Level Playing Field Institute

2015 ANNUAL REPORT

lenovo
SMASH : STANFORD

Letter from Board Chair

Dear Friends,

In a perfect meritocracy, race, gender, or the zip code you were born in would not determine your educational opportunities. But too often it still does, particularly in the science, technology, engineering and math (STEM) fields. We see it every day, from extreme disparities
in neighborhood schools to the lack of teachers and role models from underrepresented backgrounds. But we also see that when the lens of what could be possible is broadened, amazing things happen. This transformation inspires us to do the work we do—breaking down barriers and providing real opportunity for the students we serve.

On behalf of the Level Playing Field Institute (LPFI), I extend our immeasurable gratitude. Your support allows us to reach hundreds of underrepresented young people of color and directly impact change. Through SMASH, SMASH Prep, and our computer science hackathons across the country, we have encouraged and prepared scholars from low-income communities to not just survive, but thrive in the STEM fields.

We're very proud of our accomplishments this past year, especially the outstanding success of the SMASH academies, but there is more work to be done. It is up to double our efforts, to grow and improve, to ensure that there's a ready talent pool to pull from.

Our research report "Path Not Found," released last May, opened up an important conversation in California and across the country about the extreme inequalities in computer science education. But we don't just talk the talk, we really do walk the walk. The broad stroke of influence of our innovative, research-based programs—touching K-12 students and on through college—delivered targeted guidance, role models, and support. They kept scholars engaged and motivated, and produced tangible results. Our scholars are truly an inspiration. They show us every day what is possible when given the opportunity.

The year came to a close with an incredible Fairness Matters Forum once again at Twitter's San Francisco headquarters. The event featured powerful perspectives from Dr. John Silvanus Wilson Jr., the 11th president of Morehouse College--the nation's only private liberal arts institution dedicated to the education of African-American males--and from Twitter founder Jack Dorsey. We discussed, collaborated and celebrated.

Board Chair
Freada Kapor Klein

Our success this year is the result of your continued support. Your financial contributions, time and effort provide the resources, staff and opportunities our SMASH scholars need to become the next generation of leading technologists, scientists and engineers. Thank you. None of this would be possible without you.

Letter from President

There is much to celebrate about 2015, but our successes this year will not slow our momentum. The need for a level playing field is still great. According to initial findings from a recent Google and Gallup research report, even as exposure to computer science and knowledge of the opportunities are on the rise, underrepresented students of color are still held back by biases—no matter how talented they are---and access to learning opportunities are as disparate as ever.

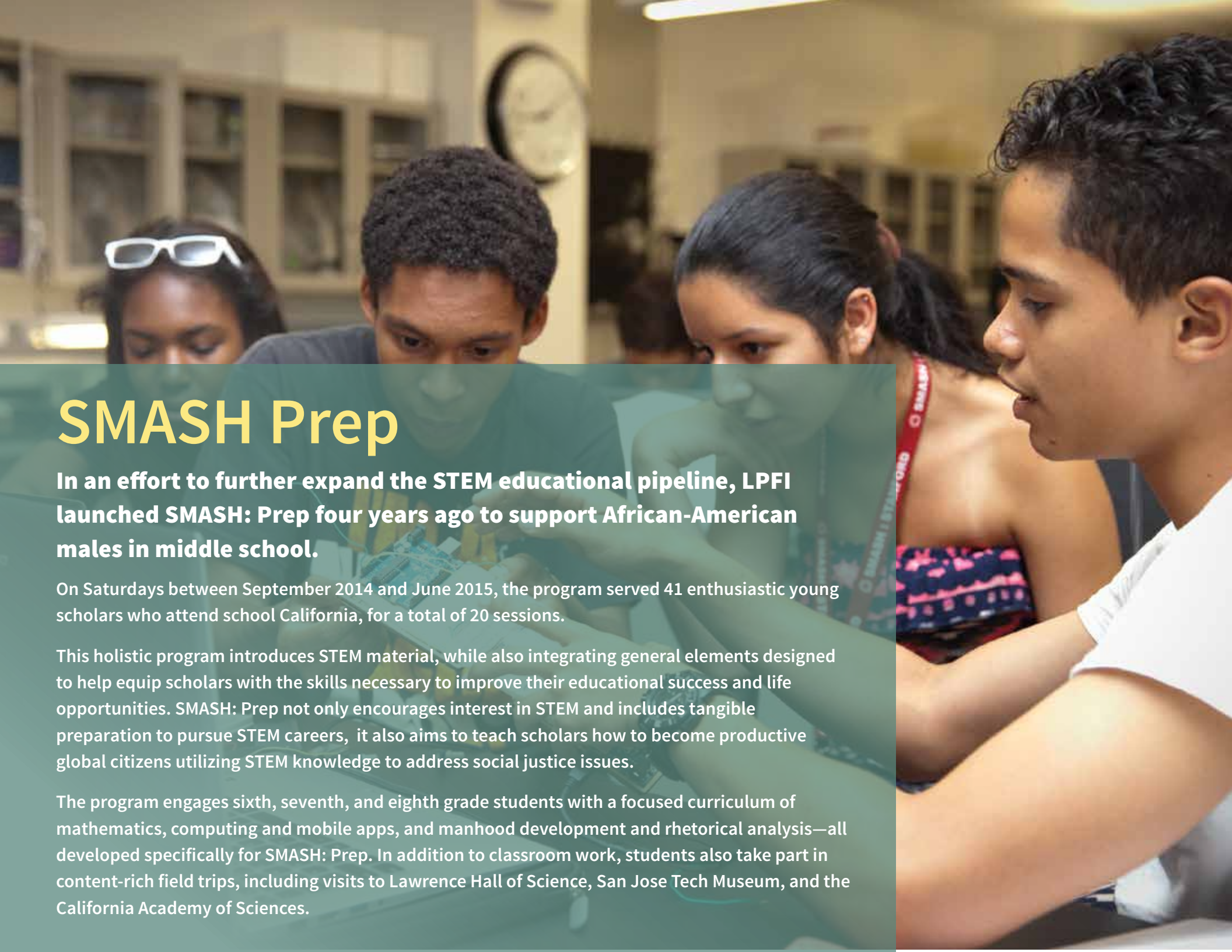
President
Mitch Kapor

Year after year, our scholars prove that when barriers are removed, they can topple expectations and accomplish amazing things in science and technology. In 2015, the Level Playing Field Institute
(LPFI) grew to serve more than 1,000 students, all from low-income, underrepresented communities. Our outstanding young scholars, many of whom will be the first in their families to attend college, prove that the hallmarks of LPFI programming—culturally relevant rigorous STEM coursework, support from mentors and role models, and peer learning—turn dreams of STEM futures into reality.

Our work—including the release of the ground-breaking research report Path Not Found, and our Level
the Coding Field Hackathons that introduce LPFI STEM programming to new regions, have broadened the already-active conversation about how to address the gaps in science and tech opportunity for students of color. Our innovative Summer Math and Science Honors Academy (SMASH) model and its documented results have gained national attention—positioning SMASH among the country's strongest STEM-enrichment programs. And, as a result, we are in the right position to expand.

This past year, our team developed a comprehensive and thoughtful expansion strategy. Our goal is to serve an additional 2,000 students by opening four new SMASH sites in five years by partnering with universities committed to seeking sustainable strategies for diversifying their student populations, while providing proven pathways to STEM careers. We will start by bringing SMASH to the University of California–Davis, while Atlanta's Morehouse College will host the SMASH: Pathways non-residential recruitment program on campus, leading up to a SMASH launch the following year.

I'm extremely proud of our 2015 scholars and all alumni, and so very thankful for the hard work and contributions of staff and our many supporters. Please know that as we move forward with scaling our programs to serve increased numbers of students across the country, we will maintain our trademark high standards, and continue to innovate and improve programs. Our mission is clear and our commitment is stronger than ever.



SMASH Prep

In an effort to further expand the STEM educational pipeline, LPFI launched SMASH: Prep four years ago to support African-American males in middle school.

On Saturdays between September 2014 and June 2015, the program served 41 enthusiastic young scholars who attend school California, for a total of 20 sessions.

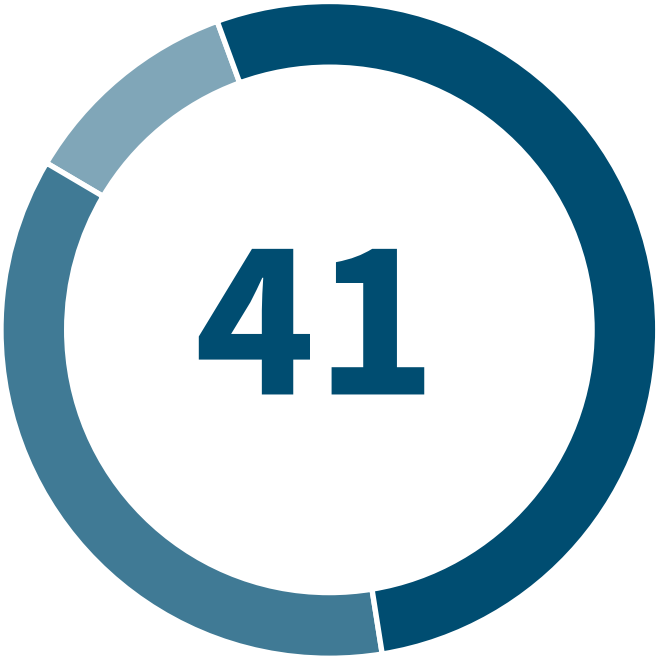
This holistic program introduces STEM material, while also integrating general elements designed to help equip scholars with the skills necessary to improve their educational success and life opportunities. SMASH: Prep not only encourages interest in STEM and includes tangible preparation to pursue STEM careers, it also aims to teach scholars how to become productive global citizens utilizing STEM knowledge to address social justice issues.

The program engages sixth, seventh, and eighth grade students with a focused curriculum of mathematics, computing and mobile apps, and manhood development and rhetorical analysis—all developed specifically for SMASH: Prep. In addition to classroom work, students also take part in content-rich field trips, including visits to Lawrence Hall of Science, San Jose Tech Museum, and the California Academy of Sciences.

SMASH Prep

Demographic Data

TOTAL NUMBER OF SCHOLARS



- 5 sixth graders
- 20 seventh graders
- 16 eighth graders

46%

are eligible for Free/Reduced Price Lunch

39%

will be the first generation to attend college

SMASH Prep scholars win BIG!

90%

were glad they participated

85%

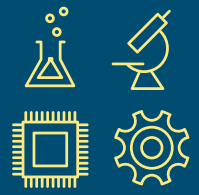
improved their math skills

90%

increased their interest in computer science

70%

gained STEM role models



95%

learned about STEM careers

Empowering a New Generation of Innovators

What began as a small, but mighty program at the University of California, Berkeley, thirteen years ago, is now a proven change maker delivering innovative STEM education and support for low income, underrepresented high school students of color. The Summer

Math and Science Honors (SMASH) Academy takes scholars on a life-altering three year journey, including five week summer STEM enrichment academies and fully supported academic year programs – all featuring critical exposure to diverse STEM role models and peers. And with nearly 400 alumni and a proven model, 2015 positioned SMASH for national expansion.

Overview

ETHNICITY

- **54%** Latino
- **26%** African American

- **9%** Pacific Islander
- **4%** South East Asian
- **11%** Mixed/Other

GENDER

- **52%** Male

- **48%** Female

COUNTY

- **36%** Los Angeles
- **25%** Alameda
- **12%** Santa Clara

- **9%** Contra Costa
- **7%** San Francisco

67%

receive free or reduced lunch

225

CURRENT SCHOLARS

37 - USC
43 - UCLA
70 - BERKELY
75 - STANFORD

AVERAGE CURRENT GRADE IN MATH & SCIENCE

75%

WILL BE THE FIRST TO ATTEND COLLEGE

Level the Coding Field Hackathons

In collaboration with Ford Motor Company, Morehouse College and Twilio, we hosted three Level the Coding Field Hackathons this past year – introducing more than 300 Detroit, Atlanta and Bay Area middle school students to mobile app design. As an integral component of our broad impact strategies, these interactive events effectively introduce LPFI STEM programming to new regions by sparking interest in computer science via fun app coding competitions led by STEM mentors.

Cities: Detroit, Atlanta & San Francisco | www.lpfi.org/hackathon/

Changing the STEM Landscape

Once students enter the SMASH program, things start to change. Not only do they gain vital STEM skills and maintain focus during the vulnerable summer months, but their trajectory and personal goals shift dramatically. And as their self perceptions begin to expand; college, careers, and graduate school no longer seem out of reach.

Every SMASH participant to date has graduated from high school, and nearly all go on to attend college or university. In fact , 79% graduated with a bachelor's degree within five years and 47% are enrolled in or graduated from the top 50 highest ranked universities in the U.S.

And STEM has remained a focus for the majority of our 377 SMASH alumni as they continue their journey through college and beyond:

95%
of SMASH alumni are either enrolled in college or have completed their degree

68%
of current SMASH alumni are STEM majors

MORE THAN
64%
of graduates now work as professionals in STEM fields!

SMASH Alumni Demographic Data

Total n = 459*

GENDER

- **52%** MALE
- **48%** FEMALE

SOCIOECONOMIC

- **68%** FIRST GENERATION COLLEGE
- **67%** FREE / REDUCED PRICE LUNCH (FRPL)

- **49%** BOTH FRPL & FIRST GEN

ETHNICITY

- **54%** CHICANO/LATINO
- **26%** AFRICAN-AMERICAN/BLACK

- **12%** MIXED RACE/MULTIPLE
- **9%** ASIAN
- **4%** OTHER (NATIVE AMERICAN, PAC ISLANDER)**

**SMASH Alumni are defined as scholars who have completed the SMASH program and have graduated high school as of June 2015.*

***The number of FRPL and First Gen scholars was lower from 2004-2009 and has increased significantly 2009-current.*

The Challenge in Numbers

African-American and Latino students combined account for only

17%

of all computer science Bachelor degrees conferred

7%

of all Computer Science Ph.D.'s. conferred

6%

of Computer Science faculty

9%

of the CS and Engineering workforce are African American or Latino

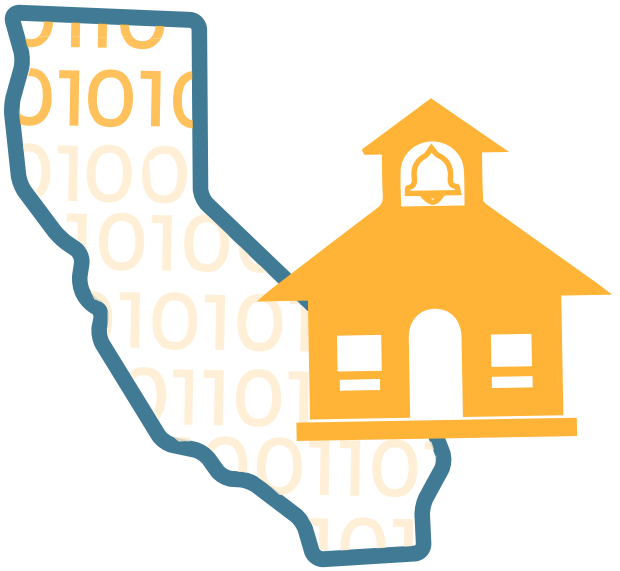
The Challenge in Numbers

A snapshot of inequities in California

MORE THAN

60%

of California's public high schools offer NO computer science courses.



NEARLY

75%

of schools with the highest percentage of underrepresented students of color do not offer computer science courses – and those that do, offer at a rate nearly half that of schools with the lowest percentage of underrepresented students of color.

African-American and Latino students make up **59%** of California public school students, but were just **11%** of 2014 AP Computer Science test takers

Research and Evaluation

In 2015, LPFI's Research and Evaluation department continued to expand its reach by widely disseminating research on SMASH outcomes, barriers to STEM involvement and promising practices for engaging underrepresented youth of color in STEM. Research products included STEM education reports, academic journal publications, program evaluation reports and national conference presentations.

Chief among these publications was the release of the ground-breaking public education landscape report Path Not Found: Disparities in Access to Computer Science Courses in California High Schools, which exposed alarming disparities in computer science course access in California public high schools. Timed to coincide with the Advanced Placement Computer Science exam date in May, the report garnered national attention from more than a dozen media outlets including: USA Today (and its syndicate partners), La Opinion, Education Week, The Washington Post, and numerous other print and radio outlets. Additionally, LPFI researchers published columns highlighting the report in both Huffington Post and Medium. (Learn more about the report at: www.lpfi.org/pnf)

Comprehensive program evaluations were also produced for all LPFI programs, including SMASH Academy, the SMASH: Prep program, the pilot SMASH: Pathways program at University of California, Davis, and LPFI's National Science Foundation-supported computer science initiatives. Additionally, SMASH alumni outcomes were tracked through an annual alumni survey and were disseminated to program stakeholders. Furthermore, the Research department presented original findings on STEM educational equity at conferences such as the American Educational Research Association annual meeting, the Computer Science Teacher's Association conference, the California Department of Education annual STEM Symposium, and the National Symposium on Student Retention.

PUBLICATIONS & PRESENTATIONS

Peer-Reviewed Journals

Howard, K., Romero, M., Scott, A., & Saddler, D. (2015). Success and Failure: Academic Effects and Psychological Implications of Eighth-Grade Algebra Performance. Journal of Urban Mathematics Education. 8(1), 31-61

Evaluation Reports

Martin, A. & McAlear, F. (2015). Summer Math and Science Honors (SMASH) Academy impact evaluation Accessed at: http://www.lpfi.org/2015-smash-evaluation-report/

Additional Media

Martin, A. & McAlear, F. (2015, May). Confronting the Disparities in Access to Computer Science Education in California. Huffington Post. Accessed at: http://www.huffingtonpost.com/alexis-martin/confronting-the-dispariti_b_7231512.html

Research Presentations

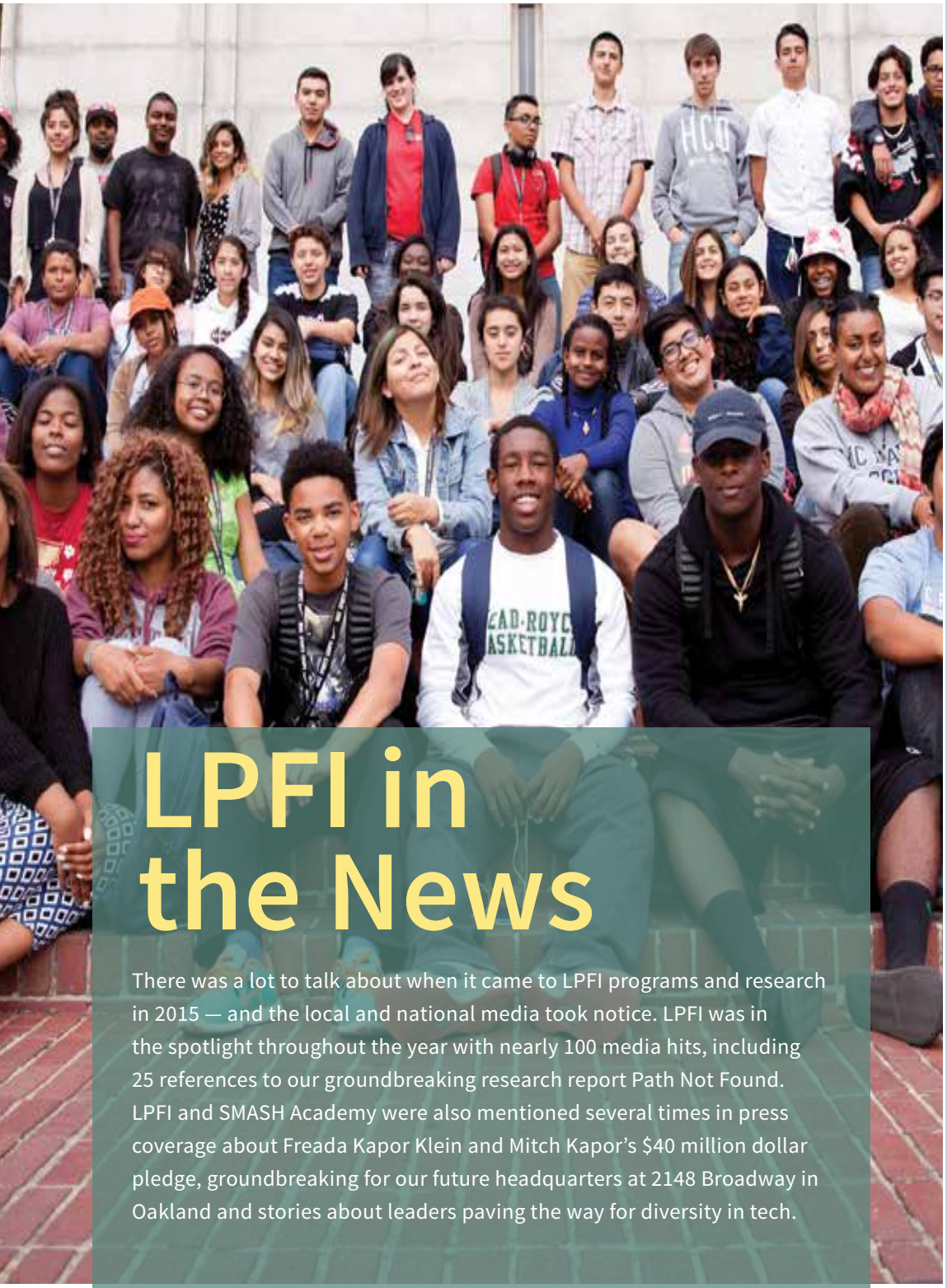
McAlear, F. (2015, November). Peer Network Effects and Persistence in Pursuit of STEM Higher Education for Underrepresented Groups. Poster presented at the annual conference of the National Symposium on Student Retention, Orlando, FL.

Martin, A. (2015, October). Computer Science Access for Students of Color: Disparities and Opportunities. Presented at the California Department of Education STEM Symposium: Designing Our Future. San Diego, CA

Martin, A., Talukdar, S., McAlear, F., Arguello, J., Garcia, D., Price, T., & McAlear, F. (2015, July). Engaging Underrepresented Youth in Computer Science. Presented at the annual conference of the Computer Science Teachers Association, Dallas, TX.

Martin, A. (2015, June). Path Not Found: Disparities in Access to Computer Science Courses in California High Schools. Presented at the Golden Gate Chapter conference of the Computer Science Teachers Association, Berkeley, CA.

Martin, A., Scott, A., & Scott, K. (2015, April). Expanding Opportunities in Computer Science among Girls of Color: An Examination of an AP Preparatory Computer Science Intervention. Presented at the annual meeting of the American Educational Research Association, Chicago, IL.



LPFI in the News

There was a lot to talk about when it came to LPFI programs and research in 2015 — and the local and national media took notice. LPFI was in the spotlight throughout the year with nearly 100 media hits, including 25 references to our groundbreaking research report Path Not Found. LPFI and SMASH Academy were also mentioned several times in press coverage about Freada Kapor Klein and Mitch Kapor's $40 million dollar pledge, groundbreaking for our future headquarters at 2148 Broadway in Oakland and stories about leaders paving the way for diversity in tech.

U.S. News & World Report

Bring STEM Education to Underserved Communities

Joseph P. Williams

SanFrancisco magazine

37 Soldiers of Change

Lauren Murrow and Sydney Johnson

c|net

Tech Group Honors Woman Behind #RealDiversityNumbers

Terry Collins

San Francisco Chronicle

Gender, Racial Equality a lifelong passion for Freada Kapor Klein

Joe Garofoli

c|net

The Diversity in Silicon Valley Advances to a Crawl

Claudia Cruz

THE UNDEFEATED

Morehouse joins elite STEM program

David Squires

2015 Fairness Matters Forum

December 8, 2015

From moving SMASH alumni success stories to messages of hope about positive momentum towards a changing STEM landscape, the 2015 Fairness Matters Forum was nothing short of spectacular. The annual event, held at Twitter Headquarters, celebrated 2015's progress toward diversifying tech and applauded leaders working to create a more inclusive tech ecosystem. Honorees included Slack Technologies Erica Baker and UC Berkeley Teaching Professor Dr. Dan Garcia. The event featured remarks from Twitter co-founder and CEO Jack Dorsey, and a rousing keynote from Morehouse College President John Wilson.

Event Sponsors

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Donors

The Level Playing Field Institute gratefully acknowledges the generous support of these individuals and organizations for their gift(s) received between January 1 - December 31, 2015

$1,000,000 and up

Mitch Kapor and Freada Kapor Klein via The San Francisco Foundation

$100,000-$499,999

AT&T Foundation

National Science Foundation

Ram Shriram via
the Dhanam Foundation

$50,000-$99,000

Bayer USA Foundation

Infosys Foundation USA

Los Angeles Times Family Fund,
a McCormick Foundation fund

Tim Ranzetta via
Innovate Family Foundation

The Rose Hills Foundation

Ford Motor Company

$25,000-$49,999

Anonymous via
Fidelity Charitable Gift Fund

Pandora Media, Inc.

AirBnB

Interactive Advertising Bureau

Amgen Foundation

RGK Foundation

FedEx Corporation

John & Allison Marston Danner
Family Fund via Silicon Valley
Community Foundation

Dream Corps

$10,000 - $24,999

Mitchell Kapor and Freada Kapor Klein
via Fidelity Charitable

SanDisk Corporate Fund(or SanDisk?)

Oracle

Microsoft Silicon Valley,
an advised fund of Silicon Valley
Community Foundation

John and Marcia Goldman Foundation

Callison Foundation

Shervin Pishevar

Genentech

Irene S. Scully Family Foundation

The Benevity Community Impact Fund,
a Fund of the American Endowment
Foundation

Benjamin Todd Jealous

Charles A. Becker Foundation

Twilio

Harry and Sheryl Bims

James and Lisa White

Kleiner Perkins Caufield & Byers/Beth
Seidenberg/John Doerr

$5,000 - $9,999

Reddit Inc

Marketo

Bell Family Foundation

John Simonelli via Riviera Partners

Clay and Ricki Akiwenzie

SAP Labs LLC(or SAP?)

Adelante Capital Management LLC

Tyler and Faith Scriven via
the Fidelity Charitable Gift Fund

Go Daddy.com

Ross Fubini and Karen Merzenich via
Fidelity Charitable Gift Fund

Beard Family Trust via
the Fidelity Charitable Gift Fund

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the Eucalyptus Foundation

James and Susan Swartz via
Swartz Foundation

Clearslide Inc.

Survey Monkey

Jeremy Rishel

$2,500 - $4,999

Beth Steinberg

Morrison & Foerster Foundation

The Vermeil Family Fund,
an advised fund of Silicon Valley
Community Foundation

New Resource Bank

Clever Inc.

$1,000 - $2,499

Duane Valz and Angela Brown

Paul and Sandra Little

Uber, Inc.

National Aeronautics and Space
Administration (NASA)

Laura Spaventa

Pablo Fuentes

Sarah Graham Metalsmithing Inc

Nat and Marilyn Goldhaber

Brian Lee and Allegra Kim

Andrea Hoffman

ASANA Inc.

Anonymous

Mark Richards

Terence Hawley

Christopher Martin

Heising-Simons Foundation

Terence Hawley via
the United Way of the Bay Area

Diane Foug and Toni Schneider

Brian Dixon

Daniel Ayele

Karen Watai

Art and Janet Wong via
Schwab Charitable Fund

ARM Inc

Tides foundation/May Liao

$500 - $999

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Mark and Stephanie Breitbard

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Dropbox

Stephen Croft

The New School

$250-499

Newman Hall Holy Spirit Parish

Angel Martin via
United Way California Capital Region

Microsoft Matching Gifts for Kiranbir Sodhia

Kiranbir Sodhia

Rebecca Jennings and Walt Mann

Roberta Sulcer

Walter Robinson

John Renehan

SF Tech 4 Good

John Lee via The San Francisco Foundation

Wylie and Judy Sheldon

Joan and Alfred Scott

Rebecca Pinto

Ronald and Pamela Fortune

Microsoft Matching Gifts for John Paul Farmer

Michael Grafton

Network For Good

Mike Davidson

$100 - $249

Nancy Knowles (Everyday Hero Campaign)

Catherine Douglas

Dershowitz Family Fund, a Donor Advised Fund of Combined
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Dr. Gerri Sweder and Ken Sweder

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Mira Edelman via
The Benevity Community Impact Fund
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PG&E Corporation Foundation

Jackie Forbes

Judy Wade

Jarvis and Sonja Sulcer

Rosa Terrazas

Kimberly Bobo via
the Bank of America United Way Campaign

William and Rochelle Lester

Rafael Ebron

Latonya Dollison

Grace Woodruff-Diaz

Cynthia Keely

Steven Jenkins

Uriridiakoghene Onovakpuri

Nellis and Hillary Freeman

Dan Garcia

Aston Motes

Dr. Greg Humpa

Renee Chapman Navarro

Maira Benjamin

Greg Comstock

Jeramiah Dooley (Everyday Hero Campaign)

Nick Howell (Everyday Hero Campaign)

Penny Stone (Everyday Hero Campaign)

Timothy McNamara

Barbara Alcaraz Silva

Anna Lewis

Juliette Bouquerel

Wolfgang Fengler

Roburta Burroughs

Jonathan Abrams

Clennita Justice

$1 - $99

Anula Jayasuriya and David Gilmour

Cedric Brown and Ray Pifferrer

Neha Shah

LaMisha Hill

Marjorie and Dan Stamper-Kurn

Jordan Tyrus(Everyday Hero Campaign)

Marcus G. Gary

Isaac Hill

Christopher Newman

David Reiley

Stephan D. McBride

Lauren NagelWerd

Brigham Hausman

Jed and Amy Sullivan

Shantina Jackson

Biba Schutz

Michael Cavallo via the Fidelity Charitable Gift Fund

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Alan Dupay(Everyday Hero Campaign)

Erin Banks(Everyday Hero Campaign)

Chris Birdwell(Everyday Hero Campaign)

Rain Hayes

Lynette Owens-Muhammad

Michael B. Gonzales

Jonah B. Liebert

Laura Leaverton

Simone Davis

Elana Yonah

Tracy Tiernan

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Madison L. Weikum

Michael Addicott

Rafe Chisolm

Damali Robertson

Rachel Villarreal

Kikelomo Aluko

Vito Claudio Ostuni

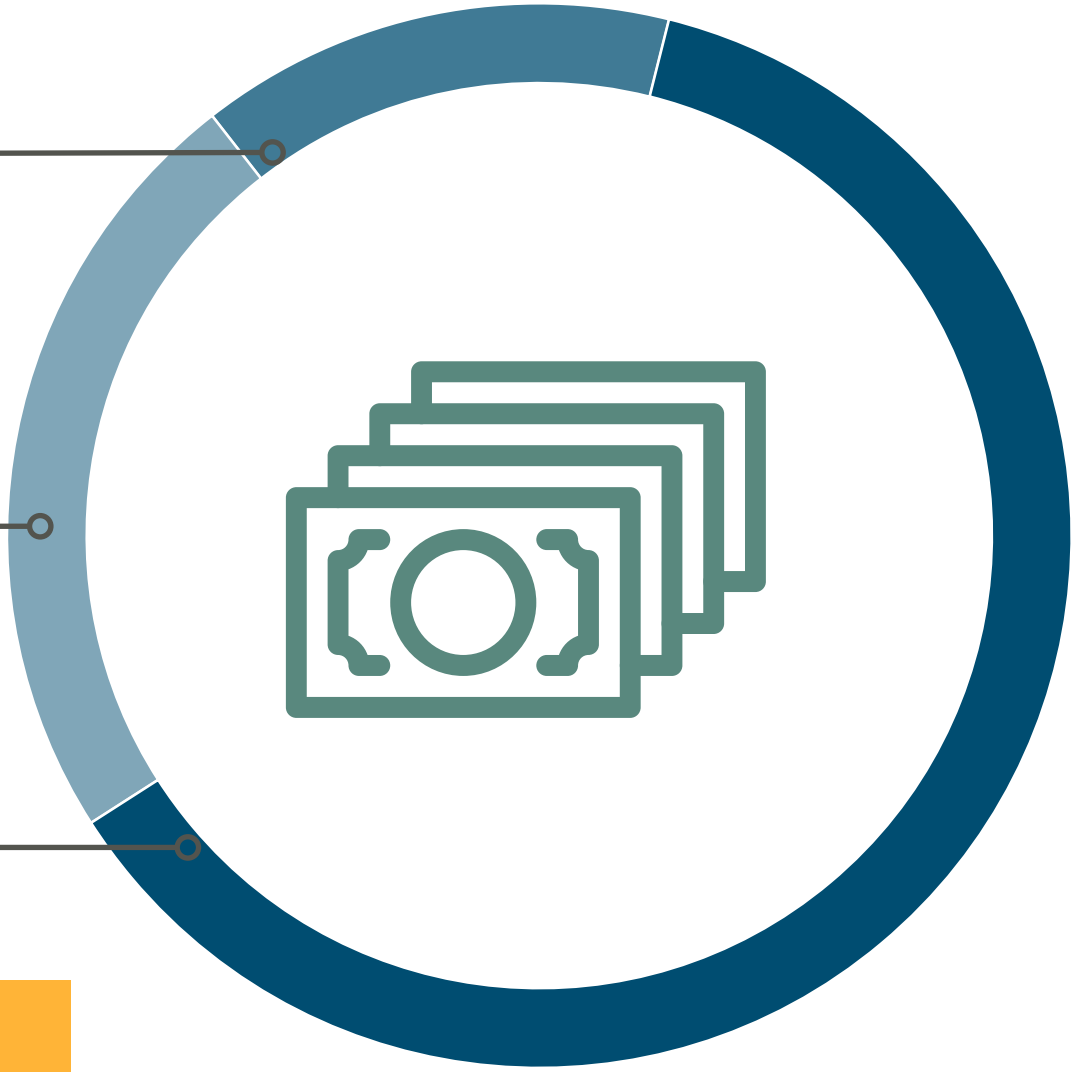
Roderick Campbell

Expense

Development
$384,251

Administrative
$729,236

Programs
$2,657,238



TOTAL
$3,770,725

Revenue

Foundations
$2,329,314

Corporate Foundations
$253,300

Corporations
$711,805

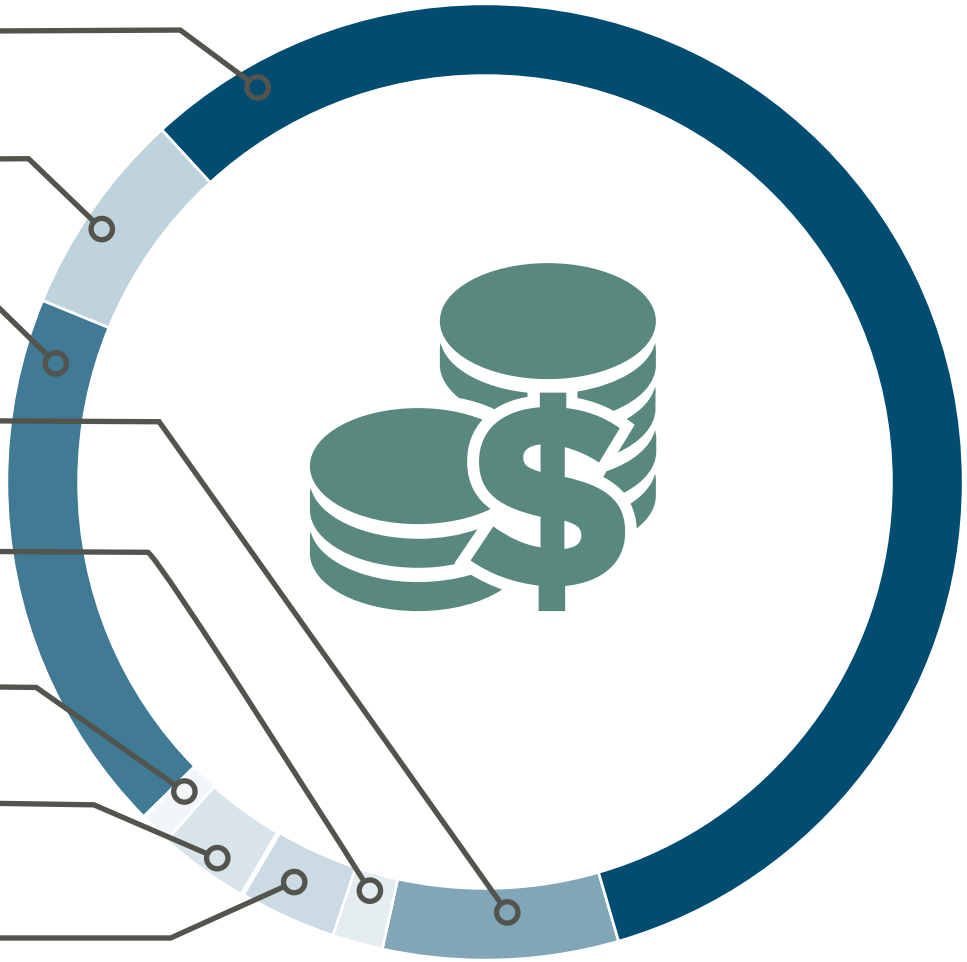
Individuals
$302,176

In-Kind
$33,500

Other
$1,341

Events
$119,732.00

Government
$154,758



TOTAL
$3,905,925

Staff List

Mitch Kapor
Interim President

Jarvis Sulcer, Ph.D
Executive Director

Development

Moneese DeLara
Chief of Development

Rachel Villarreal, Ph.D
Director of Development

Damali Robertson
Director of Development Operations and Foundation Relations

Janessa Harmon
Development Associate

Kyan Tsang
Data Entry

Programs Team

Danielle Rose, M.Sc.
Chief Programs Officer

Rachel Sims
Director of Programs

Laura Hinton
Education Programs Associate

Gabriel Chaparro, M.A.
SMASH: Stanford Site Director

Rosalyn Clark, Ph.D
SMASH: UC Davis Site Director

Catherine Douglas, M.Sc.
SMASH: UCLA Site Director

Lisa Webb, Ed.D
SMASH: UC Berkeley Site Director

Shantina Jackson
Director of Alumni Relations

James Sarria, MA
Director of Alumni Programs & Partnerships

Sumaiya Talukdar, J.D.
Director of Strategic Partnerships

Accounting & Finance

Melissa Grasso
Financial Analyst

Research & Evaluations Team

Alexis Martin, Ph.D
Director of Research and Evaluation

Frieda McAlear, M.Res
Research Associate

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