To more easily view City Year’s 2020 Annual Report in its entirety, we hope you will visit our website at https://www.cityyear.org/impact/annual-report/

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1  A MESSAGE OF GRATITUDE
2  CITY YEAR’S IMPACT
   Student and school outcomes
   AmeriCorps members and alumni outcomes
   Driving systemic change
9  ALUMNI PROFILE
   A conversation with Whitney Parnell, founder and CEO of nonprofit Service Never Sleeps
12 CHAMPION PROFILE
   Jennifer Bradbury, executive director of the Taco Bell Foundation
15 CHAMPION PROFILE
   Bill & Melinda Gates Foundation
18 TEAM SPONSOR HIGHLIGHT
   National Grid
20 OUR CHAMPIONS
   21 Individuals and family foundations
27 Foundations and nonprofits
29 Corporations and corporate foundations
32 Team sponsors
32 In-kind donors
33 District partnerships
35 AmeriCorps, CNCS and state service commission partners
36 Our boards
38 OUR FINANCES
This annual report is a look back at our work in 2019-2020—a year of challenge, learning and significant progress.

When the pandemic first caused an abrupt closure of schools in March 2020, City Year rapidly adapted to support the increased needs of our students, schools, staff and communities, while continuing to advance our future-focused efforts to leverage our local and national infrastructure in support of the long-term success of systemically under-resourced schools. Working closely with our partners, we’ve been able to meet the constantly evolving needs of our schools and districts.

Our AmeriCorps members have risen to the challenge, serving virtually, in person or a combination of the two. In times of immense upheaval in everyday life, AmeriCorps members have steadily demonstrated that the fundamentals of our work—building relationships with students, engaging them in learning, offering tutoring and skill-building support—are unchanged and more needed than ever. Our methods just look a little different—and are implemented more creatively—with our corps and staff leading the way.

In reflecting upon the past year, two things are clear to us: our shared work to increase educational equity has never been more relevant and important; and deep, intentional cross-sector collaboration, anchored by the voices and agency of the young people we serve, is our best hope to meet the moment.

It’s because of partners like you that we’ve been able to continue our efforts to deepen our impact on our students and schools, on our AmeriCorps members and alumni, and on the broader work to influence the systemic policies and practices that shape educational opportunity in our country. Not only have we been energized by the creativity, resilience and the progress we’ve seen so far, but we’re hopeful for the future—an opportunity for renewal. We see clearly the direction we must take to make progress toward an education system that reflects our deep commitment to equity, inclusion and opportunity for all students.

We are grateful to be on this journey with like-minded partners, including AmeriCorps, our school district partners, and the individuals, families, foundations and corporations who share our commitment to students, schools and communities.

Yours in service,

Jim Balfanz (Boston ’94)
Chief Executive Officer

David L. Cohen
Chair, Board of Trustees
City Year AmeriCorps members serve in systemically under-resourced schools as student success coaches—full-time, near-peer tutors, mentors and role models who are uniquely positioned and trained to support students’ social, emotional and academic growth, while helping to create engaging learning environments. This work to support student and school success helps to advance educational equity and creates more opportunity for all of us.

Our AmeriCorps members provide students with additional resources and relationships that support their learning and success, while strengthening their own professional and leadership skills through their year of service. Additionally, City Year works with partner schools and districts on opportunities to redesign schools so students can experience learning in a more equitable way.

In the spring of 2020, COVID-19 caused an abrupt closure of schools and a shift to distance learning that further exposed long-standing systemic inequities in education. At the same time, outrage and protests in the wake of the murder of George Floyd and other Black Americans dying at the hands of the police sparked an ongoing racial reckoning. During the past year, many students have experienced interruptions and losses in their lives, shifting students’ learning trajectories even as they have also honed skills such as flexibility, resilience and creativity.

City Year’s holistic approach, informed by research and designed to meet local needs, has allowed us to provide students and teachers with critical supports that are essential for learning and development. At the same time, we’ve adapted to pandemic-related demands by helping students sign into virtual classrooms, providing technical assistance to teachers and parents, and prioritizing the mental health and well-being of students, teachers and AmeriCorps members.
STUDENT AND SCHOOL OUTCOMES

AT A GLANCE

29 CITIES
300+ SCHOOLS
226,000 STUDENTS
90% OF STUDENTS IN CITY YEAR PARTNER SCHOOLS ARE STUDENTS OF COLOR
90% ARE ELIGIBLE FOR FREE OR REDUCED-PRICE LUNCH

RESPONDING AND ADAPTING TO COVID-19

City Year quickly adapted to local needs in Spring 2020, leaning into our holistic Whole School, Whole Child (WSWC) approach and the strength of our partnerships. Working closely with our school and district partners to provide appropriate support, we creatively adjusted our services and supports offered to our AmeriCorps members to continue serving students, teachers and communities in 29 cities across the country.

Throughout 2020, City Year AmeriCorps members found creative ways to continue to connect with students virtually and support teachers and principals in new virtual learning environments.

AmeriCorps members focused on:

- Building consistent, caring and positive relationships with students every day
- Partnering with teachers to ensure students are engaged with their learning, which is critical to durable skill development
- Contributing a sense of joy, stability and belonging to the school experience

“Navigating the virtual world has so many challenges. I can’t say enough about City Year and their impact on our school, their willingness to support our school’s initiatives and their flexibility in this difficult environment.”

—City Year partner principal survey

NEW CASE STUDY HIGHLIGHTS
CITY YEAR’S PANDEMIC RESPONSE

A 2021 case study by Motivation, Mindset & Equity Consulting captured City Year’s ability to respond and adapt to distance and hybrid learning during the pandemic.

KEY FINDINGS:

- Modeling a personalized approach to learning and development at all levels of the organization allowed for nimbleness and innovation during a global pandemic.
- Prioritizing trust and strong relationships is the foundation for successful personalization of learning for young people.
- Leaning into building strong developmental relationships proved critical for maintaining student engagement.

City Year also published an accompanying practitioner guide, with practices, tools and recommendations for taking a relationship-driven approach to supporting student social, emotional and academic development.

Read the case study highlights.

SUPPORTING PRINCIPALS AND TEACHERS

“My City Year has been incredibly adaptive and involved given our changing circumstances. Several of my students have said how my City Year has helped them regain their motivation and feel better during online learning.”

—City Year partner teacher survey

OUR PARTNERS FIND OUR WORK VALUABLE:

- 94% of partner principals agree that City Year has supported their schools’ transition from in person to distance or hybrid learning
- 95% of partner principals and partner teachers say City Year AmeriCorps members have supported the engagement and participation of students in school during the pandemic.

RETURN TO TABLE OF CONTENTS
EVIDENCE OF IMPACT: SUPPORTING HOLISTIC STUDENT GROWTH AND LEARNING

HOLISTIC GROWTH

The more time students spend with AmeriCorps members, the more they improve on social, emotional and academic skills and on attendance, with students who are furthest behind benefitting the most.

ACADEMIC ACHIEVEMENT

Studies show that schools that partner with City Year are up to two to three times more likely to improve in English and math assessments.

ON-TRACK INDICATORS

There's evidence that our work has an impact on reducing the number of students who are off track to high school graduation.

CREATING LEARNING NETWORKS TO BUILD COMMUNITY, PARTNERSHIP AND FOSTER CONTINUOUS IMPROVEMENT

With support from the Bill & Melinda Gates Foundation and in partnership with Johns Hopkins University, City Year convenes a growing network of schools, called our Network for School Improvement (NSI), to create the time and space for educators to exchange and elevate promising practices that boost student outcomes and advance shared goals.

Schools in the network work collectively and individually with City Year to use continuous improvement practices to strengthen outcomes for eighth graders who are Black, Latinx, or whose families have experienced poverty. To support the acceleration of learning and improvement, we tackle problems of practice common across the network and track progress using indicators predictive of student learning, graduation and postsecondary success.

City Year and Johns Hopkins received a second, multimillion dollar grant from the foundation in December 2019 to accelerate this work. City Year will build upon the early success of the NSI in Milwaukee to validate and expand its model, growing to 10 schools there and expanding to Tulsa, Jacksonville and additional cities.

Along with supporting NSI schools, City Year mobilized a new virtual network in response to the pandemic to benefit non-NSI schools, called the Action Community. Using best practices and adapting them for the hybrid nature of schools during COVID-19, the community brings together schools from across the country to share resources, build students’ sense of belonging, engagement and resilience, and attend to the well-being of educators during an unprecedented time. The Action Community will disband in December 2021.

Guided by City Year, NSI school leaders use continuous improvement practices, which rely on a repeated cycle of planning, implementing and studying outcomes, and adjusting approach to drive iterative changes that lead to more productive learning environments.

City Year seeks regular feedback from educators as part of the process. In a recent survey, 80% of educators reported feeling very or extremely confident in implementing continuous improvement practices, while a survey last year showed about 80% of educators felt their work was making a difference for the students they serve.

Early results from NSI schools, which focused on how schools attend to the social and emotional needs of their students, included school improvements that led to 60% of schools showing higher rates of students on track to graduate, a measure that takes into account proficiency in English language arts and math, attendance, and social and emotional development. School improvements also reduced educator use of punitive disciplinary practices, like suspensions.

Through its efforts, the network helps schools move closer to becoming places where students feel engaged with learning, prepared to advocate for themselves and their learning needs, and contribute to their school community—conditions that lead to improved academic achievement in the form of higher grades and higher rates of course completion.
AMERICORPS MEMBER AND ALUMNI OUTCOMES

AT A GLANCE

3,000 AMERICORPS MEMBERS SERVING ANNUALLY
35,000 ALUMNI
93% OF ALUMNI AGREED CITY YEAR HELPED THEM TO DEVELOP RELATIONSHIPS WITH PEOPLE FROM DIFFERENT BACKGROUNDS THAN THEIR OWN
91% OF ALUMNI SAID THEIR CITY YEAR EXPERIENCE HAD A SIGNIFICANTLY POSITIVE IMPACT ON THEIR LIVES

PARTNERING WITH AMERICORPS MEMBERS AND ALUMNI

One of City Year’s core beliefs is that diverse teams of young people who are working across lines of difference for the common good have the power to drive lasting social impact.

By tapping into the potential of young adults through national service in schools, City Year helps to nurture leaders, learners, innovators and engaged citizens. The experience of working, problem solving and celebrating wins with team members from different backgrounds shows young people the possibilities and rewards of collaboration and diversity, and creates a strong sense of a shared national community.

SUPPORTING AMERICORPS MEMBERS THROUGH COVID-19 AND A NATIONAL RACIAL RECKONING

The safety and well-being of AmeriCorps members, and the students, teachers and school communities we partner with, was City Year’s top priority throughout the challenges and opportunities of 2020.

City Year focused on supporting AmeriCorps members, both professionally and personally, as the organization shifted to virtual service and programming so AmeriCorps members could continue their work with students after school buildings shuttered in March 2020. Some of our priorities included:

• Delivering technology and tools to all of our AmeriCorps members, including daily remote trainings covering topics like Google classroom, how to support students with distance learning, and challenges students may face upon return to school.
• Ensuring that all City Year AmeriCorps members continued to receive their full living stipends and benefits.
• Offering additional mental health resources and more flexibility for AmeriCorps members to take time for self-care and civic action.
• Holding regular community connections space online for staff and AmeriCorps members to build community, ask questions and receive updates.

Despite the challenges of serving students and schools during the early months of the pandemic, AmeriCorps members who served during 2019-2020 reported some of the highest corps satisfaction and engagement results in City Year’s history.

According to end-of-year corps survey results:

• 91% agreed or strongly agreed with "I am proud to have served at City Year."
• 82% of the graduating corps graduated with positive engagement score in their relationship to City Year.
• 73% of the corps agreed or strongly agreed with "I would recommend City Year as a great place to volunteer and serve."

Of this cohort, 22% of AmeriCorps members decided to return to serve a second year (2020-2021)—the highest percentage yet of returning corps.
DEVELOPING LEADERS FOR LIFE: 2020 ALUMNI SURVEY

City Year’s 35,000 alumni lead and serve across a broad range of professions, including business, education, technology and health.

In 2020, we conducted our second all-alumni survey to learn more about our alumni, their careers and civic engagement, and their impact in our communities.

- City Year alumni report being better prepared to work effectively with individuals from diverse backgrounds and demonstrate increased civic engagement, including voting, volunteerism and other community involvement.
- Nearly half of AmeriCorps members—44%—remain in the community where they served, contributing to the local economy, workforce and social fabric.

IMPACT IN EDUCATION SECTOR

Thousands of City Year AmeriCorps alumni are contributing to a more diverse, prepared and committed talent pool for teaching positions and the education sector overall.

- 52% of City Year alumni work in the education sector as teachers, administrators, guidance counselors, youth practitioners and at education-focused nonprofits.
- 13% of City Year alumni are classroom teachers.

NEW PARTNERSHIP TO UNDERSTAND IMPACT OF NATIONAL SERVICE

City Year recently announced a partnership with Cornell University and Einhorn Collaborative, a foundation dedicated to addressing America’s growing crisis of connection, to understand the impacts of alumni participating in national service with City Year or community-engaged learning activities at Cornell University. The research project will help City Year, Cornell and the broader youth development field understand how and under what circumstances would their alumni, who bring significant diversity in terms of backgrounds and experiences, show up as educated global citizens who practice respect and empathy, seek collaboration and cooperation, and embrace differences and diversity in all aspects of their lives.

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DRIVING SYSTEMIC CHANGE

In addition to our work to support students and schools while nurturing our AmeriCorps members as leaders, City Year seeks to advance educational equity by contributing to systems-level changes in policies and practice that address the root causes of inequitable educational outcomes in the districts we serve—for example, how lack of access to educational opportunities leads to differences in graduation rates.

This work has gained momentum because of an increased awareness of long-standing inequities and injustices exacerbated and exposed by COVID-19.

Through national education policy and practice coalitions, convenings and thought leadership opportunities, City Year also works with partners to share insights from our experience in national service and supporting students in systemically under-resourced schools.

ADVANCING THE ROLE OF STUDENT SUCCESS COACHES TO SUPPORT PANDEMIC RECOVERY

The pandemic not only exposed long-standing, systemic inequities in education—it also underscored that meeting students’ social and emotional needs is a “must have,” not a “nice to have,” for students to be able to learn.

In their role as “student success coaches,” City Year AmeriCorps members partner with teachers and school leaders to help students build on their strengths and develop the skills they need to thrive in school and in life. Some of the foundational elements of student success coaching include: cultivating strong, positive relationships with students; weaving together academic, social and emotional skill-building; and enhancing belonging and engagement to help create a welcoming learning environment.

While City Year cannot serve in every school, many more schools could benefit from having student success coaching in their schools and communities, particularly as schools and districts seek to meet the needs of students returning to in-person learning full time. Expanding access to student success coaches would help address near-term needs for student support to address the impacts of the pandemic and provide a longer-term foundation for creating more equitable learning conditions for millions of students and achieving positive educational, economic and social outcomes that benefit all of us.

Learn more about how student success coaches have supported students during COVID-19.

VOICES FOR NATIONAL SERVICE & THE CORPS ACT

Voices for National Service is a coalition of national, state and local service organizations working together to build bipartisan support for national service, develop policies to expand and strengthen service opportunities for all Americans and ensure a robust federal investment in the Corporation for National and Community Service (CNCS). City Year serves as the organizational and operational host for Voices for National Service, and the coalition’s work is guided by a Steering Committee of the leaders of more than 27 national service organizations and state service commissions.

Since Voices for National Service was established, the federal investment in AmeriCorps State and National—the grants program that supports organizations like City Year—has increased by more than 147% from $174 million in fiscal year 2003 to $429 million in fiscal year 2020. In 2020, Voices for National Service commissioned economists to conduct a cost-benefit study of national service that confirmed that every $1 that Congress invests in AmeriCorps returns over $17 to society, program members and the government.

In 2020, Voices for National Service worked with Congress to pass legislation to ensure all AmeriCorps member benefits were preserved and grantees could fully utilize awarded funds, despite interruptions in service delivery across the country. Voices for National Service also worked closely with Senators Chris Coons (D-DE) and Roger Wicker (R-MS) to help shape and advance S. 3964, the Cultivating Opportunity and Response to the Pandemic through Service (CORPS) Act, bipartisan legislation to dramatically expand national service to aid COVID-19 response and recovery, strengthen programs’ efforts on diversity and equity, and increase AmeriCorps member living allowances.

COALITION TO SUPPORT THE CORPS FOR STUDENT SUCCESS

City Year is working with the Everyone Graduates Center at Johns Hopkins University, The COVID Collaborative, and other partners to build a broad and diverse coalition in support of the Corps for Student Success, an organizing framework of evidence-based, locally driven student supports that communities can implement to address both short-term and long-term educational needs.

The Corps for Student Success offers a range of additional student supports for districts and schools to consider—including tutors, student success coaches, mentors, college and career advisors, and wraparound support coordinators—to provide the right support to the right students.

Join us in supporting the Corps for Student Success.
PARTNERSHIPS TO ADVANCE PERSONALIZED LEARNING AND INNOVATION

City Year works closely with school partners to evolve whole school learning models, with a focus on personalized learning for both students and staff. In recent years, City Year has advanced new learning and educator training models with our network of partners through:

- Development of a competency-based, integrated social, emotional and academic development learning model with a design partner school in Denver, Colorado.
- Creation of personalized learning tools for adults in partnership with other nonprofit organizations focused on universal design, including online nano-courses and educator micro-credentials centered on student on-track indicator tracking and intervention.
- Design and implementation of a City Year teacher residency program that focuses on whole-child development in partnership with major teacher training programs across the country.
- Multi-school efforts to rethink holistic school accountability frameworks through the development of a pilot “total school wellness dashboard” that allows schools to more continuously and holistically respond to community needs.
- Sharing our findings at national conferences and convenings and through practitioner guides that provide tools for practitioners and the field.
A CONVERSATION WITH WHITNEY PARNELL

ADVANCING THE WORK OF RACIAL JUSTICE:
FROM CITY YEAR TO SERVICE NEVER SLEEPS

Whitney Parnell (Washington, D.C. ’11, ’12), is the founder and CEO of Service Never Sleeps, a D.C.-based nonprofit that works toward a more socially just world through allyship training and skills-based volunteer programs.

Service Never Sleeps (SNS) delivers its signature allyship curriculum to help individuals leverage their areas of privilege to advance racial justice as a way of life and to help organizations deepen their allyship commitments. Furthermore, SNS provides young professionals an opportunity to serve with allyship in mind. The organization’s fellowship program engages young professionals in a year of part-time service to provide skills-based volunteerism to local nonprofits while participating in monthly allyship and race equity trainings to build their ongoing commitment to the work.

In 2017, Whitney was awarded the Comcast NBCUniversal Leadership Award, City Year’s highest alumni honor, for her advocacy workand activism. Whitney is a local community activist in her Northern Virginia community supporting organizations such as Black Lives Matter, Northern Virginia Mutual Aid, Black Mama’s Bailout and other local actions addressing the criminal legal system.

Below is the conversation between Whitney and City Year National Senior Communications Manager Aisha Folkes (Providence ’14).

What led you to serve with City Year?

I grew up between Latin America and West Africa as my dad was with the U.S. Foreign Service. It provided an amazing lifestyle that really emphasized the fact that diversity is a beautiful, wonderful thing that only makes us better. I’m grateful for my parents who had such a great posture themselves with how we were entering new spaces. They recognized that we were strangers coming in and that we needed to learn and absorb in order to engage with the community.

I also learned growing up that white supremacy is universal and I became really passionate about social justice. Then when I got to college at Washington University in St. Louis, I was very much struck by the systemic nature of racism in this country, and how intricately woven it is into the fabric of everything. I decided to join City Year to help me get a sense of how I’d like to move forward in regards to justice work.

Many City Year alumni talk about the power of relationships and the deep bonds they formed during their service. Was this true in your experience?

During my service, I met Samson Girma (Washington, D.C. ’12) who is now one of my closest friends and was the first person that I called to start Service Never Sleeps. He’s a co-founder and now our Chief Operating Officer. Neils Ribeiro-Yemofio (Washington, D.C. ’09), who is now chief of external affairs for a charter school in D.C., is the strongest and closest mentor that I’ve ever had. He currently serves as an advisor to Service Never Sleeps.

These two really critical relationships came from City Year and I think they emphasize the importance of this work. Liberation work is about centering people, humanity and relationships. I think that there’s a high opportunity, given the team dynamic of City Year, to really have relationships for life.

I can’t even imagine myself without Samson and Neils now. I will always be grateful to City Year for those very special relationships in my life.

How do you see yourself continuing the work of City Year today?

For starters, my organization is called Service Never Sleeps and City Year is a year of full-time service. I believe that service, done correctly, is an important part of how humanity should show up. It’s important to be deeply proximate, to position yourself as a joiner of the community, and listen to what is being asked of you, as opposed to coming in and feeling the need to “save” people who experience less forms of privilege than you.

I often wonder what my trajectory would have been had it not been for my City Year experience, those two years deeply invested in full-time service. I’m thankful for the lessons I learned— they played a large role in how I show up and my commitment to the work full time.

I’ve also noticed the progress City Year has made with racial equity. Back when I served, there was a lot of work to be done, and there’s always more work to be done. Seeing this progression and commitment to becoming an anti-racist organization allows me to feel connected to City Year in a new way. This is the work Service Never Sleeps does—leading organizations, and our own, on this never-ending journey of social justice and allyship.

Why is racial equity the undercurrent of everything SNS does?

Service Never Sleeps exists in what I call the “both and” of being a social justice organization and a racial justice organization because we understand that race is at the center of institutionalized injustice. Race impacts every major lived experience, it causes the most disparities, and the data shows that strategies to address racism give you the tools to address every other social justice issue. If you don’t consider other issues of injustice through a critical race lens, the solutions seem to only benefit those with white privilege. Centering race works toward the liberation of all of us.
How did Service Never Sleeps evolve into the organization it is today?

When we first started SNS, the main component was the service-based fellowship. As I began to deepen my level of personal activism, I became frustrated and tired of hearing that I have the responsibility, as a Black woman, to address anti-black racism and sexism. I needed allies in this work. At the same time, I considered my own areas of privilege and knew I needed to show up as an ally as well. Through this processing, I knew we needed to transition as an organization to focusing on allyship in addition to service.

When we launched the allyship training in spring 2017, I was hyperaware that so much of society did not want to discuss race, the role of anti-blackness, or the need to center Black people in equity work. This initially affected the ways I would conduct our trainings. I was intentional about discussing the areas where I hold privilege rather than touching on race because I knew it would feel threatening for so many people.

Then, just a few months later, the violent protests by white supremacists in Charlottesville happened. I was there as a counter-protester and I experienced so much trauma. You can’t unsee that. A shift took place within me. After being so proximate with death, I realized the stakes—I had to be all in. I became completely free and assertive in the need to center race in our allyship trainings and our organization as a whole. Service Never Sleeps began to evolve into an anti-racist organization. We now offer racial justice focused allyship training, with intersectionality so that everybody can enter in, and our fellowship experience has so much more depth now that we hone in on race.

During this shift, Service Never Sleeps lost a few teammates and supporters. I’ve realized that anti-racism, liberation and true social justice work comes with sacrifice. It’s been amazing to find people who believe fully in our mission and me showing up as my authentic self. I feel more liberated that I’ve felt before. It’s been a journey, but we’re here.

How does Service Never Sleeps prevent its service fellows from “saviorism,” from potentially going into the D.C. community and doing more harm than good?

I believe that saviorism, from a position of privilege, is the result of society telling us that we know best, when in reality we don’t when it comes to those that we’re seeking to be allies with. It’s important to really lean into addressing saviorism as opposed to trying to sugarcoat it.

Our fellows are matched with a local nonprofit to do 10 hours a month of skills-based service, such as strategic planning, accounting or communications, in order to help the nonprofit grow in capacity to execute their solutions at a higher level. A lot of times, our fellows will begin their service with the mindset: “I’ve got the skill so I can save this organization and hence save these people.” We help our fellows change their thinking to “you will be deeply proximate and giving in the way that is needed of you.” This is why our leadership development portion is so integral to our program. We use our monthly trainings to focus on humility as the most critical piece of allyship.

The truth is that in our privilege, we are the least equipped to have answers and solutions. It is our responsibility is to center the community and follow their lead. It’s so easy to show up as a savior, to fall into savior at any given moment. We train our fellows to recognize and catch the savior approach when it comes up, take a pause, and come back to the stance of listening and following the community’s desires.

What advice would you give to other alums who desire to follow a similar career and activism path?

If I can do it, you can too! What has made me able to thrive thus far is leaning into my passions and gifts while trying my best to remain humble, recognize my biases, and acknowledge how much growing and learning I must do.

What I would hope most is that I can motivate people to try to show up as their absolute best selves in the fight for justice, so that we can all live our best lives. I want to encourage people to believe that we all have all the power in ourselves to be our best selves. And that is enough and an amazing thing, so just live it and do it. That is what I would hope that people get from hearing about this. I hope that they feel a conviction to be anti-racist, I hope that they feel committed to be allies in their areas of privilege.
CHAMPION PROFILE
The Taco Bell Foundation and City Year share the belief that young people have the power to change the world. Since 1992, the Taco Bell Foundation has reached more than 4 million students by awarding $110 million+ in scholarships and grants—including to partners like City Year—to break down barriers to educational opportunities and careers.

The Foundation’s Live Más Scholarship program supports young people with bold ambitions to create good. Instead of focusing on grades or test scores, applicants submit a video explaining their passion. This untraditional approach has attracted a flood of applicants since the start of the initiative in 2015, says Jennifer Bradbury, the Foundation’s executive director. Scholarship winners, who include a City Year AmeriCorps member, have “bold ideas about how to try things in a new and different way,” Bradbury says.

Over the past year, the pandemic has magnified the educational inequities young people face, prompting the Taco Bell Foundation to broaden its mission to address them. Early in the pandemic, the Foundation temporarily focused its support toward addressing hunger after school closures made it hard for students to get meals.

“There’s no cause more important to our brand than breaking down barriers for young people, supporting their passions and dreams, and helping them lead tangible change,” Bradbury says.

The Taco Bell Foundation awarded $7 million in Live Más Scholarships this year and another $10 million for grants to its nonprofit partners, like City Year. The Foundation chooses its partners by looking at evidence-based models, proven impact, broad geographic reach, and commitment to supporting future leaders.

“We choose partners who are experts in their space,” Bradbury says. “We have Taco Bell restaurants in communities across the country, and we want to be able to support those communities.”

In 2013, the Taco Bell Foundation supported City Year in four cities. Since then, the Foundation has expanded its impact to 23 cities where City Year serves and nearly quadrupled its financial support to City Year, making a difference in the lives of students in systemically under-resourced schools through City Year Team and Program Sponsorships. With the Foundation's support, AmeriCorps members serve full time in public schools, helping students strengthen academic, social and emotional skills, like teamwork and self-management.

During the pandemic, AmeriCorps members have prioritized helping students connect to their school communities, bringing joy to the school day and recreating a sense of school routine—including by facilitating virtual lunches where peers can catch up, running online homework help sessions and greeting students at the start of the online day.

About 95% of partner teachers agree that AmeriCorps members have supported the engagement and participation of students in school this year, and have helped students feel a sense of belonging, according to a recent City Year survey.

“There is a type of energy that my City Years bring to the class that I think is so needed, and I think is so special,” says Hanna Johnson, a partner teacher in Detroit at Central High School, where a team sponsored by the Taco Bell Foundation serves.

AmeriCorps members support students across the country. On average, more than 90% of students attending City Year partner schools are students of color and about 90% qualify for free or reduced-price school meals. In the Detroit Public Schools Community District (DPSCD), Superintendent Nikolai Vitti says COVID-19 has exacerbated longstanding educational inequities.

“DPSCD without City Year means more children falling behind,” Vitti says.

Along with funding from the Taco Bell Foundation, AmeriCorps members in Detroit receive support from Taco Bell franchisees like Team Lyders LLC, which runs nearly 190 Taco Bell restaurants in six states and Canada, including over 40 restaurants in and around Detroit.

“Through our support of City Year, we make our schools stronger, which makes our community stronger,” says Team Lyders President Pete Lyders.

Along with supporting students, AmeriCorps members also have opportunities during their service to hone their professional and leadership skills. Live Más Scholar Clark Shimeall, who served with City Year in 2018 and 2019, says that experience shaped his goals.

When Shimeall joined City Year after graduating high school, he didn’t plan to apply to college. During his service year, he realized how important bringing people together, acknowledging the world around us and furthering the cause of social justice were to him—and that a college education would make it easier to forge a path true to his ideals.

In 2019, Shimeall applied for a Live Más scholarship and received a $25,000 award, which along with his AmeriCorps Segal education award, has funded his enrollment at
Portland State University in his home state of Oregon. With the financial breathing room created by the Live Más Scholarship, he's been able to pursue environmental and social equity work.

Shimeall recently won a renewal of his $25,000 Live Más Scholarship, and is now considering whether to attend graduate school. In all, the program gave out scholarships to 725 young people this year, including renewals and Taco Bell employees—compared to $1 million in awards to 100 winners when Bradbury joined the Taco Bell Foundation in 2016 to lead the initiative. Scholars, who earn awards ranging from $5,000 to $25,000, also receive mentoring and networking opportunities.

As the Taco Bell Foundation looks ahead, it sees the power of education and national service to help young people drive change.

“I’m really excited to continue partnering with City Year and to strengthen the case for AmeriCorps and national service,” Bradbury says. “If young people are able to pursue their passions, they’re going to change the world.”
The Bill & Melinda Gates Foundation fights poverty, disease and inequities to help ensure that more people around the world have opportunities to lead healthy and prosperous lives.

Supporting education is a critical component of that mission. In the U.S., the Gates Foundation is helping more young people access higher education through long-term investments that support students at every stage of their learning journey. By helping more students stay on track to graduate from high school and prepare for success in college and career, the Gates Foundation has a lifelong impact on young people.

Through its broad and multifaceted approach, the Gates Foundation is working to address systemic educational inequities that depress high school and college graduation rates. With its nonprofit partners—including City Year—the Gates Foundation also has responded rapidly to help schools adapt to ongoing learning disruptions triggered by the pandemic, which disproportionally have affected students who are Black, Latino or whose families have experienced poverty.

“From the beginning of our partnership with the Gates Foundation, we’ve shared a commitment to advancing educational equity that focuses on how schools, rather than students, must change to improve outcomes,” says City Year CEO Jim Balfanz.

Our collective work as we partner to address educational and racial inequities entails a research-to-practice-to-policy system for K-12 education that includes: ongoing research to better understand both the connections between social, emotional and academic development, and the optimal conditions for student success; bringing together education leaders to address challenges shared across systemically under-resourced schools through the Network for School Improvement (NSI) and an Action Community, which was created in response to the pandemic to support schools in welcoming students back to classrooms; and advancing the role of student success coaches to help students navigate reengagement with school in a post-pandemic world.

**SHARED INTEREST IN HOW STUDENTS LEARN**

From the start, the Gates Foundation and City Year have had a shared interest in how students learn, and the ties between students’ academic development and their social and emotional development, which include skills like teamwork and decision-making. Funding by the Gates Foundation led to a study published in 2020 by the Everyone Graduates Center at the Johns Hopkins School of Education that provided new evidence of how social and emotional skills and academic outcomes move in lockstep. The study found that the more time students spend with City Year AmeriCorps members, the more likely they are to improve on social, emotional and academic skills and on attendance, with those furthest behind benefitting the most.

Drawing on insights from that research, City Year created a guide, with the support of the Gates Foundation and the Oak Foundation, to provide practitioners and policymakers with practices, tools and recommendations to help students strengthen academic, social and emotional skills, which are key to success in and outside the classroom. This work is emblematic of City Year’s research-to-practice-to-policy system. City Year and the Everyone Graduates Center are engaged in the second phase of this work, which is exploring student and practitioner experiences during COVID-19, the role that relationships and learning environments play in supporting student success, and students’ social, emotional and academic development over time.

**NETWORK FOR SCHOOL IMPROVEMENT**

Alongside this work, the Gates Foundation provided City Year and the Everyone Graduates Center with a seed grant in 2018 as part of its NSI initiative, which creates the time and space for educators to exchange and elevate promising practices that boost student outcomes and advance shared goals. A second five-year, multimillion dollar grant followed in 2019, accelerating City Year’s work through the NSI to help students complete eighth grade on track to high school graduation and postsecondary success.

Guided by City Year, NSI school leaders use continuous improvement practices, which rely on a repeated cycle of planning, implementing and studying outcomes, and adjusting approach to drive iterative changes that lead to more productive learning environments.

Through its efforts, the network helps schools move closer to becoming places where students feel engaged with learning, prepared to advocate for themselves and their learning needs, and contribute to their school community—conditions that lead to improved academic achievement in the form of higher grades and higher rates of course completion.

City Year seeks regular feedback from educators as part of the process. In a recent survey, 80% of educators reported feeling very or extremely confident in implementing continuous improvement practices, while a survey last year showed about 80% of educators felt their work was making a difference for the students they serve.
COMMON CHALLENGES ACROSS SCHOOLS

Early results from NSI schools, which focused on how schools attend to the social and emotional needs of their students, included school improvements that led to 60% of schools showing higher rates of students on track to graduate, a measure that takes into account proficiency in English language arts and math, attendance, and social and emotional development. School improvements also reduced educator use of punitive disciplinary practices, like suspensions. City Year is building upon the early success of this work to validate and expand its model in Milwaukee, Tulsa, Jacksonville and additional cities.

The NSI has strengthened City Year’s partnership with schools, enabling the organization to move quickly to support them during COVID-19 and provide educators with more ways to reinforce students’ sense of belonging, resilience and engagement.

“Our school leaders were most concerned about how to care for their students, their teachers and their communities in the wake of the pandemic,” says Paola Deliz Félix Encarnación, City Year’s national leader for the NSI. “The network was a trusted resource they could look to for help and additional resources.”

Early in the pandemic, that support included finding ways for families to celebrate eighth graders completing middle school after COVID-19 upended planned ceremonies.

Along with supporting NSI schools, City Year and the Everyone Graduates Center mobilized a new virtual network in response to the pandemic to benefit non-NSI schools, called the Action Community. Using best practices and adapting them for the hybrid nature of schools during COVID-19, the community brings together schools from across the country to develop solutions to help support students, including through shared resources, like the practitioner and policymaker guide developed with insights from the research conducted by the Everyone Graduates Center.

THE STUDENT SUCCESS COACH MODEL

A shared urgency to help schools adapt to shifting conditions and effectively support students during the pandemic has deepened our partnership. Last fall, the Gates Foundation highlighted City Year and two other nonprofits, College Advising Corps and Saga Education, as supporting its efforts to help students stay on track to earn a college degree, and not lose the opportunity to graduate, because of COVID-19.

“We think the models and approaches these organizations are honing now will continue to expand opportunities for students post-pandemic, too,” the Gates Foundation said in their annual letter in January.

Building on that work, the Gates Foundation also has provided a seed grant to support planning and work to deepen City Year’s impact and build recognition, funding and demand for the student success coach model across the country.

In the past few years, including during a time of unprecedented disruptions to education, the Gates Foundation’s partnership has proven to be a catalyst to advance the most critical and innovative areas of City Year’s work. We look forward to continuing our collaboration in service of creating equity, inclusion and opportunity for every student.
TEAM SPONSOR HIGHLIGHT
Anissa Wilkens extended her AmeriCorps service for a second year after witnessing firsthand last spring how swiftly COVID-19 had separated her students from their classmates and school routines.

“It’s been a very confusing and difficult time,” says Anissa, a 24-year-old who serves in Buffalo, New York. “I wanted to help kids through the challenges of learning online and living through a pandemic.”

City Year’s 3,000 AmeriCorps members have made reuniting school communities a touchstone of their service after the pandemic pushed millions of students into the uncharted territory of virtual learning. In their role as student success coaches, AmeriCorps members contribute to rebuilding spaces where classmates come together—from organizing online student lunches to helping teachers assemble virtual classrooms for the first time.

Those efforts make a difference. According to a recent survey, 95% of partner teachers believe that City Year AmeriCorps members have supported students’ engagement and participation.

In Buffalo, where Anissa serves at a school a short drive from the shores of Lake Erie, and in Boston and Providence, AmeriCorps members helped schools adapt to a shifting educational landscape with the support of energy distribution company National Grid, a City Year regional sponsor in the northeastern U.S.

“Our partners, including National Grid, understand the huge role that schools play in our communities,” says Michael Stevens, who served as a City Year AmeriCorps member in 2006 and now is the executive director of City Year Buffalo. “Because of their ongoing commitment, we’re able to bridge the gap between students, families and schools at a critical time.”

Over the past nine years, National Grid team sponsorships have supported both AmeriCorps members and the students they serve. Through its partnership, National Grid has helped AmeriCorps members prepare for careers after service through mentoring, professional development training and networking opportunities.

Employees of National Grid also have led workshops to help students conserve electricity and have volunteered at events to brighten school and community spaces. They’ve also taken part in activities centered around science, technology, engineering and math (STEM) that help students explore new interests that can lead to a career in those fields, says Edward White, National Grid’s executive director, foundation & vice president, social impact.

Through City Year, National Grid also provides students with other opportunities to hone STEM skills. In Buffalo, Anissa helps third graders become more comfortable with multiplying during lessons that also strengthen their social and emotional skills, like perseverance and maintaining focus.

“We want to have a meaningful impact in the communities we serve, which is why National Grid invests in education through City Year,” White says. “We value an approach to learning that encourages students to combine different skills, because it’s the path toward becoming a powerful problem solver.”

Anissa, a native of upstate New York, supports students like Rose,* who is so determined to do well that she sometimes feels overwhelmed when taking tests, and Niko, a considerate and caring student who found himself getting easily distracted learning from home.

During online classwork, Niko has gotten better at paying attention to lessons and his fellow students with steady encouragement from Anissa, his teacher and his parents. Meanwhile, Rose is learning with Anissa how to take a test one question at a time.

“It’s all about promoting a growth mindset,” Anissa says. “Acknowledging it’s okay to make mistakes helps us learn and grow.”

The graduate of the State University of New York Geneseo has adjusted to shifting circumstances during the pandemic, too, including switching to a new school last fall from the one she had served in the prior year, and toggling between serving virtually from home and from mostly empty classrooms.

This spring, things have changed for the better, she says. Her school building is slowly opening back up to students, allowing Anissa and some of her third graders to meet face to face for the first time.

She’s also looking ahead to her next step after service—including a possible career in social work to address the wide range of inequities that impact students and communities.

“Serving with City Year has given me a greater awareness of the systemic issues that I’d like to help tackle,” she says.

*Students names are changed to protect their privacy.
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RETURN TO TABLE OF CONTENTS
23
Nicole Gage
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Jennifer Gautier
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The Gelfand Family Foundation
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Dollar General Literacy Foundation
Franciscan Missionaries of Our Lady University
San Antonio Housing Authority
The Sosland Foundation
Tulsa Community College
Wisconsin Preservation Fund, Inc.
Youth Policy Institute

$1,000 – $2,499
AmazonSmile Foundation
Baptist Community Ministries
FirstLine Schools
Kiwanis Club of Manchester
MCPHS University
The MetroHealth Foundation Inc
National Research Center for College &
University Admissions
Providence Teachers Union
Queen City Rotary Club
Rotary Club of South Sacramento Foundation
Stone Foundation of Michigan
United Way of Greater Atlanta
United Way of Metro Chicago
## CORPORATIONS AND CORPORATE FOUNDATIONS

### $1,000,000+
- AbbVie
- AT&T
- Comcast NBCUniversal
- The Red Nose Day Fund at Comic Relief USA
- CSX Transportation

### $500,000 - $999,999
- Bain Capital
- Bank of America Charitable Foundation
- Celanese Foundation
- Deloitte LLP
- National Football League
- New York Life Foundation
- Santander Bank
- The Vertex Foundation, Inc.
- Wells Fargo

### $250,000 - $499,999
- Alter
- The Aramark Charitable Fund
- BNY Mellon
- Compulink Business Systems
- The Detroit Pistons Foundation
- FCA Foundation
- Liberty Mutual Insurance
- MFS Investment Management®
- Microsoft Corporation
- National Grid
- Synopsys Foundation
- Taco Bell Foundation
- Valero Energy Foundation
- The Walt Disney Company
- The Wawa Foundation

### $100,000 - $249,999
- Anonymous
- Advent International
- Akin Gump Strauss Hauer & Feld
- Amazon
- The Acacia Foundation
- Applied Materials Foundation
- Aramark
- Bain and Company
- Ballard Spahr LLP
- The Baupost Group, LLC
- Big Lots, Inc.
- The Boeing Company
- CommunityAmerica Credit Union
- Davis Polk and Wardwell LLP
- Detroit Lions Charities
- DTE Energy Foundation
- Exelon
- Exelon Foundation
- Fidelity Investments
- General Motors Foundation
- Glennede
- Houghton Mifflin Harcourt
- HSBC
- Hunt Family Foundation/Chiefs
- Jacksonville Jaguars
- Kaiser Permanente
- KeyBank
- Landis+Gyr
- Lindsay Goldberg LLC
- Lincoln Financial Group
- Los Angeles Rams
- Nationwide Foundation
- Northrop Grumman/Grogan Family Fund
- Northwestern Mutual Foundation
- OneWest Foundation
- PTC
- Public Consulting Group, Inc.
- Quicken Loans Community Investment Fund
- QuikTrip Corporation
- Raley’s
- Rich Products
- Riot Games
- Rockwell Automation
- SAP
- Snap, Inc.
- Sony
- The Starbucks Foundation
- The State Street Foundation, Inc.
- T-Mobile USA
- Third Federal Foundation
- Trinity Health
- Universal Orlando Foundation
- Walmart
- Weil Gotshal & Manges LLP
- Wellington Management Foundation
- Westfield Capital Management

### $50,000 - $99,999
- Alliance Data Systems
- American Airlines
- BBA Aviation USA, Inc.
- Biogen
- The Blackstone Charitable Foundation
- BMO Harris Bank
- Cozen O’Connor
- DePuy Synthes Companies of Johnson and Johnson
- Duane Morris
- Entergy Louisiana
- Entergy New Orleans
- Essence Ventures
- EY
- Faegre Drinker Biddle and Reath LLP
- FedEx
- Ford Motor Company Fund
- Golden 1 Credit Union
- Harvard Pilgrim Health Care, Inc.
- Hasbro Children’s Fund
- JPMorgan Chase Foundation
- ManpowerGroup
- Nationwide Children’s Hospital
- PricewaterhouseCoopers LLP
- Safeco Insurance Fund
- Schneider Electric
- Sea Best Seafood
- Target Corporation
- USAA Foundation
- Western Union
- Wintrust Financial Corporation
- Wm. Wrigley Jr. Company Foundation

### $25,000 - $49,999
- Accenture
- AEG
- Aetna Better Health of Louisiana
- American Airlines
- Aetna Community Foundation
- AmerisourceBergen
- Amica Companies Foundation
- ArcelorMittal Cleveland Inc.
- ArchPoint
- Associated Bank
- The National Journal
- Bank of Oklahoma
- BankUnited
- Bay Area Community Resources
- BBC Studios
- Bernstein Litowitz Berger and Grossmann LLP
- BlackRock
- The Blackstone Group
- Blank Rome LLP
- Blue Cross Blue Shield of Massachusetts
- BR+A Consulting Engineers
- Brewers Community Foundation
- Caliber Collision Centers
- Capital One
- The CarMax Foundation
- CBS
- CCA Global Partners
- Chevron Corporate Headquarters
- Cielo, Inc.
- Citi

### $10,000 - $24,999
- Dignity Health
- Dominion Virginia Power
- Eikus Manfredi Architects
- FactSet Research
- Florida Blue
- GEM Realty Capital
- Global Upside, Inc.
- Goldman Sachs
- Grosvenor Capital Management LP
- Hallmark Corporate Foundation
- Herbaife
- Hy-Vee, Inc.
- Hyatt Hotels Foundation
- Independence Blue Cross
- Ingram-White Castle Foundation
- Johnson Controls, Inc.
- Kirkland & Ellis LLP
- Kroger
- LBrands Foundation
- Liberty Global, Inc.
- LPL Financial Charitable Foundation
- Mariner Wealth Advisors
- Mary and Jack Keenan
- Massachusetts Project 351 Inc
- McCune Foundation
- Mercedes-Benz Financial Services
- National Basketball Association
- National Land Tenure
- Netflix
- Northern Trust
- People
- Ropes & Gray LLP
- Royal Caribbean Cruises, L.T.D.
- RPM International Inc
- Russell Investments
- Safeway Foundation
- San Francisco Forty Niners Foundation
- TIAA Bank
- Valero Energy Foundation
- WarnerMedia
- Westgate Resorts Foundation
- Willis Towers Watson

### $10,000 - $24,999
- Accenture
- AEG
- Aetna Better Health of Louisiana
- American Airlines
- Aetna Community Foundation
- AmerisourceBergen
- Amica Companies Foundation
- ArcelorMittal Cleveland Inc.
- ArchPoint
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- Caliber Collision Centers
- Capital One
- The CarMax Foundation
- CBS
- CCA Global Partners
- Chevron Corporate Headquarters
- Cielo, Inc.
- Citi
Cognizant  
Colonial Life Insurance  
Commerce Bank  
Costco Wholesale Corporation  
Cox Charities Northeast Fund  
Creative Artists Agency  
Devcon Construction Incorporated  
Eastdil Secured  
EATEL  
First Credit Bank  
First Midwest Bank  
First Republic Bank  
Flour Bakery + Cafe/Cakewalk Bakery  
Flor Foundation  
Franciscan Missionaries of Our Lady Health Systems  
Fried, Frank, Harris, Shriver and Jacobson LLP  
Frost Bank Charitable Foundation  
The Garcia Companies  
General Mills Foundation  
Global Prairie  
GLP Capital Partners  
GTIS Partners  
Haverford Trust Company  
Hilton Hotel Corporation  
HMSHost  
Jaffe Raitt Heuer and Weiss PC  
K2 Intelligence  
Keker and Van Nest LLP  
KPMG LLP  
Lamar Advertising Company  
Lyophilization  
Marcus and Millichap Co. Foundation  
Marsh and McLennan Agency/Seitlin  
McLane Middleton  
McLarty Companies  
McMaster-Carr Supply Company  
MGM Studios  
Michael J. Mungo Foundation  
Milwaukee Bucks Foundation/Milwaukee Bucks  
Morgan Stanley  
New Balance Athletic Shoe  
New Profit, Inc.  
NVIDIA Corporation  
Okta  
Originio Beverage  
Orlando Health  
Peet’s Coffee & Tea  
Peoples United Bank  
PNC Foundation  
Proskauser Rose LLP  
Prospect Hotel Advisors  
RealNetworks Foundation  
Regal Entertainment Group  
Regions Bank  
Republic Bank  
Sacramento Kings Community Foundation  
Safra National Bank of New York  
Salesforce  
Samuels & Associates  
Seven Bucks Productions  
Shorenstein Properties  
Sirius Computer Solutions  
Sprint  
State Street Corporation  
Sterling Group LLC  
Tango Card, Inc  
TCG, LLP  
TD Bank  
Tektronix Charitable Trust  
TowerBrook Foundation  
Trade Center Management Associates LLC  
U.S. Bank Foundation  
UGI  
US Trust Bank of America Private Bank/Wealth Management  
Variety Foundation  
Vertex Pharmaceuticals Inc.

The Wasserman Foundation  
We Energies Foundation  
The Wonderful Company

$5,000 – $9,999

Anonymous  
A. Smith and Co Productions  
AAON  
Abacus Planning Group, Inc.  
AKT Investments, Inc.  
Albemarle Foundation  
The Albert M. Higley Co.  
Albright Stonebridge Group  
AlphaSights  
Applied Materials Inc  
Argo Group  
Arnold & Itkin LLP  
Arvest Bank  
Ash Anos Freedman and Logan LLC  
Baird Foundation Inc  
Bards Homes - The Mill at Broadway  
Becton Dickinson and Company  
Brady Sullivan Properties  
The Brookdale Group  
Brown and Connelly LLP  
Cal Delta Plumbing  
Capital Group Companies Charitable Foundation  
CareFirst BlueCross BlueShield  
CIBC  
Cisco Systems, Inc.  
City Furniture  
Collette Foundation  
Cooley LLP  
CubeSmart  
CVS Health  
DCP Midstream  
Delfino, Maddon, O’Malley Coyle and Koewler, LLP  
Eastern Bank Charitable Foundation  
The Edgewater Funds  
The Eisenhower Jacksonville Group LLC  
The Electronic Arts  
Embrey Partners, Ltd.  
Empire State Realty Observatory Trust LLC  
Emser Tile  
Entropy Arkansas  
Enterprise  
Eversource  
Five Star Bank  
Frost National Bank  
FS Investments  
GEHA  
Gensler  
Gibson, Dunn and Crutcher LLP  
Grant Thornton LLP  
Great Range Capital  
Griswol USA Inc  
Groom Law Group Chartered  
Hancock Whitney Bank  
Harris Ranch Beef Company  
Heitman  
Helmerich & Payne Inc.  
Holland and Knight  
Horning Brothers Corporation  
Huntington National Bank  
Husco  
iBoss Cybersecurity  
IGT  
Jack Morton Worldwide  
JE Dunn Construction  
Jones Walker LLP  
KIND Snacks  
Klasko Immigration Law Partners, LLP  
Latham and Watkins  
Lavaloe/Brensingr Architects Fund of the New Hampshire Charitable Foundation  
Lawler, Metzer, Keeney & Logan LLC  
LEGO  
Lockheed Martin Corporation  
Loomis Sayles and Company LP  
Losey PLLC  
LPL Financial Services  
Major League Soccer  
McGown Gordon Construction  
McNulty Casting Inc.  
Milwaukee Bucks  
Moelis and Company  
Mohawk Industries  
Morrison Mahoney LLP  
Murphy Austin Adams Schoenfeld LLP  
Neighborhood Health Plan of Rhode Island  
Nelson Mullins Riley and Scarborough  
Nestle  
Nordstrom  
Northeast Delta Dental  
ONEOK  
Orlando Utilities Commission  
Otten Johnson Robinson Neff + Ragonetti PC  
PepsiCo Inc.  
The Pitney Bowes Foundation  
Preferred Meals  
Publix Super Markets Charities, Inc.  
Revel Consulting  
SAFE Credit Union  
St. HOPE  
Scarcini and Hollembek LLC  
Seattle Storm  
Shaw Industries, Inc.  
Silicon Valley Bank  
Skadden Arps Slate Meagher and Flom LLP  
SolutionHealth  
Soslac Publishing  
Stagecoach Partners  
Sun Shine On You Foundation  
Sutter Health  
TD Charitable Foundation  
TECO Peoples Gas  
TIAA  
Tiger Global Management  
Tony’s Fine Foods  
Tortoise Capital Advisors  
TT CU  
UMB Bank  
UNFI  
University of Kansas Health System  
Univest  
Vanguard  
VanTrust Real Estate, LLC  
Venable, L.L.P.  
VSP  
Vystar Credit Union  
Warner Bros. Entertainment  
WaterStone Bank  
Waterton Management, LLC  
White and Case LLP  
Wills Foundation

$2,500 – $4,999

3 Arts Entertainment  
AAA Auger  
Adams and Reese LLP  
The Alliance for Business Leadership  
Arent Fox  
Avante Capital Partners  
Bama Companies, Inc.  
Barrett & Singal, P.C.  
The Bartolotta Restaurants  
BASF  
Baton Rouge Coca-Cola Bottling Company  
BBBT  
Beckwith Electronic Engineering Company  
Benchmark Builders LLC  
Bernhard MCC  
BioMed Realty  
The Blue Cross Blue Shield of Oklahoma  
BlueSpruce Investments LP  
Borg Warner
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<th>$1,000 – $2,499</th>
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<td>Mortgage Guaranty Insurance Corporation</td>
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<td>Pophouse</td>
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<td>Raising Cane’s Chicken Fingers</td>
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<tr>
<td>Rotary Club of Sacramento Foundation</td>
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<td>Rubin and Rudman LLP</td>
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<td>Sacramento Regional Transit</td>
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<td>Seaside National Bank &amp; Trust</td>
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<td>SeaWorld Parks &amp; Resorts Orlando</td>
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<td>Service Uniform Rental</td>
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<td>Sheehan Phinney Bass &amp; Green PA</td>
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<td>Sherman Residential</td>
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TEAM SPONSORS

MULTISITE
AbbVie
AT&T
Bain & Company
Bain Capital Community Partnership
Bank of America Charitable Foundation
BNY Mellon
Comcast NBCUniversal
The Red Nose Day Fund at Comic Relief USA
CSX Transportation
Exelon Foundation
The Horning Family Fund
Lamar Advertising Company
Liberty Mutual Insurance
MFS Investment Management®
Microsoft Corporation
National Grid
QuikTrip Corporation
The Salah Foundation
Santander Bank
TowerBrook Foundation
Universal Orlando Foundation
Valero Energy Foundation
The Walt Disney Company
Wellington Management Foundation
Wells Fargo
Whole Child Strategies

SITE
The Acacia Foundation
Acosta Sales and Marketing Company
Advent International
Akin Gump Strauss Hauer and Feld LLP
The Alter Family
Applied Materials Foundation
Ballard Spahr LLP
Big Lots, Inc.
The Boo Grigsby Foundation
Celanese Foundation
Charles and Lynn Schusterman Family Philanthropies
Chicago Sky
City of Miami
CommunityAmerica Credit Union
Chicago Transit Authority
Deloitte LLP
DePuy Synthes Companies of Johnson and Johnson
Detroit Lions Charities
The Detroit Pistons Foundation
Drinker Biddle and Reath LLP
Duane Morris
Entergy Louisiana
Entergy New Orleans
FCA Foundation
Fidelity Investments
Firstrust Bank
Glennede
Hasbro Children’s Fund
Heart of Florida United Way
Houghton Mifflin Harcourt
Hunt Family Foundation/Kansas City Chiefs
Jacksonville Jaguars
Kaiser Permanente
KeyBank
Lincoln Financial Foundation
Lindsay Goldberg
Los Angeles Rams
MBI Foundation
Nationwide Foundation
New Schools for Baton Rouge
Northrop Grumman/GroGAN Family Fund
Northwestern Mutual Foundation
PTC
Public Consulting Group, Inc.
Raley’s
Rich Products
Riot Games
Rockwell Automation
San Francisco Forty Niners Foundation
SAP
Schneider Electric
Sony
The State Street Foundation, Inc.
Summit Partners
Synopsys Foundation
Taco Bell Foundation
David and Gail Mixer, The Trio Mix Foundation
Tulsa Area United Way
Julia A. Uihlein
United Airlines
United Way of Greater Milwaukee & Waukesha County
United Way of Metropolitan Dallas, Inc.
United Way of the National Capital Area
United Way of Southeast Louisiana
United Way for Southeastern Michigan
The Vertex Foundation
The Wawa Foundation
Westfield Capital Management

IN-KIND DONORS

Chicago Transit Authority
Christine Ault Communication Services
A Gift for Teaching
Kaiser Permanente
Ledyard Qvistgaard
K2 Productions Orlando Health
Orlando Magic
Pat Davis Design Group
Regions Bank
Sacramento Regional Transit
St. HOPE Public Schools
SeaWorld Parks & Resorts Orlando
Site Style Industries
Starbucks Coffee Company
Team Thrift
Undercover Tourist
United Way of Greater Milwaukee & Waukesha County
Universal Orlando Resort
Wawa
Wells Fargo
## DISTRICT PARTNERSHIPS

<table>
<thead>
<tr>
<th>Site</th>
<th>Partner Districts</th>
<th>State</th>
<th>District Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baton Rouge</td>
<td>Redesign Schools of Louisiana</td>
<td>Louisiana</td>
<td>Patrick Dobard, Chief Executive Officer</td>
</tr>
<tr>
<td>Baton Rouge</td>
<td>East Baton Rouge Parish School System</td>
<td>Louisiana</td>
<td>Warren Drake, Superintendent</td>
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<tr>
<td>Baton Rouge</td>
<td>Bridge IDEA Public Schools</td>
<td>Louisiana</td>
<td>JoAnn Gama, Superintendent</td>
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<tr>
<td>Baton Rouge</td>
<td>Kenilworth Science &amp; Technology</td>
<td>Louisiana</td>
<td>Brenda Cassellius, Superintendent</td>
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<tr>
<td>Boston</td>
<td>Boston Public Schools</td>
<td>Massachusetts</td>
<td>Veronica Conformae, Chief Executive Officer</td>
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<td>Boston</td>
<td>Up Academy</td>
<td>Massachusetts</td>
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<tr>
<td>Buffalo</td>
<td>Enterprise Charter School</td>
<td>New York</td>
<td>Julie Schwab, Superintendent</td>
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<td>Buffalo</td>
<td>Buffalo Collegiate Charter School</td>
<td>New York</td>
<td>Brian Pawloski, Founder</td>
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<td>Buffalo</td>
<td>Elmwood Village Charter School</td>
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<td>Buffalo</td>
<td>Tapestry Charter School</td>
<td>New York</td>
<td>Eric Klapper, Executive Director</td>
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<td>Buffalo</td>
<td>West Buffalo Charter School</td>
<td>New York</td>
<td>Andrea Todoro, School Leader</td>
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<td>Chicago</td>
<td>Chicago Public Schools</td>
<td>Illinois</td>
<td>Janice Jackson, Superintendent</td>
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<td>Cleveland</td>
<td>Cleveland Public Schools</td>
<td>Ohio</td>
<td>Eric Gordon, Superintendent</td>
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<td>Columbia</td>
<td>Lexington School District Four</td>
<td>South Carolina</td>
<td>Justin Nutter, Interim Superintendent</td>
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<td>Columbia</td>
<td>Richland County School District One</td>
<td>South Carolina</td>
<td>Craig Witherspoon, Superintendent</td>
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<td>Columbus</td>
<td>Columbus City School District</td>
<td>Ohio</td>
<td>Talisa Dixon, Superintendent</td>
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<tr>
<td>Dallas</td>
<td>Dallas Independent School District</td>
<td>Texas</td>
<td>Michael Hinojosa, Superintendent</td>
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<td>Denver</td>
<td>Denver Public Schools</td>
<td>Colorado</td>
<td>Susana Cordova, Superintendent</td>
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<td>Denver</td>
<td>Compass Academy</td>
<td>Colorado</td>
<td>Marcia Fulton, Executive Director</td>
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<td>Denver</td>
<td>Highline Charter Schools</td>
<td>Colorado</td>
<td>Chris Ferris, Executive Director</td>
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<td>Detroit</td>
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<td>Michigan</td>
<td>Nikolai P. Vitti, Superintendent</td>
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<td>Jacksonville</td>
<td>Duval County Public Schools</td>
<td>Florida</td>
<td>Diana Greene, Superintendent</td>
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<td>Kansas City</td>
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<td>Missouri</td>
<td>Mark T. Bedell, Superintendent</td>
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<td>Kansas City</td>
<td>KIPP Endeavor Academy</td>
<td>Missouri</td>
<td>Jana Cooper, Executive Director</td>
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<td>Little Rock</td>
<td>Little Rock School District</td>
<td>Arkansas</td>
<td>Michael Poore, Superintendent</td>
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<tr>
<td>Los Angeles</td>
<td>Green Dot Public Schools</td>
<td>California</td>
<td>Cristina de Jesus, President &amp; CEO</td>
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<td>Los Angeles</td>
<td>Los Angeles Unified School District</td>
<td>California</td>
<td>Austin Beutner, Superintendent</td>
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<td>Los Angeles</td>
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<td>California</td>
<td>Erika Torres, Interim State Administrator</td>
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<td>Memphis</td>
<td>Believe Memphis Academy Charter School</td>
<td>Tennessee</td>
<td>Danny Song, Head of School</td>
</tr>
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<td>Memphis</td>
<td>Shelby County Schools</td>
<td>Tennessee</td>
<td>Joris M. Ray, Superintendent</td>
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<tr>
<td>Memphis</td>
<td>Frayser Community Schools</td>
<td>Tennessee</td>
<td>Bobby White, Superintendent</td>
</tr>
<tr>
<td>Miami</td>
<td>Miami-Dade County Public Schools</td>
<td>Florida</td>
<td>Alberto M. Carvalho, Superintendent</td>
</tr>
<tr>
<td>Milwaukee</td>
<td>Milwaukee Public Schools</td>
<td>Wisconsin</td>
<td>Keith Posley, Superintendent</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>Manchester School District</td>
<td>New Hampshire</td>
<td>Bolgen Vargas, Superintendent</td>
</tr>
<tr>
<td>New Orleans</td>
<td>Arise Academy</td>
<td>Louisiana</td>
<td>Krista Patrick-Brown, Executive Director of ARISE Academy, Jolene Galpin, Executive Director of Mildred Osborne Charter Schools</td>
</tr>
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<td>New Orleans</td>
<td>Collegiate Academies</td>
<td>Louisiana</td>
<td>Jerel Bryant, Principal</td>
</tr>
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<td>New Orleans</td>
<td>FirstLine Schools</td>
<td>Louisiana</td>
<td>Sabrina Pence, Chief Executive Officer</td>
</tr>
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<td>New York</td>
<td>New York City Department of Education</td>
<td>New York</td>
<td>Richard Carranza, Chancellor</td>
</tr>
<tr>
<td>City</td>
<td>School Name</td>
<td>State</td>
<td>Superintendent</td>
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<td>Orlando</td>
<td>Orange County Public School District</td>
<td>Florida</td>
<td>Barbara Jenkins, Superintendent</td>
</tr>
<tr>
<td>Providence</td>
<td>Providence Public Schools</td>
<td>Rhode Island</td>
<td>Frances A. Gallo, Superintendent</td>
</tr>
<tr>
<td>Sacramento</td>
<td>Sacramento Unified School District</td>
<td>California</td>
<td>Jorge A. Aguilar, Superintendent</td>
</tr>
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<td>Sacramento</td>
<td>St. HOPE Charter Management Organization</td>
<td>California</td>
<td>Jake Mossawir, CEO</td>
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<tr>
<td>San Antonio</td>
<td>San Antonio Independent School District</td>
<td>Texas</td>
<td>Pedro Martinez, Superintendent</td>
</tr>
<tr>
<td>San Jose</td>
<td>Alum Rock School District</td>
<td>California</td>
<td>Hilaria Bauer, Superintendent</td>
</tr>
<tr>
<td>San Jose</td>
<td>East Side Union High School</td>
<td>California</td>
<td>Chris Funk, Superintendent</td>
</tr>
<tr>
<td>Seattle</td>
<td>Seattle Public Schools</td>
<td>Washington</td>
<td>Denise Juneau, Superintendent</td>
</tr>
<tr>
<td>Tulsa</td>
<td>Tulsa Public Schools</td>
<td>Oklahoma</td>
<td>Deborah Gist, Superintendent</td>
</tr>
<tr>
<td>Washington, DC</td>
<td>Achievement Prep Charter Schools</td>
<td>District of Columbia</td>
<td>Shantelle Wright, CEO &amp; Founder</td>
</tr>
<tr>
<td>Washington, DC</td>
<td>District of Columbia Public Schools</td>
<td>District of Columbia</td>
<td>Amanda Alexander, Interim Chancellor</td>
</tr>
<tr>
<td>Washington, DC</td>
<td>Capital City Public Charter School</td>
<td>District of Columbia</td>
<td>Karen Dresden, Founder and Head of School</td>
</tr>
</tbody>
</table>
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RETURN TO TABLE OF CONTENTS
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City Year helps students and schools succeed, while preparing the next generation of civically engaged leaders who can work across lines of difference. Diverse teams of City Year AmeriCorps members serve in schools full time as student success coaches, helping students cultivate social, emotional and academic skills, whether that’s mastering fractions or learning to work in teams—skills that are important in school and in life. Through their work in schools and communities, City Year AmeriCorps members not only make a difference in the lives of students they serve, but also acquire valuable skills that prepare them to become the next generation of leaders.

A proud member of the AmeriCorps national service network, City Year is supported by the Corporation for National and Community Service, local school districts and private philanthropy from corporations, foundations and individuals. City Year partners with public schools in 29 communities across the U.S. and through international affiliates in the U.K. and South Africa.

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