

# YOUNG EXECUTIVES OF COLOR

2022-2023  
YEOC ANNUAL REPORT



# TW



EY



## PROGRAM OVERVIEW

### 2022-2023 YEOC DEMOGRAPHICS

ETHNICITY	TOTAL #	TOTAL %	IDENTIFYING AS:	
			MALE	FEMALE
African American/Black	81	50%	36	45
Asian American/ Southeast Asian	29	18%	11	18
Hispanic/Latinx	37	23%	16	21
Native Hawaiian/ Pacific Islander	4	2%	1	3
American-Indian/ Alaska Native	7	4%	3	4
Middle Eastern/North African (MENA)	2	1%	0	2
Multiethnic	3	2%	3	0
GRADE IN SCHOOL	TOTAL #	TOTAL %	MALE	FEMALE
Senior	90	55%	36	54
Junior	53	33%	24	29
Sophomore	20	12%	10	10
<b>TOTAL PARTICIPANTS</b>	<b>163</b>		<b>70</b>	<b>93</b>
<b>FIRST-GENERATION COLLEGE STUDENTS*</b>	<b>94</b>	<b>58%</b>	<b>32</b>	<b>62</b>
CUMULATIVE GPA	TOTAL #	TOTAL %		
3.5-4.0	122	75%		
3.0-3.49	31	19%		
Below 3.0	10	6%		

THE **163** YEOC STUDENTS ARE FROM **74** DIFFERENT HIGH SCHOOLS IN WASHINGTON STATE

### PROGRAM OVERVIEW

The Young Executives of Color (YEOC) program is a nine-month college pipeline program hosted by the University of Washington's Michael G. Foster School of Business. Focused on engaging and assisting high school students from historically underrepresented minority communities, YEOC began in 2006 with 36 students representing 17 high schools. After 17 years, YEOC has grown to 163 participants representing 74 high schools across Washington state.

These Young Executives travel from across Washington state to attend sessions on the UW campus one Saturday per month. Tuition for the YEOC program is FREE due to generous sponsorship from EY. The programming for the 2022-2023 cohort was fully in person for the first time since the 2018-2019 cohort.

Over the course of the year, YEOC participants are exposed to a comprehensive curriculum including: college preparation, professional development, leadership activities, and lectures rooted in business disciplines. Each Young Executive is paired with a University of Washington Undergraduate student mentor who helps them navigate the program, develop tools for academic and personal success, and prepare for college applications and scholarships. YEOC introduces these students to Foster School of Business staff and outstanding Foster alumni of color, a collective group of extraordinary role models.

Completing this 17th year of YEOC, 1,500 students (at a 99% college-going rate) and 166 UW Mentors have graduated from the YEOC program. YEOC's reach now extends outside the boundaries of Washington state, as YEOC alumni have enrolled at prestigious institutions such as Princeton University, Columbia University, Harvard University, Howard University, Spelman College, Stanford University, University of California Berkeley, and Yale University. These exemplary Young Executives developed a skill set which will take them from successful students to career professionals.

*\*Upon college enrollment, student will be the first in their family to attend a university.*



# CURRICULUM

## MONTHLY SESSIONS & WORKSHOPS

MONTH	BUSINESS TOPIC(S)	KEYNOTE PRESENTERS	BUSINESS ACTIVITY
September	STUDENT & PARENT ORIENTATION	<b>Robiel Isaac</b> EY Partner, Business Consulting	COLLEGE RESOURCE FAIR
October	TEAM-BUILDING & NETWORKING	<b>Mary Mitchell</b> Founding Partner, Mary L.J. Mitchell Consulting, LLC	YEOC BUSINESS FASHION SHOW
November	MARKETING & HUMAN RESOURCES	<b>Mariadol Hill</b> Head of Global Intern Program, Microsoft	TALENT BRANDING CHALLENGE
December	ACCOUNTING	<b>Michael Ruiz</b> EY Partner, Strategy & Transactions	ACCOUNTING CHALLENGE
January	INFORMATION SYSTEMS	<b>Abby Calabrese</b> VP, Finance, Innovation & Transformation, High Mark Health	BINARY DECODING & CAREER FAIR
February	CONSULTING CHALLENGE	<b>Nazrawit Dessie, Mekias Kebede &amp; Linda Sanchezaldana</b> YEOC Mentors, MIT & February Session Leads	CONSULTING CASE CHALLENGE
March	INTERNATIONAL BUSINESS & SUPPLY CHAIN	<b>Colleen Echohawk</b> CEO, Eighth Generation	ANNUAL CULTURAL SHOWCASE
April	FINANCE	<b>Prisma Y. Garcia</b> Social Impact Strategist, MoneyGram	YEOC ON WALL STREET
May	END OF YEAR CASE COMPETITION & CELEBRATION	<b>Ken Bouyer</b> Americas Diversity, Equity & Inclusions Recruiting Leader, EY	END OF YEAR CASE COMPETITION
May	SENIOR SPOTLIGHT		OPPORTUNITIES AT EY

## COLLEGE PREPARATION

Ensuring all participants are equipped to navigate the complex institution of college admissions is a top priority of YEOC. Partnering with subject matter experts - including representatives from the UW Office of Student Financial Aid (OSFA) & Office of Minority Affairs & Diversity (OMA&D) - YEOC hosts a multitude of workshops and interactive presentations to expand Young Executives' perspective before submitting college applications and enhancing their understanding about next steps once they are admitted to a college or university.

### PRE-APPLICATION: SEPTEMBER-NOVEMBER

- Annual YEOC College Resource Fair
- College Application Checklist
- Admissions Case Studies & Workshops
- Paying for College: FAFSA/WASFA & Scholarship Overview
- 3-4 Personal Statement Labs Weekly

### POST-ADMISSION: DECEMBER-MAY

- Decoding Financial Aid Packages
- Achieving Academic Success with Improved Study Habits
- Self-Care Strategies
- Handling Microaggressions in College
- "Ask An Undergrad" Senior Panels

**58% OF 2022-2023 YEOC PARTICIPANTS WILL BE THE FIRST IN THEIR FAMILY TO ATTEND COLLEGE**



## SPECIAL SESSIONS

### SPECIAL SESSION SPOTLIGHT

#### SEPTEMBER ORIENTATION

YEOC mentees and parents learned about the history, mission, and values of the program.

Key YEOC and UW leaders, EY partners, and stakeholders from across the greater YEOC community introduced themselves and their roles within the program.

The Annual College Resource Fair hosted 18 different universities and collegiate programs for an event dedicated to providing resources and support to Young Executives seeking to further their educational journeys.

#### OCTOBER TEAM BUILDING & NETWORKING

This session is the first opportunity for students and their YEOC Mentors to develop trust and build community.

Students joined their Mentor teams in competitions and leadership activities.

The keynote presentation was delivered by Mary Mitchell, Founding Partner of Mary L.J. Mitchell Consulting LLC. She discussed the importance of diverse teams and working together with each other's strengths in mind to achieve goals more



#### JANUARY YEOC CAREER FAIR

Throughout the YEOC program, Young Executives engage in workshops meant to increase their awareness of, and comfort with a variety of corporate professional practices and situations. Topics in 2022-2023 included:

- Resume Building & Cover Letter Workshops
- Public Speaking & Networking Best Practices
- Professional Dress & Personal Branding
- Career Fair Strategies
- Financial Literacy & Fundamental Finance
- Bringing Your Full Self to School & Work

The Annual Career Fair, with the support of the EY PM Team's Resume and LinkedIn workshop, gave YEOC students the opportunity to put these skillsets to the test with professional recruiters and representatives. Over 19 companies and organizations including Teens in Public Service, Washington Business Week, and Washington Aerospace Scholars.

#### FEBRUARY CONSULTING CHALLENGE

YEOC mentors, Nazrawit Dessie and Mekias Kebede along with Mentor in Training, Linda Sanchezaldana presented the Consulting Challenge. This year, the mentees were introduced to fictional companies "YEOC Real-estate" & "Husky Consulting" where they acted as the newest intern class.

Mentees learned about the history of the Seattle Central District along with its struggles around gentrification. They then worked in teams to develop companies with creative solutions that would support the residents of the Central District while combating some harmful effects of gentrification. Teams presented their proposals as consulting interns and received feedback from experienced professionals.

#### MAY CASE COMPETITION & END OF YEAR CELEBRATION

The culminating event of the year had thirty-four teams develop an innovative product or service with a mission to solve an element of environmental injustice in Washington State.

All final round teams presented to leadership across the Foster School of Business and EY for an opportunity to showcase their incredible ideas. The winning team took home brand new Apple iPads for continued learning past YEOC.

The end of year celebration honored program graduates, while students and parents heard powerful speeches from students, alumni and keynote speaker, Ken Bouyer —Americas Diversity, Equity & Inclusions Recruiting Leader, EY. We celebrated 4 EY Scholarship recipients whom were honored with a \$2,500 scholarship.

#### MAY SENIOR SPOTLIGHT CLASS OF 2023

In recognition of seniors' hard work and their college preparation through YEOC, this session focused on life after high school, and celebrating YEOC seniors during the graduation ceremony. Students engaged in real talks such as College Safety Awareness, Setting a Strong Foundation—1st Year Stories & advice, and more.

Students ended the day by joining a YEOC Alumni Celebration where they joined the YEOC alumni community and continued support.

# PRIDE POINTS

## YEOC CLOSING THE ACHIEVEMENT GAP

In 2023, YEOC Seniors were offered admission to the following colleges & universities:

- |  |                                     |  |
|--|-------------------------------------|--|
| <b>Arizona State University*</b>             | Harvey Mudd College                 | <b>University of Arizona*</b>              |
| Barnard University                           | <b>Highline Community College*</b>  | University of California Berkeley          |
| <b>Bellevue College*</b>                     | Howard University                   | University of California Davis             |
| Boise State University                       | <b>Loyola University Chicago *</b>  | University of California Irvine            |
| Boston University                            | Loyola Marymount University         | University of California San Diego         |
| California Polytechnic State University      | Macalester College                  | University of Illinois Urbana-Champaign    |
| Case Western Reserve University              | Morgan State University             | University of Indiana-Bloomington          |
| <b>Central Washington University*</b>        | North Carolina A&T State University | University of Massachusetts                |
| Clark University                             | Oregon State University             | University of Michigan                     |
| Colorado University Boulder                  | <b>Pacific Lutheran University*</b> | University of North Carolina Chapel Hill   |
| Columbia Basin College                       | Pennsylvania State University       | University of Oregon                       |
| Columbia University                          | Pitzer College                      | University of Pennsylvania                 |
| Cornell University                           | Portland State University           | <b>University of Pittsburgh*</b>           |
| Dartmouth College                            | Princeton University                | University of Portland                     |
| DePaul University                            | Purdue University                   | University of Puget Sound                  |
| Drexel University                            | Rice University                     | University of San Francisco                |
| DigiPen Institute of Technology              | San Diego State University          | <b>University of Southern California**</b> |
| Duke University                              | <b>Santa Clara University*</b>      | University of Sylvania                     |
| <b>Eastern Washington University*</b>        | Seattle Pacific University          | <b>University of Washington Bothell**</b>  |
| <b>Edmonds Community College*</b>            | <b>Seattle University*</b>          | <b>University of Washington Seattle**</b>  |
| Emory University                             | <b>Skagit Valley College*</b>       | University of Washington Tacoma            |
| Florida Agricultural & Mechanical University | Southern Oregon University          | Vanderbilt University                      |
| Fordham University                           | Suffolk University                  | Walla Walla University                     |
| George Washington University                 | Syracuse University                 | <b>Washington State University*</b>        |
| George State University                      | Temple University                   | <b>Western Washington University*</b>      |
| <b>Gonzaga University*</b>                   | Texas A&M University                | Yale University*                           |
| <b>Grand Canyon University*</b>              | University College Dublin           |  |

## YEOC SENIOR CLASS OF 2023 ADMISSIONS PROFILE

# 99%

### COLLEGE GOING RATE

Community College & Four Year Universities

**93%** 4 Year Colleges/Universities

**69%** UW Institutions

**59%** UW Seattle

Data reflects responses from 88 of the 90 seniors that completed the YEOC Survey.

1 student will be taking a Gap Year.

Additional data was collected from internal UW servers.



\* YEOC student attending this institution in the Fall of 2023  
 \*\* Multiple YEOC students attending this institution in the Fall of 2023





# YEOC BY THE NUMBERS

## THE YEOC IMPACT

Across the country, statistics can be found on the disparities in college admission and graduation, average household income, and the lack of representation at the C-Suite level between communities of color and their counterparts. YEOC was created with the mission to correct these imbalances, one Young Executive at a time. Through widening access to the college pipeline, YEOC has been able to increase the number of students of color studying business, attaining a college degree and entering the corporate America workforce ready to “be the change.”

Annual surveying of YEOC seniors and follow-up tracking of alumni have yielded the following demonstration of **The YEOC Impact**:

*Since 2006, 99% of YEOC participants enrolled in institutions of higher education (two & four-year schools)*

Reliable data was acquired for 1,402 of 1,486 total YEOC alumni (94.3%)

YEOC COLLEGE-GOING RATES		
Year	Total Seniors	% of Seniors Enrolling in College
2018	95	99%
2019	106	97%
2020	112	99%
2021	120	98%
2022	99	99%
2023	90	99%

ENROLLMENT HIGHLIGHTS 2006-2023	
University / College	Young Executives Enrolled
University of Washington*	880
Washington State University	42
Western Washington University	34
Bellevue College	25
Seattle University	26
Ivy League **	26
University of California System	17
University of Southern California	20
Central Washington University	13
Gonzaga University	10
Howard University	7
Stanford University	12

\*Includes all UW campuses (Bothell, Seattle & Tacoma)  
 \*\*Ivy League Schools - Brown University, Columbia University, Cornell University, Dartmouth College, Harvard University, Princeton University, the University of Pennsylvania, and Yale University.





# YEOC BY THE NUMBERS

BOYZ

## THE YEOC IMPACT AT THE UNIVERSITY OF WASHINGTON

Since its inception, the Young Executives of Color program has called the Michael G. Foster School of Business at the University of Washington, its home. A truly unique pipeline program, YEOC has dramatically increased the diversity of the Foster School undergraduate program, and empowered a generation of student leaders to make change across the entire campus.

- A total of **880 Young Executives** have enrolled at the University of Washington since 2006, including 758 students at the UW-Seattle campus.
- Since 2011, EY has awarded **\$155,000 in scholarship funds** to 44 YEOC seniors enrolling at the University of Washington.
- **83 YEOC alumni** have held Mentor, Mentor-in-Training, and Intern roles in the program while they attended the University of Washington. Of these alumni, 44 held roles while at UW for multiple years.



5-YEAR UW ADMISSIONS SNAPSHOT		
Overall Admit Rate	Year	YEOC Admit Rate
48%	2019	74%
56%	2020	80%
60%	2021	85%
55%	2022	75%
Released in Oct	2023	69%

### YEOC SENIOR - CLASS OF 2023 INCOMING UW PROFILE

- ◆ **62** enrolling at all three UW campuses
  - ◆ **53** at the UW-Seattle campus
- ◆ **30** directly admitted to Michael G. Foster School of Business
- ◆ **5** studying Computer Science, Engineering, or Informatics
- ◆ **18** Young Executives will enroll as pre-majors, and apply to their program in 1-2 years

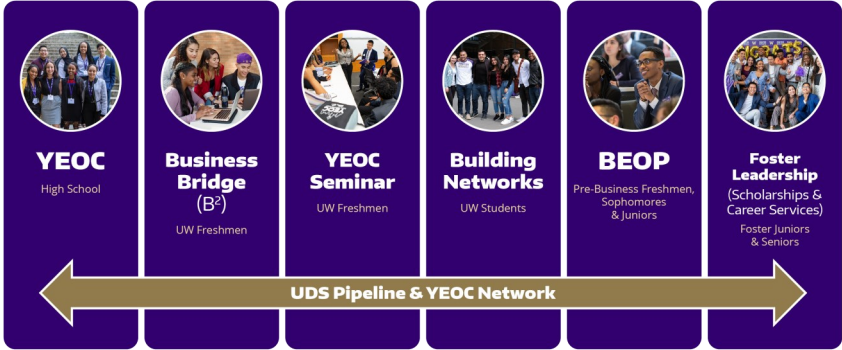
YEOC IS RECOGNIZED AS AN ACADEMIC LEADERSHIP ACTIVITY BY THE UNIVERSITY OF WASHINGTON OFFICE OF ADMISSIONS



# AFTER YEOC

## LIFE AFTER YEOC

For YEOC students attending the University of Washington Seattle, continued support from the Foster School's Undergraduate Diversity Services (UDS) office aims to maintain a strong pipeline from high school to college graduation and career placement. To ensure students persist through their first two years in college – often the most challenging for first-generation and historically underrepresented students – UDS offers a wide array of resources. As they progress into their major, YEOC alumni at the UW gain access to specialized career advising, leadership and professional development, increased scholarship availability and continued academic support. This wraparound programming frequently results in YEOC alumni who enjoy both scholastic success and the opportunity to continuously give back to their respective communities.



## TESTIMONIALS

*"YEOC has helped me become the person I am today—someone who is confident, driven, and unafraid to take on any new challenge. When I came to YEOC for the first time in 2018, I was nervous and did not know what I wanted to do post-high school and in my career. Additionally, I was often very quiet and reserved to myself. But throughout each YEOC session, I developed new skills that helped me reach out of my comfort zone and interact with other mentees that shared similar identities as me. One of the most rewarding aspects of the program that significantly impacted me was seeing mentors thrive in college and take on ample opportunities. The mentors inspired me to pursue higher education in business and become more confident in myself. Additionally, they helped me pave my path to the UW and later on into the business school. Now, I am going into my senior year of my UW journey. It's wild to think that just four years ago I was in the mentees' seats, and now I have my own group of mentees to lead and inspire. I have taken on many opportunities, such as obtaining internships and mentoring high school and first-year college students. I am thankful for the skills YEOC has taught me and the opportunity to mentor young executives."*



**Thomas Sefair-López**  
**Michael G. Foster School of Business Junior**  
**Human Resources and Information Systems**  
 YEOC Mentee, 2018 - 2020  
 YEOC Volunteer, 2020 - 2022  
 Business Bridge Participant 2020  
 YEOC Seminar Participant 2020  
 Latin American & Caribbean Studies Undergraduate Researcher 2020-2021  
 Foster MBA Teaching Assistant 2021-2022  
 Undergraduate Office of Admissions Representative 2021-2022  
 T-Mobile Customer Experience Recruiting Intern 2022  
 YEOC Mentor 2022 - Present  
 First Year Interest Group Leader 2022 - Present  
 ASUW Student Disability Commission Assistant Director, Winter-Spring 2022  
 Office of Provost Future of Teaching & Learning Committee 2022-2023  
 ASUW Office of Inclusive Design Director 2022-2023  
 ASUW Personal & Human Resources Committee 2022-2023  
 ASUW Personal & Human Resources Director 2023-Present  
 Boeing Business Operations Intern Summer 2023



**Miriame Diawara**  
**Michael G. Foster School of Business 2023 Alumna**  
**Marketing**  
 Highspot Marketing & Platforms Marketing Intern 2022-2023  
 Management Leadership for Tomorrow Fellow 2021-2023  
 YEOC Mentor 2021-2023  
 Black@Foster President/Officer 2020-2023  
 Dean's Diversity Subcommittee 2021-2022  
 Hovind Global Leader 2021-2022  
 College Success Foundation Scholar 2019-2022  
 University of Washington Presidential Scholar 2019-2023  
 YEOC Seminar Participant 2019-2020  
 Business Bridge Alumna 2019  
 YEOC Alumna 2019

*"As a Black female student who had the privilege of being both a mentee and later a mentor in the Young Executives of Color (YEOC) program at the Foster School of Business, I can confidently assert that this transformative initiative has been the catalyst for significant personal and professional growth in my life. As a mentee, YEOC provided me with invaluable support and guidance, helping me navigate the complexities of academic and career choices. The program's committed mentors, who shared my background and understood the unique challenges faced by minorities, offered a safe space to discuss my ambitions and insecurities, fostering a sense of belonging and empowerment. As a first generation student, I struggled with the lack of role models that looked like me. Being able to give back to the community that had supported me during my formative years, will forever be one of the most valuable experiences of my personal and academic career. Serving as a mentor helped reinforce my own knowledge and skills while instilling a sense of responsibility towards future generations of diverse leaders. It challenged me in a plethora of ways and in return I was able to learn so much from the bright young minds in this program. YEOC was the beginning of my involvement at the University of Washington. Due to this strong foundation, I would continue to serve as president of Black@Foster and join many other programs committed to Diversity, Equity, and Inclusion in this field. Now, as a recent graduate it has set me up for success as I navigate my post-graduate career."*





# MENTORSHIP

## EACH ONE, TEACH ONE

The aspect of YEOC which makes it a truly unique high school pipeline program is the multilayered, peer mentorship model. The YEOC Mentors, and their steadfast dedication to their mentees, are the reason the impact of YEOC resonates long after the conclusion of the final session.

YEOC Mentors are a diverse group of undergraduate students who work with the Foster Undergraduate Diversity Services Office to promote and assist with the mission of recruiting a diverse student body to the Foster School. A rigorous application process, supplemented by constant professional development and networking opportunities, brings forth a class of **seventeen Mentors**, and **five Mentors-in-Training**, who are committed to the cause and are capable of bringing about positive change in their mentees' lives.

Throughout the year, Mentors act as coaches, teachers and confidants for approximately ten Young Executives. Mentors are also responsible for developing curriculum and facilitating the monthly YEOC sessions.

To the high school students we serve, many of whom come from similar backgrounds and experiences, our YEOC Mentors represent success and their own potential realized.



## BY THE NUMBERS

- 16** YEOC ALUMNI RETURNED AS COLLEGE MENTORS, MITS AND INTERN
- 30+** MENTOR LED LECTURES & WORKSHOPS
- 3,000+** COLLECTIVE HOURS INVESTED INTO THE COMMUNITY PER YEAR

COLLECTIVE STUDY ABROAD LOCATIONS	INDIA	UNITED KINGDOM
	IRELAND	NETHERLANDS
	ITALY	SOUTH KOREA
	JAPAN	SOUTH AFRICA
	MEXICO	SINGAPORE
	SPAIN	AUSTRALIA
	TAHITI	GREECE

**AREAS OF STUDY:**

- Accounting
- Diversity
- Education
- Entrepreneurship
- Environmental Science & Resource Mgmt.
- Finance
- History
- Human Resource Mgmt.
- Information Systems
- Marketing
- Math
- Operations & Supply Chain Mgmt.
- Physics
- Real Estate
- Spanish



## DIVERSITY, EQUITY & INCLUSION

The Michael G. Foster School of Business Undergraduate Diversity Services office is committed to attracting, recruiting and retaining a diverse student body. Our mission, consistent with that of the University of Washington's diversity statement, is to serve as a resource for historically underrepresented (African American, Latinx/Hispanic, American Indian, Pacific Islander, and Southeast Asian) students of color.

UDS is dedicated to supporting underrepresented students and helping them achieve success in the Foster School of Business and the greater business community. UDS pipeline programs are designed for high school, community college, UW pre-major, and current business students.

### FOR MORE INFORMATION FOSTER.UW.EDU/DIVERSITY

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**FOSTER**  
SCHOOL OF BUSINESS  
UNIVERSITY of WASHINGTON  
Undergraduate Diversity Services

**EY** Building a better  
working world

### THIS PROGRAM IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF:

#### EY TEAM

##### Program Managers

Vic Carrero	Amy Hildebrandt
Sijia Liu	Bryan Lopez-Vargas
Ahlam Nur	Marina Ramos
Susan Sherbak	Bahari Watkins

#### UW PARTNERS

EY Center for Career Advancement  
Foster Undergraduate Programs  
Foster Undergraduate Diversity Services (UDS)  
Andy Marzano, Associate Director  
Damariz Ibáñez, YEOC & YWLS Program Manager  
Juvi Therese D Mallari, Recruitment Program Manager  
Natalia Esquivel Silva, Community Program Manager  
Foster Consulting & Business Development Center  
Foster Global Business Center  
Foster Certificate of International Studies in Business  
UW Office of Admissions  
UW Office of Minority Affairs & Diversity  
UW Office of Student Financial Aid  
UW Foster & YEOC Alumni  
UW Association of Black Business Students  
UW Association of First Generation Business Leaders  
UW Association of Latinx Professionals For America  
UW National Association of Black Accountants  
UW Native Business Association

#### PHOTOGRAPHY

David Melgoza; Foster School of Business Junior in Marketing & Entrepreneurship; Law Societies & Justice; Minor in Diversity