Intel Diversity: Code Talkers to Code Writers Initiative

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- Over the next three years, Intel will invest $250,000 per year at three Arizona high schools in the Navajo Nation: Chinle High School, Monument Valley High School and a third school that will be announced at a later date. Intel will work with Science Foundation Arizona to implement a comprehensive education transformation plan at these schools that includes:
  - Enhanced computer science curriculum offerings and teacher professional development
  - Student-centered services such as hands-on support outside of school hours and summer bridge programs to minimize "summer brain drain"
  - Skills-based volunteering, tutoring and mentoring from Intel employees who are members of the Intel Native American Network – several of whom attended these Navajo Nation high schools
- Through the Code Talkers to Code Writers Initiative, Intel aims to support and strengthen the Navajo community in Arizona – a state that is home to one of its largest factory sites, as well as 81% of Native Americans – and open up a world of possibilities for Navajo youth.
- Intel hopes that the Code Talkers to Code Writers Initiative will encourage these students' interest in computer science and engineering; expand their awareness of education and career

options; and provide them with the resources, access and guidance they need to reach their full potential.

- The Code Talkers to Code Writers Initiative is a key component of Intel's $300 million commitment to strengthen the computer science and engineering pipeline for women and underrepresented minorities and increase diversity in the tech industry as a whole.
    - The initiative will help advance Intel's efforts to fill the tech pipeline with diverse students – which Intel believes is critical to fostering future makers and innovators who will create the technology of tomorrow – and achieve full representation of Native Americans in its workforce.
    - Intel recently released a mid-year diversity report, which provides an update on the company's progress on its commitment to achieve full representation of women and underrepresented minorities in its workforce by 2020.

Intel's Commitment to Diversity

The Code Talkers to Code Writers Initiative is part of Intel's Diversity in Technology Initiative, a $300 million commitment to help build a pipeline of female and underrepresented engineers and computer scientists, actively support hiring and retaining more women and underrepresented minorities, and fund programs to support more positive representation within the technology and gaming industries.

- **Growing Intel's Diverse Population:** In order to achieve full representation of women and underrepresented minorities in its U.S. workforce by 2020, Intel has increased hiring, retention and progression of female and underrepresented minority employees. In August 2015, Intel released a mid-year diversity report highlighting its progress toward this commitment, which contained the following findings:
    - Intel is on track to achieve its overall hiring goal for 2015. This is meaningful considering that 85 percent of Intel's workforce is technical, so we must hire a large number of people with technical degrees and skill sets
    - Intel is currently tracking to 43.3% diverse hires, which exceeds its 2015 goal of 40% diverse hires.
    - There are more women and African-Americans working at Intel today than there were at the beginning of 2015.
    - There are more women and underrepresented minorities in leadership today at Intel (including VP and above, Fellows and Senior Fellows) than there were at the beginning of 2015.
- **Expanding the STEM Pipeline:** Over the past decade alone, Intel has invested more than $1 billion to improving education in more than 100 countries to ensure that underrepresented students have access to technology and inspire them to pursue careers in STEM. In March 2015, Intel, Rebecca Minkoff, and UN Women announced an effort to expand the pipeline of female engineers, support positive representations of opportunities for women in technology, and connect women around the world to opportunities to learn and lead through STEM education and careers. Intel also invests in a wide range of STEM initiatives, including the Intel Science

Talent Search and the Intel International Science and Engineering Fair, maker faires, and the Intel Computer Clubhouse Network. Intel has also partnered with organizations such as Girls Who Code, TechGYRLS @TechShop, and NCWIT Aspire.

- **Supporting Inclusion in Gaming:** Intel has a long history of supporting the gaming and developer communities, and believes that both men and women should be respected as gamers. Intel's investments in gaming include partnering with the International Game Developers Association to bring female students to the Game Developer Conference and pair them with industry mentors; sponsoring Girls Make Games to expand their game-making camps and workshops for girls to more cities; and sponsoring the Two5six Festival, which created the Intel Game Academy, a game-design seminar for female students.
- **Investing in Diverse-Owned Businesses:** The Intel Capital Diversity Fund, announced in June 2015, will invest $125 million in businesses led by women and underrepresented minorities across a wide spectrum of industries, including the Internet of Things, the maker movement, cloud computing and cybersecurity. To date, the fund has invested $16.8 million in four firms – Brit + Co., CareCloud, Mark One, and Venafi – and will announce two additional investments later this year.
- **Increasing Supplier Diversity:** Intel has committed to invest $1 billion in annual spending by 2020 with diverse-owned businesses across the supply chain. The company's 2015 goal is $250 million, a 60% increase from its 2014 expenditure of $150 million. To date, Intel has invested $117 million with diverse-owned businesses.

More information about Intel's Diversity in Technology Initiative is available on the Intel Newsroom.

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