



Internet Association Commitment To Diversity And Inclusion & Proposal For Racial Justice And Reform

Value Statement

As the trade association for the leading global internet companies on matters of public policy, Internet Association (IA) adds its voice to those declaring that Black Lives Matter. The tragic deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd have led the nation to reflect on its history of racism and how it is incumbent on everyone to create an anti-racist society.

IA believes that Black Lives Matter. This means that the historical denigration and systemic oppression of Black people in America should be recognized and addressed by the government.

The internet industry believes every community should be empowered to reimagine public safety in a way that recognizes the current racial disparities in law enforcement and criminal justice. This means providing social services where needed, increasing accountability and transparency in policing, and investing in education, housing, and other priorities for the communities that have been historically defunded and subject to racial bias.

The internet industry commits to creating a more diverse and inclusive online community and workforce to better reflect society at large through industry-led actions. IA also calls on policymakers to pass meaningful social justice reforms to begin to dismantle systemic racism and inequality.

Industry Actions

Internet companies understand their platforms and services would not thrive without the perspective of the diverse employees and users who share their experiences and help shape policies. IA is leading industry-wide initiatives aimed at improving the representation of populations that have been historically underrepresented in the internet industry.

- **IA D&I Benchmark Report:** IA is conducting its second annual D&I Benchmark Report, which provides workforce data for companies in the internet industry. This annual survey serves as an important tool for transparency and goes beyond traditional workforce data by examining existing D&I efforts and infrastructure of IA member companies that vary in age, size, and business model to better understand and improve the current landscape of historically underrepresented populations in the workforce.
- **IA D&I Job Referral Site:** IA is launching a D&I job referral site on August 3, 2020. This site will compile jobs from across IA member companies, and will serve as a centralized location for diverse job applicants who are typically underrepresented in the industry. Those interested can apply through the referral website for open positions at IA member companies, refer colleagues and contacts, and gain general awareness of opportunities in the internet industry.



- **Sponsoring A Racial Justice State Legislative Tracker:** IA is sponsoring a new 50-state legislative tracker that will serve as a centralized source to track state legislation related to racial justice reform. This tracker will allow internet companies to track and weigh in on state legislation consistent with the industry’s priorities, including ending qualified immunity and providing greater access to voting. It will also serve as a much-needed centralized source of information intended to help social justice leaders at the NAACP, National Urban League, National League of Cities, Color of Change, and others.
- **Committing To Improving Supplier Diversity:** IA’s 2019 D&I Benchmark Report revealed that only 22 percent of participating IA members tracked supplier diversity. IA is committed to improving the chain of diverse suppliers by convening members and hosting events with the Federal Communications Commission and other stakeholders to connect diverse suppliers with companies.

Reform Policies

IA calls on policymakers and will lobby Congress to pass reforms that include, but are not limited to, the following:

Introduce More Accountability & Transparency In Policing

- Pass federal legislation ending qualified immunity for law enforcement to disincentivize police misconduct
- Require law enforcement to collect data on all investigatory activities (stops, ticketing, arrests, etc.) with demographic breakdowns
- Create a grant program that authorizes state attorneys general to conduct investigations into police departments with problematic histories
- Create a nationwide police misconduct registry

Invest In Community Programs As Alternatives To Incarceration

- Create local commissions and task forces to help communities reimagine and develop concrete, just, and equitable public safety approaches
- Fund programs that develop alternative methods to incarceration
- Invest in alternatives to traditional police response, such as programs that engage social workers and emergency mental health professionals from the outset
- Support greater investment in early childhood education to address racial disparities in schooling through K-12

Demilitarize Law Enforcement

- Repeal Section 1033 of the National Defense Authorization Act, which allows the Department of Defense to transfer “defense material” to state and local law enforcement



IA Internal Actions

IA recognizes that in addition to industry-wide initiatives, it must also implement new internal policies as part of its commitment to building a more diverse and inclusive industry. IA is:

- **Committing To Diverse Panels:** IA, moving forward, will not host or participate in a panel event that consists of two or more people unless there is at least one woman or one person of color (preferably both), with the exception of events with government delegations. This will encourage diverse voices in our conversations about tech and internet policy.
- **Implementing Rooney Rule:** Effective immediately, IA will interview at least one person of color for any internal open position.
- **Observing Juneteenth:** Beginning with June 19, 2020, IA added Juneteenth as a paid company holiday, and moving forward will use the day to add its voice to the conversation around systemic racism.

About Internet Association

Internet Association represents over 40 of the world's leading internet companies. IA's mission is to foster innovation, promote economic growth, and empower people through the free and open internet. For more information, visit www.internetassociation.org