dev/color

Annual Report 2023

table of contents

dev color

note from our ceo

Dear colleagues and friends of /dev/color,

From a group of friends connecting and supporting each other as engineers in 2015 to a thriving global community of Black technologists today, /dev/color has always been focused on meeting the moment for our members and the tech community at large. This year, we are so proud of our members, leaders, partners, and champions who have helped to shape and support our work across the sector. Together, we've risen above the obstacles to change tech for good, with and for Black software engineers, founders, and technologists.

Despite industry shifts in hiring and retention and attacks against DEI efforts and organizations, we have worked to help Black engineers find community and resources to navigate increasingly complicated circumstances at work and in the world.

The research continues to show that products, teams, and industries are better when shaped by diverse perspectives and leaders, not only at the table but leading and stewarding teams and the future we're building. This year, /dev/color doubled down on its commitment to support rising leaders through our Executive Accelerator Program, an initiative with a positive multiplier effect for participants and the work, teams, and companies they lead.

This year, we also focused on expanding in-person events and member-led professional development to provide safe and supportive spaces created by and for Black technologists.

Finally, we broadened our commitment to deeper accountability in our partner relationships so that our work can continue to be rigorous and responsive to member perspectives, needs, and experiences across the industry.

Looking forward, we are excited to lead this work as the industry and world rapidly shift. From the rise of generative AI to new and emerging technologies, we are equipping and supporting Black technologists to lead the way. Thank you for your support and partnership in this critical work of building and changing tech for good.

Rhonda Allen
CEO, /dev/color

member highlights

In 2023, /dev/color members experienced a multitude of personal and professional achievements, from promotions and new job opportunities to notable appearances and even a member's wedding. Amidst these successes, the significance of /dev/color's role in supporting Black technologists becomes evident.

Hear directly from some of our members about the profound impact of belonging to a community that fosters connection, support, and empowerment.

alexa valle burguete

"Being a Black woman in technology, there's not very many people like me in my field. /dev/color gives me the ability to connect with other Black technologists, not only in New York, but in places like Atlanta and San Francisco, and it makes me feel like I'm not alone." - Alexa Valle Burguete, co-founder and CTO, PactFi

alan johnson

"/dev/color has been my home base in many ways for the past six years. I've worked for four different companies and the whole time I've had my squad and A* family, really whole /dev/color community to back me up." - Alan Johnson, Head of Data Office, Branch
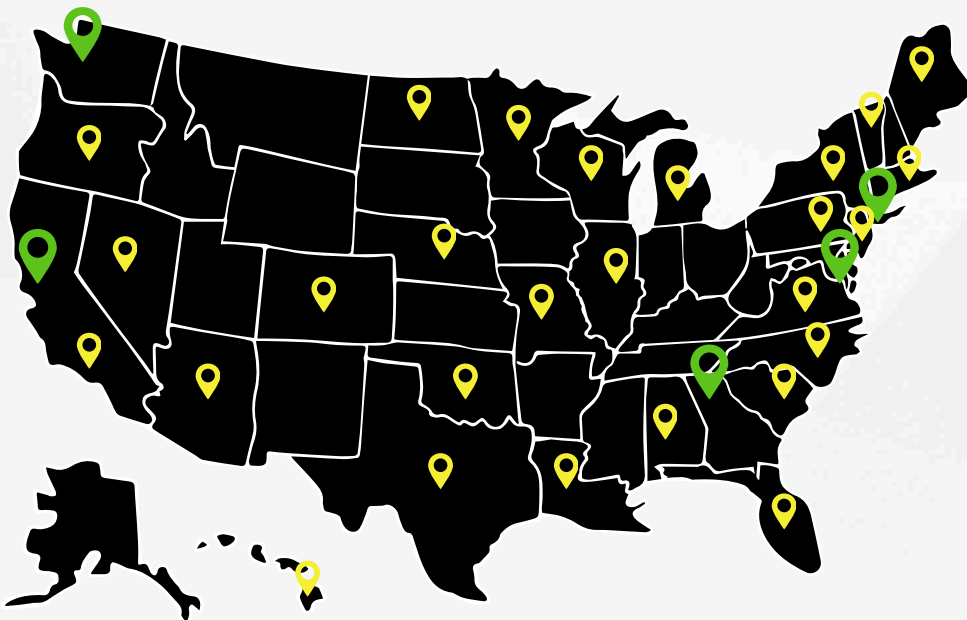
dev/color

by the numbers

760 members

39 A* squads

386 companies

44 cities

8 time zones

7 countries

dev color

program highlights

This past year /dev/color's program featured a diverse slate of programs for Black technologists at all stages of their careers. The impact and magic happens in community where members learn, grow, and contribute perspective and expertise both work-specific and life-specific. We emphasized the power of learning together in community, both from a technical and professional aspect as well as personally.

A* program

Our signature program continued this year with expanded membership opportunities launching to allow for our members to connect in new and exciting ways.

in-person events focus

We held 6 in-person events across the country this year in all of our chapter cities including San Francisco, New York, Atlanta, and Seattle made possible through our partnerships with LinkedIn, Intuit, Pinterest, and Grammarly. We were able to partner with tech companies based in the areas to help strengthen the connections between our community and the companies they work for.

ecosystem collaboration

This year, we partnered with a number of mission-aligned organizations, including Black Product Managers Network, ColorStack, Colorwave, and Goodie Nation alongside Concrete Rose Capital, to host a panel at AfroTech. We additionally held a dinner for any /dev/color members at the event to connect in person at the event. This was the first collaboration between /dev/color and Concrete Connections with further activations to come in 2024.

executive accelerator

2023 saw the launch of /dev/color's first ever executive accelerator. The program was designed to help nurture the future Black leaders of tech and featured mentorship opportunities, multiple in-person retreats, and monthly programming to help shape the leaders of tomorrow.

dev color

A* and general program

/dev/color's flagship program, A* is intimate by design, with members engaging year-round with a local cohort of fellow Black software engineers and managers –aka Squads– to set and achieve ambitious career goals together.

The core philosophy behind the A* Program is simple yet powerful - members decide what to accomplish in their career path and then work with peers to identify and navigate through challenges in order to succeed. The program provides a framework and environment in which members can set and reach ambitious career goals. Regardless of career level, we aim to help all full-time, Black professional software engineers and engineering managers become industry leaders; focusing on personal/career development, actively contributing to the surrounding community, advancing diversification in tech, and developing deeper relationships via more intimate programming.

what members gain: A* and beyond

Both general and A* members have shared key areas that provide the most valuable experiences in addition to highlighting what they've gained through the program.

Top experiences include:
- In-person events
- Slack community & collaboration
- Peer mentorship and professional development

Key areas of gain include:
- 84% of members felt a deeper sense of community and pure accountability
- 81% of members felt more supported to succeed in their role
- 81% of members have reached out to another member for help
- 77% of members had experiences they otherwise wouldn't have access to
- 68% of members increased their compensation

dev color

A* impact

survey submissions on impact

"My first promotion of my career was achieved with the guidance of my squad mates in /dev/color."

"/dev/color has reconnected me with old friends, helped me create new alliances, and helped me remember why I first fell in love with technology."

"I have found validation of my experiences and confidence to pursue more technical roles. I also have felt more confident in advocating for myself."

"At /dev/color, I've been able to regularly hear the successes (and challenges) my fellow Black engineers face. It helps me know I'm not alone and inspires me to strive towards greater heights."

dev color

accelerator program

In the spring of 2023, /dev/color launched an executive accelerator for thirteen rising executives who, over the course of six-months worked to supercharge their next big career moves, expand their influence and impact, and grow their executive skillsets.

To affect real, sustained change across the tech industry, we know there is a need for representation in the highest seats across the industry. As accomplished functional and people leaders, technical experts, and enterprise leaders, rising Black executives are competing for resources and sponsors in systems that weren't designed for our inclusion and success. As a consequence, we see fewer Black executives rise to seats of influence positioned to succeed and thrive.

program elements

- Monthly professional development and learning experiences in an intimate setting
- Blend of full-day IRL executive experiences + virtual sessions over a six month program
- Relationship-building + executive-level experience sharing with sponsors, CTOs, and industry veterans
- 7 hours of 1:1 executive coaching with certified Black coaches
- Stress management workshop series with clinical psychologist to examine intergenerational influences of labor on behaviors/thoughts

dev color

accelerator impact

13 — rising executives

62% — womxn leaders

235 — employees managed

87 — overall Net Promoter Score

27 — teams managed

25 — industry speakers and coaches

67 — hours of programming per member

100% — reported making progress towards career priorities listed at the start of the program.

dev color

accelerator feedback

darva satcher

""This program helped me get unstuck. I had reached a fork in the road in my career and now I have a clear roadmap and I know the steps I need to get to my destination of a VP in a tech company. The program also taught me how to better network with sponsor and peers. This program also explained in great detail what it takes to prepare and to serve on a board. I have also learned how to ask myself the tough questions. I feel more in control of my career and much more empowered and ready to take on all of the challenges. I will no longer let my career happen to me but I will be much more intentional about my career." - Darva Satcher, Director of Engineering, GitLab

will penn

"The spirit of community was the biggest value in this program. The ability to sit in talks, workshops and community with people with extremely diverse experiences and then discuss and grow together is prolific. The [in-person] time spent post sessions and the general camaraderie of this group have been next level." - Will Penn, Advisor, KOKORO

dev color

top level finance

FY 2023

Revenue
 Corporate Partners $1,739,960
 Individual Contributions $139,057
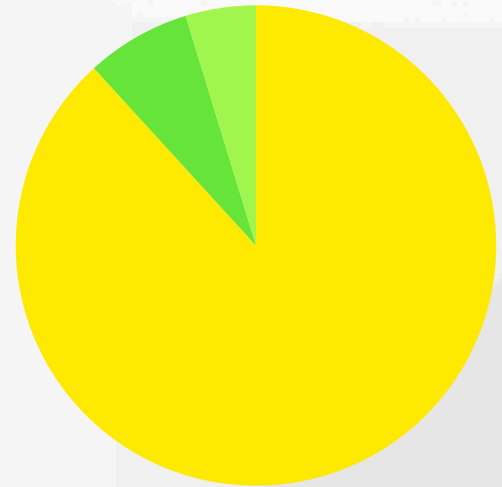 Program & Other Income $93,345
   Total Revenue $1,972,362

Expenses
 Management & General $1,621,873
 Program Expenses $655,517
   Total Expenses $2,277,390

Individual Contributions
7.1%

Corporate Partners
88.2%

our partners

We extend our heartfelt gratitude to our partners for their unwavering support and commitment. Your contributions are making a profound impact on our community, helping us drive meaningful change in the tech industry. Together, we are creating a more inclusive and innovative future. Thank you for being an essential part of our mission to change tech for good!

general partners 2023

Atlassian
Chan Zuckerberg Initiative
Etsy
GitLab
Grammarly
Intuit
Linkedin
Pinterest
San Francisco Federal Reserve Bank
StockX
Xperi

dev color