

## **Recommendations for Creating and Maintaining a Tech Diverse Workforce**

**Submitted by the  
Workforce Diversity Subgroup  
of the  
Diversity in the Tech Sector Working Group**

**FCC Advisory Committee on Diversity and Digital Empowerment**

**ADOPTED: June 24, 2021**

1. The Commission should continue to facilitate opportunities for educators, students, private-sector leadership, and other government agencies to improve their understanding of the issues related to identifying and supporting a more diverse pipeline into 21<sup>st</sup> century careers.
2. The Commission should implement the popular “Pathways” government internships program for students interested in careers in technology, media, and telecommunications law and policy.
3. The Commission should collaborate with Historically Black Colleges and Universities (HBCUs), Predominantly Black Institutions (PBIs), Hispanic-Serving Institutions (HSIs), Tribal Colleges and Universities, and other Minority Serving Institutions (MSIs), as well as the private sector to scale efforts to increase inclusion of tech workers of color and develop best practices for increasing representation in the industry.
4. The Commission should develop a Working Group that includes chief diversity officers from tech corporations to engage with Committee members and FCC staff in their recharter of the ACDDE around issues of workforce diversity and inclusion.
5. The Commission’s Office of Workplace Diversity should develop formal alliances with organizations that have deep roots and relationships within Hispanic, Asian American, Native American, African American, and other underrepresented communities to help remedy pipeline concerns in the tech sector and at the FCC.

6. The Commission should partner with the Federal Communications Bar Association (FCBA) on their Diversity Pipeline Program to attract, develop, and support diverse law students who are interested in pursuing legal careers in technology, media, and telecommunications policy.
7. The Commission should collect data and develop metrics around new and existing opportunities for students from historically disadvantaged communities to periodically assess the effectiveness of these programs and of other Workforce Diversity Subgroup proposals.
8. The Commission should develop a “virtual” internship program, delivered quarterly or semi-annually, to expose high school and college-level students to the FCC’s work to generate interest in careers in telecommunications.
9. The Commission should institutionalize the Early Career Staff Diversity Initiative, co-sponsored by FCC Commissioner Geoffrey Stark and former FCC Chairman Ajit Pai, to advance equitable opportunities for underrepresented undergraduate, graduate, and law school students. Accordingly, the Commission should continue to devote additional resources to recruit students from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges and Universities, and other Minority Serving Institutions (MSIs) to increase the diversity of the applicant pool for the Commission’s internship, Attorney Honors, and Honors Engineering programs.