Not all companies or employees understand the systemic barriers to tech funding equity or why they matter. The goal of assimilation is to 1) acknowledging systemic racism; 2) seek to understand its persistent impact on underrepresented founders and emerging managers; 3) learning the business benefits of diversity; and 4) accepting the moral imperative to act now.

**Key Area of Activity:**
- Awareness-Raising

During this phase, staff and stakeholders can coordinate efforts by reviewing / creating policies and practices – both internally and externally – setting goals for contributing to and achieving tech funding equity, and putting governance in place to support tech funding equity goals.

**Key Areas of Activity:**
- Policy
- Governance

Next is taking action to hire or engage underrepresented managers, allocate necessary resources to achieve policy objectives, building capacity to carry out strategies, and collecting data to monitor progress.

**Key Areas of Activity:**
- Recruitment
- Resources
- Building Capacity
- Monitoring

It is important to establish wins, encourage endurance, and maintain support systems. Reenforce that tech funding equity is not a zero sum game. It can accelerate economic advancement for all, and strengthen our leadership in the global economy.

**Key Areas of Activity:**
- Fundraising & Investment
- Mentoring
ADVOCATE FOR EQUITY

COST OF DISCRIMINATORY FINANCE PRACTICES IN THE US

9MM JOBS

$300B INCOME

HOW YOU CAN HELP

PLEDGE
MAKE THE OPPORTUNITY PLEDGE TO INCREASE INSTITUTIONAL TECH FUNDING EQUITY.
HTTPS://TECHFUNDINGEQUITY.COM/OPPORTUNITY-PLEDGE

SIGN
SIGN THE PETITION TO STOP STARTUP REDLINING & INVESTOR SEGREGATION AT THE FRIENDS & FAMILY ROUND.
HTTPS://SIGN.MOVEON.ORG/P/TECHFUNDINGEQUITY

RECRUIT
HIRE / ENGAGE BLACK, LATINX & FEMALE INVESTMENT ROLES & ENCOURAGE INCLUSIVE HIRING PRACTICES IN PORTFOLIO COMPANIES.

INVEST
FUND MORE UNDERREPRESENTED FOUNDERS & CAST A WIDER NET OUTSIDE OF WARM REFERRALS.

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HTTPS://TECHFUNDINGEQUITY.COM
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