

  
**hack**<sup>the</sup> **hood**

**ANNUAL** **20**  
**REPORT** **22**

## TABLE OF CONTENTS

Opening

Mission

Program Highlights

Learner Demographics

Our Values in Action

Program Highlights

Out in the Community

Donors and Sponsors

Financials

Looking Ahead

# OPENING



**Terrence Riley**  
Executive Director

## *Dear Friends*

Our community has so much to be proud of, and while not without some challenges, 2022 brought new learnings, collaborations and celebration. As the new Executive Director of Hack the Hood, it is my pleasure to share some of those highlights with you in this annual report. As someone who has always been passionate about the intersection of technology, education and justice, I am excited to have the opportunity to join this incredibly passionate team and community in helping young Black, Latinx, AAPI and Indigenous learners enter into and thrive in the tech workforce.

By investing in our learners and continuing to be responsive to their needs and feedback, we were able to increase the technical rigor of our courses and further incorporate social justice centered curriculum, professional development workshops, career exposure panels, along with mentorship into our programming. Our learners gained industry-leading skills and knowledge,

setting them on a trajectory for success in their lives and future careers.

We are also proud to have launched our new program pathway, drive:Laney, in partnership with Laney Community College in Oakland. This partnership allows us to serve a cohort of Laney students as they pursue a STEM related education. With the success of our pilot, we are excited to expand our Drive offerings in 2023.

This year also marks Hack the Hood's 10th anniversary and we are excited to engage our community in fresh and meaningful ways. I welcome any ideas or suggestions you may have. This work is a collaborative effort, and I believe that by working together, we can make a real difference in the lives of the community we serve and create a more just and equitable future for all. We deeply appreciate our village and hope you all continue to grow with us.

*Terrence Riley*

# OUR MISSION

**Hack the Hood provides Black, Latinx, Indigenous and AAPI youth with tech skill-building programs and career navigation support that are grounded in social justice and support economic development and growth.**

# PROGRAM HIGHLIGHTS



Hack the Hood's programs support learners with a laptop, wifi assistance if needed, a \$500 learning stipend, and a community of supporters rooting for their success! The curriculum is centered on building a strong learning community, student achievement, and empowerment.



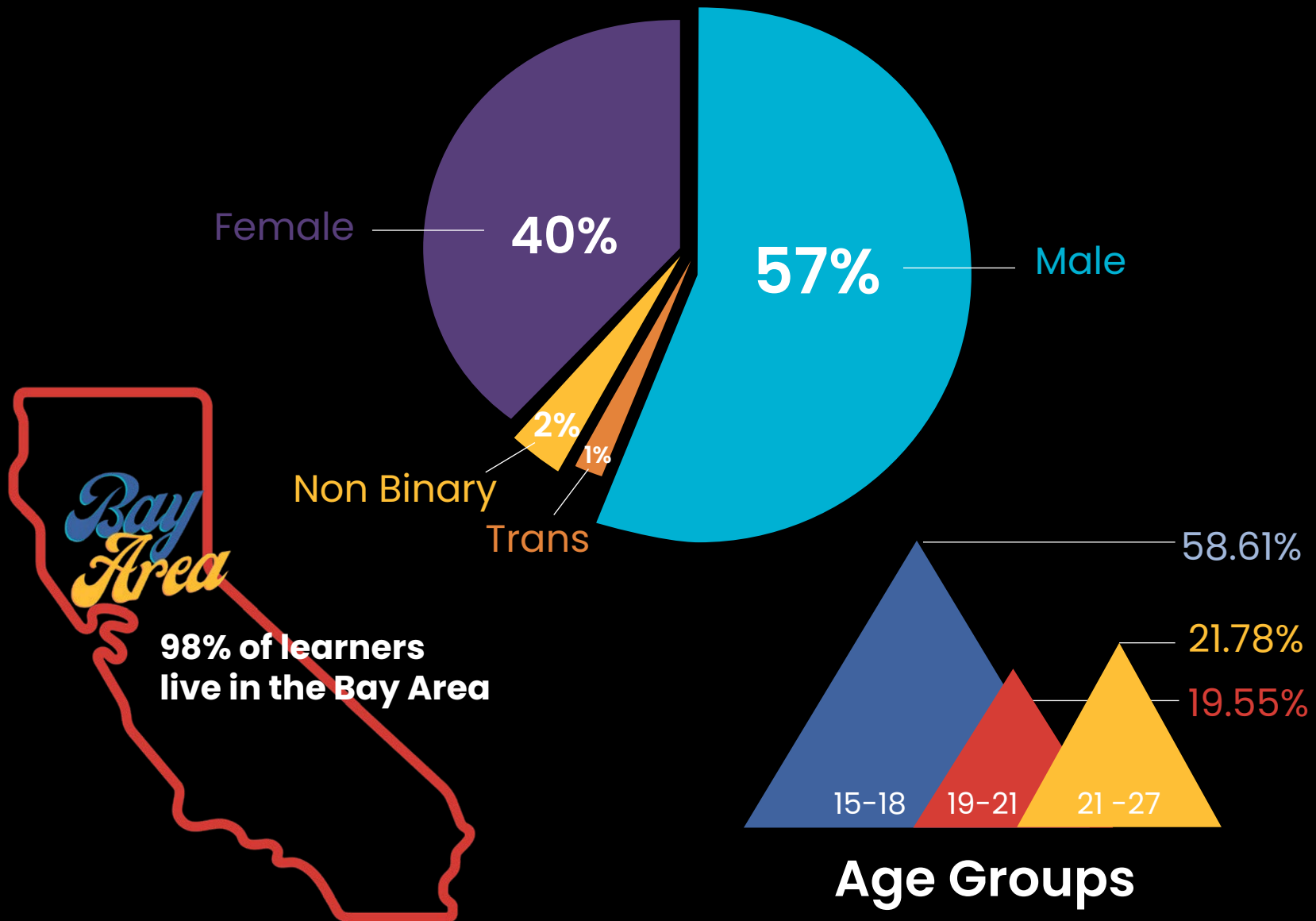
We gamified technical content and added group work to our curriculum, including agile development and project management. This teaches learners to present their work and progress, similar to a real-world agile environment.



drive: Hack the Hood launched its pilot program in partnership with Laney Community College in Oakland, CA delivering a 12-month long college and career cohort supporting students to pursue a Certificate of Achievement in Computer Information Systems and persist in STEM education.

# LEARNER DEMOGRAPHICS

## 207 Learners Served in 2022



# OUR VALUES IN ACTION



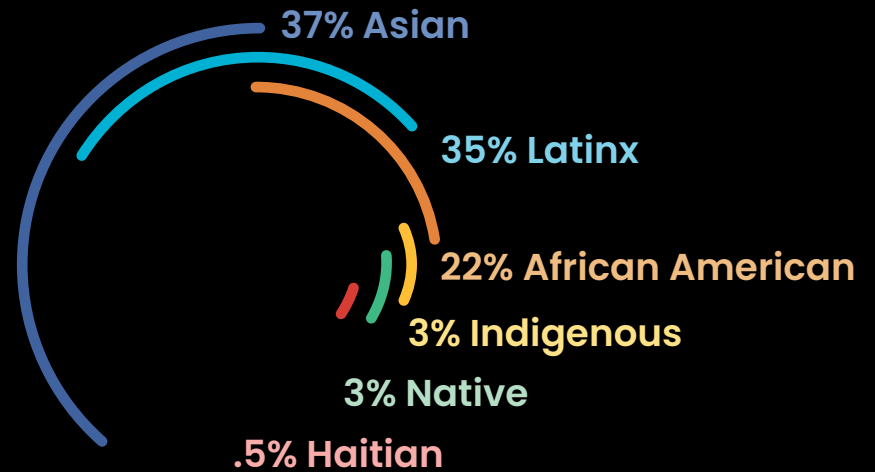
## Racial Justice Drives Our Every Decision

We are unapologetic about who we serve.



## Our Work Has Generational Impact

We believe technology can be leveraged as a tool for economic mobility for communities of color for today and tomorrow, changing paths for our families and our local businesses.



Learners reported a **96.8%** positive assessment rate of their values towards using technology for good, their sense of community within the program, and knowledge gained about career opportunities in tech.

Our program learners self-reported a **93.8%** positive assessment of the effectiveness of the support system Hack the Hood provides

# OUR VALUES IN ACTION



## There Ain't No Tech Without Us

The advancement of technology is indebted to the cultural capital and ingenuity of communities of color. Honoring these ongoing contributions with true equity and ownership is long overdue.

Identity: Learners reported a **97.7%** positive assessment rate of feeling supported in cultivating their identities and values in learning technology.



Our program learners self-reported a **99.4%** positive assessment of their belief that technology can improve their communities.



Our program learners self-reported a **97.65%** positive assessment of their sense of community and belonging while participating in our programs.





# OUR VALUES IN ACTION

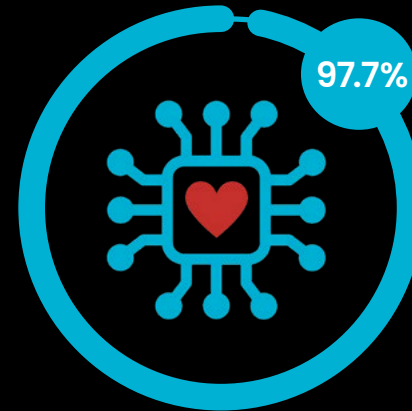


## Tech Justice is Necessary

We approach every learning experience with a justice-centered mindset, offering sharp critical thinking skills through socio-political content.



Our program learners self-reported a **90.8%** positive assessment of their ability to communicate about technology and development



Our program learners self-reported a **97.7%** positive assessment of their **values around using data and technology properly.**

# OUR VALUES IN ACTION



## Data is Power

We believe that, when equipped with data literacy skills, learners will be positioned for long-term career opportunities as computational thinkers.

93.6%

Our program learners self-reported a 93.6% positive assessment of their **proficiency using Python**.

86.5%

Learners self-reported a 86.5% positive assessment of their abilities related to general **computer science skills**.

98.1%

Our program learners self-reported a 98.1% positive assessment of them **developing their careers and achieving their goals during the program**.

# PROGRAM HIGHLIGHTS

## Teaching Assistants

With the addition of 6 new teaching assistants, our programs achieved an approximate 1:20 teacher to learner ratio. Learners were given dedicated technical and professional attention over the 12 week program. Each TA brought their personal experience to the role as instructors reflecting the identities of the learners they served.



## Workshop Highlights

Workshop Highlights: HtH provides learners and alumni with professional development and career exposure workshops facilitated by vetted corporate, community, and education partners that are aligned with our mission and work. In 2022 HtH offered 26 workshops to our greater HtH community.

We launched a resume review series in which we collected learner and alumni resumes and matched them with volunteer readers to provide impactful individual feedback.

### 26 Workshops ● ● ●

- Professional Development
- Money Management
- Career Exposure
- Women in Tech Panels
- Resume Workshop and Review

# OUT IN THE COMMUNITY

We kicked 2022 off with a field trip to PayPal park, courtesy of San Jose Earthquakes and Paypal to watch the San Jose Quakes play!



Our 2022 Fall graduation was our first hybrid event. Dr. Jose Herndandez, the first Mexican-American astronaut, joined us as our keynote speaker. He shared his story with our learners about what it means to have perseverance and determination when it comes to achieving your dreams.





# OUT IN THE COMMUNITY



Thanks to thredUP for inviting our learners to visit their headquarters here in Oakland and providing an experiential learning opportunity with a career panel, a product challenge created for Hack the Hood learners, office tour and a networking hour.

At the end of 2022, we launched our Tech Futures fundraiser with a movie screening for 'Black Panther: Wakanda Forever'; and had a great turnout with volunteers, learners, and many community members!



# DONORS AND SPONSORS

Thank you to our 2022 corporate, philanthropic, and government supporters!

AC-OCAP  
Akamai Foundation  
Anonymous  
Association for Computing Machinery/FacCT  
AT&T  
Capital Group  
Capital One  
Catalyze Challenge  
Celigo, Inc.  
Charities Aid Foundation  
Everlaw  
FHL Bank AHEAD  
Frederic & Sara Kerrest  
Golden State Warriors Community Foundation  
GitHub  
Goldman Sachs and Co. LLC  
Grafana

Greenlining Institute  
Joyful Blessings Foundation  
JP Morgan Chase  
Mangrove Web Development  
Moody's Foundation  
Morris Stulsaft Foundation  
MUFG Union Bank  
NBA Foundation  
New Relic  
Okta for Good  
Polywork Marketing Team  
S Foundation  
thredUP  
Salesforce  
Square/Block  
Visa  
West Monroe Partners

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

### Assets

#### Current Assets

Bank Accounts	453,800.85
Accounts Receivable	110,585.00
Other Current Assets	56,116.85

#### Total Current Assets

\$620,502.70

Fixed Assets	5,333.36
Other Current Assets	0.00

#### TOTAL ASSETS

\$625,836.06

### Liabilities and Equity

#### Liabilities

##### Current Liabilities

Accounts Payable	899.57
Credit Cards	0.00
Other Current Liabilities	145,296.34

#### Total Current Liabilities

\$146,195.91

##### Long-Term Liabilities

0.00

#### Total Liabilities

\$146,195.91

##### Equity

479,640.15

#### TOTAL LIABILITIES AND EQUITY

\$625,836.06

# FINANCIALS

## STATEMENT OF ACTIVITIES JANUARY – DECEMBER 2022

### Revenue

Foundation Grants	468,953
Individual Contributions	177,308
Corporate Contributions	797,099
Government Contracts	46,002
Special Event Revenue	10,424
Partnership Income	2,500
Other Income	104
In-Kind Revenue	58,047
<b>TOTAL REVENUE</b>	<b>\$ 1,560,438</b>

### Expenditures

Personnel	\$ 1,282,707
Programs and Partnerships	\$ 261,746
Professional Services	\$ 130,796
Operations	\$ 137,280
In-Kind Expense	\$ 58,047
<b>Total Expenditures</b>	<b>\$ 1,870,575</b>
<b>NET REVENUE</b>	<b>-\$ 310,137*</b>

*\*These financials denote our gross revenue and expenses without donor restrictions. With donor restrictions, Hack the Hood had a net assets loss of \$1M for the 2022 fiscal year. To view or download audited financial statements, visit [www.hackthehood.org](http://www.hackthehood.org)*



# CLOSING STATEMENT

In this final year of our 2021–2023 Strategic Plan, we have recognized the need to pivot in order to continue making a positive impact in our community. We have gained valuable insights over the last two years of our plan that we will use to shape our future direction. Thus, we have created a strategic plan addendum for this year that is shared among this annual report. The addendum will lay the foundation for the next chapter of Hack the Hood as we prepare to launch a new multi-year strategic plan in Spring of 2024.

On our staffing side, we are proud to announce that we have hired two new team members to our executive team, Winslow Holmes as Director of Technical Curriculum and Evaluation, and Jena Hayashi, Director of Development. Their expertise and experience will be invaluable as we continue to grow and evolve as an organization. I am honored to lead such a talented and dedicated team, and I am excited about the future of Hack the Hood.

We remain committed to our mission of empowering Black, Latinx, Indigenous and AAPI youth to be voices of justice within the tech industry or any other career they choose to pursue. We will continue to innovate and adapt to the changing landscape, ensuring that our programs remain relevant and impactful for years to come

We would not be in this position as an organization without the fervent support of you: Our community. Thank you for all you do to make Hack the Hood an engaged learning and community building hub for those we serve.

*Thank you!*