

A large, stylized number '10' is positioned in the background on the left side of the page. The '1' is a solid orange shape, and the '0' is an orange outline. The background is a dark red color.

10NETEN

We are OneTen

November 2022

Why we're here



The racial wealth gap in the United States is a risk to our sustained greatness as a country.

When society is divided by **persistent inequities and systemic barriers**, including the difficulty of attaining a family-sustaining job without a four-year college degree, everyone loses.

Some of the economic barriers facing Black talent in the U.S.:

Net worth

White families have more than 10x wealth than Black families



College degree attainment

76% of Black talent age 25 and above lack a 4-year degree*



Family-sustaining jobs due to credentialing

79% of jobs paying \$60K and above require a 4-year degree



71% of jobs paying \$40K and above require a 4-year degree

**We're here to
change this.**



Our mission is to hire, promote and advance one million Black individuals into family-sustaining jobs over ten years.

By catalyzing quality employment opportunities at scale for Black talent across the U.S., we can help solve these inequities and close, at long last, the great wealth divide.

Founded in 2021, our coalition is led by an expert team committed to change.

Board Co-chairs



Ken Frazier

Former chairman & CEO of Merck



Ginni Rometty

Former chairman & CEO of IBM



Maurice Jones

Former Secretary of Commerce, VA

Executive committee members



Ken Chenault

Former CEO & chairman of American Express



Charles Phillips

Former CEO & chairman of Infor



Kevin Sharer

Former CEO & chairman of Amgen

What we do

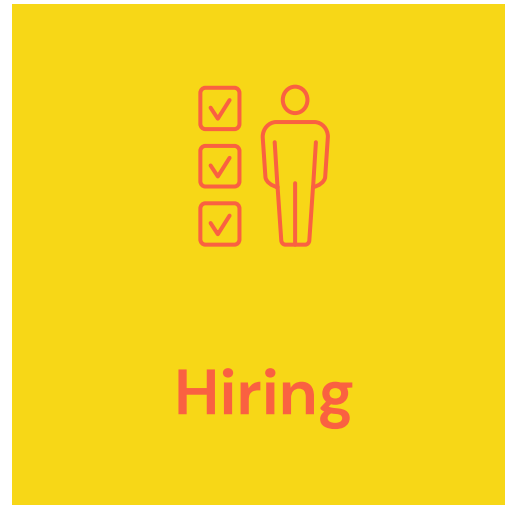
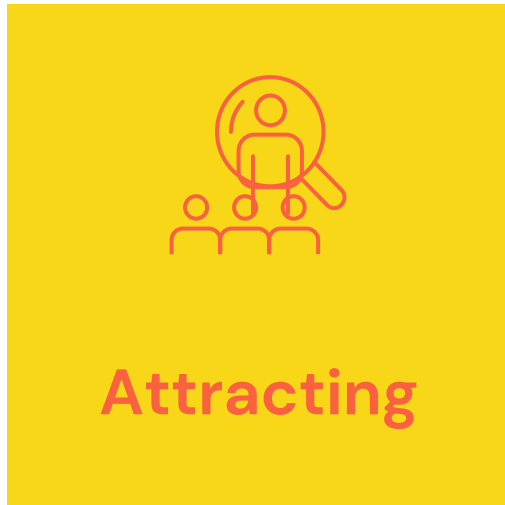


Let's really talk about the skills first journey!



We're working with companies to adopt a skills-first culture that values skills across the entire talent journey.

A skills-based culture spans the entire equitable talent journey:



We're helping remove the four-year degree barrier from quality jobs to open up new pathways for Black talent to earn success.

OneTen-qualifying jobs are:

Attractive

Provide a family-sustaining wage

- Informed by the MIT Living Wage Calculator
- Salary supports economic self-sufficiency for a family

Have limited risk of automation in near term

- Not at high risk of becoming an automated role
- (Low automation risk, informed by Oxford study)

Accessible

Require efficient levels of education

- Requires less than a 4-year degree and has widely accessible education requirements
- Has built-in opportunities for advancement and promotion

Require attainable levels of work experience

- Requires less than 5 years of work experience
- Required skills/credentials can be attained in ~5 years

We're cultivating an ecosystem of committed companies alongside talent developers, community partners and support service providers to enable Black talent to thrive.



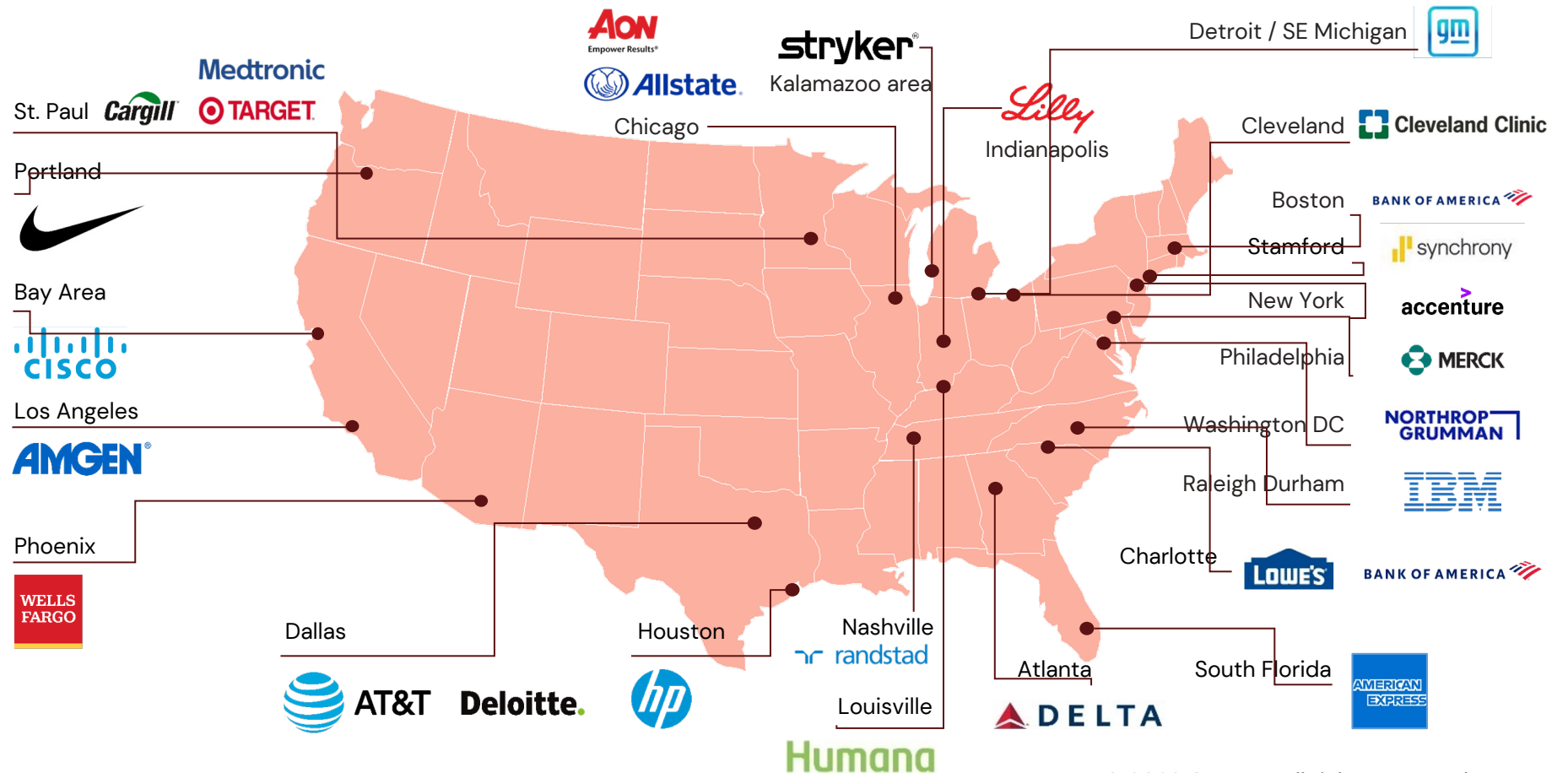
We're working on the ground at the market level to help ensure the right conditions exist for us to succeed locally.

1. Committed employers with OneTen jobs

2. Significant Black talent presence

3. High quality talent developers and support services

4. Community partnership and capacity



We're building a Career Marketplace that uses smart technology to match Black talent without four-year degrees with high-paying jobs based on skills and experience.

Our platform **empowers talent to apply directly to great jobs at our sought-after coalition companies** as well as access support services and upskilling resources from network of talent developers.



The screenshot shows the OneTen Career Marketplace website. At the top left is the ONETEN logo. A yellow banner contains the text: "One million family-sustaining careers for Black Talent in America. Ten years." Below this is a "Get Started" button. To the right is a video player showing a woman's face, with the title "The OneTen Career Marketplace" and a description: "Are you ready to take the next step in your career journey? Watch to learn more." Below the video is a large orange section with the heading "Stop Searching. Start Matching." and the sub-heading "Join OneTen and find your next career match." The text below reads: "We'll analyze your experience and skills to expand your expectation of what's possible. Start your profile by uploading a resume or answer a few questions to build it manually." Below this are three columns of steps: "Activate Your Profile" (Create your profile in 6 minutes by answering basic questions about yourself and your preferences. This information will be used to find the most relevant jobs at employers.), "Review Job Matches" (Browse jobs you are a match for and understand why. Don't be surprised if we make recommendations for jobs you didn't think you can do. That's the power of the platform.), and "Apply to Open Jobs" (Have confidence applying to open jobs through the platform or company career sites. Recruiters may also contact you directly for job opportunities.). Below these steps is a section titled "Top Companies Hiring Right Now" featuring logos for accenture, THE ADECCO GROUP, ADP, airbnb, Allstate, hp, Humana, IBM, Intermountain Healthcare, and ITW.

Our impact to date



Thousands have already been impacted by our efforts to shatter the status quo.

44K

Hires and promotions

89%

OneTen talent retention rate

+300

CEOs, CHROs, D.E.I executives and other senior leaders actively working to change hiring practices within coalition member companies

+360

Locations across the U.S. with OneTen job opportunities

+1720

Hours spent by senior leadership representatives in coalition member companies working on change

+30

Industries represented amongst jobs

+70

Coalition member companies that have formally joined the coalition

+100

Endorsed talent developers and content partners providing education and upskilling

Here's what some of our OneTen hires are saying.



"I want everyone to believe in OneTen. You know why? Because people have been winning. I really thank Cisco and OneTen for making my dreams come true." – **Steven C.**



"People need to see someone like myself. Look at the OneTen program. You're getting people who are eager and hungry for opportunity." – **Roz R.**



"Being a Black woman in America, you don't always feel you can take up the space you deserve. OneTen values you for who you are. You don't have to make excuses for not having a degree." – **Sarah M.**

Where you come in



You can join more than 70 companies, 100 talent developers and wraparound support providers to catalyze opportunity and growth across our country.

Employers

Recredentialing.

Removing four-year degree barriers to unlock job opportunities for Black talent.

Hiring and promoting.

Hiring, upskilling and promoting Black talent into family-sustaining careers.

Transformation/Accountability.

Committing to a ten-year journey, annual financial contribution and participation in our Community of Practice.

Talent Developers

Offering market-driven, industry-validated training.

Providing learning, job preparation and transferable credentials.

Driving employment.

Placing talent and influencing promotions in family-sustaining jobs.

Focusing on Black talent.

Demonstrating outcomes that positively impact Black talent without four-year degrees.

Support Services

Talent preparation.

Providing Black talent with resources to obtain relevant application and hiring competencies.

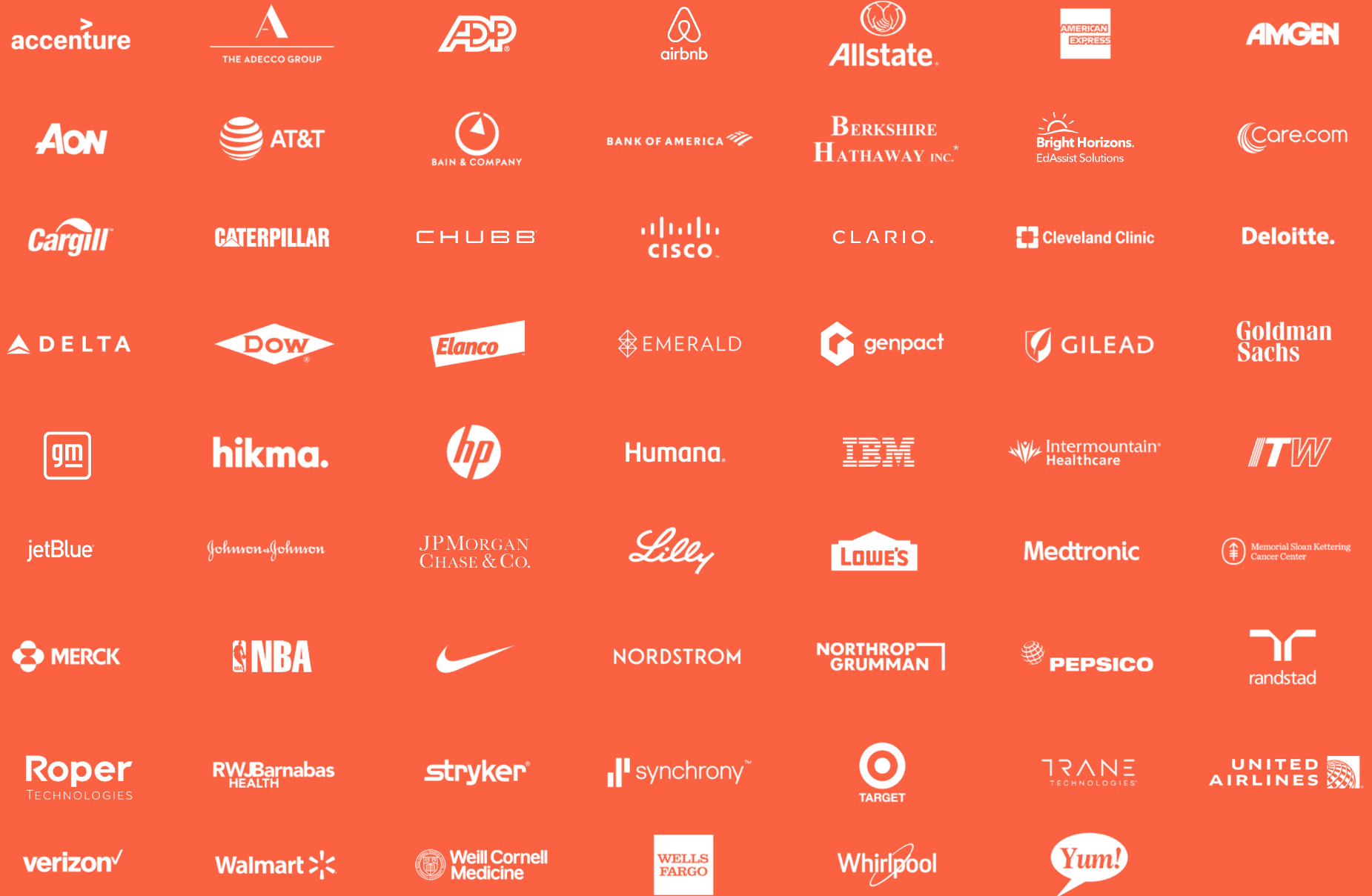
Talent placement and transition.

Meeting critical needs, such as childcare and transportation, to enable talent to successfully transition and thrive.

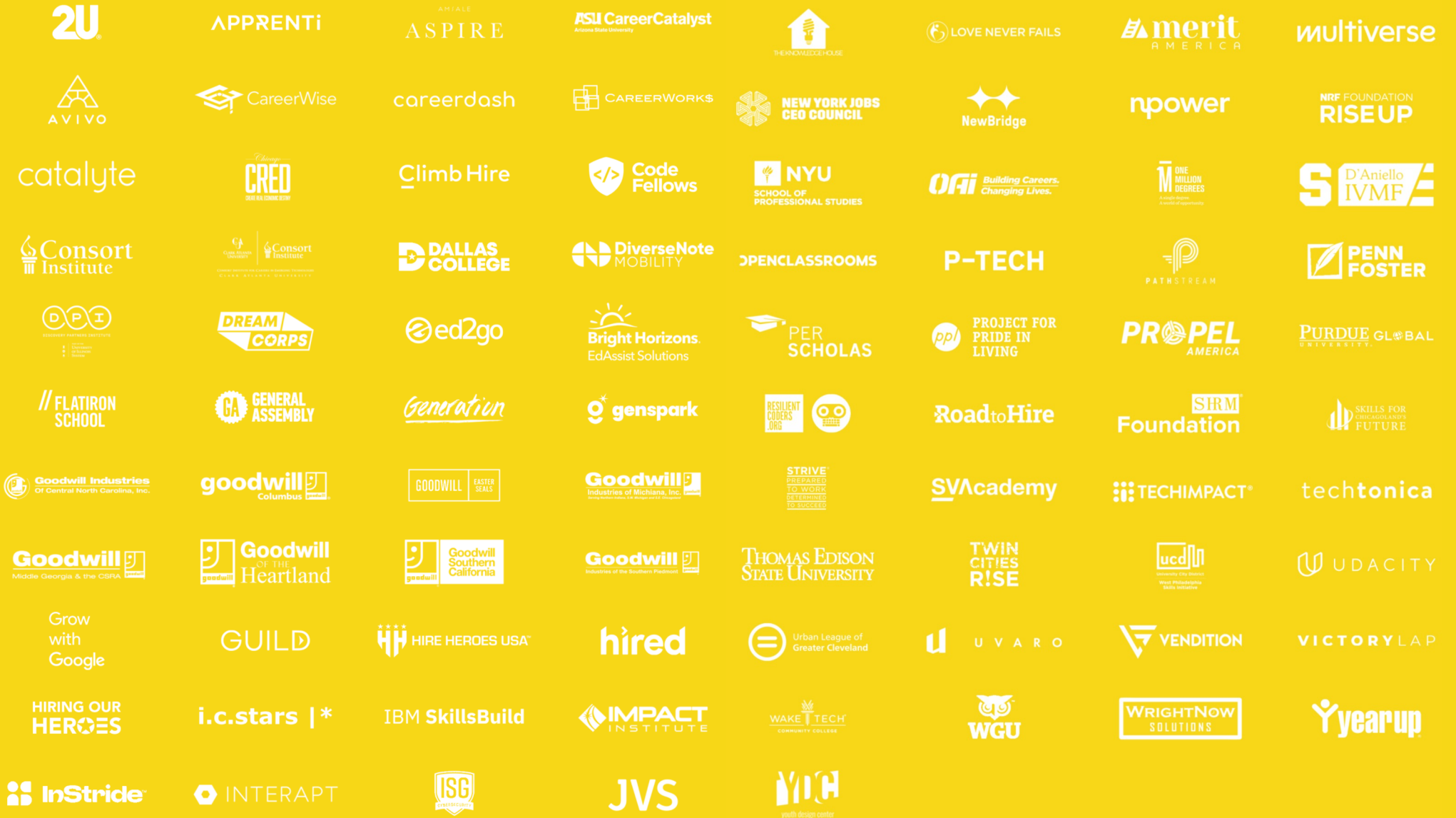
Job retention and advancement.

Helping improve satisfaction, retention and achieve promotion such as through mentorship and coaching.

Employers



Talent Developers



Community Partners



Atlanta
Maxine Cain &
STEM Atlanta

Connecticut
Social Venture Partners

Philadelphia
Diverseforce

Bay Area
LeadersUp

Dallas
Giving Blueprint &
Power in Action

Minneapolis/St.Paul
Nawe Partners

Chicago
CBO Collective

New York City
JobsFirstNYC

Raleigh-Durham
Hayti Reborn

Cleveland
NewBridge

Detroit
Tharseo

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ONETEN

We're changing the arc of America's story.

Join us.

oneten.org

*Stewart Williams,
Managing Director of Talent
Development
stewart.williams@oneten.org*

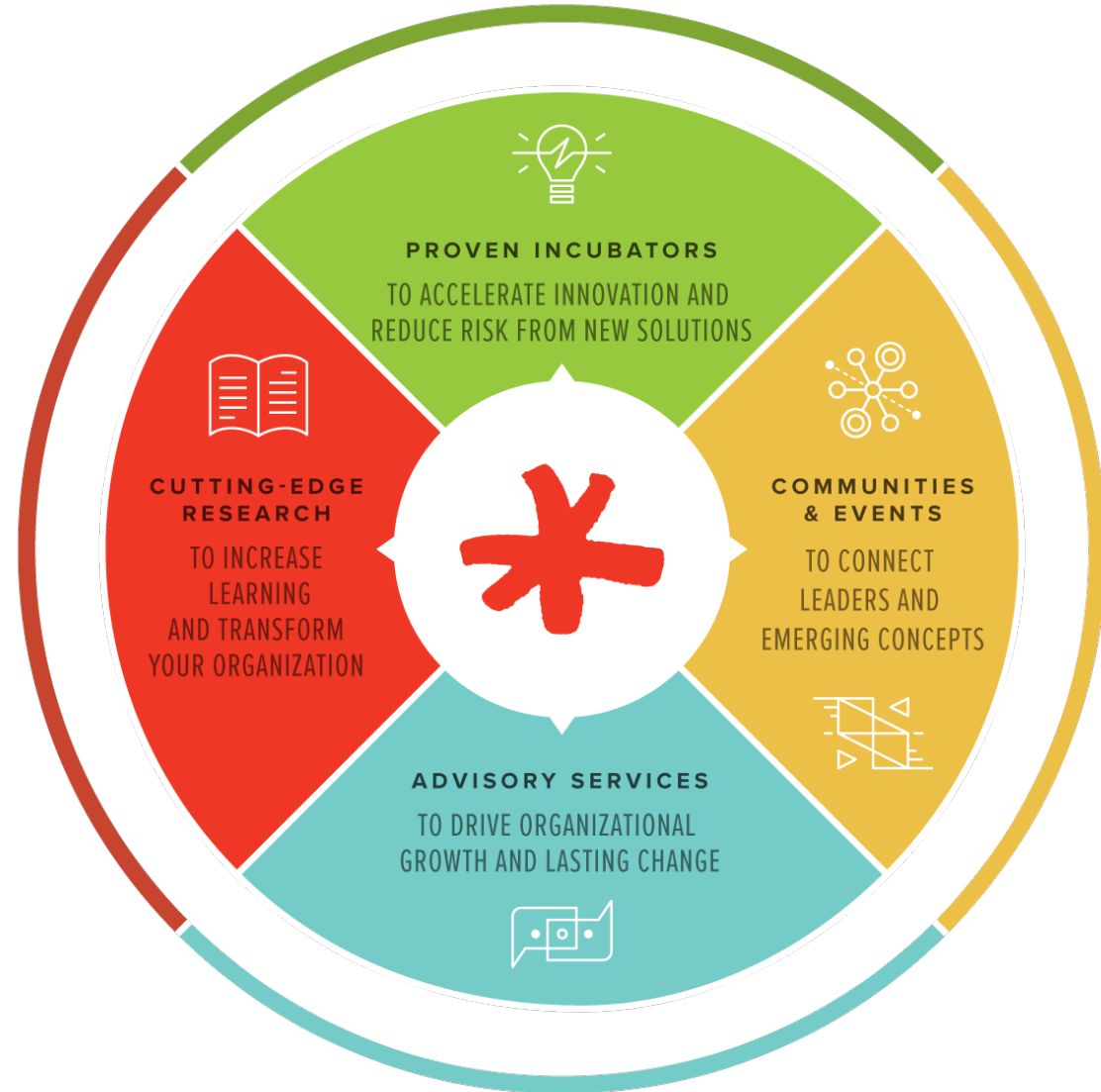
Filene Research Institute 

**ADVANCING RACIAL ECONOMIC EQUITY
THROUGH CREDIT UNION AND
COMMUNITY PARTNERSHIPS**

December 1, 2022

THE BIG PICTURE

The Filene Research Institute is a “think and do” tank dedicated to helping credit unions **think forward** and change lives



RACIAL WEALTH DISPARITIES

AFFORDABLE BANKING



Fees and account minimums to access basic banking services.

Accessibility of quality financial products within communities of color.

HOMEOWNERSHIP



Persistent gap in Black homeownership rates.

Wealth-depleting disparities in appraisals, property tax assessments.

SMALL BUSINESS CAPITAL



Gaps in credit access for small business owners of color.

Greater financial precarity during COVID-19 pandemic.

STUDENT LOANS



Higher amounts of student loan debt post-graduation with a longer payback.

Greater risk of loan default, “debt but no degree”.

THE CHALLENGE

DESPITE SPENDING
BILLIONS OF DOLLARS,
CORPORATE AND
FINANCIAL SERVICES'
DEI WORK OFTEN FAILS
TO ACHIEVE EQUITY.

The Washington Post

Corporate America's \$50 billion promise

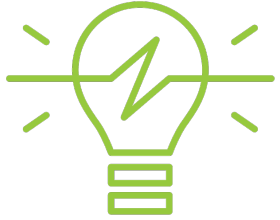
A Post analysis of racial justice pledges after George Floyd's death reveals the limits of corporate power to effect change

“

There are many problems with pledges, first being that it was a reaction to a horrific event and not actually a response to systemic racism.

Malia Lazu | Lecturer

RACIAL ECONOMIC EQUITY (REE) INCUBATOR



PURPOSE

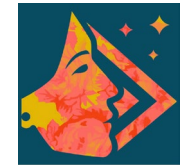
To help coordinate and advance credit unions' contributions to the push for racial economic equity.

OUTCOMES

Through the REE Incubator, we hope to bring about:

- Greater credit union **activity and impact** in addressing racial economic disparities
- Proven, **replicable models** credit unions can deploy to address disparities in their communities
- **Deeper collaboration** between credit unions and community advocates and stakeholders

IN PARTNERSHIP
WITH



**NATIVE
WOMEN
LEAD**



USI | **URBAN STRATEGIES, INC.**

Families at the Center of Results

REE PROCESS

CO-DESIGN

Partners will engage with experts on community co-creation and, identify and develop test solutions.

Meet bi-monthly with a learning community to identify target disparities relevant to their community.



Jan '23 – Jun '23

LAUNCH

Implement and test solutions to address racial economic disparities. Filene will provide ongoing technical support.

Share learnings and ongoing developments with the broader credit union system.



Jul '23 – Jun '24

SHARE LEARNINGS

Work with Filene to analyze data and document experiences of developing and launching solutions.

Filene will identify and pursue opportunities to scale successful partnership solutions.



Jul '24 – Dec '24

CASE STUDY: ITIN LENDING



INDIVIDUAL TAXPAYER IDENTIFICATION NUMBER (ITIN) LENDING

- ◇ **13 CREDIT UNIONS** produced **2,172 LOANS** totaling **\$27M**.
- ◇ **97%** consumers said they would recommend the program.
- ◇ **95%** said it had a positive impact on their lives.
- ◇ **67%** of borrowers were new to the credit union.
- ◇ **HIGHLY SCALABLE** – it's about increasing access.

"(Getting this loan) encourages me to move forward with my dreams and fight to reach them."

- ITIN Loan Recipient

INVESTMENTS MULTIPLY



RACIAL ECONOMIC EQUITY INCUBATOR

NOW ACCEPTING APPLICATIONS



APPLY BY DECEMBER 02, 2022



QUESTIONS?



Josh Sledge
josh@filene.org