



the sadie collective

FY 2023 Impact Report



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Letter from the Executive Director

Bola Olaniyan

Reflecting on a Year of Progress and Gratitude

Dear Sadie Collective Community,

As I reached my year mark as Executive Director, I find myself reflecting on the incredible journey we have undertaken together over the past year. It has been an honor and a privilege to serve as the Executive Director of The Sadie Collective, and I am thrilled to share with you some highlights from our collective efforts.

This year has been marked by significant accomplishments and I am immensely proud of the strides we've made in advancing our mission. Our programming efforts have flourished, providing vital support and resources to Black women and individuals from underrepresented backgrounds in economics, data science, policy, and finance.

I am especially grateful for the gracious support we have received from our dedicated partners and the wider community. Your commitment has been instrumental in fueling our programs, events, and initiatives. The collaborative spirit that defines The Sadie Collective is truly something special, and I am inspired by the generosity and enthusiasm that our supporters bring to the table.

This year marked a significant milestone as we successfully executed the 5th annual Sadie T.M. Alexander Conference on Economics and Related Fields (SACE) and 2nd Sadie Summit: Exploring Career Pathways with JPMorgan Chase. These events not only showcased the vibrancy and resilience of our community but also provided invaluable opportunities for networking, learning, and growth. The energy and enthusiasm of our participants, speakers, and sponsors have been instrumental in making these events a resounding success.

Looking ahead, I am excited to share that we are approaching a milestone as The Sadie Collective turns five years old in May 2024. This journey has been nothing short of remarkable, and as we celebrate this momentous occasion, we have the chance to reflect on the impact we have made and the opportunities that lie ahead. Our commitment to closing the diversity gap remains unwavering, and the passion that drives our organization is stronger than ever.

However, it is important to acknowledge the challenges we face. The forces that denounce diversity, equity, and inclusion continue to try to disrupt our progress. In the face of adversity, we stand firm in our dedication to Black women and our mission. Together, we can continue making meaningful strides towards a more inclusive and equitable future. I am energized and optimistic about the possibilities that lie ahead. I am confident that with your continued support, we will achieve even greater heights.

Thank you for standing with us, for championing our cause, and for being an integral part of The Sadie Collective family. Together, we are shaping a future where Black women and diverse talent play a central role in the growth and transformation of our fields through innovation, research, and leadership.

With gratitude and anticipation,

Bola Olaniyan
Executive Director
The Sadie Collective

About the Sadie Collective



Anna Gifty Opoku-Agyeman, then an undergraduate at University of Maryland, Baltimore County (UMBC), and Fanta Traore, then a research assistant at the Federal Reserve Board of Governors, co-founded The Sadie Collective after their own personal experiences of being 'the only one' in predominantly white economic institutions. After feeling isolated within the field, the two found community with each other and co-founded The Sadie Collective, the first and only American non-profit organization that addresses the pipeline and pathway problem for Black women in economics, finance, data science, and policy across the world.

The Sadie Collective is named after Dr. Sadie Tanner Mossell Alexander, the first African American to earn her doctoral degree in economics in 1921 from the University of Pennsylvania. Unfortunately, due to racial barriers that persisted at the time, she was unable to find work in the economics profession and instead pursued a career in law, holding a variety of positions such as Assistant City Solicitor for the City of Philadelphia and President of John F. Kennedy's Committee for Civil Rights Under Law.

The organization now aims to bring together Black women at different stages in their academic and/or professional careers in the quantitative sciences to share resources, network, and advocate for broader visibility in the field. The Collective strives to create safe spaces where Black women in these fields can obtain the resources they need to thrive. The Collective is working to center Black women in the economy while shifting inequitable power structures that create barriers to access in economics so that everyone can fully participate in these fields.

Mission

The Sadie Collective is on a mission to close the diversity gap in economics, finance, policy and data science with a special commitment to Black Women. We are committed to creating pathways to success for individuals from underrepresented backgrounds and low-income communities by promoting both personal and community empowerment. We envision a future where Black women and diverse talent play a key role in the growth and transformation of our fields through innovation, research, and leadership.

Programs

The Sadie T.M. Alexander Conference for Economics and Related Fields (SACE) 2023

SACE 2023 - Looking Forward, Our Increasingly Digital World

“ Sadie TM Alexander's legacy pushes us to do better, to be better, to give voice to those who have no voice, I'm the first but I certainly will not be the last. ”

- Jamila Thompson

In 2023, the Fifth Annual Sadie T.M. Alexander Conference for Economics and Related Fields took place virtually and in person at The Brookings Institution and The Urban Institute from February 16th - 18th. The Sadie Collective Conference hosted Black women and allies conference to learn, discuss our collective future within the fields of economics, finance, data policy and science, and how we can inspire each other to build a future together where we have a place at the table, or we create our own. In our 5th year, we've continued growing the conference, highlighting and championing our community of scholars and leaders throughout the fields of economics, data science, policy and finance. We are excited to continue this momentum into 2024 where we will continue the work of forging pathways of connection, careers, research for our incredible community at Sadie Collective.



Research Reception

A total of 10 research scholars in training conducted research and economics and entrepreneurship presented their scholarship at the Brookings Institution for SACE 2023. 6 of our research scholars presented their findings while the other 4 presented their posters. The research done by our exemplary scholars was so overwhelmingly popular that their work was highlighted throughout the rest of the conference.

Thank you to our Mentors

GeorgeAnn Ryan
Christopher Doss
Lisa Abraham
Amna Qayyum
Jennifer O'Donoghue
Jessie Coe
Toyya Pujol-Mitchell



Acknowledgements

We are incredibly grateful to our sponsors and supporters for their dedication to expanding research representation in the fields of economics, data science, policy, and finance. Thank you to our sponsors, Alfred P. Sloan Foundation, Ewing Marion Kauffman Foundation, and Brookings Institution. We also would like to thank the RAND Corporation for their staff serving as mentors throughout the SACE 2023 Research Scholar process.



Nishan Jones



Stimulus Garnishment and Consumption Outcome

Camillah Canty



Barriers in Entrepreneurship for First-Generation College Students

Peyton Dunham



The Long-Term Effects of Redlining on Environmental Health

Anaya Truss-Williams



Effect of Liquor Store Openings on Housing Prices: Evidence from Pennsylvania

Ini Umosen



Gender Wage Gaps in the Gig Economy: Evidence from Online Tutoring Platforms

Mariama Sow



The Road to Improved Health: Infrastructure Development and Access to Maternal and Child Health in Sub-Saharan Africa

Dili Maduabum



Effects on Marijuana Legalization on Drug Arrests

Lauryn Mwale



For Us, By Us: Minority Angel Investors as Disruptors Bridging the Gap

Sarah Deschenes



Expanding Access to Schooling in Nigeria: Impact on Marital Outcomes

Tarikua Erda



Floods and Firms: The Impact of Disasters on Regional Startup Dynamics

Research & Poster Scholars

Highlights from SACE 2023:

Joelle Gamble,

the Chief Economist for the U.S. Department of Labor, and Ofranama Biu, a Senior Research Associate at Urban Institute talked about how networks are **critical** and **work models are shifting** as more companies offer remote and hybrid options.

"The Sadie Collective space is so important and the network that they have built is so invaluable." -Joelle Gamble

Dr. Lisa Cook,

kicked-off the conference with inspiring remarks at the research reception and was honored with a Lifetime Achievement Award from The Sadie Collective. During her remarks, she underscored the importance of diversity within economics and related fields:

"Diversity is essential in every profession. That is especially true with professions that thrive and evolve by asking questions like economics. The American economy is a vast and intricate machine that is made up of its people. A profession that analyzes the lives and behavior of the country is at its best when it reflects the pop it seeks to understand."

Sheena Allen,

entrepreneur and founder and CEO of fintech company CapWay delivered the keynote address:

"The opportunity is now. Your perspective and experience is vital to be shared with the world. The world needs your idea. It's not just a state or a city. Your idea is probably global."



Testimonials

"The expertise of black professional economists whose work is breaking grounds. It was also very heartwarming to see the growing interest of students interested to pursue economics and related fields who shared insights and asked brilliant questions."

"The delivery of relevant and applicable content in a safe space created for Black economic (& related industries) professionals of all ages."

"I really enjoyed the insightful and informative discussions on trade policy, green economics, entrepreneurship, and research during the conference. I also greatly valued the mentorship roundtable with my mentor, where I connected with fellow SACE attendees and gained advice on creating a business, navigating obstacles, and advocating for oneself."



SACE 2023 Numbers

251 Attendees

10 Research Scholars

21% Attended Virtually

35% of Attendees identified as Undergraduate/Graduate Student

11% of Attendees identified as Early Career Professional

10% of Attendees identified as High School

92% of Attendees identified as Women

15 Recruiters

70.45% of Respondents said they attended the conference to meet a Black Woman economist and learn more about research done/by Black Women

70.83% respondents said the mentoring roundtable was the safe space to ask the questions they needed

Highlighted Programs

Exploring Career Pathways with the Federal Reserve Bank of Chicago

The 3rd Exploring Career Pathways in Economics and Related Fields Conference is a collaboration between Sadie Collective and the Federal Reserve Bank of Chicago designed for Black high school and college students. This event offers attendees an opportunity to learn more about career pathways in economics and related fields through interactive conversations, skills-based workshops, and a virtual career fair.

2022 Exploring Career Pathways in Economics and Related Fields

Attendees included students and faculty from 5 HBCUs, DePaul, Loyola, UIC, Governors State, Wilbur Wright College, and Harold Washington College. There was also a large group of students that attended from Gwendolyn Brooks High School, a Chicago Public Schools high school partner with Sadie Collective.

Partnership Impact:

Three of the panelists from the Research Assistant (RA) panel were all Sadie Collective interns with the Chicago Fed. Ryan Perry is a first year RA with the research department, and Yetunde Oshagbemi is finishing up her undergraduate education at University of Maryland Baltimore County (UMBC); she will be returning to Chicago as a research assistant next summer. The third Sadie Collective intern is Maya love who is currently working with the research department on data analytics. This program has directly connected our community to career and experiential learning opportunities in the field of economics.

188 Attendees

58% of total participants identified as students

41% Attended in Person

50% of in-person participants identified as students



Sadie Summit with JPMorgan Chase

Creating a robust, high-performing diverse team is a critical part of our success. To support our goals of creating pathways with dynamic diverse teams, we have partnered with JPMorgan Chase (JPMC) to launch the Sadie Summit Program. The Sadie Summit Program is a 3-month experience that seeks to provide talented and motivated freshman and sophomores an insight into a financial profession through technical training, professional development, mentorship, and networking. During the program, participants will gain a better understanding of the Corporate & Investment Bank (CIB), the lines of businesses within it, the skills required and our culture. The program is designed to help build a pathway to future opportunities. This was our second cohort, and we are looking forward to the future of this partnership with JPMorgan Chase.

Numbers

50 Sadie Summit Scholars

68% sophomores

26% freshman

4% juniors

80% in-person summit attendees

40% JPMC internship applications

20% JPMC internship offers

100% of survey respondents said that the Sadie Summit in NYC was extremely helpful



Testimonials

"The networking skills and connections I have made with my peers in the Sadie Summit are invaluable and will allow me to advance my career within the financial industry in college and beyond."

"Joining the Sadie Summit Program has allowed me to be comfortable and confident in introducing myself to others and networking in events."

"There we were engaged with various networking activities and informative sessions. All the knowledge that was brought to my awareness will be used throughout my daily life in the financial industry in college and beyond."



Additional Events

Back to School Virtual Career Fair

In Fall 2022, the Sadie Collective decided to create a career fair geared towards those in graduate studies as many jobs, internships, and fellowships were recruited earlier than our conference. One week of informational sessions culminated in a virtual career fair with 14 organizations.

Highlighted Informational Sessions includes:

- Federal Reserve Bank of Cleveland
- Princeton
- Yale
- Amazon

Additional Career Fair Participants includes:

- Mathematica
- Goldman Sachs
- Stanford University
- World Bank
- Meta
- U.S. Treasury



Our Impact

Social Media Insights

July 2022 - June 2023

Instagram



53K
reach

3,538
followers
+152 gain



3,136
likes



123
posts



Twitter



9,177
followers
124K
impressions



541
likes



201
posts

399
retweets



LinkedIn



1,931
followers
+316 gain



2,930
page views



1,298
likes



Content Highlights

Top IG Posts



Research

June 2023

Black Women Drive the DMV: A Report on the Economic Mobility and Outcomes in the D.C. - Maryland-Virginia Region

JPMorgan Chase Foundation, Black Women's Roundtable, and The Sadie Collective

This 2023 report prioritizes data-driven and evidence-based approaches to accelerate progress and innovation for Black women in Washington D.C., Maryland, and Virginia (DMV) through disaggregated data and qualitative studies to amplify the voices and policy priorities of the women in the region. Through the sponsorship of JPMorgan Chase Foundation, the direction of the Black Women's Roundtable, and the expertise of The Sadie Collective, Black Women Drive the DMV assessed key indicators of mobility and security to confront the following questions:

What is the current economic status of Black women nationally, regionally, and locally?

- How does the experience of Black women in the DMV compare to Black women in other regions?
- How does the experience of Black women compare to their counterparts of other genders?
- Have Black women in the DMV experienced economic mobility in the last decade?
- How have the economic outcomes of Black women impacted their lives?
- What policies can the DMV region put in place to invest in Black women's economic development and mobility?

It truly takes a village to execute such a comprehensive project. This report ambitiously sought to investigate the progression of Black women's economic mobility by analyzing national, state, and local data, disaggregating those findings, and codifying the realities of Black women beyond the data.



- Investing direct capital in Black women businesses, education, and housing is a high-yielding venture, as Black women transcend in business development and higher education, despite systemic limitations.
- Black women are often parents, caregivers, homemakers, and community leaders working multiple jobs. They navigate racism, sexism, and perhaps other forms of prejudice and, thus, must be at the forefront of creating policy solutions that prioritize the most disenfranchised.
- Black women still lag behind their white and/or female counterparts in wages, income, and access to quality healthcare, education, and capital, while leading the fort in debt. They often work in low-paying occupations, work multiple jobs to make ends meet, and rely on limited social safety nets.
- Though Black women make up a large share of the DMV region and often fare better than Black women in other localities, high cost of living and structural racism have hindered them from advancing as quickly as their white counterparts.
- Embedding Black women into the crux of policy solutions promotes a stronger, more inclusive foundation as we rebuild our society under a racial equity lens.

Not only do Black women drive the economic prosperity of the DMV region, they were also the key players in this unprecedented project.



This report was made possible by:

JPMorgan Chase Foundation

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- **Shae Harris**, Mid-Atlantic Region Director
- **Mikaela Ferrill**, Mid-Atlantic Market Manager

National Coalition of Black Civic Participation, Black Women's Roundtable

- **Melanie L. Campbell**, President
- **Robin Williams**, Co-Convener, BWR, DC and Maryland
- **Krysta Jones**, Co-Convener, BWR Virginia
- **Lawana Brown**, Co-Convener, BWR, DC & Maryland

The Sadie Collective

- **Bola Olaniyan**, Executive Director
- **Rochelle Haynes**, Lead Research & Social Impact Consultant
- **Saskia Kercy**, Research Consultant
- **Fanta Traore**, Former Executive Director
- **Misha Williams**, Senior Partnership Associate
- **Zoe Hopson**, Communications Analyst

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- **Tonia Wellons**, President & CEO Greater Washington Community Foundation
- **Chandra Childers**, Senior Policy and Economic Analyst, Economic Policy Institute



Though this report considered several socioeconomic indicators of economic mobility for Black women, it is certainly not exhaustive of all of the challenges and opportunities for Black women to succeed. Continued research and advocacy is imperative to maintain our efforts to not only equalize outcomes, but also eradicate the structural ceilings that tell us how far we can go. And while large strides have been made in our history, recent policy reforms have threatened to regress those very racial and economic developments. Now, more than ever, we must bring our demands to our community and political leaders to make the necessary choices that elevate the voices and needs of Black women, especially in the DMV. Let us make this the year Black women take the wheel and drive our communities into a limitless future of access and possibility.

Link: <https://www.sadiecollective.org/blackwomendrivedmva> - Entire paper is on the website

Financials

FY23

Public Support and Revenue

General public contributions and grants

Conference

Membership

Sadie Summit Revenue

Other

Total public support and revenue

562,355.29

307, 557.83

54,500.00

40,500.00

20,000.00

984,913.12

Expenditures (Includes In-Kind)

Staffing (Full-time employees, contractors)

Professional services (legal, accounting etc)

Conference

Other Organizational Expenses

Other Event Expenses

Other Program Expenses

Total Expenditures

305,968.45

185,820.61

208,041.29

54,076.62

24,551.91

16,059.20

809,012.08

NET ASSETS

Total net assets

572,190

175,901.04

Support

Our work would not be possible without our donors, sponsors and partners. Thank you to our donors, sponsors, and partners for joining us in our work to dismantle barriers for Black women and underrepresented students within the fields of economics, data science, policy and finance. We look forward to our continued work in the future on creating equitable pathways and partnerships in all levels of industry and academia.

Sadie Collective Supporters



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