

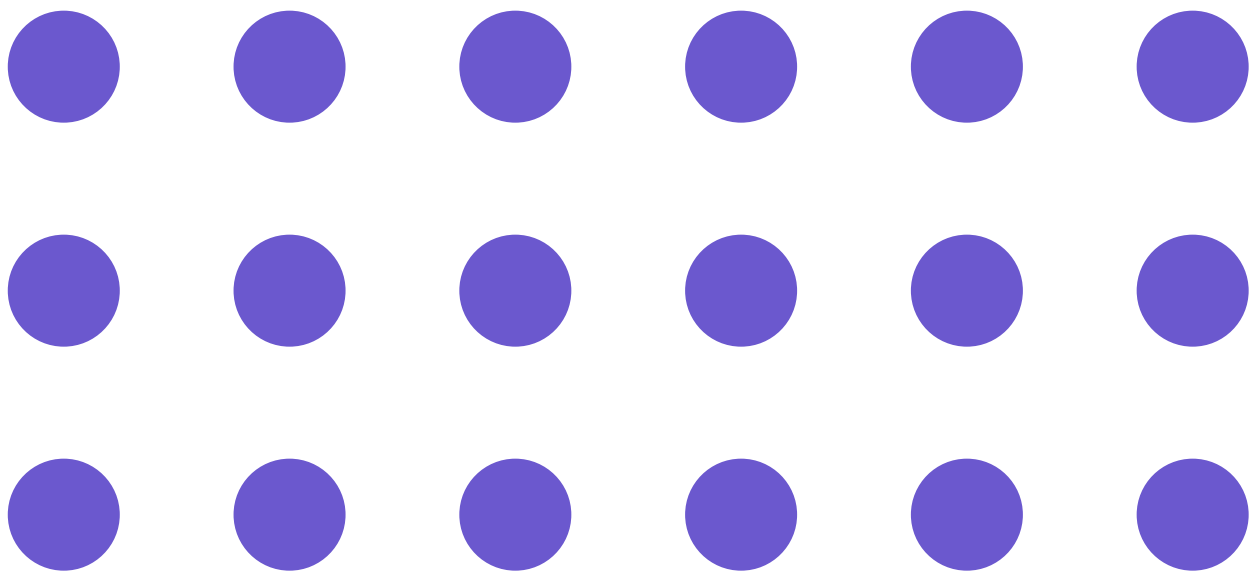
20
23

ALLRAISE

Annual Report

ALLRAISE

**Move Money.
Shift Power.
Change Culture.**



The Future of Venture Capital Powered by All Raise

Our Vision

We believe in a future where the venture capital ecosystem is vibrant and inclusive. A world where women and nonbinary leaders build and fund the future. Because diverse minds ignite innovation and diverse teams drive better business outcomes.




Our Mission

We are committed to propelling the success of women and nonbinary investors, founders, and operators. To achieve this, we must increase the overall number of women and nonbinary tech leaders and cultivate an environment where diverse leadership thrives.

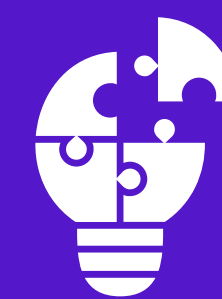


Our Strategy

We're creating impactful initiatives that change the culture and composition of the venture capital ecosystem. With support from women, men, and nonbinary leaders in the industry, we aim to:

-  **Build strong, inclusive communities:** Our members connect with peers and allies to share key insights, expertise, and resources. Our relational approach expands the networks and support systems needed to succeed in venture.
-  **Change the narrative:** We tell stories that challenge conventional venture capital and tech leadership models, amplify community voices on highly visible platforms, and elevate diverse leaders by publicly celebrating their achievements.
-  **Rewire the industry from the inside:** All Raisers leverage their expertise, power, and influence to build and ship programs for the community that change how firms hire, promote, retain talent, and invest.

While we've made incredible progress, there is more work to do. To accelerate momentum toward gender parity, we must push into new and sometimes uncomfortable territory. Our work towards gender parity is only possible with partners. **[Join us as we build the future of All Raise and venture capital.](#)**



The world is diverse - the engine that powers innovation in tech must be diverse as well.

“The tech industry is turning a corner. After a few quieter years where many investors and companies found themselves resetting, there is now a renewed sense of optimism and urgency for the major tech-driven shifts underway. That means it’s a critical time to invest in talent, getting as many excellent operators and investors to an even starting line, as the next generation of defining businesses are being built. All Raise plays a critical role in this moment, ensuring greater economic opportunity for women and greater innovation for our overall industry. Because of All Raise, I have met many entrepreneurs and investors who I’ll value throughout my career, and I look forward to seeing this incredible network compound in the years to come.”

KIRSTEN GREEN
FOUNDER AND MANAGING PARTNER
FORERUNNER

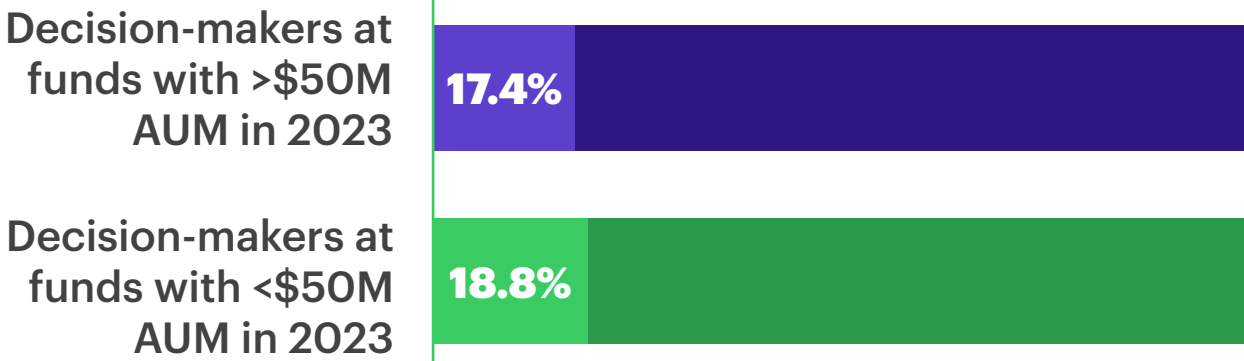
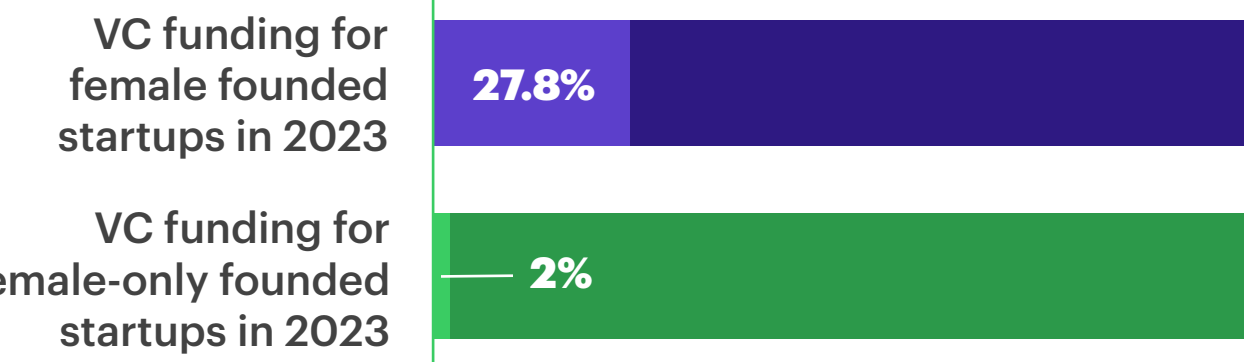


We're Trending in the Right Direction, and More Work Remains

When All Raise launched in 2018 we anchored our work in two goals that continue to drive us today:

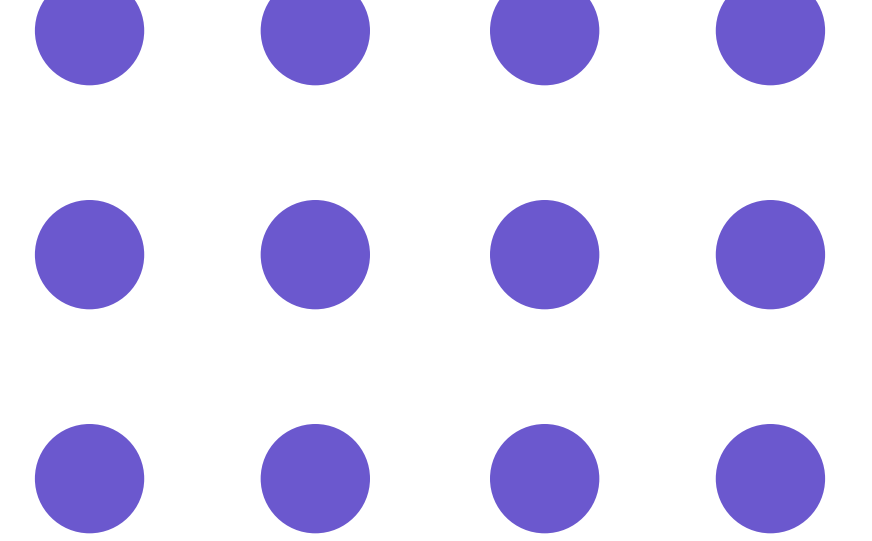
 **We must continue to push for progress.**

**It's important to note that when it comes to nonbinary investors and founders, we have anecdotal evidence that shows these trends hold, but the research is limited. This is why we recently partnered with other organizations through the [Diversity Data Alliance](#) to better capture and report inclusive data.*

	THE NUMBERS	PROGRESS TO DATE
<p>For Venture Capitalists</p>	<p>From 9% to 18%</p> <p>Double the percentage of female decision-makers at U.S. tech venture firms with >\$25M AUM by 2028.</p>	<p>In 2023, VC firms with \$50M AUM or greater saw a 1.3% increase in the number of female decision-makers compared to 2022.</p>  <p>(Source: PitchBook)</p>
<p>For Founders</p>	<p>From 11% to 23%</p> <p>Significantly increase the amount of early-stage seed investment in female founders by 2030.</p>	<p>In 2023, 27.8%* of VC funding went to female founded startups at all stages. Funding for female-only founded startups remains flat at 2%.</p>  <p>(Source: PitchBook)</p>

*Represent startups with at least ONE female founder in an executive decision-making role.

A Message from Our CEO



Dear All Raise Community,

The past year at All Raise has been transformative. We revitalized our programs, re-engaged our community, and expanded our footprint. Most importantly, we clarified our vision, mission, and strategy based on feedback from our seven-city Strategy Tour in 2023.

This year is just as important. **We're refocusing our efforts where we have the most strength: supporting the success of women and nonbinary venture capitalists.** We have learned that you must change who writes checks to change who gets the checks.

We are committed to accelerating our impact and changing the culture and composition of venture capital and tech. Finding the best path forward requires listening closely to our community to determine where we can best position our resources. Below are lessons from our work in 2023 that informed this next phase for All Raise.

- 1. We've made progress toward gender parity, but we're not where we need to be.** The number of women decision-makers in firms has [nearly doubled](#) since our launch in 2018. We're approaching our goal faster than expected. The lack of representation directly affects funding for startups with female-only founders, which remains abysmal [at around 2%](#). Couple this with a significant reduction in VC funding, and the road to gender parity in VC remains a steep uphill climb. We must increase the number and the power of women and nonbinary VCs in firms.

- 2. Diversity is good for business.** All Raise, PitchBook and Goldman Sachs reported that [69.2% of the top-quartile-scoring U.S. funds and angel groups from 2009 - 2018](#) included female decision-makers. Harvard Business Review found venture capital firms that increased their proportion of female partner hires by 10% saw, on average, a 1.5% spike in overall fund returns each year and had [9.7% more profitable exits](#). Diversity is also good for All Raise, as we strive to build a diverse team and community.
- 3. Male allyship is critical to move the needle.** Men are vital to changing the culture and composition of the venture capital ecosystem. Fortunately, men in the All Raise community sponsor and advocate for women in venture and demonstrate that being an ally is not complicated. Our data shows how men can use their influence to help women and nonbinary peers access the best deals, raise funds, and get hired or promoted. All Raise provides resources, including volunteer opportunities, to teach men how to show up as an ally.



69.2% of the top-quartile-scoring U.S. funds and angel groups from 2009 - 2018 included female decision-makers.

(Source: [All Raise](#), [PitchBook](#), and [Goldman Sachs](#))

- 4. Volunteers are the lifeblood of All Raise.** The All Raise volunteer network includes women, men, and nonbinary investors, founders, and operators. Thanks to the work of these incredible volunteers, we have built world-class experiences like our VC Summit and VC Cohorts programs, which uniquely help to shape and propel careers. To continue to rewire the industry from the inside, we plan to expand our volunteer opportunities significantly and welcome your support.
- 5. Partners give us the reach we need for systemic change.** Solving deeply rooted disparities requires many hands. In partnership with Pivotal Ventures, Tiger Global, and others, we have launched new initiatives and extended the benefits of our community to new regions. We will continue to build long-lasting solutions in collaboration with peer organizations, service providers, government organizations, and allies committed to diversifying venture capital and tech.

As we look to the future, I want to acknowledge that we stand on the shoulders of giants. We would not be here today without the hard work of the volunteers, team members, program participants, donors, sponsors, and partners who invested in our vision and our foundation. We work every day to honor the efforts that launched us in the earliest days by continuing to forge ahead to fulfill our mission.

All Raise isn't just a nonprofit—it's a movement. I am honored to lead this next phase of All Raise arm-in-arm with our incredible team and community. Our commitment is to move money, shift power, and change culture—work that is more important than ever. We invite you to join us. Together, we can foster a world where women and nonbinary leaders build and fund the future.



Paige Hendrix Buckner,
CEO of All Raise

ALLRAISE



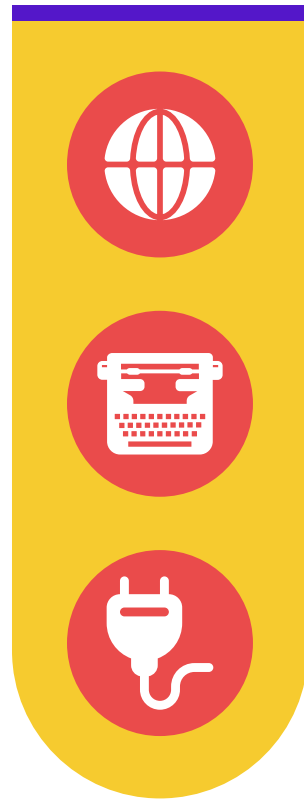
Our new strategic focus: helping women and nonbinary venture capitalists at all levels and from all backgrounds get hired, promoted, and funded.



ALLRAISE

“Women make up 51% percent of the U.S. population, yet they receive orders of magnitude less when it comes to capital invested in their companies and funds. All Raise exists to close these gaps by ensuring that no serious capital allocator can use the excuse, ‘But we just can’t find them.’ All Raise enables the top women and nonbinary investors to convene with each other and All Raise amplifies their investing acumen. I’ve loved seeing this firsthand in my All Raise Partner Cohorts, as Chair of the NYC Chapter, and now as Co-Chair of the 2024 All Raise VC Summit.”

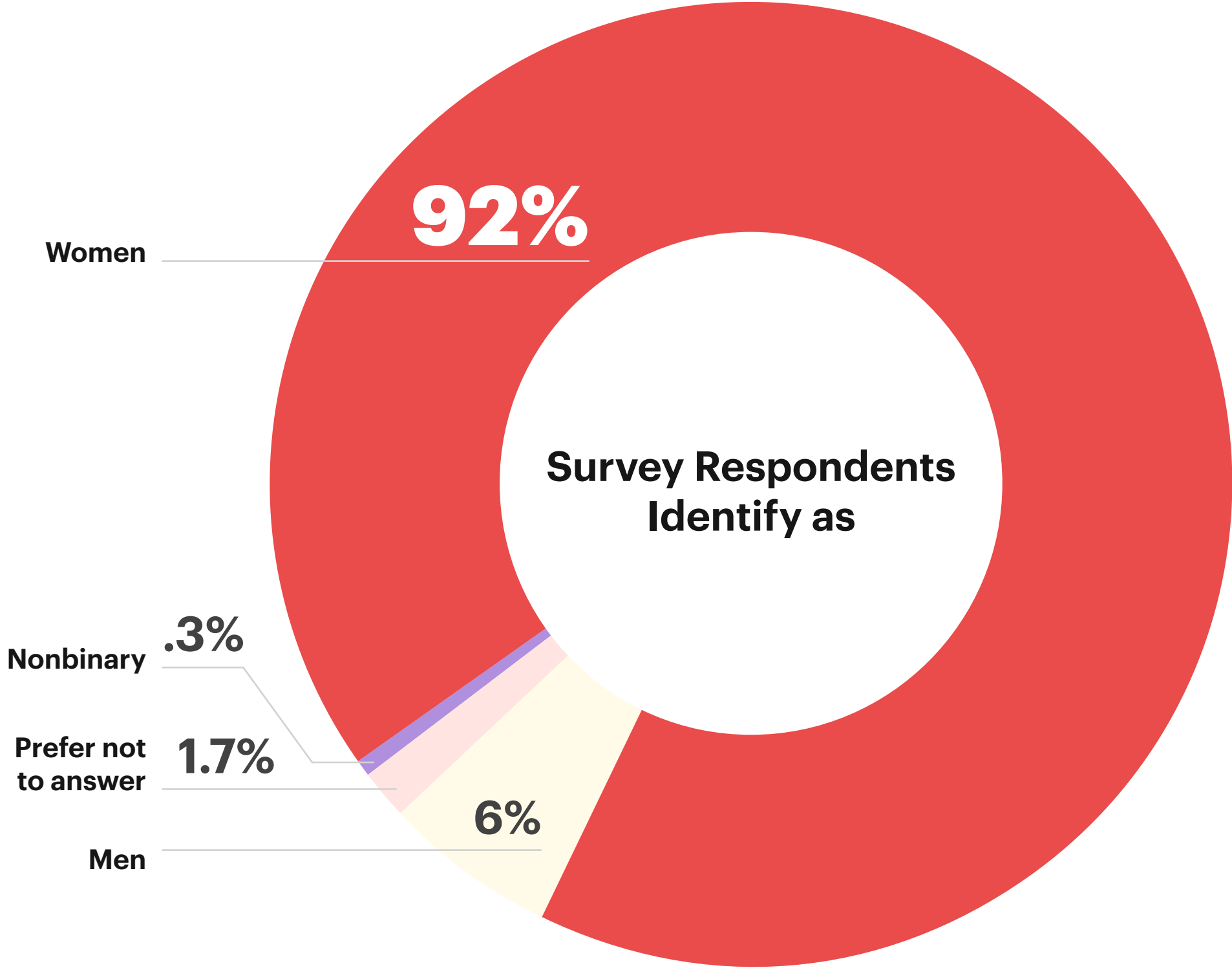
ITA EKPOUDOM
PARTNER
GINGERBREAD CAPITAL



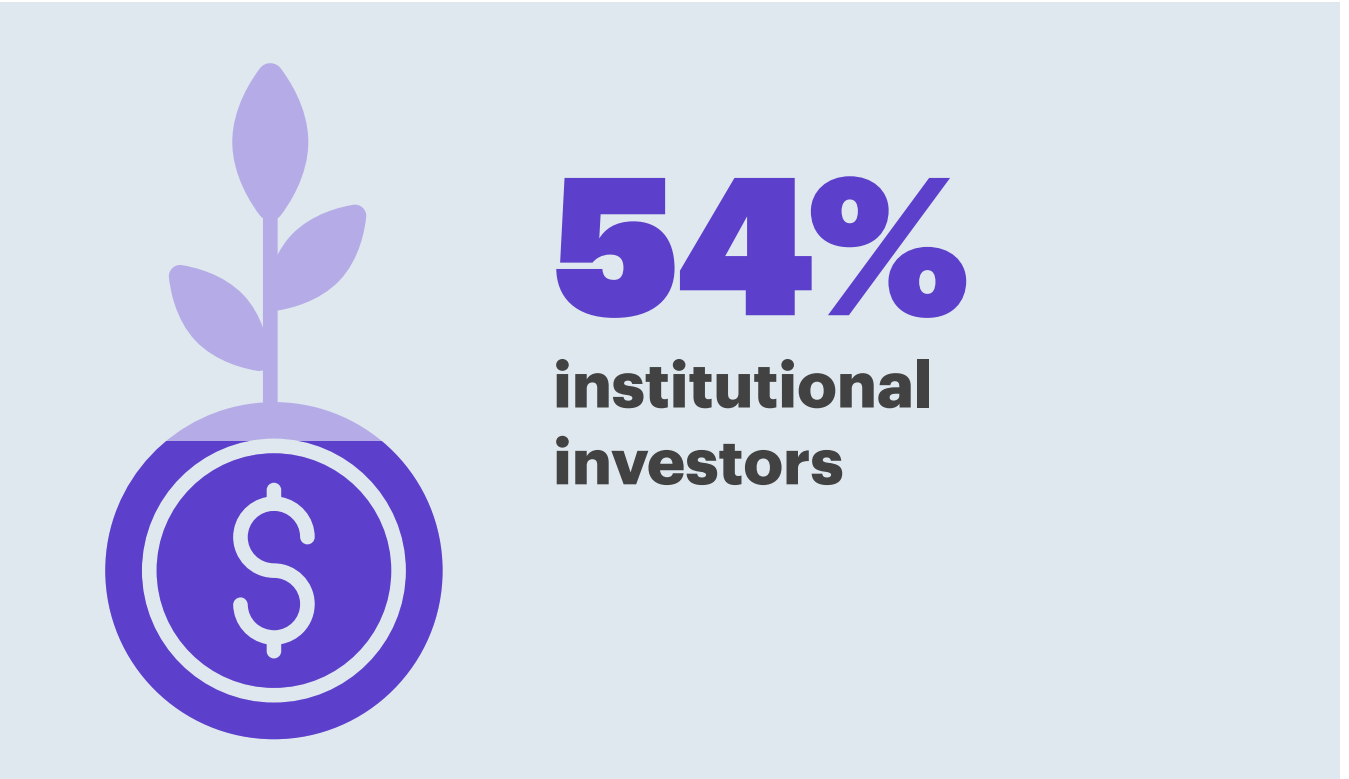
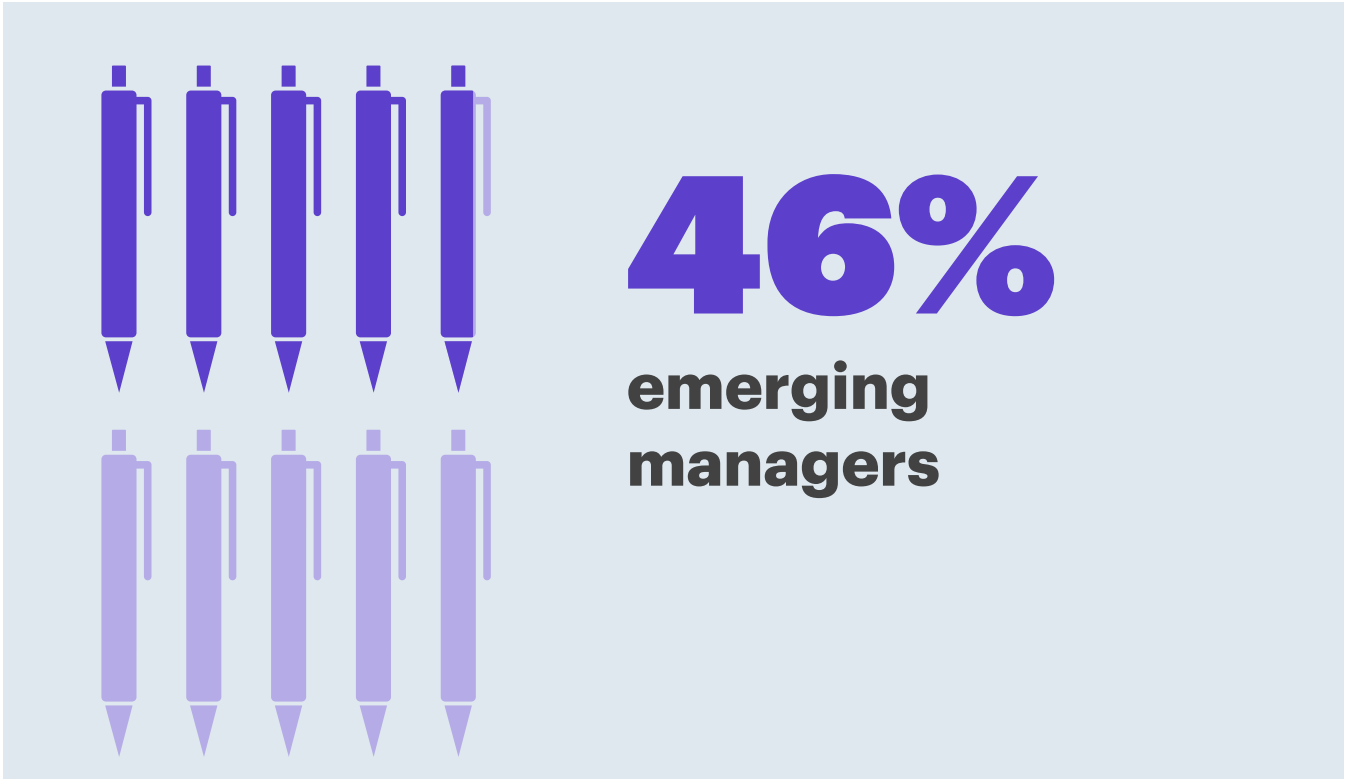
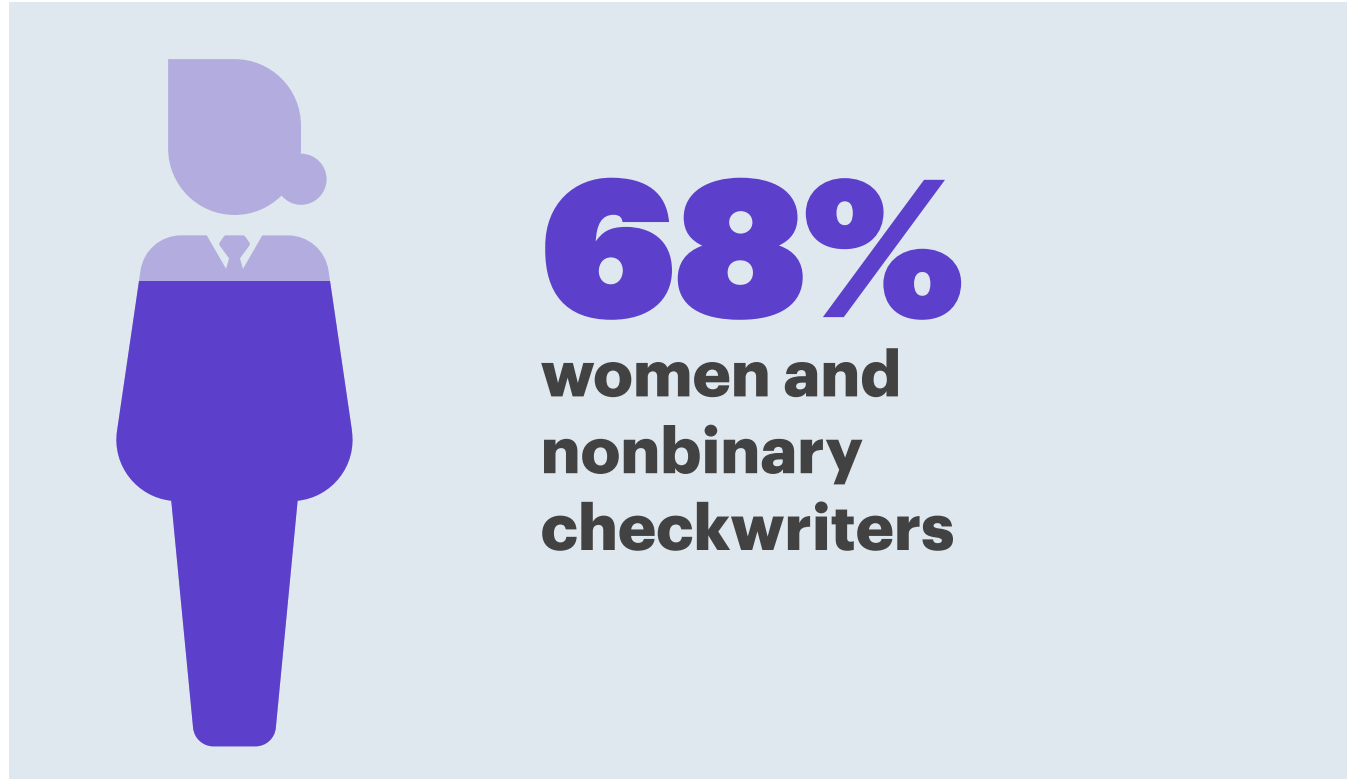
Our Community's Voice is Our North Star

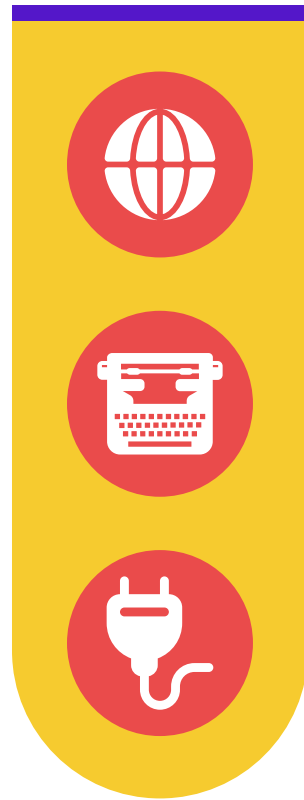
The voice of All Raisers motivates our every decision, helps us navigate industry dynamics, and refines efforts that will transform the industry.

This Spring, we surveyed over 100 women and nonbinary people in venture capital roles to inform our strategic focus for the next five years. Overall, the quantitative insights closely aligned with what we heard in our Strategy Tour. Additionally, the survey produced new information about the type of support our community needs.



RESPONDENTS WHO IDENTIFY AS CHECKWRITERS INCLUDE:



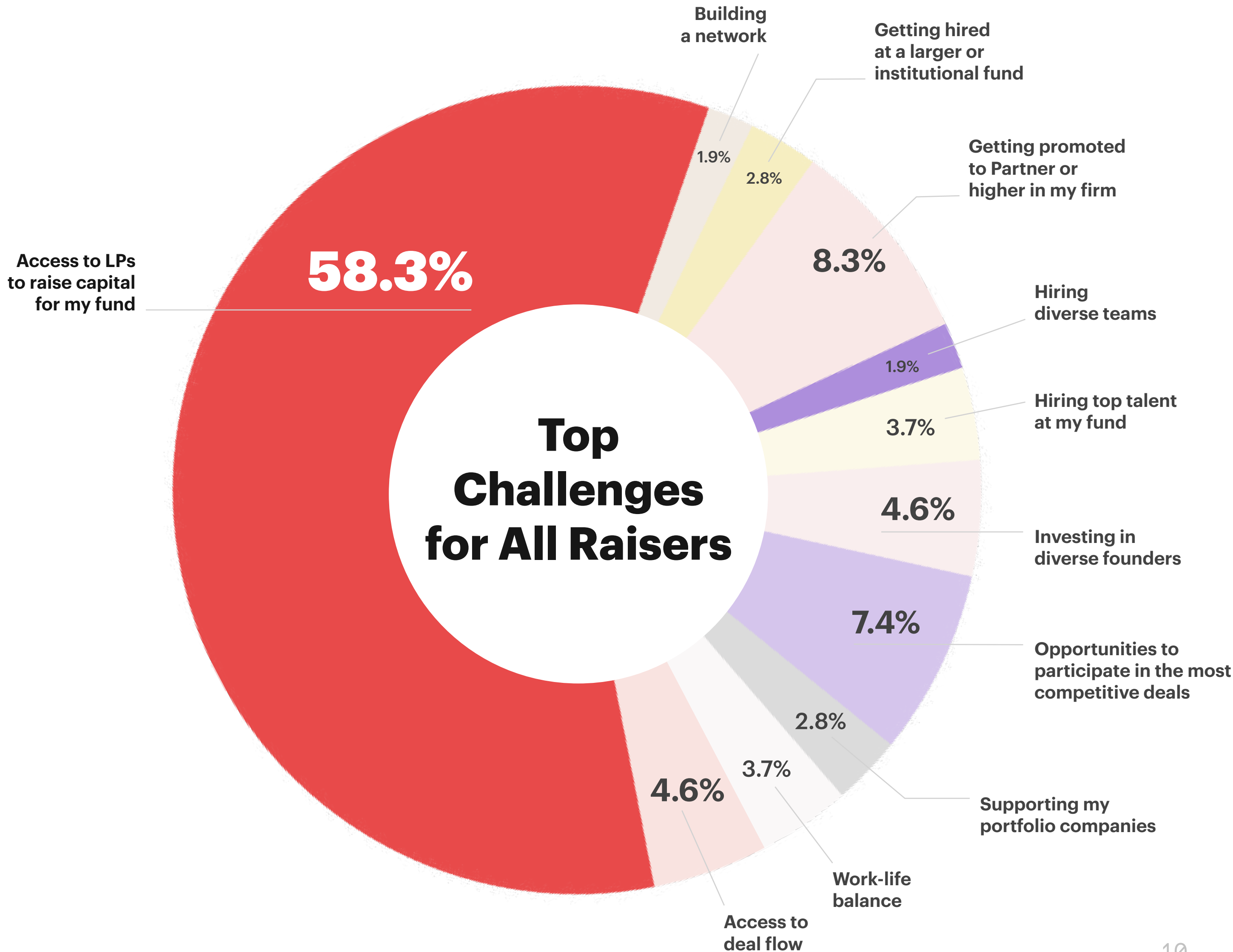


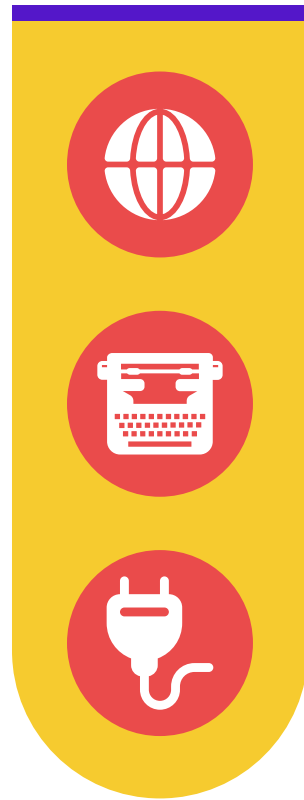
The Biggest Challenges for All Raisers

Access to LPs was at the top of the list for support most needed: 58.3% of respondents identified this as their biggest challenge in the venture space. This is particularly true for women and nonbinary folks launching new funds.

To help meet this need, we will double down on building strong communities and expanding work that delivers access to power for our community. This includes new LP engagements in existing programs, a VC Cohorts program for emerging managers, access to peer groups across the industry, and empowering each other with shared insights and benchmarks so All Raisers lead the industry.

In speaking with allocators, we heard a desire to invest in diverse fund managers and the need for an easier, more direct way to reach them and build relationships before they decide to fund.

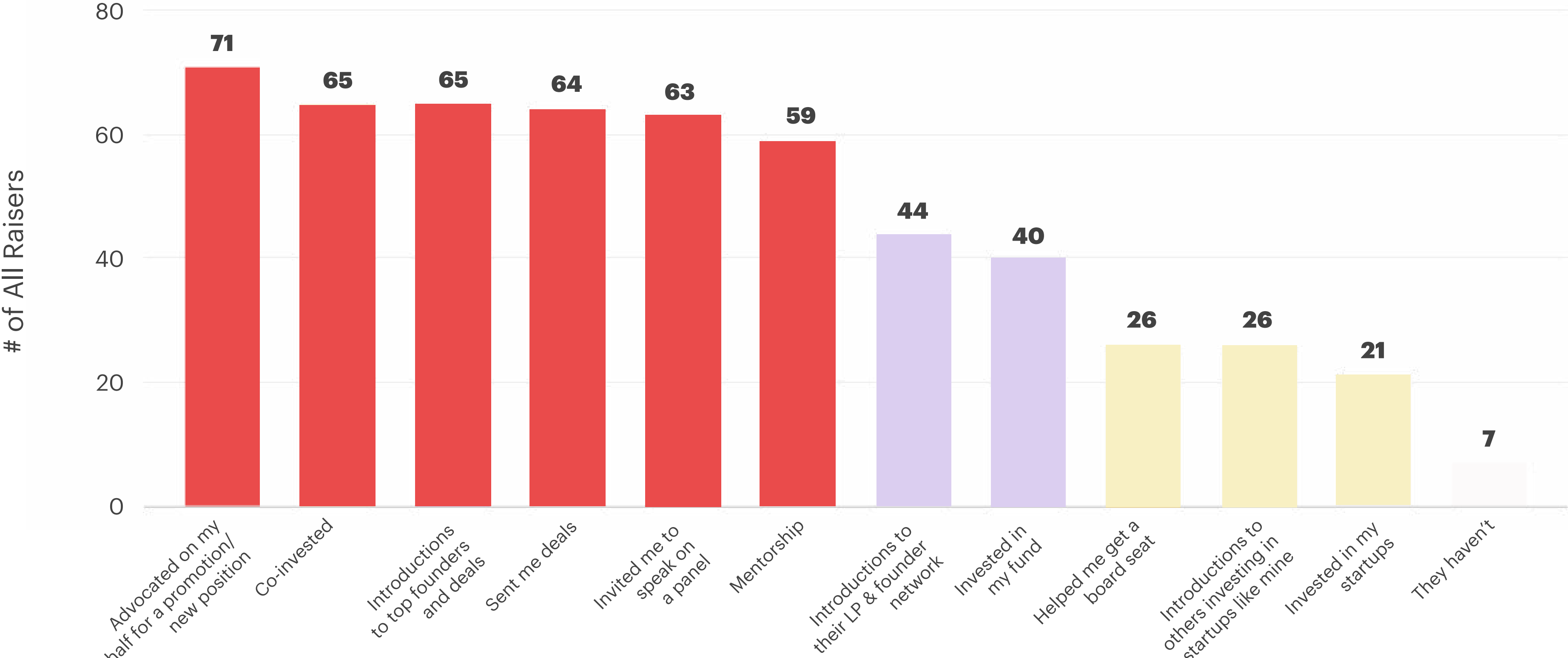




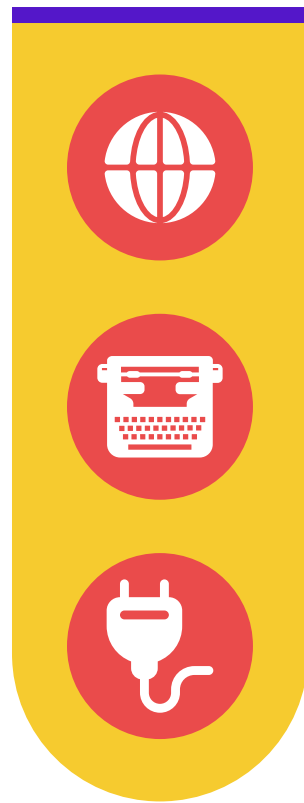
The Role of Male Allies

Survey respondents also noted that male allyship is necessary for success. **More than 98% of respondents said that men have provided critical support in various ways, advocating for women and nonbinary VCs** to get hired, promoted, or funded; to partner on co-investments and introductions to top founders; and mentorship or sponsorship.

Men in our community have consistently shared why they show up as allies and their eagerness to see other men in venture capital and tech do the same. With this clarity, we are designing toolkits and campaigns to elevate stories of allyship and bring more men into our community as volunteers.

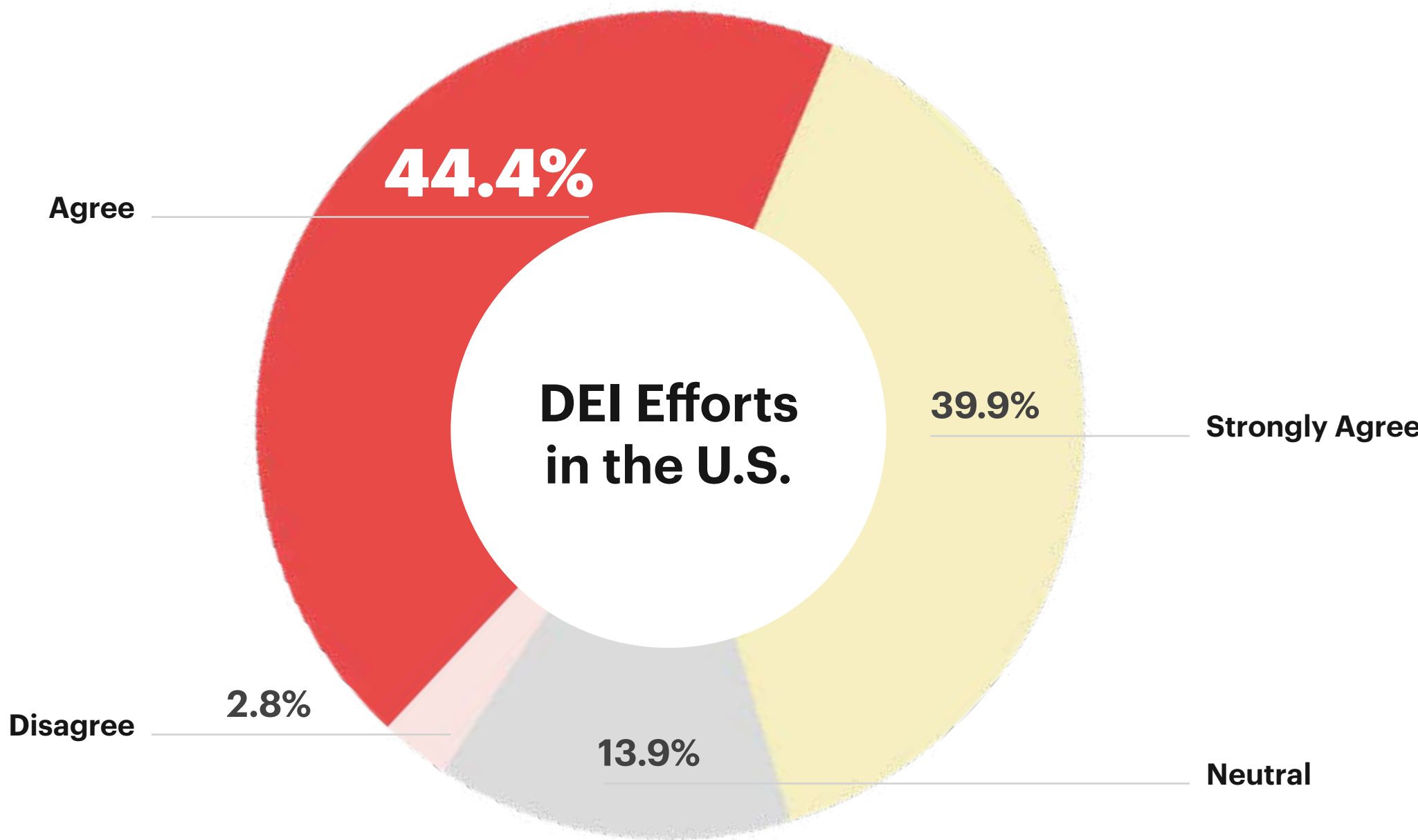


Ways Male Allies Show Up for All Raisers



Anti-DEI Rhetoric is Fighting to Stop Us

There is [plenty of data about the power of diversity](#) in driving returns for everyone on the cap table. However, the anti-DEI backlash has attempted to drive back important gains for inclusive progress. Our community feels it, with **83.3% of respondents noting they strongly agree or agree that DEI in the U.S. is backsliding.**



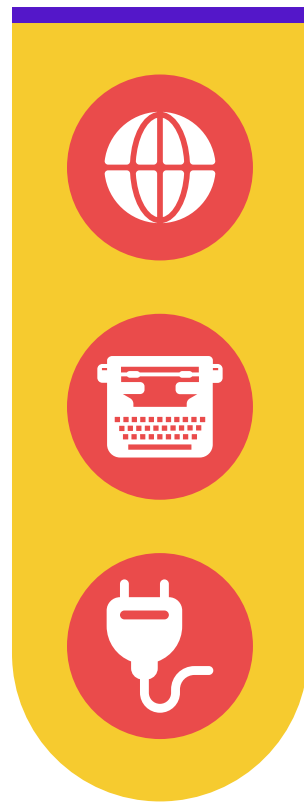
DIVERSE TEAMS WIN!

	Harvard Business Review found venture capital firms that increased their proportion of female partner hires by 10% saw, on average, a 1.5% spike in overall fund returns each year and had 9.7% more profitable exits .	
	First Round Capital reported that its portfolio companies with female founders outperformed their male peers by 63% in creating value for investors.	
	The Boston Consulting Group found that for every dollar raised, female-led startups generated 10% more revenue than male-led startups.	



“Now is the time to support and invest in women and nonbinary fund managers. Funds raised in this challenging fundraising environment represent a strong vintage of resilient managers and the birth of a new generation of top-tier firms. Often smaller firms by AUM (many sub-\$50M) provide a strong opportunity for both higher multiples on invested capital, and the ability to enter the asset class as an LP at a smaller check size.”

MADELINE DARCY
MANAGING PARTNER
KAYA VENTURES

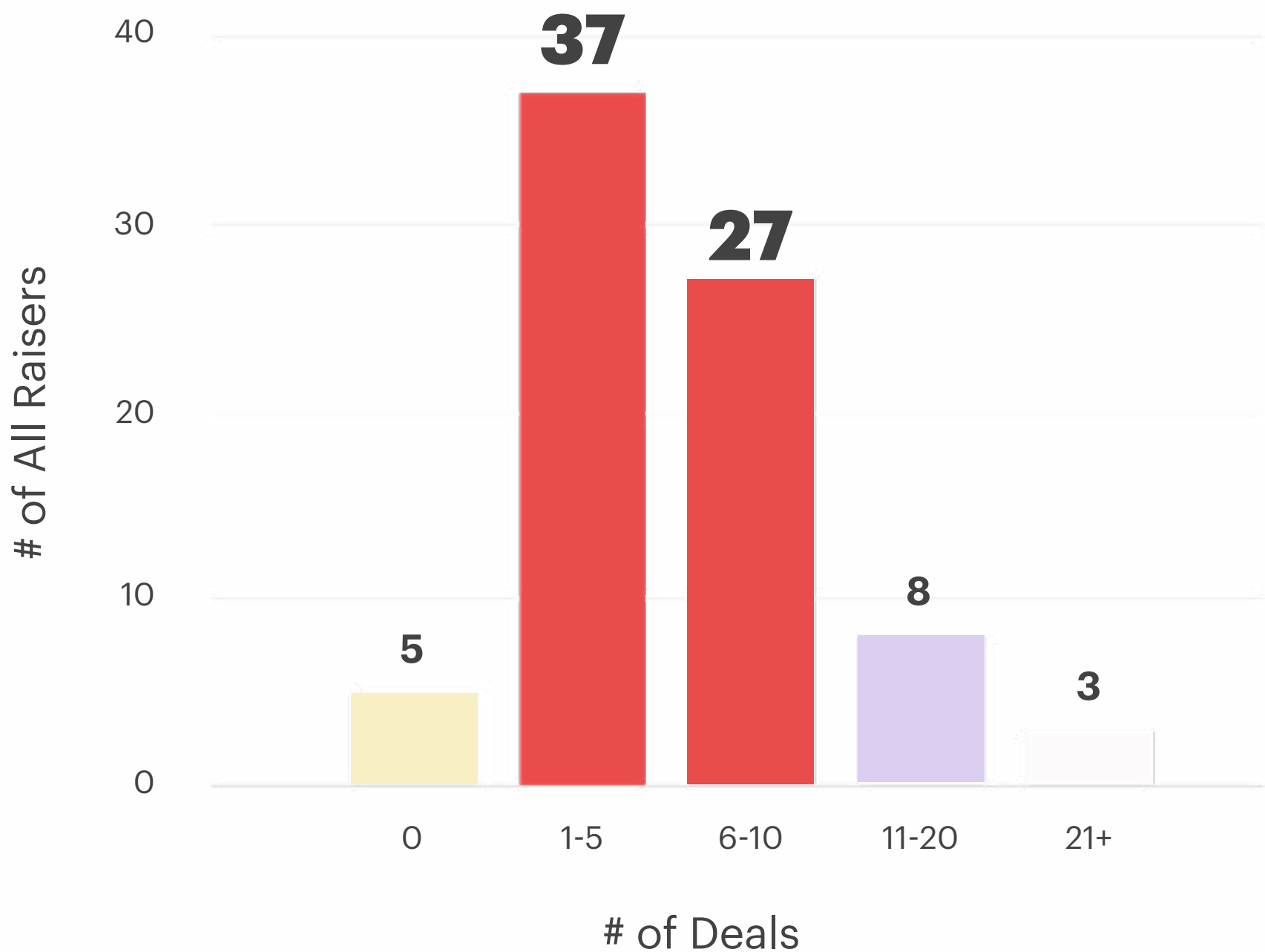


All Raisers Are Funding the Future

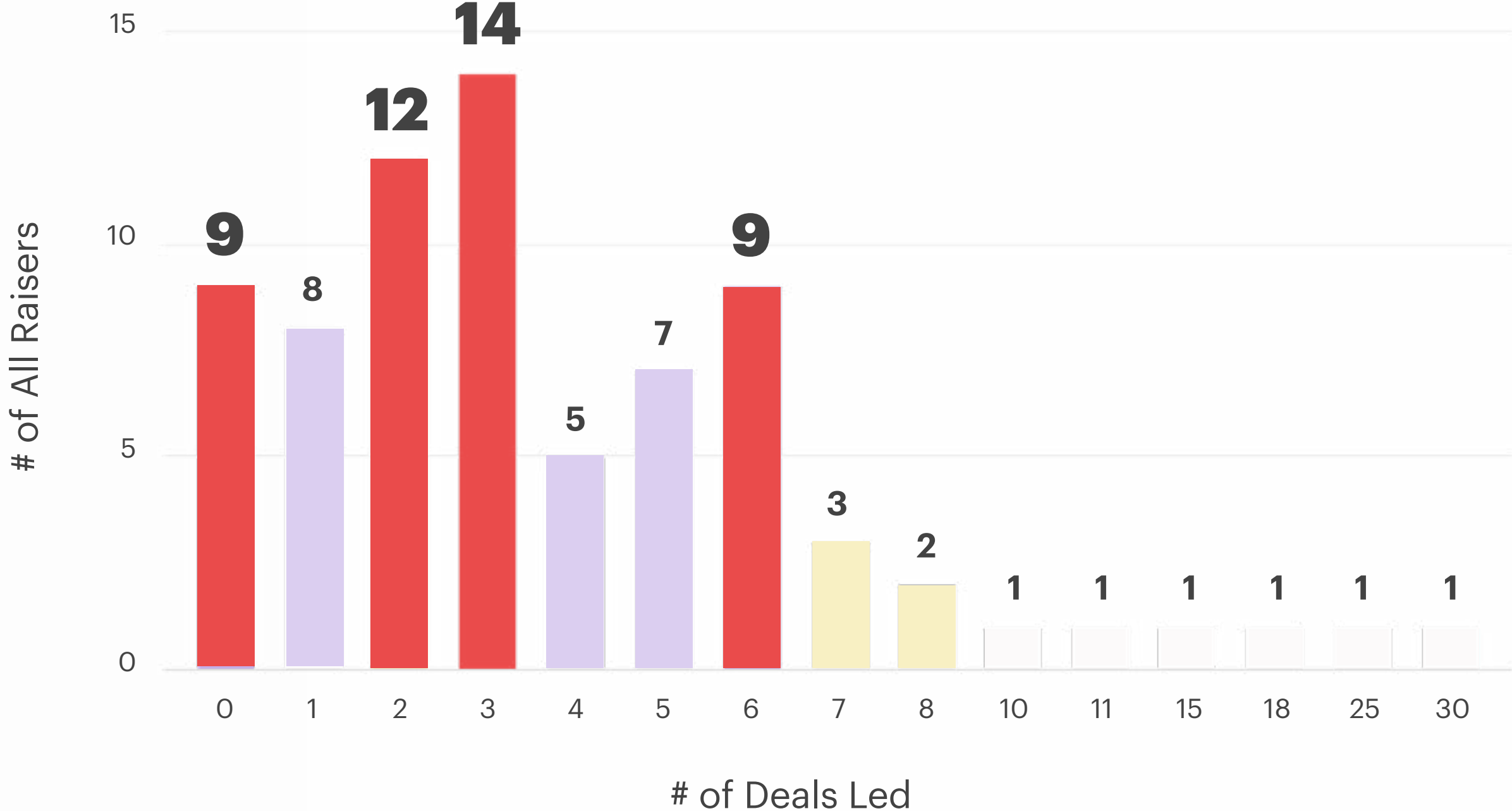
The most encouraging survey insights show that there is significant check-writing power within our community. Of respondents who identified as checkwriters, **all but 5 have written checks in the last 24 months.**

Participation in deals with the highest potential for returns is always top-of-mind for All Raisers. This is why we focus on building trust-based relationships between All Raisers across firms and industries. By volunteering to advance All Raise, our members build relationships that lead to great business collaborations. As we continue to learn from our community, we're building world-class programming to help our community members succeed. In partnership with HQ Staff, our national volunteer network ensures that every initiative is informed by what it will take to change the culture of the venture capital ecosystem.

TOTAL # OF DEALS IN 24 MONTHS



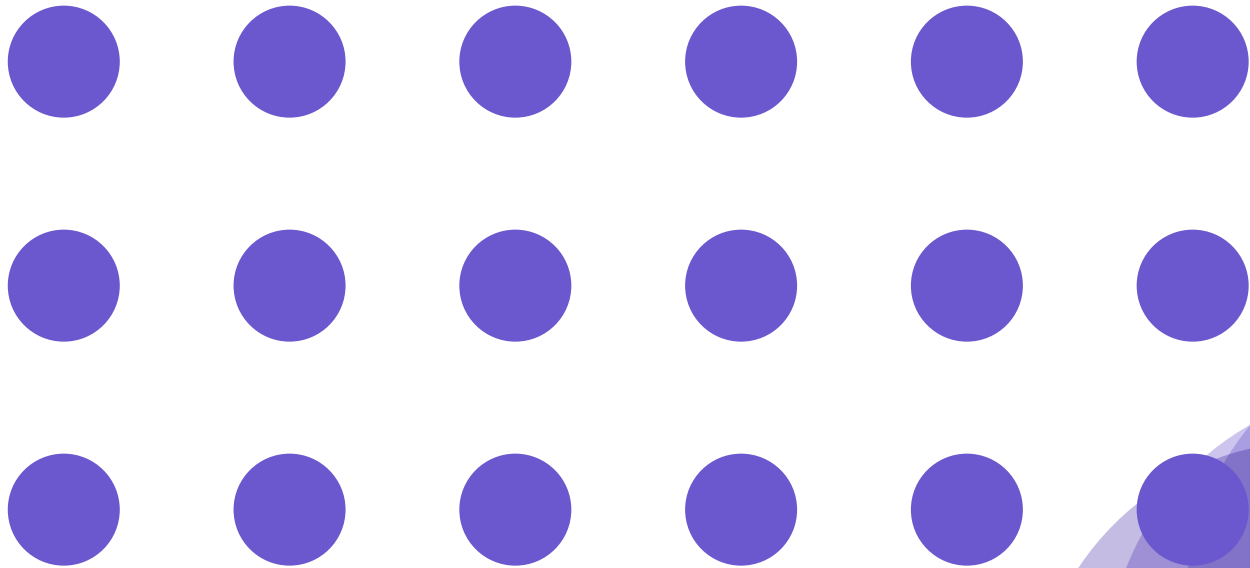
OF DEALS LED IN 24 MONTHS



A Movement Powered by Volunteers

All Raise's volunteers are the electricity that powers our work. They offer their time, expertise, and networks. From organizing events to mentoring and amplifying All Raise's mission, our volunteers empower us to provide unique, world-class programs.

In 2023, more than 200 industry insiders volunteered to build and support our work. We are enormously grateful to every volunteer who helped accelerate our mission in 2023!



ALLRAISE

**All Raise
By the Numbers
2023**



VC Partner Cohorts

VC Partner Cohorts are tight-knit peer groups of female and nonbinary venture capitalists at the GP and Partner level. VC Partner Cohorts provide support and community for participants to build trusted relationships and share knowledge including deal flow, LP relationships, talent sourcing, and more. The Cohorts program fosters a transparent and supportive ecosystem for senior investors and powers the next wave of rising stars as they navigate their careers.



“My All Raise cohort has given me the foundation to thrive as an investor. They’ve helped me identify what’s possible by sharing their insights and connecting me to opportunities. They have become my friends, confidants, and business partners.”

STACEY BISHOP
PARTNER
SCALE VENTURE PARTNERS

By the Numbers



98
PROGRAM PARTICIPANTS

57% GPs



43%
Partners



11%
IDENTIFY AS UNDERREPRESENTED



1040
HOURS OF PROGRAMMING

VC Principal Cohorts

VC Principal Cohorts empower members to excel and lead in the industry. These cohorts are tight-knit peer groups of Principal level female and nonbinary venture capitalists from across the country. Cohorts meet monthly to share and receive insights, to navigate daily challenges, understand benchmarks, access industries and firms, build trusted relationships and connections, gain career clarity, build their personal brand, and more.

“In a siloed and decentralized industry like VC, it’s crucial to find your group to be sounding boards for the good, bad, and ugly — and I’m so glad to make these connections through my cohort!”

CAITLIN HERLING
PRINCIPAL
THE VENTURE COLLECTIVE



By the Numbers



107
PROGRAM
PARTICIPANTS

100%

Principal Level



8%
IDENTIFY AS
UNDERREPRESENTED



1082
HOURS OF
PROGRAMMING

VC Champions

VC Champions pairs top-tier GPs with rising Principal level VC stars to give them inside-track guidance on their path to Partner.



"The VC Champions program provided direct access to some of the most accomplished investors in the industry, giving me the ability to learn from their careers."

J.C. LOPEZ
PRINCIPAL
NEA
VC CHAMPIONS PARTICIPANT

"I appreciate the impact this program is having and the professionalism of All Raise in managing it. I look forward to participating again."

BYRON DEETER
PARTNER
BESSEMER VENTURE PARTNERS
VC CHAMPIONS MENTOR



ALLRAISE

By the Numbers



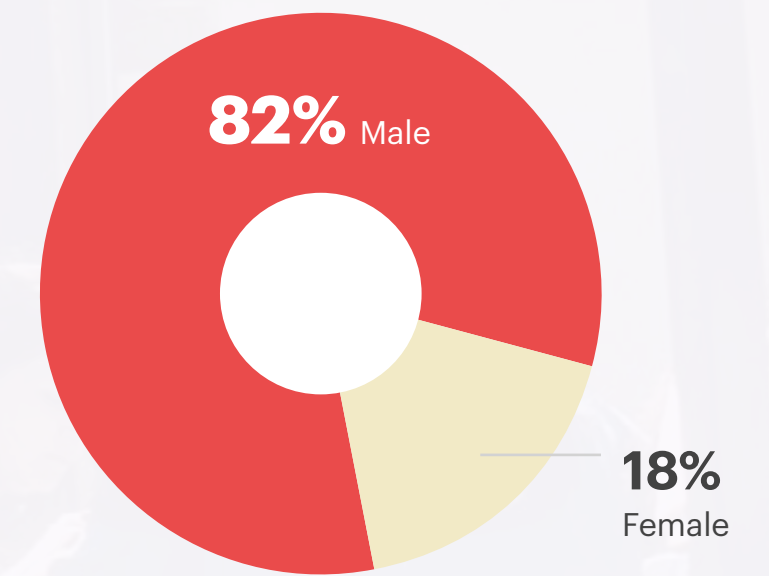
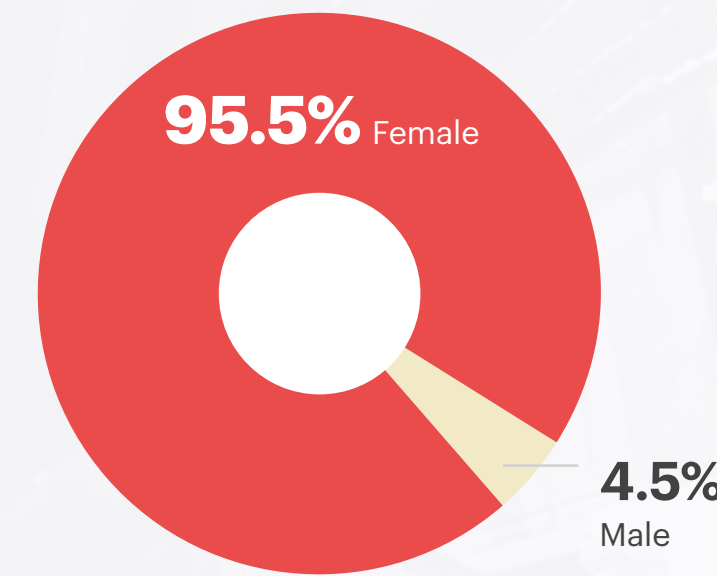
44

PRINCIPAL PROGRAM PARTICIPANTS



54

MENTORS



15.5%

IDENTIFY AS UNDERREPRESENTED



186

HOURS OF PROGRAMMING

VC Summit

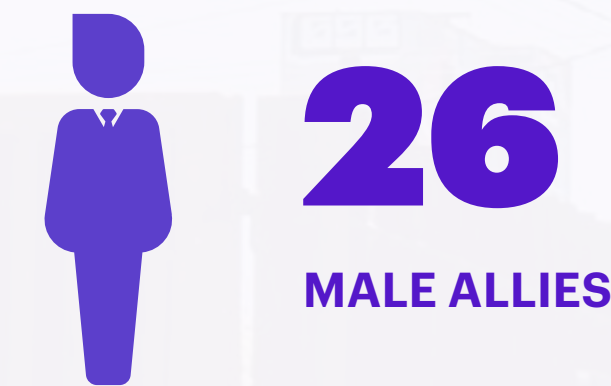
At the All Raise 2023 VC Summit, hundreds of US-based women and nonbinary senior investors in venture capital came together to build community through conversations, share insights and opportunities, and energize each other to redefine what it means to be a wildly successful VC.

"This event surpassed expectations. The heart and sense of purpose Paige's leadership has brought — along with the entire team — have had a huge impact. Getting the right people together — the senior female leaders in this industry — with the right content and opportunities to connect — just a beautiful and inspiring experience."

ANNA BARBER
PARTNER
M13

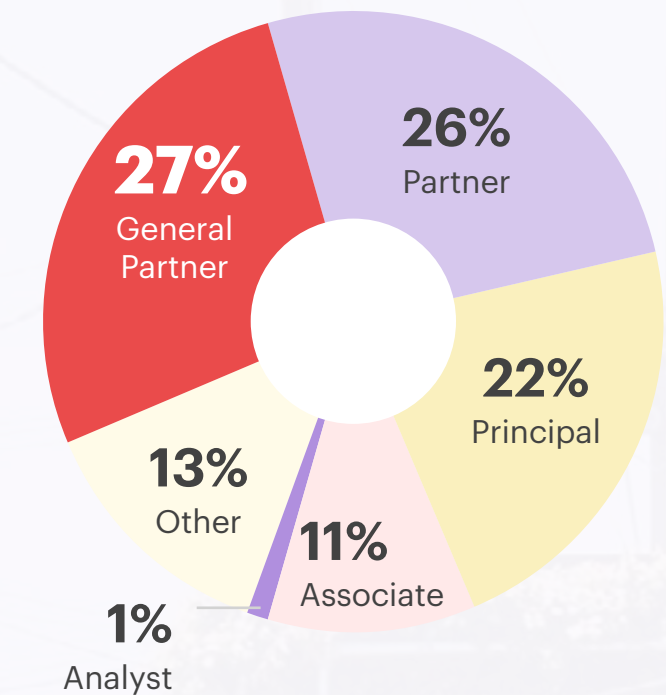


By the Numbers



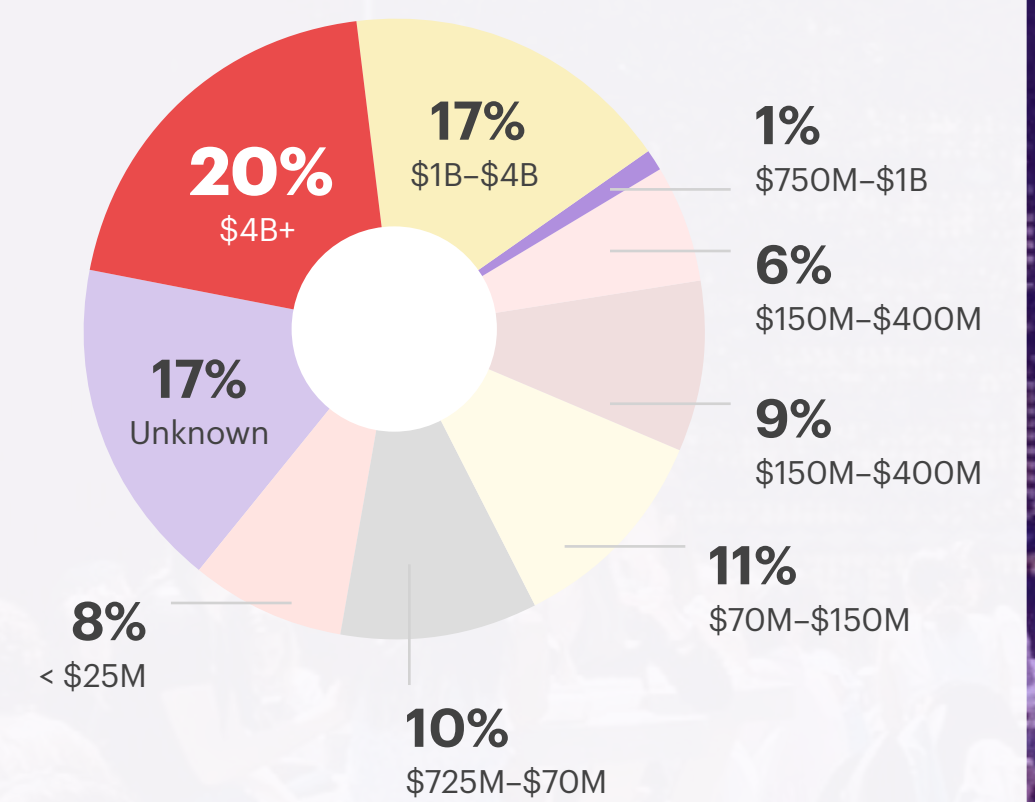
TITLE BREAKDOWN

75% of attendees were GP, Partner, and Principal level investors



AUM BANDS

37% of attendees work at funds with \$1B AUM or greater



VC Compensation Survey

The VC Compensation Survey is an annual survey conducted in partnership with Equal Ventures. It collects anonymous responses from hundreds of investors and venture operators to shed light on compensation trends across the VC ecosystem.

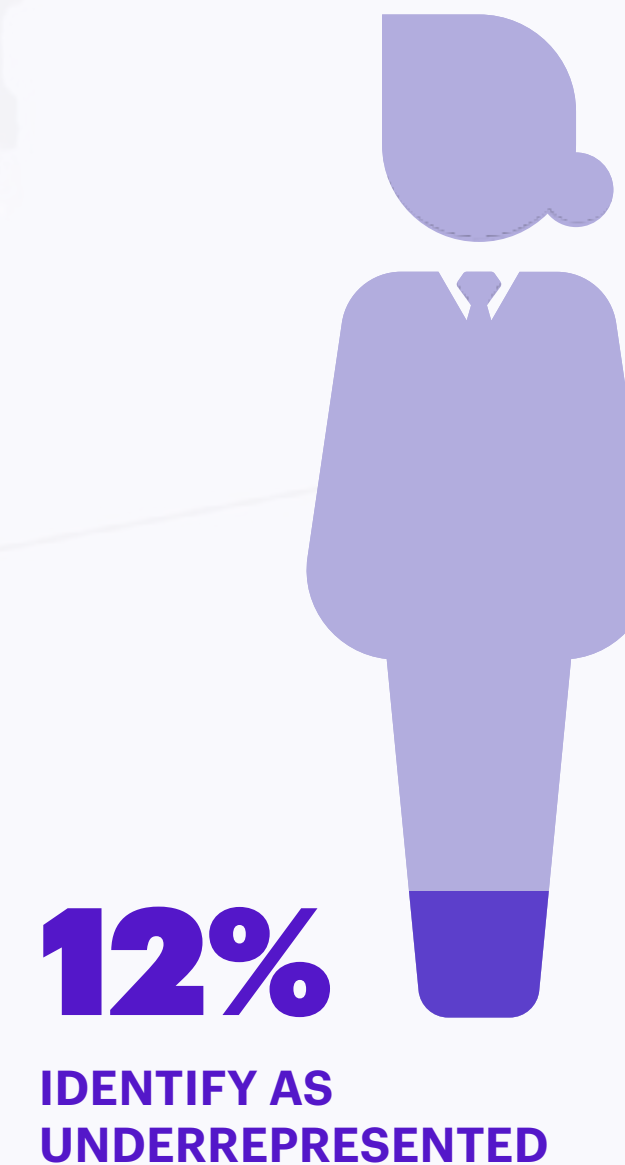
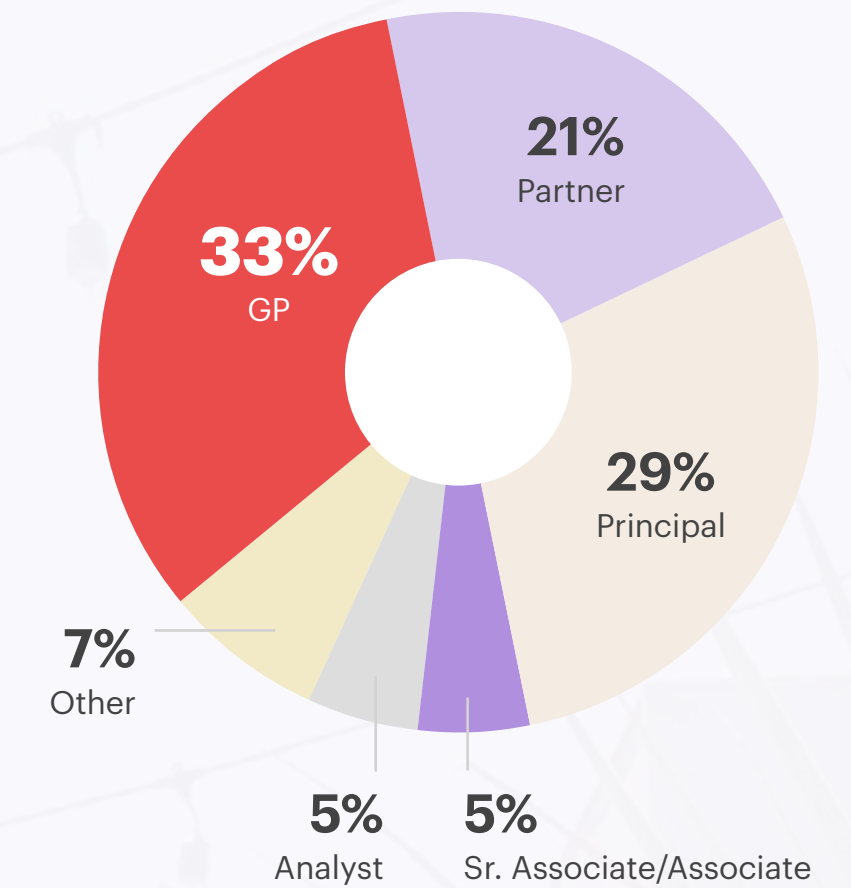
The survey leverages a give-get model: those who anonymously share their information receive a comprehensive survey results dashboard. Previous participants have used the report as a tool to negotiate their compensation.



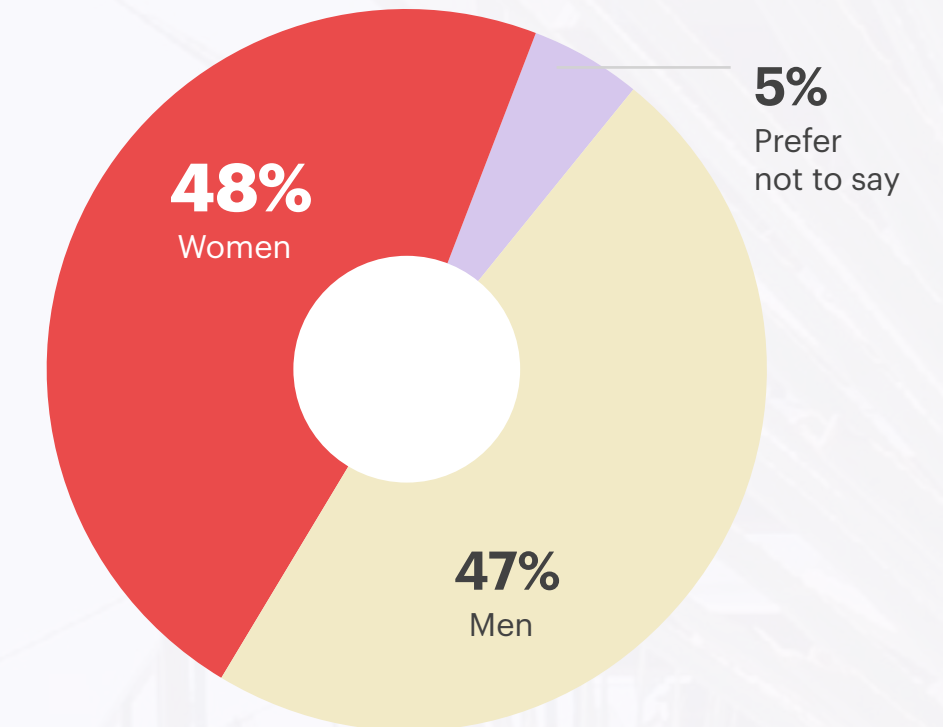
By the Numbers



TITLE BREAKDOWN



GENDER



Chapters

All Raise initially launched chapters to widen our impact and reach. Chapters democratized access to opportunities, ensuring that women and nonbinary venture capitalists, founders, and operators in tech hubs across the country can benefit from All Raise's programs and community.

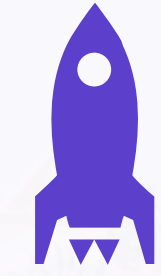


"Upon joining the NY Chapter Steering Committee, All Raise increased my value to my firm which helped me get promoted. Suddenly, I had a whole network from which I could source deals and send founders to when they were raising subsequent rounds of capital. I was also seen as a leader in VC by potential LPs when raising our fund. Additionally, I learned how to help my portcos more fully by hearing Partners speak at All Raise events. All Raise helped me feel like I could do the job and, then, helped me truly do my job better."

ELISE KING
PRINCIPAL
HUMAN VENTURES



By the Numbers



6

CHAPTERS INCLUDING
THE LAUNCH OF OUR
MIAMI CHAPTER



93

HOURS OF
PROGRAMMING



2967

PEOPLE SUPPORTED



29

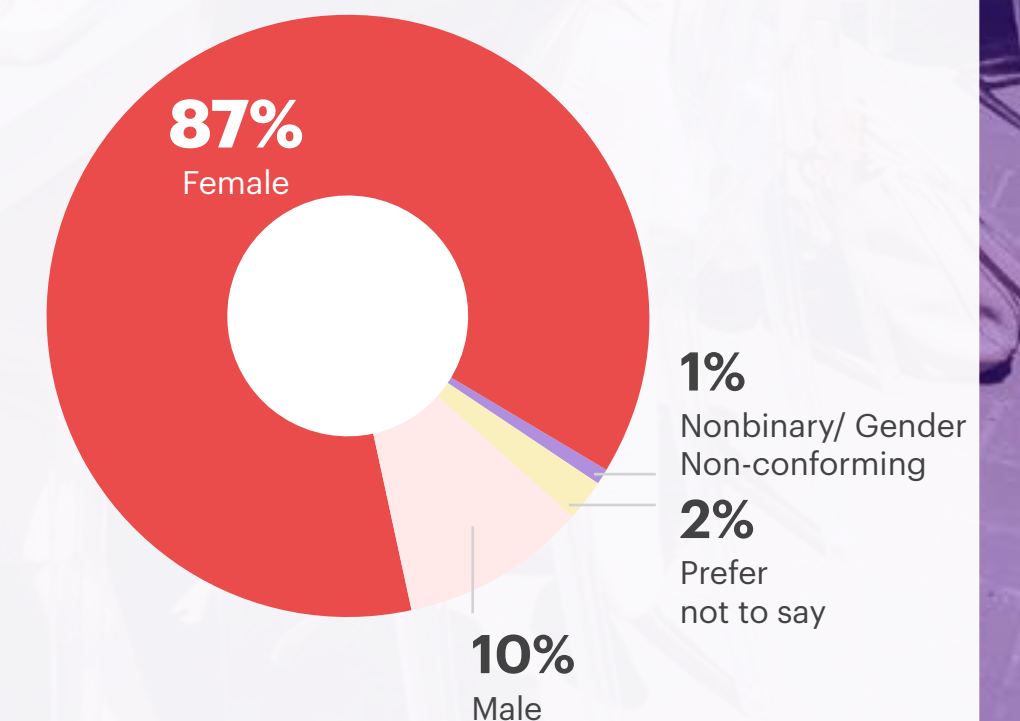
EVENTS



30%

IDENTIFY AS
UNDERREPRESENTED

THOSE WHO SHARED THEIR
INFORMATION IDENTIFIED AS:



Black and Latinx Media Mastery

The Black and Latinx Media Mastery Program (BLMM) is a free media training workshop for Black and Latinx female and nonbinary early-stage founders. The program equips participants with the skills to successfully pitch and gain media coverage to drive credibility among customers and investors. Piloted out of our Boston and New York Chapters, BLMM scaled to a national initiative in 2023.

As a BLMM participant, I honed the strategies and tactical elements of pitching press and gained confidence in preparing for interviews and delivering my message. Earned media is critical for success as it builds brand visibility and establishes trust with a wider audience; now, I have a prominent feature in an Oprah Daily article and, an op-ed, and an article in Black Enterprise. I know the program helped me craft a compelling TEDx talk, resulting in a career and company highlight that connects to InnoPsych's mission and continues to achieve our goals.

DR. CHARMAIN JACKMAN
FOUNDER AND CEO
INNPSYCH

 **LEARN MORE ABOUT THE PROGRAM**

By the Numbers



68

PROGRAM PARTICIPANTS



10

GEOGRAPHIES



21

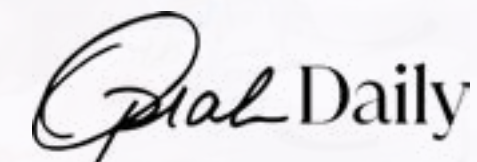
INDUSTRIES



100%

BLACK AND LATINX FEMALE FOUNDED

NOTABLE WINS



DR. CHARMAIN JACKMAN OF INNPSYCH RECEIVED COVERAGE IN OPRAH DAILY



NAOMI THOMAS OF INFINITY. CAREERS APPEARED IN VOGUE BUSINESS

OTHER PARTICIPANTS HAVE BEEN SEEN IN:

GLAMOUR *The New York Times* **CNN** **Forbes**

Power Conversations

This virtual speaker series brought bright minds and prolific ideas from within the All Raise community to the world. Each month, attendees joined for captivating conversations led by All Raise CEO, Paige Hendrix Buckner and venture leaders leveraging their position to move money, shift power, and change culture.



Power Conversation Guests:

- **Julia Boorstin**, CNBC Senior Media & Technology Reporter & Author, When Women Lead
- **Monique Woodard**, Managing Partner, Cake Ventures
- **Sima Sistani**, CEO, WeightWatchers
- **Rebecca Kaden**, General Partner, Union Square Ventures
- **Heather Hartnett**, CEO & GP, Human Ventures & co-founder, Transact Global
- **Mar Hershenson**, Founding Managing Partner, Pear VC
- **Janna Meyrowitz Turner**, Co-founder, VCs for Repro
- **Christie Pitts**, Co-founder, VCs for Repro
- **Mandy Bynum**, General Partner, Bay Street Capital Holdings
- **Betsy Fore**, Founding Managing Partner, Velveteen Ventures

By the Numbers



7

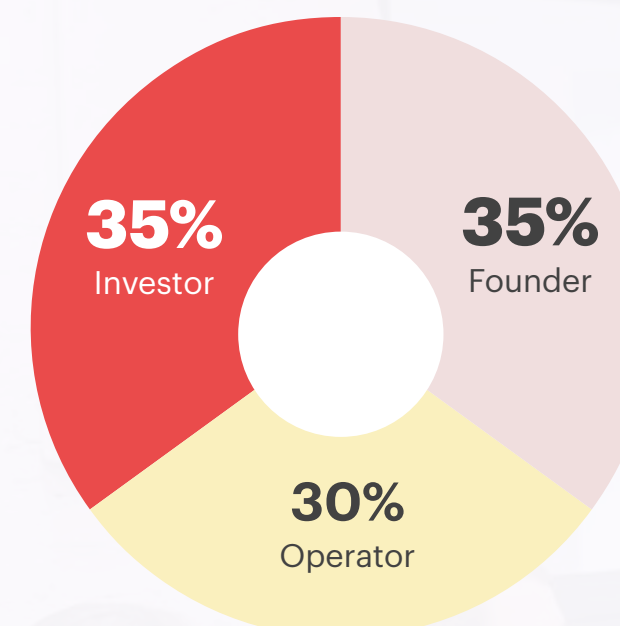
VIRTUAL EVENTS



595

PEOPLE SERVED

TITLE BREAKDOWN



TOP 3 EVENTS

1.

A Deep Dive into Current Fundraising Dynamics and LP Perspectives for Fund Managers with Mar Hershenson

[READ THE BLOG](#)

2.

The State of Venture with Rebecca Kaden

[READ THE BLOG](#)

3.

Community in the Digital Age with Sima Sistani

[READ THE BLOG](#)

Founder Masterclasses

The Founder Masterclasses offered 15 hours of self-guided lessons to equip female and nonbinary founders to raise their first institutional round through Series A. Through these lessons, founders get the inside track from leading female investors and founders who have been there and done it.

BY THE NUMBERS



ALLRAISE

The Startup Founders' Guide to Creating & Using a Parental Leave Policy

Paid family leave policies are complex. Cost, capacity, resources, and the varied needs of your employees' families are all factors in building effective and equitable policies. This is uncharted territory for many startups — particularly if you're an early-stage startup.

DOWNLOAD THE GUIDE



Our Partners in Progress

All Raise is sincerely grateful for our vibrant community of venture capital, corporate, institutional, and individual donors. We acknowledge the following supporters who have made generous multi year pledges, annual financial commitments including grants, program sponsorships, and individual donations, to support our fiscal years 2021, 2022, and/or 2023 (January 1 - December 31).

\$3,000,000 +

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Alan Eustace
Eva Ho
Heidi Patel
Sarah Tavel
Stephanie Palmeri

“At Pivotal Ventures, we are proud to be a Founding Partner of All Raise and to have supported their vision to accelerate the success of women in VC and entrepreneurship. Since beginning our work together to diversify venture capital, All Raise’s programming has helped nearly double the percent of women VC checkwriters in the U.S. While we are seeing incredible progress, women are also experiencing new challenges in the current economic and political climate. Now more than ever, we need to support women founders and fund managers – ensuring their long-term success as we propel the industry forward together.”

pivotal

Erin Harkless Moore
Managing Director
of Investments,
Pivotal Ventures



Our Partners in Progress

\$5,000 +

Baseline Ventures
Brian Singerman
Joanna Drake
Jon Sakoda
Josh Stein
Margo and Sunil Dhaliwal
Mark and Mary Stevens
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Amos and Lindsay Schallich
Elisa Schreiber
Evan Lintz
Heather Widman
Kathy Matsui
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MATH Venture Partners

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Up to \$1,000

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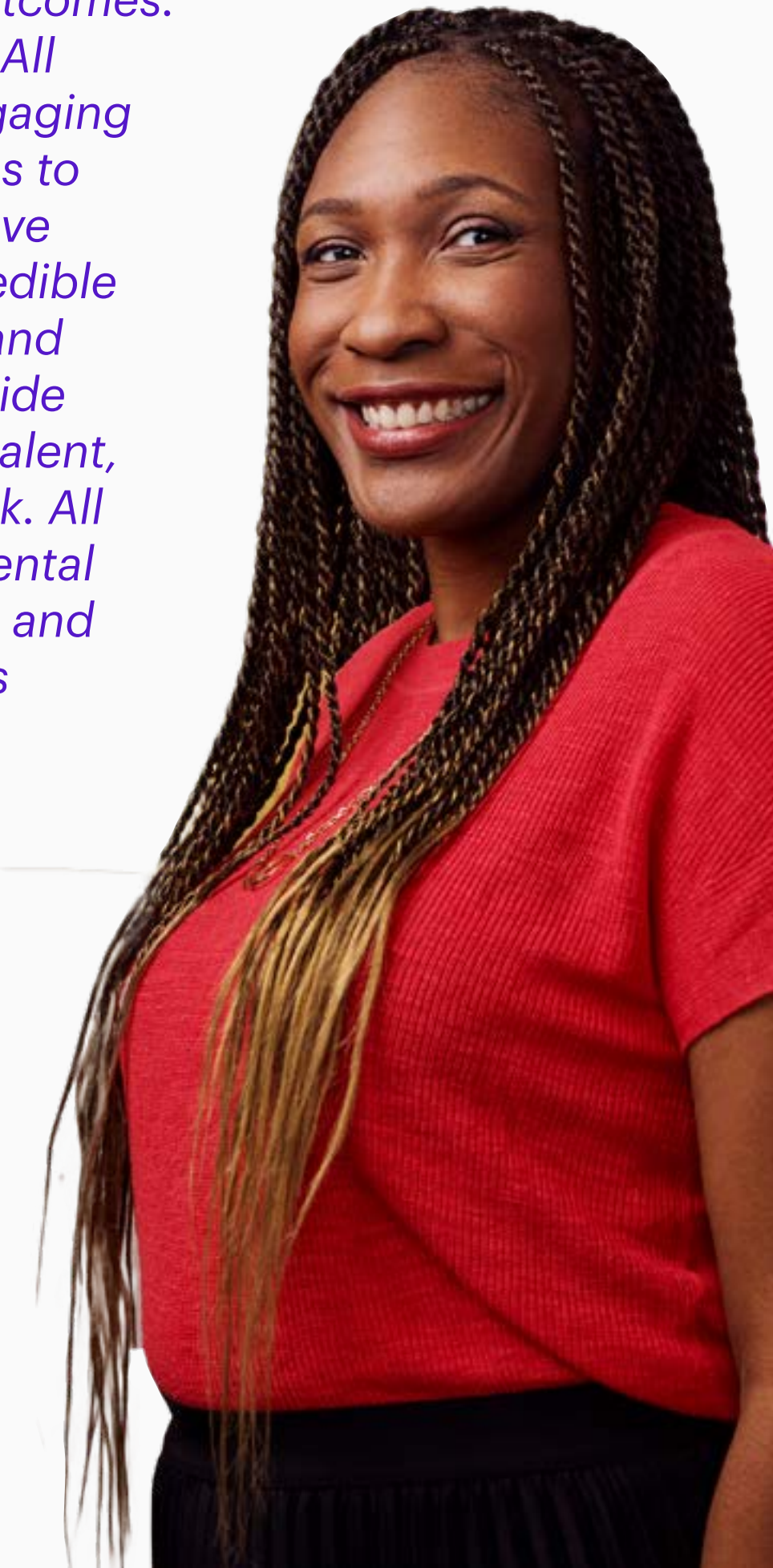
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Olivia Nottebohm
Patama Gur
Paul Weber
Peter Esparrago
Puneet Kaur
Rick Ryan
Robert Petito

“Our partnership with All Raise was initiated by GV investors who shared their vision for evolving the VC industry to accelerate the progress and prosperity of women, recognizing the crucial role diversity plays in driving sustainable business outcomes. From partnering on the All Raise VC Summit to engaging with women across firms to build community, we have connected with an incredible array of entrepreneurs and investors who bring a wide range of perspectives, talent, and ideas to our network. All Raise has been instrumental in amplifying the voices and capabilities of countless women, and deepening insights into barriers faced by underrepresented groups in tech and venture capital.”



Candice Morgan
Equity, Diversity
& Inclusion Partner,
GV



Our Partners in Progress

Up to \$1,000 cont.

Sarah Pinto
Seyonne Kang
Sophia Ghadamian
Sophie Lamparter
Sumukh Sridhara
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Tectonic Ventures
Thad Simons
Timothy Stern
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All Raise VC Summit Sponsors 2022

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Decibel
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All Raise Founder Bootcamp
All Raise Male Allyship Initiative
All Raise Masterclasses
All Raise VC Summit
GET Cities
When Founder Met Funder

“SVB is proud to be a Founding Partner of All Raise and grateful to work alongside this incredible community of disruptors, trailblazers, and ceiling-breakers over the past 7 years. Through SVB Catalyst 2045, Silicon Valley Bank’s company-wide effort to bring the benefits of SVB to Women, Black & Latinx founders and funders in innovation, we’ve partnered with teams at both local and national levels to deliver SVB expertise, insights, content, and programming to propel the success of the All Raise community. Looking ahead, we are excited about the future of the organization under Paige’s leadership. We are committed to leveraging SVB’s 40+ years of industry expertise to create a more equitable innovation economy.”



Karen Toste
Director, Catalyst 2045,
Silicon Valley Bank,
a division of First
Citizens Bank



The All Raise Team and Board

The Team



PAIGE HENDRIX BUCKNER
CEO



ANGELA PINTO
CHIEF OF STAFF



BRENTON O'HARA
BUSINESS OPERATIONS
MANAGER



CHRISTIE LENOX
SR. MANAGER, COMMUNITY



JULIE JACKSON
DIRECTOR OF EVENTS



DANA WILDEBOER
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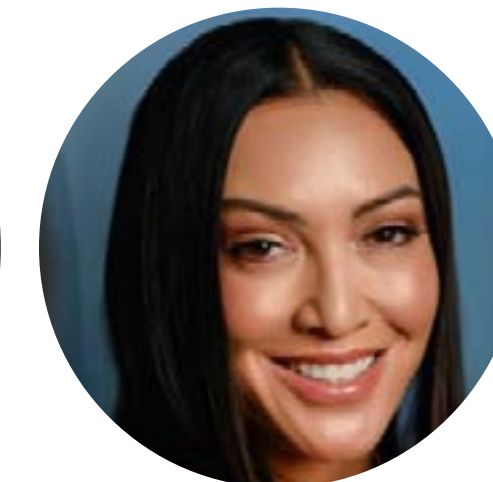
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GLOBAL CHIEF COMMERCIAL
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JESSICA ROSS
CFO
FRONTDOOR



SARAH NAHM
CO-FOUNDER & CEO
LEVER

Closing Message

All Raise has built one of the most powerful and impact-driven communities in the U.S., and we're uniquely positioned to create a venture and tech culture where women and nonbinary voices lead and fund the future.

Our work is more important than ever, and we have the people and power to drive systemic change and spotlight the power of diversity in tech.

Thank you to everyone who supported the development of this Annual Report.

All Raise HQ Team

Paige Hendrix Buckner, CEO

Dana Wildeboer, VP of Communications and Community

Rudy Rubio, VP of Operations & People

Jody Mahoney, VP of Business Development & Partnerships

Lindsay Eulenfeld, Director of Customer Engagement

Desirae Bamba, Business Intelligence Manager

All Raise Volunteer Contributors

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Candy Cheng, Head of Content, Initialized Capital

Elise King, Principal, Human Ventures

Heather Widman, Partner, Building Ventures

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Roshan Prakash, Vice President, Synchrony

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Jill Ivey, Jilliante Creative

Julie Jackson, Director of Events, All Raise

Laurie Felker Jones, Modern Tender

Kana Lee, Sr. Marketing Manager, All Raise

Lisa Barroca, Community Operations Manager, All Raise

Nafeza Kingston, Sr. Manager of Programs, All Raise

Sophia Cohen, Program Operations Manager, All Raise



Appendix

All Raise by the Numbers 2021-2022

While All Raise has not publicly reported on its programmatic results since 2020, we believe that sharing the following historical data about All Raise's programs from 2021 and 2022 will provide the community and our funders with a better understanding of its growth and impact.

Programs for Venture Capitalists

VC Partner and Principal Cohorts are tight-knit peer groups of GP and Partner, and Principal level female and nonbinary venture capitalists nationwide. These cohorts meet an average of twice per quarter to share and receive insights to help them build trusted relationships beyond "small talk," including sharing deal flow, LP relationships, talent sourcing, and life hacks.

BY THE NUMBERS

VC Partner Cohorts 2021

178 Partner+ program participants
57% GPs, 43% Partners
11% identify as underrepresented
1820 hours of programming

VC Principal Cohorts 2021

104 Principal program participants
100% women and nonbinary, Principal level investors
1080 hours of programming
10% identify as underrepresented

Note: This program ran for 12 months across 2021 and 2022.

VC Champions

VC Champions pairs top-tier GPs with rising Principal level VC stars to give them inside-track guidance on their path to Partner.

BY THE NUMBERS

2021

42 Principals in the program
95% female, 5% male
30 Mentors
Female 23%, Male 77%
168 hours of programming
34% identify as underrepresented

2022

31 Principal program participants
94% Female, 6% Male
57 Mentors
Female 23%, Male 77%
124 hours of programming
11% identify as underrepresented

VC Summit 2022

In 2022, we celebrated Game Changers. We learned from the investors who know the rules of the game and were brave enough to create new ones. Venture does not have to be a zero-sum game. **When one of us wins, it raises the game for all of us.**

BY THE NUMBERS

469 participants
27 male allies
20% identify as underrepresented

Title Breakdown:

GP/Managing Partner: 7%
Partner: 36%
Principal: 13%
Associate: 23%
Analyst: 1%
Other: 20%

VC Compensation Survey

The VC Compensation Survey is an annual survey in partnership with Equal Ventures. Our survey collects anonymous responses from hundreds of investors to shed light on compensation trends across the VC ecosystem. The survey leverages a give-get model: Those who anonymously share their information receive a comprehensive survey results dashboard. Previous participants have used the report as a tool to negotiate their compensation.

BY THE NUMBERS

2021

529 participants

Title breakdown

GP: 28%
Partner: 20%
Principal: 26%
Sr. Associate/Associate: 13%
Analyst: 3%
Other: 10%

NOTE: This was the survey's first year, and gender and ethnic-racial identities were not captured until the second year.

2022

630 participants

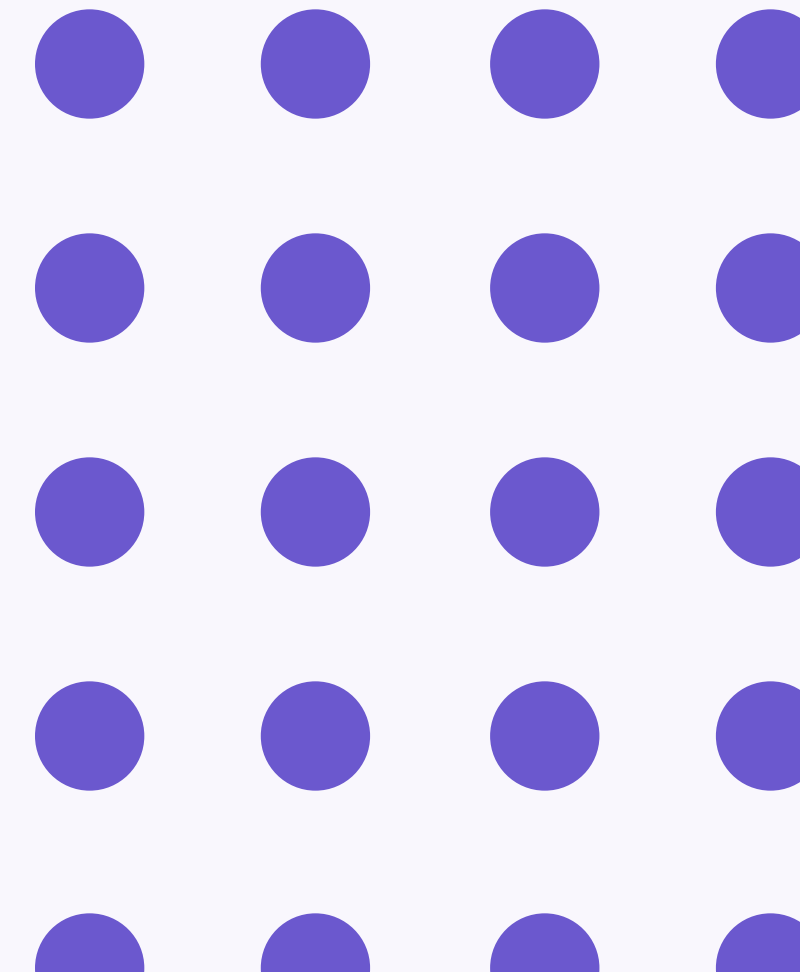
Title breakdown

GP: 25%
Partner: 19%
Principal: 33%
Sr. Associate/Associate: 9%
Analyst: 9%
Other: 5%

Gender

48% Woman
46% Man
6% Prefer not to say

10% identify as underrepresented



Checkwriter Research

At All Raise, we're on a mission to propel the success of female and nonbinary investors, founders, and operators by changing the culture and composition of the industry. **But you can't change what you don't measure.** Therefore, we must know the numbers of those writing checks in venture capital. When All Raise started in 2018, 91% of decision-makers at US-based venture capital firms were men. Today, many venture firms still do not have a single female or diverse partner. Despite this, our community has forged ahead to drive up the number of women checkwriters at funds with >\$25M. The future looks brighter and more equitable when more women and nonbinary funders deploy more capital.

BY THE NUMBERS

2021

In 2021, the number of women checkwriters grew nearly 2%, from 13.3% to 15.2%.

2022

The trend continued in 2022 when the number of women checkwriters grew from 15.2% to 16.9%

At the time of this report, All Raise is collaborating with other industry experts through the [Diversity Data Alliance](#) to understand best practices and create standards for capturing and reporting industry trends and demographic data.

Board Xcelerate 2021-2022

The focus of Board Xcelerate was to leverage the power of the community to provide tech companies with a slate of board-ready and board-proven female, nonbinary, and underrepresented male executives, delivering finalist candidates in 90 days. Board Xcelerate placed 27 leading executives at high-growth tech companies like NextRoll, Rent the Runway, Sonder, Virta Health, Sumo Logic, and Highspot. Read more about the impact of this program in this [Business Insider article](#).

Chapters

All Raise initially launched chapters to widen our impact and reach. Chapters democratized access to opportunities, ensuring that women and nonbinary venture capitalists, founders, and operators in tech hubs across the country can benefit from All Raise's programs and community.

BY THE NUMBERS

2021

21 events
2924 people served
26.5 hours of programming

2022

23 events
1909 people served
48 hours of programming

Black and Latinx Media Mastery 2022

The Black and Latinx Media Mastery (BLMM) Program is a free media training workshop for Black and Latinx female and nonbinary early-stage founders. Piloted out of our Boston Chapter and New York Chapters, BLMM equips participants with the skills to successfully pitch and gain media coverage, driving credibility among customers and investors.

BY THE NUMBERS

20 Participants

Participants Keva Niver of Boheme Retreats scored mentions in [Forbes, Travel + Leisure](#), and [Hudson Valley Magazine](#); Jessica Oliven of Velara Fintech appeared in [Hispanic Executive](#); Dr. Charmain Jackson was in [Oprah Daily](#); and Naomi Thomas scored a mention in [Vogue Business](#).

Other participants saw OWN, Glamour, CNN, The New York Times, and Forbes placements.

Founder Masterclasses

The Founder Masterclasses offers 15 hours of self-guided lessons to equip female and nonbinary founders to raise their first institutional round through Series A. Through these lessons, founders get the inside track from leading female investors and founders who have been there and done it.

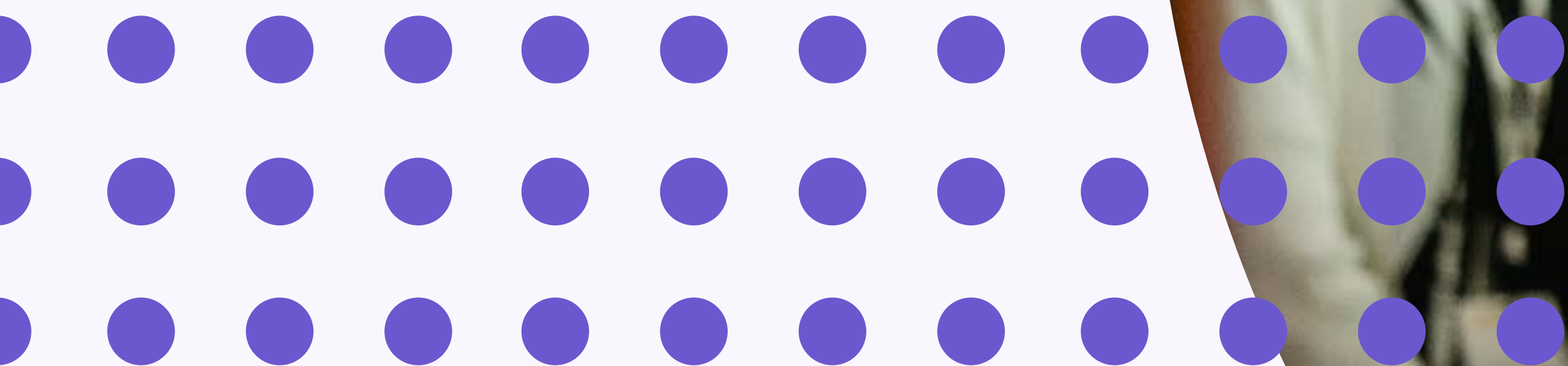
BY THE NUMBERS

2021

363 participants
5,445 hours of support

2022

810 participants
12,150 hours of support



ALLRAISE

**All Raise is more
than a nonprofit;
it's a movement.**



LEARN MORE & GET INVOLVED
AT [ALLRAISE.ORG](https://www.allraise.org)

