

# 2022

## Impact Report



**"I have to be a leader,  
I have to be a mentor,  
I have to be on my A-game at all times."  
-MTB Fellow**





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# READY FOR 2023

Most Americans never experience a Black man leading their classroom. At Urban Ed Academy, our team works to combat a deep-rooted, repetitive failure to diversify the teaching force that serves America's ever-changing population. Looking at our current public school demographics for teachers and students, we discover that 72.3% of teachers are white, serving a population of 54.2% of BIPOC students.

If equitable representation is a priority goal, saying we're falling short is an understatement.

We believe every school in America needs Black male teachers because every state in America stands to benefit in the wake of a national teacher shortage. Thankfully, our work has shown us that a vast, untapped pool of Black talent is ready for recruitment.

With your support, we were able to discover more of that untapped talent pool over the years—and it has been working. We're immediately impacting students by placing Black men in classrooms, but the impact does not stop there. Their parents and families benefit. Colleagues and peers at the school site benefit. They are breaking down generations' worth of racial bias by showing up and doing their best for their students.

Thank you for helping us bring our vision to life. 2022 was an amazing year for our progress—and 2023 is looking even better. It's time all of America starts seeing Black men as the innovators, philosophers, scientists, and leaders they are. It's time America starts seeing more Black male teachers.

Sincerely,  
Randy Seriguchi, Jr  
Executive Director



# ALREADY MAKING AN IMPACT IN 2023



Urban Ed Academy, Man the Bay aim for every student to have a Black male teacher before sixth grade and give those teachers training and support.

We had the pleasure to connect with Jobina Fortson from ABC News to further discuss our mission in placing Black male educators inside of classrooms.

Click [here](#) to watch Jobina's full visit with UEA.

**"If you close your eyes and envision a teacher or even a teacher that you had growing up, do you visualize a Black man? Statistically speaking, your answer is likely no."**



# IMPACT BY THE NUMBERS

**25,000+** total training hours accrued

**2,500+** students served between SF and Oakland\*

**25** fellows recruited, relocated, and trained\*

**15** school partners served between SF and Oakland



*\*cumulatively since 2018*



# TOP SIX HIGHLIGHTS

1

Secured significant financial support from new funders like MacKenzie Scott, Jordan Brand, Salesforce, NBCUniversal, Adobe, and the San Francisco 49ers.

2

Cohort 4 achieved significant milestones, with 80% of fellows on track for acceptance into credential programs and full-time teaching offers in San Francisco and Oakland.

3

Completed a 15-university HBCU tour across 7 states, engaging over 350 prospective candidates.

4

Diversified revenue streams with partnerships, such as a fee-for-service agreement for Black male teacher recruitment with Oakland Unified School District.

5

Forged a multi-year partnership with Oakland Unified School District.

6

Four out of five fellows on track to receive full time offers to teach next year in San Francisco and Oakland.



# TRANSFORMATIONAL MACKENZIE SCOTT DONATION

UEA received a generous \$2.5 million donation from philanthropist and best-selling author MacKenzie Scott in 2022.

*“We want to thank MacKenzie Scott for recognizing that schools across America need more Black male teachers. Thank you for underlining the incredible hard work and dedication that our fellows, educators, and staff have exemplified. And thank you for providing the resources for us to grow our impact in our community.”*

*-Executive Director, Randal Seriguchi, Jr*



Read more by clicking [here](#).







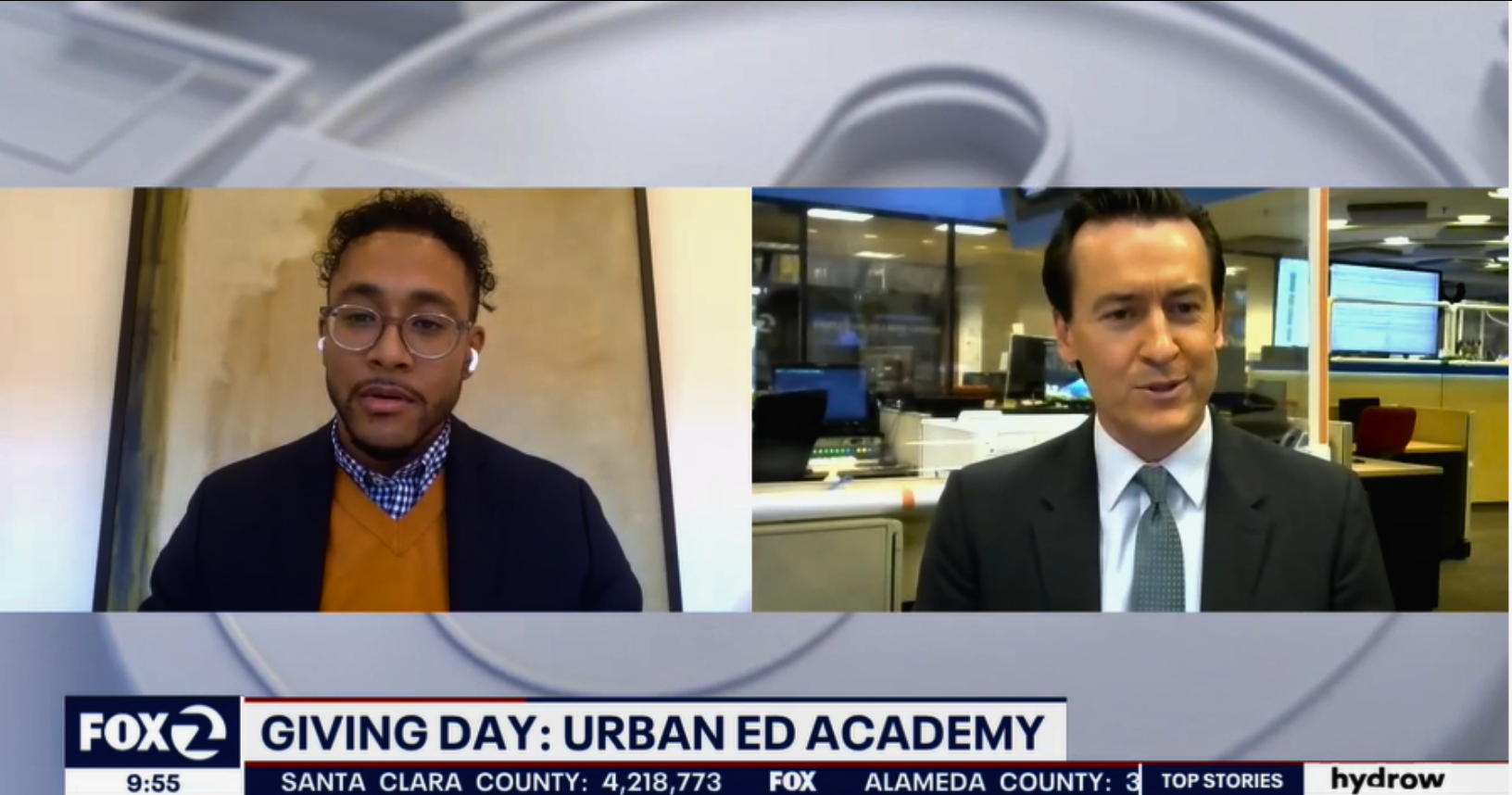
# SAN FRANCISCO 49ERS: EVERYDAY HERO



We are thrilled to share that in December 2022, one of Urban Ed Academy's Man the Bay Fellows was recognized as an Everyday Hero during a San Francisco 49ers football game. As an inspiring elementary school teacher, he truly embodies the spirit of an everyday hero. We are grateful for this recognition and the opportunity to celebrate the incredible impact that teachers, like our dedicated fellow, have on the lives of students and communities.



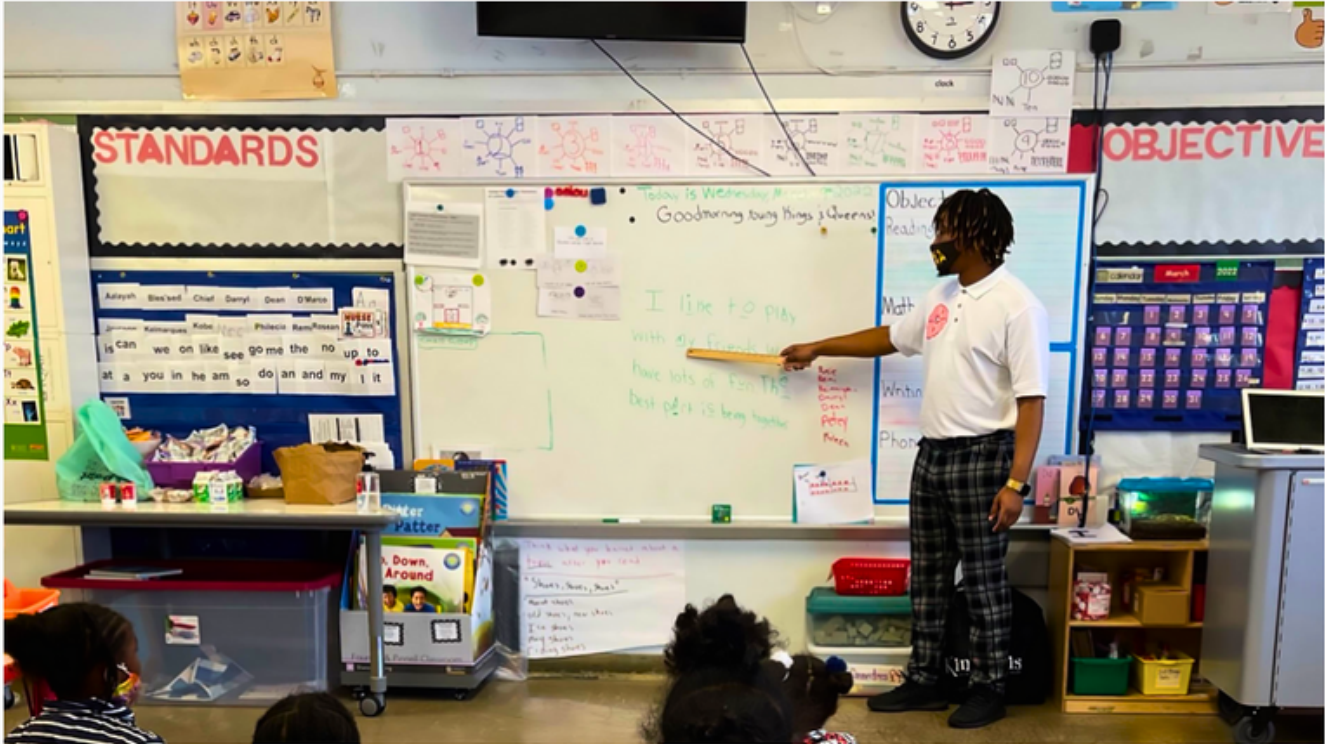
# MEDIA AND PRESS



## KTVU: Giving Day and Urban Ed Academy

KTVU talks with the executive director of Urban Ed Academy, a group dedicated to increasing Black male teacher representation in San Francisco.

# MEDIA AND PRESS



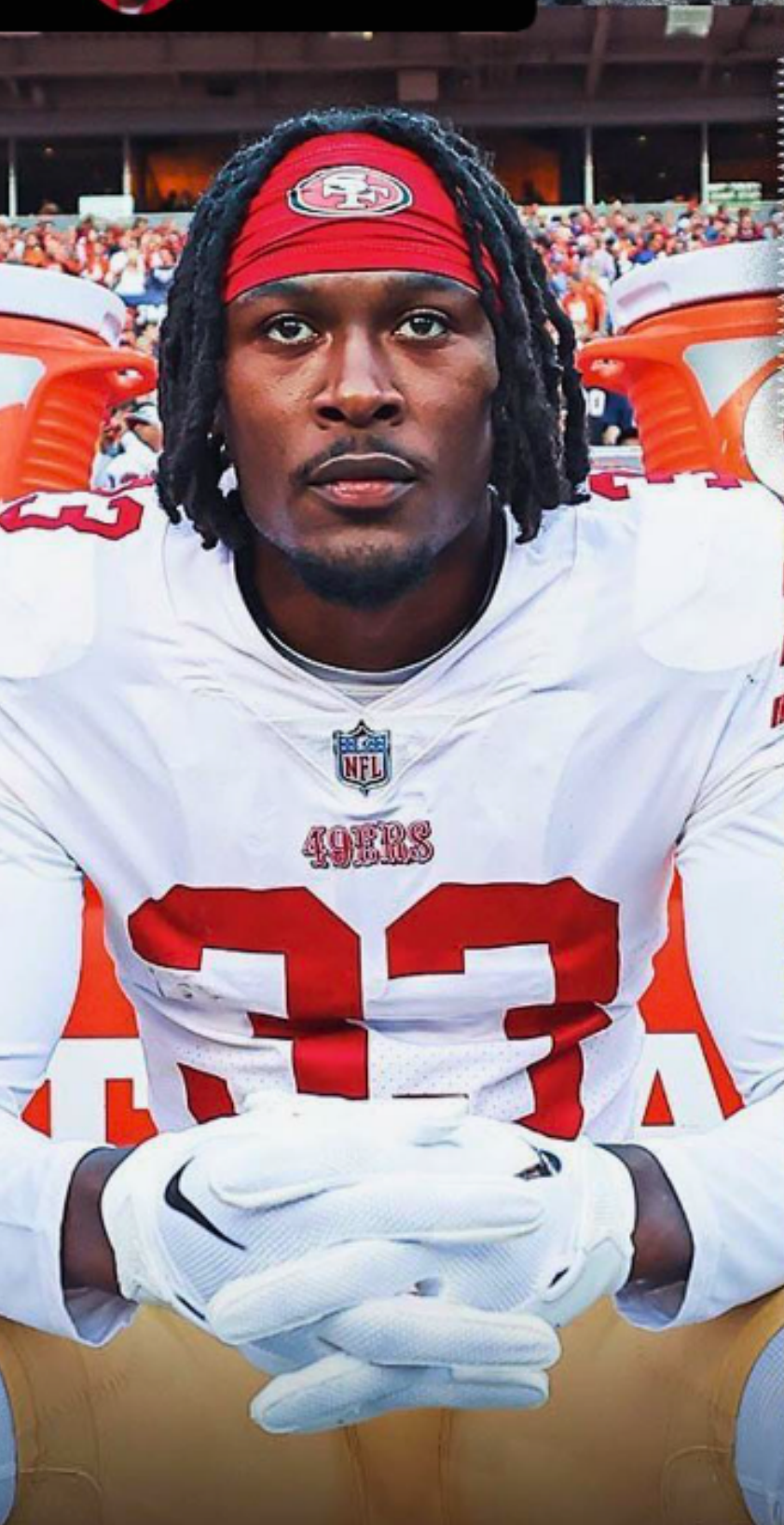
Community

## Closing the Representation Gap in Schools, One Black Male Teacher at a Time

### Stories@Gilead

“When we’re talking about serving our schools, we’re also talking about serving our neighbors,” says Randy. “If you show me a district or a school site that is serving Black students well, you’re also showing me a school site or district that can serve all students well.”





x

SHOE  
PALACE



**TARVARIUS MOORE**

BENEFITING: URBAN ED ACADEMY

POSITION: SAFETY

NUMBER: #33



# MEDIA AND PRESS



**Shamann Walton**

**President, San Francisco Board of Supervisors**

## Pass the Baton: UEA Perspectives

"Learning and education is the true equalizer. So that's how you bring someone out of poverty, isolation and disenfranchisement and that's how they have the opportunity to be successful. The fact that Urban Ed is now recruiting educators from around the country and bringing them to San Francisco to teach is something that I get more and more excited about. And, I want to do everything I can to help support that vision and that work."

-Shamann Walton



# MEDIA AND PRESS

**And Another One! MacKenzie Scott Gives \$2.5M To Urban Ed. Academy, An Organization Dedicated To Increasing Black Male Teacher Representation**

THE PHILANTHROPIST AND NOVELIST HAS ALREADY GIVEN AWAY NEARLY \$2 BILLION IN DONATIONS TO 343 ORGANIZATIONS.



## **Essence: And Another One! MacKenzie Scott Gives \$2.5M To Urban Ed. Academy....**

"MacKenzie Scott just added yet another life-changing philanthropic move to her long list of donations, and its poised to change the lives of countless Black children"





# 2022 FINANCIALS & NEW FUNDERS

## Revenue

**\$ 4,082,945**

**2021: \$2,535,741**

**2020: \$1,219,038**

## Expenses

**\$2,141,713**

**2021: \$1,787,929**

**2020: \$1,426,106**

## New Foundation & Corporate Partners

- 49ers Social Justice Grant
- Adobe Employee Community Fund
- American Heart Association
- Bothin Foundation
- Comcast NBCUniversal Foundation
- Crankstart
- Flora Family Foundation
- Jordan Brand
- Kenneth Rainin Foundation
- National Philanthropic Trust
- Oakland A's Community Fund
- The Kimball Foundation



# GRATITUDE

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



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