TechEquity

A Concept Paper Describing an Integrated Strategy to Address the Digital Equity Crisis in Oakland & the East Bay

Presented by the East Bay Broadband Consortium

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Summary

The Problem: There is a digital equity crisis in the Oakland and the East Bay and students from under-resourced neighborhoods, often Black or Latino, suffer the most from the resulting opportunity divide. They lack sufficient access to good, working computing devices and comprehensive academic programs that bridge school to career pathways.

For example, approximately 40% of Oakland Unified School District (OUSD) students do not have computers connected to high-speed Internet when at home, limiting their ability to do homework, write papers, apply to colleges, research career opportunities, and practice professional skills.

A Solution: In response, the East Bay Broadband Consortium (EBBC) is launching a TechEquity Initiative (TechEquity) in Oakland and the East Bay to assist students to:

- Obtain free or very low cost Internet at home, a free computer loaded with software, and free training and tech support.
- Participate in during-school and after-school programs offering personalized on-line learning in reading and STEM (Science, Technology, Engineering, and Math), as well as in tech career pathways and tech entrepreneurship.
- Find mentors, internships, and jobs in the tech industry.
- Ultimately, if appropriate, start-up tech-related businesses.

A Strategy: There are a large number of tech-related education non-profits and other programs and organizations that are doing a good job of addressing different aspects of the digital equity crisis in Oakland and the East Bay or are highly relevant to its resolution, but they are not well coordinated and integrated. A TechEquity Initiative, formed as a consortium of these organizations can:

- Organize a Summit to bring together the various programs and organizations working on these issues to share information, enhance collaboration, and encourage coordinated actions.
- Publish a Guide to promote tech-related education, describe the various tech-related education programs and organizations first in Oakland and subsequently in other areas of the East Bay, and assist students to access the program or programs best suited to their needs.
- Encourage expansion of tech-related afterschool programs and mentoring and internship programs for Oakland students and, later, for students in other East Bay cities.

- Undertake aggressive coordinated outreach to Oakland students initially and then East Bay students to encourage them to take full advantage of the opportunities for tech-related education.

The goal of this TechEquity Initiative is to assist as many as possible of under-resourced Oakland and, subsequently, East Bay students—particularly students of color—to acquire digital literacy, move to digital mastery, and, if appropriate, explore a tech career pathway leading to an internship, a job, and, perhaps, tech entrepreneurship

I. The Digital Equity Crisis in Oakland and the East Bay

According to the Public Policy Institute of California, more than 20% of the people in the East Bay do not have access to Broadband in their homes (23.5% in Alameda County and 17.$% in Contra Cost County). The people without Broadband access are disproportionately located in low-income neighborhoods.

In the fall of 2014, Get Connected! Oakland—a collaborative including the Oakland Unified School District, the City of Oakland, OTX West, East Bay Broadband Consortium (EBBC), California Emerging Technology Fund (CETF) among other participants—undertook a survey of Oakland students to determine how many had computers and high speed Internet at home.

The survey substantiated what was already widely suspected. It found that 14,000 students, largely living in lower income neighborhoods, did not have computers connected to high speed Internet at home. That amounts to 11,000 homes and approximately 40% of the OUSD student population in regular public schools. (It is an interesting coincidence that Oakland also has a 40% high school dropout rate.) Most of these students live in the flatlands areas of Oakland with the highest rates of poverty.

Because of the emergence of "blended or personalized learning," which is being embraced by School Districts throughout the East Bay and incorporates digital teaching and learning as an integral aspect of all education, students without access to computers connected to high speed Internet at home are in serious danger of falling farther and farther behind in school every day.

The survey is another indication of the widely recognized fact that there is a digital equity crisis in Oakland and the East Bay, which is also manifested in the relative lack of African American and Latino students participating in STEM courses, entering technology careers, obtaining jobs in Oakland, East Bay, and Bay Area tech companies, and launching tech start-ups. This fact is particularly anomalous given the current Oakland, East Bay, and Bay Area tech boom.

II. Organizations Addressing the Digital Equity Crisis

However, there are very many organizations and programs in Oakland and the East Bay that are directly or indirectly addressing different aspects of the digital equity crisis or are very relevant to its resolution, including:

- A large number of tech-related non-profit education organizations.
- The Oakland Unified School District and other school districts.
- The City of Oakland and other cities in the East Bay.
- Alameda and Contra Costa Counties.
- Oakland, East Bay, and Bay Area tech businesses.
- Bay Area based tech titans such as Google, Facebook and others.
- Oakland and East Bay business incubators, accelerators and business development organizations.
- Non-profits and faith-based organizations that work with Oakland and East Bay students and youth.
- Corporate and philanthropic foundations.
- Communications media organizations.

(See Appendix 1 for a listing of many of these programs and organizations.)

Each of these significant organizations, businesses, or institutions—essentially all elements in an emerging tech ecosystem—are responding to or could respond to one or more of the different aspects of the digital equity crisis in Oakland and the East Bay, but they are not well coordinated and integrated and they do not form a comprehensive, coherent citywide strategy.

In response to this situation, the East Bay Broadband Consortium (EBBC), a regional consortium organized to improve Broadband infrastructure and address the Digital Divide in the East Bay, is launching a TechEquity Initiative to develop and implement such a comprehensive, coherent, collaborative strategy. With a primary initial focus on Oakland, EBBC will also undertake TechEquity in other cities in the East Bay.

III. Strategic Framework for the TechEquity Initiative

The strategic framework for this TechEquity Initiative is based on three core principles.

1. **Access to Computers and High Speed Internet:** Access to computers connected to high speed Internet—in school, after school, and at home—is a prerequisite for participants in all of the tech-related programs described in Appendix 1 and a prerequisite for blended learning and personalized learning in relation to reading and STEM education and tech career pathway exploration.

2. **Six Basic Information Technology Career Pathways:** Information technology offers six basic types of career pathways:

   1. Coding to produce software and apps.
   2. Computer hardware and software support.
   3. Digital media, including video, music, animation, and game design.
   4. Digital office, including proficiency with word processing, spreadsheets, databases, and Power Point.
   5. Web and social media, including website and social media design, maintenance, and utilization.
   6. Engineering which includes developing proficiency in Autodesk-type products including AutoCAD, Inventor, and others.

3. **From Exposure to Experience to Career Exploration to Career Acquisition:** For students to incorporate computers and high speed Internet fully in their learning and their lives and to come to see tech as a career possibility, they need to be connected with computers and high speed Internet at each stage of their education.

   - Pre K and Primary School: **exposure** to computers—mini-workstations if possible—and Internet in school, after school, and at home through blended learning and personalized learning in relation to reading, STEM, and appropriate social media and games.

   - Middle School: **experience** with computers—workstations with design and engineering capabilities if possible—and internet again in school, after school, and at home, continuing blended learning and personalized learning in relation to reading and STEM; engaging one or more of the six basic types of technology career pathways; and initiation of a career exploration to begin the process of connecting their education to a life plan.

   - High School: continuation of experience with computers and Internet for blended learning, personalized learning, and tech engagement with the addition of focused **career exploration and planning**, linking education to a personally relevant career pathway and life plan (perhaps including enrollment in a tech academy) and to internships, part time jobs, and careers; also experience with learning on one's own through Massive Open Online Courses (MOOCs) and other vehicles and, for those interested, incorporation of entrepreneurship education and experience with business start-ups.

   - Higher Education: receipt of a lap top computer on graduation from high school, **career preparation** through engagement with tech-related higher education in community colleges and four year institutions, and on-going support from programs like JUMA, BUILD, College Track and other support programs.

- After Graduation from High School or College: **career acquisition** through job placement help from the various workforce assistance organizations, mentorship once a job has been acquired, or tech entrepreneurship assistance from various business incubation and acceleration organizations.

IV. Initial TechEquity Projects

EBBC is utilizing this strategic framework to guide TechEquity composed of a collaborative representatives from: tech-related education organizations; tech businesses and business support organizations; school districts and city and county governments; non-profits working with students and young people; philanthropic and corporate foundations; and media organizations.

Four closely related projects are envisioned as the initial focuses for this TechEquity Initiative:

1. Organization of a **TechEquity Summit** to bring together the various programs and organizations engaged with these issues to share information, enhance collaboration, and encourage coordinated actions. The groups working in this area tend to operate in silos. Everyone would benefit from getting together, getting to know one another better, and identifying ways to work together. In addition to presentations from these groups, conversations among them, and a discussion of the initial focuses for TechEquity, the Summit could explore and evolve ideas for a variety of additional projects.

2. Publishing of an on-line and hard copy **TechEquity Guide** promoting tech-related educational opportunities, including exposure to tech, tech-related experience, career exploration, mentoring, and intern, job, and entrepreneurship options. It would be very useful to have a widely circulated easily usable Guide that describes the various programs and organizations that are providing tech-related education and that provides assistance to students in accessing the opportunities that are best suited to their individual needs.

3. Encouragement of the initiation and expansion of **tech-related afterschool and mentoring programs** for students in Oakland and other East Bay Cities. After-school programs offer a relatively flexible way to launch and expand the full range of tech-related educational opportunities and all of the East Bay tech business are potential sources of tech mentors for East Bay students and young people.

   For example, Piedmont has a wide range of tech-related education programs in its Rec Centers. Oakland has none. It would be very significant if the Oakland Fund for Children and Youth funded robust tech-related after school programs. OTX West is installing new computer labs in all of Oakland's Rec Centers and Boys and Girls Clubs. This would be an optimal time to organize and launch a set of tech-related after-school programs in

these centers in collaboration with some of the wide variety of tech-related education programs and organizations in Oakland.

4. Promotion of **aggressive outreach to students and young people** to encourage them to join up with TechEquity and take full advantage of the opportunities for tech-related education, mentoring, internships, jobs, and entrepreneurship as outlined in the TechEquity Guide.

   East Bay school districts, cities, and counties, tech-related education organizations, non-profits and faith-based organizations that work with students and youth, and tech businesses with students and young people as some of their clientele all can be effective partners in an outreach campaign.

V. Structure and Roles

Structure: The TechEquity Initiative will function as a collaborative made up of as many as possible of the organizations, businesses, and public agencies that are or could address the digital divide in the East Bay. The Initiative is being launched by an Organizing Committee made up of a representative selection of these organizations. As TechEquity takes shape, this Organizing Committee will morph into an on-going Steering Committee.

TechEquity is being launched with currently available resources and some modest additional funding. However, as it grows the TechEquity Initiative will undertake a fundraising campaign with corporate and philanthropic foundations and on-line to raise funds for the Initiative as a whole and, perhaps, for the participating non-profits.

Roles: It is expected that the roles among the members of the TechEquity collaborative will evolve, however, initially some of the roles are projected to be approximately as follows.

- **East Bay Broadband Consortium (EBBC):** EBBC is acting as convener of TechEquity as an aspect of its initiative to assist in bridging the digital divide in the East Bay. EBBC will also provide some initial part time organizing staff and its fiscal agent, the Contra Costa Economic Partnership, can serve as initial fiscal agent for TechEquity.

- **OTX West:** OTX West will utilize the Digital Inclusion Solution, which it has developed with EBBC and Comcast's Internet Essentials, to provide very low-cost Broadband along with free computers, training, and tech support for students and families participating in TechEquity. In addition, OTX West is installing new computer labs for all of the Oakland Recreation Centers and Boys and Girls Clubs and these venues can become the sites for tech education programs in Oakland.

- **Non-Profit Organizations Addressing the Digital Equity Crisis:** The TechEquity Initiative will be an opportunity for the wide variety of tech-related educational organizations discussed in the relevant section of Appendix 1 and others to collaborate in creating the whole integrated system that is needed to resolve the digital equity crisis in Oakland and the East Bay and to get the benefits of scale in joint recruiting of students.

- **Oakland Unified School District and Other School Districts:** Likewise, it is in the interest of OUSD and other school districts in the East Bay to embrace a TechEquity Initiative and see it as a way to assist its students to obtain computers and Internet connections, participate in blended and personalized learning in relation to reading and STEM, and explore the various tech-related career pathways. OUSD and other school districts in the East Bay can encourage students to participate in TechEquity and facilitate incorporation of TechEquity programs in school site after school programs. In Oakland, this will directly be of assistance to OUSD's Linked Learning and Career Pathways initiative, supported by Measure N, the various tech-related academies, the West Oakland STEM Corridor, and other related projects.

- **City of Oakland and Other East Bay Cities:** A robust TechEquity Initiative offers many obvious benefits to students, families, and tech businesses in the City of Oakland and other East Bay cities. Hopefully, in Oakland, the Fund for Children and Youth will see the virtue of the TechEquity approach and provide support for the Initiative in general and the specific after school programs offered by different members of a TechEquity collaborative in particular. TechEquity can be the source of tech-related after-school programs at Oakland Rec Centers and other after school venues in the East Bay, encourage the emergence of a diverse tech-related workforce for the tech industry in the East Bay, and contribute to the initiation of new indigenous East Bay-based tech-related businesses.

- **Other Non-Profits**: For the large number of non-profit educational organizations established to assist low-income youth, particularly youth of color, TechEquity can serve as an additional resource to help them accomplish their mission and, in turn, they can make appropriate referrals.

- **East Bay Tech Businesses:** TechEquity can help Oakland, East Bay, and Bay Area tech businesses to address their serious, widely acknowledged diversity problem.   Tech-related East Bay and Bay Area businesses and other businesses, chambers of commerce, and business organizations can: serve a co-sponsors of TechEquity and donate used computers to be refurbished and provided free to participating students and their families; encourage management and employees of businesses to volunteer as TechEquity mentors and as teachers in after-school programs; offer free or paid tech internships to TechEquity students and hire TechEquity graduates; and make financial donations to the TechEquity Initiative as a whole and to one or more of the collaborators in the TechEquity Initiative from their corporate foundations or corporate giving programs.

- **East Bay and Bay Area Philanthropic Foundations:** TechEquity will provide East Bay and Bay Area philanthropic foundations and private donors with an opportunity to support a coordinated effort to address the digital equity crisis by supporting the TechEquity Initiative as a whole, the specific TechEquity projects, and various of the collaborators in the TechEquity Initiative.

VI. Timeline

The steps involved in launching a TechEquity Initiative include:

1. Establishing a TechEquity Organizing Committee, eventually morphing into an on-going Steering Committee, and staffing to launch the TechEquity.

2. Obtaining input, support, and participation in the TechEquity collaborative from: tech-related not-for-profit education organizations; Oakland Unified School Districts and other school districts; the City of Oakland, other East Bay cities, and Alameda and Contra Costa Counties; Oakland and East Bay tech businesses; Oakland and East Bay non-profit organizations serving children and youth; philanthropic and corporate foundations; and media organizations.

3. Acquiring start-up funding to support the TechEquity Summit, the TechEquity Guide, tech-related after-school programs, outreach to students, and staffing for the TechEquity Initiative.

4. Identifying existing tech-related after-school programs featuring personalized on-line learning in reading and STEM, the six tech career pathways, and tech entrepreneurship and encouraging the formation of new tech-related after school programs at school sites, in rec centers, at Boys and Girls Clubs, in Community Technology Centers, and other locations where there are computer labs.

5. Organizing the TechEquity Summit.

6. Publishing the TechEquity Guide to tech-related education organizations and programs, during school and after school programs, career pathways, opportunities to obtain tech mentors, tech internships, tech jobs, and tech entrepreneurships.

7. Launching a vigorous mainstream and on-line media presence for TechEquity and publicizing the TechEquity Guide on-line, in the mainstream press, through school district and public agency media, at school sites, and through the media of affiliated organizations.

8. Recruiting as many students as possible to join TechEquity to:

   - Get an orientation to TechEquity, personalized learning, and the six tech career pathways and receive a free home computer and free or very low-cost high speed Internet, and free tech support through the OTX West/EBBC Digital Inclusion Solution.
   - Sign-up for one or more tech related programs from the TechEquity Guide.
   - Connect with the TechEquity web presence.
   - Request and obtain a mentor.
   - Request and obtain an internship.
   - Look for and find a tech-related job.

- Obtain assistance in starting-up a tech-related business.

9. Tracking and reporting on progress, including the number of:

- Organizations who participate in the TechEquity collaborative.
- TechEquity programs.
- Students who sign-up in a TechEquity program and obtain a free computer and an Internet connection, their graduation rates from the TechEquity program(s) and from high school.
- TechEquity students who get jobs in one of the tech industries or participate in launching a tech business

It is envisioned that Steps 1 through 4 can take place in the Summer and Fall of 2015 and Step 5, the first TechEquity Summit, can take place in late October or November of 2015. Steps 6 through 9 can be completed in the first half of 2016, with a vigorous mobilization for summer school programs and the opening of the new school year in 2016. This timeline may need to be pushed back and quality of execution is essential, however the level of the digital equity crisis in Oakland and the East Bay suggests that it would be important to try to move this fast.

VII. Conclusion

Bridging the digital divide and eliminating the digital equity crisis in Oakland and the East Bay requires a whole integrated system, a tech ecology if you will, that low-income students, particularly students of color, can be assisted to enter, explore, and master. The TechEquity Initiative seeks to weave the many pre-existing elements of such a tech ecology that already exist into the requisite whole system that will provide these students with the opportunity to:

- Obtain exposure to computers and the Internet.
- Acquire experience with the six basic career pathways—coding; hardware and software support; digital media; digital office; web and social media; and engineering.
- Undertake life-relevant/career relevant education that, if appropriate, is linked to a tech career pathway leading to internships, part and full time jobs, and entrepreneurship.

Accomplishing this will be a victory for us all.

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Appendix 1: A Listing of Organizations Addressing the Digital Equity Crisis

This Appendix provides a listing of some of the organizations and programs that are involved or could be involved in addressing the digital equity crisis in Oakland and the East Bay. Right now the list is Oakland-centric because that is where the idea for TechEquity originated, but the list will be expanded to include the relevant organizations located in other cities as the Initiative develops. It is a pretty long list in relation to Oakland-based organizations already, but certainly still has many gaps and omissions (for which we apologize) that will be filled in over time. Among other things, a TechEquity Guide could include expanded descriptions of these organizations and the programs they offer.

The presentation of Cedric Brown, Managing Partner of the Kapor Center for Social Impact, *The Oakland Tech Pipeline*, given at The Oakland Summit on Blacks in Tech 2015, offers an excellent graphic representation of many of these programs and organizations and their relationships. *http://www.kaporcenter.org/wp-content/uploads/2015/05/Brown-oakland-tech-pipeline-osbit2015.pdf*

Tech-Related Non-Profit Education Organizations

- **Black Girls Code.** Black Girls Code is a San Francisco based program with a strong East Bay presence, that provides workshops and after school programs to introduce computer coding lessons to young girls from underrepresented communities, seeking to prove that girls of every color have the skills to become the programmers of tomorrow with the goal of growing the number of women of color working in technology. *http://www.blackgirlscode.com/*

- **California Emerging Technology Fund (CETF).** With funding mandated by the California Public Utilities Commission from AT&T and Verizon, CETF makes grants to projects designed to assist in closing the Digital Divide by accelerating the deployment and adoption of Broadband in unserved and underserved communities. CETF has provided funding in Oakland and the East Bay to support OTX West's Digital Inclusion Solution, as well as School2Home and Neighborhood Transformation initiatives. *www.cetfund.org*

- **Code.org®.** Code.org® is a national non-profit, with a strong East Bay presence, dedicated to expanding participation in computer science by making it available in more schools, and to increasing participation by underrepresented students of color and women, with the vision that every student in every school should have the opportunity to learn computer science as part of the core curriculum. *http://code.org/*

- **David E. Glover Education and Technology Center**. Sponsored by OCCUR, the David E. Glover Education and Technology Center is an open access technology center that offers free computer classes in English and Spanish, Internet access, and career building workshops to support youth and adults of all ages. *http://www.eccurnow.org/adult-computer-learning.htm*

- **Bay Broadband Consortium (EBBC).** EBBC is a regional initiative covering Alameda, Contra Costa, and Solano counties and focused on improving Broadband (high speed Internet) deployment, access and adoption in the East Bay. The Consortium is dedicated to improving access to Broadband in order to: increase economic competitiveness; improve public health, education and safety; attract new businesses and create new jobs; provide the best services possible to residents; and build sustainable communities. EBBC has two programs: the East Bay Broadband Infrastructure Initiative; and the East Bay Connects Digital Inclusion Campaign. *http://www.ebBroadband.org/*

- **Hack the Hood.** Hack the Hood is an Oakland-based non-profit that introduces low-income youth of color to careers in tech by hiring and training them to build websites for small business clients through workshops and 6-week Boot Camps, in which young people gain valuable hands-on experience building mobile-friendly websites, executing search engine optimization, and helping businesses get listed in local online directories. *http://www.hackthehood.org/*

- **Hidden Genius Project.** The mission of the Hidden Genius Project is to train and mentor underserved black male youth in technology creation, entrepreneurship, and leadership skills to transform their communities in the present and future. The Hidden Genius Project is focused on unlocking career paths in (but not exclusive to): software engineering, user experience design, and technology entrepreneurship. *http://www.hiddengeniusproject.org/*

- **The Kapor Center for Social Impact.** Opening a new headquarters in downtown Oakland, the Kapor Center pursues creative strategies that leverage information technology for positive social impact, working with underrepresented communities and focusing on "gap-closing" activities by making investments, through Kapor Capital, in seed stage social impact tech start-ups and by forming partnerships and funding events. *http://www.kaporcenter.org/*   *http://www.kaporcapital.com/*

- **Level Playing Field Institute.** Level Playing Field Institute is committed to eliminating the barriers faced by underrepresented people of color in science, technology, engineering and mathematics (STEM) and fostering their untapped talent for the advancement of the nation*. http://www.lpfi.org/*

- **Oakland Technology Exchange West (OTX West).** OTX West is a computer refurbisher and computer lab installer dedicated to eliminating the digital divide in Oakland and the East Bay. OTX West has placed close to 40,000 computers with home users and in computer labs in Oakland. OTX West has joined with the East Bay Broadband

Consortium to offer the Digital Inclusion Solution, which provides free or very low cost high speed Internet subscriptions, free refurbished computers loaded with software, free digital literacy training, and free tech support. *http://www.otxwest.org/*

- **Oakland Digital (Oakland Digital and Adult Literacy Coalition – ODALC).** Oakland Digital is an award-winning not-for-profit digital marketing agency that trains community college design students to create social media marketing campaigns for under-resourced small business owners. Oakland Digital sees itself as building the next pipeline of employable designers by providing student mentoring and training with design and tech professionals along with work experience with Oakland businesses. *http://odalc.org/*

- **The Stride Center.** The Stride Center is non-profit social venture working with men and women who face barriers to employment through a comprehensive career development program in the digital economy that includes: technical skills, life skills, professional and career skills training; industry recognized credentials and technical certifications; work experience through the Stride Center social enterprise, ReliaTech; and job placement assistance. *http://www.stridecenter.org/*

- **TEALS (Technology Education And Literacy in Schools).** TEALS is a grassroots program that recruits, trains, mentors, and places high tech professionals who are passionate about computer science education into high school classes as volunteer teachers in a team teaching model where the school district is unable to meet their students' computer science needs on its own. TEALS is working with Oakland high schools to expand the number of computer science courses offered. *http://tealsk12.org/*

- **Telegraph Academy.** Telegraph Academy is a Software Engineering Accelerator that serves the unique needs of people of color in the technology industry and trains them to become world-class software engineers. The Telegraph Academy is tackling the challenges of diversity in the software industry head on by preparing talented and motivated members of communities of color for professions in this rapidly growing industry. *http://www.telegraphacademy.com/*

- **#YesWeCode**. #YesWeCode is a national initiative that targets low-opportunity youth and provides them with the necessary resources and tools to become world-class computer programmers through a three-step job-training pipeline designed to guide youth from introductory coding programs, to immersive job-training programs, and eventually to employment. #YesWeCode is launching a national pilot program in Oakland in 2015*. http://www.yeswecode.org/*

Oakland Unified School District Tech-Related Departments and Programs

- **Career Pathway Academies.** Academies are career themed programs available at the high school level. There are three information technology academies in OUSD—the Computer Academy at Oakland Technical High School; the Computer Science and Technology

Academy at Skyline High School; and the Multimedia Academy at Oakland International High School. *http://www.ousd.k12.ca.us/Page/9546*

- **Family, Schools, and Community Partnerships:** This OUSD Department coordinates implementation of OUSD's Full Service Community School model in which schools act as resource and service hubs, connecting with local partners to help build healthy and vibrant schools and communities—serving the whole child, inviting the community in and extending the boundaries into the community to accelerate academic achievement and overall wellness, and sharing responsibility for student, family, and community success. The Department supports collaboration with families and community partners to promote the academic success, health, and social-emotional development of every student through a comprehensive array of support services. *http://www.ousd.k12.ca.us/Domain/97*

- **Information Technology Services.** This OUSD Department supports all district technology and services, with responsibilities that include infrastructure, business applications, educational systems, systems integration, and technical support. The Department is taking the lead in implementing OUSD's "1-to-1 Around the Clock" strategy to ensure that all students have equitable, supportable, and standardized access to good computers and high-speed Internet 24/7, through: computer labs and Chromebooks during the school day; computer labs in recreation centers, Boys and Girls Clubs, low-income housing complexes, and other locations after school; and quality computers and affordable Internet access at home. *http://ousd.k12.ca.us/Domain/106*

- **Linked Learning.** Linked Learning is an OUSD program that brings together college prep academics, demanding technical education, support services, and work-based learning, and helps prepare students for success in college, career, and life. OUSD's Linked Learning program establishes partnerships between the school district and industry leaders to connect academics with real world experience to help students gain an advantage in school and in finding a career. Funded from the City of Oakland's Measure N and a grant from ConnectEd, among other sources, OUSD is dramatically expanding Linked Learning efforts. *http://www.ousd.k12.ca.us/linkedlearning*

- **Oakland Public Education Fund.** The Ed Fund's mission is to lead in the development and investment of community resources in Oakland public schools. The Ed Fund has helped to raise more than $25 million for programs since 2003. As a 501(c)(3) non-profit, the Ed Fund offers schools and organizations fiscal sponsorship for grants, donations, and in-kind contributions, as well as contractor and employee administration services. The Ed Fund also provides grant writing, donor cultivation, and partnership development services, as well as communication and outreach services. *http://www.oaklandedfund.org/*

- **West Oakland STEM Corridor.** The West Oakland STEM Corridor is being designed to advance Science, Technology, Engineering, and Mathematics education in the OUSD

schools in West Oakland, including the primary schools of Lafayette, Hoover, Prescott, and Martin Luther King, Jr., as well as West Oakland Middle School and McClymonds High School. *http://westoaklandstemcorridor.blogspot.com/*

City of Oakland Programs

- **City of Oakland Recreation Centers.** The City of Oakland operates 22 recreation centers, which are multiple community-based centers spanning the entire City. Free and low-cost programs for people of all ages and backgrounds are offered in recreation, sports, arts and culture, computers, general learning, after-school activities and more. Each Rec Center has a small to medium sized computer lab that is available for community participation. These computer labs are currently undergoing a major upgrade, providing an outstanding opportunity to initiate new tech-related after-school programs in all the Rec Centers. *www2.oaklandnet.com/Government/o/opr/s/facility/*

- **City of Oakland Fund for Children and Youth.** The Fund for Children and Youth provides strategic funding to many different programs that offer direct services to children and youth, ages 0-20, throughout the city of Oakland to assist them to become healthy, happy, educated, engaged, powerful and loved community members. The program leverages efforts with partners for greater collective impact towards social and economic equity. Since tech-related education programs provide an important opportunity for Oakland children and youth, it would be wonderful for the Fund for Children and Youth to expand their funding to include this type of program, thereby helping to address the digital equity crisis in Oakland. *www.ofcy.org/*

- **Get Connected! Oakland.** Get Connected Oakland is a public-private partnership, initiated by the Mayor's office and the Oakland Unified School District Information Technology Services Department, to reduce and, ultimately, eliminate the digital divide in Oakland. Get Connected! Oakland works with the OUSD Information Technology Services Department to support a district-wide model to ensure that all students have access to good computers and high-speed Internet 24/7. This model, known as "1-to-1 Around the Clock," has three components: (1) computers and Chromebooks during the school day on campuses; (2) computer labs in recreation centers, Boys and Girls clubs, libraries, public housing facilities, and other after-school locations; and (3) home computers with Broadband connections. *http://getconnectedoakland.org/*

- **The Oakland Workforce Investment Board (Oakland WIB).** Oakland WIB serves individuals residing in or working in the City of Oakland and businesses located within the Oakland metropolitan area by providing funding for a variety of service providers who offer job training and placement services in Oakland. *http://www2.oaklandnet.com/Government/o/CityAdministration/d/EconomicDevelopment/o/WorkforceDevelopment/index.htm*

- **Oakland Housing Authority (OHA).** OHA provides subsidized housing to nearly 16,500 families. The largest landlord in Oakland, OHA works with community partners and stakeholders to develop and implement solutions to the issues of access to quality affordable housing, enduring poverty, and lack of opportunity in Oakland's very low income neighborhoods. Over 5,000 OUSD students live in OHA housing and are among the most in need of computers at home and Internet access. OHA provides public access computer labs in East and West Oakland including 10th and Union, Campbell Village, Lockwood Gardens, and Lion Creek Crossing. *http://www.oakha.org/*

- **Oakland Private Industry Council (Oakland PIC):** Oakland PIC contracts with the City of Oakland to provide services to: job seekers through a Career Center; employers through a Business Services program helping them to recruit employees; and accessible high-quality training for people seeking to add job skills. *http://www.oaklandpic.org/*

Non-Profits and Faith-Based Organizations Working with Students and Youth.

- **BUILD.** BUILD is a national program with an office in Oakland, offering entrepreneurship-based, experiential learning that helps youth from under-resourced communities to launch businesses as a focus for high school learning and as preparation for college and career success. *http://build.org/*

- **College Track.** The mission of College Track is to empower students from underserved communities to graduate from college. College Track recruits students from underserved communities, including Oakland, and works continuously with them from the summer before 9th grade through college graduation. Their 10-year program provides participants with comprehensive academic support, leadership training, financial and college advising, and scholarships—teaching students the skills necessary to succeed in college and beyond. College Track has served over 2,000 high school and college students, with their participants graduating from college at a rate that is 2.5 times the national average for low-income students. http://collegetrack.org

- **East Oakland Youth Development Center (EOYDC).** EOYDC develops the social and leadership capacities of youth and young adults (ages 6 – 24) so that they are prepared for employment, higher education, and leadership opportunities. EOYDC offers over 60 classes each week, serving more than 300 young people. *http://eoydc.org/*

- **JUMA.** JUMA is a national program with a strong East Bay focus, combining employment in social enterprises, financial asset building, and academic support, using a case management framework, to assist young people to develop their capacity for success in school, employment, community, and adulthood. *http://www.jumaventures.org/*

- **Oakland Boys and Girls Clubs.** The Oakland Boys and Girls Clubs is an autonomous member of Boys & Girls Clubs of America dedicated to providing services to girls and boys from all backgrounds, with special consideration for those from

disadvantaged circumstances. The Oakland Boys and Girls Clubs provide safe places to learn and grow for over 2,500 girls and boys ages 6 to 17 each year. The three Boys and Girls Clubs in Oakland have computer labs that also offer the opportunity to provide venues for after-school programs and technical training for youth. *http://www.bgcoakland.org/*

- **Oakland Community Organization (OCO).** OCO is a federation of 50 congregations, synagogues, and allied community organizations representing 40,000 families from East, West and North Oakland. OCO works to develop leaders to unite people across diverse communities in order to collectively improve the quality of life for families, especially those in greatest need. OCO played a critical role in the creation of 48 new small schools in Oakland and is a key advocate to get Oakland schools to focus on Linked Learning and STEM education, especially in West Oakland. *http://www.oaklandcommunity.org/*

- **OCCUR.** OCCUR (Oakland Citizens Committee for Urban Renewal) is committed to designing and implementing programs and services that improve the lives and conditions of low income residents, neighborhoods, and communities by serving as a facilitator and catalyst bringing together neighborhood residents, merchants, and government to strengthen and stimulate the economic development potential of emerging communities. Among other programs, OCCUR operates the David E. Glover Education and Technology Center. *http://www.occurnow.org/*

- **Prescott Joseph Center.** Prescott Joseph Center for Community Enhancement, Inc. is a non-profit corporation organized in 1995 in the Prescott district of West Oakland. It evolved out of the conceptual scheme for the adaptive re-use of a former convent as a center for community services, education, culture, and development in West Oakland. *http://prescottjoseph.org/*

- **Urban Strategies Council.** The Urban Strategies Council is a community building support and advocacy organization located in Oakland. The Council works with stakeholders in low-income communities, community-based organizations, and public systems to: expand services for children and families; improve health, educational, and other outcomes; and increase employment and economic opportunities. The Education Excellence Program at Urban Strategies Council focuses on increasing academic achievement, parent and community engagement, wrap-around services on school sites, and education research to support action. *http://www.urbanstrategies.org/*

- **Urban Services YMCA.** Urban Services YMCA, with two facilities—M. Robinson Baker and Eastlake—serves youth and families of East and West Oakland's most urban and impoverished schools and communities, using the YMCA's three areas of focus: youth development and education; healthy living; and social responsibility. Both facilities have computer labs. *http://us.ymcaeastbay.org/*

- **Youth Hub.** Youth Hub is a collaboration of Impact Hub Oakland, United Roots, and YouthSEED, bringing together a multi-sector consortium of non-profits, government, and for-profits to support leadership, entrepreneurship, economic development, and civic engagement for youth. *http://youthhuboakland.net/*

- **Youth Employment Partnership (YEP).** YEP places school-age youth in jobs and provides leadership, communication, financial literacy, and conflict resolution training. YEP offers comprehensive support services to help youth keep on a positive path, utilizing paid employment as a powerful incentive to stay in school and improve academic performance. *http://yep.org/*

- **Youth UpRising (YU).** Youth UpRising is a multi-service community transformation hub, located in the heart of East Oakland, providing comprehensive, fully integrated health, wellness, educational, career, arts, and cultural programming to Alameda County youth and young adults, ages 13-24. *http://www.youthuprising.org/*

- **Youth Radio.** Youth Radio is a media production company that trains diverse young people in digital media and technology. Partnering with industry professionals, students learn to produce marketable media for massive audiences while bringing youth perspectives to issues of public concern. *https://youthradio.org/*

Tech Businesses and Business Services Organizations

2.Oakland. 2.Oakland is an organization comprised of companies and individuals working and living in Oakland who are dedicated to creating a thriving tech ecosystem for Oakland and the East Bay. 2.Oakland supports existing tech companies as well as those organizations seeking to relocate in Oakland. Key activities include: hosting public tech educational, networking, and workforce recruiting events; building a tech network of Oakland and East Bay tech companies to become ambassadors in business attraction efforts; and advocating with the City of Oakland and other public organizations to resolve issues that impact a tech-friendly business environment. *http://twopointoakland.com/*

- **Alliance for Community Development.** The Alliance for Community Development is a non-profit organization, which co-sponsored the Bay Area Equity Fund. The Alliance organizes: the annual Bay Area Capital Connections Conference, assisting entrepreneurs of color and women entrepreneurs to access investment capital; and Propel, a program to assist entrepreneurs of color and women entrepreneurs to grow successful businesses. *http://www.allianceforcommunitydevelopment.com/*

- **Clef.** Clef is an Oakland tech company that has developed a two-factor security authentication system. With Clef, websites can put secure cryptography in the hands of every user and recognize anyone with just a wave of the phone. Clef is committed to workplace diversity and co-organized the Oakland Summit on Blacks in Tech 2015. *https://getclef.com*

- **Comcast Internet Essentials.** Internet Essentials provides high speed Internet subscriptions for $9.95 per month to the families of children who are eligible for free or reduced cost school lunch programs. From August 2011 through February 2015, Comcast has connected more than 60,000 families in California to high speed Internet. Families who sign up for Internet Essentials in the East Bay can also obtain a free computer and free digital literacy training and tech support through OTX West.

- **Devlabs.** Devlabs is a network of technology entrepreneurs who believe that software-based companies can solve some of the most difficult problems of today's world and, simultaneously, create value for buyers and users and wealth for entrepreneurs and investors. Through the Devlabs network, entrepreneurs can connect with the people and resources that will enable them to start up and grow a software-based company. Devlabs offers a fellowship program for entrepreneurial individuals who want to gain the skills of a coder while building and launching their own start-ups. *http://devla.bs/*

- **East Bay EDA (East Bay Economic Development Alliance).** East Bay EDA is a regional voice and networking resource for strengthening the economy, building the workforce, and enhancing the quality of life in the East Bay. East Bay EDA's mission is to establish the East Bay region as a world-recognized location to grow business, attract capital and create quality jobs. East Bay EDA accomplishes this mission by: researching labor market information; supporting education and workforce initiatives; bridging industry and regulatory agencies; and fostering cross-sector partnerships. East Bay EDA is a co-founder and a member of the steering committee of the East Bay Broadband Consortium. *http://eastbayeda.org/*

- **East Bay Leadership Council.** The objective of the East Bay Leadership Council is to advocate on public policy issues affecting the economic vitality and quality of life in Contra Costa, the Tri-Valley region, and the East Bay as a whole. Beginning with the evolving priorities of its business, public agency, and community membership, the East Bay Leadership Council develops policies in its issue task forces, and takes action through sponsored events that inform and engage the East Bay community. The East

Bay Leadership Council is a co-founder and a member of the steering committee of the East Bay Broadband Consortium. *http://www.eastbayleadershipcouncil.com/*

- **Impact Hub Oakland.** The mission of Impact Hub Oakland is to build an entrepreneurial community and co-working space to create solutions for a world that works for all. Impact Hub Oakland offers 16,000 square feet of co-working offices, event spaces, a gallery, and other amenities. Impact Hubs began in London in 2005, as a gathering place for impact pioneers and has grown to a community of more than 7,000 professional members in 50+ physical spaces worldwide. This growing community utilizes the power of entrepreneurship, collaboration and network effects to generate and advance innovative approaches to both local and global social and environmental challenges. *https://oakland.impacthub.net*

- **Inner City Advisors (ICA).** ICA works with entrepreneurs, advisors, employees, and sponsors to help develop companies that create good jobs for local residents. ICA provides entrepreneurship education, pro bono management consulting, and talent management. ICA has a sister organization, Fund Good Jobs, that provides tailored investments ranging from $100,000 to $2 million. *http://www.innercityadvisors.org/*

- **Jobs and Housing Coalition.** The Jobs and Housing Coalition is an Oakland-based business advocacy group that promotes Oakland's major businesses, working to enhance economic development, and create a better quality of life for those who live and work in Oakland. The Coalition drives strategic policy solutions on growth opportunities and critical issues by: lobbying, public relations, and issue research; mobilizing community actions by coalition building; and promoting awareness of policy positions through media relations and direct marketing. *http://www.jobsandhousing.com/*

- **Live Work Oakland.** Live Work Oakland presents an evolving interactive map of the Oakland Tech Ecosystem, including the following categories: accelerator; co-working; community; companies; education; clean tech; investment; legal; media; tech startup; and youth. Live Work Oakland is led by Oakland Local with support from the Kapor Center for Social Impact. *http://liveworkoakland.com/*

- **Oakland & the World Enterprises (OAW).** OAW is a non-profit established by Elaine Brown and Alameda County Supervisor Keith Carson to develop a family of businesses owned and operated by formerly incarcerated and other effectively unemployable men, women, and youth. OAW is operating an urban farm and undertaking a mixed-use development at a site at 7th and Campbell in West Oakland.

- **Oakland Local.** Oakland Local is an independent media site committed to covering Oakland's neighborhoods, people, news, arts, culture and innovation. Oakland Local's mission is to create deeper ties to Oakland's diverse perspectives by: telling stories; shining light on key issues; and being a catalyst for community change. Oakland Local

chronicles the thriving local technology and innovation ecosystem via Live Work Oakland. *http://oaklandlocal.com/*

- **Oakland Metro Chamber of Commerce.** The purpose of the Oakland Chamber is to promote commerce and industry, to advance economic growth, and to enhance the quality of life in the City of Oakland. The Chamber represents Oakland businesses in 5 key ways by: helping to create a strong local economy; promoting the community; representing the interests of business with government; providing networking opportunities to build business relationships; and engaging in political action. *http://www.oaklandchamber.com/*

- **Oakstop.** Oakstop is a community focused art gallery housed within a larger shared working environment for artists and creative entrepreneurs. Members of the community often engage in creative collaboration. The Oakstop space can be used for events, workshops, meetings, and comfortable co-working. Oakstop also provides an open photo studio, a workstation area, a studio for painting and illustrations, and a lounge. *http://oakstop.com/*

- **The Port Workspaces.** The Port offers three workspace locations in Oakland providing members with a variety of affordable month to month plans for shared workspaces that can be quiet or collegial, conference or café, with tables, couches and/or private workstations. Members can also participate in educational events, book meetings and host events. *http://www.portworkspaces.com/*

- **Sudo Room.** Sudo Room is a collaborative of tech developers, citizen scientists, activists, and artists working toward positive social change, with the goal of creating a dedicated hacker-space in downtown Oakland. Sudo Room participants collaborate on projects in: creative use of technology; citizen science; digital citizenship and literacy; environmental sustainability, community engagement; and self-government. *https://sudoroom.org*

- **Tech Liminal.** Tech Liminal is a technology-focused community in Oakland where diverse minds meet and learn to apply the right tools to solve the right problems. Tech Liminal brings business professionals, community leaders and technology experts together for personalized technology coaching, enabling participants to: learn to build and maintain a WordPress website; plan and execute a technology project; execute a social media strategy; and learn to use cloud technology tools. *http://techliminal.com/*

- **Uptima Business Bootcamp.** Uptima Business Bootcamp is an innovative member-owned cooperative business accelerator dedicated to providing entrepreneurs with greater access to hands-on education, resources, and community to create thriving businesses. Uptima offers programs for freelancers, small businesses, and social enterprises, including: providing customized business advising services to help entrepreneurs create thriving businesses; matching entrepreneurs with mentors who

provide tailored, hands-on assistance with their business needs; and access to relevant online learning content and activities. *http://www.uptimabootcamp.com/*