



# Inspiring Black Youth in STEM

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By 2020, there will be more  
than **1** million unfilled Tech  
career positions.

- Bureau of Labor Statistics

# How can Splunk help fill some of those 1 million opportunities with underrepresented youth?

- ▶ **Splunk's Employee Resource Group – BEAMs is working to do just that!**
  - Partnership, Networking and Outreach Opportunities
  - Mentoring Opportunities

**Working with Splunk's leadership team, BEAMs is establishing a Pipeline to expose underrepresented youth to careers at Splunk.**

- Summer Internship program recruitment.
- Access to Splunk accreditations and certifications paths.



# BEAMs – Who Are We?

- ▶ BEAMs is the newly established Employee Resource Group ~ **B**lack **E**mployees **A**nd **M**entors at **S**plunk>.
- BEAMs is comprised of approx. 85 Black employees at Splunk
- Administrative Assistants, Recruiters, Sales Engineers, Technical Writer's, Consultants, Data Protection and Software Managers to Facility Specialists, Customer Support, Compliance Security Managers, Product Marketing and the VP of Data Trust and are globally assigned.



# BEAMs – GOALS

BEAMs goal is to represent the Black employee community by:

1. Creating a talent pipeline through outreach to black college and high school students, as well as community centers/groups/camps and workshops that encourage tech careers in black communities where we are underrepresented.
2. Representation of BEAMs at .Conf, SKO and other external conferences.
3. Working with Splunk leadership to:
  - Retain Black employees through mentorship and promotion opportunities.
  - Develop Black employees through access to leadership programs to advance their careers at Splunk.



“The time is always right  
to do what is right.”

~ Martin Luther King Jr.

# BEAMs ERG Initiatives

## ► Partnerships

- Community Organizations
  - Coding and STEM organizations
    - The Hidden Genius Project
    - Gameheads
    - Code 2040
    - Year Up

## ► Outreach

- HBCU's connection
  - High School STEM Pipeline
    - Camps and workshops
    - Robotics events

## ► Mentoring

- Professional Development
  - Retention through promotion and mentoring.
    - Mentoring through corporate and ERG programs
    - Access to Splunk Leadership programs



“Coming together is a beginning  
Keeping together is progress  
Working together is success.”

~ Henry Ford



# The Hidden Genius Project

trains and mentors black male youth in technology creation, entrepreneurship, and leadership skills to transform their lives and communities.

## ► **IMMERSION Program**

- REVEAL
  - CREATE
    - TRANSFORM
- The Intensive Immersion Program is a 15-month holistic mentorship experience that provides computer science, software development, entrepreneurship, and leadership training to black male high school students.
- There are additional single and multi-day catalyst events available as well.





# Partnerships

## BEAMs collaborative partnerships

### Gameheads

- *Gameheads is a youth program that uses video games design, development and DevOps to engage, prepare and train low-income youth and youth of color ages 11 to 24 in the Bay Area of California and advance tech inclusion.*

<http://gameheadsoakland.org/>





# Year Up

<https://www.yearup.org/>

and

# Code 2040

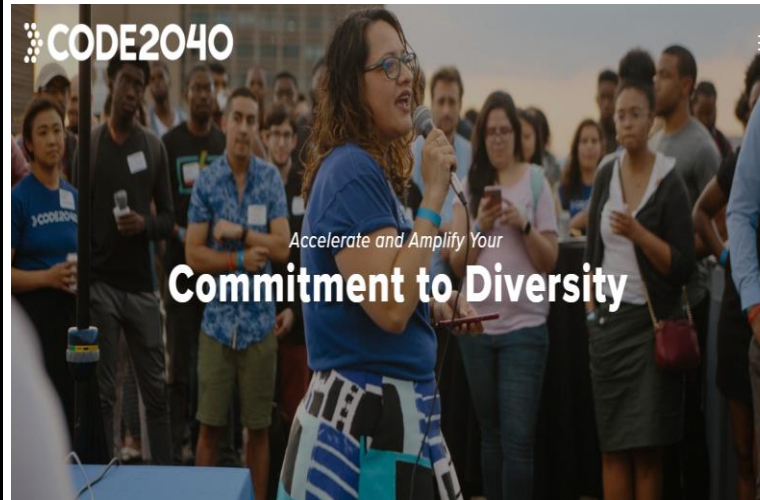
<http://www.code2040.org/>

*“Year Up seeks to close the Opportunity Divide by providing young adults with the skills, experience, and support that will empower them to reach their potential through professional careers and higher education. This is achieved through a one-year, intensive training program that provides low-income young adults, ages 18-24, with a combination of hands-on skills development, coursework eligible for college “*



## Become a Year Up professional

Our one-year, intensive training program empowers low-income young adults to succeed in professional careers and higher education. Are you ready to reach your full potential?



CODE2040

Accelerate and Amplify Your

**Commitment to Diversity**

*Code2040 is a community of Black and Latinx technologists and their allies who are diversifying tech to create a more equitable, inclusive, and prosperous economy.*

*At Code2040 we share your goal of having a high performing, passionate, committed, and diverse team.*

*We look forward to working with companies who see the business advantage that inclusivity and diversity can bring.*



## Key Takeaways

1. Improve the hiring and inclusion of Black talent at our company as a form of human equity.
2. Intentionally tap into Black talent pipelines or create them.
3. Strengthen the leadership lens to consider cultural and regional skillsets and competencies.



# Q&A

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# Thank You

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