



# Partner Packet

Multi-Year Partnerships

The Sadie Collective - 2021

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## About the Collective

### About

Founded in 2018 by Fanta Traore and Anna Gifty Opoku-Agyeman, the Sadie Collective serves as the only organization that uniquely addresses the pipeline and pathway problem faced by Black women within economics and related fields such as finance, data science, and public policy. In doing so we:

- **Promote Scholarship** by showcasing the work of our members and Black women across the quantitative sciences, more broadly;
- **Cultivate Ambition** that lights a fire within our membership to reach higher heights and “knock those doors down” by entering, innovating, and making their voices heard in economics and related fields;
- **Foster Community** through internal events and programming aimed at equipping our members with a global community of Black women and allies in economics and related fields; and
- **Enable Empowerment** by providing our members with the tools they need to overcome the unique challenges facing Black women in the field.

We address these pillars of our work through innovative, multifaceted initiatives, and partnerships that leverage not only our lived experiences as Black women in the field but our core capacities to foster systemic and transformational changes that will disrupt the field for the better. With your assistance, we will be able to build bridges, broadcast our findings, and show the world that we can #KnockThoseDoorsDown.

### Mission

By empowering and equipping Black women in quantitative sciences, the Sadie Collective addresses the pipeline and pathway problem in economics, finance, data science, and public policy through curated content creation, programming, and mentorship.

## Meet the Founders



### Fanta Traore

#### **Co-Founder**

Fanta Traore is an alumna of Howard University, where she graduated with dual degrees in Economics and Political Science. Currently, Fanta is pursuing a joint Master of Public Policy and Master of Business Administration degree at Yale University. Her interests include shaping the future of work for youth and using data to enable policy change. She is one of the co-founders of the Sadie Collective.

Prior to attending Yale, she worked as a Senior Research Assistant in the Federal Reserve System's International Finance division, where she analyzed cross border transactions data and the impact of financial market development on inequality.

Fanta also worked at entrepreneur accelerators, Echoing Green and the Anzisha Prize, where she supported 100+ organizations by leveraging her ability to use data for social impact and brokering partnerships across francophone Africa.



### Anna Gifty Opoku-Agyeman

#### **Co-Founder**

Anna Gifty Opoku-Agyeman is an alumna of the University of Maryland, Baltimore County, where she earned a B.A. in Mathematics and minor in Economics in the Spring of 2019. Currently, she is a graduate student at Harvard Kennedy School studying public policy. Her interests include labor economics and education within the Black Diaspora. She is one of the co-founders of the Sadie Collective.

To date, Anna remains the youngest recipient for a [CEDAW Women's Rights Award](#) by the UN Convention on the Elimination of All Forms of Discrimination against Women— previously awarded to Vice President Kamala Harris and Democratic House Speaker Nancy Pelosi.

Her upcoming book, *THE BLACK AGENDA* (St. Martins, 2022) is the first edited collection exclusively featuring Black policy and research experts.

# Facts about the Collective and Problem

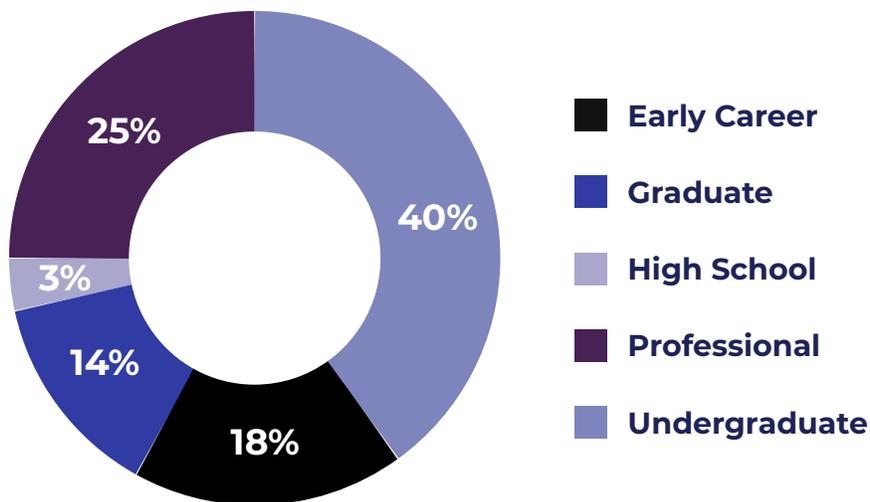
## The Sadie Collective: Facts and Figures

### About the Collective

- Named after Dr. Sadie T.M. Alexander, America’s first Black economist
- Co-founded by Fanta Traore and Anna Gifty Opoku-Agyeman in 2018
- A team of 10 Black women; early career professionals and students
- Organizes the only international conference for Black women in economics and related fields
- Membership spans 30 states, 130 institutions, and 3 global regions
- Addresses the pipeline and pathway problem within economics, finance, data science, and public policy for Black women
- Previous partners and supporters include Urban Institute, Brookings Institution, PNC Bank, and U.S. Treasury Secretary Janet Yellen

## Membership Composition

### Sadie Collective Membership Breakdown



1,087+ Black Women

Members Worldwide (2021)

130+ Institutions | 30+ States | 3 Global Regions

## Membership Portal

The Sadie Collective Portal is a space of resources and connections for Black women. All users can access the landing page with updates and announcements from the Sadie Collective as well as the Directory where information about members, allies, and recruiters can be found.

For Black women, the Sadie Collective's Membership Portal is a hub of information and opportunity. Job postings that were once available only in our newsletter are now contained in one location and easily accessible through the portal. Positions can be filtered using many categories including Professional level, location, and industry, thus streamlining the search process.

Black women also have the added benefit of access to both private and public groups. The private groups consist of other Black women at similar professional levels while the public groups are defined by areas of interest. These spaces can also be used for networking and building your professional community. With that comes mentorship, which can serve as an important part of Black women's college and career experience. Through the portal, we are able to match mentors to interested Black women.

Additionally, virtual events can be hosted and attended by Black women on this platform. This is just one of the ways that Black women will be able to increase their economic knowledge through the Sadie Collective. Black women can also access documents relating to different areas of economics and related quantitative fields so that they may be well prepared for navigation in this industry, whether that be for work or school.

For recruiters, the Sadie Collective's Membership Portal contains the opportunity to start or continue to grow a diverse network. This portal allows for promotion of opportunities directly to a community of Black women at various professional levels. This can be through job postings, hosting events, and networking. Job postings are customizable to include specific career levels, industry type, and location, streamlining the search process for both recruiters and Black women. Black women are encouraged to interact with recruiters since their presence in the portal marks a step towards increased inclusivity at the company level. The portal serves as a space for engagement with Black women and acting on a commitment to diversity.

We at the Sadie Collective are happy to continue growing our organization and are excited for you to grow with us!



## Facts About the Problem

**4**  
out of  
**1,225**

For the year 2018-2019, only 4 out of 1,225 PhDs were awarded to Black women in economics. Black women accounted for approximately 5% of all STEM PhDs awarded in 2019. ([AEA Report of the Committee on the Status of Minority Economists, published in December 2020](#))

**5**  
out of  
**1,197**

For the year 2017-2018, only 5 out of 1,197 PhDs were awarded to Black women in economics. Black women accounted for approximately 5% of all STEM PhDs awarded in 2018. ([AEA Report of the Committee on the Status of Minority Economists, published in December 2019](#))

**1%**

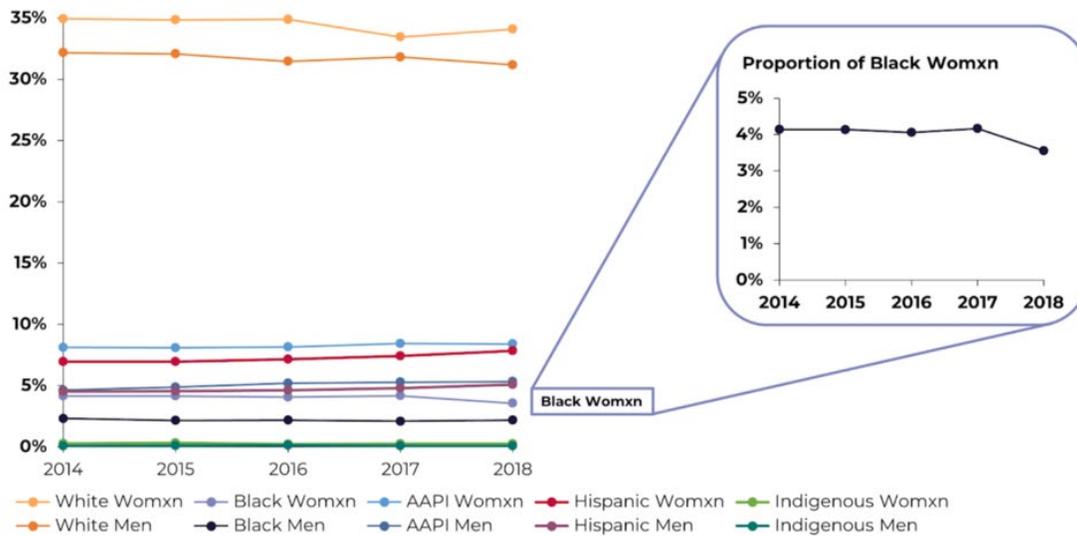
“The growth in undergraduate economics degrees conferred to Black women increased by 1% between 1996-2005 and 2006-2015, which is the equivalent of 47 degrees. Black women had the lowest percentage growth of any group. For Black males, the growth in undergraduate degrees conferred increased by 47% for the same period, 2,757 degrees. For the 1996-2015 period, Black males earned 5,022 more undergraduate economics degrees than did Black women.” ([Wiser Policy Institute President, Dr. Rhonda V. Sharpe](#))

**-4.5%**

The National Science Foundation reports that the number of Black female undergraduate students majoring in mathematics declined from almost 4.5% in 1997 to 2.35% in 2014. ([National Science Foundation Report: Women, Minorities, and Persons with Disabilities in Science and Engineering, published in January 2017](#))

What is the pipeline problem? According to the Census Bureau's 2019 American Community Survey, Black women make up approximately 6.68% of the total U.S. population, but in 2019, only 2.5% of degrees in economics, finance, math, or accounting were earned by Black women.

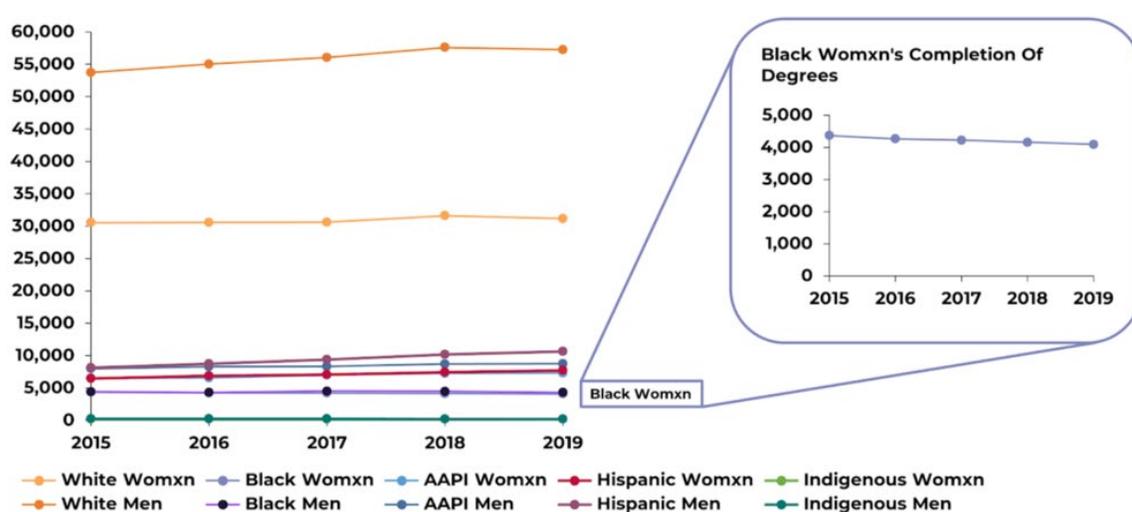
**Percentage of Workers in Economics, Finance, Math, and Accounting, by Race and Gender**



Source: IPUMS. Individuals categorized as "Hispanic" were not included in totals for other racial or ethnic categories.

The downstream effects of this phenomenon is evidenced by the number of Black women who held jobs in those fields over a similar timeframe. In 2018 (the most recent year of data available), only 3.6% of workers in economics, finance, math, and accounting were Black women — far lower than Black women’s overall presence in the U.S. population.

**Number Of Degrees In Economics, Finance, Math, And Accounting, By Race And Gender**



Source: IPEDS. Individuals categorized as "Hispanic" were not included in totals for other racial or ethnic categories.



## The Sadie T. M. Alexander Conference for Economics and Related Fields (SACE)

### **SACE 2021 saw:**

- Sold out virtual conference with 17 sessions (skills building workshops, panels, mentorship roundtable)
- 34 organizations represented at the career fair
- 400+ members and allies registered for the second annual Research Reception
- Largest gathering of Black women in economics and related fields globally

### **According to a conference survey:**

- 51% of respondents had never met a Black woman economist prior to the conference. Post-conference, 100% of respondents were exposed to a Black woman economist.
- Pre-conference, 58% of attendees considered it “very likely” they would pursue a career in economics or a related field. Post-conference, 74% said the same.
- 11% more conference attendees reported they felt “somewhat” or “very” prepared for a career in economics or a related field.
- 84% of post-conference respondents plan to connect with someone they met at the conference.
- 100% of attendees rated the 2021 conference as “very good” or “excellent” (80%).

## Member Testimonials



**Faith Achugamonu**

***Wakefield High School***

I absolutely loved the Sadie Collective Economics Conference! It really assisted me in multiple ways, and continues to do so. The first day's career fair really helped me to know more about the jobs available to economists that I did not have a clear understanding of before. For instance, gaining knowledge about positions that range from those in think tanks where policies can be developed to positions on the Federal Reserve Board. In addition, I was able to gain some long lasting helpful contacts that gave me so much joy. Moreover, with so much Black excellence that surrounded me, I was more inspired to pursue my passion in economics knowing that I would not be alone and that the system needs people like me so that the people that influence economic policy look like the rest of America.



**Fama Ndiaye**

***Syracuse University***

It was even bigger and better than last year's. I left inspired and honestly just so happy. I am super thankful to the girls for creating a space like the Sadie Collective.



**Sydney Utsey**

***Morgan State University***

My first attendance to the Sadie Collective Conference was unexpected and energizing. I went into this conference not knowing what to expect. Within the first hour, I was overwhelmed by the warmth, empowerment, and intelligence from all the people at the conference. I left motivated and inspired to grow through my goals, not just as a woman, but as a Black woman. It felt amazing to be around so many Black women with almost all similar passions and desire to help others. I cannot wait for the next conference.



**Cari Harris**

***Bank of America***

My experience at the Sade Collective Conference was amazing! For me, it's the experience to be around young Black women like myself who are developed and developing in their careers. Unfortunately, the economics professions are predominantly white; the Collective, rather than to see that fact as discouraging, chooses to see it as an opportunity to make a difference! Although the statistics show that my chances are slim, the Sadie Collective empowers me to know that one day I can accomplish my dream and be a major player in the world.



**Jaala Alston**

***Columbia University***

As a Black woman in a field where our presence is rare, it is obviously of paramount importance that we have community. If nothing else, the Sadie T.M. Alexander Conference gave me the impression that I had a place in economics, but it also gave me a mentor, vital information that allowed me to see where I could be and the work that I could do, and people I could ask for guidance and advice. It made me feel much less alone in the field, and some connections I have made through the conference and the collective were vital to my professional and personal development.



**Samantha Anderson**

***JP Morgan Chase & Co. Institute***

The 2020 Sadie T.M. Alexander Conference for Economics & Related Fields proved to be an excellent opportunity for me to meet women of color from across the field of economics and learn more about opportunities to further engage in economics research. As a young professional in research, I was eager to develop connections with people who shared my passion for economics and public policy, and the conference paved the way for this and so much more. What I appreciated the most from the conference was the strong focus on experiences specific to Black women in economics. From the thoughtful selection of panelists to the segment dedicated to maintaining mental wellness in the workspace, the organizers thought of the countless ways that Black women engage with and are impacted by the field. By the end of the conference, I felt inspired by the stories told by women who had at one point stood in my shoes.



**Makeda Tadessa**

***University of Minnesota***

The best part about attending the Sadie Collective Conference was the understanding and awe in realizing that all the established women who were there wanted to be, and wanted to help me, and wanted to see me do well. Everyone talks about representation and how it's essential, but to have a space where you can see yourself in other women at such a capacity doing such extraordinary things was unique.

To be surrounded by Black women in and of itself is not only a privilege, but a luxury. To then be surrounded by Black women who have shared interests as you, that's a blessing. This conference opened a lot more than just opportunities, though it definitely provided that. It's also shaped how I plan my future, and brightened me to learn all the ways I can succeed, and help others too. I've established meaningful professional and personal relationships as a result, and I'm excited to witness the growth of this organization.

## Partner Testimonials



Sarah Rosen Wartell

**President, Urban Institute**

In February, the Urban Institute had the honor of hosting the Sadie Collective's second annual conference. Our halls were filled with talented, smart, visionary, and entrepreneurial Black women who want to use analytic power to change the economic profession, change policy, and change the world. It was exhilarating.

While the dais hosted some of the accomplished woman I most admire in economic disciplines – Dr. Susan Ford, Dr. Janet Yellen, Dr. Bridget Terry Long, and Urban's own Dr. Kilolo Kijakazi, among others – I was most inspired by the young women assembled, what they had already accomplished to be there, and what I know they will accomplish ahead.

The women of the Sadie Collective have banded together to lift one another up and make themselves heard in fields whose gatherings never look like our conference center looked that day in February.

**The Urban Institute is proud to partner with the Sadie Collective. I cannot wait to see what the Sadie Collective does next.**



David Wessel

**Director of the Hutchins Center on Fiscal & Monetary Policy, Brookings Institution**

I have been in meetings where a bunch of well-meaning white people wondered why there weren't more people of color in the room. I have seen and, to be honest, organized panels and conferences where we were satisfied that there were at least a few Black faces amid the sea of white ones. I had never been in a room like the first Sadie Collective conference on a Saturday morning in February 2019, one of very few white men in a room with dozens of young Black women who were studying

economics – probably the largest single gathering ever of Black women pursuing economics as a discipline. The 2020 conference was bigger and better, but I'm so glad I got to be at the very first one.

**So now I'm one of those gray-haired ones, marveling at the marketing and organizing creativity and skill of the Sadie Collective, laboring to offer advice or connections only when asked for, trying not to be the old guy who tells the young folks what they should be doing differently – and getting out of the way so that change can come faster. I'm proud to be considered your ally.**

# Partnership Tiers

We look to cultivate a support system that increases and sustains numbers of Black women in our community and expand Black women's understanding of their full potential in these spaces through sharing tangible resources & access to opportunities to enable their success.

**We offer multi-year partnerships through our institutional membership program:**

## **Corporate (private sector) - \$50,000**

- Host a webinar/seminar
- Consulting
- Recruit at career fair
- Attend the conference
- Resume bank
- Access to the Sadie Collective membership through the Sadie Collective Membership Portal

## **Universities (Public PWIs) - \$30,000**

- Host a webinar/seminar about Graduate School/Predocs/Summer Research
- Recruit at career fair
- Attend the conference
- Resume bank
- Access to the Sadie Collective membership through the Sadie Collective Membership Portal

## **Universities (Private PWIs) - \$40,000**

- Host a webinar/seminar about Graduate School/Predocs/Summer Research
- Recruit at career fair
- Attend the conference
- Resume bank
- Access to the Sadie Collective membership through the Sadie Collective Membership Portal

### **Universities (Private HBCU) - \$30,000**

- Host a webinar/seminar about Graduate School/Predocs/Summer Research
- Recruit at career fair
- Attend the conference
- Access to a resume bank
- Access to the Sadie Collective membership through the Sadie Collective Membership Portal

### **Non Profit Organizations: Ex: Think Tanks, Foundations, Associations - \$30,000**

- Recruit at career fair
- Attend the conference
- Access to a resume bank
- Access to the Sadie Collective membership through the Sadie Collective Membership Portal
- Host an event/webinar

We would love to partner with you and/or your organization in any of the designated tiers above to bring our upcoming conference and our other initiatives to fruition.

# Sponsoring the Sadie Collective Fourth Annual Conference

## The Sadie T. M. Alexander Conference for Economics and Related Fields

Each year, the Sadie Collective hosts the Sadie T. M. Alexander Conference for Economics and Related Fields where members, allies and recruiters meet to not only discuss Black women's place in the economics field, but to also take action. Here, sponsors are able to meet some of economics' best talents and work towards employing more Black women at the career fair as well as providing educational opportunities as the host of workshops.

### Sponsorship levels:



#### **Gold - Donations of \$50,000 and above**

These donors receive acknowledgment in the program and on screen during live-streamed welcoming remarks, a plaque of appreciation, two free tickets for representatives and free recruitment access.



#### **Silver - Donations of \$25,000 - \$49,999**

These donors receive acknowledgment in the program and on screen during live-streamed welcoming remarks and two free tickets for representatives to attend.



#### **Bronze - Donations of \$10,000 - \$24,999**

These donors receive acknowledgment in the program and a plaque of appreciation.

## Contact

***For more information on financial and conference sponsorship, contact:***

[give@sadiecollective.org](mailto:give@sadiecollective.org)

***For more information on external events, programming, and recruitment, contact:***

[partner@sadiecollective.org](mailto:partner@sadiecollective.org)

***For 2021 conference inquiries, contact:***

[programs@sadiecollective.org](mailto:programs@sadiecollective.org)

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