

SVEEI

Silicon Valley Equity In Education Institute

Strategic Plan 2026–2028

“Advancing Educational and Economic Equity in
Silicon Valley”

Powered by Community, Grounded in Equity, Built for the Future





Executive Summary

Mission

To advocate for the elimination of educational and economic inequities by connecting socioeconomically disadvantaged youth to opportunities in technology and innovation.

The Silicon Valley Equity in Education Institute (SVEEI) is a non-profit advocacy and research institute dedicated to improving equity, access, and enrollment in higher education for socioeconomically disadvantaged (SED) students from under-resourced schools in Silicon Valley. By evaluating the current state of the K-16 education system's impact on SED students, SVEEI seeks solutions that address the areas where the system falls short. SVEEI is committed to becoming a leader in addressing the needs of SED students to succeed in post-secondary education.

We envision an equity-centered K-16 ecosystem in Silicon Valley, beginning in Alameda, Santa Clara, and Santa Mateo counties, where every learner can access, persist in, and complete their education.

SVEEI was founded to change that reality. Our first-year strategy focuses on branding, awareness, and partnerships, laying the groundwork for long-term transformation. By educating the community about inequities, elevating student stories, and fostering collaborations with schools and tech companies, we aim to create equitable pathways from K-12 to Post-Secondary classrooms into technology careers.

Year 1-2 priorities:

1. Research – Create advocacy through research
2. Inform – Increase public awareness of the systemic barriers faced by under-resourced students.
3. Engage – Amplify student and community voices through storytelling and data.
4. Partner – Build cross-sector collaborations that open doors into tech education and employment.

Policy and Practice



Our goal is to turn educational evidence into policy and practice, so that schools become engines of opportunity rather than filters of privilege

Partnerships



Strengthen partnerships with educational and industry leaders through technological driven strategy

Job Opportunities



Broaden access to entrepreneurship opportunities for underrepresented communities

Background

The Silicon Valley Institute Equity in Education (SVEEI) presents this strategic plan as a call to action for the broader Silicon Valley community. In partnership with San Francisco Bay University (SFBU), SVEEI aims to establish equitable educational pathways that prepare and empower Black and Brown students to succeed in the innovation economy. Our work centers on creating a seamless bridge between education, starting as early as kindergarten, and industry, uniting school districts, higher education institutions, and businesses to provide students with both academic and career opportunities that lead to sustainable futures. By integrating research that highlights AI-enabled learning environments and advocates for SED populations in education, we aim to expand access to culturally responsive education, mentorship, and technology design that reflects the diversity of the communities we serve. Through this partnership, SVEEI and SFBU are cultivating pathways where SED students not only learn to use technology but to build inclusive technology, developing the skills, confidence, and networks necessary to generate generational wealth and long-term equity in Silicon Valley and beyond.



Through this initiative, SVEEI and SFBU aim to deliver measurable outcomes that strengthen both educational and economic ecosystems across Silicon Valley. Our partnerships with local businesses, school districts, and community organizations will create AI-driven learning pathways that prepare students for high-growth sectors, including data science, software engineering, clean energy, and digital media. These collaborations will connect students with paid internships, apprenticeships, and mentorship programs, ensuring that the learning they receive in classrooms directly translates into real-world skills and income-generating opportunities. Beyond workforce readiness, SVEEI's goal is to help students build generational wealth by equipping them with technological fluency, entrepreneurial thinking, and financial literacy. By integrating academic achievement, innovation, and equity, our model positions Silicon Valley's Black and Brown youth not only to participate in the region's economic growth, but to lead it, designing inclusive technologies that transform their communities and redefine the future of equitable innovation.

State of Education: The Challenge: Inequity in Education Access

While Silicon Valley drives global innovation, many of its young residents remain disconnected from that future. Across California, and especially in the Bay Area, students from socioeconomically disadvantaged backgrounds experience chronic inequities in learning outcomes, resources, and exposure to technology. Explore these insights curated by SVEEI's Data Team from the California Department of Education's 2024–2025 reporting system.

Reading and Math Proficiency:

- Despite relatively high overall performance in Silicon Valley, fewer than half of socioeconomically disadvantaged students are proficient in reading by the end of Grade 11, and only about one in five meet grade-level math standards by the middle and high school levels.
- More than 40% of Black (41%) and Hispanic/Latino (43%) students did not meet grade-level standards in English Language Arts, compared with 11% of White students; in math, over half of Black (52%) and Hispanic/Latino (54%) students did not meet standards, versus 14% of White students.
- Only 18–22% of Black and Hispanic/Latino students met or exceeded math standards, compared with 65% of White students, indicating that racial achievement gaps widen substantially in mathematics even in high-performing Silicon Valley counties.

Socioeconomic Divide:

- About 42% of students in Silicon Valley public schools qualify as socioeconomically disadvantaged. Many attend under-resourced schools with fewer advanced courses and outdated technology. ~61% of these socioeconomically disadvantaged students are Hispanic/Latino, despite making up only ~37% of total enrollment.



Impact

The result is a system where talent abounds, but opportunities are scarce. Black and Indigenous Students of Color, first-generation scholars, and those from low-income communities face an “innovation gap” that perpetuates income inequality and limits Silicon Valley’s future workforce diversity.

Building Equitable Pipelines: SVEEI's Strategic Plan for 2026–2028

The Silicon Valley Institute Equity in Education (SVEEI) is advancing a bold, multi-year strategy to build equitable educational pipelines that begin in early childhood and extend through college and career. Grounded in our partnership with San Francisco Bay University (SFBU), the plan connects K–16 education with workforce innovation, ensuring that Black, Latino, and first-generation students in Silicon Valley have access to continuous, technology-enabled pathways to success.

At the foundation of this strategy is a commitment to early and sustained investment in students' learning journeys. For grades K–8, SVEEI will deliver wraparound support through programming, including mentorship, teacher resources, and business partnerships, that embed real-world learning into classrooms. These programs will strengthen academic readiness while fostering a sense of belonging, curiosity, and confidence. Through partnerships with local businesses and tech leaders, students will gain early exposure to AI-enabled learning tools, coding experiences, and digital literacy programs that prepare them for emerging industries.

As students transition into high school and postsecondary education, SVEEI's plan prioritizes dual-credit opportunities and college access pipelines that connect secondary schools, community colleges, and universities. Dual-credit programs enable students to earn college credits while still in high school, saving time, reducing costs, and enhancing persistence rates for first-generation learners. Paired with career mentorship, financial literacy education, and internship placements, these experiences will ensure students graduate not only college-ready but career-capable.

Together, these initiatives represent more than just programs; they form a region-wide equity ecosystem, powered by data, partnerships, and human-centered technology. By bridging K–8 preparation with higher education access and workforce opportunities, SVEEI's strategic plan creates a model for AI-driven, community-anchored educational justice—one that redefines Silicon Valley as not only a center of innovation but also a catalyst for inclusion and the creation of generational wealth.



Our Foundation

STRATEGIC PILLARS



How we realize this vision (pillars):

- **Equitable Funding Advocacy:** Address chronic resource gaps (counselors, tutors, technology, mental health supports) and the digital divide in under-resourced schools.
- **College Readiness & Access:** Raise early literacy (G3) and math/ELA (G8), ensure 4-year plans, A–G readiness, AP/dual-credit participation, and advising that opens, not narrows, options.
- **Higher Education & Employment Success:** Improve navigation, basic-needs security, mentoring, transfer pathways, and work-based learning to lift 6- and 8-year completion rates into real careers.
- **Data & Research Excellence:** Investigate educational inequity with mixed methods, publish actionable findings, and maintain transparent dashboards for accountability.
- **Community & Partner Engagement:** Co-design with students, families, educators, and employers, centering those most impacted, to ensure solutions fit local realities.
- **Innovation in Education:** Operate as an equity R&D lab to pilot, evaluate, and scale models that measurably improve instruction, access, and outcomes.

Year 1 –2 Strategic Focus: Awareness & Partnership Building Goal

Lay the foundation for long-term equity work through a unified brand, community trust, and cross-sector collaboration.



1. Brand & Visibility

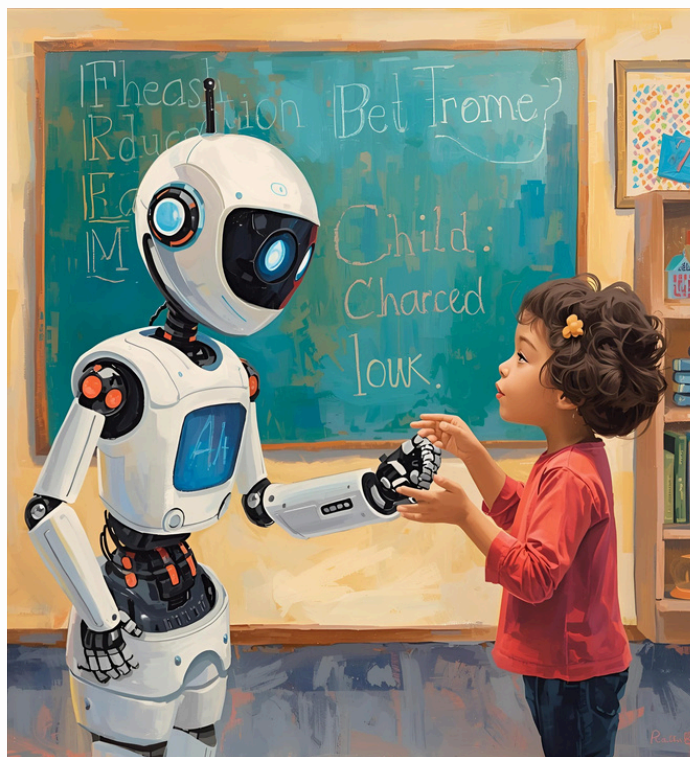
- Develop a cohesive brand identity that communicates SVEEI’s purpose.
- Launch the SVEEI digital ecosystem (website, social media, video storytelling).
- Produce accessible research briefs highlighting local inequities in education and tech.

2. Community Awareness Campaigns

- Create the “EquiTea” podcast, a storytelling series featuring students, teachers, administrators, community leaders, and parents.
- Host town halls and community dialogues on educational equity and access to technology.
- Partner with local and social media outlets to publish equity data and success stories.

3. Partnership Development

- Form partnerships with school districts, tech companies, community colleges, and regional workforce boards.
- Collaborate with major tech companies to design early exposure programs, mentorship, and internships for marginalized youth.
- Engage philanthropic and public partners to support SVEEI’s pilot initiatives.



After establishing visibility and trust, SVEEI will expand into direct programming and research:

1. **Pipeline Development:** Launch tech-readiness, college and career, and digital literacy programs within partner schools.
2. **Mentorship & Internships:** Connect students with professionals in tech fields through paid opportunities.
3. **Policy and Research:** Publish annual “Equity in Innovation” reports using regional data to track progress.
4. **Measurement:** Evaluate success through improved academic proficiency, college enrollment, and tech-sector representation

Partnership Ecosystem

SVEEI's partnership ecosystem is the driving force behind its equitable education pipeline, bringing together schools, universities, businesses, and community organizations to create a seamless continuum of opportunity. Through collaboration with San Francisco Bay University (SFBU), local school districts, and Silicon Valley employers, SVEEI builds pathways that connect academic learning to real-world application. These partnerships ensure that students gain access to mentorship, internships, and dual-credit programs, while educators receive the tools and training needed to integrate AI into their instruction. By aligning public, private, and academic sectors, the ecosystem transforms isolated efforts into a unified movement for educational equity, technological inclusion, and generational wealth creation across the region.

Advancing Educational and Economic Equity in Silicon Valley



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Social Media & Platforms



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Follow our work, join our community, and help us build an equitable education and workforce pipeline across Silicon Valley.