

20
25



BLACKS IN TECHNOLOGY FOUNDATION

Impact Report

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LETTER FROM OUR FOUNDER

In 2024, one truth became clear: AI is accelerating everything—and Black technologists must be positioned not just to keep up, but to lead.

At BIT, we are focused on helping our community future-proof their careers, businesses, and opportunities. We do that by helping people earn income, innovate, and expand in a rapidly evolving tech world.

With over 39,000 members, 70+ chapters in 20 countries, and 9000+ individuals trained or certified this year alone, our community continues to lead with purpose. We're more than a network—we're a movement.

The past 12 months our members have shared a lot with us, the paramount concerns being a sense of instability in tech. The entire tech industry is experiencing unprecedented layoffs, bias, and AI disruption. BIT continues to be committed to being a place where Black technologists go to gain stability, invent the future, and stay ahead. We don't just close the gap—we build the bridge to what's next. While our organizational pillars remain focused on representation, participation and visibility, moving forward we're taking a deeper focus to execute that by focusing on ways we can help our members to:

Earn Income - Build wealth and resilience with tech skills that matter right now.

Innovate - Create tools, products, and ventures that lead tomorrow's economy.

Future-Proof - Grow the presence of Black technologists and ensure we are empowered to be leaders in the age of AI and automation.

Thank you, thank you, thank you to our members for being the inspirational heartbeat of this mission. Your trust in us has positioned BIT to advocate for the Black community in ways that our ancestors could only dream about. Thank you to our partners for sponsoring the mission from day one til today despite the attacks on DEI efforts that prioritize the inclusion of Black professionals in critical industries like Tech.

And a very special thank you to the BIT volunteers and volunteer chapter leaders all around the globe- because if members are the heartbeat, you as a volunteer force are the hands pounding our chest to say "we got this!" I get emotional when I think about what we've accomplished so far, and what amazing impact we'll continue to make ahead. Remember that the future is bright as we collectively remain inspired to deliver the high calling of Stomping the Divide.



BIT Founder - Greg Greenlee

ORGANIZATIONAL OVERVIEW

Blacks In Technology Foundation is the official 501(c)(3) non-profit of the BIT brand, working globally to stomp the divide in tech by increasing:



01. Representation

Hiring and advancement of Black professionals.

02. Participation

Active involvement through community and networking.

03. Visibility

Highlighting talent, stories, and achievements.

Membership

Our inclusive membership spans transitional professionals, students, entrepreneurs, engineers, directors, and executives. Whether you're just entering tech or scaling a company, BIT is your home.

BY THE NUMBERS

Global Membership

39,000+ members in 20 countries

Chapters

80

Demographics

94.36% identify as Black

Top Countries

USA (26K), Nigeria (6.7K), Canada (1K), UK (0.5K), Kenya (0.5K)

BITCON Conferences Held

6

BITCON Attendees

10,000

BITCON Speakers

400+

Certifications & Training

Google: 2,042

Meta: 948

Linux Foundation: 77

OneTen/Udacity: 2,000+

Splunk: 655

Fortinet: 1,268

SAP: 358

SAFe Agile: 371

Product Teacher: 898

Blacks In Technology Foundation
Stomping the Divide in Tech.

BITCON 2024

INCREASE PARTICIPATION

BUILDING COMMUNITY, BUILDING EACH OTHER

BIT's chapters are the engine of our community, creating safe, empowering spaces for networking, workshops, and peer support.

Key Highlights



Events

Hosted hundreds of in-person and virtual events across chapters globally



Meetups

BIT Meetups held across the globe



Volunteer Mentorship

7,800+ hours given



"Tech For All" Campaign

Reached 900 students in underserved schools



College Scholarships

Awarded to students at 16 Universities

"BIT Meetups are where I found my professional family. I've gained mentors, job leads, and lifelong friends."

INCREASE REPRESENTATION

STOMPING THE DIVIDE, LET'S GET PAID

BIT is committed to equity through access and the hiring and advancement of Black professional and building pipelines to opportunity through.

Key Highlights



Programs

40+ Low/No-Cost Programs



BIT Job Board

Career opportunities curated for Black tech talent



Virtual Career Fairs

30 organized virtual career fairs. 8800+ registrations.



Tech Training

Upskilling through Udacity, Microsoft Leap, Apprenti



Support

Over \$1,000,000 in grants and scholarships awarded to individuals



Mentorship Programs

Pairing seasoned professionals with early-career members

Microsoft AI Innovation Challenge

- 137 registered
- 28 total projects
- 23 BIT members registered
- 8 projects worked on
- Second place winner
- Interview with the team
- One of the members, Ola, used his project as part of successfully applying for an EB-1A visa, which is definitely a highlight as far as outcomes from the program to date..

Udacity/OneTen Impact

- 35,966 applied for scholarship
- 9 cohorts
- 10,315 enrolled in scholarship program
- 7500 retained scholarship
- 1362 job ready nanodegree graduates x \$1000 = \$1.36 million in scholarships awarded
- 4600 acquired 1 or more technical employable skill
- 4529 career skills acquired through projects completed
- 160 experts, mentors, and coaches hired
- 364000 total learning hours completed

Udacity/OneTen Impact Testimonials

"It gave me an opportunity to transform my resume. It also helped me to push myself to accomplish my goals, no matter how many challenges come. Most importantly it reminded me of what I'm capable of if I actually try".

- Christopher Sledd (Digital Marketing)

I barely worked on JavaScript and now I know how to make a full web application, so just being able to go from zero to a point where I can imagine something and physically conceive it is really rewarding."

- Jason Golliet (Front End Development)

Since taking the Udacity course and doing the certification, I was able to apply for different tech roles and thankfully I landed a System Analyst position."

- Regina (Business Analyst)

Uvaro Program Impact

- 87% average attendance across cohorts
- 45% active coaching
- 22% hired

Testimonials

"I landed my first tech job because of the BIT-Udacity partnership. It changed my life."

- BIT Member

"BIT helped me get certified, mentored, and now employed. They are breaking down barriers every day."

- BIT Scholar

The logo for the BIT Startup Founders Pre-Accelerator Program is displayed in a white rectangular box. It features the word 'bit' in a large, bold, black sans-serif font, with a small globe icon above the 'i'. To the right of 'bit' is the word 'STARTUP' in a smaller, bold, black sans-serif font, followed by 'FOUNDERS' in a very large, bold, black sans-serif font. Below 'bit' is the text 'BLACKS IN TECHNOLOGY FOUNDATION' in a bold, black sans-serif font. Below 'FOUNDERS' is the text 'PRE-ACCELERATOR PROGRAM' in a bold, black sans-serif font, with a red horizontal line underneath the word 'PROGRAM'.

bit **STARTUP** **FOUNDERS**

BLACKS IN TECHNOLOGY FOUNDATION **PRE-ACCELERATOR PROGRAM**

- 200+ BIT members – Founders of Startups
- (4) Thirty Day Business Model Design Cohort
- 20+ Workshops
- (1) Ninety Launch Program
- Five Demo Days
- 1000+ Mentoring/Coaching Hours
- 47 Weekly Startup Best Practices and Networking Events
- 1000+ Founder Opportunities

INCREASE VISIBILITY

SEE US, SEE YOURSELF

Highlighting talent, stories, and achievements of the amazing folks in our community!

01

Through events, newsletters, our website or via our sister company, Blacks In Technology LLC's (<https://www.blacksintechology.net>) podcasts, videos, and articles, we have created a platform to be seen, heard and viewed as subject matter experts in the tech industry. From executive leaders, to entrepreneurs and technology practitioners, BIT has highlighted the stories and accomplishments of people in our community.

02

Our annual conference, BITCON has provided folks in our community with the opportunity to showcase their knowledge and expertise while offering a safe space for folks in the community to engage with one another, while sharing experiences and knowledge, aiding them with comfort of interacting with like minded individuals that share a likeness and background with themselves.

"BIT Meetups are where I found my professional family. I've gained mentors, job leads, and lifelong friends."

BITCON THROUGH THE YEARS

Held annually, BITCON is a global convening of Black technologists, tech companies, recruiters, and students to celebrate innovation and foster opportunity.



Highlights

- Over 10,000 attendees
- 400+ speakers
- 357 companies represented
- Topics: AI ethics, product strategy, executive leadership, DEI, Web3, cybersecurity
- Direct job offers extended on-site

"BITCON is where Black tech excellence meets community and opportunity."

OUR PARTNERS & SPONSORS



Training & Education Partners

Google • Meta • Udacity • SAP • Splunk •
Fortinet • Agile Big Picture • Product
Teacher • OneTen



LOOKING AHEAD

In 2025, we will,

- Expand chapter support and launch new locations in Africa and Europe
- Increase certification funding and job placement programs
- Elevate our visibility efforts: more webinars, media features, and success stories
- Launch new mental health & wellness resources for Black technologists
- Scale BITCON and training partnerships to reach 15,000+

Together, we're not just increasing representation—we're reengineering the industry.

CONTACT INFORMATION

www.blacksintechology.org

partnerships@blacksintechology.org

Newsletter: 26,000 + Subscribers

Instagram: 8k | LinkedIn: 21K & 28k Group Members |

X: 2K | Facebook: 3.1K

Please consider a donation of any kind to
help us continue our mission.

Donate

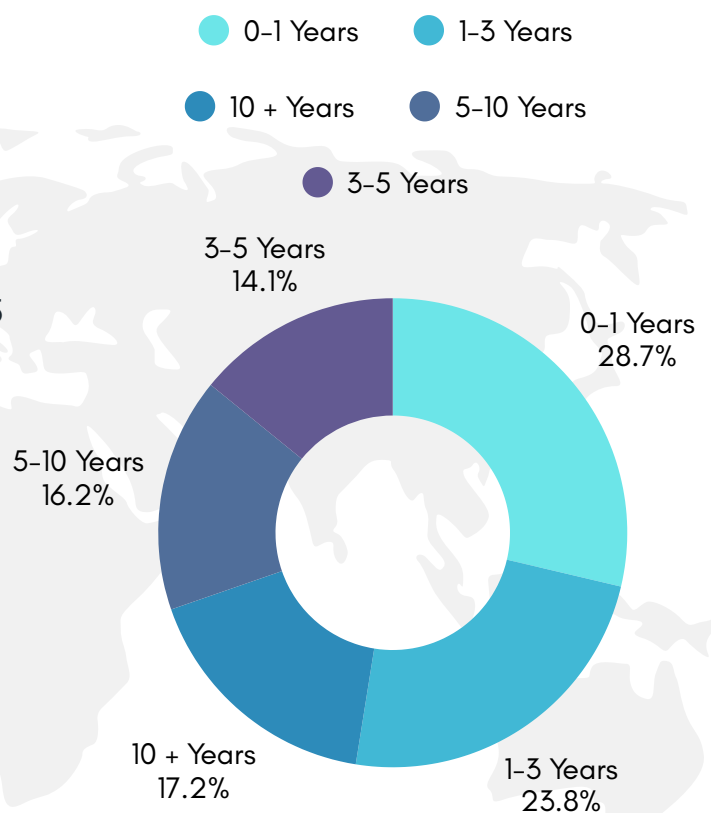
WORK EXPERIENCE AND ROLES

BITCON 2022



Top 10 current tech jobs

1. Information Security/ Cybersecurity 1,285
2. Software Engineering 1,051
3. IT Support/ Helpdesk 863
4. Data Science 814
5. IT Project Management / Customer Success 765
6. Sales / Consulting 618
7. Cloud DevOps / DevSecOps 423
8. Product Manager 413
9. User Experience Design / Research 407
10. Digital Marketing 394



Half of those surveyed have 3 years or less experience