

F<sup>1</sup>IRST GRADUATE  
2023-24  
IMPACT  
REPORT



**FIRST GRADUATE'S MISSION IS TO HELP STUDENTS BECOME THE FIRST GENERATION IN THEIR FAMILIES TO GRADUATE FROM COLLEGE**

ready to pursue meaningful careers. First Graduate is a nonprofit dedicated to supporting, empowering, and enabling first-generation college students to graduate from college. We are a 12-year+ free program—recruiting students in 6th grade. Offerings include homework and study support, test prep, school evaluation, field trips and school/university visits, scholarship and internship access, community building, career presentations from industry professionals, and more.





## DEAR FRIENDS, SUPPORTERS, AND PARTNERS,

As we reflect on 2023-2024, we are filled with immense pride for what we've accomplished together at First Graduate. This year marked a pivotal moment for our students, staff, and partners, and it is thanks to your unwavering support that we can celebrate real, measurable success.

We had 100% of our high school seniors graduate and are now pursuing their college dreams—a remarkable achievement that speaks to their resilience and determination. But these numbers go beyond a simple statistic. They represent the personal

journeys of students who have faced and overcome unique challenges, fueled by their drive and supported by a community invested in their success.

**This is what happens when first-generation students are given the tools, resources, and guidance they deserve — they thrive, defy the odds, and pave the way for a brighter future.**

One of the proudest developments this year has been the growth of our mentor and partner network. Together, we've built a robust support system that goes far beyond academics. Whether it's a mentor offering personalized guidance or our staff providing emotional support during difficult moments, every student has felt seen, heard, and valued. These relationships are the foundation of their success.

We've also expanded our programming to better prepare our students for life beyond college.

In addition to college readiness workshops, we launched career development sessions, financial literacy classes, and secured internship opportunities — all designed to give our students practical skills and experience to thrive in the workforce. The tools they gain now will pay dividends as they enter their careers, ensuring they are ready to succeed long after graduation.

The resilience and potential of our students continually inspire us. The progress we've made together reflects the collective effort involved in supporting them—from your time and resources to your advocacy. This partnership drives their dreams and positively impacts families and communities.

As we look ahead, our vision remains clear: a city where every student, no matter their background, has the opportunity to reach their fullest

potential. Your continued support will be key as we continue to break down barriers and build pathways to success.

Thank you for being an essential part of our work and for supporting us every step of the way. Together, we are building a legacy of opportunity and empowerment for the next generation of first-generation college graduates.

WITH DEEP GRATITUDE,

RYAN BAUM, President

TERRI FORMAN, Chief Executive Officer



## ABOUT FIRST GRADUATE

**Our founder, philanthropist Anne-Eve Hazen, had the vision to seed the creation of a non-profit organization dedicated to making an impact in college access and success for low-income students in San Francisco.**

Anaflor (Smith) Graham soon joined her, and in 2002 a new program launched, serving 24 eighth graders from San Francisco middle schools. The challenge was great, but clear — to provide guidance for aspiring first-generation college graduates that would replicate the advantages enjoyed by students with college-educated and higher-resourced families.

We have built upon this foundation, and now combine high-touch and

high-tech solutions to coach our students and communicate with their parents and guardians. Our students' success rate is outstanding—78% of our students graduate college in 4-6 years, compared to the national average of 11% for first-generation college students.

The arc of our program is long—we recruit students in sixth grade (currently from two middle schools: James Denman and Everett) who begin their journey with us during the summer through a partnership with Aim High (an award-winning summer program and collaborating nonprofit). We not only focus on academic success to make our students competitive with their more advantaged peers; we also expose them to career opportunities from middle school on, through visits to local companies, career speakers, access to paid internships, and more. LaunchPad provides

college seniors and recent alumni with career workshops that include resume building, LinkedIn profile creation, navigating interviews, and negotiating salaries.

We seek to expand our footprint in San Francisco by serving more students and parents, developing best practices that can serve students beyond our cohort, increasing our partnership with local youth-serving organizations, and developing college and career readiness resources that may be utilized by other nonprofits and schools.

As we look forward to a new cohort of college graduates this coming year, we are working to shift the culture in San Francisco to one that encourages every child to think about college as a possible future. The need is greater than ever. As one of our donors and honorees has said, "Every child deserves what you want for a child that you love."

# OUR APPROACH



**Academic Support.**  
Each student receives free academic instruction and homework help.



**Career Exploration.**  
Our students participate in career panels and events, resume writing and networking workshops, job shadow days, and mock interviews to gain exposure to career opportunities available to degree holders.



**Coaching & Guidance.**  
Our team tracks progress and works closely with students, families, tutors, mentors, teachers, and partner organizations to make sure that our students are successfully completing each step on the way to becoming college graduates.



**College Support.**  
We communicate with students consistently to ensure they are persisting through college and connecting with resources on campus. We also help our college students find paid summer internships.



**Family Engagement.**  
Students' families learn how they can support their children while they are on the path to becoming first-generation college graduates.



**Mentoring.**  
Students gain insight into college choices and professional careers from college-educated volunteers. Younger First Graduate students connect with older students and benefit from peer mentoring.



**School Counseling.**  
We coach students with the rigorous H.S. application process and their successful transition into 9th grade. We also provide intensive college counseling, standardized test preparation, college application planning, financial aid workshops, access to summer enrichment programs, college visits, and help with college scholarships.



# OUR IMPACT

2023-24

67

MIDDLE SCHOOL STUDENTS

during 23–24 academic year

33 in 7th grade

34 in 8th grade

110

HIGH SCHOOL STUDENTS

during 23–24 academic year

18 High School Graduates

44 College Acceptances

110

COLLEGE STUDENTS

In Our Program in 23–24

attending 37 different

Colleges/Universities

218

ALUMNI OF FIRST GRADUATE

as of December 2024

expanding professional

networks, mentoring

high school students and

donating to the program

# OUR IMPACT

## MIDDLE SCHOOL

70

IN-SCHOOL ADVISORY HOURS  
COVERING TOPICS LIKE...

Identity development

Career development

High School application process

College exploration

Writing skills

Time management skills

Study skills

### College Visits

University of California, Berkeley

Sacramento State University

Menlo College

Clark University

### Career Days/Visits

Oceanic Society

Jump Associates

Warriors/Chase Center

BSSP

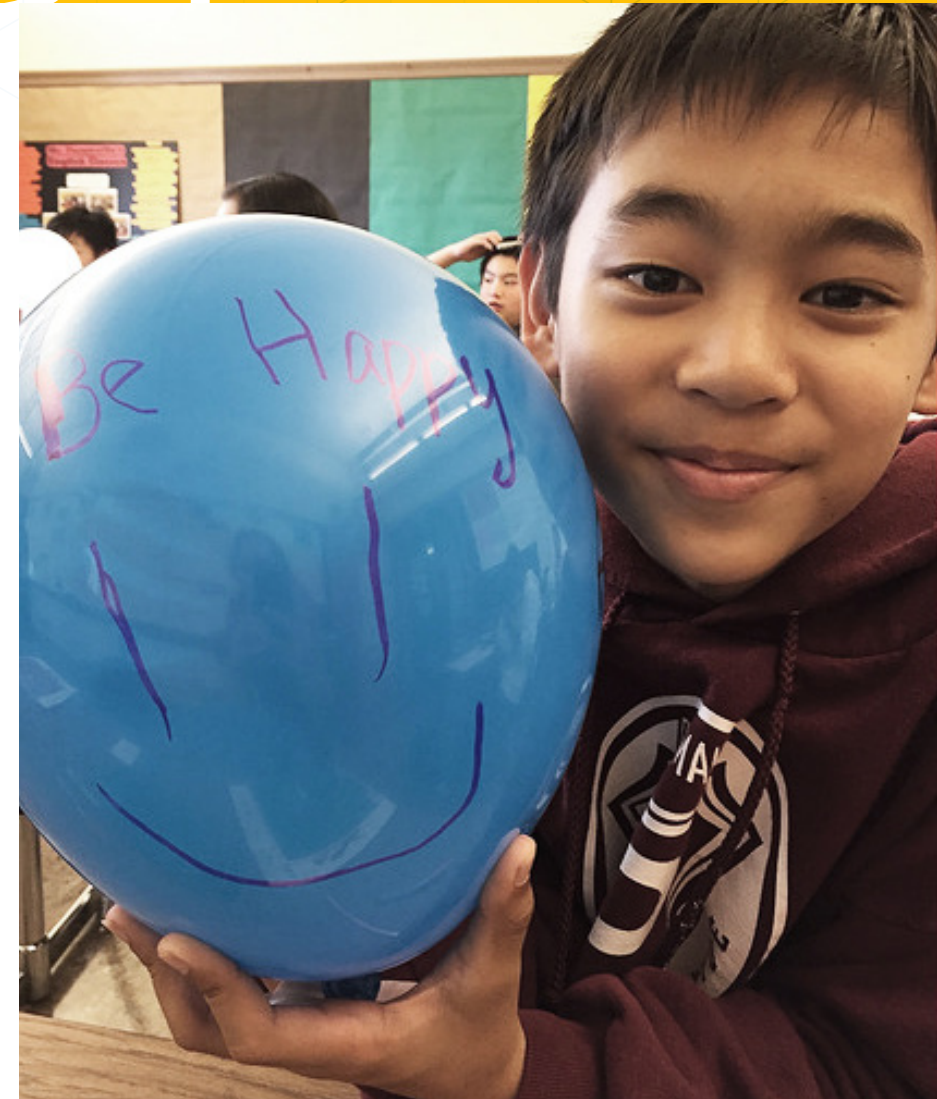
Fremont Group

67

Individual meetings  
with every  
Family/Caregiver

100

sessions  
preparing for  
High School  
and beyond



# OUR IMPACT

## HIGH SCHOOL

### College Visits

- Stanford University
- University of California, Merced
- Fresno State University
- University of California, LA
- Long Beach State University
- University of California, San Diego
- San Diego State University
- California State University, Fullerton
- City College of San Francisco
- Sacramento State University

36

Advisories and Workshops

125

Individual Family/Caregiver Meetings

College Fair for first generation students:

100+

attendees

Summer Oportunities Fair:

80+

attendees

### Career Days/ Career Visits

- Oceanic Society
- Warriors/Chase Center
- BSSP
- DoorDash

RETURN OF THE  
SAT PREP  
PROGRAM  
with student  
improvement of up to

140  
POINTS





# OUR IMPACT

## COLLEGE/CAREER

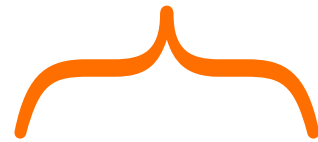
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NEW  
Alumni  
Events

Winter  
Gathering

LinkedIn  
Networking

Graduate School  
Panel



100%

of LaunchPad  
Students can name  
careers they want  
to pursue  
and have resumes  
and LinkedIn Profiles



13

Students In Coach 3.0, who  
had monthly meetings  
with their coaches

13

Participants in LaunchPad  
with their mentors

\$220k+

Promise Scholars and  
Quest scholarships  
awarded this year





## STUDENT SPOTLIGHT

### ALDO MACEDO

Aldo Macedo is a senior at Pratt Institute and FG15 student who has navigated a rich journey from high school to college. As a first-generation student studying visual arts specializing in sculpture, his path has been marked by challenges, significant support, and extensive self-discovery, all facilitated by First Graduate.

Reflecting on his transition from high school to college, Aldo shared, “I was well-prepared thanks to the campus tours provided by First Graduate, although adapting to life in New York presented some difficulties.” He managed to find his footing with a robust support system and consistent check-ins from First Graduate. Programs like Launchpad were pivotal, offering workshops and conversations with professionals that greatly assisted him in settling in.

First Graduate played a crucial role in preparing him for college applications and the transition to campus life. Workshops and testimonials from alumni provided him with essential strategies for managing his

responsibilities effectively.

Navigating college as a first-generation student brought unique challenges. Aldo found himself having to learn independently, as his brother, also a college student, was navigating his own path. “FG was instrumental, especially in clarifying the financial aspects of college, aiding both my parents and me,” he acknowledged, appreciating the guidance that simplified his transition. Aldo’s college experience has been enriching, particularly his work-study position. “Working with a community of employees has taught me a great deal about teamwork, operating a shop, and maintaining organization,” he expressed, valuing the practical skills he has acquired.

Looking to the future, Aldo is enthusiastic about the opportunities ahead. “The field of visual arts is challenging, but my focus on sculpture has opened potential career paths,” he noted. His primary goal is to secure grants and participate in art residencies to further develop his artistic pursuits.

“He managed to find his footing with a robust support system and consistent check-ins from First Graduate.”

Aldo’s artistic practice is deeply influenced by his community, and he aims to amplify their voices through his work. His education serves as both a personal achievement and a means to enhance his community’s visibility and influence.

For other first-generation students embarking on their college journey, Aldo offers this advice: “Seek out individuals who can provide guidance. Do not hesitate to ask for help. Individuals at FG, like Aileen, Maggy, and Tuka, were tremendously supportive,” he recommended. Aldo’s story is not just inspiring—it illustrates the profound impact of resilience, creativity, and support in achieving educational and personal growth.



## ALUMNI SPOTLIGHT

### PAOLA GARCIA

Paola Garcia has conquered enormous hurdles, including dyslexia and a conflicted cultural identity, to be a first generation college student. She emigrated from Mexico at two and received her early education in the public school system. After middle school at Rooftop Alternative School, she enrolled in a private high school called The Marin School. Paola initially felt alienated amid the homogeneity of her privileged classmates. Then, in her sophomore year, she discovered First Graduate. The relationship cultivated her strong sense of self and the will to achieve a higher education. Upon graduating in 2012, Paola was accepted to Middlebury College, an East Coast private liberal arts college. In 2016, she earned her BA in Italian literature and language with a minor in political science.

FG was vital to Paola's journey of self-acceptance. It nurtured her with the skills to

work around her learning disability; thus, building her confidence to brave through moments of doubt and to embrace the college adventure. One skill is writing. With an FG mentor, Paola labored over the college personal statement. The result was a work so striking in its honesty and eloquence that the Middlebury admissions counselor deemed it the highlight of her application.

While college applications are important, a student must never forget their obligation to the community. Paola recommends taking advantage of summer break by volunteering. She herself volunteered for mentoring and nutrition outreach programs. As part of her mission to educate about healthy food, she hosted cooking classes in a rural Vermont town. Volunteering, Paola says, is the best way to give back to the community, whose support smoothed the path to a higher education.

FG was vital to Paola's journey of self-acceptance. It nurtured her with the skills to work around her learning disability; thus, building her confidence to brave through moments of doubt and to embrace the college adventure.

# GRATITUDE

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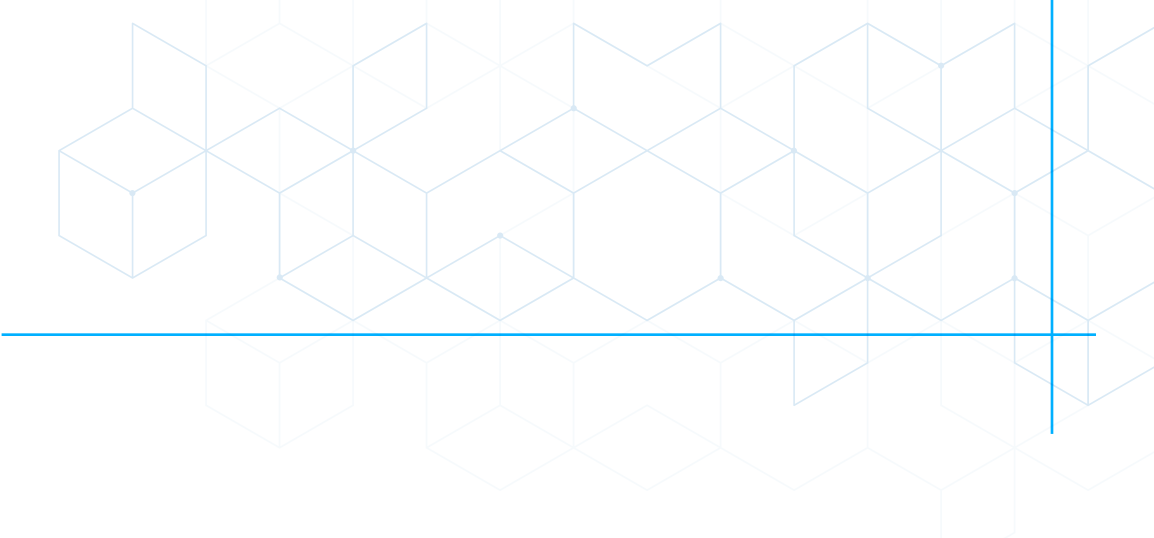
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# CLASS OF 2024 COLLEGE GRADUATES SPOTLIGHT



## NOEMI CARDENAS

SAN FRANCISCO STATE UNIVERSITY  
MAJOR: Child & Adolescent Development

**Future career plans?**  
My plans after college are to continue working at a child care center to gain experience. In the future I'd like to become an elementary school teacher.



## EVELYN GUO

UC SAN DIEGO  
MAJOR: Cognitive Science, with Specialization in Language & Culture

**Future career plans?**  
Interested in research or design (UI/UX)! Also interested in cognitive science fields.



## XINGLIN LI

UC IRVINE  
MAJOR: Business Economics

**Future career plans?**  
Interested in child and adolescent development.



## EMILIO LOPEZ

CIA - NY  
CULINARY SCHOOL  
MAJOR: Applied Food Studies

**Future career plans?**  
Interested in food business management or food science.



## ELSY OSORIO

SAN FRANCISCO STATE UNIVERSITY  
MAJOR: Biology: Concentration in Physiology

**Future career plans?**  
I want to become a Physician Assistant.



## ANTHONY RODRIGUEZ

UC SANTA CRUZ  
MAJOR: Business Management Economics

**Future career plans?**  
Working full time at a consulting company.

# CLASS OF 2024 COLLEGE GRADUATES SPOTLIGHT

(CONTINUED)



**ALEX V. SOTO**

SAN FRANCISCO STATE UNIVERSITY

MAJOR: Chemistry

[Future career plans?](#)

Plan is to go for a Masters degree and pivot to electrochemistry research.



**RYLAND MATTHEW TOM**

SAN FRANCISCO STATE UNIVERSITY

MAJOR: Philosophy

[Future career plans?](#)

My goal is to become a product manager in the tech field.



**MELISSA ALEXIA UMANZO**

UC BERKELEY

MAJOR: Cognitive Science

[Future career plans?](#)

Interested in data analysis, education, or ed tech.



**KALANI VALENCIA-CHIN**

SONOMA STATE UNIVERSITY

MAJOR: Biolog  
MINOR: Criminology and Criminal Justice Studies

[Future career plans?](#)

I'm interested in becoming a pediatrician, so anything medical related.



**MARY WU**

SAINT OLAF COLLEGE

MAJOR: Math  
MINOR: Statistics and Data Science

[Future career plans?](#)

Interested in data science and business.



**WYNNIE XU**

UNIVERSITY OF ARIZONA

MAJOR: Psychology

[Future career plans?](#)

Applying to school/ education psychology graduate programs.

# OUR NEW GENERATION OF GRADUATES

## 2024 HIGH SCHOOL GRADUATES AND SCHOOLS ATTENDING

### **Holly Ahkiong**

*Balboa High School*  
University of Massachusetts, Boston

### **Winder Manueles Amaya**

*City Arts & Leadership Academy*  
California State University, East Bay

### **Jacqueline Gonzalez Campos**

*Lowell High School*  
San Francisco State University

### **Janely Castanon**

*George Washington High School*  
University of San Francisco

### **Keila Hernandez Chel**

*Lowell High School*  
San Jose State University

### **Emely Alvarado Gomez**

*Balboa High School*  
SFUSD Access Program

### **Madeline Gomez**

*City Arts & Leadership Academy*  
University of San Francisco

### **Ash Aguliar Hernandez**

*San Francisco School of the Arts*  
California College of the Arts

### **Kyle Huang**

*Archbishop Riordan*  
University of Rochester

### **Geovanny Leiva**

*City Arts & Leadership Academy*  
San Francisco State University

### **Andrei Literato**

*Lowell High School*  
San Francisco State University

### **Alizon Lopez**

*San Francisco School of the Arts*  
University of the Pacific

### **Isiah Murrillo**

*Abraham Lincoln High School*  
City College of San Francisco

### **Arman Perez**

*Balboa High School*  
San Jose State University

### **Pablo Ramirez Rodriguez**

*City Arts & Leadership Academy*  
San Francisco State University

### **Mitch Hernandez Serrano**

*San Francisco School of the Arts*  
City College of San Francisco

### **Alicia Paredes Tomayo**

*Wallenberg High School*  
San Francisco State University

### **Vanessa Villalpando**

*City Arts & Leadership Academy*  
San Francisco State University

## FIRST GRADUATE COLLEGE STUDENTS AND COLLEGES ATTENDING

### **Jaymar Agtang**

St. Olaf College

### **Ava Ahkiong**

Boston University

### **Joilah Aleman**

University of California, San Diego

### **Afrah Ali**

City College of San Francisco

### **Giovanna Andrade**

University of California, Merced

### **Mariela Andrade**

Dominican University

### **Jeffrey Andrade**

City College of San Francisco

### **Marlon Araujo**

Los Medanos Community College

### **Nataly Anzuetto Bamaca**

City College of San Francisco

### **Demarion Brooks**

Miles College

### **Jonathan Caamal**

City College of San Francisco

### **Lizbeth Cardenas**

San Francisco State University

### **Noemi Cardenas**

San Francisco State University

### **Pablo Chacon**

San Francisco State University

### **Lizandro Chan**

University of California, Los Angeles

### **Gabriel Chavez**

Skyline College

### **Blanca Perez Chagoya**

University of San Francisco

### **Tatyana Chapman**

Puget Sound

### **Eric Chen**

City College of San Francisco

### **Eric Chen**

San Jose State University

### **Josue Cruz**

San Jose State University

### **Martha Gigi Jasso Echeverria**

Sacramento State University

### **Jahaira Escobar**

San Jose State University

### **Anthony Esguerra**

San Jose State University

### **Francesca Espinosa**

University of California, Davis

### **Kaelani Faitoala**

City College of San Francisco

### **Luis Fajardo**

San Francisco State University

### **Johan Guervara Fuentes**

San Francisco State University

### **Dalia Garcia**

San Francisco State University

### **Gillian Garcia**

San Francisco State University

### **Juan Garcia-Escalante**

University of San Francisco

### **Jose Espinoza Gomez**

University of California, Davis

### **Larisa Grigoryan**

University of California, Merced

### **Evelyn Guo**

University of California, San Diego

### **Saimon Haddad**

College of San Mateo

### **Aislinn Hernandez**

San Francisco State University

### **Joanna Hernandez**

City College of San Francisco



# OUR NEW GENERATION OF GRADUATES

(CONTINUED)

**Oscar Hernandez**

Amherst College

**Joshua Herrera**

University of Hawaii at Mānoa

**Max Herrera**

University of California, Merced

**Wantong (Winnie) Hu**

University of California, Davis

**Kyan Huang**

University of California, Davis

**Edward Humphrey**

CSU Dominguez Hills

**Mayra Romero Huyhn**

City College of San Francisco

**Jasani Jackson**

CUNY Borough of Manhattan City College

**Danny Jeronimo**

San Francisco State University

**Eliana Jimenez**

San Jose State University

**Dennys Juan De Leon**

City College of San Francisco

**Alex Li**

University of the Pacific

**Amy Jia Yi Li**

San Francisco State University

**Xinglin Li**

University of California, Irvine

**Belinda Lopez**

San Francisco State University

**Dulce Lopez**

University of California, Los Angeles

**Emilio Lopez**

CIA - NY Culinary School

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San Francisco State University

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University of California, Santa Cruz

**Melanie Martinez**

City College of San Francisco

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City College of San Francisco

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University of Denver

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Santa Clara University

**Jesus Montoya Perez**

Universal Technical Institute

**Paola Quezada**

City College of San Francisco

**David Quijano**

City College of San Francisco

**Sarah Radman**

San Francisco State University

**Gabriela (Gabby) Real**

University of San Francisco

**Marcelo Rios**

University of California, Santa Cruz

**Henry Rivas**

California State University, San Jose

**Javier Acosta Rivera**

Dominican University

**Anthony Rodriguez**

University of California, Santa Cruz

**Cristian Rodriguez**

San Francisco State University

**Sada Romero**

San Francisco State University

**Indelisa Romo**

San Francisco State University

**Juan Romo**

City College of San Francisco

**Darren San**

San Jose State University

**Maria Sanchez**

University of California, Davis

**Eileen Santillano**

University of California, Santa Cruz

**Precious Serratos**

San Francisco State University

**Diego Solano**

San Francisco State University

**Alex V. Soto**

San Francisco State University

**Zachary Thorton**

San Francisco State University

**Erika Torres-Arzate**

San Francisco State University

**Ison Trujillo**

Portland State University

**Melissa (Alexia) Umanzo**

University of California, Berkeley

**Christopher Urias**

Solano Community College

**Kalani Valencia-Chin**

Sonoma State

**Diego Velcich**

University of California, Santa Cruz

**Epigmenia Yadira Saavedra Voizquez**

University of California, Davis

**Natalie Wennerstrom**

University of California, Santa Cruz

**Stephanie Wennerstrom**

San Jose State University

**Mary Wu**

St. Olaf College

**Fanny Xu**

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**Wynnie Xu**

University of Arizona

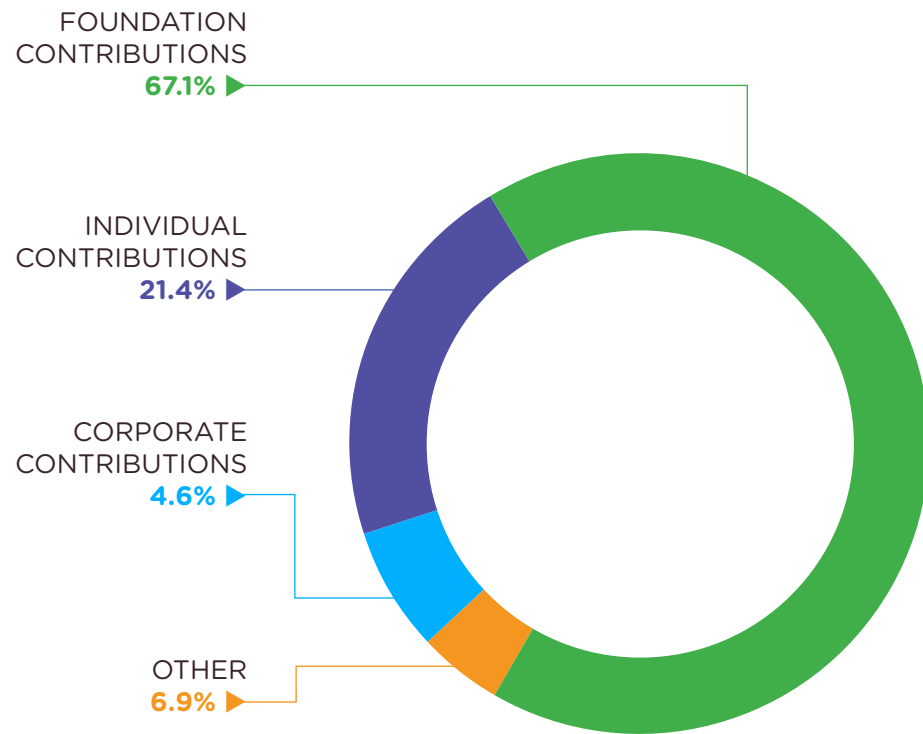
**Luke Zhuang**

Cal Poly SLO

# 2023-2024 FINANCIALS (JUNE 2024, YEAR-END)

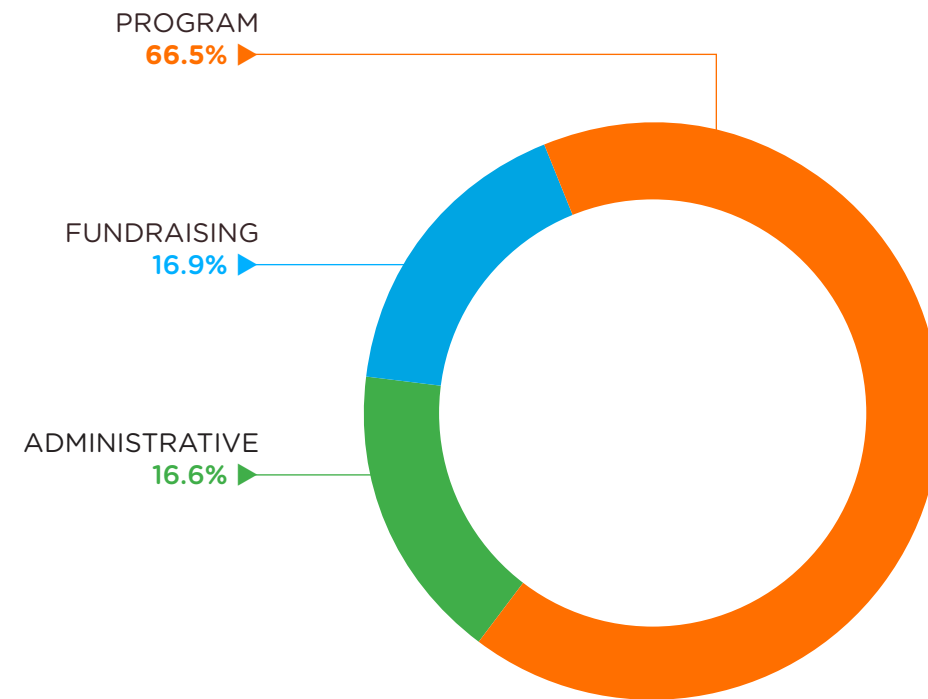
## FY 2024 REVENUE

TOTAL REVENUE: \$1,910,482



## FY 2024 EXPENSES

TOTAL EXPENSES: \$2,032,987



# OUR INSPIRING LEADERS

## BOARD OF DIRECTORS

### PRESIDENT

**Ryan Baum**  
Principal, Jump Associates

### IMMEDIATE PAST PRESIDENT

**Danesha Mead**  
Associate, McKinsey & Company

### VICE PRESIDENT & GOVERNANCE COMMITTEE CHAIR

**Rosemary Arriada-Keiper**  
Vice President, Global Rewards Adobe

### VICE PRESIDENT & DEVELOPMENT COMMITTEE CHAIR

**John Spensieri**  
Retired Financial Advisor

### BOARD SECRETARY

**Terri Forman**  
CEO, First Graduate

### TREASURER & FINANCE COMMITTEE CHAIR

**Hanish Rathod**  
VP, GTM Strategy & Operations, ZipRecruiter

### AUDIT CHAIR

**Tucker Serenbetz**  
Managing Director of TMT Strategy, KPMG

### PROGRAM COMMITTEE CHAIR

**Dionne Teasley**  
Assistant Director, Office of Undergraduate Admissions  
University of California, Berkeley

### Marvell Allen

Principal & Owner,  
Millennium Career Advantage, LLC

### Ana Cazeneuve

Associate Attorney,  
Johnston, Kinney & Zulaica LLP

### Gopa Dasari

Vice President, Finance & Operations  
Fremont Group

### Susan E. Knowles

UCSF Health Director  
Genomics Services

### Mark Hamilton

CEO & Founder  
Hamilton Zanze & Company

### Alex Lazo

Inclusion and Access Specialist & Program Director  
The Bay School

### Jenina S. Soto

General Manager, Northern California  
DoorDash

### Shelly Vernick

VP, People Business Partners  
NextRoll

## FOUNDER

Ann-Eve Hazen

## ASSOCIATE BOARD

Osamudiamien 'Osa' Aigbuza

Alena Byers

Ajay Cheema

Liana Hsu

James Murray

Allison Wan

Jennie Wang

## STAFF

### Tuka Almamori

Senior Advisor, College and Career

### Sabrina Chamberlain

Program Coordinator, High School

### Terri Forman

Chief Executive Officer

### Marcel Glover

Director, Middle School Programs

### Yoselin Gonzalez-Mendez

Community Engagement Manager

### Eric Guico

Chief Program Officer

### Simran Lalani

Program Coordinator, Middle School

### Oscar Murguia Zepeda

Program Manager, High School

### Mubeenah Shaikh

Senior Manager, College & Career

### Maanasi Shyno

Program Coordinator, Middle School

### Seth Tarver

Special Projects Coordinator

### Efe Umukoro

Program Coordinator, High School

### Alana Zavett Green

Interim Director of Development

## INTERNS

Cameron Banks

Madison Brown

Carla Cancio

Tula Childs

Megan Escobar

Uye (Le) Len

Vi Lee

Alicia Lo

Crystal Perez

Charlynn Pulou

## OUR VISION

Imagine a city where every child has an equal opportunity for college access and success. Imagine that First Graduate provides the means by which this can happen. This is our vision — to establish a college-going tradition for every family in San Francisco, for those children who seek to pursue that path.

**WHILE WE HAVE COME FAR AS AN ORGANIZATION IN 20 YEARS,** we have not yet grown to the point where we can fulfill this long-term vision, and we are not likely to in the next three to five years. However, we are laying the foundation necessary to make this vision a reality in the future by

strengthening our position as a mature, growing organization.

*One lesson learned since 2019 is that the future is unpredictable. Our job is to be resilient, to anticipate possibilities, be responsive to opportunities, and focus on our strengths so that we can outperform expectations.*





OUR STUDENTS  
OUR FUTURE  
#OURSANFRANCISCO

FIRST GRADUATE

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firstgraduate.org