



Diversity, Inclusion, & Belonging Initiatives



Creating a Place of Acceptance and Belonging



We are committed to creating and maintaining an inclusive workplace where all people can thrive and are empowered to bring their whole selves to work. To support our goals, the Diversity, Inclusion, and Belonging (DIB) Council, along with the six Employee Resource Groups (ERGs), promote ongoing education, and increased understanding and consideration for our diverse employee population.

CORE VALUES

In 2022, CapTech expanded the Core Values by recognizing Belonging as a foundational company element by “welcoming each other’s authentic selves to strengthen our organization and broaden our perspectives.”



SERVANT
LEADERSHIP



INTELLECTUAL
CURIOSITY



ENTHUSIASM



FLEXIBILITY



BELONGING



TRUSTED
ADVISOR

2022 DIB Initiatives

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Employee Resource Groups

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ERG Events

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Speaking Sessions

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Meaningful Partnerships

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End of Year Give Back Campaign

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Affinity Months & Days

07

Collegiate DIB Efforts





EMPLOYEE RESOURCE GROUPS

Connecting Our People with Resources that Matter Most to Them



BlackTech

253 MEMBERS

Enhances, influences, and strengthens the relationship of Black employees, their allies, and the wider CapTech community while fostering a culture of inclusion within the workplace.



Women@CapTech

241 MEMBERS

Provides a safe space, nurturing environment, and supportive community to mentor female-identifying employees and empower their careers at CapTech.



PrideTech (LGBTQ+)

154 MEMBERS

Offers a resource and champion for LGBTQ+ employees and allies so that all CapTechers are comfortable bringing their authentic selves to work.



CAKE (Cap Asians Keep Eating)

149 MEMBERS

Brings together CapTechers who identify as Asian, or allies, sharing similar experiences and equitable goals, with a passion for sharing food as a bridge to their heritage.



Infinity & Beyond (Neurodivergent)

42 MEMBERS

Amplifies the voices of those with neurological differences by providing a safe community for them, caregivers, and allies to share their experiences and perspectives while receiving understanding, empathy, and support.



CapTech Families

214 MEMBERS

Provides a forum for seeking and sharing resources related to specific family responsibilities at any stage in career and/or family life, with the goal of enabling CapTechers with tools to be good parents, guardians, and/or caregivers.

Building Community Through Our ERGs



BlackTech

- To highlight the history of Juneteenth, ERG members hosted a virtual tour interactive experience, held a mystery meet competition, curated a special Spotify playlist, and featured black-owned businesses.
- Promoted a Black Excellence Podcast hosted by members of BlackTech.
- BlackTech members enjoyed community building with BlackTech Café, Kickbacks, and the launch of a mentor/professional development program.



CapTech Families

- CapTech parents and caregivers created a support network through fireside chats and Teams channels.
- Guest Speaker Jonathan Vogel, Esq., spoke about difficult topics in education and provided practical advice to parents on navigating these unique challenges.



Infinity & Beyond

- Created a space for those with neurological differences to unmask, be heard, and allow others to learn more about their differences.
- Provided resources for employees, caregivers, and/or allies to learn more about neurodiversity and ableism.



PrideTech

- Offered year-round support and connection through panel discussions, like “Coming Out Part 2,” participating in Pride focused 5ks, celebrating Non-Binary and Transgender Awareness Weeks, and introducing the use of gender pronouns company wide.
- Partnered with Virginia Pride, a non-profit dedicated to positive, fair-minded community progression and unity, and its Director, James Milner, to host a panel discussion and Q&A on how to be a good ally.



CAKE

- In spotlighting Asian Americans and Pacific Islanders (AAPI) Awareness Month, CAKE presented “Uncomfortable Conversations with Asians” to open the dialogue on difficult topics in the Asian community.



Women@CapTech

- Held two iterations of Womentorship, an internal program with mentor-led meetings to foster relationships, share advice, and build a supportive network of empowered women, including nearly 150 CapTechers.
- Co-hosted a panel “Supporting the future generation of women in technology” with partners from Women Who Code in our Richmond office.

Hosting Informative Discussions

Black Health & Wellness Panel

Kim Barbel-Johnson, M.D., Michael Wasson, Jessica Brooks, Ph.D., Keith T. Jackson Sr., and Kandlar Rhodes

History of Women's Voting Rights

Director of State Advocacy and Civic Engagement,
YWCA Christine Sloane

Being an Ally

Virginia Pride Director James Millner

Supreme Court – Marriage Equality

Civil Rights Leader Jim Obergefell

LGBTQ+ Discussion

NFL's Michael Sam



Collaborating with Important Organizations



Women Who Code (WWC)

WWC's mission is to inspire women to excel in technology careers. They envision a world where women are proportionally represented as technical leaders, executives, founders, VCs, board members, and software engineers. Together, we developed a blog post, an Instagram Live event, a podcast, and co-hosted networking events.



Blacks In Technology (BIT)

BIT is the largest community of Black people in the technology industry. Through community-focused activities, events and outreach, BIT is "stomping the divide" by establishing a blueprint of world-class technical excellence and innovation by providing resources, guidance, networking, and opportunities for members to share their expertise and advance their careers.

- Through our partnership with BIT, we co-hosted networking events and panel discussions in at several CapTech offices, including Charlotte, Denver, Philadelphia, Columbus, and Richmond.



BITCON (Blacks in Technology Conference)

Our partnership with BIT took a team of CapTechers to Orlando, FL for the 2022 BITCON, "A Tech Conference for the Culture." The conference hosted more than 1,000 technology leaders and IT professionals as they came together to learn, network, and develop their IT careers. As a global sponsor, CapTech was proud to have members of our BlackTech ERG participate in a panel during the three-day conference.

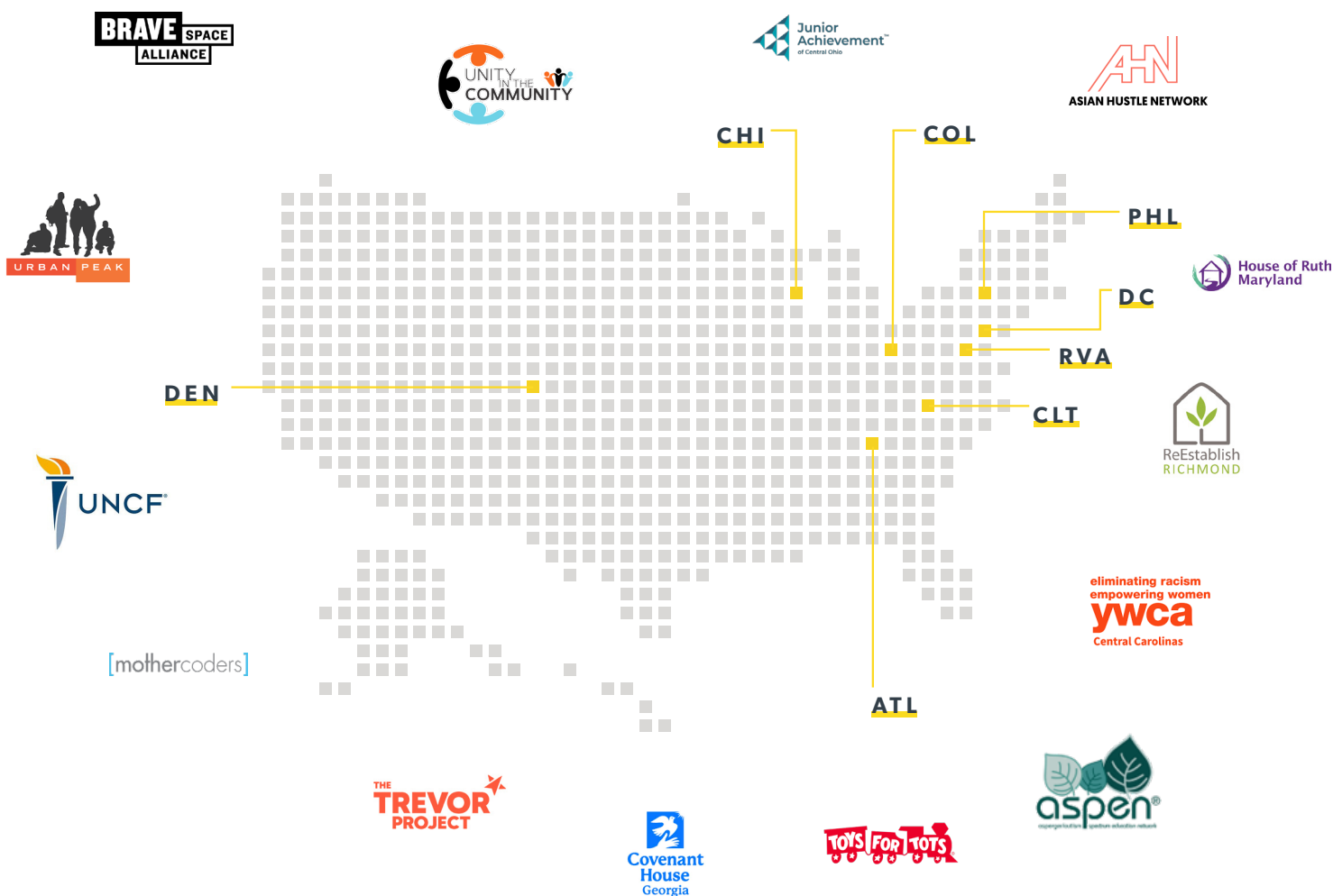


BITCON 2022 was an enriching experience for CapTech. For many of us, it was the first time attending an all-Black conference, much less a corporate sponsored conference. The feeling in the room was extraordinary – being with people who looked like us, worked in the same industry as us, and had experienced similar wins and obstacles. We are grateful to BITCON and look forward to future events that enrich and advance Black talent."

Renee Robinson
Director, Management Consulting

Making an Impact in our Local Communities

Our DIB Council and ERG leadership teams identified, celebrated, and championed local organizations to make an impact for those with the greatest need. Donations were made to the organizations listed below and the communities we've impacted.



Celebrating Affinity Months and Days

FEB

Black History Month

- Black experience scavenger hunt
- Virtual cooking demonstration
- Collected recipes and cookbook

MAR

Women's History Month

International Women's Day #Breakthebias

- Women's history trivia night
- Cross-ERG panel: Women's voting rights
- Womentorship program kick off

MAY

Mental Health Awareness Month

- Highlighted mental health benefits partner, Modern Health

Asian American and Pacific Islanders
(AAPI) Awareness Month

Global Accessibility Awareness Day

- An Uncomfortable Conversation with Asians:
Internal discussion hosted by CAKE ERG

JUN

Pride Month

Juneteenth Recognition Day

- Coming Out Part 2: Panel discussion
- DC Pride 5k
- Allyship panel discussion

JUL

CapTech Families ERG Kickoff

OCT

National Disability Employment
Awareness Month

- Launched Infinity & Beyond, a new ERG striving to
enhance the CapTech experience for everyone across
and adjacent to the neurodivergence spectrum

Supporting Early Talent through On-Campus Events



University of Virginia

- Diversity Career Fair
- Engineering Career Fair and Conference: Diversity Networking Reception
- Society of Women Engineers Behavioral Interviewing Workshop
- HackViolet (Association of Women in Computing) Hackathon Sponsorship and Tabling Event

University of North Carolina at Chapel Hill

- AfroPix Sponsorship, Speaker Session, and Tabling Event
- Pearl Hacks (organization for women and nonbinary students) Hackathon Sponsorship and Tabling Event
- Hack the Culture (organization celebrating inclusion in computer science) Diversity Networking and Career Event
- Womxn in Tech Week Behavioral Interview Prep and Workshop

North Carolina Agricultural and Technical State University

- Judge for SciTech Week Innovation Challenge

University of Maryland

- Success Hour Diversity Networking Event
- Alpha Omega Epsilon (professional and social sorority composed of female engineering and technical science students) “What is IT Consulting” Event

The Ohio State University

- Association of Computing Machinery Women’s Chapter session “Mental Health in the Workplace”
- Society of Women Engineers Networking Night and Resume Workshop

Temple University

- Association of Computing Machinery Women’s Chapter Career Fair Prep Session and Networking Event

Let's do next together.