

# NECESSARY INCLUSION

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Embracing the Changing Faces of Technology



AVIS YATES RIVERS

## WHITE HOUSE CHAMPION OF CHANGE RELEASES BOOK ABOUT THE ABSENCE OF DIVERSITY IN TECH

Technology CEO and White House Champion of Change in STEM, Avis Yates Rivers, is proud to announce her first book: [\*Necessary Inclusion: Embracing the Changing Faces of Technology\*](#) – a personal memoir that studies the absence of women and people of color in technology while providing solutions to the systemic problem.

The numbers are staggering. Only 19% of software developers are female, and only 5% overall are in tech leadership roles. While there are over one million tech jobs being created by U.S. corporations each year, there are not enough talented people to fill those openings even though there is an increased emphasis on Science, Technology, Engineering and Math (STEM). With women and people of color not participating in or inventing technology, these pipeline challenges will persist and therefore affect the economy. *Necessary Inclusion: Embracing the Changing Faces of Technology* is the one book that not only breaks down the challenges into digestible bites, it also provides a road map to solving this ever-expanding problem.

“Changing the face of technology is no longer something that would be nice to do someday; it is a critical imperative that must get done now. The work being done by the National Center for Women & Information Technology (NCWIT) can help every company change their culture to one that is welcoming to everyone. *Necessary Inclusion* provides a clear roadmap to this change, and I am proud to serve with Avis on the NCWIT Board,” says Brad Feld, Managing Director, Foundry Group and Chairman, National Center for Women & Information Technology.

*Necessary Inclusion: Embracing the Changing Faces of Technology* is published through HenschelHAUS Publishing. Hardcover and paperback editions are currently available via the [author’s website](#) and the digital edition is available on [Amazon](#).

About Avis Yates Rivers: Thought leader and Entrepreneur, [Avis Yates Rivers](#), established her own successful technology company, [Technology Concepts Group International](#) (TCGi) in 2008, but has been in the industry for more than three decades. Her story shines a spotlight on the importance of strategic mentoring, education, hard work, and persistence. She is a highly sought-after speaker on the subjects of race, gender and the need to embrace the changing faces of technology. Avis is a long-time advocate for the increased utilization of minority and women-owned businesses, and a change agent for increasing the meaningful participation of women and people of color in technology. She serves as a director on the boards of a select group of non-profit organizations, and is the National Spokesperson for NCWIT’s “[Sit With Me](#)” Campaign. In 2011, Avis was honored as a White House [Champion of Change](#) for her work in STEM by President Barack Obama. In 2017, her company was ranked #3 of the [50 Fastest-Growing Women Owned/Led Companies](#) by the Women Presidents’ Organization. Also in 2017, she was selected to be a part of New Jersey’s Governor-Elect, Phil Murphy’s transition team as a co-chair of the Government Technology and Innovation committee.

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# AVIS YATES RIVERS

Avis Yates Rivers is the President and CEO of Technology Concepts Group International, LLC. (TCGi), a global asset, expense and procurement management firm. She possesses more than 35 years of general management experience in the information technology industry and has been a successful tech entrepreneur for over 30 years.

At a young age, Avis demonstrated the unique ability to envision possibilities and recognize opportunities. She credits growing up with five siblings in New York City as an important period in her life that prepared her well for the challenges that lie ahead. Her mother and father were both blue collar, hard-working parents that instilled the benefits of learning and caring about their community. Avis remembers how her father always took classes to expand his mind and improving his station in life, encouraging and inspiring Avis to do the same. Every family lesson paid off.

Prior to establishing her first company in 1985, Ms. Yates Rivers enjoyed an 11-year career at Exxon Corporation and its subsidiaries. She rose to the rank of Account Executive as a result of successfully marketing a line of early technology products from Exxon Office Systems Company in New York City. When Exxon sold the Office Systems Division, Avis decided to branch out on her own, which led to the founding of her first company. She went on to found several firms over the years, culminating with [Technology Concepts Group International](#), LLC (TCGi). With its innovative supply chain solutions, TCGi specializes in reducing the cost of IT Asset Management, IT Procurement Management and Tail Spend Management. Through its Equipment Financing Division, TCGi delivers flexible payment options to its valuable customers. January 2015 marked her 30<sup>th</sup> anniversary of business ownership.

A strong believer in the late Shirley Chisholm's ideal that "service is the rent you pay for the privilege of living on this earth," Avis subscribes to both the principles and the practice of being 'in service.' She is a long-time advocate for the increased utilization of minority and women-owned businesses, and has served in many leadership positions in national organizations such as NMSDC and WBENC. She is also a change agent for increasing the meaningful participation of women and people of color in technology as a member of the Board of Directors and 'Sit With Me' Spokesperson of the [National Center for Women and Information Technology](#).

Her many accolades include Entrepreneur of the Year, Woman of Distinction, the Shirley Chisholm Award for Business, Top 10 Women in Technology and Top 25 Leading Women Entrepreneurs & Business Owners, along with her [White House Champion of Change](#) in STEM honor awarded by President Barack Obama. In 2017, her company was ranked #3 of the [50 Fastest-Growing Women Owned/Led Companies](#) (profiled by [Forbes Magazine](#)) by the Women Presidents' Organization. Also in 2017, she was selected to be a part of New Jersey's Governor-Elect, Phil Murphy's transition team as a co-chair of the Government Technology and Innovation committee.

She is a nationally recognized thought-leader and in-demand global speaker. Her first book, '[Necessary Inclusion: Embracing the Changing Faces of Technology](#),' was released in December 2016.

# AVIS YATES RIVERS'

## Accolades & Appearances

### Awards

[Women Presidents' Organization/American Express 50 Fastest-Growing Women-Owned/Led](#)

[Companies: Ranked #3 – May 2017](#)

[Next Generation Indie Book Awards - Finalist \(Current Events/Social Change category\), 2017](#)

[White House Champions of Change – Girls and Women in STEM, 2016](#)

[SmartCEO New Jersey Brava Award, 2016](#)

[SmartCEO New Jersey Corporate Culture Award, 2016](#)

### Articles/Audio/ Video Links

[Gov-elect Phil Murphy just named his transition team. Here's the full list.](#)

[National Minority Supplier Development Council \(NMSDC\) "#WeAreNMSDC" Podcast](#)

[Forbes – "The Fastest-Growing Women-Owned Businesses For 2017" – June 2017](#)

[Fortune Magazine – "Exclusive: These Are the 50 Fastest-Growing Women-Owned Companies in the U.S."](#)

[South Jersey Journal - "African American Women are Taking Care of Business in New Jersey."](#)

[Union County Economic Development Corporation – "Where are They Now? Catching Up with Avis Yates Rivers."](#)

[CEOCFO Magazine – September, 2016](#)

[Thompson Reuters: Inspiring and Celebrating Women in Technology – June, 2016](#)

[CNBC, Sharon Epperson: Cracking the Code – February, 2016](#)

[IT-ology – February, 2015](#)

[National Center for Women & Information Technology – "Sit With Me" – 2013](#)

## **Major Speaking Engagements**

[2018 North Dakota Cyber Security Conference – Fargo, ND, March 2018](#)

[ISM-NJ Women & Leadership Conference – Somerset, NJ, October 2017](#)

Milwaukee School of Engineering (MSOE) Professional Development Day – Milwaukee, WI, August 2017

[NY/NJ Minority Supplier Development Council – NYC, NY, June 2017](#)

[National Center for Women & Information Technology Summit – Tucson, AZ, May 2017](#)

[Gaithersburg Book Festival – Gaithersburg, MD, May 2017](#)

[ServiceNow Knowledge '17 – Orlando, FL, May 2017](#)

[Supply Nation Connect 2017 - Sydney, Australia, May 2017](#)

[ProcureCon Asia – Singapore, June, 2016](#)

[TERENA Networking Conferences - TNC15 - Portugal, June 2016](#)

[CEWiT Conference - Indiana, January, 2016](#)

[ProcureCon IT – Denver, June 2015](#)

[WISE \(Women in Science and Engineering\) - Charlotte, NC, January 2015](#)