AI4ALL'S WORK IN 2021

BUILDING PATHWAYS FOR AI'S FUTURE LEADERS
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Our founding CEO, Tess Posner, built an organization rooted in respect, collaboration, and trust. At the end of 2021, she stepped down to pursue her passion for songwriting and performing. Tess and I first bonded over a shared vision for AI: a more human-centered, positive future co-created by our diverse Changemakers.

We are at a crossroads in AI’s development. Since AI4ALL launched in 2017, we have seen a broader understanding of AI’s risks and opportunities take hold. More people understand the need for increased diversity and belonging in the field. But awareness alone is not sufficient. While AI might be periodically bumped from the headlines by new hot topics in technology, it remains one of the most influential, fast-moving technologies shaping society. AI4ALL will stay the course, because we know that whoever shapes AI today will define the space for decades to come. Will you join us?

**Emily Reid**  CEO, AI4ALL

"We are at a critical moment in AI4ALL’s growth. As AI4ALL launches into our next chapter, I am focused on building a world-class team that will cultivate a more diverse new generation of AI leaders. For this work to have the most lasting impact, we need partners working alongside us to launch this new generation onto the pathway to change AI."
### This Moment in AI

The COVID-19 pandemic accelerated U.S. companies’ use of AI as a critical tool for business operations. Pandemic-related lockdowns and staffing disruptions shifted consumer and enterprise purchasing patterns and provided a ripe opportunity for companies to speed digital transformation slated for further out in their development pipeline.

Companies are not yet making responsible AI enough of a priority

**AI4ALL’s students can make a tremendous difference**

![Map of the US showing 40% of positions located across the US](image)

**3.7 MILLION** jobs in 2019 (11%) were AI/data science positions with an AI component

AI4ALL unleashes the potential in students who belong to historically excluded groups, allowing them to step confidently into a workforce that needs their unique perspective.

By 2025, AI4ALL’s first 500 students will be ready to begin their careers, bringing with them deep knowledge of how AI can be used ethically and thoughtfully.

2. AI Predictions 2021. PWC.

©2022 | page 4
BUILDING AI LEADERS ACROSS COMMUNITIES

As AI4ALL addresses the systemic nature of AI's lack of diversity, we are doing so by focusing on communities as ecosystems that must include the right elements to help students thrive. Ideally, in any of the communities where AI4ALL works, students could access basic AI introductory curricula in their high school or through a community-based organization. They could apply to join a weeks- or semester-long program to build knowledge and connect with other students walking this pathway alongside them. Finally, they could take part in deeper project work in consultation with a regional corporate mentor, or land an internship that will grow skills and their work history.

In this report, we're highlighting three of the cities where we’re building ecosystems to nurture tomorrow’s leaders in AI.
BUILDING AI LEADERS ACROSS COMMUNITIES

ATLANTA

Our Atlanta ecosystem comprises a network of high school teachers across Georgia introducing students to AI, our Summer Program for high schoolers at Georgia Tech, and a collaboration with the Atlanta University Center Consortium, the oldest, largest consortium of historically Black colleges and universities. Students from the AUCC institutions (Clark Atlanta University, Morehouse College, Morehouse School of Medicine, and Spelman College) can explore how AI will impact their careers with a cross-consortium cohort.

“I like the idea of the interplay between what the students are learning and what they can do with that knowledge in a future profession," said Dr. Talitha Washington, Director of the Atlanta University Center Data Science Initiative. "This approach helps faculty think about AI curriculum in different ways as well."

“The students benefit from the opportunity to grow their skills and our faculty discover new ways to teach the material so it’s relevant to each student’s career trajectory.”

– Talitha Washington, Director of the Atlanta University Center Data Science Initiative

AI4ALL has committed to build capacity for AI education in high schools as well as at the collegiate level.

2021 Open Learning Teachers Boosted AI Literacy

16 GEORGIA EDUCATORS WITH POTENTIAL TO REACH

1,000+ HIGH SCHOOL STUDENTS

Hear more from Dr. Talitha Washington about the Atlanta University Consortium’s collaboration with AI4ALL

WATCH TALITHA
Connecting AI to Dentistry

When Spelman College student Kennedey Boyette received an email inviting anyone from any major to take part in the AI4ALL College Pathways program, it piqued her interest. “I know the way the world is going now,” she said. “Mitigating the misconceptions of artificial intelligence was really interesting to me.”

Kennedey is studying biology, with a biochemistry model, but hopes to become a dentist. Her experience with College Pathways sparked her thinking about how AI could help ease the workload of more mundane tasks for dental assistants, which would then allow them to be more efficient with other, larger tasks. And she sees even more potential for the technology in her chosen field.

“WhatCollege Pathways opened my eyes to the possibilities that there could be for the dental field. The interdisciplinary nature of how AI goes into everything was really interesting. It affects every aspect of your life – or can, if you want it to.”

– Kennedey Boyette, Student at Spelman College in Atlanta, Georgia, and an AI4ALL College Pathways Participant
Applying Machine Learning Every Day

Atlanta-area high school student Elijah L. participated in the AI4ALL Summer Program at Georgia Tech in 2021, which introduced him to AI concepts as applied to environmental studies. What Elijah learned in the Summer Program has changed how he approaches everything in his life. He’s built a database to track and evaluate colleges to which he might apply, and he’s using machine learning principles to sort and rank his choices.

“The algorithms are the ways in which we would want to think,” Elijah said. “I feel like I use that daily, if not multiple times a day.”

In 2022, Elijah has participated in an AI4ALL portfolio project with a volunteer mentor, and landed a summer internship at UnitedHealth Group to work on app development and data visualization.

“[The Summer Program] widened my eyes to the amount of careers in computer science. It was a wonderful program.”

– Elijah L., Program Participant, AI4ALL Changemaker in AI
DETROIT

In Michigan, AI4ALL’s programs are developing AI leaders with the support of General Motors, one of our corporate partners.

“What’s really important for GM is making investments in immersive, hands-on learning, like what AI4ALL offers,” said Kristy Rasbach, Director of Global System Safety for General Motors. “We want to be sure there are equitable, accessible opportunities for the relevant skills we need for our STEM talent pipeline because we want to draw from diverse communities.”

GM volunteers work directly with students through AI4ALL’s University of Michigan Summer Program.

“Investing in AI4ALL accelerates what’s necessary to carry out our vision of an inclusive workplace.”

– Kristy Rasbach, Director of Global System Safety, General Motors

2021 Open Learning Teachers Boosted AI Literacy

39 MICHIGAN EDUCATORS WITH POTENTIAL TO REACH

1,000+ HIGH SCHOOL STUDENTS

Hear more from Kristy Rasbach about GM’s partnership with AI4ALL
An Accelerated Interest in AI

Chidozie N., who will graduate from his Detroit-area high school in 2023, got his first taste of AI as a participant in the 2020 Princeton University AI4ALL Summer Program. “It skyrocketed my interest in computer science work,” Chidozie said. “There’s difficulty, but when you solve that difficulty, you feel that joy that makes you want to do more.”

As a Changemaker in AI, Chidozie has continued to explore pathways within software development and robotics. He hopes to mentor younger students to seize the possibilities he has discovered during his AI4ALL journey.

“There are a lot of great minds in the world, but we would never know that if we are not able to give them the resources to be great.”

– Chidozie N., Program Participant, AI4ALL Changemaker in AI
In 2021, AI4ALL welcomed Miami Dade College to the College Pathways program and, through that partnership, opened doors to AI for students who have been historically underrepresented in tech. Through the AI4ALL collaboration, MDC students could access Discover AI and Apply AI, connect with an inclusive group of peers and mentors, and take part in AI-related career development activities.

“AI4ALL came to us at just the right moment, and has helped us be intentional about creating a pathway into tech for our students,” said Antonio Delgado, VP of Innovation and Tech Partnerships at MDC.

“We’re preparing our students to be competitive in the tech industry, and collaborating with companies to make sure there are job opportunities for everyone, not just a few."

— Antonio Delgado, VP of Innovation and Tech Partnerships, Miami Dade College

2021 Open Learning Teachers Boosted AI Literacy

39

FLORIDA EDUCATORS WITH POTENTIAL TO REACH

3,000+

HIGH SCHOOL STUDENTS

Hear more from Antonio Delgado about Miami Dade College’s collaboration with AI4ALL
BUILDING AI LEADERS ACROSS COMMUNITIES

Leveraging AI for More Secure Systems

Andreza Calazans Rodrigues is a cybersecurity major at Miami Dade College who completed Discover AI in fall 2021, and then went on to complete Apply AI in spring 2022. Before Discover AI, she had very little technical experience, but the introductory course grounded her in the vocabulary of AI and the theory behind algorithms.

She hopes to leverage what she’s learned after graduation to investigate how AI can make predictions to avoid data breaches. “AI can predict patterns to avoid system invasions,” Andreza said. “I can visualize AI playing a big role in the future of humanity.”

“I see problems and I can imagine how AI could help solve them.”

– Andreza Calazans Rodrigues, College Pathways Participant, Miami Dade College
RESULTS

AI4ALL has developed a robust pathway of programming designed to help students become aware of AI and its impact on their lives and communities, develop AI literacy skills, and then move into an internship and/or begin their AI career.

5,934
STUDENTS SERVED BY OUR PROGRAMS IN 2021
(36% INCREASE OVER 2020)

1,056
ACTIVE CHANGEMAKERS IN 2021
(40% INCREASE OVER 2020)

Our Changemakers in AI program provides each student with a supportive community that shares their experience.
AI Awareness and Curiosity

AI4ALL’s Open Learning program empowers high school educators of all subjects to bring AI education to their classrooms through a free, adaptable AI curriculum and educator resources. Students learn what AI and machine learning are, who serves as role models in AI, the risks and benefits of the technology to the world and their community, and how they can be involved in the world of AI and machine learning.

Examples of Open Learning Units

- **AI & Drawing**: Introduces core AI principles while playing with Google Quick, Draw!
- **AI & Deepfakes**: Fosters critical thinking while learning how to verify information students see online.
- **AI & Ethics**: Role-plays teach students how to make ethical decisions while creating AI-based systems.

Thousands introduced to AI

- 855 CLASS ROOMS
- 4,275+ STUDENTS

Our teacher community represented

**47 STATES + D.C.**

As well as members in:

- Africa
- Asia
- Europe
- North America
- South America

In 2021, we introduced thousands of high schoolers to AI and how it can be applied to topics they care about.
AI4ALL has two signature programs that help students gain a deeper understanding of AI and develop AI literacy: our Summer Programs, which immerse high school students in collaborative hands-on learning to help them learn how to use AI to solve complex community problems, and Discover AI, a College Pathways program which introduces college students to AI, the ethical issues that surround AI implementation, and the range of tech careers available that involve AI and machine learning.

When our 2021 Summer Programs began, 49% of students who took a pre-program survey said they felt they could be a leader in AI.

By the end of the summer, 98% of our Summer Program students felt they could be a leader in AI.

I know how to ask a question that can be answered using AI.

I understand how to evaluate the impact of every decision I make when building an AI algorithm.

### Additional Growth Self-Assessed By Summer Program Students

<table>
<thead>
<tr>
<th></th>
<th>PRE</th>
<th>POST</th>
</tr>
</thead>
<tbody>
<tr>
<td>49%</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td>31%</td>
<td>87%</td>
<td></td>
</tr>
<tr>
<td>26%</td>
<td>83%</td>
<td></td>
</tr>
</tbody>
</table>
SKILLS

Gaining and Applying Skills

Once students have grounded themselves in AI fundamentals, they move on to more complex projects – both with teams and as individuals, always guided by volunteer mentors from companies that support AI4ALL’s mission. They can join special interest groups, work with a mentor to conceive of and execute a portfolio project, or, if they’re a college student, join our Apply AI program, which allows students to dive deeper into AI research, data analysis, and evaluation.

167 STUDENT PROJECTS

Completed in areas like:
- AI & Sustainability
- AI & Healthcare
- AI & Ethics

88% PLAN TO PURSUE AN AI CAREER

Of AI4ALL students who responded to our survey, most are interested in or plan to pursue coursework or a degree in computer science, AI, or another STEM field.

Project examples include:
- Classifying trash and reducing household carbon footprints
- Examining the effect of hospital charges on U.S. patients
- Predicting rates of heart attack
- Predicting counties with the highest COVID rates
- Quickly identifying Twitter bots
- Classifying the tone of news headlines
- Determining key factors to predict which countries are highest ranked by the World Happiness report
Volunteers

Industry volunteers step up to speak at our Summer Programs and College Pathways sessions, mentor our Changemakers and help them learn more about AI and complete research projects, and open doors to internships and networks.

122 VOLUNTEERS FROM 44 COMPANIES

In 2021, participating companies included Capital One, Novetta (now Accenture Federal Services), and Accenture.

“Right from the start, I was amazed at how brilliant all the students were...Their curiosity and passion for AI was contagious and it inspired me to share things that I struggled with in my past that I normally would not. Their engagement and excitement gave me the courage to open up and share, and I never expected to be impacted that way.”

– Jade Garrett, Owner, Positive Deviancy, AI Career Talk Panelist
By 2025, AI4ALL’s first 500 Changemakers will be entering the workforce or choosing to go on to graduate school, with hundreds more following each year after that. Their experience with AI4ALL will have prepared them to lead in their chosen field, and to apply what they have learned in their programs, from mentors, and even from their peers.

**Summer Programs**
- Boston University
- Carnegie Mellon University
- Columbia University
- Georgia Tech University
- Princeton University
- Seattle University
- Simon Fraser University
- Stanford University
- University of California, Berkeley
- University of California, San Francisco
- University of Maryland, College Park
- University of Michigan
- University of Pennsylvania
- University of Texas at El Paso
- University of Washington

**College Pathways**
- The AUC Data Science Initiative
- University of Illinois, Urbana-Champaign
- University of Maryland, Baltimore County
- Miami Dade College
- New Mexico State University
- University of North Texas
- Texas A&M University
- University of Texas at El Paso
RESUL TS

Our Diverse Community of AI Leaders

Our 2021 Changemakers in AI began their journey with AI4ALL between 2015 and 2021, and have chosen to be part of this broader community. This group of students is a rich pool of diverse, leadership-track AI talent, who are currently positioned to excel at AI internships.

Gender

- **77.6%** Woman
- **21.2%** Man
- **0.9%** Non-binary
- **0.3%** Other

Race and Ethnicity

- **21.1%** East Asian
- **16.1%** South Asian
- **15.2%** Black/African American
- **12.8%** White Non-Hispanic
- **11.9%** Asian
- **5.3%** Southeast Asian
- **12.3%** Hispanic/Latinx
- **0.8%** Central Asian
- **2.9%** Middle Eastern/North African
- **1.0%** Native Hawaiian/Pacific Islander
- **0.7%** Native American/Indigenous

Changemakers in AI

Changemakers in AI is a community of AI4ALL-trained emerging AI talent. Participants develop community; get access to AI internship, mentorship, and research opportunities; college and career readiness support, and access to innovative content, workshops, collaborative projects, and speakers.
RESULTS

Welcoming Our 2021 Cohort

Our 2021 cohort of students entered the AI4ALL pathway through one of our primary programs, and are beginning their journey toward leadership in AI.

Undergraduate Data

Gender:
- 64.2% Woman
- 32.9% Man
- 2.2% Non-binary
- 0.7% Other

Race and Ethnicity:
- 24.3% East Asian
- 21.1% South Asian
- 19.5% Hispanic/Latinx
- 12.8% White Non-Hispanic
- 11.0% Black/African American
- 9.4% Southeast Asian
- 2.1% Middle Eastern/North African
- 1.8% Central Asian
- 0.9% Native Hawaiian/Pacific Islander
- 0.9% Native American/Indigenous

AI4ALL’s Key Programs

Open Learning: Empowering high school educators of all subjects to bring AI education to their classrooms.

Summer Program: Immersing high school students in collaborative hands-on learning to use AI to solve complex community problems.

College Pathways: Introducing college students to AI, ethical issues related to the technology, and the range of careers that involve AI and machine learning.
WHAT'S NEXT
WHAT'S NEXT

A STEADY FORCE FOR GOOD

This is a risky time in the AI space. The technology’s challenges and opportunities remain present – there are still potential large-scale negative impacts, and there is still not enough attention being paid within industry to ethical applications. But the media is not covering stories about AI as often – cryptocurrency, NFTs, and the metaverse have knocked AI off its pedestal as the most visible topic in tech.

AI4ALL remains steady in the face of fluctuating public opinion and interest. Regardless of what’s in the headlines, AI continues to be one of the most impactful technologies of this era, so we must continue to prepare students to be responsible AI leaders, even at the start of their careers. When the first 500 of our Changemakers launch careers in the industry in 2025, they will have the tools in hand to wield their influence in ways that benefit society.
WHAT’S NEXT

A Growing Organization Shaping a Pathway

AI4ALL is taking everything we’ve learned during our first five years and streamlining our work. We’re building a true pathway along which historically excluded young talent are equipped to succeed in this ever-changing field. They travel from accessing AI for the first time to changemaking through professional skill development programs that forge future leaders.

To do this work, we’re continuing to build strong partnerships with high schools, community-based organizations, universities, and companies.

For example, we know high schools and community-based organizations can reach and teach the students who can benefit most from AI skills. But they need AI4ALL’s proven curriculum to do that most effectively.

Also, in 2023, our list of university partners will more than double, bringing our College Pathways programming to students at 36 universities.

As we work with companies, we help them understand how they can leverage their financial and volunteer contributions to build a strong pipeline of underrepresented talent for their AI-related roles.
### Statement of Activities

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<th>Revenue</th>
<th>2021</th>
<th>2020</th>
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<tr>
<td>Contributions &amp; Grants</td>
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<td>$2,688,032</td>
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<td>Corporate Sponsorships</td>
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<tr>
<td>Other revenue</td>
<td>$356,273</td>
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<td><strong>Total Revenue</strong></td>
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<td><strong>$2,973,032</strong></td>
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<td>Program Services</td>
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<tr>
<td>General &amp; Administrative</td>
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<td>Fundraising</td>
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<td><strong>$3,453,799</strong></td>
<td><strong>$3,118,228</strong></td>
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</tbody>
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| Change in net assets without donor restrictions | $(47,460) | $(334,234) |
| Change in net assets with donor restrictions | $(145,559) | $189,038 |
| Net Assets, Beginning of Year | $5,313,671 | $5,458,867 |
| **Net Assets, End of Year**   | **$5,120,652** | **$5,313,671** |

### Statement of Financial Position

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<th>2020</th>
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<td><strong>$5,706,101</strong></td>
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<tr>
<td>Without donor restrictions</td>
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<td>With donor restrictions</td>
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<td><strong>Total net assets</strong></td>
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<td><strong>$5,313,671</strong></td>
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</table>

| **Total Liabilities & Net Assets** | **$5,375,274** | **$5,706,101** |
ACKNOWLEDGEMENTS
ACKNOWLEDGEMENTS

2021 Sponsors

Accenture
Capital One
EY
GM
Maxar Foundation
Nielsen
Novetta
Oracle
Patrick McGovern
Pivotal Ventures
Prudential
Reboot Representation
Salesforce
SAS
Silicon Valley Community Fund
Softbank

Support AI4ALL’s Vision for AI

AI4ALL sponsors get access to AI4ALL-trained emerging AI talent, demonstrate their commitment to a diverse pipeline in AI, and support our vision for a truly inclusive future for the industry.

JOIN US

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Laurie Yoler, AI4ALL Advisor, Playground Global

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Hana Barre, University Partnerships Associate, College Pathways
Candice Chung, Chief Financial Officer
Dominique Dominguez, Director, People & Culture
Dr. Amir Golnabi, Training & Instruction Manager, College Pathways
Nicole Halmi, Director, Communications
Sarah Judd, Curriculum Manager, High School Pathways
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Nina Rubin, Program Manager, High School Pathways
Chelsea Segal, Corporate Partnerships Manager
Thalea Torres, Career Development Manager, College Pathways
Diana Uwacu, Curriculum Lead, College Pathways
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HIRE OUR CHANGEMAKERS
Our college-age emerging talent are ready to take on AI, ML, CS, and data science-related internship or research opportunities. Hire them now and benefit from a passionate, smart pool of students that bring a unique perspective, thanks to their varied backgrounds and experiences.

FUND FUTURE LEADERS
By supporting AI4ALL, you are ensuring a new generation of leaders are properly equipped to take on tomorrow's challenges in AI and machine learning. Your gift ensures first-generation college students, students from lower-income backgrounds, LGBTQIA students, and Black, Indigenous, and Latinx students can take the lead. If your company matches donations, your gift can support twice as many students!

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By volunteering with AI4ALL, you are directly supporting students during their journeys toward AI leadership. We appreciate your interest in supporting AI4ALL programs through your time, mentorship, and expertise.

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