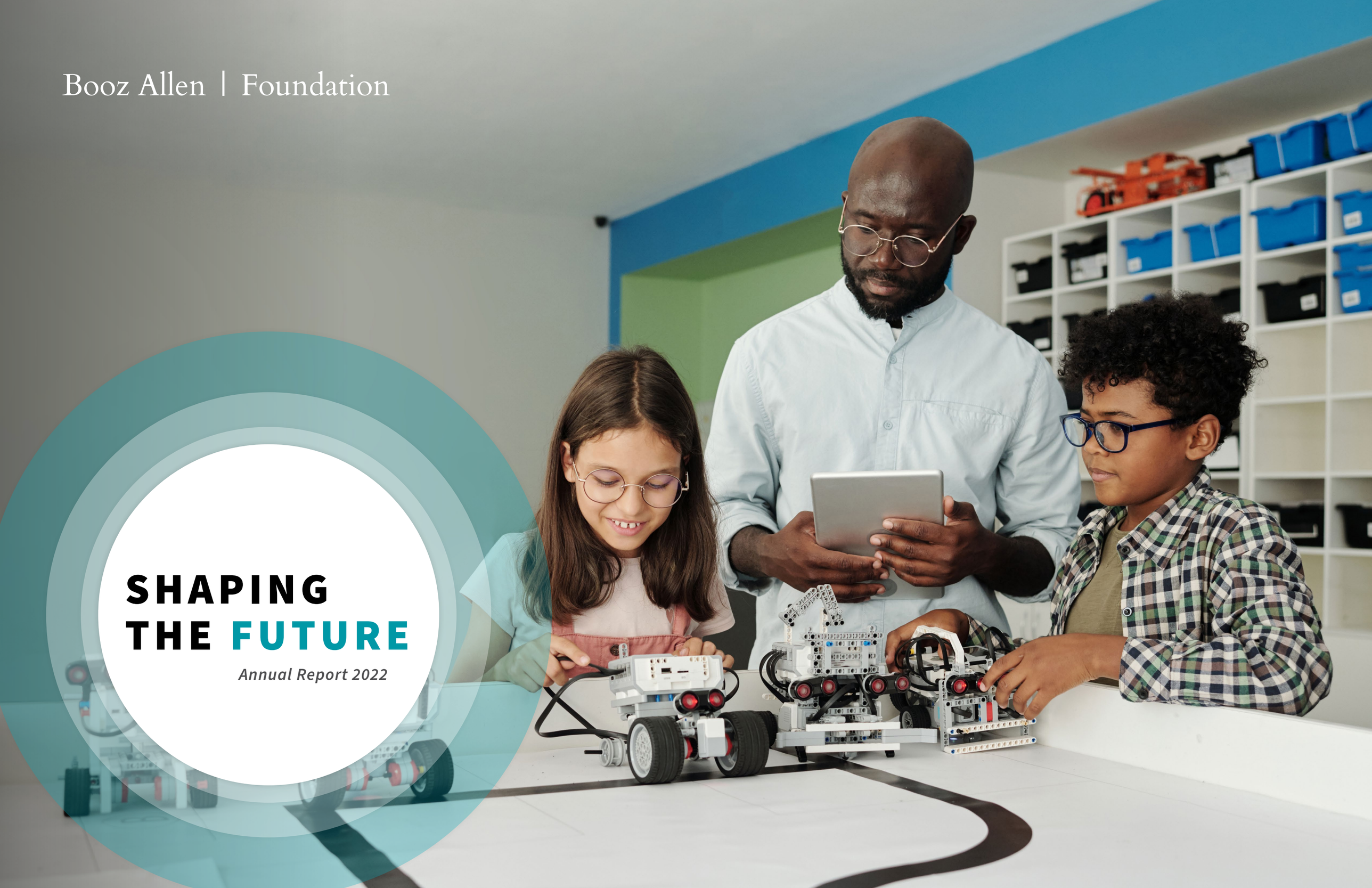
Booz Allen | Foundation

SHAPING THE FUTURE

Annual Report 2022



LETTER FROM THE EXECUTIVE DIRECTOR

At the Booz Allen Foundation, we believe a stronger and more secure nation is one where our progress is fueled by diverse perspectives and a common desire to do groundbreaking work. Our world is fast-changing with the prevalence of transformative technologies—like artificial intelligence (AI), data analytics, and cyber—that are critical to solving tomorrow's problems and keeping us safe. Demand for science, technology, engineering, and math (STEM) professionals is increasing exponentially and presents a unique opportunity to build equity in the workforce of the future. At this critical juncture, the Foundation is helping foster the workforce of tomorrow by helping our country's underserved youth pursue future-forward STEM careers today. Given our ambitious mandate, 2022 was an exciting year for us.

First, we introduced pathbuilder grants in our own backyards of Washington, DC, and San Diego, CA. These grants support multiple organizations within a community whose collective efforts can inspire and enable underrepresented students and young people to pursue academic and career opportunities in the STEM fields. Secondly, we drove STEM equity and access to future tech careers through our employee-nominated equity grants that allow us to increase our outreach to communities across the nation. Third, we started planning an AI Summit to bring together nonprofit, government, and industry stakeholders in early 2023, to explain and discuss the growing importance of AI education in schools.

It's been a year of learning, and we are proud of the progress we have made toward leveling the playing field for underrepresented youth in neighborhoods where we live and work. We will continue to invest in the promise of this deserving group by supporting them on paths to academic and professional success.

Christine Hoisington
Executive Director, Booz Allen Foundation

MISSION STATEMENT

Leverage technology to improve and amplify social structures and build generational resilience.

VISION STATEMENT

The Booz Allen Foundation empowers people to break the cycle of structural inequity-caused impediments through technology and innovation.

INTENDED IMPACT

Technology investment and solutions that fuel transformation in and for traditionally underserved and underrepresented communities.

ABOUT

Building upon Booz Allen Hamilton's legacy of passionate service, the Booz Allen Foundation was established in 2017 as a separate legal entity. This report highlights key initiatives the Foundation undertook in 2022.

EXPANDING
OUR IMPACT
in 2022

The Booz Allen Foundation Pathbuilder Grants

BUILDING PATHWAYS TO EQUITABLE ACCESS

Our goal is to create a world where every underserved youth in every neighborhood has access and opportunity to join fully with technology-based social and economic progress. In 2022, we built toward that goal by introducing pathbuilder grants in our own backyards of Washington, DC, and San Diego, CA, where we have our largest offices. Both cities were also chosen because of their high concentration of tech firms, their prevalence of underserved youth, and breadth of active community organizations who could support our efforts.

We continue to focus on inspiring and enabling underrepresented youths in kindergarten through 12th grade and beyond to participate in STEM education and career development. We succeeded in bringing together and funding like-minded organizations to provide a continuum of support in both cities.

While needs vary from east to west, our initial grantees on both coasts laid a firm foundation on which to build efforts that will drive equitable access in the years ahead.

3 Rounds of Grants

20 Grants Given

20 Grantees Supported

4 Washington, DC

4 San Diego, CA

12 Equity Grants

WASHINGTON, DC

In Washington, DC, we witnessed the transformative power of mentors across multiple Foundation-funded programs to drive confidence and change lives for the better. The first *STEM for Her Day* brought together hundreds of underserved young girls and women who met with academic and career experts to explore possible life paths for STEM studies and careers. Held at the George Mason University campus, attendance soared 40% over original projections of 250 to 350 attendees, with a 65% representation from Title 1 schools.

Girl empowerment was also a top priority in another grant that fostered programs designed to develop a sustained passion for the sciences. The organization introduced 3rd- and 4th-grade girls of color to the wonders of science, technology, engineering, arts, and math (STEAM) in our grant to *Full STEAM Forward*, which involved weekly online experiments supervised by teachers in real time.

Boys & Girls Clubs of Greater Washington (BGCGW) made every minute count by helping kids finish their homework during Power Hour and then engaging them in STEM-related activities. Providing boys and girls with programming across 26 physical locations and on its virtual learning platform, BGCGW reached more than 5,000 underserved youth, resulting in an uptick in report card scores during the grant term. Further acknowledging the life-changing power of people who care, Talent for Tomorrow (TFT) Alliance members *Year Up* and *Spark the Journey* joined forces to introduce a new professional mentorship program that supports young adults across the DC, Maryland, and Virginia regions, during the internship phase of their Year Up program. The pilot enrolled 41 students and achieved a phenomenal 82% retention rate.

DC PATHBUILDER GRANTEES

STEM for HER
Explore. Pursue. Engage.

FULL STEAM FORWARD

BOYS & GIRLS CLUBS OF GREATER WASHINGTON

talent for tomorrow

yearup

SAN DIEGO, CA

On the west coast, we focused on Southeast San Diego, an under-resourced and diverse community undergoing revitalization, to help build prosperity and promise for its residents. Specifically, we funded nonprofits to help the community's youth discover the world of STEM and its infinite possibilities.

Founded during the civil rights era to ensure equal access to science programming for underserved youth, the *Elementary Institute of Science* (EIS) provides supplementary STEM programming for students in Southeast San Diego who otherwise would not have access to such programs. Our support enabled EIS to integrate an artificial intelligence (AI) curriculum into their programming, fund scholarships for camps and paid STEM-related internships, and develop a new robotics team for a local middle school to ensure continued engagement in the STEM disciplines. In a separate initiative, *Lincoln High School* expanded its efforts to inspire and increase its students' access to STEM education by integrating industry-recognized STEM skills into targeted core content classes. In addition, funding will make professional development and STEM industry engagement possible for engineering teachers, support college visits for students, and secure updated technology for the school's career center.

Another central focus in San Diego was broadening access to, and empowering girls to pursue, careers in STEM. *Girl Scouts San Diego* (GSSD) expanded its Girl Scout Outreach program in Southeast San Diego designed to build strong future female leaders and build familiarity with STEM principles. Acknowledging the community's large Hispanic population and the limitless potential of its Latinas, *MANA de San Diego* helped improve access to STEM education and career exploration for its young women through its Hermanitas and Tias programs. Both programs focus on developing Latina leaders to effect positive change in the world; the Hermanitas Youth Leadership Mentorship Program supports middle- and high-school-aged girls, while the Tias program supports women throughout their college careers.

SAN DIEGO PATHBUILDER GRANTEES

EIS Elementary Institute of Science

Lincoln High School

girl scouts san diego

MANA DE SAN DIEGO
Empowering Latinas at Every Stage of Their Lives

EQUITY GRANT WINNERS FOR 2022

Driving STEM Equity: Booz Allen Employees in Action

In keeping with our strategy to drive STEM equity and access to future tech careers nationwide, we could think of no better way to realize our goals than to tap into Booz Allen's core value of passionate service. We challenged Booz Allen employees to find the most deserving nonprofits in their communities focused on creating equitable STEM opportunities for underserved youth, and they didn't disappoint. The breadth and depth of their submissions were eclipsed only by their dedication to support the winners throughout the grant term.

We received 60 proposals and immediately went to work. More than a dozen employees comprised our diverse review committee. Representatives from different resource groups and business sectors across the nation meticulously reviewed each proposal for its alignment with strategy, innovation potential, employee engagement opportunities, and overall feasibility. Out of the proposals submitted, 12 were selected for funding as shown on the right:

- **Beacon House, Washington, DC**
  Supporting Beacon House's mission to promote the academic advancement and personal growth of children in Washington, DC's Edgewood neighborhood, the Foundation provided cybersecurity career mentoring and educational programming and supported the implementation of STEM learning opportunities during Beacon House's Summer Camp Program.
- **Capital Youth Empowerment Program (CYEP), Alexandria, VA**
  Addressing CYEP's mission of empowering youth to strengthen lives and communities, the Foundation supported its STEM Decoded program for elementary students and Level Up program, which focuses on creating opportunities for high school students who are currently or have been in foster care.
- **Drake State Tech College Foundation, Huntsville, AL**
  Building on this historically black college's innovative efforts, the Foundation funded STEM career pathways for underserved populations by funding the efforts to develop the data analytics curriculum that aligns with the industry-recognized certification. This effort will allow the students to prepare for a career in data analytics.
- **Dyslexic Edge, Arlington, VA**
  Supporting the organization's mission to develop future STEM leaders by instilling confidence in students with dyslexia and equipping educators to help them learn, the Foundation helped fund the establishment of the first Dyslexic Edge Academy, which awards two-year tuition-free scholarships to eligible Title 1 school recipients.
- **EastLake Educational Foundation (EEF), San Diego, CA**
  Reinforcing the EEF's mission to ensure all its students have equal access to technology, the Foundation provided supplies and materials for multiple programs, including EastLake Middle School and EastLake High School robotics team competitions, EastLake High School's "Energize First" energy competition and teacher grants.
- **Embolden, Washington, DC**
  Acknowledging Embolden's mission to provide career readiness and mentorship programs for high school and first-year college students, the Foundation supported the organization's Rising Leaders Fellowship program. This initiative pairs dedication mentors with first-gen, low-income students in the DC Metro area to help them develop the skills, tools, and networks needed to pursue successful careers.
- **MySecureKid, Arlington, VA**
  Amplifying MySecureKid's mission to increase diversity in cybersecurity and tech by connecting underrepresented communities with education and career opportunities, the Foundation funded summer and after-school programs focused on building technical skills early for careers in cybersecurity.
- **'Ohana Kilo Hōkū (OKH), Honolulu, HI**
  Upholding OKH's mission to cultivate, nurture, and support the advancement of youths in communities who are interested in the skies above, the Foundation supported programs to engage Hawaiian youth with space scientists and astronomers to cultivate their interest in STEM, especially the space sciences.
- **Out In Science, Technology, Engineering, and Math (oSTEM), Washington, DC**
  The Foundation backed oSTEM's mission to empower LGBTQ and people in STEM to succeed by sponsoring technical workshops and conferences nationwide.
- **STEMS4Girls, Tallahassee, FL**
  Backing the organization's mission to increase the representation of women of color in STEM studies and careers, the Foundation helped fund programming that connects young girls interested in STEM with college-aged and professional mentors during weekend educational programs.
- **Women In Cybersecurity (WiCyS), San Diego Affiliate**
  The Foundation supported WiCyS's mission to recruit, retain, and advance women in cybersecurity, building a diverse cybersecurity workforce in the San Diego region.
- **YMCA of Greater Louisville, Lexington, KY**
  The Foundation championed the Black Achievers Program by supporting after-school education and mentoring to minority students at YMCA's Teen Tech Center.

EASTLAKE EDUCATIONAL FOUNDATION

Ensuring Equal Access to Technology for All Its Students

The EastLake Educational Foundation (EEF), founded by the EastLake Development Company, concerned parents, and educators, believe children with equal access to technology today will unleash the genius and innovation the world needs tomorrow. The California-based foundation provides educational resources for STEAM programs to support EastLake public schools in eastern San Diego County, ensuring its students can compete and succeed in a technology-driven world.

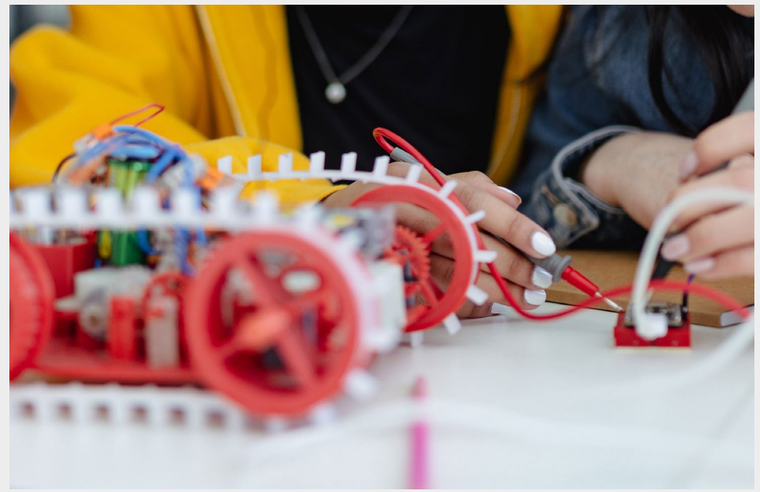
Given EEF's alignment with the Booz Allen Foundation's commitment to empowering all students to achieve their potential, funding was granted to EEF to enhance STEAM activities from kindergarten through the 12th grade.

The Foundation grant supported reinstatement of the VEX Program (educational robotics for everyone) at EastLake Middle School and funded supplies and materials for the Tritons, who scaled the program's robotic challenges, earning the team a spot at the international 2023 VEX Robotics World Championship.

The TitanBots of EastLake High School used the funding to organize an annual Girls Inspiring Real Leadership in STEAM (GIRLS) Conference with a record 80 girls in attendance. They also built a "robot that floats" with a new swerve drive unit and five encoders, further guaranteeing their place at top robotic competitions.

That's not all. EastLake High School hosted a FIRST ENERGIZE competition, where students reimagined how energy is created to power the world and lead the way to a sustainable future. Students ages 9–14 used their engineering skills to compete with their student-designed, small-scale autonomous LEGO robots. The Foundation grant provided large-screen TVs that enabled all viewers and competitors to see the Field of Play.

The EEF capped the year with the Booz Allen STEAM FAIR for 4th through 11th grade students. Over 35 STEAM engagement providers offered hands-on learning, everything from robotics to bioengineering. More than 500 kids participated.



"As a parent, I saw my son learn valuable STEM and leadership skills during the robotic season, which I hope he can apply and potentially pursue a career in a related field. I think the benefits of a successful robotics program extend beyond the individual, as the community can benefit from deploying these skills. An investment in robotics today is an investment in the community's future."

— EastLake Parent

DYSLEXIC EDGE/SLIDING DOORS (SD) STEM AND DYSLEXIA (SD) (SDSQUARED)

Leveling the Playing Field for Future STEM Leaders

Today, we are immersed in a fusion of advances from artificial intelligence and robotics to quantum computing and genetic engineering. People with dyslexia have an enhanced ability to see the world three-dimensionally, recognize patterns, and think creatively—all traits that make them uniquely suited to take on the technical challenges we face today and to propel us into the future.

Dyslexic Edge is leading a movement to develop future STEM leaders by instilling confidence in students with dyslexia and equipping educators to help them learn. By combining evidence-based language instruction with STEM enrichment, Dyslexic Edge is setting the standard for how students should be educated and inspired. At the heart of its mission lies its core initiative: an after-school program providing evidence-based reading intervention and STEM enrichment to disadvantaged dyslexic students in grades 1–5, who reside in Northern Virginia.

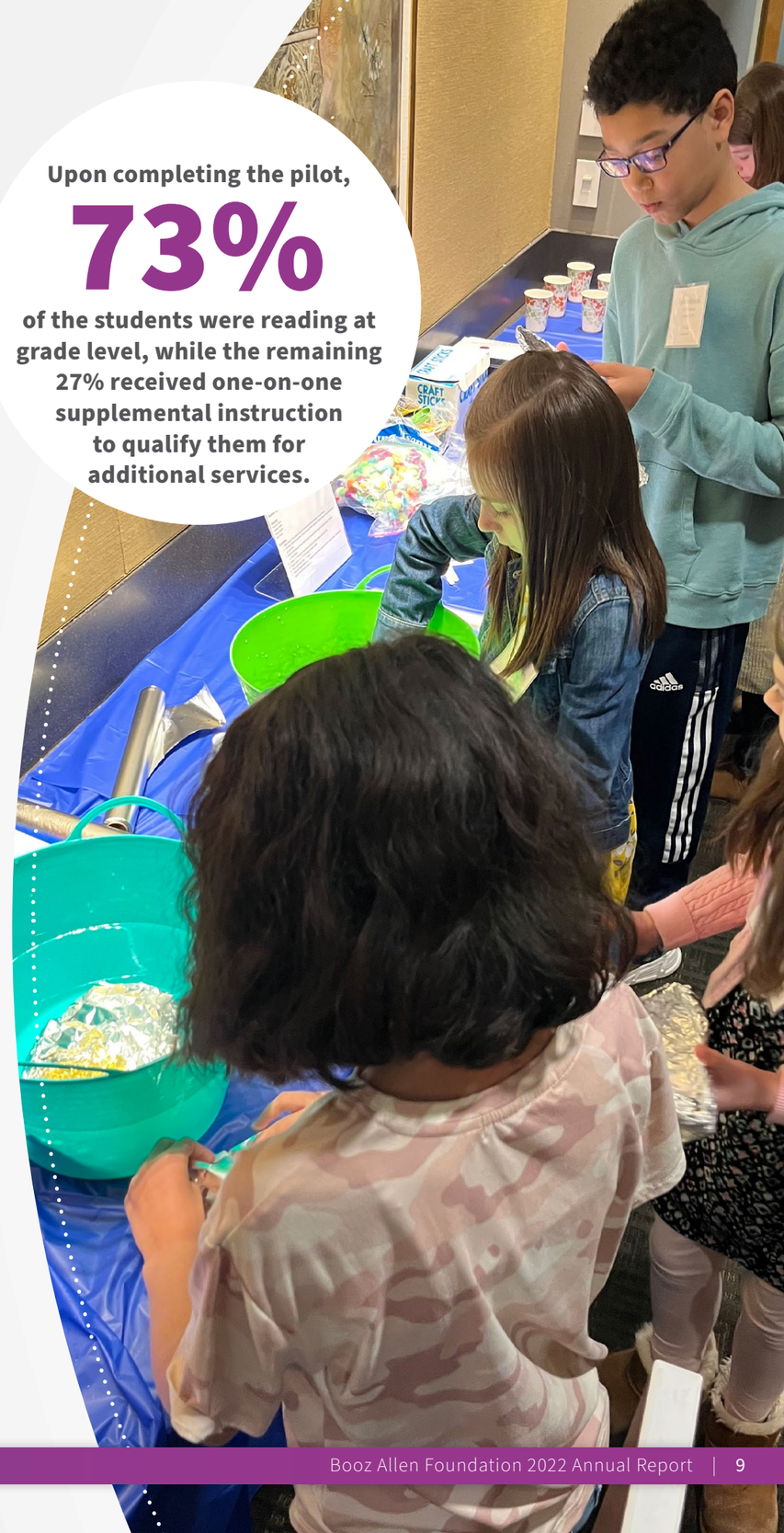
Aligning with Dyslexic Edge's pillar to help as many kids as possible, the Booz Allen Foundation funded the establishment of the first Dyslexic Edge Academy that awards two-year, tuition-free scholarships to eligible low-income Title 1 School recipients. Through the ensuing program, the Academy helped students receive the intervention and enrichment to which they wouldn't have had access and gathered critical data to help scale the program in the DC region and beyond. The results have been promising.

Further, the Foundation's funded pilot program directly resulted in Dyslexic Edge partnering with the Institute of Multisensory Education, a nationally recognized and respected teacher training and evidence-reading curriculum company. The partnership allows Dyslexic Edge to scale quickly, reaching more students by working with school districts and universities to serve their student populations and train the next generation of teachers on the best reading interventions for students with dyslexia.

Upon completing the pilot,

73%

of the students were reading at grade level, while the remaining 27% received one-on-one supplemental instruction to qualify them for additional services.



‘OHANA KILO HŌKŪ

Reaching for the Stars

‘Ohana Kilo Hōkū (OKH) is a Native Hawaiian nonprofit organization whose mission is to cultivate, nurture, and support the advancement of native underserved youths in their communities who have the desire to connect to, or already have a connection with, the science of the skies above. Specifically, OKH encourages youths of all ages interested in pursuing careers in astronomy and space to work toward realizing their dreams. The organization offers opportunities for learning, inspiration, motivation, and growth in a location that’s home to one of the world’s foremost sites for space observation.

Supporting OKH’s commitment to cultivating Native Hawaiian youths’ quest for careers in STEM and the space sciences, the Booz Allen Foundation has provided funding for the organization’s premier astronomy and space events. Building on Native Hawaiian culture of stargazing, OKH hosts numerous events each year to build a better understanding of space and our personal and professional connections to its infinite possibilities. These engaging experiences bring together children and their families to learn from STEM and space experts from academia and the public and private sectors.

The immensely popular events have attracted hundreds of attendees who participate in learning activities. From instruction on the nuances of operating a high-powered telescope to navigate the skies, to conducting polarization experiments on light waves and their vibrations—each occasion delivers diverse activities for youths of all ages designed to cultivate an abiding interest in STEM and space. Role models, including Hawaiian astrophysics professors and Native Hawaiians who work on satellites, share their work and studies, proving to youth that reaching for the stars is an accessible and worthwhile goal.

In addition to supporting OKH events, the Foundation funding has allowed the nonprofit to expand its reach through new partnerships. OKH, in partnership with Kamehameha schools in downtown Honolulu, hosted a stargazing event that attracted just under 1,000 participants.

YMCA BLACK ACHIEVERS PROGRAM

Educating Young Black Achievers on STEM Careers

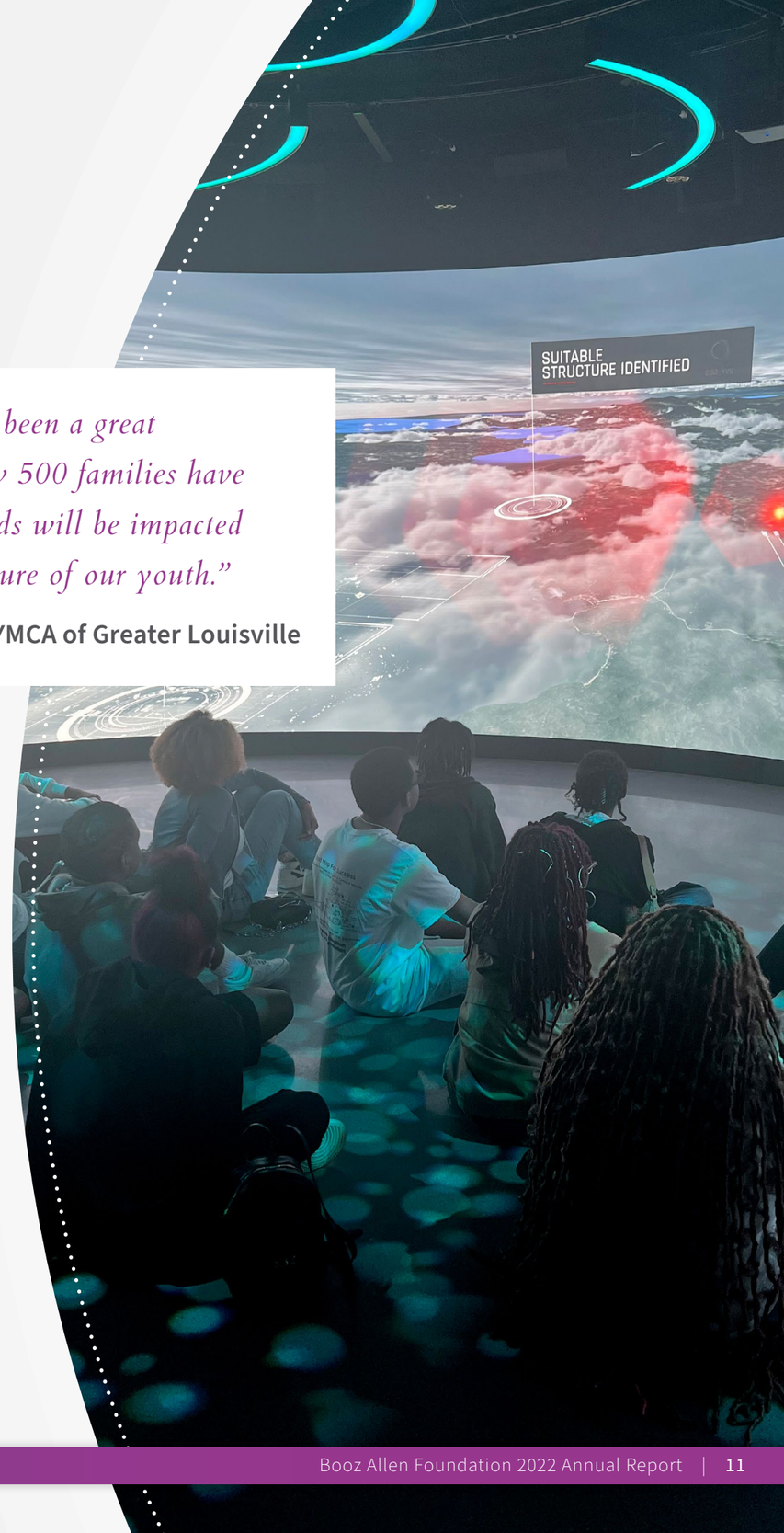
Since 1979, the YMCA Black Achievers Program at the Chestnut Street Family YMCA in Louisville, Kentucky, has encouraged and inspired youth to pursue their educational and career goals. Through the program, young people in grades 9–12 engage in education-based mentoring programs designed to provide students with hands-on learning and enrichment opportunities in various professional areas, including STEM. Through cluster workshops that pair adult achievers with teen achievers, students gain resource tools and professional roadmap strategies to navigate toward careers in their areas of interest.

Acknowledging the impact the Black Achievers Program has on its students and their communities, the Booz Allen Foundation lent its support to the program to help underserved youth fulfill their career potential in the STEM fields. With the help of the Foundation, the Black Achievers made significant strides during 2022, surpassing attendance goals by nearly 18% to reach a total of 470 active participants. In 2022, 30 new achievers enrolled in the STEM cluster workshops, while an additional 50 received program scholarships to participate in the program, including the workshops. In addition, 68 new seniors participated in specialized instruction for rising graduates to prepare them for college and possible STEM careers ahead.

The YMCA also teaches the value of leadership, resilience, and the importance of giving back. Practicing an unbroken circle of giving, program alums, including local Booz Allen employees, return to complete the circle by mentoring others—offering hope to program participants that success is not only possible but achievable.

"Our partnership with the Booz Allen Foundation has been a great experience. Above all, we want the Foundation to know 500 families have been directly impacted by its contributions and thousands will be impacted due to the seeds these resources have planted for the future of our youth."

— DeVonne Sorel, Director, Youth Services Development, YMCA of Greater Louisville



Moving FORWARD TOGETHER

BOARD LEADERSHIP AND FINANCIALS

The Foundation appreciates the support we have received from Booz Allen since our inception in 2017. The firm's generous contributions, employee donation matches, and extensive pro bono and volunteer support enable the Foundation to deliver grants and establish programs that bolster our grantees and positively impact many lives. We commit to the diligent and effective stewardship of these resources over time.

OUR BOARD OF DIRECTORS

- **John M. Murdock**, president & co-founding board member, *shareholder and attorney at Potter & Murdock, P.C.*
- **Nancy Laben**, treasurer & co-founding board member, *executive vice president and chief legal officer, Booz Allen Hamilton*
- **Lidia Soto-Harmon**, secretary, president and *chief executive officer, The Student Conservation Association, Inc.*
- **Dr. Irma Becerra**, board member, *president, Marymount University*
- **Anthony Mitchell**, board member, *executive vice president (retired), Booz Allen Hamilton*

OUR FINANCIALS

- Total assets as of December 31, 2022: $3.8 million*
- During the past 3 years, 374 Booz Allen employees have donated to the Foundation.
- In the future, the Foundation will increasingly focus on creating partnerships with leading nonprofits to identify opportunities for collaboration and shared community investments.

** Unaudited financials*

BUILDING STRONG ECOSYSTEMS IN THE YEAR AHEAD

Each year, when we look back at our efforts to advocate for underrepresented youth who are developing an interest in and are pursuing STEM fields, we are heartened by the people we have met who make our mission so worthwhile. In 2023, the Booz Allen Foundation will focus on building strong ecosystems of engagement by enriching our current relationships and establishing new partnerships.

In doing so, we hope to pave the way for underserved students who are inspired by the possibilities that literally exist between the "moon and back" and need our assistance to help them catapult our nation into the future. Highlights include:

- Increasing our focus on transformative capabilities such as artificial intelligence (AI), data analytics, and cyber in 2023 and beyond, as a result of the $3 million contribution generously provided by Booz Allen.
- Expanding our role as a convener of nonprofit, government, and corporate stakeholders to develop and build a better understanding about the importance of AI education.
- Creating more opportunities for local collaboration by bringing together our grantees to share best practices and create synergies that will amplify our mission.
- Seeding relationships with academia to create innovative programs that will open pathways for cyber, AI, and digital careers. One such pioneering effort is now underway with Drake State Community & Technical College, a historically black college in Huntsville, Alabama, to help develop an AI curriculum for its students.
- Strengthening our community ties by connecting Booz Allen employees to local volunteer and outreach opportunities where they work and live.
- Engaging more like-minded organizations on the national and local levels that can further catalyze impactful and measurable progress toward our mission.

WHAT WE VALUE

- **We value innovative ideas that deliver real and measurable impacts for individuals, families, and communities.**
- **We value the power of data, technology, and intellectual capital to identify solutions to critical social challenges.**
- **We value the insights drawn from a cross-section of voices and perspectives, recognizing the need to collaborate with and convene diverse stakeholders.**

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