

Booz Allen | Foundation

EXTENDING IMPACT— MAKING TECH LEARNING ACCESSIBLE

2023 Annual Report



LETTER FROM THE EXECUTIVE DIRECTOR



The growing influence of technologies such as artificial intelligence (AI), data analytics, advanced engineering applications, and cybersecurity on our world demands a future-ready workforce in these fields to accelerate U.S. economic growth and national security. Yet, a significant skills and resources gap exists, leaving many young people without opportunities to fill these crucial roles.

In 2023, the Booz Allen Foundation helped start a movement to ensure that those who would be left behind are brought along. We went deeper with initiatives originally launched in 2022, including our Equity Grants and Pathbuilder Grants, and saw our partners take their programs to the next level by reaching more students and providing more STEM opportunities. We also saw Booz Allen employees deepen their engagement with partners. Our African American employee community welcomed high school students from Louisville, hosting them at the office and discussing various career pathways. In San Diego, the company's Latin American employee community took ownership of STEM programming for MANA de San Diego.

From 2022 to 2023, our grantmaking increased by 74% to nearly \$1 million. As we experience unprecedented growth, our role continues to evolve—beyond grant-making and toward convening. Through our support of the AI Education Project, we convened our first AI Summit in Washington, DC, bringing together stakeholders from Open AI, Google, the Aspen Institute, and U.S. Department of Defense (DOD) STEM, which created a ripple effect for other education initiatives.

By developing an ecosystem of nonprofit, industry, and government partners, we can convene stakeholders to build more inclusive pathways to careers in emerging technology for students from historically marginalized communities. At the same time, we're strengthening partnerships and encouraging more Booz Allen employee involvement.

We've recommitted to many of our 2022 grantees including the Talent for Tomorrow Alliance, an organization which actively works to create equitable outcomes by partnering with corporations and schools. Concluding 2023, we invested in CSforAll, a group working to make computer science a core part of the educational experience.

As we move forward in 2024, we will be looking to partner where we can make a difference at the hyperlocal level and will continue to convene stakeholders to work toward responsible AI education.

Christine Hoisington
Executive Director, the Booz Allen Foundation

MISSION STATEMENT

Leverage technology to improve and amplify social structures and build generational resilience.

VISION STATEMENT

The Booz Allen Foundation empowers people to break the cycle of structural inequity-caused impediments through technology and innovation.

INTENDED IMPACT

Invest in technology solutions that fuel transformation in and for traditionally underserved and underrepresented communities.

ABOUT

Building upon Booz Allen Hamilton's legacy of passionate service, the Booz Allen Foundation was established in 2017 as a separate legal entity. This report highlights key initiatives the Foundation undertook in 2023.

CALLED TO CONVENE **IN 2023**



CONVENING

DEVELOPING RESPONSIBLE AI EDUCATION

In 2023, generative AI took the world by storm. Its promise and its threat, particularly to those in underserved communities, were immediately visible. In this new world, AI education needs to be accessible to all.

The Booz Allen Foundation was prepared to ensure those who could be left behind are brought along. By working closely with Booz Allen Hamilton, a leader in government AI services, an early investor in AI education, and a supporter of AI literacy, the Foundation took on the role of convener. We focused on developing inclusive pathways for technology education through an ecosystem approach with summits at its core.

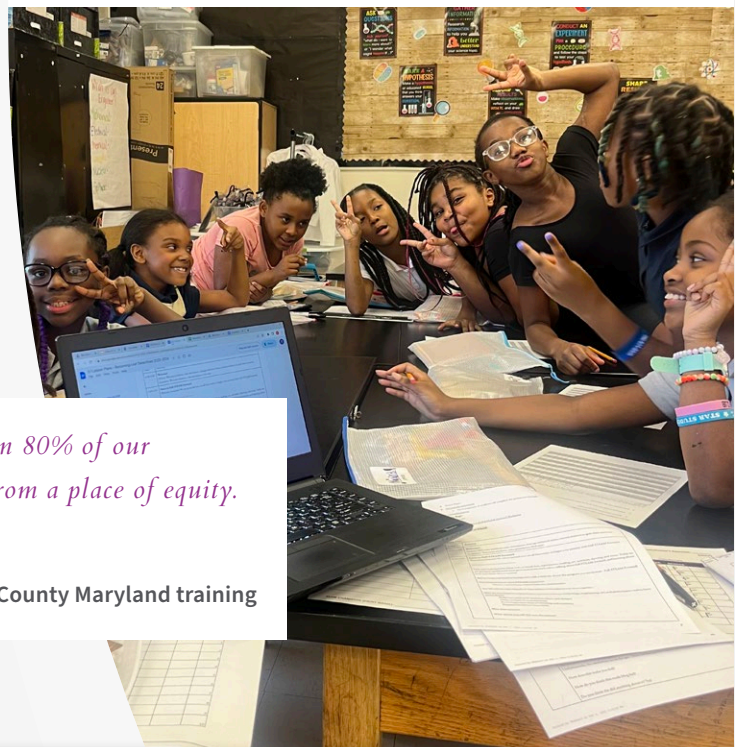
The first Equitable AI Education Summit was convened in January 2023, at The Helix, Booz Allen's Center for Innovation, in Washington, DC. At that time, a newly emerged ChatGPT suddenly brought new challenges to classrooms. The summit created space for teachers to speak directly with Open AI, the creator of ChatGPT, and other industry stakeholders about the pros and cons of emerging technology and the need for AI ethics. Teachers also gained insight into the future skillsets companies will need.

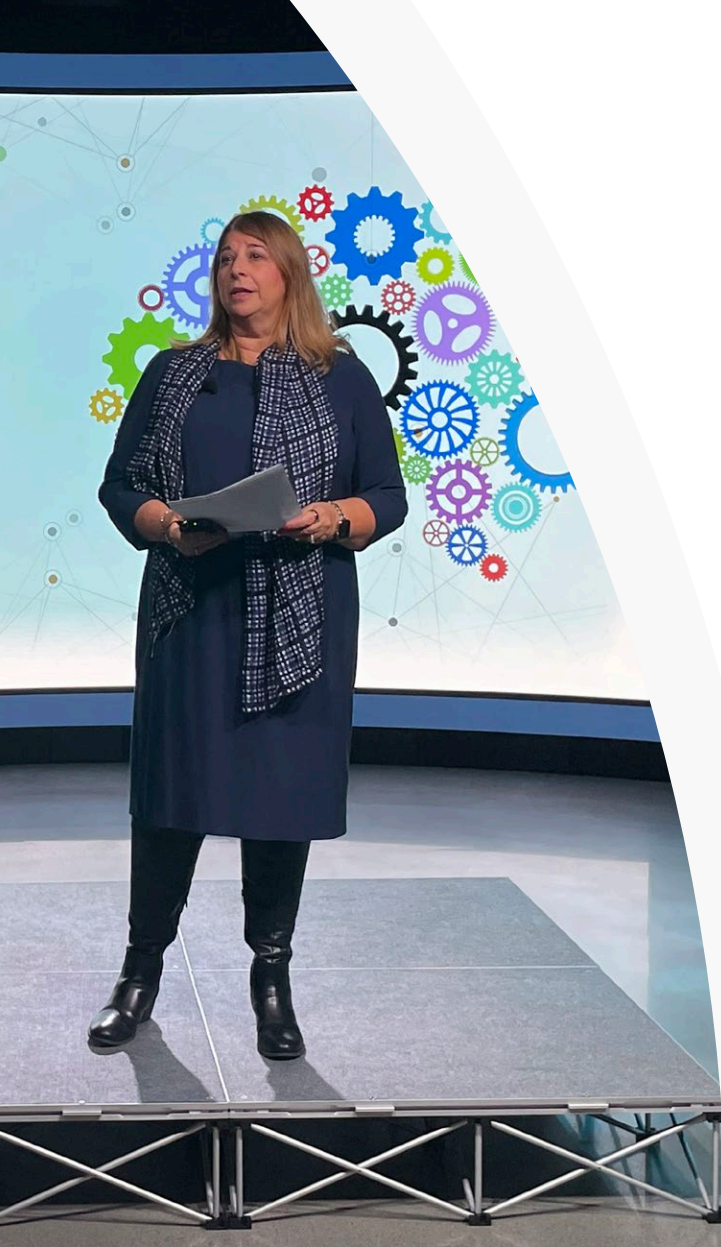
MAKING CONNECTIONS

From our DC Summit, we introduced Prince George's County Public Schools (PGCPS) to aiEDU, a connection that resulted in a private donor granting \$1 million to train all 10,000 teachers over 3 years. The training will help reach 145,000 students, 95% of whom are students of color. Booz Allen kicked off this larger movement by sponsoring the first teacher training between aiEDU and PGCPS in July for 150 teachers.

"I work in a large urban school district where more than 80% of our population are students of color. I'm always speaking from a place of equity. We want our students to contribute to the AI space."

— Teacher from Prince George's County Maryland training





Nancy Laben, Co-Founding Board Member of the Booz Allen Foundation, speaking at the Foundation's DC Capital Region AI Education Summit

EXPANDING THE AI CONVERSATION

During our first AI Summit in DC, the discussion centered on whether AI has a role in the classroom. Over the course of the year, we saw that conversation evolve. Instead of asking **if** AI should be in the classrooms, teachers wanted to know **how** to bring AI into schools. Following up on the success of that first summit, we participated in a national call to action for AI education at South by Southwest (SxSW) to have 500 school districts incorporate AI education into the classroom. We convened a diverse group of stakeholders to plan teacher trainings in San Diego, with direct input from our grantee organizations in southeast San Diego.

In November 2023, we headed to Hawaii, where workforce development and fostering job opportunities are key priorities. The Booz Allen Foundation worked closely with the Hawai'i State Department of Education to convene more than 100 nonprofit leaders, government officials, industry partners, Booz Allen clients, and educators to talk about a state AI education policy and how to work across sectors to ensure equitable access to responsible AI education in Hawaii.

ChatGPT IN ACTION

In partnering with aiEDU and convening AI summits, the Booz Allen Foundation is empowering every teacher and getting AI into all classes, not just computer science.

An AI training in Hawaii brought this to life, demonstrating the value of ChatGPT for busy, stressed teachers. Through Booz Allen's support, AIEDU has trained 1,000 educators in Hawaii. During the first training session, 100 education leaders watched as generative AI performed months' worth of work in just minutes.

A hush fell over the room as ChatGPT 4.0 broke down a complex chart into a 30-minute lesson plan with talking points. The relief was palpable, as the teachers watched the potential for their workloads to lighten before their eyes. The trainings also helped superintendents, principals, and teachers understand not only AI tools, but AI ethics and how to translate responsible AI use with their students.

LEADING THE WAY IN AI LITERACY

Booz Allen has led the way in AI literacy, investing in educational efforts long before AI was in the news. The company stepped forward as one of the earliest backers of the AI Education Project (aiEDU), a nonprofit dedicated to creating equitable learning experiences to empower and excite students through AI literacy. With the support of Booz Allen and the Booz Allen Foundation, aiEDU developed and scaled its “Introduction to AI” course to engage underrepresented students in the DC area.

We’ve contributed to curriculum development, advocacy, thought leadership, and research & development grants. Through convening summits, we sparked a national conversation about bringing an equitable AI education curriculum to 500 high-need school districts.

The Booz Allen Foundation and Booz Allen have been critical partners to aiEDU and our impact together continues to grow exponentially.

THE IMPACT OF AI

Over the next 5 years, AI will:

- Create **69 million** new jobs
- Disrupt the skills of **44%** of workers
- Result in **83 million** job losses
- Launch new ways to address the world’s most challenging problems



EQUITY GRANT WINNERS FOR 2023

STEM, including emerging technologies such as cyber, AI, 5G networks, digital twins, spatial computing, edge computing, and quantum, has come to dominate our world. We seek to empower educators to teach and communicate the vast promise of breakthrough technologies to young people most at risk of falling behind in a STEM-dominated world.

In 2023, we renewed many of our 2022 equity fund grants and identified 11 new grantees through an additional grant cycle. Grants focused on supporting nonprofit organizations and programs that develop inclusive pathways to STEM education and lead to advanced tech careers for under-represented populations.

Building on Booz Allen's core value of passionate service, the Grants program leverages the company's employees to serve as evaluators, partners, and volunteers with nonprofit organizations. This year, employees nominated 44 nonprofits with 10 employees serving as evaluators. We also added a new element to the Equity Grants program, partnering with the company's employee communities to provide support for ongoing engagement. With the employee communities on board, they can build a lasting legacy, championing the causes they support.

- **B-360**
B-360 brings together dirt bikes with STEM organizations, helping youth in Baltimore build transferable skills through education and workforce development.
- **Middle Georgia STEM Alliance via the 21st Century Partnership**
The STEM Alliance uses high school robotic programs and interactive activities to provide communities with opportunities to explore STEM.
- **Blacks in Cybersecurity Headquarters**
Based in Washington, DC, Blacks in Cybersecurity's mission is to increase diversity within the cybersecurity field. The grant supports selected pupils as they prepare for their Offensive Security Certifications.
- **Endeavor to Dream Foundation**
The Endeavor to Dream Foundation develops STEM education programs in communities with limited access to quality resources. The grant supports the organization's "Guide Right" program which encourages academic, professional, and social development among young men in high school in the Dulles-Leesburg, VA, region.
- **Future Innovative Rising Engineers and Entrepreneurs (FIRE) Program**
FIRE seeks to engage under-represented youth in grades 4-12 in science and engineering, providing them with proficient skills and confidence to succeed in STEM.
- **Maui Preparatory Academy**
The Maui Prep science department received a grant to help with creating an outdoor lab space and procuring technology equipment for both middle and high school students to explore ecology and biology.
- **YMCA Honolulu**
The YMCA Honolulu is using its grant to layer data science into its curriculum and show students how technology can help protect and nurture the environment.
- **SOUL Programs**
SOUL Programs is using their Equity Grant for Sports Analytics programs that foster awareness of STEM career paths through sports.
- **Cxmmunity Co.**
Cxmmunity Co.'s Equity Grant supports the design and implementation of a comprehensive cybersecurity workforce development program for their network of students who are being trained on gaming, cyber, and AI platforms.
- **UMB CURE Scholars Program**
UMB CURE Scholars Program's objective is to advance equity and diversity in STEM education and professions for under-represented scholars from grades 6-12 in West Baltimore.
- **Rady Children's Hospital**
Rady Children's Hospital's Medical Academy provides learning opportunities for high school students interested in pursuing healthcare. The Equity Grant connects students with Booz Allen employees to dive into the fundamentals of AI and its emerging applications in healthcare.



Spotlight **BEACON HOUSE**

One of our renewed Equity Grantees, Beacon House, used its grant to advance student exposure to and engagement with careers in cybersecurity and technology.

Kevin Hinton, CEO of Beacon House, and Kesso Diallo, Education Programs Director, worked with Brianna Hogan, Chief Engineer in Booz Allen's BrightLabs and a Beacon House alumna, to develop STEM educational enrichment activities centered on cyber and technology.

The key outcomes included a new partnership with Break the Norm Leadership (BtNL) and engagement with Booz Allen cyber professionals during a virtual Cyber Career Day and in-person Tech Immersion Day at The Helix, Booz Allen's innovation center in Washington, DC.

BREAK THE NORM LEADERSHIP

As part of Beacon House's collaboration with BtNL, they offered STEM-based programming to students twice weekly, during Camp L.E.A.P. (Learning, Engagement, and Play) in the summer of 2023. In the fall, the two organizations extended their partnership, implementing BtNL's Empower DI program, which targets middle school students.

VIRTUAL CYBER CAREER DAY

In July 2023, cybersecurity professionals from Booz Allen met with Beacon House students and staff for a virtual Cyber Career Day panel. Booz Allen employees shared how they got into cyber careers and answered students' questions about hacking, videogame design, and starting salaries for cyber professionals.

TECH IMMERSION DAY AT THE HELIX

Booz Allen invited Beacon House students and staff to a Tech Immersion Day in July. Broken up into groups, the students rotated through four stations that covered AR/VR, AI, Wilco the Robot Dog, and Human-Centered Design. Former astronaut and current Booz Allen Executive Advisor Jim Reilly made a surprise visit during lunch.

Creation of Pathbuilder Cities: Washington, DC

INCLUSIVE PATHWAYS. INFINITE OPPORTUNITIES.

Washington, DC is a city with a high concentration of underserved youth, with a child poverty rate of 14.7%. It also has many tech firms and active community organizations engaged in the work of creating STEM opportunities. In 2022, the Booz Allen Foundation brought together and funded several like-minded nonprofits, enabling them to fulfill their missions and increase their capacity to serve young people in their local communities.

Throughout 2023, we saw the continued impact of our Pathbuilder Grant program in DC through structured impact reporting and quantifiable data received by the nonprofits, supporting future development of impact measurement.

“I want young people to understand that their voices do matter. I want young people to realize that when they walk through those blue doors at their local Boys & Girls Clubs, they have a village of support.”

Abigail from BGCGW’s Murraygate Club was named the Southeast Regional Youth of the Year in 2023 and competed as a finalist in the National Youth of the Year contest. Now a freshman in college, she has grown into a remarkable young woman with the potential to change the world.

DC PATHBUILDER GRANTEES

We supported four organizations in 2023 with Pathbuilder Grants, STEM for Her, Full STEAM Forward, Boys & Girls Clubs of Greater Washington (BGCGW), and Talent for Tomorrow. With our support, STEM for Her held STEM for Her Day for more than 300 local high school young women. The event featured robust programming, competitions, networking, and discussions to introduce students to STEM career paths and opportunities. The Booz Allen Foundation funding allowed Full STEAM Forward to partner with the Friendship Public Charter School Network in DC to bring an online enrichment program to third grade students. Twenty-five students signed up for the Year 1 program and 16 completed the full 26 weeks. BGCGW used its grant funding to support Power Hour, a homework help and tutoring program, which enables youth to become self-directed learners. During the 2022-2023 school year, more than 7,600 students participated. Results showed that 100% of high school seniors who engaged with the program graduated on time—a significant increase from the projected 70%.

BUILDING TALENT FOR TOMORROW

We have renewed our support of the Talent for Tomorrow Alliance for the next two years, providing the nonprofit with a \$200,000 grant to continue its work creating equitable outcomes through strategic partnerships with schools and corporations. The Alliance advocates for non-traditional career and higher education pathways. It provides internships, offers technical skills training, and industry-specific certifications, with the goal of preparing young people for in-demand jobs.

Our continued support of Talent for Tomorrow reflects our commitment to convening a national ecosystem of partners while maintaining a local focus. The Alliance has seen tremendous growth over the past three years, with programs doubling in size. More than 250 young adults have enrolled, and those participating in two or more programs see better outcomes than those enrolled in only one.

Creation of Pathbuilder Cities: San Diego

SHOWING UP FOR A BETTER TOMORROW

We hoped to replicate the local impact we had in DC on the opposite coast. In 2023, we brought the Pathbuilder Grant program to San Diego, with a focus on the community of Southeast San Diego, an area which is in the process of remaking itself.

We started with the understanding that it would take time and led with our strength as a convener to connect the dots for students and changemakers in the community. By partnering with nonprofit organizations and leadership on the ground, we were able to see the gaps, make connections, and expand impact. In 2023, we were proud to support four grantees:

- Elementary Institute of Science
- MANA de San Diego
- Girl Scouts of San Diego
- Lincoln High School

WHERE WILL STEM TAKE YOU?

The Elementary Institute of Science (EIS) has been boots-on-the-ground since the very beginning.

The EIS was established as a grassroots organization in the 1960s to provide equitable access to STEM. In partnering with the Foundation, it has taken its mission to new heights:

- Developing new AI programming to stay ahead of changing technology
- Providing stipends for internships to help talented students earn money while advancing their education and careers
- Funding scholarships for students to attend EIS STEM camps
- Facilitating volunteer days to support the community

Volunteers from Booz Allen showed up to partner in this community, assembling STEM kits for the students, cleaning a nearby creek, painting a mural, and taking the time to really get involved and invested in the kids, their community, and their futures.



SHOWING UP FOR SOUTHEAST SAN DIEGO

As technology rapidly changes, ensuring that students and educators have the tools to keep up becomes ever more critical. Schools need support providing their students with pathways to careers in STEM. In 2023, the Booz Allen Foundation turned its focus to Lincoln High School (LHS).

Understanding that a high school doesn't need to stand alone, we zeroed in on supporting the larger community, including the elementary and middle schools that feed into LHS and the neighborhood and community organizations around it, such as Girl Scouts of San Diego (GSSD) and MANA de San Diego.

With our support in 2023, LHS students took a field trip to San Diego State University (SDSU) College of Engineering Expo to support STEM pathways. At the expo, LHS students met with first-generation college students who are finding great success at SDSU.

MANA de San Diego provides programming for middle school students all the way up to early career professionals. The Booz Allen Latin American employee community has shown up in a big way for the nonprofit and students it serves, ensuring that Latinas of all ages have access to technology resources and can see meaningful representation in STEM career paths that excite them.

With GSSD, volunteers from Booz Allen helped to lead cybersecurity workshops, through which scouts can earn three new cybersecurity badges. Support from the Booz Allen Foundation has been critical in allowing GSSD to expand its outreach efforts and programs for students in Title I schools in Southeast San Diego.

PATHBUILDER GRANT WINNERS



MOVING FORWARD TOGETHER



BOARD LEADERSHIP AND FINANCIALS

The Foundation appreciates the support we have received from Booz Allen since our inception in 2017. The company's generous contributions, employee donation matches, and extensive pro bono and volunteer support enable the Foundation to deliver grants and establish programs that bolster our grantees and positively impact many lives. We commit to the diligent and effective stewardship of these resources.

OUR FINANCIALS

- Total assets as of December 31, 2023: \$6.5 million*
- During the past three years, 354* Booz Allen employees have donated to the Foundation.

* Unaudited financials

OUR BOARD OF DIRECTORS

- **John M. Murdock**, president & co-founding board member, *shareholder and attorney at Potter & Murdock, P.C.*
- **Nancy Laben**, treasurer & co-founding board member, *executive vice president and chief legal officer, Booz Allen Hamilton*
- **Lidia Soto-Harmon**, secretary, *president and chief executive officer, The Student Conservation Association, Inc.*
- **Dr. Irma Becerra**, board member, *president, Marymount University**
- **Anthony Mitchell**, board member, *executive vice president (retired), Booz Allen Hamilton*

*Board term ended March 2024

DRIVING PROGRESS IN THE YEAR AHEAD

As we move forward in 2024, one thing is clear: the Booz Allen Foundation's role as a convener is more important than ever. Convening serves as the framework for our grantmaking, allowing us to bring together employees with organizations.

Through place-based grantmaking and collaboration on national-level solutions, we are working to empower young people from underrepresented U.S. communities to explore educational and professional opportunities in emerging technology and thrive as leaders in tomorrow's workforce. Highlights include:

- Working with CSforAll to provide seed grants to communities to address barriers to technology careers and create pathways to careers in emerging technologies.
- Building the capacity of 25 small nonprofits in the STEM space by providing training, tools, and resources to help them meet their missions through our partnership with Resilia.
- Investing more into AI education and related summits.
- Bringing on a dedicated Foundation program officer to build out convenings and strengthen relationships.

Through purposeful convening, collaboration on national-level solutions, and place-based grantmaking, the Booz Allen Foundation empowers young people from underrepresented U.S. communities to explore emerging technology and thrive as leaders in tomorrow's workforce.



About The Booz Allen Foundation

Many young people still lack access to the educational and career support they need to thrive in a world increasingly shaped by technological innovation. But broad participation in tomorrow's technical workforce is imperative for accelerating U.S. economic growth and national security. To address this critical challenge, the Booz Allen Foundation creates new pathways that empower diverse, low-income students to explore their talents and discover rewarding careers in emerging technology. Through place-based grantmaking, purposeful convening, and collaboration on national-level solutions, we connect students with skill development programs and professional mentors, strengthen their self-efficacy and persistence, and remove barriers to advancement. Together with our partners, we commit to fostering a more inclusive technology workforce that transforms the lives of individuals and their communities. Learn more at boozallenfoundation.org.