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This green sheet would add \$90,000 GSF to the Department of Information and Technology (DoIT) to support three technical internship positions. This proposal supports the City’s Gender Justice and Race and Social Justice Initiatives by increasing access for individuals who are currently underrepresented in technical fields, such as women, those from economically distressed areas, and people of color.

According to the Washington Technology Industry Association, 20,000 of Puget Sound’s 90,000 software developers are women and 5,000 are people of color. These statistics on the under-represented communities among the region’s software industry explain a part of Seattle’s gender, as well as race, pay gaps.

Current means to increase the diversity of computer developers range from early STEM education to increasing the number of women and individuals from under-represented communities who get computer science degrees. However, it is also essential to increase access to these highly paid technology jobs for those women and under-represented communities, who are early and mid-career, and who do not find a post-secondary, four-year computer science degree feasible.

This budget action would provide the City of Seattle with the opportunity to participate in this second, alternative approach by partnering with an outside organization that provides this type of innovative access to technical training. It is thought that the three technical internship positions could be supported by the positions previously allocated to SDHR for gender justice and workforce development work.

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Budget Action Transactions

Budget Action Title: Add \$90,000 from GSF to DoIT for 3 technical internship positions

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Increase GSF support for 3 paid, technical internship positions				FG	Information Technology Fund	QA-DOITFUN	00100	2016		\$90,000
2	Increase revenue to DoIT to fund 3 paid, technical internship positions				DOIT	Technology Allocation (pure GF)	587001	50410	2016	\$90,000	
3	Increase expenditure from DoIT to fund 3 paid, technical internship positions				DOIT	Business Office	D1100	50410	2016		\$90,000