

# 2023

## Year of Impact Report

# Looking back at 2023...

Dear HITEC Community,

As we start 2024, we wanted to take a moment to reflect on the impact that we have made together. We continue to work towards our mission of empowering Hispanic technology professionals as we grow our reach and impact.

We are proud to say that we have made significant progress towards achieving our goals. We have recognized and celebrated the incredible leaders that make up the HITEC community, and we have provided scholarships, internships, and mentoring opportunities for tomorrow's technology leaders. We have also developed our pipeline of diverse technology talent with our leadership development programs, including EEP, Board Readiness and Executive Development Partner Programming.

Our work would not be possible without the support of our corporate partner community. These organizations are committed to equity and inclusion by investing in the professional development of their current diverse talent while accessing the HITEC network and providing opportunities to the familia at large.

As we look ahead to the new year, we are excited to see what we can accomplish together. We have a number of upcoming events, including the HITEC 2024 Spring Leadership Summit hosted by Hewlett Packard Enterprise, and we will continue to provide culturally relevant leadership development, educational programming, and mentoring.

Thank you for your continued support of HITEC. Together, we can accelerate the power and impact of Hispanic technology leaders, achieving lasting equity from the classroom to the boardroom.



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**Rosa Ramos-Kwok**  
HITEC Chair



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**Omar Duque**  
HITEC President





HITEC exists to accelerate the power and impact of Hispanic technology leaders, achieving lasting equity from the classroom to the boardroom.

**From left to right:** Angela Pholphiboun, Program Director System Z software, IBM, Jessica Pratt, Business System Analyst, Dell, Erika Pucciarelli, Director IT Audit, KPMG, Humberto Resende, Manager, Global Cybersecurity Operations, Cummins, Gabriela Reza Ramirez, Senior Program Manager, Accenture, Marlina Rhodes, Executive Director, Head of Digital Program Management, JPMorgan Chase, Carlos Riojas, Sr. Director II, Merchandising Technology, Walmart, Cristin Aguilera, Program Director, HITEC, Fernando Rosario, Founder & CEO, Exeqpath



# Corporate Partners

Our corporate partner community supports the HITEC mission to empower Hispanics in technology. These organizations are committed to inclusion by investing in the professional development of their leaders while accessing the HITEC network and providing opportunities for growth and development.



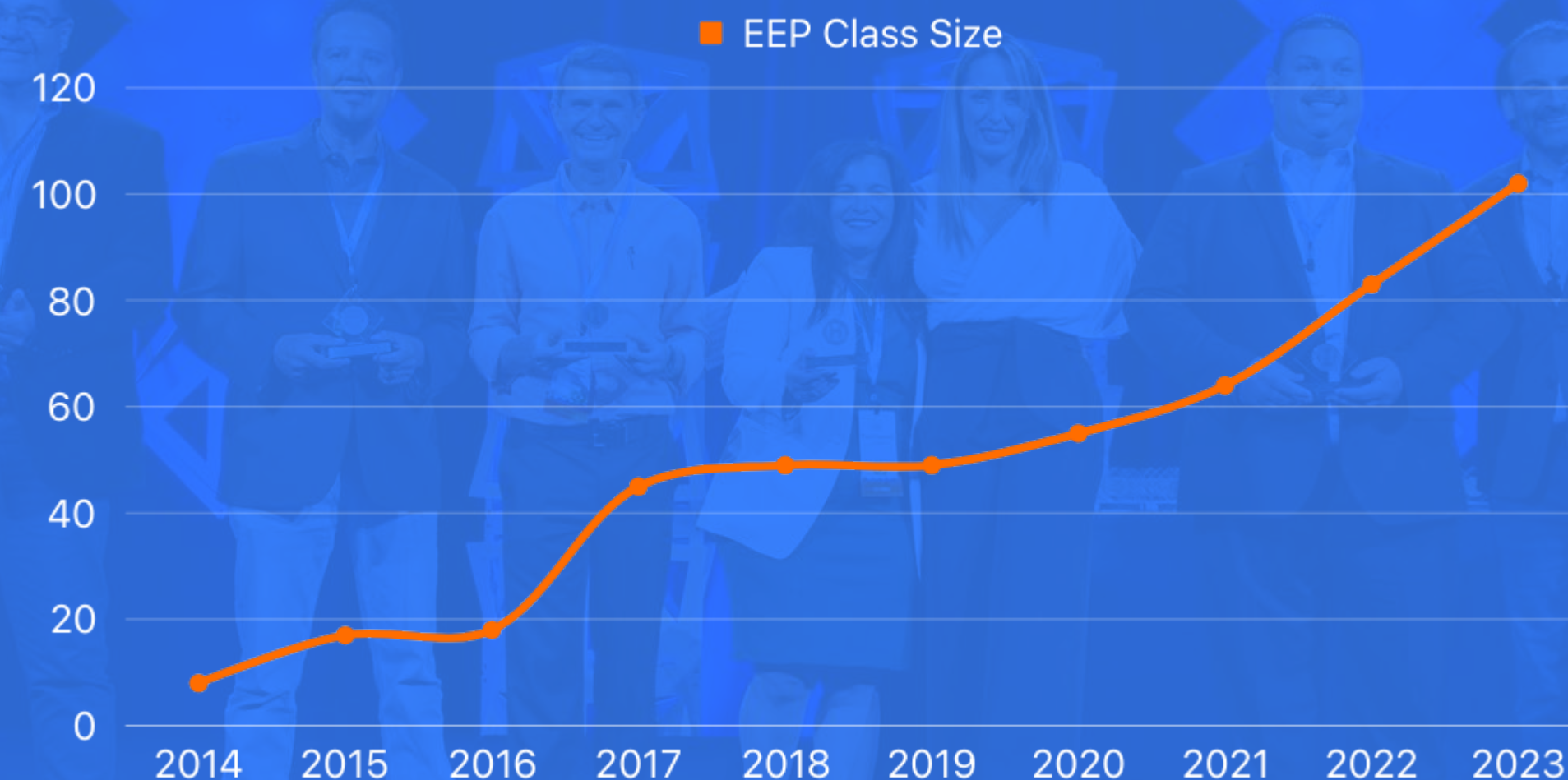
# HITEC Programs

## Emerging Executive Program

The HITEC Emerging Executive Program is a year-long, cohort-based program that develops emerging and high-potential Hispanic technology leaders looking to become tomorrow's corporate executives. The Emerging Executive Program is central to HITEC's core mission – to empower Hispanic technology professionals to accelerate their leadership capacity.

**94** Net promoter score

The Emerging Executive Program cohort has grown from 8 fellows in 2014 to 102 fellows in 2023.



“EEP is one of the best leadership programs across the industry. Incredibly valuable and highly recommended for our community.”  
– Rafa Muñoz, Director, Technical Program Management, Google / 2023 EEP Graduate

**43%**

of the 2022 cohort received promotions after participating in the Emerging Executive Program.

The EEP Alumni network now has a total of

**526**  
program graduates.



# HITEC Programs

## Board Readiness Program

Sponsored by 

The program is designed for HITEC's senior technology executives who are seeking to enhance their understanding of the boardroom and have an interest in positioning themselves as candidates for a corporate board seat. Over the course of the program, participants gain insight into emerging boardroom trends and leading practices including board oversight of strategy, risk, talent, technology, compliance, and financial reporting. In addition, participants have networking opportunities with HITEC's members who are currently serving on corporate boards.

| **243** program graduates  
↓

**“The HITEC Board Readiness Program has enabled me to take the next step in a career dream of serving on a public board.**

– Eugene Alvarez, Distinguished Vice President, Analyst, Gartner  
2022 Board Readiness Graduate

**83.3%**

of Board Readiness graduates  
now sit on a board.





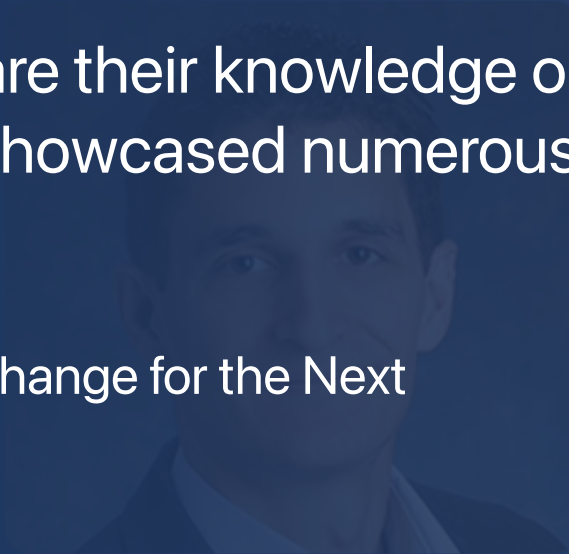
# HITEC Live!

## Relevant Topics. Excellent Speakers.

HITEC Live! is a webinar series which brings together top industry experts to share their knowledge on cutting-edge technology advancements and innovations. In 2023, HITEC Live! showcased numerous subject-matter experts. Some of the topics include:

- What Authentic Leadership Looks Like: Making Room at the Table
- How HITEC partnered with JPMorgan Chase & Co., and KPMG and turned data into a powerful asset for their new website

- Remember Our Superpower: Driving Change for the Next Generation
- Cloud and Emerging Technology
- Personal Reflections on the Power to Do: Hispanic-Latinos in Technology



Juan Gaviria  
Senior Vice President  
Networks Operations and Site Reliability Executive  
Bank of America



Angela Rucks  
Director  
Program and Strategy Executive  
Bank of America



George Ulerio  
Senior Vice President  
Head of Executive Technology and Trading Support  
Bank of America



Emma Trejo-Farhadi  
Managing Director  
Global Markets Technology Post Trade Technology LaTam and Canada  
Bank of America

# Women's Forum

Sponsored by  
**accenture**

## 2023 Topics of Conversation

### Be Without Limits

The statement 'Be Without Limits' challenges us to pause and ask ourselves how are we demonstrating this throughout our career journey? Are there limits we are placing in front of us? Are there limits influenced by others? Nellie and Kate sat down and shared personal experiences and insights on how they have intentionally dismissed unwelcome limits and tapped into their "without limits" mindset.

**Nellie Borrero, Managing Director - Global Senior Inclusion, Diversity & Equity Strategic Advisor**

**Kate Hogan, Accenture's NA West Market Unit Lead**

### Career Plateaus

Is plateauing a career conversation you have with yourself and or others? Have you ever wondered why some people's careers have plateaued despite what appeared to be a speedy rise? Are you intentionally and strategically ensuring that your goals reach beyond the achievements of today? "Breaking Barriers: Plateau No More!," explored strategies and insights to help you watch out for career stagnation and take charge of your professional journey. This engaging and interactive session will shine light on this typically unspoken aspect of managing one's career.

**Nellie Borrero, Managing Director - Global Senior Inclusion, Diversity & Equity Strategic Advisor**

**Miriam Hernandez-Kakol, HITEC Board Vice Chair**





# Events

## Leadership Summits



HITEC Leadership Summits bring together technology leaders to share best practices, discuss challenges and trends, and support career development for Hispanic emerging leaders.

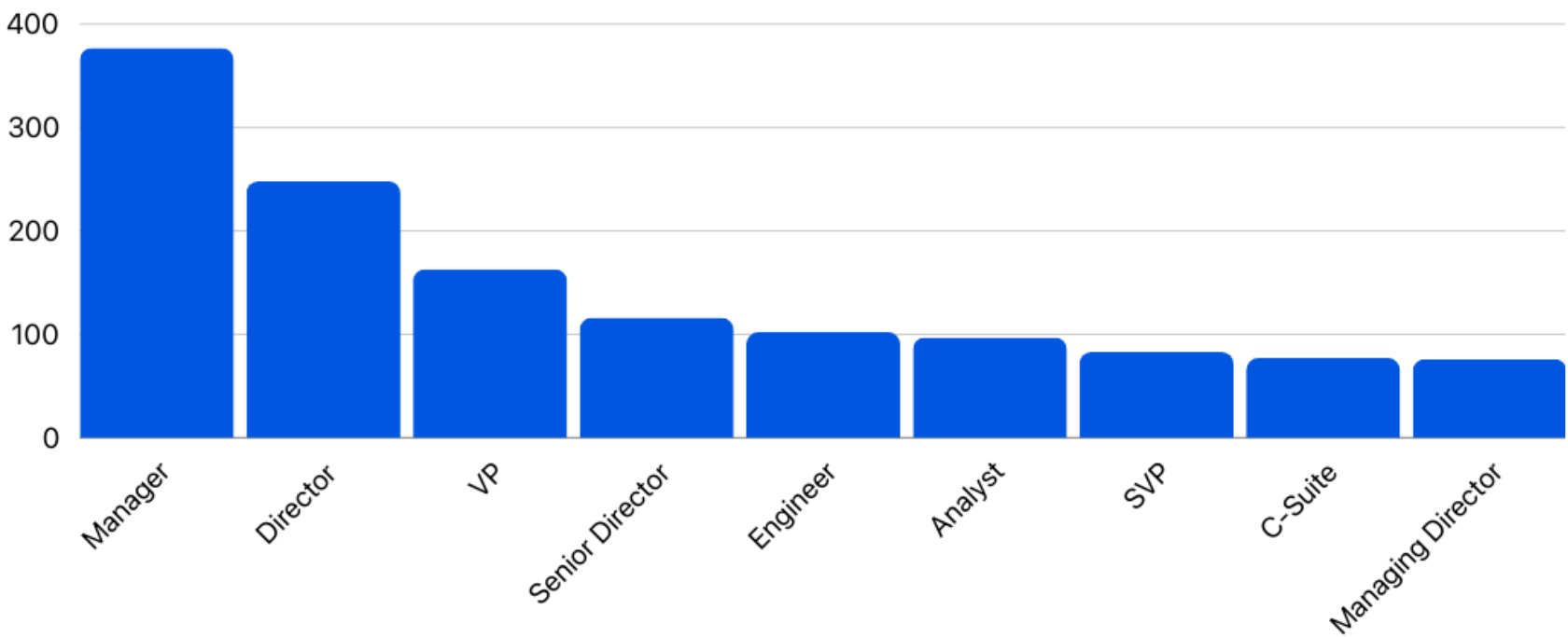
**88** Net promoter score Spring Summit

**93** Net promoter score Spring Summit

HITEC Summit Speakers

**52%** female  
**48%** male

Attendees by company role



**1,309** summit attendees in 2023

Summit attendees represented  
**48 countries** and **42 U.S. states**

## Regional Events



At HITEC, we redefine networking through our Regional Summits—an immersive experience hosted at corporate partner venues or offices. These intimate gatherings bring together the vibrant HITEC community in regional settings. Beyond professional insights, these summits cultivate a sense of belonging within the HITEC familia, fostering meaningful connections and shared experiences in a dynamic and focused environment.

Morgan Stanley

New York – July 13

servicenow®

California – August 30



# Leadership Development

## Executive Development Partner Programming

**A-la-carte Leadership Development customized for your company.**



For two consecutive years, HITEC has partnered with ITSMF to design and deliver an intensive Executive Development Leadership Program (EDPP), intentionally providing culturally relevant career and leadership content and perspective. HITEC and ITSMF have collaborated with Johnson & Johnson and Wells Fargo with the goal of developing Hispanic and Black/African-American technology executives.

**Since the inception of Executive Development Partner Programming, HITEC has had 84 participants.**

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Participating organizations in 2023:



**Johnson & Johnson**





# Awards

The HITEC 50 and HITEC 100 Awards are a prestigious recognition of the most influential and innovative Hispanic technology executives.



## HITEC 50

The HITEC 50 Award recognizes the top 50 Hispanics in technology within Spain, Portugal and Latin America.

**2023 awardees were 50% women, 50% men**



"This recognition isn't just a personal achievement; it's a testament to the collective power of the Latino community in technology. It's a celebration of innovation, of resilience, and the impact that we are making in the tech world."

**Roberto Riossa**  
Regional VP - LATAM, F5  
2023 HITEC 50 Awardee



## HITEC 100

The HITEC 100 Award recognizes the top 100 Hispanics in technology within the United States.

**2023 awardees were 51% women, 49% men**



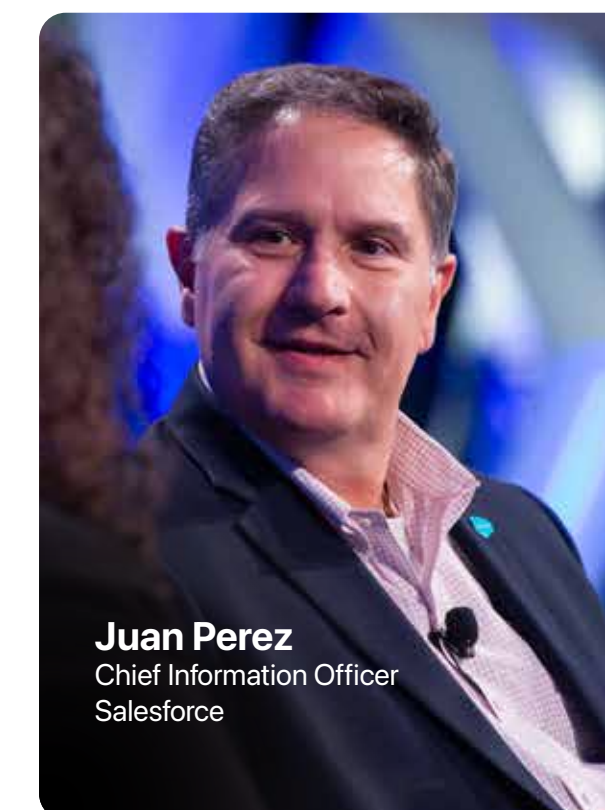
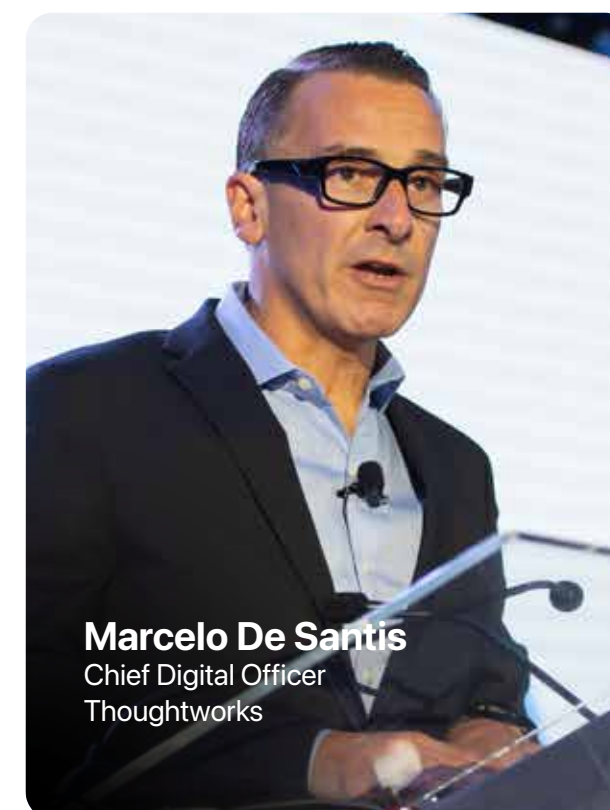
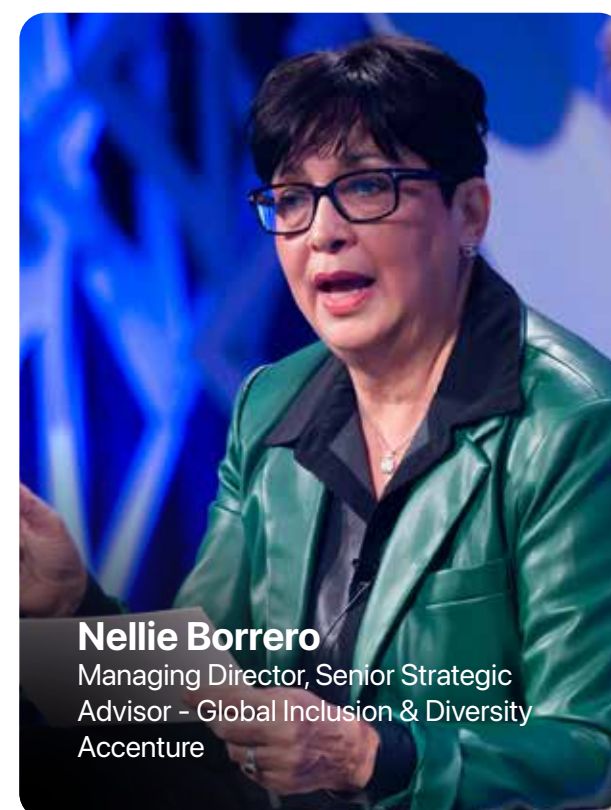
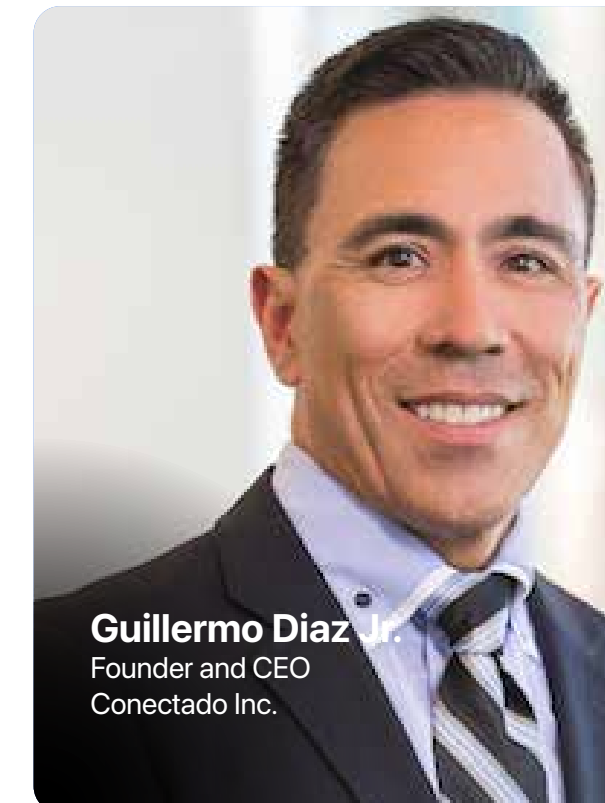
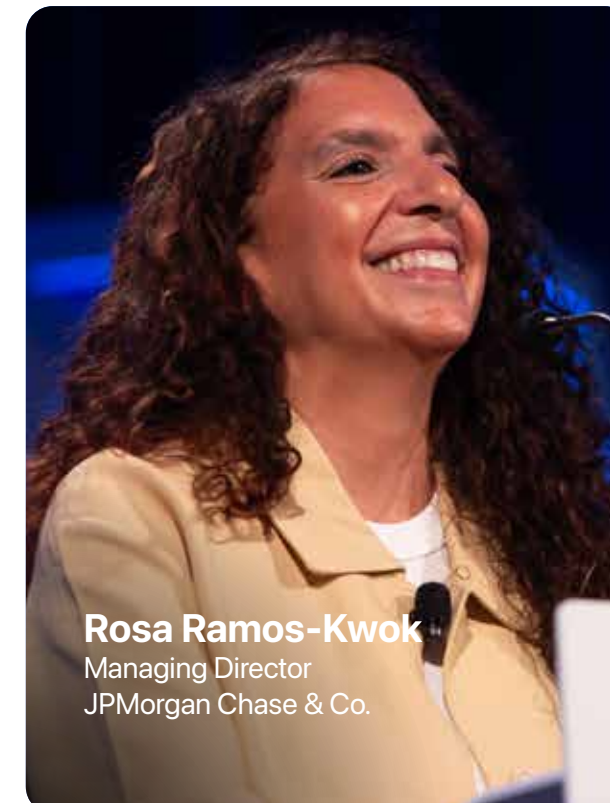
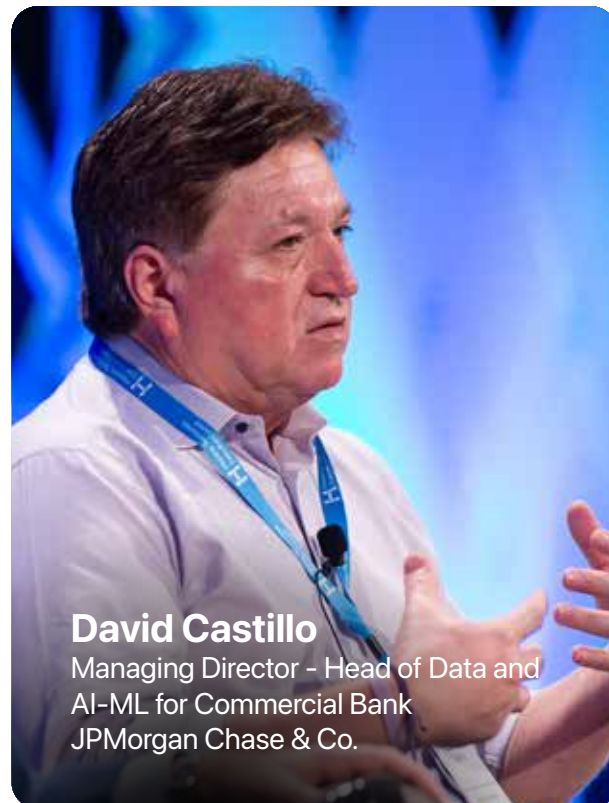
"As I reflect on the true significance of this award, I'm reminded of the day I arrived to this country with two suitcases. It has been an incredible journey, one full of blessings, invaluable lessons, and incredible support network. I extend my heartfelt thanks to HITEC for this recognition, but more than that, for their tireless dedication to supporting Hispanics in technology."

**Dr. Fabiola Covera-Stiemling**  
Vice President of Client Experience, Northwestern Mutual  
2024 HITEC 100 Awardee



# HITEC Thought Leaders

HITEC offers the opportunity to connect with, and hear directly from industry trailblazers. Here are just a few of the dynamic leaders that spoke at HITEC events in 2023:





# The HITEC Foundation



In 2023, the HITEC Foundation awarded 100 scholarships to Hispanic students across the United States interested in pursuing careers in technology. In addition to financial support, HITEC Scholars receive individualized **mentorship**, and **career development workshops** with access to **internship** and **early career opportunities**!

**Our Vision: To be the transformative leader, connecting rising Hispanics to the increasingly important digital skills of the new economy.**

**36**  
scholarship  
awardees in  
2022



**100**  
scholarship  
awardees in  
2023  
Nearly tripled the  
amount of  
scholarships we  
awarded this year!



**HITEC Foundation Alumni have earned full-time positions at the following organizations:**



The HITEC Foundation  
has awarded more than  
**\$1M+**  
in scholarships since 2017.

**“**Coming from a family of immigrants, going to college as a first-generation student is a huge step for me, and this scholarship will help greatly alleviate some of the financial requirement to attend IIT.”  
– Jonathan Buendia Barajas, 2023 HITEC Scholar

**53.5%**  
female scholarship recipients

**46.5%**  
male scholarship recipients



# The HITEC Foundation



“I am an incoming Computer Science student at the University of Florida Honors Program. I plan to specialize in cybersecurity, in order to eventually develop advanced software that can help migrants, like me, overcome language or any other barrier they may face in a new country and put them on the path to citizenship.”  
– Heiryn Hernandez-Rojas, 2023 HITEC Scholar

## Scholarship Recipients

**Undergraduate**  
64% freshman  
13% sophomore  
10% junior  
8% senior

**Graduate**  
5% grad school



**MISSION  
HOUSING**  
DEVELOPMENT  
CORPORATION

**300**  
kitchen kits assembled  
for Mission Housing  
residents

At the Spring Summit, in partnership with Wells Fargo and Mission Housing, hundreds of HITEC leaders from all over the country worked to assemble 300 kitchen kits for Mission Housing residents across 5 sites. Taking place during affordable housing month, this community impact event was an amazing way to support the local community in San Francisco's mission district and example of **giving in action**.



## ILLINOIS TECH

2023 was our first year partnering with Illinois Tech. HITEC and Illinois Tech are working to accelerate the representation of Hispanic leaders in the technology field by offering educational opportunities and scholarships that sit at the nexus of technology and business. Scholarships at both the undergraduate and graduate levels are available for students who meet the application requirements!

