



Impact Report

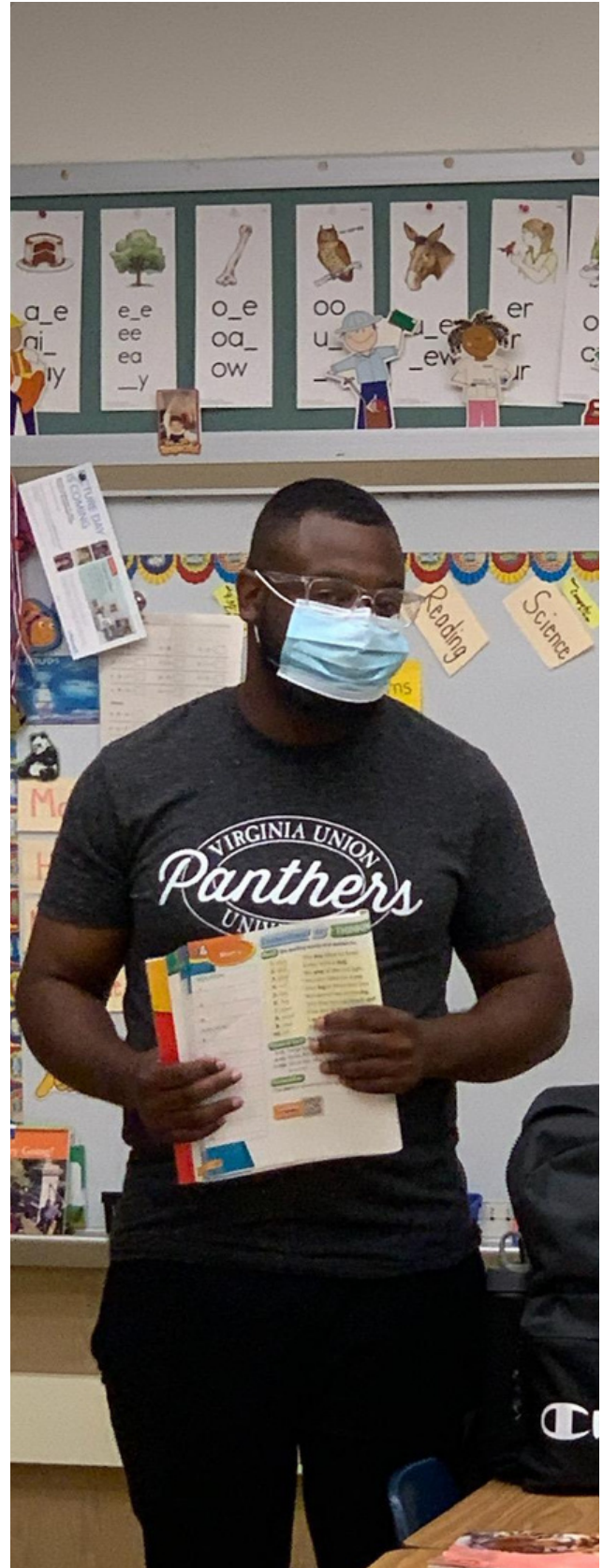
Building equity in education by increasing
Black male teacher representation.

2021

urbanedacademy.org
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Ready for 2022

Before the close of 2021, an MTV News interview featuring David Bowie began to resurface on social media. Mark Goodman, a VJ with MTV, gave Bowie a familiar explanation for why the network did not play Black artists and their videos: they were “narrowcasting” to a specific audience. Bowie’s visible dismay asked: how could such an important community and culture in music be left out of Music Television?

MTV in 1983 and the education system in 2022 face a similar issue: appealing to “all” in America usually means appealing to white America. As districts across the country face school board battles over how much American history can be taught in schools, I see what Bowie saw—representation of all is needed to appeal to all. As he noted in the interview, a system seeking to serve all needs to think about what appeals to white and black students alike—and everyone else in between.

This past year, Urban Ed Academy entered the fourth year of its Man the Bay fellowship--a campaign to place one Black male teacher in every elementary school in San Francisco. Our work consists of removing barriers to entry into the profession for men of color while providing identity-specific support for matriculating those men into classrooms. Despite the turbulent education landscape of recent years, we remain steadfast in our belief that classrooms that successfully serve black students are classrooms equipped to serve all students.

Placing representative educators into vulnerable communities is an opportunity for healing and affirming shared interest across stakeholders: students, families, teachers, administrators, and policymakers. This framework spreads representative leadership into common spaces, promotes the value of diversity in all environments, positively changes the trajectory of partner school systems, strengthens our families, and offers more hope to our larger community through the position of more male teachers of color in classrooms.

With gratitude,

Randy Seriguchi, Jr.
Executive Director

Impact by the Numbers

1

Man the Bay Fellows Served

1

Hours of Training

1

Students Impacted

1

Schools Partners

Cohort Four Onboarding



“

My fellows are like my family, when I go home to three other aspiring teachers who are lesson planning and get to debrief about their day, that makes this journey so much better.

”

Voices of Our
Man the Bay Fellows

New Headquarters and Expanded HBCU Pipeline

1676 NEWCOMB AVE.

On December 10, 2021, we officially broke ground on renovations and repairs to our first building purchase—1676 Newcomb Ave. In the last Black neighborhood left in the city, we secured the old police building in partnership with the Implementation Committee, Five Point, the San Francisco Foundation, and Black to the Future. We are now transforming this former place of pain into a place of promise for Black men. We will repurpose this beautiful, brick building into Black male educator housing to support our San Francisco fellows.



EXPANDED HBCU PIPELINE

When we started the Man The Bay campaign in 2018, we began our journey with Delaware State University in Dover, DE as our first HBCU partner. As we enter 2022, we now have a broad range of more than 25 HBCU partner universities including Prairie View A&M and Delaware State University that are working with us to inspire more Black men to enter the teaching profession.





New Partnerships

HOUSING - 2BLIVING

After the pandemic upended so many lives and complicated the already challenging Bay Area rental market, we prioritized securing a housing acquisition partner. 2BLiving is a Bay Area property management company with over 3,000 units from San Francisco to Oakland to San Jose. The company is the exclusive housing partner of the Teachers Rooted in Oakland (TRiO) teacher residency program within Oakland Unified School District and is mission-aligned with UEA. Starting in 2022, UEA's partnership gives us flexible housing options and the ability to provide housing to an increasing number of fellows without securing the housing upfront.

TEACHER DEVELOPMENT - EDCONNECTIVE

We needed a fresh take on coaching and professional development for our fellows and we found a strong new partner in EdConnective (EC). The team at EC fell in love with our “culture before pedagogy” approach and understood the importance of identity-specific support for our Black male fellows. Our new partnership allows us to “flex” coaching, professional development, and personal development at scale for as many fellows as we recruit.

DISTRICT PARTNER - OAKLAND UNIFIED SCHOOL DISTRICT

We are devoutly committed to San Francisco—our organization was born in Bayview Hunter's Point and our Newcomb Ave. building purchase will root us in Bayview. However, the need for more Black male representation in schools reaches beyond San Francisco. Through our partnership with CalStateTEACH, we built bridges for our fellows into Oakland, where the teacher shortage has just as much impact on our children. We took advantage of a housing opportunity in West Oakland and have a cross-training platform on both sides of the bridge. In addition to placement opportunities in Oakland elementary schools, our Executive Director will join the Advisory Board for Teachers Rooted in Oakland, opening up more connections for our great Bay Area mission!

Partnership Spotlight



Rishi Khosla, Partner, 2B Living

Urban Ed Academy is pleased to partner with 2B Living, a Bay Area-based property management company dedicated to ensuring that more affordable housing for the region. This partnership ensures that housing for Black male teachers is available, regardless of market dynamics.

Click [here](#) to watch the partnership announcement.

Media and Press



Second Jefferson Award for Urban Ed Academy. Click [here](#).

- Another **ABC** Story on one of our current teachers-of-record, Codion Isom (Read it by clicking [here](#).)
- **San Francisco Chronicle** article on the need for more teacher diversity in California, the most diverse state in the country. (Read it by clicking [here](#).)
- An article with **The Hill** on the cost barriers affiliated with Black men entering the teaching profession. (Read it by clicking [here](#).)

Building the Board and Staff to Support Growth

NEW BOARD MEMBERS OVER THE PAST YEAR



Kai Matthews, Ph.D.
CA Educator Diversity
Project Director , UCLA



Chris Russi
Founder & CIO,
Point-Slope Capital



Shariff Barakat
Partner, Akin Gump Strauss
Hauer & Feld LLP



Tammy Debord
Business Operations
Manager, Bungie



Angelia Dickens
Principal, Dickens Law
Group

NEW STAFF OVER THE PAST YEAR

- **Nick Banks**, Fellowship Director
- **Leonard Medlock**, Interim Development Director
- **Trent Kravitz**, Operations Associate
- **Sonja Currie**, Partnerships Associate

Financials and New Funders

Revenue

\$1,986,221.05

Expenses

\$1,786,185.37

NEW FOUNDATION AND CORPORATE PARTNERS

- Gilead Foundation
- Stupski Foundation
- Kimball Foundation
- Bothin Foundation
- Cameron Schreier Foundation
- Full Circle Fund
- American Eagle Outfitters (AEO) Foundation
- Silver Giving Foundation
- The Swig Foundation
- RDJ Enterprises
- MYVEST

Funder Spotlight



Trina Villanueva, Director of Corporate Social Responsibility , Union Bank

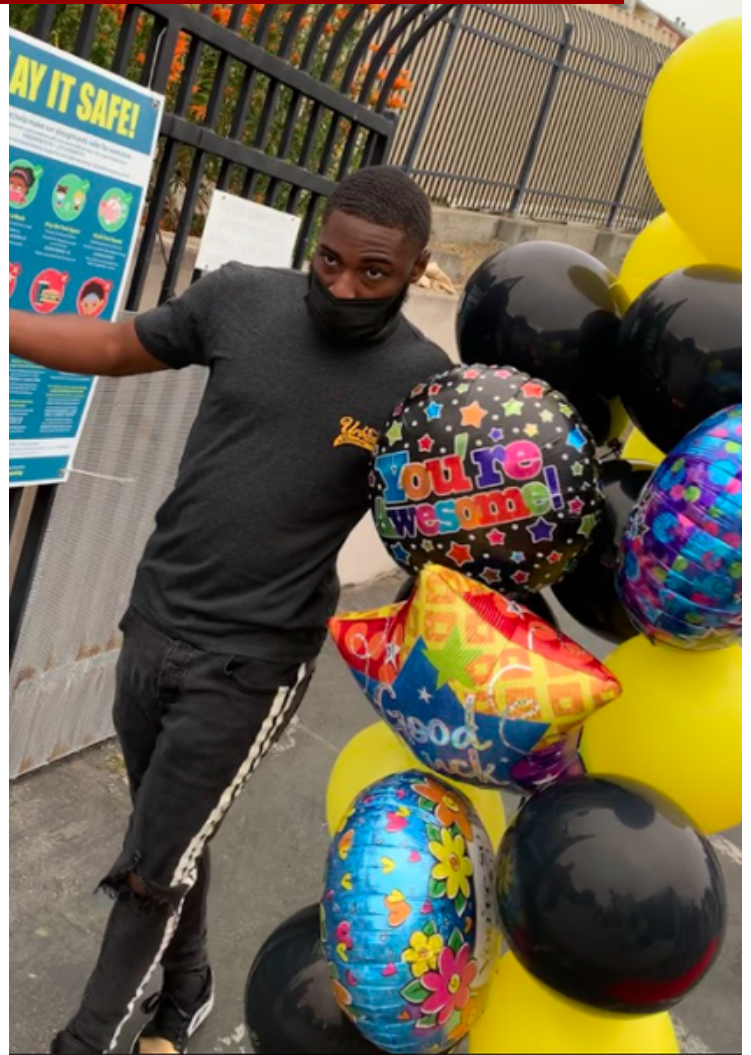
UEA depends on community partners, big and small, to acclimate and affirm the presence of Man the Bay fellows in the schools and communities they serve while working to become a fully credentialed teacher of record.

Click [here](#) to learn why Union Bank has continued to support Urban Ed Academy for over 10 years.

Gratitude

Thank you to all of our
donors, and partners
for your continued
support.

American Eagle Outfitters Foundation
Bank of San Francisco
Cameron Schrier Foundation
College Futures Foundation
Comcast
Crankstart
Department of Children, Youth & Families
Facebook
Full Circle Fund
Gilead Foundation
Golden State Warriors
Google Ads
Intrepid Philanthropy Foundation
Morgan Stanley Gift Fund
MUFG Union Bank, N.A.
MYVEST
NBCC
New School Venture Fund
Office of Economic and Workforce Development
PG&E
RDJ Enterprises
Renaissance Charitable
San Francisco Foundation
Schwab Charitable
Silver Giving Foundation
Strategies360
Stupski Foundation
Swinterton Foundation
Teach For America (TFA) Enduring Ideas
The Kimball Foundation
The Swig Foundation
Tides Center
Tides Foundation (Google Community Grants Fund)
Union Bank
Walter & Elise Haas Fund
Warriors Community Foundation
Young Community Developers (21-22)



Urban Ed Academy

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