

STILL WE RISE

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2020



hack.diversity
a division of the NEVCA

HACK DOES WHAT?



Hack.Diversity is the talent provider that helps remarkable people succeed by bridging the gap between the culture you have and the one you want.

Established in 2016, Hack.Diversity partners with employers in Boston's innovation economy to not only increase the representation of Black and Latinx technologists in the field, but also evolve organizational behaviors and practices to support retention and promotion of that talent.

WHO WE ARE

MEET THE TEAM

What superpower did you discover this year?

WE ASKED THE HACK.TEAM



Jeff Bussgang
Co-Founder & Board Chair
Flybridge Capital
Hack.Diversity



Christina Luconi
Rapid7



Dan Phillips
Independent Director



Dave Melville
The Bowdoin Group



Mike Troiano
G2o Ventures



Jody Rose
President



Angela Liu
Director

Shape shifting: I've honed my ability to shift from parenting, to team meetings, to presenting over Zoom all within a matter of seconds.

Curating my takeout delivery to traverse the world, while getting to better know my local community in the process.



Alexa Goldman
Partnerships Manager

Taking myself off mute in Zoom calls. I've also perfected the art of sharing my screen without needing to ask 'Can you see this?'



Kia Rivera
Partnerships Manager

2020 helped me lean into the superpower of being alone. I am now able to sit in the present, being happy and content versus worrying about what will happen next.



Cait Davison
Partnerships Manager

I've mastered the art of The At-Home Self-Manicure! I also never thought I'd be a person who enjoyed working entirely from home, but after much adjusting, I revel in my ability to maximize my time.



Neeraj Agrawal
Battery Ventures



Pamela Aldsworth
JP Morgan Chase & Co.



Sarah Case
Echobind



Scott Friend
Bain Capital Ventures



Tarlin Ray
The College Board

our board

Alumni Leadership Council



Robert Vance
Program Manager

I can always pick out the best Blue Bike at a Blue Bike station!



Raven Williams
Program Associate

Saying 'No' more, and not feeling guilty about it.



Tori Goyette
Senior Community Manager

Prioritizing life outside of work; I made a promise to myself that I would prioritize myself at least as much as I prioritize work, and I've felt good about being able to do that with this team.



Kiki Spiezio
Community Engagement Associate

Self advocacy. In the past I was comfortable advocating for others or causes I believe in, but I wouldn't apply that to myself. I've gotten a lot better at asking for what I need and want.



Flavio Andrade
President, 2018 Fellow
Microsoft



Iris Castaneda
Treasurer, 2018 Fellow
University of Massachusetts
Boston



Antonio Taborda
Brand & Events Lead,
2019 Fellow
Veson Nautical



Rizel Bobb-Semple
Tech Co-Lead, 2017 Fellow
botanyio



Reynerio Sarmiento
Tech Co-Lead, 2019 Fellow
The TJX Companies Inc.

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2020

brought a myriad of unanticipated challenges to Hack.Diversity. The pandemic caused committed Host Companies to drop out and planned internships to be cancelled.

Work from home policies dramatically altered the internship experience of our Fellows, impacting their ability to comfortably integrate into their Host Companies' culture. The murder of George Floyd brought systemic inequities to the fore, bubbling up in a sea of protests and righteous outrage.

In the face of these challenges, our Hack.Community dug deep and proved its resilience.

Our brilliant, tenacious Cohort of 75 Fellows adjusted and thrived. 100% of eligible and persistent Fellows secured paid internships, and as of December 2020, 82% secured permanent roles. The average base salary proved robust at over \$80K – an extraordinary start for building generational wealth.

As we approach 2021, we are buoyed by our growing Hack.Alumni base (now 160+ strong over four program cycles) and our amazing new Cohort of 100+ Fellows. Hailing from 33 talent sources – with an emphasis on community colleges, state schools, and coding bootcamps – we could not be prouder to highlight technologists from underrepresented communities to fast-growing innovation economy leaders. Over the years, we have sharpened our formula for discovering, training, connecting, and elevating this talent while at the same time collaborating with our Host Companies to build more inclusive cultures to foster diverse talent retention and promotion. In short, Hack represents the Boston innovation community at its best.

We warmly thank our Donors, Mentors, Partners, and Fellows for joining us on this journey to fundamentally and sustainably change the narrative – and hue – of Boston's innovation ecosystem. Here's to maximizing innovation while catalyzing new opportunities for wealth creation.

Jeff Busgang & Jody Rose
Co-founders, Hack.Diversity

\$10M

**CATALYZED FOR BLACK AND
LATINX TECHNOLOGISTS**
SINCE 2017

FORMULA

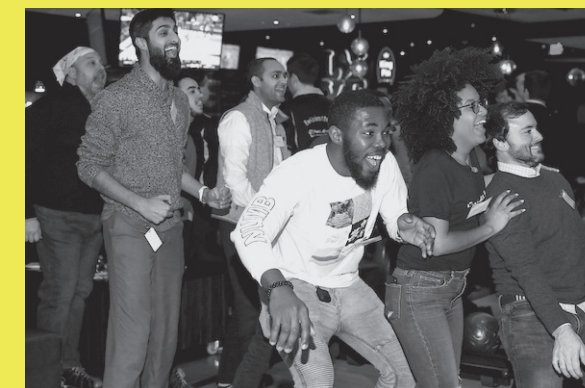
16 Fellows x 4 years = 64 years
32 Fellows x 3 years = 96 years
50 Fellows x 2 year = 100 years
75 Fellows x 1 year = 75 years

TOTAL

335 years x \$30K/year*

\$10M

*This is calculated with the following data points: \$80K/year (average base salary for 2020 Hack Fellow) minus \$50K/year (average income between Black associate degree holders and Black bachelor degree holders) = \$30K/year



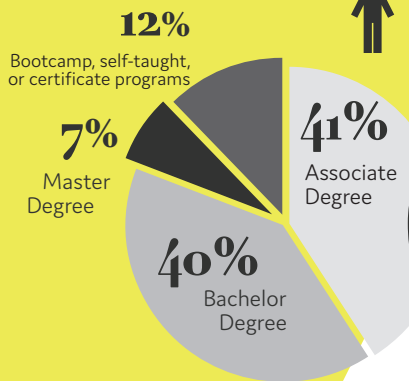
COMMUNITY

Hack.Fellows are... aspiring

75 *Fellows*

7+ **Languages of Proficiency**
Python, Ruby, Java, C++, C#, JavaScript, HTML/CSS

Software Engineers
IT Professionals
Data Analysts



60% of 2020 Cohort are entering into tech economy through **non-traditional education pathways**

RESILIENT

All selected into Hack.Diversity having demonstrated learning from setbacks. Most are continuing education and supporting families or other responsibilities full-time in addition to participating in Hack.Diversity.

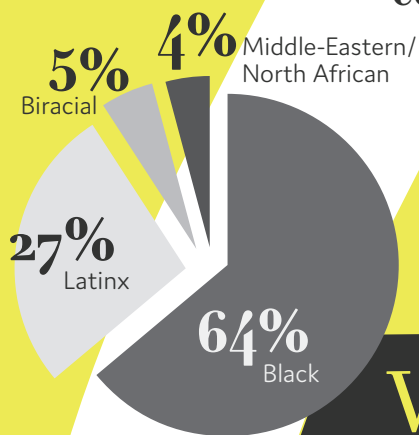
TRAIL BLAZERS

83% will experience first internship in tech through Hack.Diversity

CURIOS

Interested to leverage technology to address macro challenges, including those related to security, education access, healthcare, sustainability, civic engagement

33% she/her pronouns



WHERE WE STARTED

67% **Technical Tracks**
Software Engineers
24% Data Analysts
IT Professionals

27 talent sources (schools) represented

***REASONS FOR 10 ATTRITION :**

- 4 opted out due to personal reasons
- 3 did not match & were offered ability to defer (2 opting to defer)
- 1 left due to permanent employment opportunity
- 2 left after repeat instances of lack of upholding commitment

IMPACT

100% of Eligible and Persistent Fellows were matched into paid internships (65 of 75)*

WHERE WE ARE NOW

after Internships

92% of Cohort solidified a next step through Hack post internship

82% secured permanent roles → **100%** are at employer partners
highest retention rate to date

ECONOMIC MOBILITY

\$80K Hack 2020 Fellow average base compensation of permanent offers

Market Rate for entry-level roles in Boston:
Software Development: **\$70K-\$126K**
IT: **\$45K-\$70K**
Data Analytics: **\$50K-\$110K**

NETWORK EXPANSION

250+ Interviews

75 Mentors

5 alumni x Cohort convenings

15 Professional Development Sessions

5 Hack.Chats with Boston companies

22 office hours

15 self-care offerings health & wellness, current events processing, milestone celebrations

IDEO **CO7 LAB** **7** de.Hackathon sessions with IDEO CoLab

in **500+** LinkedIn connections

RAMIFICATIONS OF A PANDEMIC

Imagine this – 75 determined Fellows. 18 cutting-edge companies. 250+ interviews to determine internship matches. Infinite hope. **Then came news of one company needing to freeze hiring.** Then another. Then the crushing realization that 33% of opportunities originally marked for Hack.Diversity Fellows were now completely gone.

A dance in chaos, the Hack.Diversity team scrambled to pivot its operations, Fellow curriculum, and Host Company seminars to 100% virtual. Fellows shared stories of family members who were essential workers. Stories of loved ones stricken by COVID-19. Tales of jobs lost impacting their family's sense of security. The Massachusetts Department of Public Health reports staggering data: the toll of COVID-19 is disproportionately affecting Black and Latinx communities. Our Fellows are being impacted in more ways than one.

Their future hangs in the balance.

data from Crunchbase, Boston was on track to crush its 2019 tally of venture rounds of \$50 million or more in 2020. That record-setting pace is now in doubt.

been arguably impacted the most by COVID-19's spread and widespread restaurant closures.

SPRING 2020

New study confirms staggering racial disparities in COVID-19 cases in Massachusetts

The pandemic produced a 'perfect storm' of factors for communities of color

By Dasia Moore Globe Staff, Updated August 27, 2020, 4:15 p.m.

A new study quantifies COVID-19's disproportionate toll on Black and Latino communities in Massachusetts for the first time, and explores the extent to which other demographic factors — including foreign-born noncitizen status, average household size, and the role of the essential worker — explain racial and ethnic gaps. The results, drawn from an analysis of 351 Massachusetts cities and towns, are staggering: A 10 percentage point increase in the Black population is associated with 312.3 more cases per 100,000 people. The same increase in the Latino population is associated with 258.2 more cases per 100,000.

From the early days of the pandemic, Massachusetts cities with large Latino and Black populations have suffered high infection rates and death

of total cases per capita in the state, is 66.9 percent Hispanic or Latino. Of Massachusetts COVID-19 cases where the infected person's race is known, 45.6 percent are non-Hispanic white, a group that makes up 71.1 percent of the state's population.

Similar patterns have played out nationally. The Centers for Disease Control and Prevention reported last week that COVID-19 infection rates are 2.8 times higher in the Hispanic or Latino and American Indian or Alaska Native populations, when compared to the rate for non-Hispanic white people. For Black people, the case rate is 2.6 times higher and the death rate is 2.1 times higher. Case and death rates for white and Asian Americans are similar. "We knew that these com-

OUR RESPONSE

33%

MARCH/APRIL 2020

OF FELLOWS **LOST INTERNSHIPS** FROM REGULAR MATCHING PROCESS DUE TO COVID HIRING FREEZES



MAY/JUNE 2020

SOURCING, VETTING, INTERVIEWING, AND MATCHING INTO ALTERNATE EMPLOYER OPPORTUNITIES

ALL Fellows seeking 2020 summer internships were *matched* to an employer

JULY 20, 2020



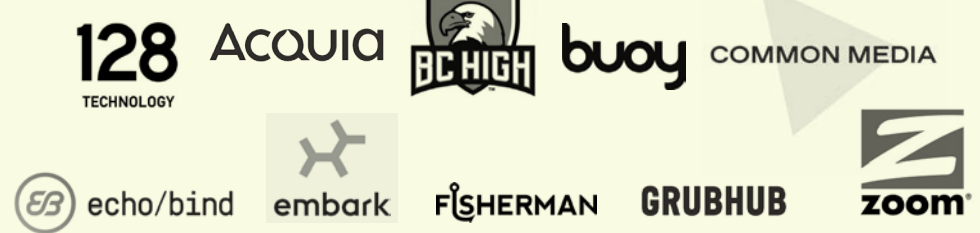
Altogether, Hack.Diversity vetted 50+ employers to close the employment gap for the 2020 Cohort. We were selective about environments equipped to provide:

- ✓ COMPETITIVE COMPENSATION FOR WORK
- ✓ ESTABLISHED ONBOARDING INFRASTRUCTURE
- ✓ 1:1 WEEKLY MANAGER CHECK-INS
- ✓ ABILITY TO BE CLEAR ABOUT GOALS TO ACCOMPLISH AND EVALUATION FOR SUCCESS




Host Companies who hired additional Fellows:



Alternate Host Employers:



HACK.MENTORS AS CRITICAL FIRST RESPONDERS — SLACK/EMAIL CALL-TO-ACTION & RESPONSES:

-  **Bob Mason | Managing Partner, Argon Ventures**
"@angelapliu I've reached out through my startup portfolio, ATG, and Brightcove alumni groups and the Techstars Boston network to see if we can at least identify a few more opportunities"
-  **Eddie Kay | Senior Engineering Manager, Toast**
"In 2017 I leveraged networks to find placement for students whose internships at [company name redacted] were cancelled days before they were slated to start. Stay tuned to email for warm intros"
-  **Greg Sabatino & Kai Tribble | Engineers, Grubhub**
"I'm checking in with my employer; we are able to support 1 (possibly 2) intern slots for this summer if you are still in search of employer partners. The position(s) would be on a team for which I am the hiring manager"

ZOOMING *into* INTERNSHIP-TO- CONVERSION SUCCESS *at* GRUBHUB

Randomly pick the name of a Hack.Fellow, and you will be inspired by their journey of grit, perseverance, and hunger to learn. **Khalil Kum** started his Hack.Diversity journey in 2018, when he applied to join the 2019 Cohort. At the time, he was only one year into his associate's degree in computer science at North Shore Community College and didn't have enough of a technical skills foundation needed to be set up for success in Hack.Diversity's 2019 Cohort. But, we saw his potential and encouraged him to reapply for 2020. He did. He was accepted. He shined throughout all of the Hack.Diversity professional development and de.Hackathon engagements. Then by sheer unluckiness, all of the internships for which Khalil was slated to interview were pulled.

Through the Alternate Host Company internship matching process, Khalil was selected by Grubhub for an internship on the restaurant POS integrations team and became that team's first-ever intern. While Khalil was honing his skills at Grubhub, his manager and extended constellation of support

participated in regular feedback loops with the Hack.Diversity team to establish a foundation for nurturing early-career talent. Although the role was not initially planned for full-time conversion, by the end of the 12-week internship, their accomplishments together presented a strong case for Grubhub to extend a permanent offer to Khalil. Khalil enthusiastically accepted and is now a software engineer at the company.



WHAT GRUBHUB IMPLEMENTED TO BUILD TRUST AND CREDIBILITY

GOALS	FEEDBACK	CLARITY	MANAGER	CONVERSION	EXPERIENCE
Applied the 30-60-90 goal-setting template supplied by Hack & checked against it throughout the summer	3 senior developers provided Khalil with high support and frequent feedback	Khalil reported having role clarity and clear metrics for success	Khalil felt comfortable approaching his manager	Permanent role offered based on clear achievement of initial goals	Khalil interviewed at multiple high-growth companies but maintained loyalty to Grubhub

Together, You Can Redeem the Soul of Our Nation

Though I am gone, I urge you to answer the highest calling of your heart and stand up for what you truly believe.

While my time ended, I want your days and hours to be filled with me. You filled the next chapter of my life when you used your difference in our people motivated by compassion for a division. Around the world you set language and respect for humanity.

That is why I am at the Matter Plaza in Boston. I was admitted to the following day. It is for myself that I am a silent witness, on. Emmett Till. He was my father. Bland and Breonna Taylor when he was 14 years old at the time. I forget the moment that he was clear that he was. In those days, I was an imaginary prisoner of potential but understandable.

Though I was with parents, plenty of cousins, their friends from the neighborhood outside that felt unrestrained and sanctioned to terrorize a simple stroll with Skittles or an afternoon down a lonesome nightmare. If a unified nation

readily takes root in our hearts that could rob Mother Emanuel Church in South Carolina of her brightest and best, shoot unwitting concertgoers in Las Vegas and choke to death the hopes and dreams of a gifted violinist like Elijah McClain.

official event finished at the State House around 9 p.m., something changed. A day of peaceful protest, solidarity and calls for justice shifted, after many protesters had left, into a night of confrontations: police used tear gas against the crowd, some people destroyed property and looted stores. Fifty-three people were arrested. At least one state lawmaker is now

RECKONING WITH RACIAL JUSTICE

While the start of internships would ordinarily conjure up feelings of promise and optimism, **Fellows were beginning their internships against a backdrop of Black lives taken and Black lives mourned.** The murders of George Floyd, Breonna Taylor, Ahmaud Arbery. The loss of Black icons: Kobe Bryant, John Lewis, Chadwick Boseman. Feelings of fury, despair, anxiety, and grief were palpable, stifling. Exhaustion overwhelmed as COVID deaths continued to mount.

Social media is saturated with corporate public stances and pledges that #BlackLivesMatter, commitments to recognizing Juneteenth as a paid holiday, and the promise to reflect and do better.

This is how our Hack.Community turned intention into action.

How A Day Of Peaceful Protest Turned To Hours Of Unrest In Boston

Venture capital leader's emotional plea about racism sparks

Donations to Hack.Diversity group

Jody Rose wrote of talking about the George Floyd killing with her two young children.

By Jody Rose, Jody Rose is a Boston Globe Correspondent, Updated June 3, 2020, 6:00 a.m.



Hack.Diversity, a Boston initiative to increase diversity in the technology sector has received an outpouring of support following the death of George Floyd in Minneapolis and the protests that have riven the country from coast to coast.

Hack.Diversity has received nearly \$50,000 in donations from local venture capitalists and tech executives, in part after its Black cofounder posted an emotional message on social media about talking to her two young children about racism in America.

The cofounder, Jody Rose, is also president of the New England Venture Capital Association, and her Twitter post about "the talk" she and her husband had with their 9-year-old son and 7-year-old daughter struck a chord in the VC community.

Rose wrote that her son's eyes filled with tears as she said, "Mommy, I don't want to be killed because I am Black."

Finally had the talk w/ our 9 yo Black son & 7 yo Black daughter. The talk where we had to tell them that in fact they are not equal. As I was saying good night to my little man, his eyes welled up with tears; "mommy I don't want to be killed because I am black."

— Jody A Rose (@jodyarose) June 2, 2020

"It pierced my heart, it pierced my husband's heart, and I needed people to understand the impact of what was happening," Rose said in an interview. "I needed people to know that I am someone they work with . . . and this is happening in my home."

Hack.Diversity was formed in 2017 to address the lack of Black and Latinx representation in Boston's innovation economy with a mentor-focused, internship-to-employment pipeline. For years, there has been pressure on technology companies and venture capitalists to work on diversifying the predominantly white, male workforce, from hiring to funding.

Rose said donations to the organization increased on Monday, with several venture capitalists and chief executives committing amounts ranging from \$1,000 to \$25,000.

One of them is Sarah Hodges, a partner at the Boston venture capital firm Pillar VC.

"I truly cannot begin to imagine the pain and

percent of her salary for the rest of the year to organizations that serve minority groups, including Hack.Diversity.

"Nothing feels like enough, but I wanted to set a concrete goal for giving, one that felt substantial," said Hodges, who also serves on the NEVCA board of directors.

Hodges also pledged to match donations of up to \$10,000, which compelled Matt Douglas, chief executive of the online invitation site Punchbowl, to donate \$10,000 to Hack.Diversity on Monday.

Yes! Love this. Consider yourself matched. Thank you for stepping up to support this amazing organization. Founders & companies — you can jump in to support @Hack_Diversity here: [#BlackLivesMatter](https://t.co/N8pyhNlmsf) <https://t.co/J3UKJWexJu>

— Sarah Hodges (@hodges) June 1, 2020

Rose said the money raised for the program will help fund the group's operating budget and address hardships students face because of the COVID-19 pandemic.

In its fourth year, the program has 75 fellows. But several companies have rescinded summer internships because of the pandemic, leaving about 15 fellows without a placement. Since Monday, Rose said, upwards of 10 companies had reached out to her, interested in hiring fellows.

Hack.Diversity fellow Khalil Kum was facing a summer without an internship. But he was selected to start a virtual internship as a software engineer at GrubHub Inc. after two engineers and managers at the company — also Hack mentors — pushed to create the opportunity.

Summer of protest: Chance for change, but obstacles exposed

By COLLEEN LONG, KAT STAFFORD and R.J. RICO, AP
September 6, 2020



WASHINGTON (AP) — Memorial Day brought the death of George Floyd at the hands of Minneapolis police, prompting hundreds of thousands of Americans to take to the streets in protest. President Donald Trump called Floyd's death a "disgrace" and momentum built around policing reform.

But by Labor Day, the prospects for federal legislation have evaporated. And Trump is seeking to leverage the violence that has erupted around some of the protests to scare white, suburban voters and encourage them to back his reelection campaign.

The three-month stretch between the symbolic kickoff and close of America's summer has both galvanized

GET REDI

(FOR ACTION)


Core to Hack.Diversity's model to advance a more innovative, inclusive, and prosperous ecosystem is collaborating with our employer partners to implement behavior shifts – interpersonal, institutional, and ideological –

to create a climate of belonging for Black and Latinx employees

who still only make up single digit percentages of technical roles and corporate leadership roles.

In 2020, we combined the field experience of the Hack.Diversity team and community with the organizational behavior research of Lumumba Seegars of Harvard Business School to develop and conduct our own unique Racial Equity, Diversity and Inclusion (“REDI”) series, specifically **focused on tackling how we might evolve each stage of an employee life cycle to be more equitable and inclusive.** Year over year, Hack.Diversity has seen that clear alignment in role expectations and perceived opportunity for growth are factors that directly contribute to a Fellows’ sense of belonging within an organization, and ultimately, Fellow retention.

These are the results, both for employers and from employers, who put REDI content into practice within their organizations.



LUMUMBA SEEGARS, PhD candidate in Organizational Behavior at Harvard Business School. He studies how individuals’ values and identities shape how they experience, enact, and react to organizational initiatives focused on inequality. More specifically, he studies diversity and inclusion, income inequality, and the consequences – positive and negative – of value misfit in organizations.



Goal setting & creating clear measurement for success

70%

Fellows reported having a 30-60-90 or other written goal-setting process take place during their internship

57%

Fellows reported that their manager revisited these goals throughout their internship

96%

Fellows reported that their manager set clear expectations and norms for remote work

Ecosystem Impact

Host-Company Referrals:

Would Fellows refer others from their racial or ethnic community to their Host Company?

80%

Very likely

17%

Likely



Fellows' Sense of Belonging:



72%

Fellows reported feeling the **highest sense** of belonging at their Host Company

22%

Fellows reported feeling a **strong sense** of belonging



Growth Opportunities:

80%

Fellows stated that someone at their organization spoke with them about **professional development opportunities**

76%

Fellows feel that there was **opportunity for growth within their company**

65%

Fellows reported that their company made their different **hiring and promotion opportunities very clear**



Host Company REDI Experience:

Nearly three-quarters of Hack.Diversity partner companies strongly agreed:

HACK.DIVERSITY CONTENT AROUND

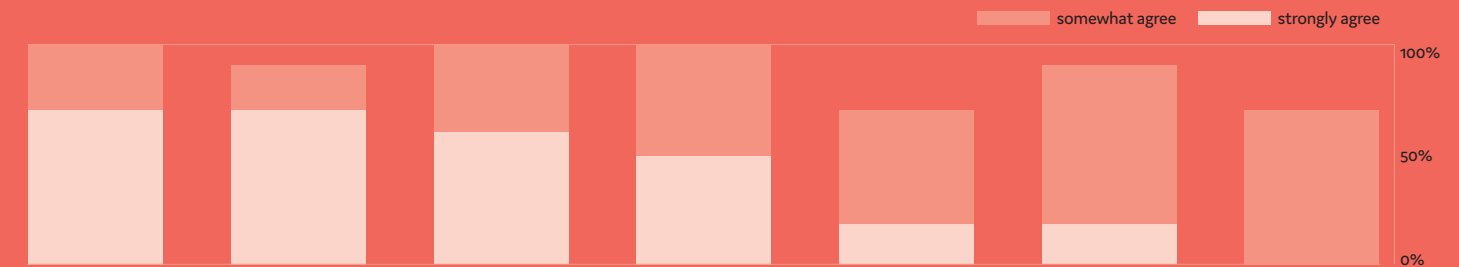
“cultivating a Fellow’s sense of belonging during the onboarding process”



“creating first impressions that inspire minority talents’ interest”

WAS HELPFUL TO THEIR ORGANIZATIONS.

Host Companies who agree that Hack.Diversity REDI content was helpful



Content was helpful to...

Cultivate Fellows’ sense of belonging during onboarding

create first impressions that inspire minority talents’ interest

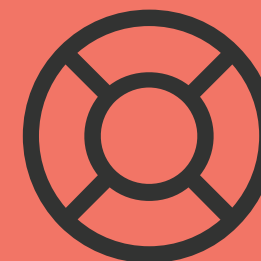
support entry-level talent in a remote setting

reduce conscious biases when evaluating candidates

equip managers to consider PTR, privileges, and barriers in the workplace when managing talent

broaden their recruitment efforts

direct talent growth through sponsorship and inclusive performance evaluation



Fellow Support:

80%

Fellows reported that they felt ‘extremely supported’ during their internship role

17%

Reported feeling ‘strongly supported.’

BIG TECH PLEDGED A BILLION TO RACIAL JUSTICE, BUT IT WAS POCKET CHANGE

Tech giants shouted. By Jay Peters @jaysp



Big Tech responded May 25th in Minneapolis with a billion dollars to racial justice. That's a lot of contributions but not nearly as high-unimaginable as they make every year.

The contributions to philanthropy towered over all the money of all the money of the US since 2008 was of Floyd's death, a Candid. It's clear in the corporate world.

But despite a pandemic without jobs and a bankruptcy, most than ever. In the first during the pandemic, Google, and Microsoft cash. All but Google in the month of August the biggest tech company of dollars in profit meaning even after their businesses, they could potentially

The money they've lot like pocket change

Take Apple, which Equity and Justice maybe not when it is now the most valuable taking the crown company, Saudi Arabia iPhone maker made an hour last year. They made its entire history day it announced

Apple's \$100 million the \$55.3 billion in 2019. (That's more and Yemen combined Monetary Fund).

salary of \$63,179 donated that same percentage of their annual pay that Apple put into its new initiative, that person would be giving \$24.28. That would buy you popcorn and a movie (if you weren't currently sheltering in place).

²²We found that huge disparities between racial justice commitments and profits weren't exclusive to Apple. Amazon is committing more than \$18.5 million, but

Kamala Harris Makes History as First Woman and Woman of Color as Vice President

ther and Jamaican father, has risen higher than ever before her.

ated Jan. 11, 2021

as California's attorney general. When she was elected a United States senator in 2016, she became only the second Black woman in the chamber's history.

Almost immediately, she made a name for herself in Washington with her withering prosecutorial style in Senate hearings, grilling her adversaries in high-stakes moments that at times went viral.

Yet what also distinguished her was her personal biography: The daughter of a Jamaican father and Indian mother, she was steeped in racial justice issues from her early years in Oakland and Berkeley, Calif., and wrote in her memoir of memories of the chants, shouts and "sea of legs moving about" at protests. She recalled hearing Shirley Chisholm, the first Black woman to mount a national campaign for president, speak in 1971 at a Black cultural center in Berkeley that she frequented as a young girl.

Big Talk From Big Tech On Racial Equity, But Not All Workers Are Buying It

Big Tech companies — Apple, Google, Amazon and Facebook — are writing mega checks to organizations like the NAACP and the Brennan Center for Justice. Twitter, TikTok, Spotify and Lyft have all declared Juneteenth a paid holiday.

By Bobby Allyn, June 19, 2020 11:36 AM ET



As the tech industry joins the growing national chorus supporting greater racial equality in society, some Silicon Valley Black workers are responding with a degree of hesitation.

For one, it's about time, says Y-Vonne Hutchinson, a diversity consultant in the San Francisco Bay Area. But more than that, the soul-searching the tech industry needs to commit to on race issues involves more than positive words and dollar signs, she says.

"I think it's one thing to make a statement. It's one thing to donate. It's quite another to say, 'How are we going to do to clean up our own house? What are we going to do to make sure that we're not part of the problem?'" says Hutchinson.

The chronic problem, Hutchinson says: white men have long dominated the seats of power in tech, and they often draw from their own networks to make hires. And so, making inroads in tech can prove daunting for Black workers and other people of color.

Google's workforce, for instance, is just 3% Black and just 9% of Apple employees are Black. It is a pattern

The effort to start reversing the racial equity problem in tech is long overdue, arriving after years of built-up exhaustion, some Black workers in Silicon Valley have observed.

"I think the biggest reason folks are skeptical is that Black folks are tired," says Evelyn Carter, the director of training at Paradigm IQ.

Statewide racial equity fund grants \$1M to 20 nonprofit groups

By Gintautas Dumcius -- Digital Editor, Boston Business Journal, Nov 30, 2020, 2:44pm EST

An antiracism fund launched earlier this year by top local Black and Brown executives released its first round of funding, with 20 groups across Massachusetts each set to receive \$50,000 in grants, for a total of \$1 million.

The groups will use them for education, health care and mental health services and addressing criminal justice policies and practices "that unfairly target and harm Black and Brown people," the New Commonwealth Racial Equity and Social Justice Fund said in a statement.

Noting that just two cents of every philanthropic dollar goes to nonprofit groups focused on Black and Brown communities in Boston, the fund plans two grant cycles each year.

"If we don't do anything to help these organizations and these communities, the gap between the haves and the have-nots will widen," Damian Wilmot, senior vice president at Vertex Pharmaceuticals (Nasdaq: VRTX) and a member of the fund's executive committee, said in a statement.

The fund was started earlier this year by 19 executives of color at some of Greater Boston's largest companies. The aim is to raise more than \$100 million. It has already drawn millions in donations from State Street Corp. and Eastern Bank. A separate, city-level antiracism fund was also set up by Boston Mayor Marty Walsh's administration.

- The list of organizations is available below.
- African Community Education, Worcester
- Black Economic Council of Massachusetts (BECMA), Boston
- Becoming A Man (BAM, a program of Youth Guidance), Boston
- Boston Ujima Project (a project of the Center for Economic Democracy), Boston
- Boston's Higher Ground
- Brockton Interfaith Community, Brockton
- Chelsea Collaborative/La Colaborativa, Chelsea
- Compass Working Capital, Boston
- Data 4 Black Lives, statewide
- EdLaw Project (a project of the Youth Advocacy Foundation), statewide
- Elevated Thought, Lawrence
- Family Health Center of Worcester
- GGCode House, Boston

REVERBERATIONS THROUGH AN ECOSYSTEM

As Fellows journeyed through the highs and lows of 2020, Hack.Diversity remained steadfast in helping companies: 1) value talent from underestimated talent sources 2) build cultures that promote a strong sense of belonging and 3) build brand recognition and trust with Black and Latinx technologists. Obsessed with transparency and dominated by an insatiable need for accountability, **Hack's approach to supporting its Host Company partners includes establishing Racial Equity, Diversity and Inclusion ("REDI") goals.** By leveraging proprietary data gathered to evaluate company performance, Hack is able to guide employers toward improving their hiring practices.

This is how we sustain the momentum.

RBG's Fingerprints Are All Over Your Everyday Life

DEMONSTRATION OF LEADERSHIP

Hack.Diversity convened executives from 18 Host Company partners* at our 2nd annual 'Hard Problems' workshop to tackle REDI from top-down efforts. The common theme:

Talent retention and promotion of Black & Latinx employees.

Research shows that Black employees are 30% more likely than their White counterparts to leave their organization within two years due to factors including: perceptions of barriers to advancement, lack of access to senior leaders, racial prejudice, and feelings of tokenization. Next to pay parity, mentorship and sponsorship are critical to mitigating feelings of discouragement. Whereas mentorship provides interpersonal, psychosocial support, and career advice, sponsorship uses one's resources, position, and power to help somebody attain career awards:

- LEADERSHIP ACTION → EMPLOYEE EXPERIENCE**
- provide challenging assignments → gain competence
 - cultivate high trust positions → gain confidence and credibility
 - proactive provision of career advice → avoid "side steps"
 - become sponsors → empowered to claim seat at the table
 - address unfair criticism (especially that with racial undertones) → gain community and belonging across racial and ethnic lines

*OUR 2020 HOST COMPANIES



AWARDS

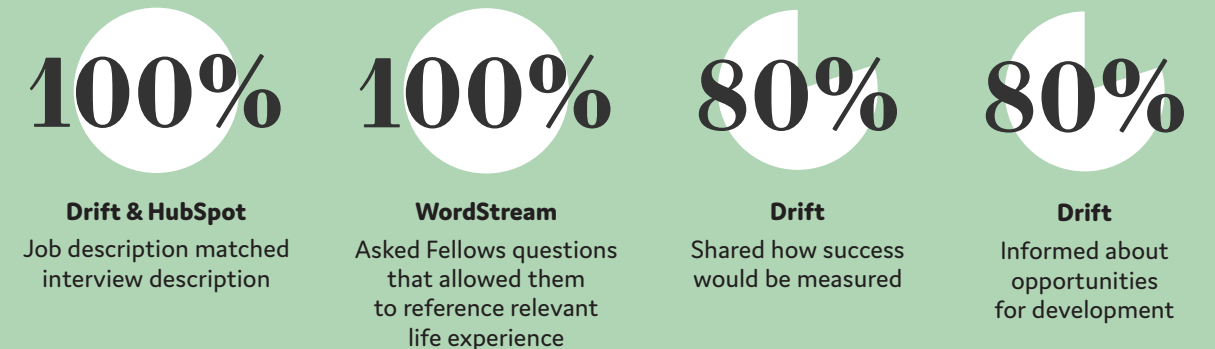
INSPIRING PITCH AWARDS

These organizations had the largest increase in Fellow perception after Pitch Day:

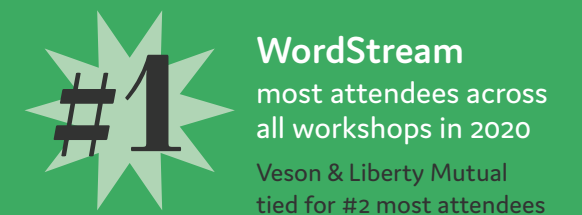
- #1 Liberty Mutual
- #2 HubSpot
- #3 BookBub



EQUITABLE INTERVIEWING AWARDS



REDI PARTICIPATION AWARDS



TALENT RETENTION AWARDS

These partners have extended full time employment offers to the highest percentage of eligible* Hack.Diversity interns:



*Fellows seeking to enter workforce in a permanent role immediately after internship completion

A CLOSER LOOK AT RETENTION

RUE GILT GROUPE SUCCESS



One small step for an organization, one giant leap for an inclusive ecosystem:

Rue Gilt Groupe (RGG) joined the Hack.Diversity Host Company Cohort in 2020 to increase minority talent representation within their organization. Their longer-term goals are threefold: establish a diverse talent pipeline, build a more inclusive environment at RGG where people from all backgrounds can feel welcome, and build better ties within their community.

With great data comes great responsibility. Throughout the program, Hack.Diversity assesses Fellows' experiences of belonging when interacting with our Host Companies. Year over year, Hack.Diversity data demonstrates that trust in perceived opportunities for growth are a critical factor in determining Fellows' interest to commit to the organization post-internship, even when a full-time position is offered.

A post-interview assessment revealed that RGG was particularly strong in establishing clear measures for intern success, but they had room to improve in the way growth opportunities within their organization were demonstrated.

Converting intention into action: After reviewing Fellow data with Hack.Diversity and attending all seven of Hack.Diversity's formal REDI sessions, RGG reflected upon their internal practices and incorporated purposeful new actions to establish growth tracking and professional development throughout the summer:

TRANSPARENT UNDERSTANDING FOR GROWTH:

✓ RGG was matched with **Vicky Rockingster** as their 2020 software engineering intern. They established transparency around Vicky's progress throughout the internship by creating a Trello board, allowing Vicky to visualize her path towards successful internship completion.

A CONSTELLATION OF INCLUSION WITHIN THE RGG COMMUNITY:

✓ RGG connected Vicky with support and development opportunities amongst her peers. Vicky was active in RGG's internal DEI committee and received an assigned mentor whom Vicky described as "encouraging, supportive, and careful to help build [Vicky's] confidence."

PAY PARITY:

✓ RGG consulted with Hack.Diversity to calibrate pay based on role responsibilities and competitive industry standards regardless of where Fellows gained their technical background. As a result, they increased their compensation for software engineering interns.

RETAINING TALENT:

✓ By the end of the Hack.Diversity program, RGG received high-remarks for their ability to nurture growth opportunities and advance Hack.Fellow development. Vicky Rockingster is now a permanent software engineer at Rue Gilt Groupe energized to grow with the organization and be an advocate for RGG to future Hack.Fellows.

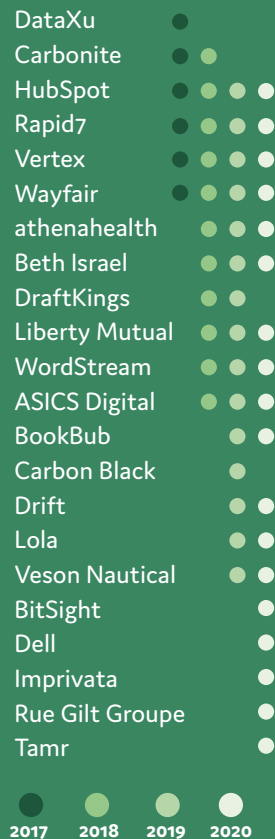
HACK.DIVERSITY'S REACH



SUSTAINED IMPACT

Partnership Term: >1 Year

HOST COMPANIES



CORNERSTONE IMPACT

Partnership Term: 1 Year

100+ MENTORS

- Engineers
- Product designers
- Business leaders
- Entrepreneurs
- Venture capitalists
- Academia
- Public service

ALTERNATIVE HOST PARTNERS

- 128 Technology
- Acquia
- Boston College High
- Buoy Health
- Common Media
- Echobind
- Embark
- Fisherman
- Grubhub
- Zoom Telephonics

COMMUNITY PARTNERS

- Amazon Web Services
- MassTLC
- Pluralsight
- Toyota Research Institute

INCISIVE IMPACT

Partnership Term: <1 Year

HACK.CHATS

- Brightcove
- Comlinkdata
- LogMeIn
- TrueTickets
- Tamr

COMMUNITY PARTNERS

- Pillar VC
- Harvard Business School
- StrongHouse
- GoodGood

SPONSORS & SPEAKERS

- Dough
- Catalant
- Echobind
- Action for Boston
- Community Development
- Alliance for Business Leadership
- Kaplan Labs
- Resilient Coders
- Launch Academy
- Skilled
- Mainvest

COMMUNITY PARTNERS, DONORS, SPONSORS

- Battery Ventures
- Cooley
- Demond & Kia Martin Foundation
- Flybridge Capital
- G2o Ventures
- Herb & Maxine Jacobs Foundation
- IDEO CoLab
- MassTech Collaborative
- New England Venture Capital Association
- SIM Boston
- SkillWorks
- The Boston Foundation
- The Bowdoin Group
- Underscore VC

TALENT PARTNERS

- Benjamin Franklin Institute of Technology
- Bentley University
- Boston College
- Boston University
- Bridgewater State University
- Bunker Hill Community College
- Framingham State University
- General Assembly
- Greenfield Community College
- Hack Reactor
- Harvard Extension Coding Bootcamp
- Launch Academy
- Massasoit Community College
- MassBay Community College

- Mattapan Tech
- Mount Holyoke College
- North Shore Community College
- Northeastern University
- Northern Essex Community
- Per Scholas
- Quincy College
- Rivier University
- Saint Anselm College
- University of Massachusetts Amherst
- University of Massachusetts Boston
- University of Massachusetts Lowell
- Unlock Academy

STILL WE RISE

As the world was unraveling in 2020, the promise of 2021 motivated us to double down and get fired up. We may have compromised on our ability to hug friends or cross off travel destinations, but we refused to compromise on reaching our potential. Now, the threads of our community – our Alumni, our Mentors, our Partners – have come together to help us weave our next chapter. **The 2021 Cohort is 100+ strong and the perfect antidote to a year that tested us again and again.** We are so excited for you to meet them.

We're also excited to welcome 16 new companies to our crew: AdmitHub, Akamai, Amwell, Bain & Company, Boston Dynamics, Brightcove, CarGurus, Curriculum Associates, Insight Squared, Klaviyo, Owl Labs, Salsify, Takeoff Technologies, Tango Therapeutics, Toast, and Vistaprint.

And we look forward to continuing this movement with returning Host Company partners: athenahealth, Beth Israel Lahey Health, BitSight, BookBub, Drift, HubSpot, Imprivata, Liberty Mutual, Lola, Rapid7, Rue Gilt Groupe, Tamr, Vertex, Veson Nautical, and Wayfair.

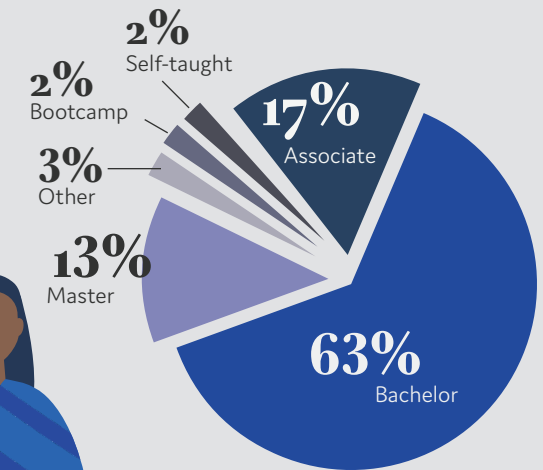
We Rise. We Rise. We Rise.

100+
Fellows

85%
First Internship
in tech through Hack

74%
First in family to study
STEM field

Education Pathways



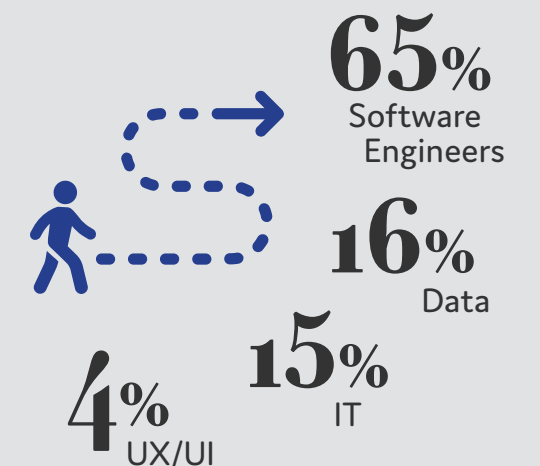
PRONOUNS

66%
He/Him

34%
She/Her

33
Talent Sources

Career Tracks



WHEN I THINK OF HEROES,

I often think of men in black masks or women donning fiery red capes. I imagine omnipotent beings with a presence so overwhelming the mere glimpse of them causes one to tremble. Inevitably, I almost always visualize a muscular fixture whose sole purpose is to swoop in and save. Unbeknownst to me, 2020 would reframe that image forever. While often marked by pain and frustration, 2020 also revealed that real heroes don't need to wear red capes or black masks and rarely, if ever, do they seek high praise for the good deeds they've done.

Hack.Diversity has always been guided by the old proverb "it takes a village," and in 2020 that was truer than ever. An unyielding, unwavering community lifted us up. Our village guided our curriculum, molded our team, and mentored our Fellows. They opened doors. Our village is core to the fiber of Hack.Diversity and we always knew they came with a deep desire to put their talent into action. But sometimes it takes unthinkable adversity for heroes to truly reveal themselves.

In the crises of 2020, this village donned its cape, dusted off its mask, and used its superhuman strength in ways we couldn't have imagined. It allowed us to tap into its time, talent, and treasure like never before. Without hesitation, our village reinforced for me one immutable fact:

REAL superheroes don't save us; REAL superheroes empower us!



By **Jody Rose**
President NEVCA and Hack.Diversity

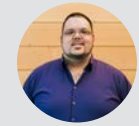
A few superheroes who made the unimaginable EXTRAORDINARY:



SHUYA GONG IDEO CoLab
Thought partner and lead facilitator for our de.Hackathon, a team project simulating a product life-cycle experience to enable Fellows' strengthening of creative, technical, and teamwork skills ahead of internships

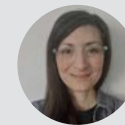


STEVE LOUIS
Takeoff Ready Consulting



OVIDIO REYNA
Liberty Mutual & 2018 Fellow

Our lead technical advisors across all Fellow programming, inclusive of the de.Hackathon, technical interviews, and industry skill demands



MELISSA LABBE Pluralsight
Guided the development of comprehensive Pluralsight use pathways enabling and inspiring Fellows to take charge of their own technical upskilling



KERRI FETZER-BORELLI
Toyota Research Institute
Led a team of TRI engineers to conduct mock technical interviews for Fellows and created access points to robotics skills



RÉGINE MICHELLE JEAN-CHARLES
Academic & Activist
Led a wellness seminar for Hack.Diversity Fellows, guiding Fellows through ways to process their feelings in the wake of George Floyd's murder



BOB MASON
Argon Ventures
Supported Fellows' economic security by subsidizing summer internships paying below market rate for technical roles



DAN NEWMAN
Learn to Scale
Thought partner and lead facilitator for virtual implementation of pre-internship Career Readiness Week



KELLY BATES
Interaction Institute for Social Change
Designed and led a workshop for Hack.Diversity Host Company executives to help them process and effectively lead, manage, and support their employees in the wake of George Floyd's murder



KRITTIKA KRISHNAN Pluralsight
Analyzed and packaged our Fellows' reported data to produce insights that informed Hack.Diversity's REDI curriculum for partners and professional development for Fellows



DENA ENOS
StrongHouse Marketing



SARAH HODGES
Pillar VC



KAREN STEIN
GoodGood

Gifted comprehensive project hours to recode Hack.Diversity's website to better illustrate the rich vibrancy of the Hack.Community



MIKE FEINSTEIN
Amazon Web Services
Equipped Fellows with AWS Educate and user feedback from AWS teams to support the progressive build of de.Hackathon prototypes

An alum from my bootcamp encouraged me to apply to Hack.Diversity because of Hack's commitment to providing professional opportunities to underrepresented technologists, but what I didn't realize was how much Hack.Diversity would become a community and family, especially given the events of the past year. I like to say that I'm a self-taught engineer, but Hack.Diversity made me a community-taught engineer, from technical office hours, to one-on-one's with mentors who volunteered their time to help me with professional skills and hard skills, mock interview practice, and endless hours of technical education resources that were made available to us. And when the events of the past year were truly taxing,

I was never short of people I could reach out to from Hack.Diversity who would lend an ear or support.



Jasmine Rose-Olesco
2020 Fellow by way of Resilient Coders

Most recently, I signed a permanent offer to work as a software engineer at a Host Company, Rapid7! This would not be possible without Hack.Diversity's support and I am grateful to be able to pay it forward as a Resident Alumna for the 2021 Cohort, serving as a peer leader.

Improving diversity, equity and inclusion is everyone's job at Drift.

I hack diversity because it's the best way to build a great independent company. Our customers and partners are incredibly diverse.

To work effectively with the best clients we must have a similarly diverse workforce.

On a personal level, I have a diverse family. It would be hypocritical of me to build a company that was inconsistent with the diversity of my own family. I can't wait for the day when everyone takes for granted that workforce diversity is the baseline expectation for building a great company.

Andy Palmer
Co-founder & CEO



But we also know that the responsibility to drive change must come from the top. That is why our board and our team committed capital towards a sustained partnership with Hack.Diversity through at least 2023, and we are excited to continue cultivating an environment where Fellows may grow with us.

David Cancel
CEO



WINTER 2020

Rapid7 has been involved with Hack.Diversity since the start in 2017.

The caliber of the Fellows combined

with the strength of the overall program has had us leaning in a little more each year ever since.

The members of the Hack.Team are engaging and true partners, and the Fellows we've brought on board have moved from internships to must-hire-permanently people! It's truly an exceptional program, and we are so proud to be a part of it.

Christina Luconi **RAPID7**
Chief People Officer

With opportunities rushing in, a bit of not-so-recent-news is just now settling into my psyche. Through my work with Hack.Diversity and continuous dedication, something I've dreamed for so long about came true.

In 2021, I will be working at Boston Dynamics to improve the software of the dear robot Spot.

At Liberty Mutual, we are committed to increasing representation of women and people of color at all levels of the company and evolving our culture to support inclusion and belonging for all employees – not only through our words, but through our actions. Headquartered in the heart of Boston, we are proud of our continued partnership with Hack.Diversity to create more career opportunities and advance the representation of Black and Latinx talent in the Boston innovation economy.

We have already seen a real impact by hiring Hack.Diversity Fellows into our Technology organization

and through our participation in the Hack.Diversity curriculum.



Maura Quinn
Assistant Vice President,
Campus Recruiting Programs,
Liberty Mutual Insurance








Bruno Köppel
2020 Fellow by way of Bunker Hill
Community College

I've been dreaming of robotics for so long and I still cannot believe it is happening. I want to thank Hack.Diversity, Boston Dynamics, and many more who have supported my journey. My imagination never reached the conclusion that as I rushed through the airplane gates that would liberate me from the political chains of Cuba, I would get to this point in my life. Thank you all, from the bottom of my heart.

I hack diversity.

**How are you
changing the world?**



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