



THE SADIE COLLECTIVE

FY21- FY22 Impact Report



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Letter from the new Executive Director, Bola Olaniyan

June 2022

Dear Sadie Collective Community,

I am thrilled to have the opportunity to serve as Executive Director of this organization. My first foray into economics came as an undergraduate student interested in international studies. While my interests evolved throughout college and graduate school, my drive to understand the “why” behind many of our society’s inequities never faded. This underlying theme motivated my studies and informed my professional aspirations.

Uncovering the “why” and actively creating pathways to explore how students can find their own way to turn such an interest into opportunities for lifelong learning have shaped my career thus far. Focusing on the intersection of education and career readiness is especially important for Black women who have been historically underrepresented and undervalued, and that is why I am proud to join Sadie Collective.

Here, I am eager to be part of providing community and support for Black women who not only understand the “why,” but also the “how” to overcome these inequities through the tools gained through their study of economics and related fields.

Through mentorship and through providing a spotlight for their work, we continue to center the framework of Black Women Best through our events, services, and advocacy.

“The greatness of a community is most accurately measured by the compassionate actions of its members.” Sadie Collective embodies these words by Coretta Scott King. I look forward to working with not only the incredible team, but the community of members, allies, and institutions that champion Black women at all stages of their journey in the field of economics.

**Towards progress,
Bola Olaniyan**



About the Sadie Collective

Our Story

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. 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, 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, to network, and to 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.

Our 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.

Exploring Career Pathways with the Federal Reserve Bank of Chicago

The 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.

Testimony from a 2020 attendee:

"My first interaction with the Sadie Collective was at their Career Pathways Event in September 2020. At the time, I was a junior studying economics from home amid a pandemic. At this virtual event, I listened to a Research Assistant from the Federal Reserve Bank of Chicago give a data presentation regarding the basics of data and using R as an RA. Also, during the event, in the career fair segment, I talked with a senior economist with the Federal Reserve Bank of Chicago about my aspirations, my resume, and a potential path to interning at the bank in the coming summer.

Little did I know that a year later, in September 2021, I would be wrapping up my economic research internship at the Federal Reserve Bank of Chicago with an offer to become a full-time Research Assistant after graduation as well as giving an Introduction to R presentation at the very same Career Pathways Event.

In just one year, the Sadie Collective, all via online calls, chat bubbles, and emails, turned my passion and interest in economics into a career that has set me on a path to success. This along with a network of intelligent, like-minded, and successful Black women that I have had the privilege of meeting and will continue to strengthen the discipline which has added so much to my life as well as an emerging career.

The Sadie Collective has a member in me for life because of their kind, conscientious, and zealous passion for diversifying the field of economics with Black women at the forefront."

- Ryan Perry, 2020 attendee

2021 Highlights:



127 attendees



31 participants in the Career Fair



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

SACE 2021 - An Ode to Legacy: Honoring America's First Black Economist

In 2021, the third annual Sadie T.M. Alexander Conference for Economics and Related Fields took place virtually. This year celebrated and uplifted Dr. Sadie T.M. Alexander's one-hundredth anniversary of becoming the first African American to earn a doctoral degree in Economics. Although not much has changed in the economics profession since she's received her degree, her legacy of unyielding and unapologetic brilliance; a commitment to ambition and evolution; perseverance in the face of the ugliest of adversity; self-advocacy; and grace persist.

Highlighted Sessions:

- No Justice, No Peace: The Economic and Policy Implications of the Black Lives Matter Protests
- Knocking Down Doors in Finance
- Honoring Dr. Sadie Alexander Legacy
- Data Bias & Discrimination in Programming: The Emerging Risk of Racism, Sexism & Xenophobia in Automation and AI



333 attendees



34 recruiters

- 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.
- 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".
- 11% more attendees reported they felt "somewhat" or "very" prepared for a career in economics or a related field after the conference.

"This was a wonderful consortium of Black excellence who shared valuable insights about their experience working in underrepresented fields. I appreciated their candor about their experiences, and advice for rising economists like me. It was nice to hear about the journeys of women from different fields, and how biases in those fields of research translate to real inequities in minority communities."

- SACE 2021 attendee

SACE 2022 - Upholding the Standards: Cultivating Economic Shifts Through Accountability and Community

The Sadie Collective gathered hundreds of Black women and allies from across the nation to hear from trailblazing Black women in the industry. The four-day virtual experience was co-hosted by The Brookings Institution and The Urban Institute. With the bigger picture of paving a way for the following generation of economists, researchers, and policymakers in mind, the overarching theme of SACE 2022 was accountability and building community. The general conference program consisted of six panels, five workshops, one keynote address, three remarks/plenary sessions, one research reception, one award ceremony, and one community service event.

Highlighted Sessions:

- Panel: Enabling Social Change through the Tools of Economic Analysis
- Workshop: Numbers Don't Lie: Disaggregated Data & Impact Measurement to Ensure Accountability
- Panel: Decolonizing Development Economics
- What Black Women Deserve



467 attendees

- 36 High School; 124 Undergrad; 67 Grad; 91 Early Career; 50 Professional

"It was probably the first time in my life that I met so many Black female economists at different points in their careers."

- SACE 2022 attendee



195 mentees paired with 32 Black women mentors

Career fair:

7

sponsoring companies

21

recruiting companies

83%

attendance rate (142 attendees out of 171 registrants)

77%

of 425 interactions led to a rating placing attendee in company's hiring pipeline

92%

plan to connect with someone they met at the conference

90%

rated the conference as good or excellent

97%

plan to attend the conference again

Sadie Summit with JP Morgan

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 JP Morgan Chase 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 insight into the financial profession through technical training, professional development, mentorship, and networking. During the program, students 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. Overall, the first cohort was an immense success, and we are looking forward to the future of our partnership with JP Morgan Chase (JPMC).

Highlighted Sessions:

- Technical Training: Forage course
- Black Girls in BoardRooms Workshop series
- JPMC Led workshop Investment Banking
- JPMC-Led Market Workshops - Sales & Trading
- JPMC-Led workshop - Quantitative Research
- Professional Development: Soft Skill-Building Workshops



27

Sadie Summit Scholars

64%

sophomores

35%

freshman

67%

in-person
summit
attendees

64%

JPMC
internship
applications

64%

JPMC
internship
offers

Additional Events

01

2022 Spring Fireside Chat Series

The objective of the fireside chat series was to explore the world of economics, research, and work through the telling of each speaker's personal, academic and career journeys. Geared towards high school and undergraduate Sadie Collective members, attendees left with a greater understanding of career pathways in the field, with insight on how to navigate academic and professional spaces and courses and skills to consider developing.

Highlighted speakers includes:

- Bruce Kasma, Head of Economic Research JP Morgan Chase
- Jeremy Stein, Professor at Harvard University
- Jan Hatzius, Head of Global Investment Research Goldman Sachs

02

Back to School Virtual Career fair

In 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
- Princeton
- Yale
- Amazon

BACK TO SCHOOL WEBINAR SERIES + CAREER FAIR

SAVE THE DATE

AUGUST 7-11 | VIRTUAL

YOU'LL GET EXCLUSIVE ACCESS
TO:

- THE SADIE COLLECTIVE NETWORK
- THE FEDERAL RESERVE SYSTEM RECRUITERS
- INTERNSHIP OPPORTUNITIES
- RESOURCES FOR RESEARCH ASSISTANCE
- TIPS FOR A SUCCESSFUL RECRUITMENT SEASON & MORE!

Our Impact

Pearson Education Videos

The Sadie Collective delivered an educational video project to Pearson Education in FY 22. These four videos are currently being edited and Pearson Education will be adding these videos to their MyLab Economics learning platform and Pearson+ (EText subscription service) with a total reach of 200,000+ learners.

Research

TITLE	DETAILS
Why are Black Women Missing from Corporate Leadership <u>Link</u>	In late 2020, Sadie Collective wrote a white paper around the lack of Black women within corporate leadership. To address this challenge, Sadie Collective called for industry leaders to address the challenges directly connected to the talent pipeline, specifically for Black women in quantitative fields such as economics, finance, math and accounting.
Assessing Graduate Public Policy Programs with an Anti-Racist Lens <u>Link</u>	In 2022, the Sadie Collective team along with researchers from Duke University Sanford School of Public Policy, Harvard University John F. Kennedy School for Public Policy, University of Michigan Gerald R. Ford School of Public Policy, New York University Wagner School of Public Policy, UC-Berkley Goldman School of Public Policy, Yale University Jackson Institute for International and Public Affairs, Tufts University, Columbia University, and the University of Pittsburgh created a white paper “Assessing Graduate Public Policy Programs with an Anti-Racist Lens: A resource for students, alumni, and administrators to improve policy programs with a consideration for racial equity and inclusion”.

Social Media Insights

July 2, 2021 - June 30, 2022

Instagram



25K reach

3,386 followers
+252 gain

3,971 likes

206 posts

Twitter



9,629 followers
+225 gain

2,097 likes

442 posts

948 reposts

LinkedIn



1,346 followers
+235 gain

2,248 page views

437 likes

Content Highlights

Top Tweets

The Sadie Collective @SadieCollective
"drumroll please" 🥁

We're SO happy to announce The Sadie Collective's new Executive Director, Bola Olaniyan! We look forward to centering #BlackWomenBest & supporting Black women in economics under her leadership. #EconTwitter help us congratulate @thisisbola! pic.twitter.com/ihLbB4kUFn

The Sadie Collective @SadieCollective
New Board Member

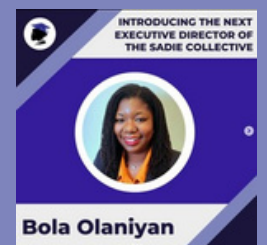
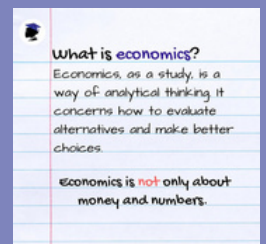
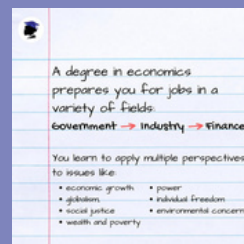
Dr. Sandile Hlatshwayo has spoken at The Sadie Collective events and shared her expertise with many of our members! She currently is an economist at the International Money Fund. We're so excited for her to share her wisdom with the Collective! @femme_economics

The Sadie Collective @SadieCollective · Jun 24

In the world that we strive to create, everyone -regardless of their background- has agency and freedom of choice.

Today's #RoewWade decision affirms the need for The Sadie Collective's mission to create a world where Black women are centered in policy making spaces.

Top IG Posts



Financials

Fiscal Years '21 and '22

PUBLIC SUPPORT AND REVENUE	FY21	FY22
General public contributions and grants	\$486,665.27	\$200,982.54
Conference	\$59,175.00	\$311,902.59
Membership	\$0	\$18,500.00
Other	\$0	\$500.00
Total public support and revenue	\$545,840.27	\$531,885.13

EXPENDITURES (INCLUDES IN-KIND)

Staffing (Full-time employees, contractors)	\$97,911.44	\$273,089.10
Professional services (Legal, accounting, etc.)	\$1,530.00	\$76,578.16
Program supplies	\$20,326.24	\$55,692.83
Conference	\$21,500.00	\$204,426.24
Other events	\$4,600.00	\$36,823.15
Additional program expenses	\$50,416.98	\$55,983.57
Total expenditures	\$206,733.48	\$853,065.97

NET ASSETS

Total net assets	\$206,733.48	\$853,065.97
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Financial Support

Our work would not be possible without our donors, sponsors and partners. Thank you 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.

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African Center for Economic Transformation
Alfred P Sloan Foundation
Amazon
Bill & Melinda Gates Foundation
Brookings Institution
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Congressional Budget Office
Congressional Research Services
Ewing Marion Kauffman Foundation
Federal Reserve Bank of Chicago
Federal Reserve Bank of Cleveland
Federal Reserve Bank of Kansas City
Federal Reserve Bank of New York
Federal Reserve Bank of Philadelphia
Federal Reserve Bank of Richmond
Federal Reserve Bank of San Francisco
Ford Foundation
Goldman Sachs One Million Black Women Initiative
Goldman Sachs Global Investment Research
Greater Sacramento Economic Council
JPMC Corporate Responsibility
JP Morgan Chase
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Meta
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