



March 26th, 2021

Dear Participants,

We are pleased that you can join us for the Aspen Roundtable on Latino Tech Talent. This is the third in a three-part series of convenings which brings together senior leaders in the technology and workforce development ecosystem to address diversity, equity and inclusion initiatives in support of Latinos in the tech sector. Our third roundtable will focus on pathways to tech employment and connecting the tech sector to Latino talent pipelines in and outside of Silicon Valley.

The meeting will be structured into three sections: 1) The Biggest Hurdles Facing Latinos in Tech 2) Pathways to Empowerment 3) Moving to Action. We have invited participants to be lead-off speakers to spark dialogue. Below you will also find a selection of background readings to provide context for the conversation.

We want to affirm our commitment to fostering a spirit of open inquiry by creating a space where ideas are welcomed and explored. We will be taking notes to capture the ideas generated from the discussion. Please note that Aspen Institute convenings follow the Chatham House Rule; no comments made by participants will be publicly attributed to them without their prior consent.

Finally, we recognize the tremendous amount of work already being done by so many of you. Our hope for these roundtables is to shed light on your good efforts, elevate your work, and promote cross-sector collaboration for the field at large.

Sincerely,

Domenika Lynch  
Executive Director  
Latinos and Society Program

Vivian Schiller  
Executive Director  
Aspen Digital



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## Aspen Roundtable on Latino Tech Talent

April 1, 2021

12:00 p.m. – 1:30 p.m. EST

Join us via Zoom by clicking [here](#)

The third in a series, this roundtable will focus on narrowing the wealth gap for Latinos through tech employment. We will dive into pathways to tech and bridging the tech sector with Latino talent pipelines in and outside of Silicon Valley.

**12:00 pm – 12:10 pm**

### **Welcome and Participant Introductions**

Domenika Lynch, Executive Director, Aspen Latinos and Society

Vivian Schiller, Executive Director, Aspen Digital

**12:10 pm – 12:30 pm**

### **Session I. Biggest Hurdles Facing Latinos in Tech**

A rapid-fire session to hear initial thoughts from every participant on what barriers keep Tech from better serving and representing Latinos.

**12:30 pm – 1:05 pm**

### **Session II. Pathways to Empowerment**

This session will look at the different ways organizations can work together to improve pathways to empowerment for Latinos. Participants will discuss topics from increasing opportunities for education and upskilling to improving systems that enable economic independence, and ensuring the alignment of societal values with the design of emerging technology.

**1:05 pm – 1:25 pm**

### **Session III. Moving to Action**

This session will move towards articulating the industry actions for empowering Latinos in the digital economy. Participants will produce concrete recommendations informed by the pathways outlined in session two.

**1:25 pm – 1:30 pm**

### **Closing and Adjourn**



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### Roundtable Discussion Questions

#### Session I. Biggest Hurdles Facing Latinos in Tech

1. Participants will be asked to complete the following sentence: Tech isn't working for Latinos because ...

#### Session II. Pathways to Empowerment

2. Are non-traditional forms of education, such as apprenticeships and certificates, a more viable path to accessing the tech pipeline?
3. How do pathways vary for entrepreneurs or contractors of color in accessing the digital economy? What is needed to ensure equity?
4. To what extent should social values alignment across business practices and technology offerings play in determining pathways for the tech sector's engagement with Latino communities?

#### Session III. Moving to Action

5. What are the best practices and key steps the tech industry can take to better engage, support, and be more representative of Latino communities?

**Aspen Roundtable on Latino Tech Talent  
Moderators and Participants**

**Moderators**



Vivian Schiller joined the Aspen Institute in January 2020 as Executive Director of Aspen Digital, which empowers policymakers, civic organizations, companies, and the public to be responsible stewards of technology and media in the service of an informed, just, and equitable world.

A longtime executive at the intersection of journalism, media and technology, Schiller has held executive roles at some of the most respected media organizations in the world. Those include:

President and CEO of NPR; Global Chair of News at Twitter; General Manager of NYTimes.com; Chief Digital Officer of NBC News; Chief of the Discovery Times Channel, a joint venture of The New York Times and Discovery Communications; and Head of CNN documentary and long form divisions. Documentaries and series produced under her auspices earned multiple honors, including three Peabody Awards, four Alfred I. DuPont-Columbia University Awards, and dozens of Emmys. Schiller is a member of the Council on Foreign Relations; and a Director of the Scott Trust, which owns The Guardian.



**Domenika Lynch** is the Executive Director of the Latinos & Society Program at The Aspen Institute. In this role, she advances AILAS' commitment to increasing Latino access to opportunity and inclusion in the economy and championing the understanding that a prosperous future for all Americans rests on Latino American economic advancement. Lynch is a purpose-driven, strategic and inspirational leader, a champion for women's rights and social equity, and a longtime advocate for the Latino community. Over the course of two decades in leadership roles, Lynch has overseen strategic planning, policy advocacy, and public affairs campaigns for

nonprofits and corporations, increasing donor and stakeholder support and raising millions of dollars for organizational endowments. From July 2016 to May 2019, Lynch served as president and CEO of the Congressional Hispanic Caucus Institute (CHCI), the preeminent Latino leadership institute founded by Hispanic members of Congress in Washington, DC. Building on CHCI's 40-year legacy, she led an organizational and financial turn-around, raising more than \$20 million to ensure that CHCI will remain a premier national convener for thought leadership. Lynch currently serves on the boards of Casa 0101 Theater and the Congressional Management Foundation. A graduate of the USC Sol Price School of Public Policy, Lynch holds a master's degree from the USC Rossier School of Education.

## Participants



**Sylvia Acevedo**, a Corporate Board Director, C-Suite Executive, Community leader, Author and Rocket-scientist. Devout believer in the power of transformation to change and improve lives, communities, organizations – and the world. Recognized leader whose Innovation and growth strategies have been hallmarks of her career. Board member of Qualcomm, serving on the Governance Committee.

Author of *Path to the Stars: My Journey from Girl Scout to Rocket Scientist*, which details Sylvia’s personal journey from the dirt streets of Las Cruces, New Mexico, to NASA’s Jet Propulsion Laboratory and the top executive tiers of Apple, Dell, IBM, Qualcomm and other U.S. technology leaders.

Most recently served as CEO of Girl Scouts of the USA. Chair of President Obama’s White House initiative for Educational Excellence for Hispanics in early childhood leadership. Driver of the Administration’s Early Childhood Dual Language Education Policy. National speaker on Cybersecurity, Workforce and leadership.



**Frances Coronel** is an Executive Director of Techqueria where she supervises and manages day-to-day operations. Techqueria is a 501c3 nonprofit that empowers Latinx professionals with the resources and support that they need to thrive and become leaders in the tech industry. Frances has been featured in the San Francisco Business Times, ABC7 News and Protocol for her work with Techqueria. In 2019, she was awarded Sentry's first ever Open Source Grant and in 2021 she was awarded The Connector Award by Commsor. Frances also serves as a board member for Coro Northern California and a member of Code Nation's Bay Area Leadership Council. She earned a Master's in Computer

Science from Cornell Tech and a Bachelor's in Computer Science from Hampton University.



**Elena Giralt** is Product Marketing Manager at the Electric Coin Company, where she focuses on Zcash and privacy-preserving technology. She co-founded Blockchain Latinx, a monthly meetup group that explores what blockchain means for Latinos and for Latin America. Elena has an MBA from New York University Stern School of Business.



**Adrian Haro** joined The Workers Lab in 2017 as Managing Director. In that role, he oversaw the formation of The Workers Lab non-profit corporation and doubled the budget and staff. Before his promotion to CEO, Adrian served as our interim leader to oversee a critical transition period. Prior to joining The Workers Lab, Adrian built a career in progressive politics, government, and public affairs. He started as a field organizer on Barack Obama’s 2008 presidential campaign, served as a Confidential Assistant at the U.S. Department of Education, and then served as the speechwriter to United States Secretary of Labor, Hilda L. Solis. He then spent four years at Civitas

Public Affairs Group, a leading national public affairs firm. Adrian had a brief but beloved stint in Hollywood working under the mentorship of acclaimed Latino entertainment executive, activist, and entrepreneur, Moctesuma Esparza. Adrian holds a degree in rhetorical studies and political science from California State University, Long Beach and grew up in East Los Angeles.



**Jennifer López** is an experienced product executive, educator, technology leader and thought leader. Currently she is the Head of the Innovation Lab at Capital One. There she leads a team of designers, product managers, strategists and engineers to imagine new products and platforms that change what is expected of the financial services world. She joined Capital One in 2013 to develop the design and human centered approach to product development for Capital One. In that role she developed the curriculum that trained thousands of employees and inspired a new approach to product development. She also is the executive lead for the

mentorship circle program and on the executive team for the Hispanics in Technology business resource group. Prior to Capital One Jennifer led a startup in the food subscription space, designed jewelry, designed home goods and taught at Stanford University. She continues her engagement with the Stanford d.school as an executive coach in their Executive Design Thinking Bootcamp program. She is also one of HITEC’s 100 most influential Hispanic Tech Leaders in America for 2020. Jennifer has an MFA from Stanford University and a BA from Dartmouth College. She currently lives in Brooklyn, New York.



**Jesse Martinez** is a World Economic Forum 2020 Delegate; Author; Startup advisor + investor, philanthropist; 4X Founder; Founder Latinx Startup Alliance; Venture Partner VamosVentures; VP Ennube Solutions



**Alejandra Montoya-Boyer** (she/her/ella) is the Associate Program Director for Resilient Economies & Communities (REC) at the National Association of Counties (NACo), where she oversees a team that helps county leaders foster economic equity, prosperity, and resiliency for all. She has a diverse background in policy and grassroots advocacy and campaigning with deep content expertise in economic mobility, education and workforce pathways, tech policy, and racial equity. Prior to NACo, she worked as a Program Officer at the Bill & Melinda Gates Foundation, and before that she developed the future of work program at the Joint Center for Political and Economic Studies. Alejandra calls New Mexico home and is a fan of the best green chile, hot air balloons, and hikes up the Sandia Mountains.



**Larry Olivarez, Jr.** was born and raised in Corpus Christi, Texas and attended Texas A & M University Corpus Christi and graduated in 2001 with a Bachelor of Business Administration degree in Finance and graduated from the Stanford University Graduate School of Business SLEI - Cohort 9. Since 2001, he has owned & operated Olivarez & Associates, a Private Wealth Advisory Firm of Ameriprise Financial. Along the way, Mr. Olivarez has been recognized for his dedicated work as a trusted financial advisor receiving numerous awards in his 20-year tenure such as: Circle of Success, Production Growth leader, Protect Grow & Give Award, was recognized in 2015 as a Five Star Wealth Manager by Texas Monthly Magazine, and was named to the Fidelity Advisor Council in 2015. Additionally, he was named one of the top business leaders under 40 in 2006 by FYI Magazine, was a graduate of Leadership Corpus Christi in 2007, and received the Young Alumni Award by Texas A&M Corpus Christi in 2008. In 2016, through countless discussions with cousin and co-founder, Roland Martinez, Larry recognized the many frustrations and inadequacies of today's professional networking experience and helped create the technology that would become NCrowd. Since then, NCrowd, the first Latino owned professional networking app, has continued to scale and has been featured nationally by the United States Hispanic Chamber of Commerce, Stanford University, Latino Business Action Network, Latinas in Finance, Texas Chamber of Commerce Executives, ACCE, Houston Young Professionals, Austin Young Chamber, among many others. Larry is passionate about Latinx & minority owned technology, empowering the next generation of business leaders, & helping our planet. He brings his 20+ years of leadership and success in business, financial markets, & networking to NCrowd. He is married to fellow Co-Founder Priscilla Olivarez, and is the father of 3 children, Larry III, Jackson & Claire Olivarez.



**Alejandro Roark** serves as the Executive Director of the Hispanic Technology & Telecommunications Partnership (HTTP), a national non-profit that convenes an intersectional coalition of national Latino organizations committed to promoting access, adoption, and the full utilization of technology and telecommunications resources by the Latino/a/x community in the United States. HTTP works at the intersection of ethics, technology, and public policy to educate, advocate, and serve as a national voice for Latinos in technology and telecommunications policy. Alejandro leads a strategic planning process to advocate for inclusive public policy solutions that promote civil rights, equitable access to broadband, and increased diversity in media and tech workforces with a focus on broadband adoption, spectrum allocation, consumer privacy, open internet, and diversity & Inclusion within the tech workforce.



**Monica Ruiz** is a Program Manager in Microsoft's Digital Diplomacy team. In this role she focuses on efforts to promote stability in cyberspace. Prior to joining Microsoft, Monica was the Program Fellow for the Cyber Initiative and Special Projects at the Hewlett Foundation. Earlier in her career, she was the first recipient of the U.S. Boren Fellowship to travel to Estonia where her research focused on cybersecurity policy. She has also worked at U.S. Southern Command in the J9 Partnering Directorate, where she served as the military education coordinator to partners in the region. Born in Ecuador and raised in Miami, she holds a bachelor's degree from Florida International University and a master's degree from The Fletcher School of Law and Diplomacy at Tufts University.



**Mona Sloane** is a sociologist working on inequality in the context of AI design and policy. Mona is a Fellow with NYU's Institute for Public Knowledge (IPK), where she convenes the Co-Opting AI series. She also is an Adjunct Professor at NYU's Tandon School of Engineering, an Affiliate of the NYU Center for Responsible AI, and a Future Imagination Collaboratory Fellow at NYU's Tisch School of the Arts. She also works with The GovLab and with Public Books as the Technology editor. Her most recent projects are Terra Incognita: NYC, the AI Procurement Roundtables project, and the PIT-UN Career Fair project that looks to bring together students and organizations building up the public interest technology space. Twitter: @mona\_sloane



**Jannie Fernandez** works at the National Center for Women and Information Technology (NCWIT) as the Director for the K-12 Alliance and TECHNOLOchicas. She obtained her BS in special education with a focus on learning disabilities from Florida International University in Miami, Florida, and a Masters in Organizational Leadership from the University of Colorado Boulder. Jannie has worked towards broadening participation of women, underrepresented minorities, and people with disabilities in all of the science, technology, engineering, and mathematics disciplines through her efforts leading the K-12 Alliance and TECHNOLOchicas; providing the community members with information, tools, and guidance; and enabling them to work in unity towards common goals.



**Dr. Melissa Villa-Nicholas** is faculty at Harrington School of Media and Communications and Graduate School of Library and Information Studies (LIS) at the University of Rhode Island (URI). Her research interests include the history of Latinxs with information technologies and information spaces, Latinx socio-techno practices, new media studies, and race/class/gender technology studies. Melissa teaches LIS students on inclusion, race and racism, intersectionality, and use and users of information.



### Convening Pre-Readings

- [Tech for Good: Smoothing disruption, improving well-being](#) (Mckinsey)
- [The Leaky Tech Pipeline](#) (Kapor Center)
- [Building an Equitable and Inclusive Culture in Tech: Top Insights from an Aspen Institute Roundtable](#) (The Aspen Institute - Aspen Digital)