BUiLT
BLACKS UNITED IN LEADING TECHNOLOGY INTERNATIONAL

BLACKS UNITED IN LEADING TECHNOLOGY

The Forward-Leading Collective of Blacks in Tech

INCREASING THE REPRESENTATION OF BLACK PEOPLE IN TECH

Blacks United in Leading Technology International (BUiLT) is a 501(c)3 professional association, nonprofit. We serve the public through our regional chapters to change attitudes -to hire, promote, and fund Black tech professionals and entrepreneurs.

For our dues -paying members, we provide extra benefits.

NOW
Representing
16,500+

Public Services

- ✓ Confidence-building networking
- ✓ Primers on new technologies
  Career portal for tech jobs
  www.careers.builtinternational.org
- ✓ Corporate ERG Support
- ✓ Social Justice Initiatives

☀ **Black Tech Symposium**

Black Tech Symposiums

BUiLT, in conjunction with area nonprofits and ERGs, hosts 3½-day symposiums to highlight the success and possibilities of black people in tech.
https://blacktechsymposium.biz/

Member Services

📈	Leadership development
👥	Technical training
🎖	Technical certifications
👥	Mentorship
🧑‍🏫	Professional speaking

Click For Our Chapter View

BUiLT

WHERE ARE WE

LET'S OPEN THE DOORS.

We open the 3 doors to:

- Enter tech
- Advance in tech
- Launch and own Black tech enterprises.

Watch the Video

You can find us on MeetupPro, with Chapters across America and in the UK, Canada, and in Hong Kong. Wherever we are, the message is the same.

28 GROUPS

4 COUNTRIES

16,500+ MEMBERS

WHO ARE WE

96%

IN TECH OR ENTERING TECH

Future Technologist   53%
In Tech Now   43%

4%

Tech Supporters (DEI professionals, marketers, lawyers, recruiters, writers, accountants, entertainers, doctors, etc.) are members, too. 4%

WHO WE ATTRACT

Motivated **adult**, degreed, working professionals 1) already in tech, and 2) those as they just pivot into tech.

OUR TECH ECOSYSTEM

- Technologists
- Senior Tech Business Leaders - 11%
- Tech Educators - 10%
- Tech Entrepreneurs - 7%

73%
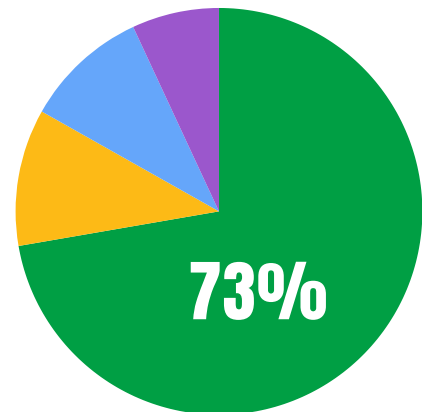
A secret to success includes the professionals migrating into tech (53%), combined with those supporters who mingle with us (4%).
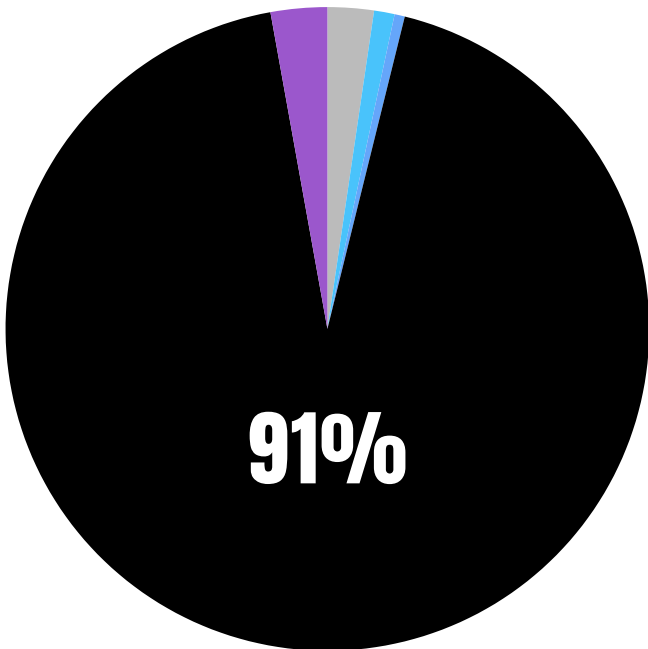
WHO ARE WE

> They say tech is male dominated, but we have a large female population.

WE ARE COMPRISED OF BLACK PEOPLE.

Ethnicity Legend
- ⬜ White
- 🟦 Latinx
- 🟦 Asian
- ⬛ Black, African-American, African
- 🟪 Other

91%

ETHNICITY

FEMALE
A STRONG DEMOGRAPHIC IN TECH

Gender Legend
- 🟪 Female
- 🟦 Male
- 🟪 Other

55% **43%**
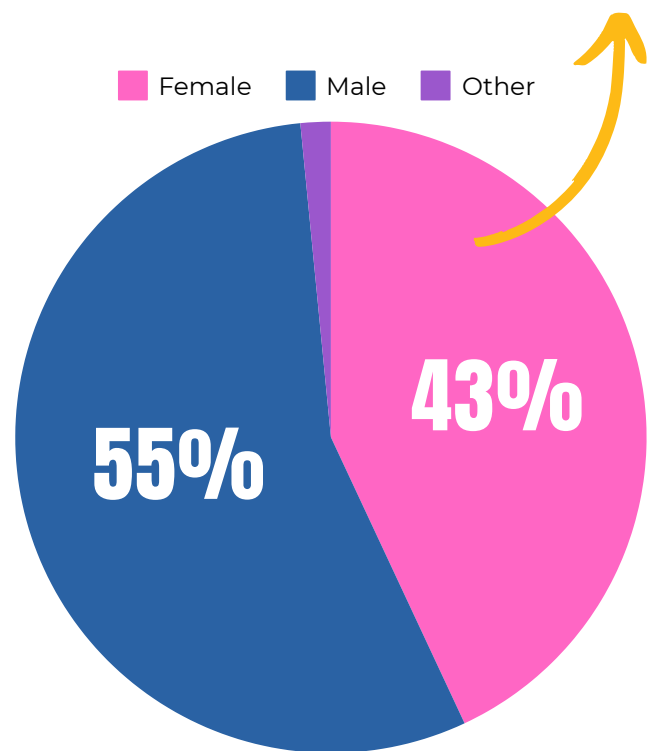
GENDER

BUILT INTERNATIONAL IS OPEN TO EVERYONE.

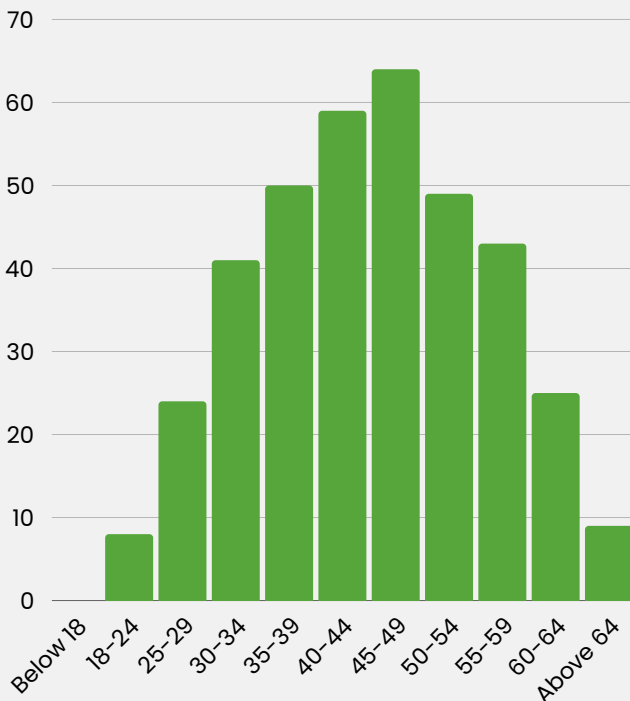**SEXUAL ORIENTATION**: 97% STRAIGHT 3% GAY, LESBIAN, BI-SEXUAL

WE HAVE LIFE EXPERIENCES.

WE ATTRACT MID-CAREER ADULTS AGE 30 - 50.

WE ARE MATURE
80% OVER 35

Eighteen percent (18%) are Senior Directors, C-Level Executives, VPs, or own their own tech companies.

ADVANTAGES WITH US

Hiring individuals aged 30 to 50 for tech roles can offer several distinct advantages. Here are some of the key benefits:

1. Experience and Expertise
- Problem-Solving Skills: Having encountered a wide range of challenges, they typically possess advanced problem-solving skills and the ability to approach complex tasks with a well-rounded perspective.
- Leadership and Mentorship: Many individuals in this group have had the opportunity to develop leadership skills, and they can mentor younger team members.

2. Stability and Long-Term Focus
- Career Stability: Many professionals in this age group have established careers and are less likely to job-hop compared to younger workers. They are often more focused on long-term goals.
- Commitment and Maturity: A more mature outlook on work often means they are committed to their roles, willing to take responsibility, and focused on delivering results.

3. Balanced Risk-Taking
- Informed Decision-Making: With experience comes the ability to balance innovation with risk management, making them more likely to assess situations with a blend of caution and creativity.
- Strategic Thinking: They can contribute to long-term, big-picture strategy due to their understanding of industry cycles, trends, and shifts.

4. Soft Skills and Communication
- Developed Soft Skills: Having worked in various teams and roles, they tend to have highly developed interpersonal, communication, and conflict-resolution skills, which are valuable in collaborative tech environments.
- Cross-Functional Experience: Many in this age range have worked across different teams and roles, giving them a broader understanding of business processes and how technology supports them.

5. Adaptability to Change
- Tech-Savvy with Experience: While they may have a longer professional history, individuals in this age group often stay updated on industry trends and emerging technologies, balancing both legacy knowledge and the ability to learn new tools and systems.

6. Work-Life Balance
- Better Time Management: Having developed more mature time management skills, they are often more effective at balancing work and personal responsibilities, which can translate into better productivity.

7. Professional Networks
- Valuable Connections: With years in the industry, they likely have well-established professional networks that can benefit the company, whether it's for partnerships, collaborations, or knowledge sharing.

8. Diversity of Thought

Overall, hiring individuals aged 30 to 50 can provide a strong mix of technical expertise, stability, and leadership, which is particularly valuable in tech roles that require both innovation and reliability.
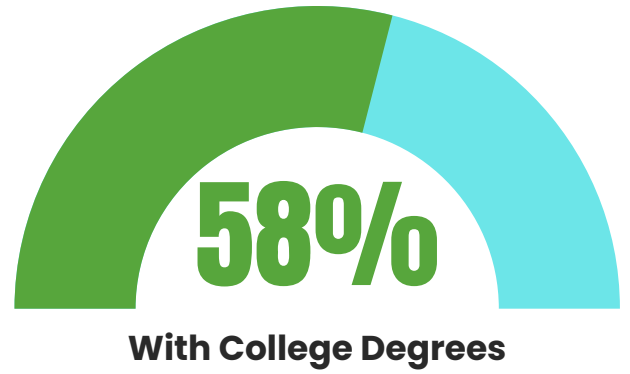
WE ARE EDUCATED

58%

With College Degrees

MASTER DEGREED	23%
PHD DEGREED	4%

Of those working and not working, 12% are also students in college programs

Where we sought higher education (representative sample)

Adrian College	Colorado State University	International CyberSecurity Institute
Albany State University	Columbus College of Art and Design	Ivy Tech Community College
American InterContinental University	Columbus State University	Jackson State University
Argosy University	Concordia College, Moorhead MN	John Jay College of Criminal Justice
Arizona State University	Coppin State University	Johns Hopkins University
Ashford University	Cornell University	Johnson & Wales
Atlanta Technical College	Dallas Baptist University	Keller Graduate School of Management
Auburn University Montgomery	Dallas College	Kennesaw State University
Augusta University	Davis & Elkins College	Lamar University
Averett University	Delaware State University	Langston University
Ball State University	Delaware Technical Community College	Lemoyne Owen College
Barry University	DePaul University	Liberty University
Baylor University	DeVry Institute of Technology	Louisiana State University
Belmont University	Drexel University	MaDonna University
Benedictine University	Duquesne University	Massachusetts Institute of Technology
Bowling Green State University	East Texas Baptist University	Mercy University
Bridgewater State University	Eastern Kentucky University	Metropolitan State University
Butler University	Eastern Michigan University	Miami Dade College
California Southern University	Elizabeth City State University	Minnesota State University Mankato
California State Polytechnic, Pomona	Elon University	Montana State University Northern
California State University, Dominguez Hills	Embry-Riddle Aeronautical University	Montclair State Univeristy
California State University, Long Beach	Essex County University	Morgan State University
California State University, Northridge	Florida Atlantic University	Morris Brown College
California State University, Sacramento	Florida Institute of Technology	National University
Capella	Florida State University	New Jersey Institute of Technology
Central Georgia Technical College	Fort Valley State Universiity	New York Institute of Technology
Central Michigan University	George Washington University	Nicholls State University
Central Michigan University	Georgia Tech	Norfolk State University
Central Michigan University	Global Business	North Carolina A&T State University
Central State University	Grace Bible College	Northcentral University
Chancellor University	Grambling State University	Northern Illinois University
Charleston Southern University	Grand Canyon University	Northwestern University
Chestnut Hill College	Griffith University - Gold Coast, Australia	Northwood University
Christian Brothers	Hampton University	Nova Southeastern University
City University Of New York	Harris-Stowe State University	Oakland Community College
City University of Seattle	Hennepin Technical College	Obafemi Awolowo University
Claflin University	Howard University	Old Dominion University
Claflin University	Huston-Tillotson	Pace University
Clark Atlanta University	Indiana State University	Park University
Cleveland State	Indiana University	Pennsylvania State University
Colby College	Indiana University-Purdue University, Indianapolis	PJA School
	Indiana Wesleyan University	Portland State University
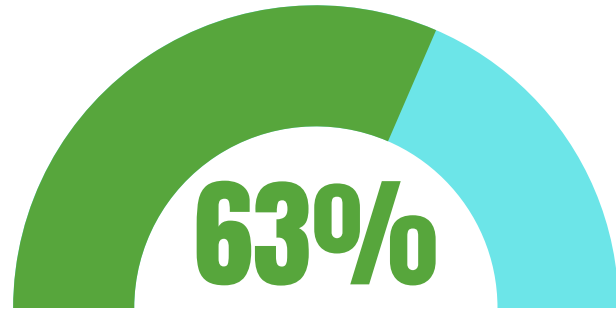
WE ARE EDUCATED

63%

STEM Degreed

37% are **non-stem degreed** - A sizable group of mature, degreed professionals pivoting into tech

Where we sought higher education (representative sample)

Prairie View A&M University	Troy State University	University of New Orleans
Purdue University	Tuskegee University	University of New Orleans
Queensland University of Technology	Univeristy of California, Davis	University of North Carolina, Chapel Hill
Rice University	Univeristy of California, Los Angeles	University of North Carolina, Charlotte
Richland College	Univeristy of California, Santa Barbara	University of North Texas
Robert Morris College	University of Ado-ekiti, Ekiti State	University of North Texas, Denton
Rochester Institute of Technology	University of Akron	University of Oklahoma
Rutgers University	University of Alabama	University of Pennsylvania
Sacred Heart University	University of Alabama, Birmingham	University of Phoenix
Saint Leo University	University of Bradford	University of Phoenix
Saint Paul College	University of California, Berkeley	University of Pittsburgh
Sam Houston state university	University of California, San Diego	University of South Florida
San Bernardino Valley	University of Central Florida	University of Southern California
South Carolina State University	University of Cincinnati	University of Technology
South Georgia Technical College	University of Connecticut	University of Texas at Austin
Southern Connecticut State University	University of Dallas	University of Texas, Arlington
Southern Illinois University	University of Detroit Mercy	University of Texas, Dallas
Southern New Hampshire University	University of Florida	University of the Cumberlands
Southern University A&M	University of Ghana	University of the Incarnate Word
Southern Wesleyan University	University of Houston Clear Lake	University of Toledo
Spalding University	University of Illinois	University of Washington
St. Louis University	University of Illinois, Chicago	University of Washington, Seattle
St. Petersburg College	University of Illinois, Urbana-Champaign	University of Wisconsin, Madison
State University of New York, Old Westbury	University of Las Vegas	University of Wyoming
Stevens Institute of Technology	University of Louisiana, Lafayette	Unviversity of Texas, Tyler
Strayer University	University of Louisville	US Military Academy, West Point
Temple	University of Maryland	Victor Valley College
Tennessee State University	University of Maryland Baltimore	Virginia College
Texas A&M University	University of Maryland Eastern Shore	Virginia State University
Texas Southern University	University of Maryland Global Campus	Virginia Tech
Texas State University	University of Maryland, College Park	Walsh College of Business and Accountancy
Texas Tech University	University of Massachusetts	Wayne County Community College
Texas Woman's University	University of Memphis	Wayne State University
The Chicago School of Professional Psychology	University of Miami	Webster University
The Claremont Colleges	University of Michigan, Ann Arbor	Western Government University
The College of St Rose	University of Michigan, Dearborn	Western Governors University
The University of Akron	University of Michigan, Ross School of Business	Western International University
Thomas Edison State University	University of Minnesota	Western Michigan University
Thomas Jefferson University	University of Missouri	Wiley Unversity
Thomas Nelson Community College	University of Montevallo	William Paterson University
Tougaloo College	University of Mumbai India	Zoe Fellowship Bible College
Trinity International University	University of New Haven	

WE ARE EMPLOYED

Big companies where we work (representative sample)

74%

Employed

Amazon	Chewy.com
American Airlines	Chino Valley Unified School District
AmTrust Financial	Church's Chicken
Apple	City of Cleveland
AT&T	City of Dallas
Atrium Health	City of Houston
AWS	ClarityITS
Bank of America	Cognizant Technology Solutions
Bentley University	Colby College
Bosch	Comcast
Bottle Rocket Studios	Cox Automotive
BRAVOTECH	Credera
Centene Corporation	Cummins
Charles Schwab	Dallas County
Charlotte Douglass International Airport	Dallas County Community College

And **26%** In Transition ready for immediate new opportunities

Deloitte	IDEMIA	RAND Corporation
Department of Defense	iManage	Raytheon Technologies
Diamond Offshore Drilling, Inc.	Intercontinental Exchange	RealPage
DriveTime	Ivy Tech Community College	Samsung Semiconductor
Ernst & Young	JP Morgan Chase	State of Indiana
Federal Reserve Bank of Dallas	King County	State of Minnesota
First 5 Alameda County	KPMG LLP	Target
First Databank	Level Up Academy	Tarrant County
Fleishman Hillard	Lockheed Martin	Tek Systems
Florida Dept of Children and Families	McAfee	Tennessee College Of Applied Technology
GEICO	McLeod Software	Texas Health Resources
George Washington University Hospital	MD Anderson Cancer Center	The Department of Veterans Affairs
Grand Prairie ISD	Metal Toad	Thomson Reuters
Hampton University	Miami Dade County Public School	Truist
HCL Technologies	Microsoft	University of North Texas
Health Care Service Corporation (BCBS)	National Life Group	US Army
Henry Ford Health System	Philadelphia Gas Works	USAA
Houston Community College	Planned Parenthood	Verizon
Houston ISD/San Jac	Prairie View A&M University	Vistra
IBM	Priceline.com	Wells Fargo
	Qualtrics	Zebra Technologies, Inc.

WE ARE PROFESSIONAL

What we do (representative sample)

Access Control Technician II	Business Intelligence Manager
Account Executive	Business Manager
Accreditation Analyst	Cashier
Adjunct Professor	Chief Clerk
Analyst	Chief Executive Officer
Application Support Analyst	Chief Information Officer
Assistant General Manager	Chief Operating Officer
Associate Consultant	Chief Technology Officer
Associate Customer Success Manager	Client Success Manager
Auditor	Cloud Engineer
Associate Vice President Marketing	Cloud Security Engineer
Banker	Cloud Solution Architect
BI Analyst	Communication Specialist
Business Analyst	Community Development Director
Business Development Manager	Consultant

Our members work in contributor and leadership roles in tech and out of tech

Cost Estimating Analyst II	Instructional Designer	Portfolio Manager
Customer agent	Instructor	President
Customer Service Representative II	Insurance Agent	President and Chief Consulting Officer
Cybersecurity Specialist	Insurance Marketing Rep	Principal
Cybersecurity Consultant	Insurance Supervisor	Principal Business Systems Engineer
Cybersecurity Manager	IS Process Engineering & Vendor Management	Principal Consultant
Cybersecurity Professional	IT Analyat	Principal Engineer
Cybersecurity Program Director	IT Audit Manager	Principal Systems Administrator
Cybersecurity SME/Instructor	IT Business Relationship Manager	Principal, Management Consulting
Cybersecurity Tutor	IT Engineer	Product Manager
Data Analyst	IT Program Manager	Production Technician
Data Engineer	IT Project Manager	Professor
Data Scientist	IT Service Delivery Manager	Program Analyst
Database Coordinator	IT Specialist	Program Manager
DEI Consultant	IT System Engineer I	Project Coordinator
Developer	Lab Supervisor	Proprietor
Devops Engineer	Lead Audit Manager	Quality Assurance Manager
Director, IT	Lead Cybersecurity Analyst	Recruiter
Director, Enterprise Architect	Lead Software Engineer	Recruiting Coordinator
Economist/Analyst	Learner	Regional Managing Director
EDI Coordinator	Library Media Specialist	Regional Training Manager
eDiscovery Specialist	Linux Administrator	Sales Manager
Educator	Mainframe Application Support Engineer	Software Engineer
Electrical Engineer	Management Consultant	Senior Cybersecurity Architect
Engineer	Manager	Senior DevOps Engr
Enterprise Product Manager	Manager, PEIMS and Data Quality	Senior Director, Experience Research & Accessibility
Enterprise Testing Validation	Manager, Collaboration Tools	Senior Network Engineer
Executive Director	Manager, Desktop Channels Technology	Senior Program Manager
Founder	Manager, Solution Engineering	Senior Systems Analyst
Global Program Mgmt Leader	Marketing Automation Manager	Senior Cyber Systems Security Engineer
Global Technical Support Engineer	Network / Voice Engineer	Senior Business Analyst
IAM Analyst	Network Project Manager Engineer	Senior Computer Scientist
Implementation Analyst	Operation Support	Senior Data Engineer
Incident Response Analyst	Owner	Senior Director
Information Security Officer	Pharmacy Technician	Senior Field Marketing Manager

WE ARE PROFESSIONAL

What we do (representative sample)

Senior Network Architect	Salesforce Administrator	Technical Support Analyst
Senior Product manager	Security Operations Engineer	Technical Support Representative
Senior Project Manager	Security Supervisor	Technical Writer & Manager
Senior Technician	Scrum Master	Technician
Senior Technical Account Manager	Self Employed	Technologist
Senior Technical PM	Senior Administrative Assistant	Technology and Development Manager
Sterile Processing Technician	Senior Adviser	Technology Apprentice
Store Associate	Senior Auditor	Technology Officer
Student	Senior Cyber Standards Evaluations Specialist	Technology Specialist
Senior Vice President	Senior Database Administrator	TechOps Engineer
Senior Vice President, Capital Markets	Senior Database and Application Administrator	Trainer
Senior Vice President, Product Manager	Senior Developer	Transplant Surgery NP
System Administrator	Senior Development Product Owner	Underwriting Assistant
System Support Engineer	Senior Director, Cybersecurity	University Counselor
Systems Engineer	Senior Director, Vendor & Portfolio Management	Utilization Manager
Talent Acquisition Program Specialist	Senior Help Desk Representative	vCISO
Talent Acquisition Specialist	Senior Information Security Officer	Vendor Engagement lead
Talent Manager	Senior IT Manager	Vice President, School of IT
Tax Analyst	Senior IT Specialist	Vice President, Talent Acquisition
Teacher	Senior Mobile Developer	Video Engineer
Tech Project Manager	Senior Technology Architect	Vice President, Cybersecurity Audit Manager
Technical Program Manager	Senior Infrastructure Engineer	Web Developer
Technical Recruiting Team Lead	Software Architect	Web Strategist

WE ARE UNITED

BUiLT is for everyone who supports diversity of thought and equality in tech.

Members join and follow us from any race, gender, sexual orientation and nationality. Above all of our ideals, BUiLT has always been and will remain united.

Our professionals hail with titles from "Learner" to "Chief Executive Officer." We have thousands of members in tech, but wonderfully, those who are not in tech, such as Pharmacists, Auditors, and Store Associates, join our ranks, too.

Together, with BUiLT, we deliver technology and business solutions that drive competitive advantage for savvy brands and smart companies.

PRINCIPLED LEADERSHIP

> " Our constituents insist on transparency, governance, and rights for members. "

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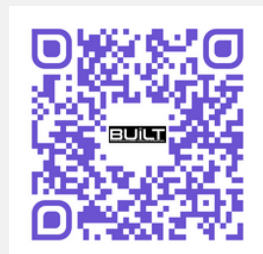Director
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We satisfy our constituent's needs
with a Board of Directors, Board of
Advisors, Board Committees, and with
an Executive Director and Staff.

DO GOOD.
FEEL GOOD.
VOLUNTEER TODAY

THERE'S A PLACE FOR YOU

CONTACT US

📞 **(844) 442-8458**

✉️ **info@builtintl.org**

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JOIN US

Meetup

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Let's achieve racial equity in tech, with 14% of the tech jobs in America going to Black people by 2030.