



BRINGING BLACK TALENT ALONG AS WE MOVE FORWARD

An Open Letter to the Atlanta Business Community

After an extraordinarily difficult couple of years, it's been encouraging to see the continued growth of the U.S. job market—welcome news for businesses and for those seeking new opportunities.

Unfortunately, these opportunities aren't available to all. Millions of new jobs being added to the U.S. economy remain out of reach for people without traditional four-year college degrees. Specifically, 76% of Black talent age 25 and above in the workforce are without a four-year degree, further perpetuating a wealth gap that has existed for far too long. **As business leaders, it's up to each of us to ensure we're not leaving talent behind as we move forward. And it starts right here in Atlanta.**

Education has been famously described as our country's "great equalizer," yet our definition of education has become harmfully narrow—emphasizing four-year programs as the only pathway to or predictor of success. This is a lesson I've learned from my good friend Maurice Jones, CEO of OneTen, which helps employers shift the way we think about people and work, and create and support new, equitable pathways to success. Maurice helped us understand how much we were missing out at Delta by automatically disqualifying talented and capable job candidates because they have not acquired four-year degrees.

OneTen is bringing together companies all over the nation to recruit, hire, train and advance 1 million Black Americans over the next 10 years into family-sustaining jobs with opportunities for advancement. Rethinking requirements like four-year degrees, which disproportionately impact Black job seekers, is a significant step forward toward that goal.

As business leaders in Atlanta—the cradle of the modern civil rights movement—we have a responsibility to serve as a model for the nation and to address systemic inequities head on. That's why I'm urging my Atlanta business colleagues to learn more about OneTen and join us on the journey to challenge the way we approach hiring and enable multiple pathways to jobs and careers.

Expanding job opportunities to a broader, more diverse group of people is great for our community, our businesses and our nation's economic and global competitiveness. As we move forward, we simply can't afford to leave Black talent on the sidelines.

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Chief Executive Officer, Delta Air Lines
Founding Member of OneTen

