2023 was a year of immense growth for One Million Degrees. It's powerful to reflect on the momentum we've built and the steps we've taken to help scholars achieve their college and career goals.

In the fall of 2022, we took the first step in our expanded partnership with City Colleges of Chicago by launching our Campuswide program Olive-Harvey College. This new Campuswide model allows all eligible first-year students to be automatically enrolled in OMD’s support program, rather than having to apply. The program’s first year was a success, and in 2023, we built on that momentum, bringing the Campuswide model to Malcolm X College and providing even more students with easy-to-access, holistic support services.

To support this growing population of scholars, 2023 also served as a year to build and strengthen our staff and volunteer network. To do so, we have ramped up volunteer coach recruitment and increased full-time staff by 59% to support our ambitious growth. We’ve also brought together over 20 Chicago business leaders and executives to serve on a new Executive Advisory Board, a group of employer partners who are committed to supporting OMD scholars’ academic and professional careers by advising on our career readiness programming and creating coaching and developmental opportunities.

We are building momentum, and we’re just getting started. In the coming years, we will continue to grow, expanding the Campuswide by adding one college per year for the next two years, focusing on campuses with motivated leadership who serve their highest percentage of Black and Latino students.

With the progress we’ve already made, we are on track to go from working with 1,000 students at the start of the expansion to more than 3,000 by the end of the expansion process in 2026. This work will not only impact scholars’ academic lives—it will also support City College’s ambitious goals to close racial equity gaps in college completion, propel scholars into upwardly mobile jobs, enable increased lifetime earnings for thousands of students, and ultimately serve as a national model for public-private partnership.

This report tells powerful stories of growth, collaboration, and building momentum towards a bright future. We are just getting started. Thank you for joining OMD on this journey.
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Continued to grow our partnership with City Colleges of Chicago (CCC) and deepen our commitment to their goal to achieve equity-leading gains in equity student outcomes.

Expanded the Campuswide program at CCC’s Malcolm-X campus, bringing new scale to our over-15-year partnership with CCC.

Maintained our model’s proven positive impact on scholars while increasing our staff and nearly doubling the number of students we’re able to reach.
OMD SCHOLARS CONTINUE TO GROW

<table>
<thead>
<tr>
<th>SEMESTER &amp; ACADEMIC YEAR</th>
<th>NUMBER OF ENROLLED SCHOLARS</th>
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</thead>
<tbody>
<tr>
<td>FALL 2021 – 2022</td>
<td>441</td>
</tr>
<tr>
<td>SPRING 2021 – 2022</td>
<td>354</td>
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<tr>
<td>FALL 2022 – 2023</td>
<td>369</td>
</tr>
<tr>
<td>SPRING 2022 – 2023</td>
<td>521</td>
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<tr>
<td>FALL 2023 – 2024</td>
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</tbody>
</table>

I FEEL LIKE I AM PART OF A VERY SPECIAL GROUP OF DREAMERS ON A PATH TO DO GREAT THINGS.

— OMD Alum

OMD SCHOLARS ARE

94% more likely to persist from fall to spring

73% more likely to earn a degree

70% more likely to enroll in community college

I feel like I am part of a very special group of dreamers on a path to do great things.

— OMD Alum
OMD CONTINUES TO BUILD MOMENTUM

IN CHICAGO

Through our integrated program model with City Colleges of Chicago, OMD will serve 3000+ scholars, with a focus on Black and Latinx students, by 2028.

ACROSS THE NATION

In the coming years, OMD will continue to grow, becoming a national model for holistic student support and sustainable public-private partnerships, driving student impact at scale.
I feel like I am part of a very special group of dreamers on a path to do great things.

- OMD Alum
BUILDING CAREERS
When Luisa Jiron de Martinez received an unexpected email from an Allstate apprenticeship recruiter, she worried it was spam. After tirelessly trying to get her foot in the door in accounting and business administrative roles, she had started to feel discouraged and skeptical of the process. Jobs she applied for required experience, but the pathway to gain that experience seemed blocked. “How can I gain that experience if I’m unable to demonstrate what I can do?” - She asked.

“Without this Allstate experience, the door would not have opened.”

Luisa is one of OMD’s current Allstate apprentices. A part of OMD’s growing suite of work-based learning programs, this program launched in 2021 with 13 apprentices. Today, we support 51. The program is an all-virtual apprenticeship that provides on-the-job skill training and development in human resources, cyber security, marketing & design, IT customer service, finance, data governance, and sales. Because it’s all virtual, Allstate recruits apprentices from across the United States, making this program one of the ways OMD is expanding our national impact.

“For Luisa, it has made all the difference. “I want to be an entrepreneur in the accounting field,” says Luisa. “To me, finishing school and focusing on my career go hand in hand. I want to do it the right way, and this program meets my personal and career goals.” Throughout her time in the program, Luisa sharpened the accounting skills she was learning in her associate degree program and challenged herself professionally, even becoming the leader of Allstate’s Apprenticeship Council.

“Sometimes the first step is the hardest, but it’s always the best one,” Luisa says. “I decided to do this program, and then I took off running. I’ve learned that when I decide I want to try something, I won’t give in.”
BUILDING COMMUNITY
For many scholars, post-secondary education is a crucial time in growth and development when a supportive community can make all the difference. Destiny, an OMD alum and Program Coordinator, knows the impact that community can have.

“I do this work for my daughter. She’s my starlet. I’m excited for her to grow up and have her voice.”

As a scholar, Destiny transferred from Olive-Harvey College to UIC during the COVID-19 pandemic, facing difficulties affording supplies and tuition as an art major. OMD stepped in and, to her surprise, helped her with financial support. “Many scholars don’t have stability, and we give them a sense of that. I know what it’s like to not have someone looking out for you.” Today, Destiny leads a cohort of 50 young women back at OHC. The group is specially designed to build community among women underrepresented in higher education, as well as support academic and professional success. Destiny is passionate about building connections within the group.

“We're bringing young women together.”

In addition to 1-1 coaching and academic support, the group meets regularly for Power Hour, a study group where scholars connect, share, and learn about educational opportunities.

Safe places are key to relationship building. Earlier this year, a scholar in Destiny’s group experienced a tremendous loss – her child was stillborn. In the group, the scholar was open to sharing her difficulty. It was a learning opportunity for the other young women in the group. OMD was even able to cover the funeral cost and take on this burden.

From the Power Hour to flexible financial support, Destiny’s group is designed to help young women navigate the journey of higher education through community, tutoring, personal coaching, and financial support, with the goal of greater resilience and economic mobility.

“They want to be successful women. They are warriors.”
BUILDING FUTURES
One Million Degrees gives scholars the opportunity to realize their full potential. Our long-standing partnership with City Colleges of Chicago (CCC) and research-proven holistic support model have been shown to significantly boost graduation rates and economic mobility for students. In 2022, we built on this partnership and model with a new expanded, opt-out OMD Campuswide program at Olive-Harvey College, where OMD automatically accepts all CCC students who meet eligibility requirements. By allowing students to opt out rather than opt in, we aim to eliminate barriers and reach even more students.

After a successful first year, in 2023 OMD expanded this Campuswide program to Malcolm X College, bringing our coaching, mentoring, and financial and professional development model to more than 1,000 CCC students—students like Stephanie.

"I have learned a lot as a person, as a woman of color, scholar, and sibling. I've grown a lot – and I haven’t stopped."

Psychology class posed a challenge, but Stephanie found support in OMD tutoring, her Program Coordinator Melissa, and the CCC registrar's office. A recent highlight for Stephanie was being named Olive-Harvey’s 2023 valedictorian.

"I love to relive the experience of being OHC's 2023 valedictorian. Being recognized was such a good feeling."

As an Olive-Harvey graduate and current Malcolm X scholar, Stephanie knows the impact of OMD’s support first-hand. Her academic journey over the past two years has had its ups and downs.

After attaining her associate degree in psychology in December 2022, Stephanie is continuing her studies at Malcolm X College. She was inspired to enroll in the Medical Assisting program after seeing the impact her mother and sister have had in the medical field. Thanks to our recent expansion, OMD will continue to be there to support Stephanie and hundreds of other CCC scholars in building strong futures.

“Life can be challenging. Having someone there for you makes all the difference.”
BUILDING RELATIONSHIPS
A coach or mentor can change the trajectory of a young person’s life and career. That’s why personal coaching is one of the four components of OMD’s holistic student support model: We know that facilitating connections and relationships between coaches and community college students can be one of the most integral parts of a student’s success.

With the recent expansion of the Campuswide program to more CCC campuses, we have adapted our coaching model to meet the changing needs of our rapidly growing community. Coaches empower our scholars to set goals, achieve critical milestones, and become tomorrow’s leaders. They also form lasting personal connections, as with Elizabeth and Andrea’s strong coaching relationship.

Andrea is an OMD scholar at Wilbur Wright College, where she is interested in studying business and systems engineering. Andrea and Elizabeth share the connection of an interest in tech and business, Ecuadorian heritage, and being first-generation scholars. With coaching, Elizabeth has supported Andrea in creating her resume and personal brand, setting the foundation for the next steps in her career. In addition to professional guidance, Elizabeth shares that she is always a text away to make sure Andrea is “okay mentally and emotionally.” OMD’s wraparound support has encouraged Andrea to continue her academic career, and she is considering transferring to a four-year college after graduation.

“I do this for my sister.” - Andrea

Coaching forms enduring relationships across generations of professionals. Coaches serve as a sounding board, thought partner, and cheerleader for scholars like Andrea.

“Who knows, I could be coaching Andrea’s sister in a few years!” - Elizabeth

As an alum of OMD, Elizabeth has experienced the positive impact of coaching firsthand. Years ago, Elizabeth was a first-generation college student who needed support and direction. She shares that OMD helped establish her as the professional she is today. OMD created networking opportunities for Elizabeth, even helping buy her first suit for professional events. Today, she is a program manager at a big five tech company and views coaching as her way to give back.

“OMD got me out of my comfort zone and made me a better professional. Coaching is a way for me to giving back to my community.” - Elizabeth
## Revenue, Gains and Expenses

<table>
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<tr>
<th></th>
<th>2020 Per Annual Audit</th>
<th>2021 Per Annual Audit</th>
<th>2022 Per Annual Audit</th>
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<td><strong>Revenue and Gains</strong></td>
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<td>Contributions and Grants</td>
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<table>
<thead>
<tr>
<th><strong>Expenses</strong></th>
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<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tr>
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<td><strong>Total Supporting Services</strong></td>
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THANK YOU.