



2017 Diversity & Inclusion Report

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We've all heard it before. The tech industry has a pipeline problem and as the industry pulls the world into the future, it will not survive without diversity. The people building the future should be representative of the people living in the future. Plain and simple.

As educators, we couldn't agree more. Promoting diversity and inclusion is a core value for Hack Reactor. Our school was built on the belief that anyone can transform their lives through education and become a Software Engineer. Learning should be lifelong and flexible and we are committed to shifting the foundation of the future by contributing to an evolving system of education.

Over the years, we fostered community and corporate partnerships to contribute to these core values. Now, we're taking a moment to evaluate our progress by producing the Bootcamp industry's first diversity and inclusion report.

Through this report, we seek to:

- Let you know a little bit about our origins.
- Establish benchmarks that help us measure impact going forward.
- Lay out our strategy for improvement.
- Get candid feedback from our stakeholders, and partners.
- Strive to match and exceed tech industry standards for diversity.
- Invite other coding bootcamps to join us in our journey.

We know that there will always be room to grow and learn more and this report provides a baseline. From this point on, we have a foundation from which to hold ourselves accountable. We invite you to share your feedback and join us on this growth journey as we revolutionize the tech industry.



Our History

Building a pedigree of excellence

It's no secret that coding bootcamps are a new model and have had to fight for legitimacy among prospective students and employers. Since 2012, we've spent the majority of our efforts on producing top quality engineers. This strategy has paid dividends as we've established ourselves as an industry leader in Software Engineering education. Our teaching philosophy and data driven approach has resulted in over 3,000 alumni placed with an average starting salary of 105K* at amazing companies like **Google, Amazon, LinkedIn, NASA JPL, and GE Digital** just to name a few. We've proven our expertise in sourcing and producing some of the best Software Engineers in the nation.



3000+
Alumni



325+
Hiring Partners



5
Campuses

** San Francisco graduate median salary. See more [Student Outcomes](#)
Percentage of San Francisco reported salaries displayed: 100%
Percentage of San Francisco job obtainers who reported salaries: 80%*



Defining Diversity and Inclusion at Hack Reactor

Part of our success can be attributed to bringing together students and staff from different backgrounds. The secret sauce of what makes Hack Reactor so great is the people. Early on, our founders set out to create a program that is both accessible and focused on the non-traditional learner. Our community is made up of stakeholders with a diversity of perspective and experience.

Almost 90% of our students come from Non-Computer Science backgrounds and have built expertise in a variety of fields prior to transitioning into Software Engineering. Our community is made up of learners from every walk of life; teachers, architects, financial analysts, lawyers, coal miners, bartenders, Lyft drivers, and many more have all come together to motivate and support each other through our program.



Our History of D&I Efforts

Our efforts to support diversity and inclusion span beyond the walls of our organization. Since 2014, we've made it a focus to build partnerships with programs that support underrepresented communities.

Supporting Underrepresented Talent

Hack Reactor has contributed to bootcamps geared toward underrepresented engineers across the globe. As educators, it's our civic duty to expand access wherever possible and, year after year, we've grown our network of [community partners](#) that align with our mission.

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Hack Reactor has shown again and again to be deeply committed to using their work not only to create jobs, but transform the lives of those most affected by income inequality.

Stevon Cook
CEO — Mission Bit

Community Partnership Programs

Moringa School

Moringa School is an intensive tech education program based out of Nairobi, Kenya. Moringa School offers courses in mobile and web development as well as a 12 week bootcamp.

The Last Mile

Code.7370 is part of The Last Mile, which teaches career skills to prisoners in San Quentin, including entrepreneurial skills and coding classes based on our curriculum.

Operation Spark

Operation Spark is a network of programs to empower at-risk New Orleans youth with software development skills that prepare them for the workforce.

Mission Bit

Mission Bit is a non-profit that offers free programming classes taught by experienced engineers and entrepreneurs to San Francisco public school students.

Code Tenderloin

Code Tenderloin, a workforce development startup, provides soft-skills, programming and job placement training to the Tenderloin and other local communities that experience the highest

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Hack Reactor has helped our clients see themselves actualized as computer programmers earning a 'living wage'.

Reymon LaChaux
Business Relations
Coordinator — Success
Center San Francisco

We're excited to be embedded here at Hack Reactor because we are discovering the value of the iterative process. It has a profound potential to make a difference in the lives of these refugees.

Hugh Bosely,
Co-Founder —
ReBootKAMP

employment barriers and prepares them for entry-level jobs at San Francisco Mid-Market tech companies.

Code Ramp

In early 2016 we developed Code Ramp, a free 5 week part-time primer for software engineering. It can be easily set up by any organizations serious about teaching aspiring engineers from underserved populations how to code in JavaScript, HTML, and CSS. Currently, 5 organizations are utilizing our Code Ramp curriculum across the Bay Area.

Success Center San Francisco

Success Center San Francisco works with transitional age youth through a range of programs to help them build skills and find sustainable employment.

Telegraph Academy

Telegraph Academy was a software engineering career accelerator based out of Oakland for people of color underrepresented in tech. It was one of the first schools to launch as a part of the White House's Tech Hire Initiative. As of 2017, we have incorporated Telegraph Academy into Hack Reactor, creating the Telegraph Track: a program that provides support and community to underrepresented students, empowering them to have successful careers as software engineers.

ReBootKAMP

ReBootKAMP is the first immersive coding bootcamp in the Middle East, reserving half their seats for Syrian refugees.

Scholarship Programs

In November 2016, as part of our mission to increase access to tech jobs for individuals of all professional backgrounds and experience levels, Hack Reactor announced our [\\$1.3 million Scholarship Fund](#) for individuals who are passionate about coding. We dedicate at least 50% of all scholarships to underrepresented groups in software engineering. 50% is a minimum indicator - our goal is to reach higher. Our fund is run by an advisory board made up of diversity and inclusion innovators in Silicon Valley including The Kapor Center for Social Impact, Women Who Code, Lesbians Who Tech, and The Muse.

We've also been recognized as an investment vehicle for companies committed to diversifying the tech industry. Our partners Optimizely

and Capital One, have successfully run internship-to-hire programs for underrepresented engineers, and Facebook recently recognized our efforts by donating \$250,000 to our scholarship fund.

Telegraph Track



[Telegraph Track](#) is an internal program built to specifically address the challenges that underrepresented students face in the tech and engineering world. An extension of the Hack Reactor immersive, Telegraph Track is a customized, intimate program designed to build top, confident software engineers in the booming tech workplace.

The program provides students with an extra layer of non-technical support while they attend Hack Reactor SF through mentorship, additional career training, and networking opportunities with our partners who are serious about building strong, diverse engineering teams.

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You put out your numbers for a reason, to drive change and create accountability. A culture shift will not happen overnight, but it's something you have to be willing to get behind.

G'Mika Moore

Diversity Staffing Partner
— YouTube

Expanding Product Accessibility

Hack Reactor Prep

We've developed a free prep program that eliminates the monetary and educational the barrier to entry for anyone interested in coming to Hack Reactor. In 6 months, [Hack Reactor Prep](#) has guided 495 engineers toward JavaScript mastery and success in our rigorous interview.

Hack Reactor Remote

In August of 2016 our Hack Reactor remote program came out of Beta. Hack Reactor remote is a 3 month online intensive that has provided access to students in geographically isolated locations, families, and other limitations that wouldn't have access to technical education otherwise.

Remote Part-Time

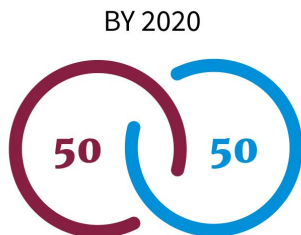
In May 2017, we rolled out the first iteration of our [Remote Part-Time program](#), a less time-intensive version of our course aimed at diversifying the type of student that can access our course. It is specifically designed for people who want the outstanding learning and career outcomes associated with the full-time immersive, but are unable to quit their job. The flexible evening and weekend hours make this course ideal for people who have family or other responsibilities that preclude attending a full time program.

Where do we go from here?

So where do we go from here? Despite our efforts, we realize that we can be doing more. Diversity and Inclusion has always been a strong thread in the fabric of our organization, and it has always been a natural part of who we are. Now more than ever, we are committed to turning that natural inclination into deliberate action. Our vision is to make Hack Reactor a more welcome place for people from all backgrounds.

If the first step is gathering the numbers. The second step is sparking a conversation. The final step is turning that conversation into a common goal paired with a roadmap that leads to success.

Introducing Vision2020



“As a default goal, it’s reasonable to aim for organizational groups to be approximately 50 percent female and 50 percent male.”

— Measuring Progress,
Project Include

We are compelled to make necessary changes to shift our culture, and are now focused on creating a winning strategy. Our strategy starts with a unified vision:

By Q1 of 2020, Hack Reactor’s graduating class will be made up of 50/50 gender balance and 20% underrepresented people of color.

*We understand the limitation of this terminology, as not everyone identifies as either male or female. Our intention is to promote greater inclusivity for those who identify as women, trans, and non-binary in what historically has been a cis male-dominated industry.

Why did we choose this vision?

First, we are an organization that strongly believes in the mantra, “What’s measured gets done”. A goal that is reliant on data keeps us accountable and focused on the incremental changes needed to help us achieve it.

Second, we believe goals that are lofty have a higher probability of success. 50/50 gender balance and 20% underrepresented people of color within 2 and a half years is an ambitious goal, but being aggressive is the best way to ensure the culture shifts.

Lastly, our goal is defining but not definitive. Focusing on gender and people of color isn't the only thing we're striving for, but the guiding commonality that will fuel conversations about how we can foster diversity beyond gender and ethnicity such as veterans, people with disabilities, and the LGBTQA community.

Looking Towards 2020



We went back to the drawing board and rethought our approach to diversity and inclusion. 2020 may seem like a long way out but we are already committing to implementing and measuring multiple initiatives over the next 6 months before auditing our progress and refining.

Our goal is to ensure that underrepresented members of the Hack Reactor community -- be it staff, students, alumni, or otherwise -- feel accepted, embraced, and have equal access to all opportunities.

We boiled down our strategy to 3 categories: expanding student outreach and access, improving student experience, and involving staff at every step of the way.

Improving Student Experience

We are adding diversity and inclusion practices to every layer of our student experience.

- **Gathering data from the start**
We added voluntary gender and ethnicity questions as part of our admission app to learn and improve upon what our prospective student pool looks like.
- **Starting the conversation early**
Our technical interviews now test cultural competency and willingness to learn about diversity and inclusion in the workplace.
- **Sustaining the conversation**
Our course now has cultural competency education baked into the curriculum to help students learn how to recognize privilege and bias, and become advocates for themselves and their classmates.

- **Creating a safe space**

We are expanding our internal program for underrepresented students nation wide. Telegraph Track with an extra layer of non-technical support while they attend Hack Reactor through mentorship, additional career training, and networking opportunities with our partners who are serious about building strong, diverse engineering teams. [\[learn more about Telegraph Track\]](#)

- **Expanding our mentorship program**

We will expand the mentorship framework built through Telegraph Track to all underrepresented students at Hack Reactor. Once at scale, we will include staff members who can participate as mentors for students looking for professional development.

- **Post Hack Reactor support**

We are working to implement affinity groups to support our underrepresented students post-Hack Reactor and throughout their software engineering careers.

Expanding Outreach & Access

We are rethinking the way we attract and recruit underrepresented talent, and who we work with. Simultaneously we are expanding the support we offer underrepresented students.

- **Building bridges across communities**

We are working to expand our community partners to a more diverse set of organizations and strengthen our existing partnerships through scholarship sponsorship, event space, curriculum and other creative avenues. [\[become a community partner\]](#).

- **Connecting companies with untapped talent**

The [majority of companies](#) know our graduates are top notch and more diverse than those with a traditional Computer Science degree. We're looking to expand our externship-to-hire programs that connect companies to underrepresented engineers. In the past, 80% of recipients stay on with their companies post extWorkinernship. [\[become a corporate sponsor\]](#)

- **Expanding opportunity and awareness**

We are looking for partners to help us expand our \$1.3 million scholarship fund which has, thus far, garnered 2,000 applicants, of which 38% are women and 38% underrepresented people of color. Organizations like Facebook, Women Who Code, and the Kapor Center have invested in our diverse pipeline of students. [\[become a scholarship partner\]](#)

Diversity and Inclusion for our Staff

- **Expanded Inclusivity Training For Staff**

We are committed to providing our employees with the training necessary to work in and promote a diverse and inclusive environment. We are working to expand the existing training we offer that is specifically tailored to our work environment and student/staff experience.

- **Diversity and Inclusion Steering Committee**

We are working to build a D&I steering committee with stakeholders from each level of our organization. One member from each team will have a seat at the table as we continue to refine our strategy.

- **Inclusion 80/20 Projects**

Each Hack Reactor staff member can put in a proposal to work on an 80/20 project that involves diversity and inclusion. Once approved, will have the full support of our Head of Diversity and Inclusion and our steering committee in executing that project.

- **Continued reporting**

This report is just the start. We plan to release annual reports and eventually work with third parties to establish independent reporting standards for diversity and inclusion in the bootcamp industry.

We couldn't achieve these goals without the support of our partners and stakeholders. As we have done in the past, we will iterate on each of these ideas as we get feedback from you so we can continue to graduate best-in-class engineers.

How did we build this report?

For the first round of this report, we surveyed alumni, current students, and employees. Participation was entirely voluntary and data was collected anonymously. The questions used were based on survey methodology laid out by U.S. government agencies. As you look through the results in the next section, you will notice that we collected data on age, gender, and race and ethnicity. By collecting multiple data points, we can explore further partnerships and learn where we need to invest our efforts.

Data Visualizations

Hack Reactor has grown incredibly over the last 5 years. What started with a classroom of 16 students and 5 staff members has grown into nearly 3,000 alumni, 4 campuses (and 2 remote programs!), several community and corporate partnerships (and counting!), and over 200 students served every 7 weeks nationwide. The data below is reflective of anonymous, voluntary reporting. We expect to repeat this process every year and collect data at various stages in our pipeline so we may better serve our community. Looking at these numbers, we now know where we need to place our efforts and grow. We know we can do better. We also welcome our stakeholders to provide feedback so we can continue to fine tune our data collection.

How many people did we survey? The survey was sent to all staff, alumni, and current students network-wide.

Alumni Data & Current Student Data: For alumni data, while not inclusive of every past student in our network, the data is a small representative sample of past cohorts that generally reflects the makeup of our cohorts. Over 10% of alumni responded to our request for data. Over 85% of current students responded to our request.

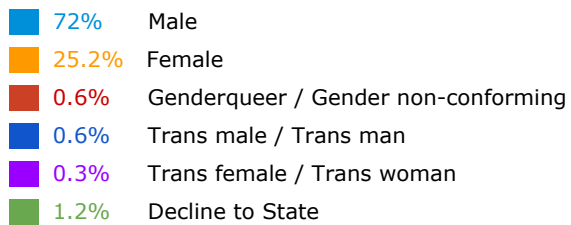
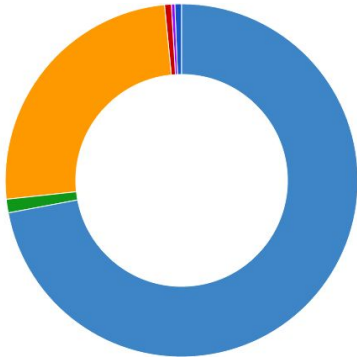
Scholarship Applicant Data: Scholarship applicant data represented in this report is from the most recent round completed in Q1 2017. We had over 900 applicants. We began collecting demographic data for scholarship applicants in late 2016 when we opened our scholarship fund and have since experimented with different questions. At the time, we did not collect age data. We have since iterated which is why you will see that the results from the scholarship survey are slightly different from the survey taken by alumni, current students, and staff.

Staff Data: For staff data we are using the federal government's standard of reporting regarding ethnicity/race. We split the data up in 2 sections: gender, racial, and ethnic demographic breakdown of our entire workforce & gender, racial, ethnic demographic breakdown of our workforce split up by student-facing staff and non-student facing staff. As most tech companies usually highlight tech vs non-tech, it's important to us to highlight representation based on student and staff experience since each of our student-facing team mates have some technical expertise by proxy. We are committed to continuing our diversity initiatives that respect and value differences. Our diversity initiatives are applicable, but not limited to, our practices and policies on recruitment, selection, compensation, professional development, training, promotions, social and recreational programs, layoffs, and terminations. We are looking forward to tracking our expected and continued progress.

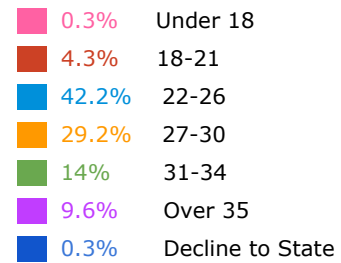
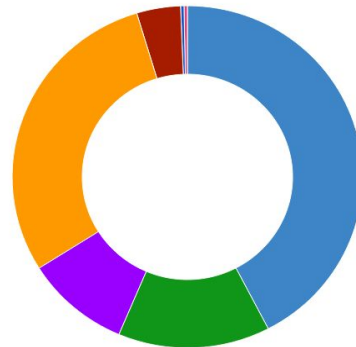
As we go through this growth process, we will refine our survey procedures and questions to reflect the best standards for data collection based on ongoing research and your valuable feedback.

A. Alumni demographic data:

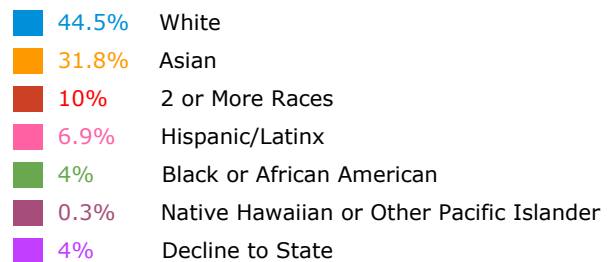
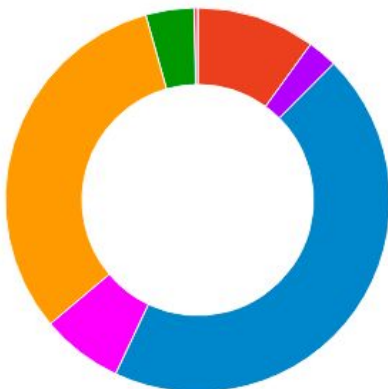
Gender



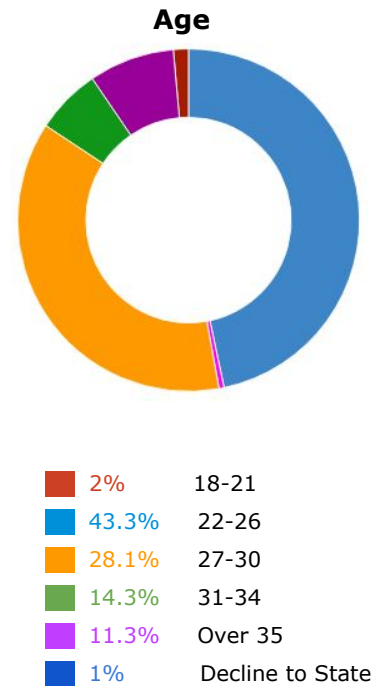
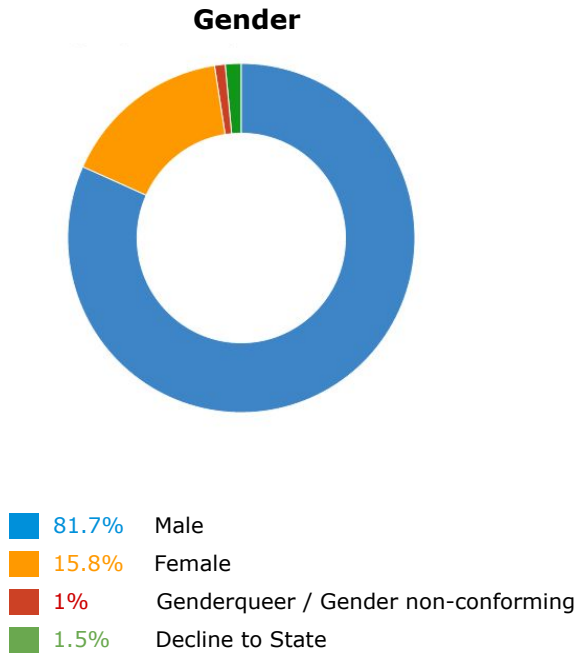
Age



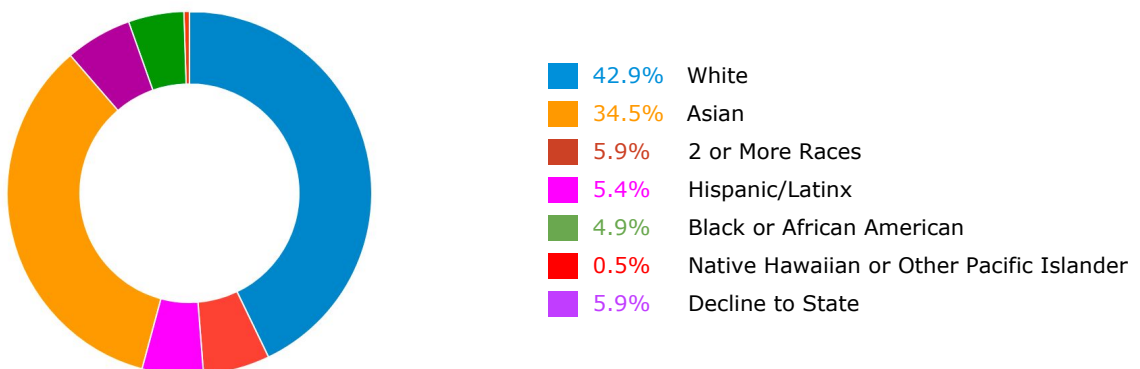
Ethnicity & Race



B. Current Student Demographic Data

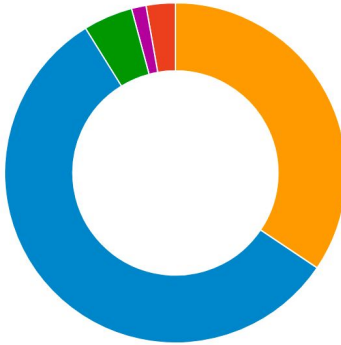


Ethnicity & Race



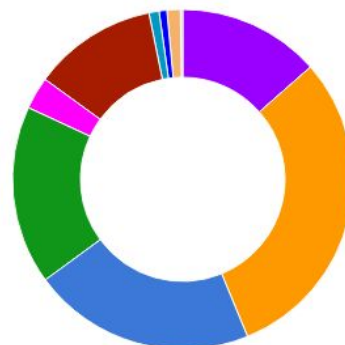
C. Scholarship Demographic Data:

Gender



56.7%	Male
34.4%	Female
2.8%	Non-binary / Gender non-conforming
1.4%	Trans
4.7%	Decline to State

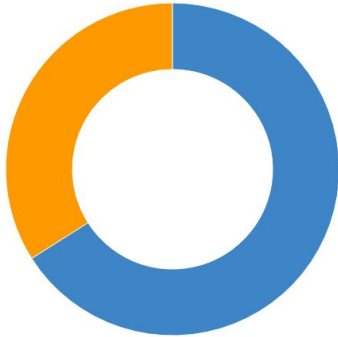
Race:



21.1%	White
30.3%	Asian
17%	Black or African American
11.8%	Hispanic or Latinx
3.1%	Middle Eastern
1.3%	North African
0.7%	Native American / Alaskan Native / First Nations
0.3%	Pacific Islander
13.5%	Decline to State
0.3%	Other

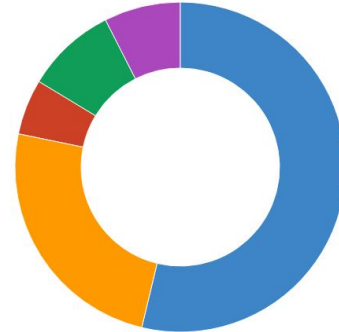
D. Staff demographic data

Gender (All Staff)



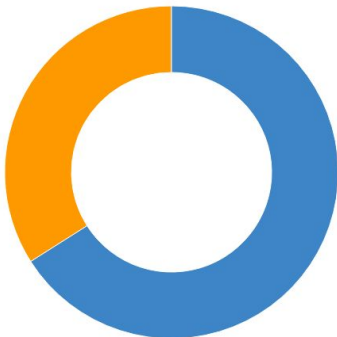
66% Male
34% Female

Race (All Staff):



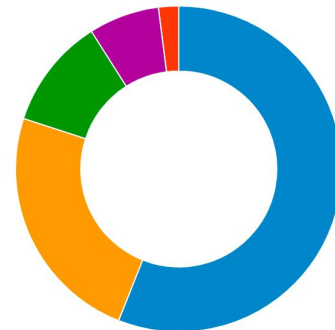
53.7% White
24.5% Asian
8.8% 2 or More Races
7.5% Black or African American
5.4% Hispanic/Latinx

Gender (Student Facing Staff)



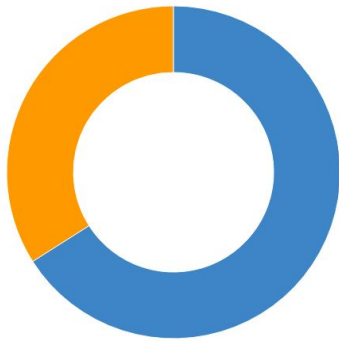
67% Male
33% Female

Race (Student Facing Staff)



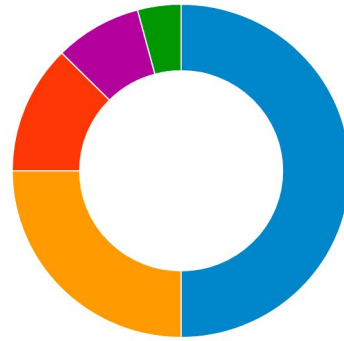
56% White
24% Asian
2% Hispanic/Latinx
11% 2 or More Races
7% Black or African American

Gender (Non-Student Facing Staff)



■ 66% Male
■ 34% Female

Race (Non-Student Facing Staff)



■ 50% White
■ 25% Asian
■ 12.5% Hispanic/Latinx
■ 8.3% Black or African American
■ 4.2% 2 or More Races