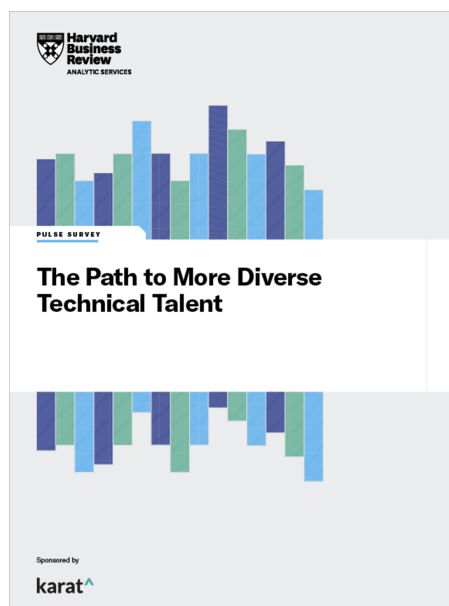# The Path to More Diverse Technical Talent

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The Path to More Diverse Technical Talent

Events of the past 18 months have prompted increased attention to racial inequities and social injustice, not only in the public consciousness but also in the corporate boardroom. In response, company executives have spoken out about these issues and expressed renewed commitments to diversity, including in their technical workforce.

A Harvard Business Review Analytic Services survey of 309 respondents in early 2021 indicates that many companies also are using the pandemic induced shift to remote work to try to increase the diversity of their technical staffs. Half the respondents report that their organization has launched new initiatives or expanded existing ones specifically to diversify technical teams. Among the most frequently cited programs are those that involve remote interviewing and remote work roles.