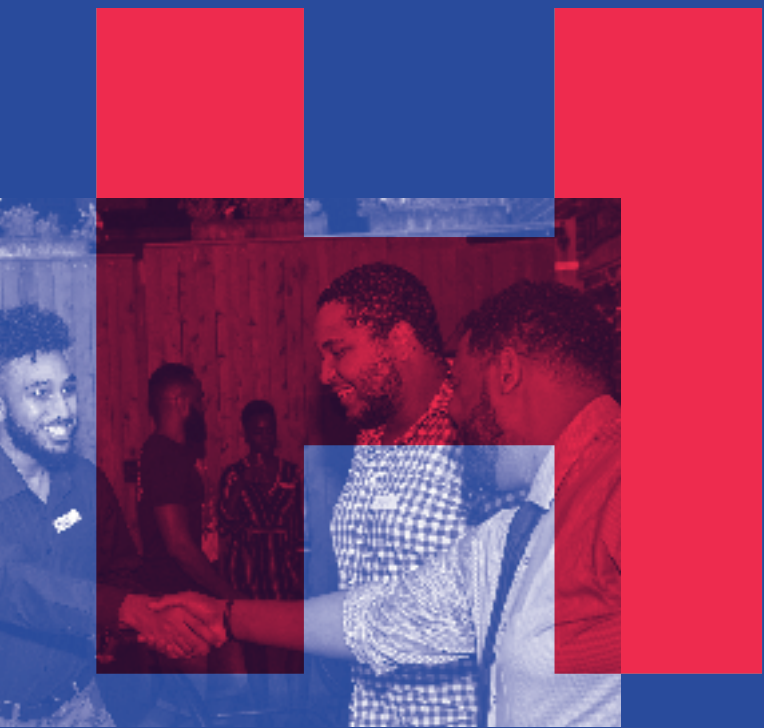




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2021 IMPACT REPORT

MISSION:

*Hack.Diversity
transforms
the economy
by breaking down
barriers for
Black & Latinx
professionals in tech*

YEAR ESTABLISHED:

2016

HEADQUARTERS:

Boston, MA



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DEAR FRIENDS...

FIVE YEARS
AND GROWING

I'm proud to look back at the milestones and highlights of the past year—not just of our (small but mighty) team and organization, but of our broader Hack.Diversity Community of over 1,000 people. It's hard to believe that with the end of 2021, we're closing the chapter on our first five years of existence. That's a huge milestone to celebrate.

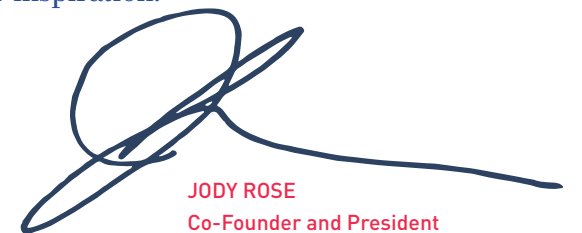
The journey here has exceeded any of my expectations from when Jeff and I were first brainstorming about how to solve the tech industry's diversity problem. With backgrounds way outside of workforce development, racial equity, diversity, inclusion, and nonprofits, we set out to start a new initiative from scratch, putting together a unique model focused on disruption. At the time, there was no guarantee of success, despite our many connections within Boston's tech landscape and the opportunities that we knew existed.

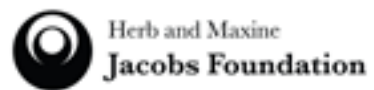
Our first five years were full of **unknowns**. We navigated immigration policy uncertainties, intense racial injustices, a global pandemic, and national reckoning with the need for more **diversity, equity, inclusion, and belonging** in all spaces. We rose to the challenges of living, working, and **supporting each other** through it all.

Five years in review, the impact of countless memories, lives transformed, and intergenerational wealth being built is humbling. Having Black and Latinx talent put their trust in us to champion their place in this industry is a great privilege. Seeing this same talent pay it forward to incoming Fellows is our inspiration.

The roadmap ahead is limitless!

We look forward to sustained growth and impact, while staying true to our mission: transforming the economy by breaking down barriers for Black and Latinx professionals in tech.


JODY ROSE
Co-Founder and President



THE TEAM

Staff

Jody Rose, *Co-Founder & President*
 Angela Liu, *Leadership*
 Hammad Ahmed, *Leadership*
 Tori Goyette, *Fellow Success*
 Raven Williams, *Fellow Success*
 Robert Vance, *Fellow Success*
 Michaela Derosena, *Fellow Success*
 Kiki Spiezio, *Community Engagement*
 Alexa Goldman, *Strategic Initiatives*
 Cait Davison, *Partnerships*
 Kia Rivera, *Partnerships*
 Sarah Soares, *Partnerships*

Board of Directors

Jeff Busgang, *Co-Founder & Board Chair, Flybridge Capital*
 Christina Luconi, *Rapid7*
 Dan Phillips, *Independent Director*
 Dave Melville, *The Bowdoin Group*
 Mike Troiano, *G2o Ventures*
 Neeraj Agrawal, *Battery Ventures*
 Ovidio Reyna, *Ad Hoc LLC, Hack 2018*
 Pamela Aldsworth, *Silicon Valley Bank*
 Sarah Case, *Echobind*
 Tricia Winton, *Bain Capital*
 Tarlin Ray, *College Board*

Community Advisory Board

Rachel Kohn, *Co-Chair, Alyce*
 Kai Tribble, *Co-Chair, Grubhub*
 Erica Kangas, *LearnLux*
 Gabriela Sheehan, *Boston Dynamics*
 Javier Otero, *Futurehaus*
 Neal Piliavin, *Independent Consultant*
 Krittika Krishnan, *Apple*
 Tom Blakeley, *Vertex*
 David Bosquet, *Rapid7*
 Avinash Uttamchandani, *Toyota Research Institute*
 Jaelyn Calovine, *WHOOP*

Alumni Leadership Council

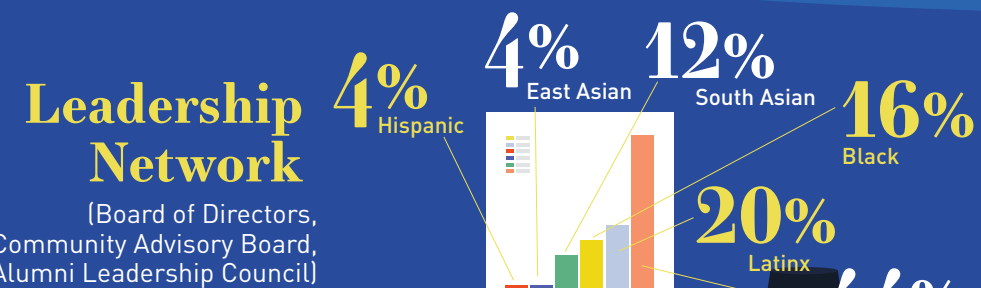
Felix Garcia, *Rapid7, Hack 2019*
 Khalil Kum, *Grubhub, Hack 2020*
 Nicole Náter-Navarro, *Vertex, Hack 2021*



Staff



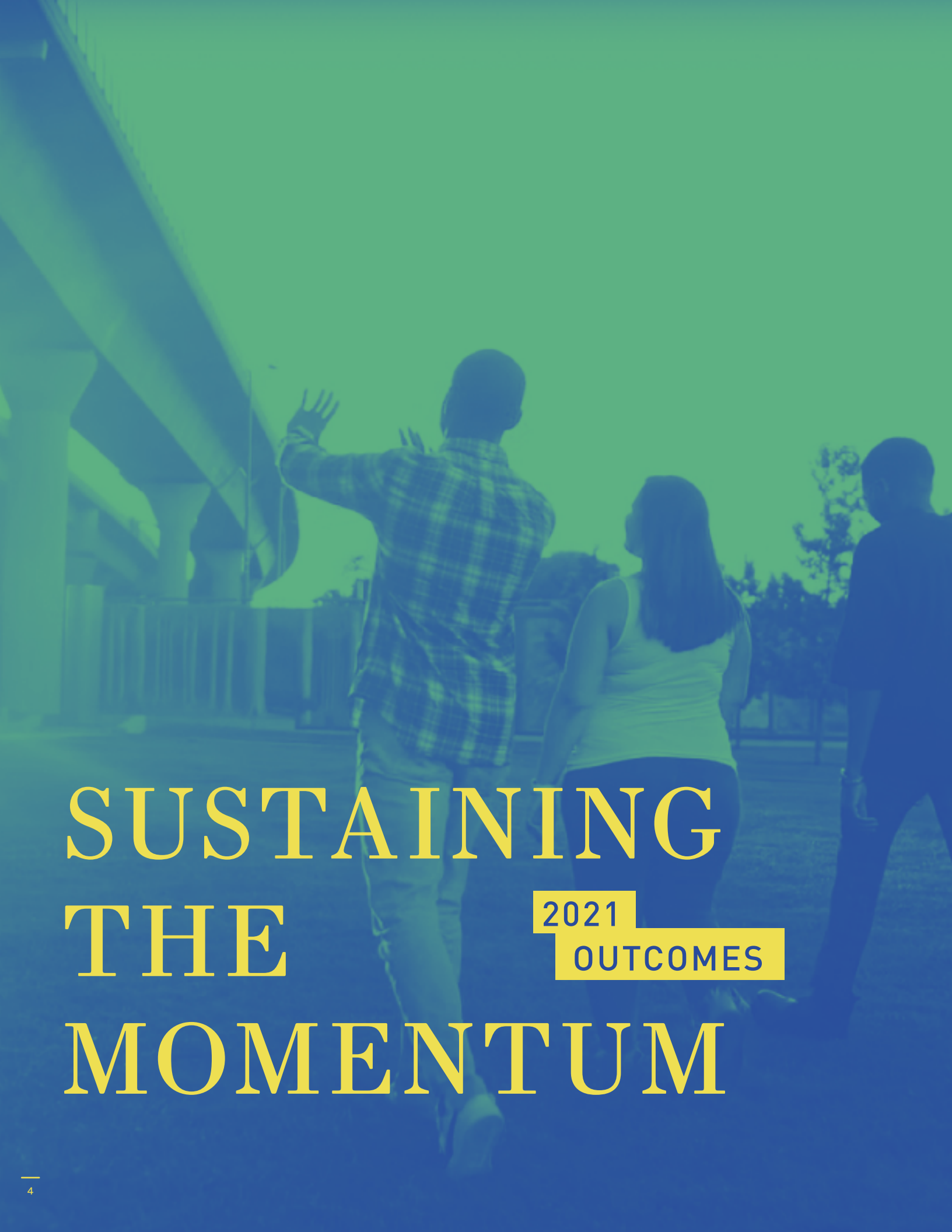
Gender **83%** Female
17% Male



Leadership Network
 (Board of Directors, Community Advisory Board, Alumni Leadership Council)



Gender **40%** Female
60% Male



SUSTAINING THE MOMENTUM

2021
OUTCOMES

As we entered 2021, we were driven by one imperative above all: we **MUST** sustain the momentum generated by 2020's ramifications of a pandemic, reckoning with racial justice, and reverberations through an ecosystem, to achieve equitable access and success in the innovation industry. Informed by our Alumni, Mentors, Team, and Leadership Network, we crystallized our vision:

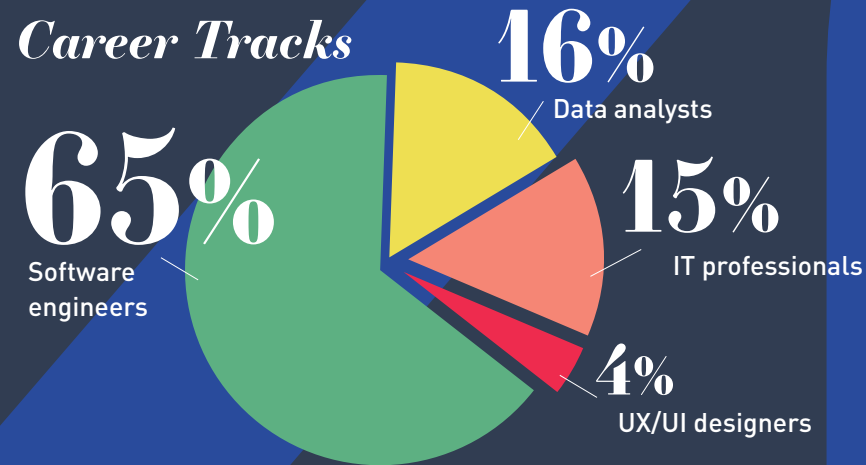
A world where success is not limited by access, and the jobs of today and tomorrow create opportunity for ALL.

2021 saw us partnering with the largest roster of innovative companies to hire our largest Cohort of early-career Black and Latinx engineers, data analysts, information technology (IT) professionals, and user experience (UX) designers to date.

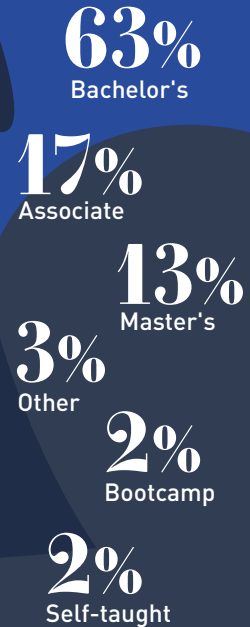
Where we started

104
Fellows

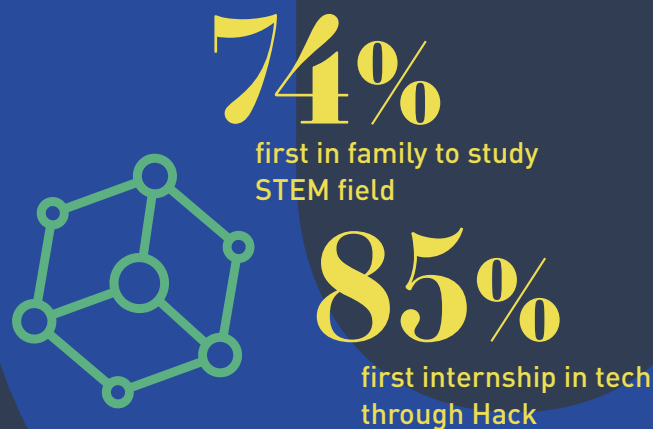
Career Tracks



Education Pathways



Background in tech



100%
Curious.
Resilient.
Trailblazers.

Where we ended

90*
Fellows

Age range:
18-49

Gender Identities
66% Male
33% Female
1% Non-conforming

100% one-to-one Mentor relationships

collectively completed 400+ interviews to match into paid internships.

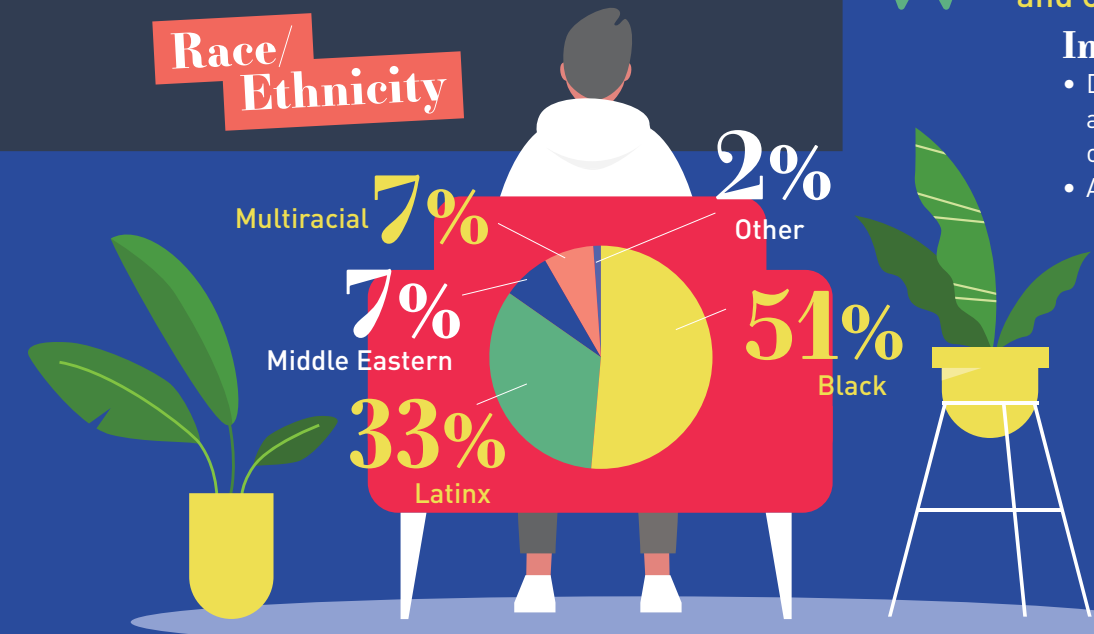
- *Attrition reasons
- Withdrew due to COVID circumstances
 - Withdrew due to overcommitment
 - Accepted into grad school!
 - Accepted job offers!

97%

Fellows (87 of 90) who completed interview process matched with, and completed, internships

- Incompletion reasons
- Deferred due to needing additional upskilling ahead of internship
 - Accepted alternate job offers!

Race/Ethnicity



After Hack graduation

AS OF DEC. 2021

87

Fellows



81%

solidified a next step through Hack post-internship (inclusive of those returning to school)



19%

still exploring next opportunities with Hack's support

Permanent employment offers at 16 Host Companies:



Amwell, athenahealth, BitSight, CarGurus, Drift, HubSpot, Imprivata, InsightSquared, Klaviyo, Liberty Mutual, Rapid7, Salsify, Toast, Vertex, Vista, Wayfair

6 additional companies:

Boston College High School, RailPod, Grubhub, Covalent Bonds, Common Media, PowerSchool



Economic impact

(AS OF DEC. 2021)

\$81K

/year
Median base compensation

\$100K+

/year
average compensation package

(when factoring in benefits, stocks, bonuses, and other perks provided in line with competitive industry offers)



\$136K

/year
highest offer in 2021!

Market Comparison:

Longitudinal survey of Hack.Diversity Alumni: 53.1% make more than \$75,000 per year vs. 31.5% control group*

*BW Research (third-party evaluator) recruited between 1,000 – 1,600 individuals in the region who are demographically (by age, race and ethnicity, education, and employment) comparable to incoming Hack participants.

Alumni paying it forward

48%

of office hours were led by Alumni



54% of returning Host Companies featured a Hack.Alum as a spokesperson for internship experience and company culture

11%

of workshops were co-implemented with Alumni leaders

Hack.Diversity's third annual de.Hackathon* was the largest to date.

*de.Hackathon: i.e. deconstructed hackathon; a product lifecycle team project in partnership with Shuya Gong, IDEO CoLab

WHERE WE STARTED



Design thinking workshops covering: ideation, design research, prototyping, user testing, business design, and pitch skills

15 teams tackling big societal problems in the following categories:

- Remote work challenges
- Small businesses facing gentrification
- Participatory budgeting
- Food systems and health

WHERE WE ENDED

417

Attendees

across 2 Expo Nights and public Winners' Showcase

4 industry expert judges

& 8 community-based leaders as guest speakers



TOP 5 TEAMS

Highlighted in Winners' Showcase

COLLABO

Karl Louis Motchoffo, Abdi Salah, Derrick Guerrier, Jhonatan Charco, Peter Arias, Victor Obetta, Lucila Guzman

A collaborative bot that encourages users and teams to collaborate, connect, and stay motivated. The goal for Collabo is to make interacting with your team more engaging and exciting. Some features that it offers include: having profiles, easily sharing resources with your team through the web platform, and Collabo sends users motivational quotes throughout the day to spark some inspiration.

CIVVY

Abenezer Fesseha, Brian Amusat, Johnson Ngandjui, Lauren Johnson, Nicholas Aswani

A forum where users can have a community to express the issues most important and impactful to them, where others can vote on those issues. Therefore, the highest ranked issues would receive the funding, emphasizing the idea of "Power to the People."

PEARSIST

Andrea Mock, Foday Samura, Gabriel Azubuike, Nicole Náter-Navarro, Selam Bekele, Youssef Fannichi

An interactive online quiz where users can choose their dietary preferences and receive matches based on their flavor palettes, dietary restrictions, and more. Users can explore their matches and recommended recipes, and order the groceries needed right to their door.

WATER COOLER APP

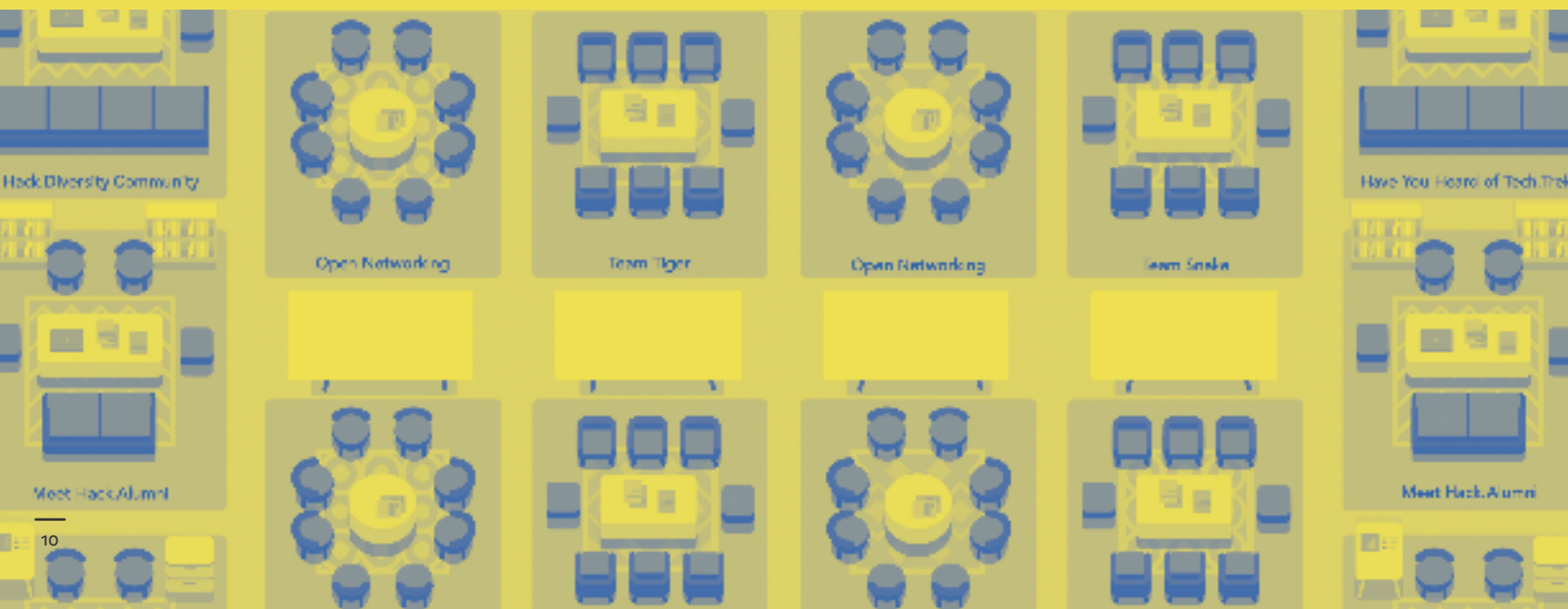
Alejandro Brito, Leevani Goncalves, Natnael Kibe, Surafel Wudneh, Taiwo Bada

A water cooler app that was built to promote inclusivity, belonging, social networking, and to help remote and hybrid workforce stay connected

GENUX

Amari Sisco, Walid Hamade, Oscar Vergara, Sebastian Rosario, Nicole Ampofo, Jude Antenor

A hub/platform for increasing sales and productivity. Its purpose is to distinguish and support small businesses by connecting these small businesses with contractors, believing there is a demand for the contractors from these small businesses.





REDI* within organizations requires sustained work

We refer to our work as “REDI” (racial equity, diversity, and inclusion), with a focus on breaking down barriers into the innovation economy for early-career Black and Latinx talent. Year over year, we see a strong correlation between a Fellow’s inclination to stay at a company and the presence of all the following experiences: having clarity in role expectations, exchanging regular and honest feedback with managers, nurturing relationships with dedicated mentors, and seeing opportunities for professional growth. Collectively, these experiences create a foundation for a strong sense of belonging. While the formula of “belonging” may vary from individual to individual, one constant is that a sense of belonging is critical to retention.

Year over year, we also see that it is detrimental to an organization’s REDI progress if they do not sustain their investment of time and energy, and pull in a variety of stakeholders within the organization to share the work. Reports of strong belonging by Fellows in one year do not automatically result in the reports of strong belonging in future years.

We observe partners who make the most progress in their organizational REDI work to be ones who regularly lean into uncomfortable territory to learn about, act on, and engage others in stopping preventive hiring practices as much as starting new diversity initiatives.

STRENGTHS FOR COMPANIES TO SUSTAIN

OPPORTUNITIES FOR COMPANIES TO GROW

Trust and Belonging

82% Fellows were extremely likely to refer others of their racial and/or ethnic identity to their Host Company

72% Fellows reported feeling that they fully belonged at their Host Company

Goal Setting & Feedback for Success:

90% Fellows reported that managers conveyed clear expectations for working norms and remote work environment

57% Fellows reported having a goals setting process take place during their internship

92% Fellows reported experiencing clarity of what success in the role looks like, and if they were on track to achieve goals

45% Fellows reported that their manager revisited goals throughout their internship

Nurturing Early-Career Talent

92% Fellows felt that their company and team enabled their professional growth

44% Fellows reported discussing their future at the company and/or post-internship goals with their manager

96% Fellows said they would be interested to stay at their Host Company for the next five years*

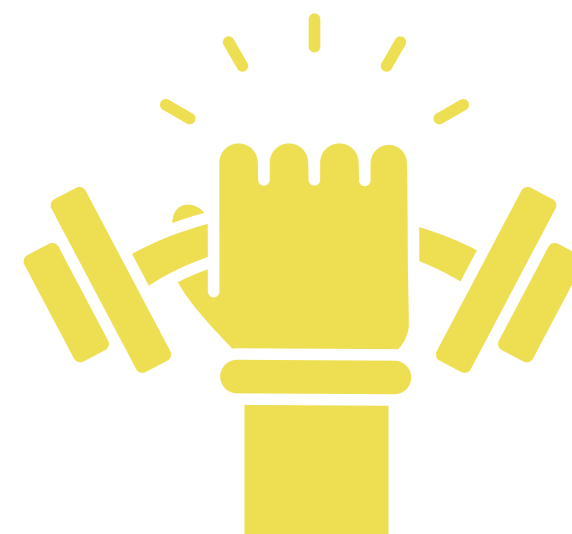
70% Fellows reported that their company made their different hiring and promotion opportunities clear

* Fellows’ likelihood to ACCEPT an offer was directly tied to how many professional development conversations a Fellow reported having

65% Fellows reported that they felt extremely supported during their internship role

*What’s REDI?

Racial equity, diversity, and inclusion. We hope to honor the expansive “DEI” field by intentionally naming the scope of our efforts so that everyone is clear on our shared focus areas. We know that our impact and expertise fall more squarely in racial equity, specifically for early-career talent.



REDI Acknowledgements



Inspiring Pitch Awards

These organizations saw the largest increase in Fellow interest after Pitch Week in this order:

- 1 Vertex
- 2 Vista
- 3 Toast

 88%

Fellows reported that their interviewers informed Fellows about opportunities for professional development and advancement within the organization:

Amwell
Drift

Equitable Interviewing Awards

100% of Fellows who interviewed at these two companies reported that the role expectations discussed during interviews aligned with the original job description:

- ★ **Lola**
- ★ **Tamr**

100%



Fellows reported that their interviewers asked questions that valued their relevant transferable life experience:

InsightSquared
Curriculum Associates
Amwell

100%

Fellows reported that their interviewers were transparent about the company's remote vs. in-person policies and timeline:



REDI Participation

These organizations had representation at **all** REDI sessions of the partnership and **regularly** shared on areas of improvement and areas of progress within peer learning discussions:

Liberty Mutual
Rapid7
Bain & Co



2021 PARTNER PROGRESS

79%

set partnership goals with Hack

78%

of respondents agreed that Hack played a role in their company REDI goals



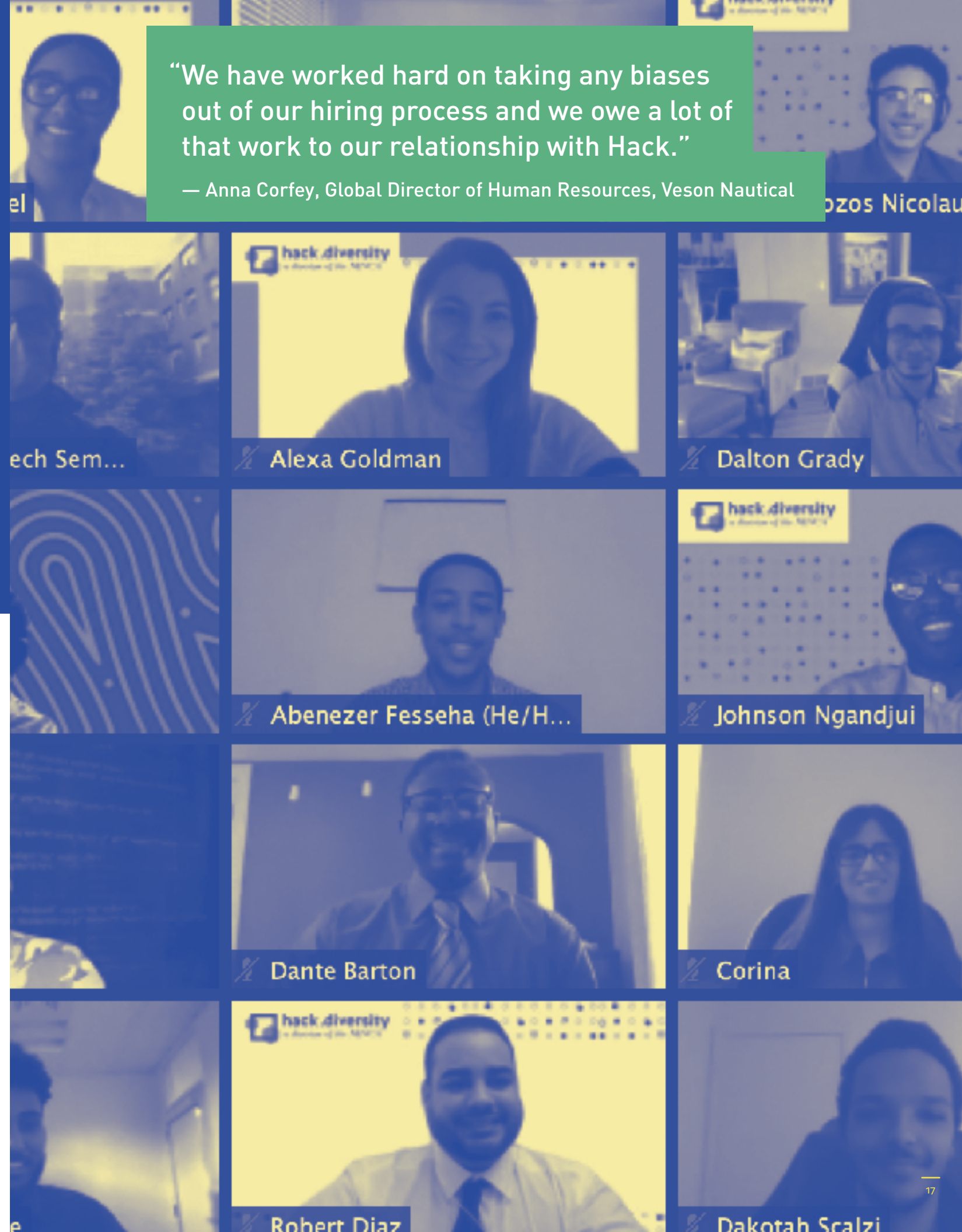
90%

of respondents found value in Hack's REDI programming and resources

Our midyear progress reports were ranked by Host Companies as the single most valuable resource procured by Hack during a one-year partnership. This resource presents how a Host Company is perceived and experienced by Fellows, as well as how they compare to the average perception and experience of all Host Companies by Fellows.

“We have worked hard on taking any biases out of our hiring process and we owe a lot of that work to our relationship with Hack.”

— Anna Corfey, Global Director of Human Resources, Veson Nautical



SPOTLIGHTING ACTIONS SPEAK LOUDER:

THE POWER
OF THE
HACK.COMMUNITY



SCAN TO SEE THE VIDEO

Radical change takes a village.

And ours is growing.

Over our first five years, Hack has come to benefit from Black and Latinx academics, mentors, and entrepreneurs, white Board members who've sponsored capital while yielding decision-making to people of color—and most critically—the core team and Hack.Community on the ground and in the weeds, embodying a rainbow coalition of races, ethnicities, genders, gender expressions, sexual orientations, from upbringings we were born into and grew out of, to multiracial and multicultural families whom we chose and who chose us.

Our values guide the execution of our mission to transform the economy by breaking down barriers for Black and Latinx professionals in tech, in order to realize our vision of a world where success is not limited by access, and the jobs of today and tomorrow create opportunity for ALL. They apply to, and are carried out by, all those who elect into the Hack.Community. Here's a snapshot of our values in action:

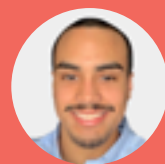
VALUE #1

COMMUNITY

Making program participants, partners, staff, and volunteers feel that they matter and belong

IN ACTION

“Before Hack.Diversity, I had no professional experience and I didn’t know the impact of networking. I didn’t have a LinkedIn profile, a resume, nor experience outside of classwork. The network and community through Hack—consisting of other Fellows, Mentors, Alumni—is outstanding and I’ve gained invaluable relationships through it. The de.Hackathon project exposed me to up-and-coming technologies and showed me what working as a team is like. Hack.Diversity gave me the opportunity to get my foot in the door of the tech field. Not only did I successfully secure an internship at HubSpot, I’ve received and accepted a permanent offer from them as a software engineer!”



Alejandro Brito, 2021 Fellow
Software Engineer at HubSpot

“Being a Mentor at Hack has truly changed my world and the world around me. I feel so connected to everyone involved. I am constantly amazed at how the community bands together to champion the struggles that many of us have often felt, but were unable to voice. The valuable discussions of shared experiences, availability of tech peers willing to help troubleshoot problems, access to thought leaders, and leadership trainings have broadened the way I think about diversity and my own identity. The insightful conversations have rippled through my company, changing the way we all talk about these critical issues in public. I am truly honored to be a part of this community.”



Olga Torres, Mentor since 2020
Chief Optimization Officer at Covalent Bonds



VALUE #2

ADVOCACY

Taking opportunities to learn about, act on, and engage others in the advancement of racial equity, even when it is uncomfortable

IN ACTION

This year, we expanded the focus of our Community Roundtables to cover some hard racial equity, diversity, and inclusion topics. We invited all who were interested to listen, learn, act on, and engage others in breaking down barriers to join us. We discussed racial disparities in Boston, diversity referral programs, manager support for diversity and belonging initiatives and reinventing technical interviews—and were inspired by the actions that these conversations catalyzed.

PARTICIPANT HIGHLIGHT: “After yesterday’s REDI session on technical interviews, I felt moved to share some of the candidate feedback about technical interviews internally at my employer. To provide content and give folks something to consume, I shared this [blog post] prompted by the Roundtable discussion. So far, the discussion is encouraging.”

“Speaking up is something that I’ve learned needs to happen at all times no matter where you are—your space, your community, how you feel, your mental health, every aspect that makes you *you*—and if there’s something that goes against that, you need to voice it (of course, in a respectful way).”



Bertrand Saint-Preux, 2018 Fellow
Product Lead at Snap Inc.



VALUE #3

RESILIENCE

Persisting in the hard work of systemic change, and embracing each setback as a learning opportunity

IN ACTION

This year, Hack.Diversity created the **Power of Persistence Award** to recognize engaged Alumni who show outstanding persistence in their upskilling and career elevation after their time in the Fellowship. This means that they leverage the Hack.Diversity network, communicate progress updates regularly, and maximize every resource shared in pursuit of launching their career after Hack. We are inspired to highlight their commitment to continue learning with a financial award to be applied to the costs of learning opportunities that will strengthen the recipient's candidacy in the industry.



Wilson Kameni, 2020 Fellow
Software Developer at CVS Health
Inaugural Power of Persistence Award Recipient

"A lot of the Mentors have different backgrounds, different kinds of jobs, but I've seen that we all share a similar commitment to Hack's greater mission. Mentoring a Fellow 1:1 was different from other mentoring relationships I've had; this one took a while to build a strong, trusting relationship. Helping my mentee to gain the confidence to persist as he was starting out his career in tech was really rewarding."



Mike Feinstein, Mentor since 2021
Principal Business Development Manager at Amazon Web Services, Inc.



VALUE #4

EMPATHY

Seeing and feeling situations from others' point of view, especially those whose perspectives are excluded

The 2021 SIM Boston Summit invited six Hack.Diversity Alumni to attend and network with local IT leaders, businesses, and ecosystem players—and gave the spotlight to Hack.Diversity as their featured Summit Community Partner for the year. Two Alumni, Dante Barton (2021 Fellow) and Abdul Ismail (2017 Fellow), shared their stories to an audience of approximately 200, touching on how they became interested in tech, how Hack.Diversity played a role in their career trajectories, and how they hoped to see more diverse representation within the industry.

"Each of us also had the opportunity to network with and speak to a wide variety of people, and I'm amazed at how kind everyone was to lend us an ear in such a busy space! I had the pleasure of speaking with dozens of people, and everyone seemed eager to hear about who I am and why I was there that day."

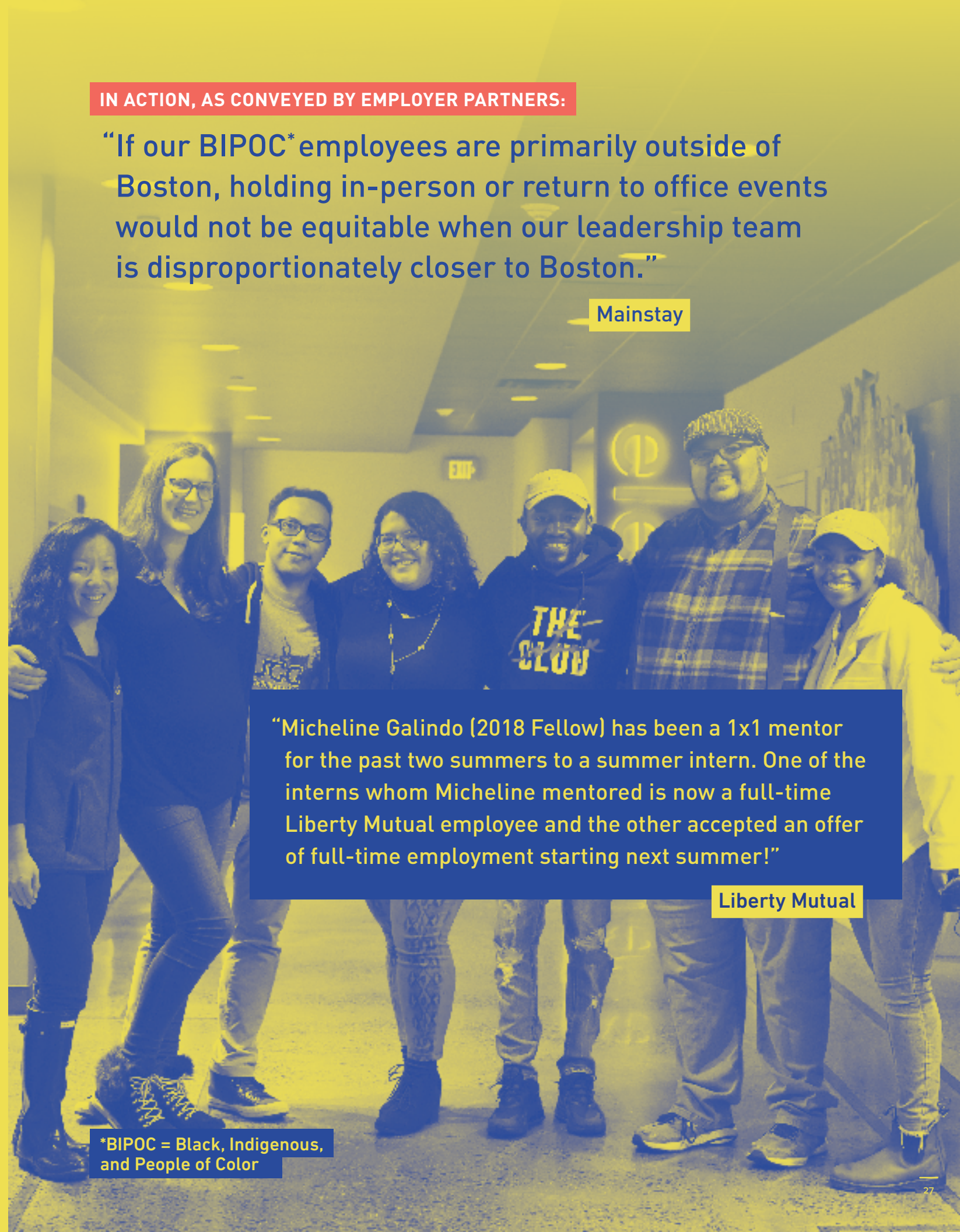


Albert Jackson, 2020 Fellow
Associate Software Engineer at Veson Nautical

IN ACTION, AS CONVEYED BY EMPLOYER PARTNERS:

"If our BIPOC* employees are primarily outside of Boston, holding in-person or return to office events would not be equitable when our leadership team is disproportionately closer to Boston."

Mainstay



"Micheline Galindo (2018 Fellow) has been a 1x1 mentor for the past two summers to a summer intern. One of the interns whom Micheline mentored is now a full-time Liberty Mutual employee and the other accepted an offer of full-time employment starting next summer!"

Liberty Mutual

*BIPOC = Black, Indigenous, and People of Color

CELEBRATING GROWTH

We enter the next five years of Hack.Diversity with refined (and community-informed) definitions of our mission, vision, and values. After having incubated for the past five years at the New England Venture Capital Association, we are in the early stages of strategic planning to map our growth trajectory.

LIKELY GROWTH SCENARIOS INCLUDE:

- Expanding our number of career tracks, with a continued focus on STEM disciplines
- Creating more avenues for companies to advance their organization's racial equity journey, even if they cannot sponsor Fellows in the moment
- Launching a second location outside of Massachusetts

In 2022, we are thrilled to—once again—partner with our largest roster of innovative companies to hire our largest Cohort of Fellows to date.

Keep up with
our progress.

Join the
movement

2022 COHORT

130

Fellows

100%
Curious.
Resilient.
Trailblazers.



Background
in tech

75%

first in family
to receive tech
career training

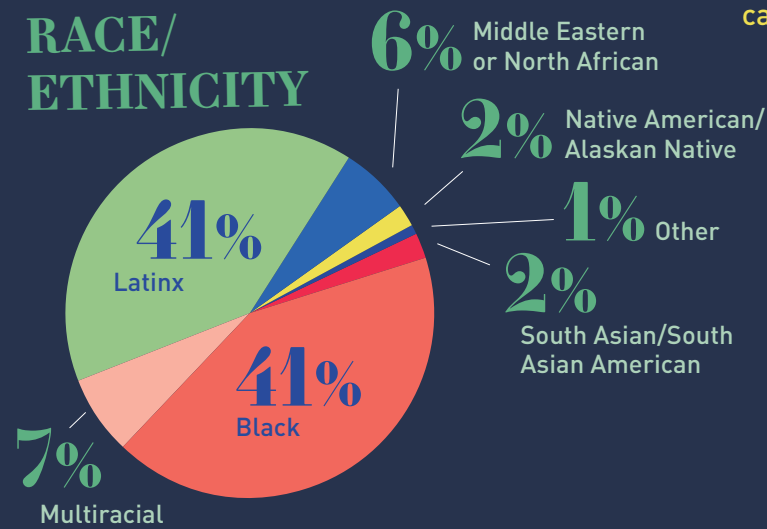
82%

first internship
in tech through Hack

Age range

18-44

RACE/ ETHNICITY



Gender
Identities

69%
Male

29%
Female

2%
Non-Binary

PATHWAYS INTO HACK

33%
attended a
community
college

22%
participated in
a bootcamp

35 Unique Talent Partners
including associate programs, bachelor's
programs, master's programs, bootcamps

CAREER TRACKS

78%
Software
engineers

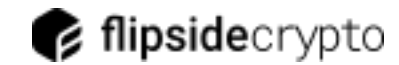
16%
Data
analysts

6%

Mechanical
engineers
←
NEW
CAREER
TRACK!



2022 HOST COMPANIES



OUR FINANCIALS

Preliminary FY21 Figures	
REVENUES	
Contracts & Sponsorships	\$1,205,000
Foundation Grants	\$217,500
Donations & Contributions	\$275,000
TOTAL REVENUE	\$1,697,500
EXPENSES	
Staff Compensation & Benefits	\$1,250,000
Program	\$330,000
Rent & Facilities	\$30,000
Consultants	\$33,500
Administrative	\$60,000
TOTAL EXPENSES	\$1,703,500



WELCOME TO THE MOVEMENT

OVER 5 CYCLES...

Supported by the efforts of the Hack.Diversity Mentor Network

200+
(& counting!)

260+

Hack.Alumni have contributed to

50+

companies across

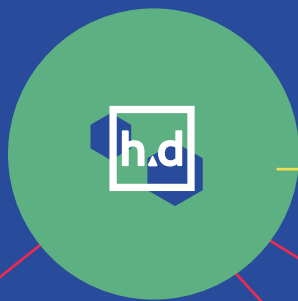
10+

industries within Boston's innovation ecosystem

IN 2022 (OUR 6TH CYCLE), WE ARE THRILLED TO GROW BY **10** NEW EMPLOYER PARTNERS (32 TOTAL) AND **130** FELLOWS.



HACK.DIVERSITY'S REACH



In 2021 Hack.Diversity hosted our inaugural Tech.Trek Summit. Over three consecutive days, 50 Trekkies—early-career software engineers identifying with communities underrepresented in tech—tuned in from 20 states to virtually meet with decision-makers from and learn about 14 innovative companies. We talked business, tech, and racial equity, diversity, and inclusion actions beyond the solidarity statement.



Mentors

LISTED BY YEARS OF SERVICE TO HACK

4 Years

AKOFA AHIABLE
MA Candidate, Boston College

MARLEE CHONG
Housing Navigator MA

VANESSA BRUCE
Dough / Juniper @ IMC

3 Years

ANDREW MASKIELL
Salesforce

BOB MASON
Argon Ventures

CHRISTIAN PONCE
Nextthink

CHRISTOPHER MICALI
Sense

DAHNAYA JOYNER
Robin

ERIK RIEDEL
IT Renew | Works Together

HIMANSHU AGRAWAL
Verbotics AI

MARK ANDRADE
Retired

SARA MUNZINGER
Cybereason

TOMMY BARTH
Coinbase

WILL SANCHEZ
MIT

2 Years

APOORV THAKUR
Kessel Run / United States Air Force

ASHA WILSON
Microsoft

CAITLIN OUTTERSON
Formlabs

CARL MORRISSEY
Semi-retired

CARLOS RODRIGUEZ
Evelo Biosciences

DAN CUSHER
HubSpot

DONNELLA COMEAU
MGH & BWH Center for Clinical Data Science

ERIC SU
MBA Candidate, Carnegie Mellon University

ERICA KANGAS
LearnLux

GREG SABATINO
Self-employed

JOSH WILSON
Rightpoint

MARC LIGHT
Meta

MARGARET REEVES
Liberty Mutual

MARILYN DIMSON-DOYLE
Self-Employed Organizational Consultant

MELISSA LABBE
Pluralsight

MILAN THAKKER
Jellyfish

NDABEZINHLE NDEBELE
Google

OLGA TORRES
Covalent Bonds

PATRICE MILLER
Wellington Management

RAE SHEE
Chewy

RAÚL BOQUÍN
Panorama Education

RICH PARET
Self-employed

ROBERT NAGLE
Early Stage Investor

SHAKIRA MACLYONS
meQuilibrium

SHELLEY RICHMOND JOSEPH
Commonwealth of MA

STEWART GLASS
VideaHealth

1 Year

AMY VILLASENOR
Dataminr

ANDRES FUENTES
Wayfair

ANDREW KENNEY
Stride Funding

ANTHONY DEIGHTON
Tamr

ARIANNA VECCHIO
Affirm

BEN ROBINSON
Sonos

BENJAMIN EDUWENSUYI
Hard Rock Digital

CARA HOGAN
Shipin Systems

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“When I think of the community value, I think of the powerful network effect that we are creating. Each year, with more Fellows and Mentors, the Hack.Community becomes more valuable and impactful. Our Alumni network is now 260+ strong of dedicated, brilliant professionals of color positioned as emerging leaders in our sector. It's an exciting thing to see evolve!”



Jeff Busgang
Hack.Diversity Co-Founder and Board Chair









“Belonging to the Hack.Diversity community is like finding a family away from home. We are passionate about keeping Alumni connected with our network and continuing to grow as individuals. Collectively, we are creating more space for Black and Latinx perspectives in tech. We do not want anyone to enter the room where it happens alone.”

— Felix Garcia, Nicole Náter-Navarro, Khalil Kum / ALUMNI LEADERSHIP COUNCIL



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