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December 17, 2015

The Honorable Patricia A. Shiu
Director
Office of Federal Contract Compliance Programs
U.S. Department of Labor
200 Constitution Ave., N.W.
Washington, DC 20210

Dear Director Shiu:

As Ranking Member of the House Committee on Education and the Workforce, I write to request that the Office of Federal Contract Compliance Programs (OFCCP) use its authority to conduct compliance evaluations and audits of Silicon Valley's computer and informational technology companies and the top 50 computer and informational technology Federal contractors and subcontractors. As you know, the OFCCP is responsible, per Executive Order 11246, for ensuring Federal contractors and subcontractors take affirmative action to ensure that all individuals have an equal opportunity for employment, without regard to race, color, religion, sex, national origin, disability or status as a Vietnam era or special disabled veteran in recruitment, hiring, training and other employment practices.

Numerous Federal agencies have contracts with companies in the technology sector, including technology manufacturing, telecommunications and internet services, software products, IT services, and research and development and engineering services. Yet, recently, several major technology companies released statistics detailing their gender, racial, and ethnic diversity for the first time, which revealed low levels of diversity among the workforce and senior management at these companies. Companies like Google recently disclosed that their staff is only 3% Hispanic and 2% African American. Yahoo and Facebook, each, report that their staffs are 4% Hispanic and 2% African American. The National Center for Women and Information Technology found that in 2014, 26% of the computing workforce is female, of which 3% are African American women, 5% are Asian American women, and 1% is Hispanic. In major firms like Google, Facebook, Apple, and other big technology companies, men outnumber women 4 to 1.

In addition to the low employment numbers of women and people of color at technology firms, a Harvard Business Review study found that almost half of women who work in science, engineering, and computer technology will leave the field because of hostile work environments. Similarly, Twitter engineering manager Leslie Miley – the only African American in a leadership position at that company – publicly announced that he left the company because of the way

Twitter addresses diversity and inclusion. Mr. Miley's perspective has been echoed by others in the field like Erika Baker, who has blogged about the lack of diversity in the workplace environment, pay disparity, and the overall culture of the technology sector.

The apparent lack of diversity, coupled with the personal anecdotes of the hostile work environment experienced by women and people of color in the technology field calls for a closer examination of the recruitment, hiring, salaries, and retention programs at Silicon Valley firms and the major technology firm who have received Federal contracting dollars. I am particularly interested in OFCCP's plan to conduct an audit and its subsequent monitoring of the progress of Federal contractors and subcontractors to fulfill their affirmative action duties through periodic compliance reports. As a condition of receiving a Federal contract, companies are required to engage in a self-analysis to ferret out any barriers to equal employment opportunity. OFCCP's systemic review of the employment practices of Silicon Valley and the top computer technology Federal contractors would help to reinforce both the importance of and the contractual obligation to ensure a diverse workforce that can contribute to the Nation's economy.

I thank you for considering this request and look forward to OFCCP's robust enforcement of Executive Order 11246 as it analyzes Silicon Valley and federal contractors from the computer technology sector.

Sincerely,



ROBERT C. "BOBBY" SCOTT
Ranking Member