOGY SCHOLARSHIP

The Challenge
Although Latinos represent 28% of the total population in Silicon Valley, only 3% are in the high tech work force. With 39% of the K-12 student population identified as Latino, we anticipate the challenge to continue growing.

The Solution
The Latinos in Technology Scholarship supports Latino college students in 2 ways:

- Financial. We will financially support Latino students who have declared a major in a STEM (science, technology, engineering, and math) related field.
- Internships. We will pipeline our scholars into summer internship programs with our investors (with the goal of job offers are made upon graduation.)

The Plan
With enough support, we will help get more Latinos into the high tech workforce. The plan is to:

- Support up to 500 Latino students over five (5) years, up to 100 students per year
- Target rising Latino college juniors
- Ensure 50% of the scholarships are awarded to women
- Award scholars up to $10,000 per year for up to three (3) years

PHOTO (Left to Right): Jorge Titinger, CEO of SGI; Ron Gonzales, CEO of Hispanic Foundation of Silicon Valley; Brian Krzanich, CEO of Intel; Carl Guardino, CEO of Silicon Valley Leadership Group; Christina Valdez, Community Relations Manager of Lam Research

Unveiling of the Latinos In Technology Scholarship in front of an audience of over 800 guests

Hispanic Foundation Ball
Saturday, October 24, 2016
INVESTORS DIVERSIFYING THE HI-TECH WORKFORCE

Since the Latinos in Technology Scholarship broke ground in December 2014, the Hispanic Foundation of Silicon Valley has been able to raise $5.1 Million to directly benefit the program. Investors were asked to contribute at an amount that not only worked with their annual budgets, but an amount they would help drive the impact of diversifying the hi-tech workforce in Silicon Valley.

Our early investors include:

**Provost Level:** $250,000/Year (Total Investment: $3.75 Million)

![intel](image)

**Chancellor Level:** $200,000/Year (Total Investment: $1 Million)

**Graduate Level:** $30,000/Year (Total Investment: $90,000)

**Supporter Level:** $30,000

**Program Partner**

![silicon valley leadership group](image)

**Program Administrator**

![silicon valley community foundation](image)
The application period opened in January 2016. After marketing the program for several months, we received 65 applications from students all over the country. **Of those 65 students, 43 students met the minimum criteria and were eligible for scholarships of up to $10,000.**

Going into this program, our objective was to offer 50% of the scholarships to women in order to address the gender gap in the hi-tech industry. Unfortunately, due to the smaller than expected applicant pool, we were just shy of reaching our goal. However, **42% of the scholarships awarded did go to women— which is above the hi-tech average of 30% of women representation.**

**The core of this program is to assist students pursuing a STEM degree (science, technology, engineering and math) from an accredited university.** Our Inaugural Scholars are anticipated to graduate with one of the following degrees: Aerospace Engineering, Biochemistry, Bioengineering, Biology, Biomedical Engineering, Cell and Molecular Biology, Chemistry, Civil Engineering, Computer Engineering, Computer Science, Electrical Engineering, Environmental Studies with an Emphasis on Sustainability, Health Science, Human Biology, Industrial Engineering, Industrial Technology In Computer Electronics, Mathematics, Mechanical Engineering, Neuroscience, Nursing, Physics, Public Health: Epidemiology, Technology and Information Management.

To support Silicon Valley’s best and brightest, we opened the scholarship only to students who have graduated from a high school in the Greater Silicon Valley. **Even with such a specific scope, we are proud that we will be supporting students who are attending the following universities from around the country:** Boston University, Cal Poly San Luis Obispo, College of San Mateo, CSU East Bay, CSU Long Beach, CSU Monterey Bay, Duke University, Loyola Marymount University, Mills College, Notre Dame de Namur University, Purdue University, Saint Mary’s College of California, San Francisco State University, San Jose State University, Santa Clara University, UC Berkeley, UC Davis, UC Irvine, UC Merced, UC San Diego, UC Santa Cruz, UCLA, UC Santa Barbara, and University of Southern California.
Our first year gave us an opportunity to explore new avenues in improving our program. After careful consideration, our Foundation will be expanding our efforts in the following ways:

- **We will expand the geographic criteria** to graduates of a high school in the following Northern California counties: Alameda County, Contra Costa County, Marin County, Napa County, San Francisco County, San Mateo County, Santa Clara County, Santa Cruz County and Solano County.

- We will also expand the criteria students who may not have graduated from one of the 10 listed counties, but that are attending/enrolled an accredited university in one of the 10 listed counties.

This will give us the opportunity cast a wider net of talent for our Silicon Valley hi-tech industry.

In addition, **our goal is to double the number of scholarships awarded in 2016** (approximately 80 scholarships).

We will continue to fundraise and garner support from other hi-tech companies here in Silicon Valley while preparing to launch the internship component simultaneously.

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