



## IMPACT REPORT: DECEMBER 2016

Thanks to Silicon Valley Bank's generous kick-off sponsorship of Tech and Leadership Development for Youth...

...Disadvantaged young people from the Bay Area are now discovering the breadth of the technology field, and that they can be a part of it.

...Tech sponsors are now expanding their diversity pipelines to include underrepresented youth.

...Together we are now building bridges across economic and social divides, eliminating barriers and creating equality, opportunity, and hope.

**Bonny Gildin, Ph.D.**  
Executive Director

**Elouise Joseph, M.D.**  
City Leader



With the generous support of innovation champion Silicon Valley Bank, the All Stars Project of the San Francisco Bay Area has launched a breakthrough initiative that brings together our young people with professionals in the tech sector.

## FALL 2016 TECH & LEADERSHIP DEVELOPMENT FOR YOUTH PILOT

From September to November, we piloted a technology-focused development and leadership training program for thirty-five young people in the Bay Area. For six weeks our young people participated in weekly interactive workshops hosted by leading professionals in the tech industry.

- Six workshops and behind the scenes tour of DreamForce.
- Thirty-five young people have participated in one or more of the weekly introduction to tech workshops.
- Workshops at **Silicon Valley Bank, ToutApp, Google Ventures, Spotify, Salesforce Ventures, and Royal Bank of Scotland Silicon Valley Solutions.** More than 35 professionals engaged.
- Topics covered included **tech and banking, starting a new company or app, career pathways/how executives and professionals succeed, how failure is important to success, having a passion for work, and staying connected post workshop – the possibilities of social media.**

Our generous hosts welcomed our young people, their friends, and their families to their offices for a networking opportunity, panel discussion, and Q & A. Our young people learned about the concepts, skills, and attitudes that drive success in the tech sector, and professionals got to know our youth and see their potential. Youth and adults established a personal mentoring connection that many are continuing and building. Exciting growth possibilities were created for all, and we will continue to expand the initiative in 2017.

## TECH & LEADERSHIP DEVELOPMENT IN ACTION



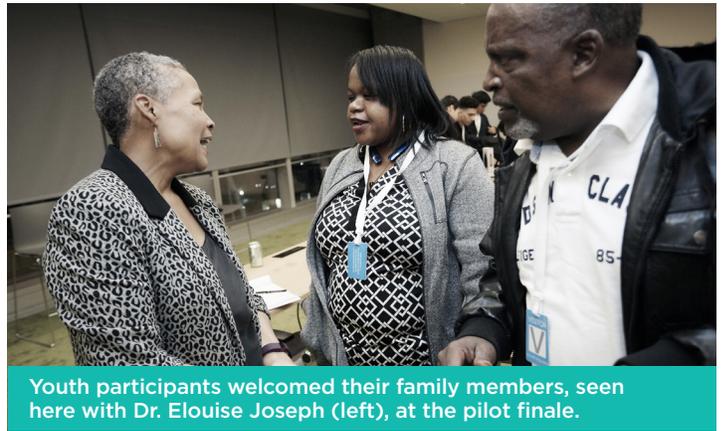
Jeff Chase (center right) leads a group of our young people on a tour of DreamForce.



Aidan Harris (left) connecting with John Stewart, Head of Royal Bank of Scotland Silicon Valley Solutions.



Molly Ford, Director of Global Diversity Programs at Salesforce Ventures, speaking with Aidan Harris (middle) and Dishon Levexier (right).



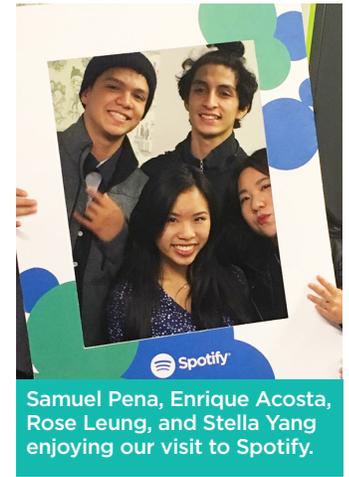
Youth participants welcomed their family members, seen here with Dr. Elouise Joseph (left), at the pilot finale.



Armando Macias speaks to peers and workshop hosts at the fall pilot recognition ceremony.



Michelle Peralta (far right) and our young people at Google Ventures.



Samuel Pena, Enrique Acosta, Rose Leung, and Stella Yang enjoying our visit to Spotify.



## FALL PILOT CO-CREATORS

### **Elouise Joseph, M.D.**

City Leader, All Stars Project of the San Francisco Bay Area

### **Michelle Peralta**

Director for National Early Stage Practice, Silicon Valley Bank

# ALL STARS PROJECT OF THE SAN FRANCISCO BAY AREA



The All Stars Project of the San Francisco Bay Area sponsors innovative afterschool programs for young people from our poorest neighborhoods. In the Development School for Youth (DSY), young people ages 16-21 learn to perform professionally by participating in workshops led by senior executives and paid summer internship. For most students, the DSY is their first exposure to a corporate environment. Since the inaugural class of 2010, ASP of the San Francisco Bay Area has graduated 153 students.

Tech and Leadership Development for Youth will continue in 2017 with a rigorous, 14-week Development School for Youth “Tech Track,” summer internships at technology and life sciences companies, and a continuation of fall interactive workshops. Over the next three years, our plan is to bring together hundreds of companies and thousands of youth and tech professionals in a new partnership for growth.

## TECH AND LEADERSHIP DEVELOPMENT FOR YOUTH 2016 PARTNERS

### COMPANIES

Google Ventures  
Royal Bank of Scotland Silicon Valley Solutions  
Salesforce Ventures  
Silicon Valley Bank  
Spotify  
ToutApp

### PARTICIPANTS

**Milo Bissin**, Lender in Life Sciences, Silicon Valley Bank  
**Jeff Chase**, VP Sustainability, Freeman  
**Sennie Clark**, Office Manager & Community Liaison, Spotify  
**Molly Ford**, Director, Global Diversity Programs, Salesforce Ventures  
**Matt Garratt**, VP, Salesforce Ventures  
**Jessica Green**, Director of Sales, ToutApp  
**Rachel Gross**, Sales Planner, Spotify  
**David Hauser**, VP of Engineering, ToutApp  
**Kevin Hutchinson**, Product Design, Spotify  
**Tawheed Kader**, Founder and CEO, ToutApp  
**Neil Kerr**, Innovation & Solutions, Royal Bank of Scotland, Silicon Valley Solutions  
**Rick Klau, Partner**, Google Ventures  
**Johnson Lieu**, Product Management, Spotify  
**Shaun Maguire**, Partner, Google Ventures  
**Kristina Peralta**, Lender in Life Sciences, Silicon Valley Bank  
**Michelle Peralta**, Director for National Early Stage Practice, Silicon Valley Bank  
**John Stewart**, Head of, Royal Bank of Scotland, Silicon Valley Solutions  
**Ludovic Ulrich**, Head of Startup Relations, Salesforce Ventures  
**Jennifer Zamudio**, Lender to Enterprise Software, Silicon Valley Bank

## TECH & LEADERSHIP DEVELOPMENT FOR YOUTH PARTNER INTERVIEWS



### RICK KLAU

**Q: Who are you? (Where do you work, what is your position, what are you responsible for?)**

**A:** I am Rick Klau, I'm a partner at GV (formerly known as Google Ventures). I run the partnerships program, where I connect Fortune 500 execs to companies in our portfolio.

**Q: Why did you decide to participate in the Tech & Development Fall Leadership program?**

**A:** I was asked by friends at Silicon Valley Bank if I'd be open to sharing my story with the class. I've become very active on issues of race & privilege — as a white man who works in tech, I've become quite aware of the degree to which race, gender, class, and upbringing influence what opportunities are available to people later in life. I was happy to meet with the class, and answer questions about the work I do.

**Q: What did you do as a participant in the program?**

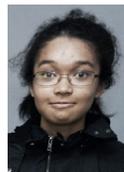
**A:** I spoke for an hour about my career path, how I got to where I am today, and shared advice on how to think more broadly about what to do after school.

**Q: How did the young people respond?**

**A:** I think they were excited to hear from someone whose path was different (or at least unusual). I went to law school but never practiced law; I decided to get into politics as a hobby, and ended up having the future President to my house. I pursued things I was passionate about and was fortunate to join Google and work on big projects. They asked a number of questions, several responded to me on Twitter or posted about their trip -- it was fun to see.

**Q: What did you get out of the experience? Would you do this again? Would you recommend it to colleagues at your company or other companies?**

**A:** I love getting kids to envision a path that they weren't aware was in front of them before. Would definitely do again and encourage colleagues to participate as well.



### CAMILLE HENRY

**Q: Who are you?**

**A:** My name is Camille Henry. I am 17 years old. This is my first time with the All Stars.

**Q: Why did you decide to participate in the Tech & Development for Youth Fall Leadership program?**

**A:** I wanted to learn how to network and prepare myself for the professional world.

**Q: What did you do as a participant in the program?**

**A:** I was able to visit various tech companies in San Francisco and even Google Ventures in Mountain View! I asked questions at times, but mostly I listened to the life stories of the various tech hosts because I like to learn about other people's backgrounds and experiences.

**Q: After this program, what has changed for you, in terms of how you think of about work, technology, and your thoughts for the future?**

**A:** Technology is a language that has been taking over the world and still will into the future. Like a student in another country who is learning English to succeed, I feel that it will be necessary to learn about and speak in the language of tech.

**Q: What did you get out of the experience? Would you do this again? Would you recommend it to your friends and peers?**

**A:** I've learned that getting out one's comfort zone is important. Sometimes I have been uncomfortable, such as talking to the workshop hosts (adults) who I barely know or doing the ice breaker activities, but it's been a good kind of "uncomfortable" feeling. The Tech and Development program has taught me that being uncomfortable is good because it helps me grow and develop as an individual. I would definitely recommend the All Stars to my friends and I already have.