



An ISACA Foundation

Introducing the One In Tech Corporate Diversity Advocate Partnership

As the cybersecurity and tech fields at large grapple with the increasing workforce gaps, corporate leadership is exploring ways to address the current and ever increasing need to build – and keep – an appropriately skilled pipeline of staff. Many of them recognize that the first stage to providing solutions is to identify the barriers that are affecting these shortages.

One major impediment to a robust workforce is the systemic exclusion of various populations in educational, recruitment, career placement, and leadership opportunities. While a host of biases can exclude entire populations, the lack of gender and racial/ethnic diversity within the pipelines of tech careers is a major contributor of the workforce shortage. From early and secondary education through career training, placement, and retention strategies, systems of exclusion have gutted the potential workforce and created these shortages.

The lack of diversity cannot simply be solved by casting more inclusive recruitment strategies, however. What is required is both support to under-represented and under-resourced populations AND a **proactive collaboration with the corporate sector** to support the tech careers pipeline from the early stages of its development.

After launching a suite of workforce development programs serving children and adults, One In Tech now inviting corporate partners to commit with OIT to building diversity and equity for the betterment of the cyber field. Through the OIT Corporate Diversity Advocates program, One In Tech collaborates with companies who, through sponsorship of the One In Tech programs, seek demonstrate their commitment to a diversity-building mission.

Through the Corporate Diversity Advocates program, OIT and corporations strengthen the global impact of increased diversity and equity in the workforce pipeline. Collaboration between key corporate stakeholders, both ISACA and OIT can create strong models to make true change in the technology fields. The effect will not only strengthen the tech industry but also contribute to a more just society. Built with corporate benefits associated with sponsorship, the Corporate Diversity Advocate program also encompasses the *Corporate Advocates Council*, which provides an excellent forum for collaborating companies' HR leads, Corporate Diversity & Inclusion Officers, Corporate Engagement Directors, and other professional roles to share game-changing strategies and a global platform for advocacy.

Corporations interested in investing into a stronger industry and healthier digital world are encouraged to visit the [Corporate Diversity Advocates](#) program and/or email gspitzer@oneintech.org