
AWS
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Indigenous people and the digital divide

Fawn Sanchez

Sr. HR Leader, and Global President of Indigenous at Amazon
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Hokulani Sharp

Supply Chain Manager, Amazon Freight and Global Finance Officer of Indigenous at Amazon
Amazon.com, Inc.

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Land acknowledgement

This is an acknowledgement of the land we stand on today, as the traditional home of Indigenous people and caretakers of the land.

You are currently standing on Nuwuvi (Southern Paiute) land

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Indigenous at Amazon

Agenda

Our Indigenous at Amazon Affinity Group

The digital divide in underserved Indigenous communities

Amazon STEM education programs

Amazon Future Engineer Program

Indigitize partnership

AISES partnership

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Indigenous at Amazon

The Indigenous at Amazon Affinity Group

Indigenous means originating or occurring naturally in a particular place; native

- The Amazon Affinity Group was founded by Native Americans working in the United States but we recognized that our experience as Indigenous peoples is not isolated to only the Americas
- We chose Indigenous in order to reflect the global footprint of Amazon
- We wanted our organization to be a voice to uplift and celebrate all Indigenous peoples around the world
- There are Indigenous peoples on every continent throughout the world – such as the Sami in Sweden, the First Nations in Canada, Mayas in Mexico and Guatemala, the Ainu in Japan, and Indigenous peoples of the Pasifika

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The **seven circles** in the logo represent the ancestral knowledge and community sharing concepts prevalent in many Indigenous cultures. **Circles** represent the written, oral, and spiritual traditions that are passed on from our ancestors and knowledge keepers. We acknowledge the **seven principals of life** and the teachings of the **seventh generation principal**, where the decisions that we make today should result in a sustainable world for seven generations from now. We celebrate the diversity of our global Indigenous community with a **color pallet** rich in earthy tones that represent our Coastal, Inuit, Pasifika, Native American, Aboriginal, First Nations peoples, and many more.

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Indigenous at Amazon Tenets

We will foster a community of Indigenous employees and our allies through networking and shared experiences

Seek to **promote communal learning and awareness** across geographic lines, job types, and cultural backgrounds

We embrace passionate members taking ownership of issues they deeply care about without the need for leadership approval. We will offer guidance without creating unnecessary gateways

We meet the needs of Indigenous customers by **providing access to** culturally aware technologies, services, and marketplace

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Indigenous at Amazon Tenets

We don’t advocate only for ourselves but for the customers we feel we represent, and we courageously help our businesses think broadly about Indigenous customers regardless of the team we are in

We will **promote outreach** to Indigenous communities thru Amazon giving programs, disaster relief, donations, and fellowships to advance Indigenous professionals

We will increase recruitment, representation and retention of Indigenous employees at Amazon and in the community

Impact **Indigenous communities globally** with skill building programs and accelerator programs for Indigenous builders and creators

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Indigenous: Our Amazon Affinity Group









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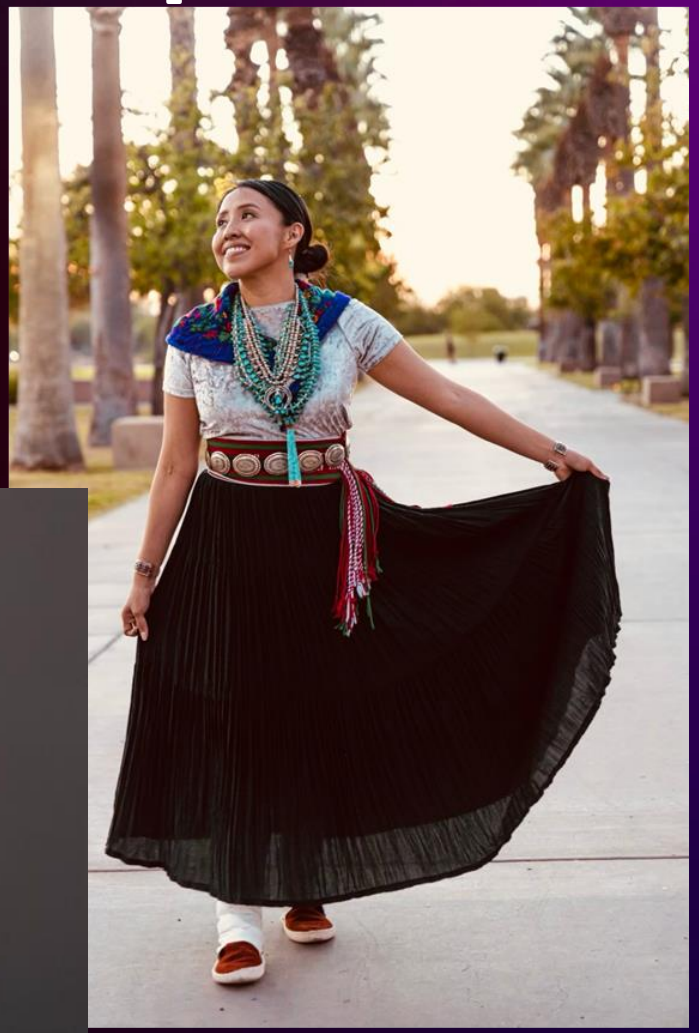
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Indigenous: Our Amazon Affinity Group







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Indigenous – Australia Amazon Affinity Group

This vision is built upon Amazon's existing culture of inclusivity and long-term commitment to diversity. RAP offers a structured approach to advancing reconciliation, with four main pillars corresponding to where the organization is at in the journey: Reflect, Innovate, Stretch, and Elevate



Commissioned art by Aboriginal artist Chern'ee Sutton

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The digital divide

- The digital divide disproportionately affects underrepresented communities. Its two main characteristics are
  - Access to high-speed internet
  - Access to reliable devices



K-12
Limited to no internet access at home
Access to devices



COLLEGE
Prevents taking online classes/access to virtual tutoring
High speed internet access

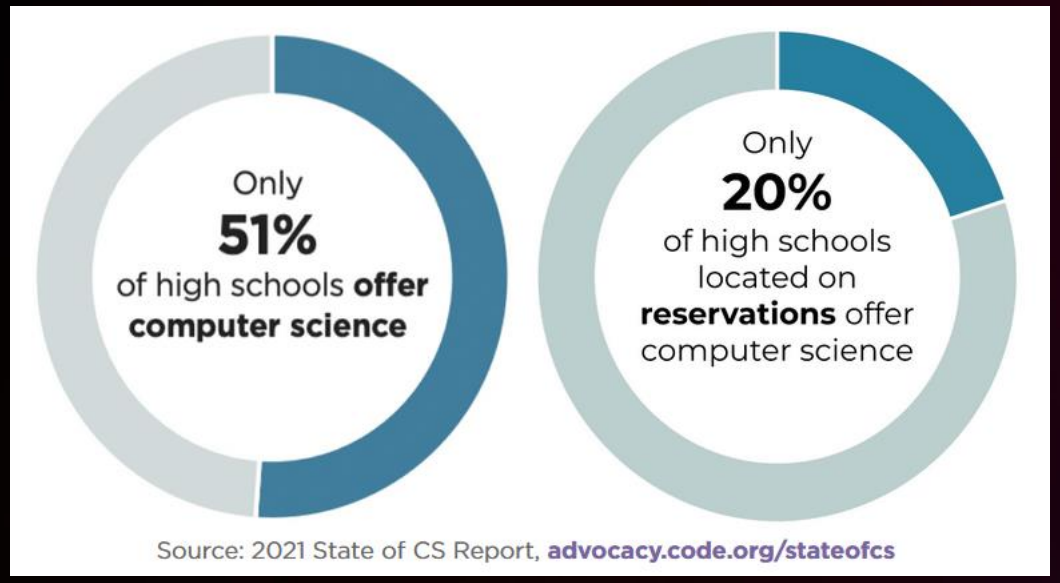


WORKPLACE
Feel affects well into career
Limits career opportunities
Missed opportunity to hone skills

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The digital divide in Indigenous communities

Indigenous youth face significant barriers to accessing computer science (CS) instruction and opportunities in schools on Native American reservations. In turn, the lack of a robust CS curriculum for K-12 students has created a concerning educational disparity. Native American students are among the most underrepresented in computer science



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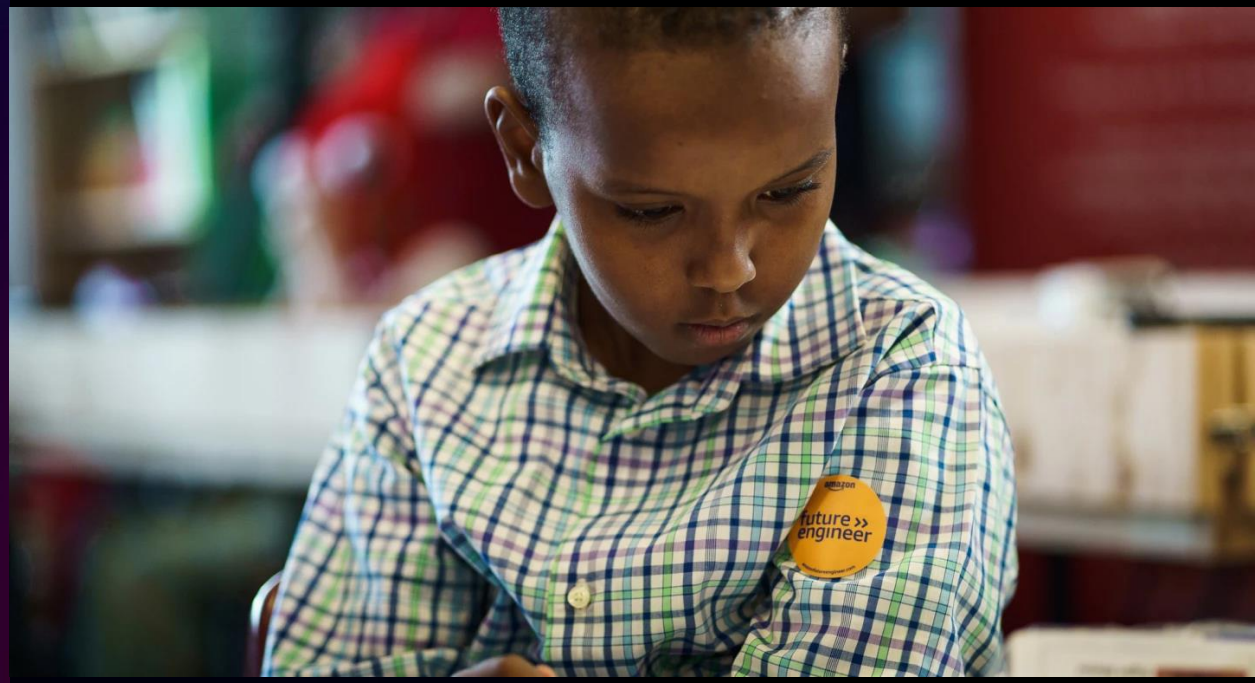
Indigenous people and the digital divide

- Championing for Indigenous people all over the world in business can have positive long-lasting impacts on these communities
- Access to CS and related technology can be central to overcoming some of the challenges Indigenous communities face, including language preservation, climate change, water conservation, and economic development
- Indigenous communities often face a digital divide in having access to technology, founder programs, and the services and products that these digital services provide and are amongst the most unserved populations for broadband deployment and computer science (CS) education, with Indigenous youth facing significant barriers in accessing CS instruction, creating a concerning educational disparity

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Amazon STEM education programs

Amazon Future Engineer is a program designed to inspire, educate, and prepare children and young adults from underrepresented and underserved communities to pursue computer science. The program is part of Amazon's $50 million investment in computer science, technology, engineering, and mathematics (STEM) education.



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Amazon Future Engineer

Each year, Amazon Future Engineer aims to inspire 550,000 K-12 students across more than 5,000 schools to explore computer science through elementary school curriculum, middle and high school courses, and teacher professional development.



Amazon Future Engineer awards 100 students with four-year $10,000 scholarships; offers guaranteed and paid Amazon internships to gain work experience; awards $25,000 Amazon Future Engineer Teacher of the Year Awards; and forms unique partnerships with trusted institutions to bring new coding experiences to students.

$40,000 scholarships and guaranteed Amazon internships

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Amazon Future Engineer and Indigitize

SUPPORTING INDIGENOUS YOUTH IN COMPUTER SCIENCE



Amazon Future Engineer is committing $2.25 million to engage 10,000 Indigenous students in computer science by 2025

Through the program, Amazon has announced a commitment in September 2022 to support Indigitize Computer Science (or Indigitize), a new initiative created in partnership with The One Gen Fund to support Indigenous schools and school districts in accessing culturally responsive CS curriculums. Indigitize launched in New Mexico and will roll out to Arizona, South Dakota, and other areas across the US to reach an initial 10,000 Native American students by 2025.

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Amazon Future Engineer formally announced its commitment to the initiative at CSEdCon, Code.org's annual CS education conference

"There is no CS for All without prioritizing communities that face systemic barriers to computer science access and designing impactful solutions that make a difference and address the needs of a rapidly changing world"

Victor Reinoso
Global Director, Amazon's philanthropic education initiatives



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Amazon and the American Indian Science and Engineering Society (AISES)

AISES promotes the highest standards of education and professional excellence to widen the STEM workforce and grow sector support. In addition to awarding nearly $12 million in academic scholarships, AISES offers internships, professional development and career resources, national and regional conferences, leadership development summits, and other STEM-focused programming geared towards Native American and Native Hawaiian students and professionals.

- Amazon sponsors the national conference
- Indigenous at Amazon members are keynote speakers and panelists
- Amazon awards Sequoyah Fellowships
- Member of the AISES Corporate Advisory Council

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AISES Partnership





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Amazon a Top 50 Indigenous STEM Employer

For the last 4 years Amazon has been recognized in the AISES *Winds of Change* magazine



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Thank you!

Fawn Sanchez
fawnsa@amazon.com

Hokulani Sharp
shnnsha@amazon.com



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