

2019

IMPACT *in*
ACTION



hack.diversity
a division of the NEVCA



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who HACK.DIVERSITY DOES WHAT?

Hack.Diversity is a talent provider advancing a more **inclusive, innovative, and prosperous** Boston. We partner with the city's fastest growing tech teams to identify, develop, and equip high-performing talent who predominantly identify as **Black or Latinx** to launch careers as **software engineers, IT professionals, and data analysts** within the innovation economy.

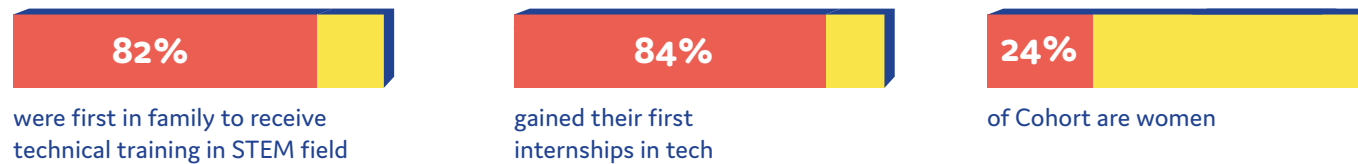
are

Our 2019 Impact

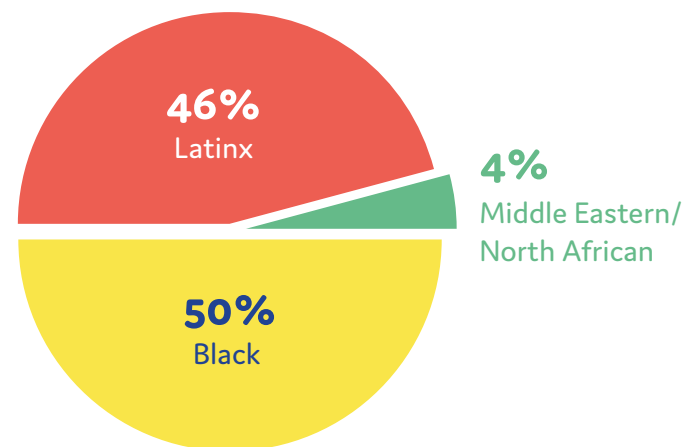
1. EMPLOYMENT



2. ECOSYSTEM ACCESSIBILITY



Cohort Demographic



3. ECONOMIC MOBILITY

\$65,000

average salary increase after Hack.Diversity participation

LETTER FROM ALUMNI LEADERSHIP COUNCIL

When I first learned about Hack.Diversity in fall 2017, I had already completed two years of computer science study at University of Massachusetts (UMass) Boston, coded independent side projects, and spent my free time programming — but I had received zero responses to the many internship applications I had submitted to tech companies.

Hack's mission spoke to me. Even though I excelled in school and put in more work than my peers, I had not been granted the opportunity to obtain the real-world internship experience I knew I needed.

After being accepted as a Hack.Diversity Fellow, I took full advantage.

Through Hack, I had access to constant mentorship, feedback, and skill development. I was matched to an internship at Wayfair, where I worked on three full-stack applications. By the end of the internship, I received an offer to join Wayfair as a full-time software engineer.

My journey to this point would not have been possible without the access and guidance provided by Hack.Diversity. While I know I earned the offer through hard work and results delivered, without the support of the Hack network, I might never have had the chance to prove myself.

Mentorship was critical to my success. My mentor was a serial entrepreneur and really helped me consider entrepreneurship myself.

“Most recently, I built my own product and was selected from a competitive pool of entrepreneurs to participate in the New England Venture Capital Association's (NEVCA) annual Unpitch event, to meet with and receive feedback from investors.”

The support and opportunities I received as a Fellow have energized and inspired me. I am thrilled to be kicking off my role as President of Hack.Diversity's Alumni Leadership Council (ALC), and I can't wait to work with the rest of the team to make Hack even more impactful. The program has played a major role in my success, and I am eager to pay it forward.

FLAVIO ANDRADE
PRESIDENT OF ALUMNI LEADERSHIP COUNCIL

Alumni Leadership Council
from left to right: Reynerio Sarmiento, Flavio Andrade, Antonio Taborda, Iris Castaneda, *Rizel Bobb-Semple not pictured.





Ramsel Gonzalez
2019 Fellow | Frontend Web Developer, Lola

“

I've been managing for about 25+ years, and I know that teams are more functional if they are diverse. It's important to create a culture where people love working with each other, give feedback, and make sure everyone is involved. Creating change is overwhelming and requires confronting many hard problems, and we value partnering with Hack.Diversity to address these as we grow.

PAUL ENGLISH
CTO & CO-FOUNDER, LOLA



Over the course of our eight-month program cycle in 2019, we presented Hack.Diversity Fellows, Host Companies, and Mentors with *hard problems* at the intersection of skills access and the future of work. The ideas surfaced were thought-provoking and eye-opening.



Josue Villanueva
2019 Fellow | Software Engineer Intern, Drift

To Fellows, we asked for *technology-enabled solutions* to tackle...

- 1 How might non-traditional academic experiences garner the same type of reputation as a four-year college degree for employers?
- 2 How might we make learning code inherent to a high school education?
- 3 How might we speed up learning time for software engineers to learn new coding languages?

de.Hackathon – n.

de.constructed Hackathon. A technical team project addressing the same problem-solving goals of a traditional Hackathon, but stretched out to simulate a product life-cycle. de.Hackathons help Fellows strengthen creative, technical, and teamwork skills ahead of internships.

In our 2019 pilot we partnered with:



Shuya Gong, IDEO CoLab

THE PROCESS



de.HACKATHON WINNERS!

TEAM 5 developed a platform that uses machine learning to analyze voice and video, to provide hiring managers with additional layers of insight into a candidate's fit for the role.

Abdoulaye Diallo, Ben Eduwensuyi, Josue Villanueva, Kehinde Adelabu, Meriem Saaid, Renato Braga, Sabrina Minaya Vasquez

TEAM 9 developed a platform to introduce elementary school students and families to after-school programs to learn about electric circuitry and other tangible technologies.

Amin Ahmed, Darian Dias, Felix Garcia, Fopefoluwa Gbosibo, Rosviny Felix, Steven Garcia



FELLOW SPOTLIGHT: de.HACKATHON WINNER



ROSVINY FELIX

2019 FELLOW | NORTH SHORE COMMUNITY COLLEGE | SOFTWARE ENGINEER AT VMWARE CARBON BLACK

I applied to Hack.Diversity because I heard that it would give me the resources I needed to land an internship in tech. Little did I know it would provide me with so much more.

“Hack.Diversity became my community. From the staff's wholehearted investment in my success, to the group of Fellows whose collective momentum helped me flourish as a minority in tech, the program truly launched my career as a software developer.”

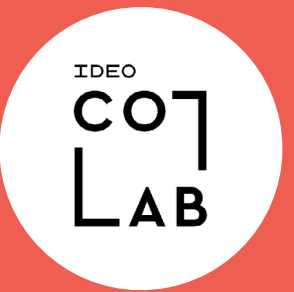
With support from that community, I learned to be ready for anything and everything; I learned to focus the drive I knew I had, and channel it the right way. I did not have a four year degree, but came into my internship ready

to learn, absorb, and prove myself more than anyone else. I learned to nurture connections; to take the time to thank those who helped me along the way. I learned that the people I networked with one day might end up being my teammate the next, and to value all those relationships.

“I can honestly say that participating in Hack.Diversity changed my life. In a matter of months, I went from working a minimum wage job struggling to make ends meet for my family, to being financially comfortable as a full-time software engineer at VMware Carbon Black!”

Hack.Diversity did not give me wings, I've always had those; what Hack gave me was the opportunity to spread them.

To Host Companies, we asked about *organizational practices* to support...



- 1 How might we plot a clear course for success when onboarding a new employee?
- 2 How might we create a feeling of belonging for those who identify as minority within an organization?
- 3 How might we balance the responsibility of professional development between the individual and the organization?



In partnership with IDEO CoLab, we convened **18 executives** from our partner companies – CEOs, CTOs, Heads of People, and Heads of Engineering – and surveyed the teams that interact with Hack Fellows.

The goal? To learn from each other, and ideate on how we might collectively advance a more inclusive, innovative and prosperous Boston.

WHAT EMPLOYEES REALLY WANT

SURVEY RESPONSES

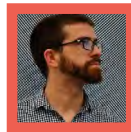
- Current employees' top motivations for staying: **growth and development opportunities**
- Hack.Diversity Fellows' top desire at an employer: **sense of belonging**
- Common thread: both groups of employees feel most comfortable **advocating for themselves** when they have clear and communicative relationships with their managers. Otherwise, they hope managers notice their growth, but will not advocate for themselves.

HOW ORGANIZATIONS CAN DELIVER IT

WORKSHOP TAKEAWAYS

- Leadership communicates **clear pathways** for career development.
- Managers guide and encourage **self advocacy** from employees.
- Onboarding infrastructure includes a **constellation of support** around new hires and trainees.
- New hires and junior employees have **opportunity to train** with teammates of varying seniorities.

To Mentors, we asked about *privileges* and *barriers* that might impact effective mentorship



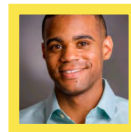
Software Engineer
Pluralsight

TRAVIS

I'm curious if anyone has any advice on how I can be a more effective mentor as a white male. I imagine there are things I'm not realizing.

KAI

Feel free to DM me if you have any questions about being an effective mentor from an area of privilege.



Salesforce Engineer
GrubHub



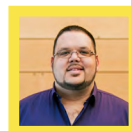
Cofounder
Sense

CHRIS

You know, I'd be interested maybe in a discussion about this - either in person or virtual.

OVIDIO

I do think we should also have an equal number of women of color to cover more perspectives.



Senior Software Engineer
Liberty Mutual



Gabriela Sheehan | 2019 Mentor | 128 Technology
Awet Teame | 2019 Fellow | Technical Writer Intern, Vertex

What started as a Slack message quickly evolved into a series of **Mentor Roundtables** for raw, honest, and productive conversation on **effective mentorship**.

WHAT WORKS

RELATE, NOT EQUATE, TO MENTEE EXPERIENCES

"I recognized that I had people within my network with whom my mentee might relate to better on a particular topic and introduced them to each other."

BE VULNERABLE

It's powerful to demonstrate your own self-discovery process and all the things you still don't know but are working to improve on.

RECIPROCATATE VALUE

Ask open-ended questions. Encourage your mentee to educate YOU from their unique perspectives.

EXCHANGE INTERESTS BEYOND THE JOB

"It was challenging for my mentee to open up about professional interests, until I discovered we had similar athletic interests. Once we related on a personal level, the trust came a lot more easily."

BE PERSISTENT WITH YOUR SUPPORT

A lot of Fellows have had people come in and out of their lives. A mentor's self-accountability – as well as holding Fellows to be accountable – demonstrates commitment and reliability.





OVIDIO REYNA

2018 FELLOW | 2019 MENTOR | SENIOR SOFTWARE ENGINEER AT LIBERTY MUTUAL

When I applied to Hack.Diversity, I had a BA in Anthropology, work experience in IT, and had just moved up from San Antonio, TX to start my MS in Computer Science. As I was starting to explore the Boston tech community, I became starkly aware that I was often, if not always, the only Latinx person in the room.

I stumbled onto the Hack.Diversity program, and when I was accepted to participate I was admittedly a little awestruck by what I found: I had been struggling for two years to break into software engineering to no avail, and suddenly, my hard work and potential were recognized. I was seen. I saw others who looked like me. It felt surreal.

“It’s been two years since I completed my Hack.Diversity Fellowship, and now I work for a multi-billion dollar company as a Senior Software Engineer making more money than I ever thought imaginable.”

Before Hack, my career goals were short-sighted, encompassing only the next 1-3 months. Now, my career goals span years, and I can see myself building generational wealth for my family. Now, I aspire to become an engineering manager, and maybe one day a COO or CTO.

But the change didn’t come easy. At each step of the process, and with each promotion I earned on the way to Senior Software Engineer, I felt Imposter Syndrome. But because of

the community that Hack fosters, I also felt empowered by an intangible – but priceless – feeling: belonging. With the Hack Mentors, I got to interact with as a Fellow, I was exposed to and interacted with people who looked like me in a variety of positions – from mid-level managers to founders and CEOs. It was invaluable.

Now, as a Hack Mentor myself, I have the ability to be that representative role model for others. In that role, I always emphasize three important lessons to my mentees:

LESSON 1 – Use what you don’t know as motivation. There were so many times I felt Imposter Syndrome; so many times I felt like I was out of my depth; so many times I felt like this was all a weird joke and the cameras were going to come around the corner. But every time I felt that way I kept going. I kept learning. I kept being involved.

LESSON 2 – Leverage the power of a strong supportive community. The Fellows in my cohort became some of my best friends. The relationships I’ve fostered with the Hack staff have been invaluable to me personally and professionally. The effective collaboration skills I learned have enabled me to advance where I might have stagnated.

LESSON 3 – Pay it forward. When you’re part of a community that shares a vision and a mission, you too have a responsibility to enrich it and refine it. Do that, so that we continue to make each other better.

BRIDGING TALENT AND INDUSTRY

THE INDUSTRIES WE COVER

2017

SAAS
ECOMMERCE
BIOPHARMA
MARTECH
CYBERSECURITY

2018

FANTASY SPORTS
INSURANCE
HEALTHCARE IT
SAAS
ECOMMERCE
BIOPHARMA
MARTECH
CYBERSECURITY

2019

FITNESS TECH
TRAVEL
FANTASY SPORTS
INSURANCE
HEALTHCARE IT
SAAS
ECOMMERCE
BIOPHARMA
MARTECH
CYBERSECURITY

THE COMPANIES WE PARTNER WITH

2017

CARBONITE dataxU.
HubSpot VERTEX
RAPID7 wayfair

2018

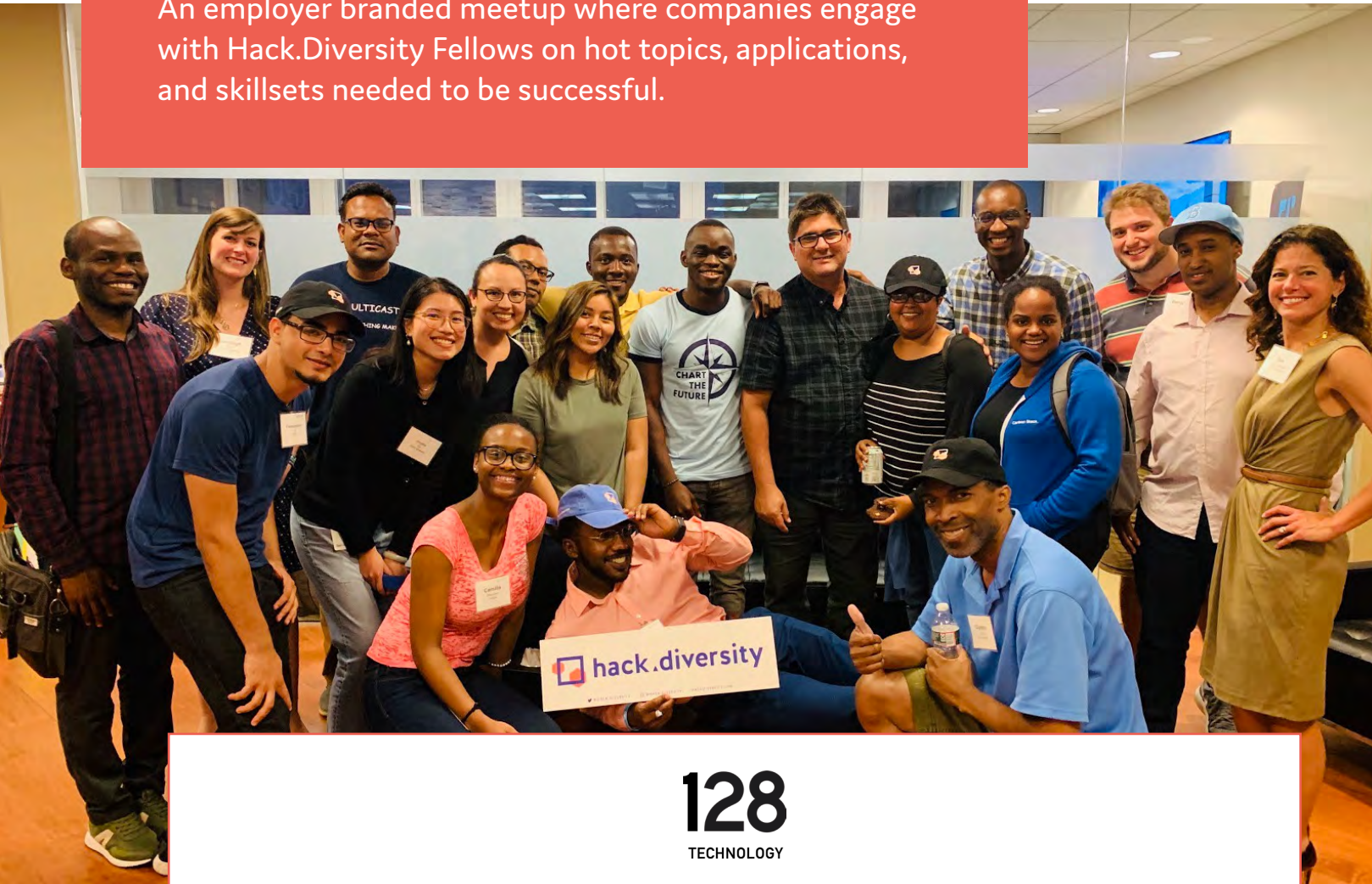
athenahealth Beth Israel Lahey Health
Beth Israel Deaconess Medical Center
Liberty Mutual INSURANCE WordStream
CARBONITE DRAFT KINGS
HubSpot VERTEX
RAPID7 wayfair

2019

BookBub lola
asics VESON NAUTICAL
Drift imprivata
Carbon Black. Beth Israel Lahey Health
Beth Israel Deaconess Medical Center
athenahealth WordStream
Liberty Mutual INSURANCE DRAFT KINGS
HubSpot VERTEX
RAPID7 wayfair

Hack.Chats – n.

An employer branded meetup where companies engage with Hack.Diversity Fellows on hot topics, applications, and skillsets needed to be successful.



128
TECHNOLOGY

SECURING THE FUTURE, ONE ROUTER AT A TIME

“Networking had been an area with no innovation for almost thirty years. There is a lot of open space to deliver new innovation, and that is where 128 Technology saw an opportunity.”

— SUE GRAHAM JOHNSTON, PRESIDENT, 128 TECHNOLOGY



DATA: WITH GREAT POWER COMES GREAT RESPONSIBILITY

“Broad data is great. Accurate broad data is really great. But to be able to devise insights for people that can inform their decisions – that’s really fantastic.”

— IAIN MURRAY, CHIEF TECHNOLOGY OFFICER, COMLINKDATA



CHANGING THE FUTURE OF HOME WITH ROBOTICS

“Wouldn’t it be amazing to have a robot in your home that could work with you to put away the groceries, fold the laundry, cook your dinner, do the dishes, and tidy up before the guests come over? For some of us, a robot assistant – a teammate – might only be a convenience. But for others, including our growing population of older people, applications like this could be

— DR. RUSS TEDRAKE VP, ROBOTICS RESEARCH, TOYOTA RESEARCH INSTITUTE



3D PRINTING: HOW IDEAS GO FROM VIRTUAL TO TANGIBLE

“Printers are controlled through an excruciatingly large number of software; if you know how Python works, you can drive the printer in all sorts of interesting ways. Digging into the printing is one of the most satisfying parts of the job, and highly learnable”

— ED TIEKAN, SOFTWARE LEAD, FORMLABS



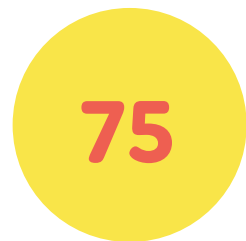
MAKINGS OF A SUCCESSFUL VC/FOUNDER PARTNERSHIP

“When it comes to diversifying my team, I don’t try to find someone who looks like me. I want to find someone who believes in the same principles as me, so that they can add value to the team in the same way that I would.”

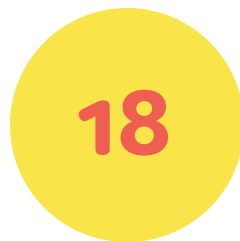
— JOHN BELIZAIRE, CHIEF EXECUTIVE OFFICER, SOLUNA

Hack.Diversity 2020 Preview

OUR BIGGEST YEAR EVER!



FELLOWS, 20-44 YEARS YOUNG



HOST COMPANIES

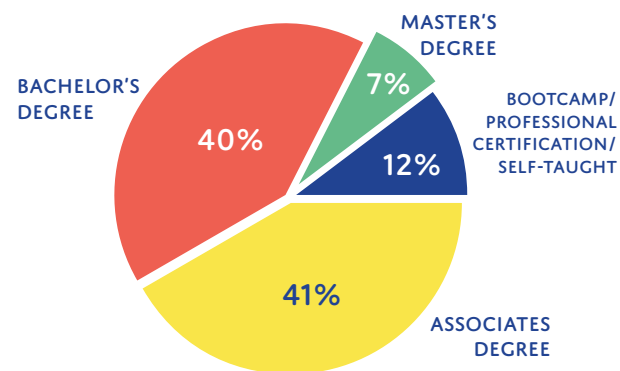


TALENT SOURCES

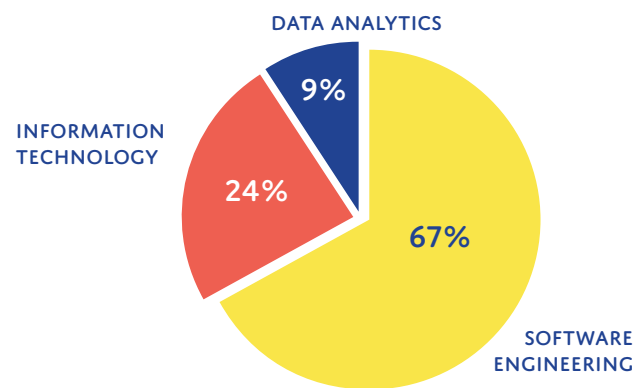


WILL GET THEIR FIRST
INTERNSHIP THROUGH HACK

EDUCATION PATHWAYS



CAREER TRACKS



MEET THE 2020 HOST COMPANIES!

ASICS DIGITAL
ATHENAHEALTH
BETH ISRAEL LAHEY HEALTH
BITSIGHT
BOOKBUB
DELL
DRIFT
HUBSPOT
IMPRIVATA

LIBERTY MUTUAL INSURANCE
LOLA
RAPID7
RUE GILT GROUPE
TAMR
VERTEX
VESON NAUTICAL
WAYFAIR
WORDSTREAM

It takes a village to make a movement

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THE DEMOND AND KIA MARTIN FOUNDATION
THE MISSION FUND
UNDERScore VC

THANK YOU TO OUR 2019 MENTORS

Our 2019 Mentor Network invested their time, effort, and wisdom to help create the next generation of leaders. We are incredibly thankful for their support of, and impact on, the Hack.Diversity community.

2019 Mentor Network included, but was not limited to, representation from:

128 TECHNOLOGY	EDUCATION FIRST	LOGMEIN	WORDSTREAM
ARGON VENTURES	FINTECH SANDBOX	LOLA	VERTEX
BOOKBUB	GOOGLE	MASSVENTURES	YESWARE
CARBONITE	HUBSPOT	PLURALSIGHT	PAYPAL
CYBEREASON	IORA HEALTH	SENSE	
DOUGH	JOB CASE	WAYFAIR	

join the movement!

2019 HOST COMPANIES



Carbon Black.



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FLYBRIDGE

