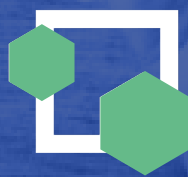


IMPACT IN ACTION

JOIN THE
NEXT
MOVEMENT



hack diversity
a division of the NEVCA

20
18





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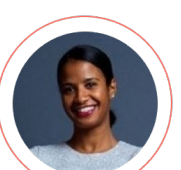


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Kaplan Labs

THE HACK TEAM



ANGELA LIU
Associate Director



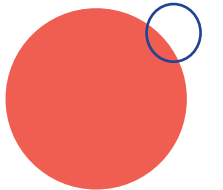
JODY ROSE
President



ALEXA GOLDMAN
Partnerships Manager



Who We Are



HOW WE HACK.DIVERSITY

We tackle the underrepresentation of high-skilled minority employees in Boston's innovation economy. We recruit Black and Latinx students pursuing technical career tracks into the city's fastest-growing companies – training, coaching and mentoring both employer and employee along the way – recognizing that success hinges on commitment from both.

Our vision? We want a **100% increase** in the number of Blacks and Latinx working in the innovation economy in Boston.

HOW WE MEASURE SUCCESS

Radical. Change.

Success is measured by Fellows' conversion of skills and resources gained through Hack.Diversity into competitively paid internships, full-time offers for tech employment, and continued STEM education at our Host Companies and beyond.

WHY WE HACK.DIVERSITY

4th

BOSTON HAS THE 4TH LARGEST SKILL GAP NATIONALLY

10th

BOSTON RANKS IN THE 10 MOST UNEQUAL AMERICAN CITIES

6%

BLACK AND LATINX WORKERS MAKE UP ONLY 6% OF MA WORKERS IN COMPUTER AND MATH JOBS

\$247,500

MEDIAN NET WORTH OF WHITE FAMILIES IN GREATER BOSTON

\$2,700

MEDIAN NET WORTH OF LATINX FAMILIES IN GREATER BOSTON

\$8

MEDIAN NET WORTH OF BLACK FAMILIES IN GREATER BOSTON



EGBERT SAYERS, 2018 FELLOW



NEERAJ AGRAWAL, BATTERY VENTURES



OUR EXTRAORDINARY 2018 COHORT

Letter from the Founders

Boston has a problem. Across the ecosystem, leading tech companies struggle to fill high-skilled roles, particularly in engineering, while qualified minority talent struggles to break into the innovation economy.

Hack.Diversity tackles this market failure head on: we provide a bridge - connecting the city's fastest-growing companies with talented Black and LatinX computer science and engineering students. Along the way, we provide a set of wrap around services - training, coaching and mentoring to both employer and employee - recognizing that success hinges on commitment from both sides.

Like the rest of the country, Boston's tech companies have long featured a pervasive underrepresentation of high-skilled Black and LatinX workers - currently comprising just 6% of the workforce, and an even smaller percentage of the technical workforce. Our vision is to power a 100% increase in that representation. Hack.Diversity takes aim at the accessibility gap; the reality that no matter what hard skills minority candidates might learn in school, online, or through bootcamps, their pathway into our innovation economy is littered with obstacles.

Our ambitious goal is an urgent one. Our innovation ecosystem is starving for talent. Meanwhile, Boston is held up as a case study of a city lagging behind on closing the race gap, with stark discrepancies in wealth and opportunity along racial and ethnic lines. When we read the statistics - like the fact that Black Bostonians have a median household net worth of \$8 (to \$247,500 for white households), or that LatinX individuals accounted for 92% of our total population growth over the past 40 years yet only 6% of STEM employment - we know we are focused on the right leverage point.

We have seen the very real impact of Hack.Diversity's first three cohorts - comprised of one hundred pioneering young professionals of color - but we're just beginning. Together, we are poised to change the narrative in Boston. We're excited about what we accomplished in 2018, but we're even more excited to see how far we can take this movement next.



JODY ROSE

Co-Founder, Hack.Diversity
President, NEVCA



JEFF BUSSGANG

Co-Founder, Hack.Diversity
General Partner, Flybridge Capital



CEO & Founder Wayfair

“

We have always been focused on hiring the very best people for our team, and we know that the tremendous success of our business has been driven by the diverse experiences and perspectives of the great people who work here. Programs like Hack.Diversity are helping to connect Wayfair with an underrepresented pool of talent that will not only strengthen our organization, but also contribute to the growth of the industry and economy in the years to come.

NIRAJ SHAH

CEO & FOUNDER, WAYFAIR



Iris Castaneda



2018 FELLOW

**ASSOCIATE OF SCIENCE GRADUATE AT
BUNKER HILL COMMUNITY COLLEGE**

**ENTERPRISE APPLICATIONS AND ANALYTICS
INTERN AT VERTEX**

**HACK.DIVERSITY ALUMNI LEADERSHIP
COMMITTEE MEMBER**

“Hack.Diversity is an important organization not only because it gives you the opportunity to intern at top Boston companies, but also because it helps you to develop your career in tech through training and one-on-one mentorship.”

Thinking back to when I moved to the U.S.A. years ago, my first job was in a factory where I used to pack tortillas for a living. At the time, I did not speak or understand any English. One day, I saw a flier that said, “Aprenda Ingles desde cero: Curso de Ingles gratuito”, which translates to “Learn English from Zero: Free English Course.” I took advantage of the opportunity and completed all the ESL levels in less than a year. That opportunity led me to a new job, college, and ultimately Hack.Diversity.

Being part of Hack.Diversity has opened many opportunities that previously would not have been available to me. Last summer I did an internship at Vertex Pharmaceuticals where I improved my abilities and developed new ones. My manager was happy with my performance, and she gave me the opportunity for a second internship. Without Hack.Diversity, that wouldn't be possible. Hack.Diversity is an important organization not only because it gives you the opportunity to intern at top Boston companies, but also because it helps you to develop your career in tech through training and one-on-one mentorship.

I think the secret sauce is to take advantage of all opportunities presented to you in order to improve as a person and develop your career. My niece is a big motivation for me, I want to show her that through will, hard work, and dedication, everything can be possible.

Flavio Andrade



2018 FELLOW

**BACHELOR OF SCIENCE CANDIDATE
AT UNIVERSITY OF MASSACHUSETTS BOSTON**

SOFTWARE ENGINEER AT WAYFAIR

**HACK.DIVERSITY ALUMNI LEADERSHIP
COMMITTEE MEMBER**

“I believe that Hack.Diversity has shed a big light on me, helping to cultivate my skills, and allowing me to learn more than I could have imagined during my two internships at Wayfair & Datto.”

Hack.Diversity has made a major impact on my life and my career. Before Hack.Diversity, it was a struggle to get my foot in the door of the tech industry. I had a weak resume and no work experience, which resulted in getting the dreaded rejection letter from many of the companies I applied to. Even so, I knew that I was capable of doing the work that came with these internship roles. In order for me to get my foot in the door of the industry, I had to take advantage of my resources. Hack.Diversity was a major resource for me. Hack.Diversity is important because they shed light on the diverse, highly skilled, and underrepresented talent in tech. I believe that Hack.Diversity has shed a big light on me, helping cultivate my skills, and allowing me to learn more than I could have imagined during my internships at Wayfair and Datto.

Through Hack, I have built relationships, skills, and a network of some of the smartest and most amazing people I have ever met. Getting into Hack.Diversity and completing the program was only the beginning for me. I know there are many more opportunities left and many more interesting and amazing people to meet and add to my network. I support and believe in everything Hack.Diversity is doing, and I cannot wait to see the impact they will make in the tech industry.



“ Not only did Hack.Diversity provide exposure to an industry that I’ve never thought of working in, but I also gained a strong Hack.Diversity family of support — filled with candid advice, guidance, and feedback — inspiring me to see myself grow in this field.

SEGUNFUNMI OYEDELE // 2018 FELLOW
LINCOLN UNIVERSITY
SHARED SERVICES INTERN, VERTEX
SOFTWARE ENGINEER, VERTEX



“ One of my professors from when I was still studying in the Dominican Republic introduced me to working in technology and networking. He inspired me to pursue a career in the IT field. When I got my Cisco Certified Network Associate (CCNA) certification, it was the first time in my life that I decided to put my mind to a goal after I completed my studies.

EDDISON RAZON // 2017 FELLOW
BUNKER HILL COMMUNITY COLLEGE
IT SERVICE DESK INTERN, CARBONITE
IT SERVICEDESK ADMINISTRATOR, CARBONITE

“ When I was a child I didn’t see many black women in tech, so I figured it was not the industry for me. However, there are few black women in technology probably because black girls lack models they can look up to in this field. Diversity in all jobs, especially technology, is important to me because it is all about representation. If different groups of people are involved, more problems will be solved.

RIZEL BOBB-SEMPLE // 2017 FELLOW
BUNKER HILL COMMUNITY COLLEGE
DATA ANALYST INTERN, HUBSPOT
SOFTWARE ENGINEER, HI MARLEY INC



“ Through Hack.Diversity, I’m most excited about the opportunities for professional development and industry exposure. Within the 2018 Cohort, I am surrounded by amazing peers who want to succeed as much as I do, and by professionals who are looking for talented, driven people whom they want to nurture.

NAEEM JONES // 2018 FELLOW
UMASS BOSTON
SERVICE EXPERIENCE INTERN, RAPID7
HELP DESK TECHNICIAN, RAPID7



“ As a queer Black woman, I have brought myself on a long journey into the tech world and am ecstatic to be able to participate in a program that believes in, and guides, people like me along their career paths. I am always excited about our monthly professional development workshops, because the agenda is clearly thoughtful and reflects the needs of the Cohort.

CATHERINE NOEL // 2018 FELLOW
UMASS AMHERST DEVELOPER BOOTCAMP
SOFTWARE ENGINEER INTERN, DRAFTKINGS
SOFTWARE ENGINEER, QUICK BASE



“ Weekly meetings with my Hack.Diversity mentor [Linh Bui, Yesware], where we discussed helpful tips such as how to effectively communicate my needs with my manager, my plans after the internship, and feedback about technical areas that I could improve in, were instrumental to my growth as an engineer.

ARIANA GARDNER // 2018 FELLOW
UMASS BOSTON
DEVOPS ENGINEERING INTERN AT CARBONITE
RELEASE ENGINEER AT AMERICAN WELL



CEO & Founder Drift

“

It has been proven time and time again that culture, diversity and inclusion are key ingredients to a successful company. Our mission at Drift is to create the next pillar company in Boston, and so we have been focused on building a diverse company since day one. That means finding and nurturing the best, most inclusive group of people possible -- so that we can better serve our customers and make a difference in the community. That's why we're thrilled to partner with Hack.Diversity. The initiative gives us access to an untapped pipeline of highly-skilled people and allows us to play a leading role in creating opportunities for those from underrepresented and low-income communities

DAVID CANCEL

CEO & FOUNDER, DRIFT



SUCCESS REALIZED

There's no one path to success, and our Fellows prove it. Whether it's accepting a full-time offer, continuing internships with leading tech companies, or pursuing higher STEM education, Hack.Diversity Fellows validate our mission through their achievements.

IN THE 2018 COHORT

\$95K

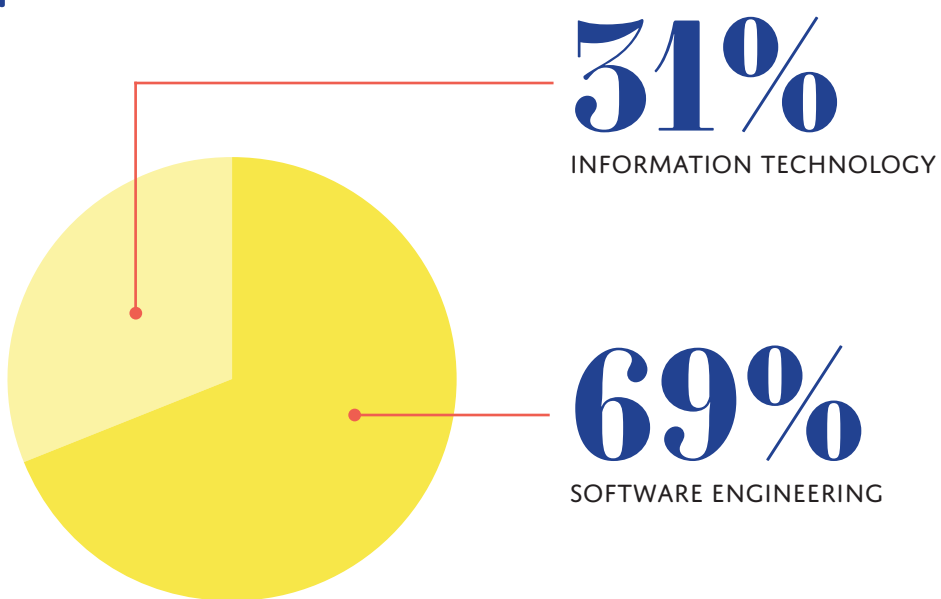
AVG ANNUAL BASE SALARY FOR SOFTWARE ENGINEERS POST-HACK

94%

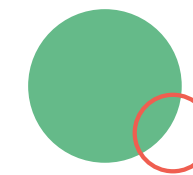
ARE CURRENTLY WORKING IN TECH

100%

OF ELIGIBLE CANDIDATES ACCEPTED FULL-TIME OFFERS



We mentioned earlier that success on our terms is measured in the conversion of Fellows to the next stage of their careers. Whether that's full-time employment, continuing STEM education, or extending their internships with our partner companies, our Fellows embody success qualitatively and quantitatively. But don't just take our word for it:



COHORT OUTCOMES

| | 2017 | 2018 |
|---------------------------------------|------|------|
| RECEIVED INTERNSHIPS | 100% | 97% |
| ACCEPTED FULL-TIME JOB OFFERS IN TECH | 56% | 63% |
| CONTINUED THEIR EDUCATION | 44% | 12% |
| EXTENDED THEIR INTERNSHIP | | 13% |

SINCE 2017

500% INCREASE IN TALENT SOURCES

312% INCREASE IN COHORT SIZE

84% OF FELLOWS HAVE GAINED THEIR FIRST INTERNSHIP THROUGH HACK

80% FIRST IN FAMILY TO STUDY STEM FIELDS



14 SEBASTIAN VASCO, 2018 FELLOW



PATRICE KINKOUE-POUFONG & EMERSON MONIZ, 2018 FELLOWS

HACK.DIVERSITY IN THE PRESS

FEATURED IN:

Bloomberg

BOSTINNO

tBf The Boston Foundation

The Boston Globe

City of Boston
Amazon HQ2 Pitch

JLL
Podcast

she+ geeks out

90.9 wbur

B City of Boston
Mayor Martin J. Walsh

Amazon HQ2

Request for Proposal Response
October 2017

HACK.DIVERSITY HIGHLIGHTED
IN BOSTON'S HQ2 PITCH AS A
TOP TALENT PIPELINE DEVELOPER



**Programs that Advance Boston's
Tech Talent Pipeline for Today and
for the Future**



JOANINA PEREZ, 2018 FELLOW



CATHERINE NOEL, 2018 FELLOW



ARMANDO ORIGEL &
LUDMYLA ALMEIDA,
2018 FELLOWS



RASHEED ALHASSAN, 2017 FELLOW & DEVAL
PATRICK, BAIN CAPITAL DOUBLE IMPACT



BERTRAND SAINT-PREUX,
2018 FELLOW



CPO, Rapid7

“

Traditionally, Boston has been a city fueled by its world-renowned colleges and institutions. A national shift towards high-skilled labor is pushing the search to expand to underrepresented, but equally prolific, talent sources. Companies with first-mover advantage in this new age of employment will realize the benefits sooner. We've seen that these new hiring patterns do not happen naturally; organizations like Hack.Diversity are the catalyst for change at companies.

CHRISTINA LUCONI

CPO, RAPID7

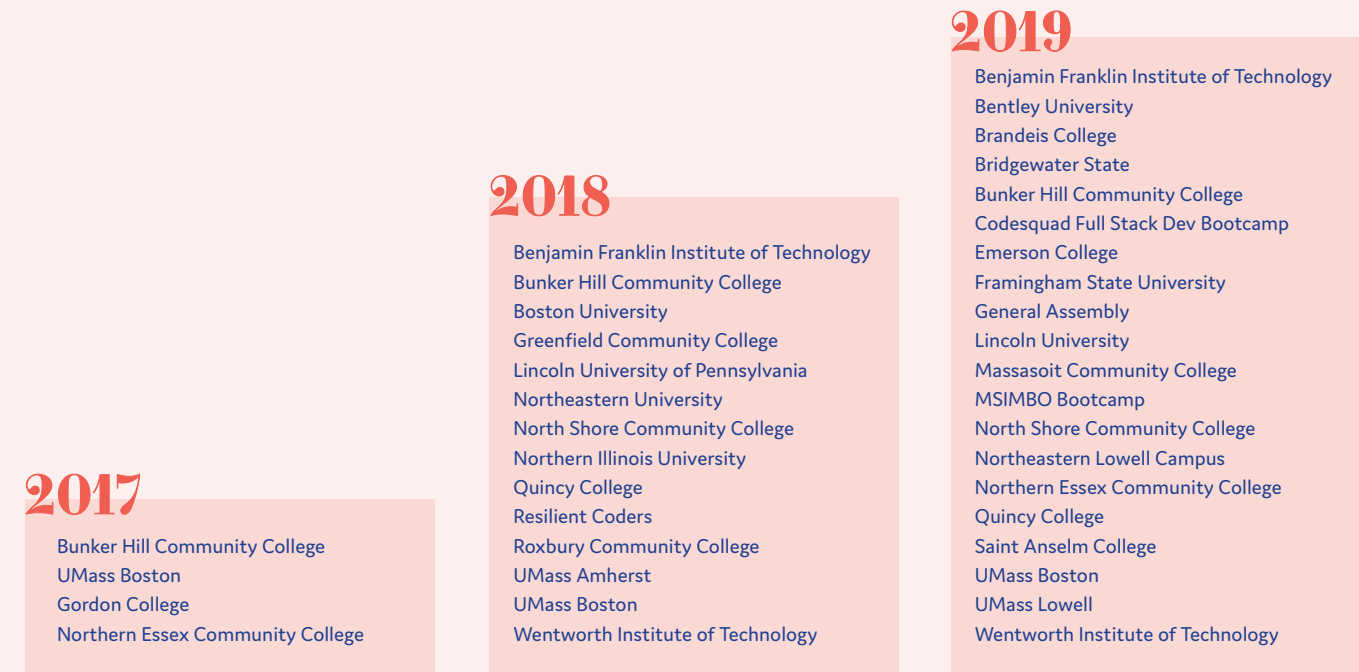


CELEBRATING GROWTH

THE INDUSTRIES WE COVER



THE TALENT SOURCES WE PULL FROM



THE COMPANIES WE PARTNER WITH



THE FELLOWS WE SERVE



OUR EXTRAORDINARY 2018 COHORT

It takes a village to make a movement.

THANK YOU TO OUR DONORS

We are eternally grateful to our philanthropic donors for their support and belief in the Hack.Diversity mission.

- | | |
|---------------------------------|--|
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| NEERAJ AGRAWAL | |

THANK YOU TO OUR 2018 MENTORS

Our 2018 Mentor Network gave 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.

- | | | |
|------------------|-------------------|----------------|
| AKOFA AHIALE | GEOFF DAIGLE | OLIVER SANCHEZ |
| AXEL VIGO | GEORGE FAMUTIMI | PAUL RIOS |
| CARLOS GOMEZ | JADD JENNINGS | PEGGY KELLEY |
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| ELVIA BAUTISTA | MARLEE CHONG | VANESSA BRUCE |
| GABRIELA SHEEHAN | MUSA PAM | |

Hack.Diversity 2019 Preview



2019: HACK'S BIGGEST YEAR YET!



FELLOWS, 20-50 YEARS YOUNG



HOST COMPANIES

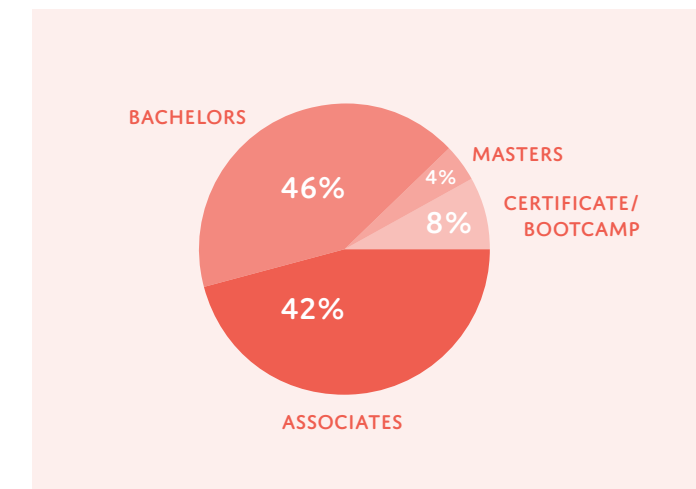


TALENT SOURCES

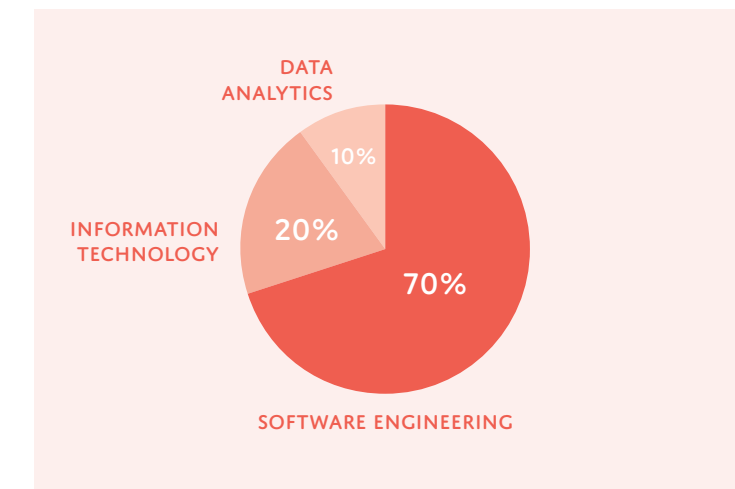


WILL GET THEIR FIRST INTERNSHIP THROUGH HACK

EDUCATION LEVELS



CAREER TRACKS



MEET THE 2019 HOST COMPANIES!



join the movement!



“

Hack Diversity is creating exciting new avenues of opportunity in the technology field for historically underserved youth, and we're thrilled to support their vital work. We believe that the strongest teams incorporate and uplift a wide range of voices. To help build a more just, equitable future, we need people from all different backgrounds and experiences, who can challenge each other's assumptions with fresh perspectives.

MAURICE WILKINS JR.

**DIVERSITY, EQUITY, & INCLUSION,
CHAN ZUCKERBERG INITIATIVE**

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