



# Unite, Engage & Empower for Social Good

ANNUAL REPORT 2020

# Letter from the Founder

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At Akamai, giving back and partnering with the communities where we live and work has always been one of our core values.

Photo courtesy of Innovators for Purpose



Since Akamai's founding in 1998, a core component of our commitment to corporate responsibility has been supporting K-12 math education programs with the goal of better enabling today's students to become tomorrow's technology leaders, for the ultimate benefit of all humanity.

To sustain this work, Akamai's Board of Directors in 2018 established a \$50 million endowment for the Akamai Foundation, which makes direct grants to local charities and global nongovernmental organizations that develop individuals for careers in Science, Technology, Engineering, and Math (STEM) fields. Grants emphasize reaching populations that are underrepresented in the technology industry.

This report highlights \$1 million in grants for STEM education that the Foundation awarded in 2020 to 35 organizations around the world. Recipients included Innovators For Purpose, working to diversify the technology talent pipeline; Jr.Tech and Girls Who Code, focused on closing the gender representation gap; the Mathematical Association of America, which advances the understanding of mathematics and its importance and impact on our world; and Rocket Girls and Fundacion Funda Vida, empowering youth in Costa Rica, where Akamai has a presence.

In 2020, the Foundation made significant investments to broaden its impact. In response to the COVID-19 pandemic, it launched a multi-faceted, \$1.1 million commitment to pandemic-related humanitarian relief efforts. And in response to the urgent need to achieve greater racial justice in the United States and throughout the world, Akamai's Board of Directors approved an additional \$20 million contribution to the Foundation's endowment to provide more support for initiatives designed to diversify talent in the technology industry.

The work of the Foundation is driven by Akamai's core values of inclusion, integrity, trust, and giving back to the communities where Akamai employees work and live around the world, as well as by our belief in the amazing possibilities that mathematics and other STEM fields can create for humanity's future.

A stylized, handwritten signature in black ink.

Tom Leighton  
Founder and Chairman  
Akamai Foundation



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*“As a Foundation, we are now poised to impact over 5 million children annually. And the Akamai family is key to our success in making this happen.”*

—Ashok Kamath, Chairman, Akshara Foundation

Photo courtesy of The Hidden  
Genius Project



# Our Global Impact | 2020 Giving Highlights

**95** grants and partnerships | **\$2.23M** donated

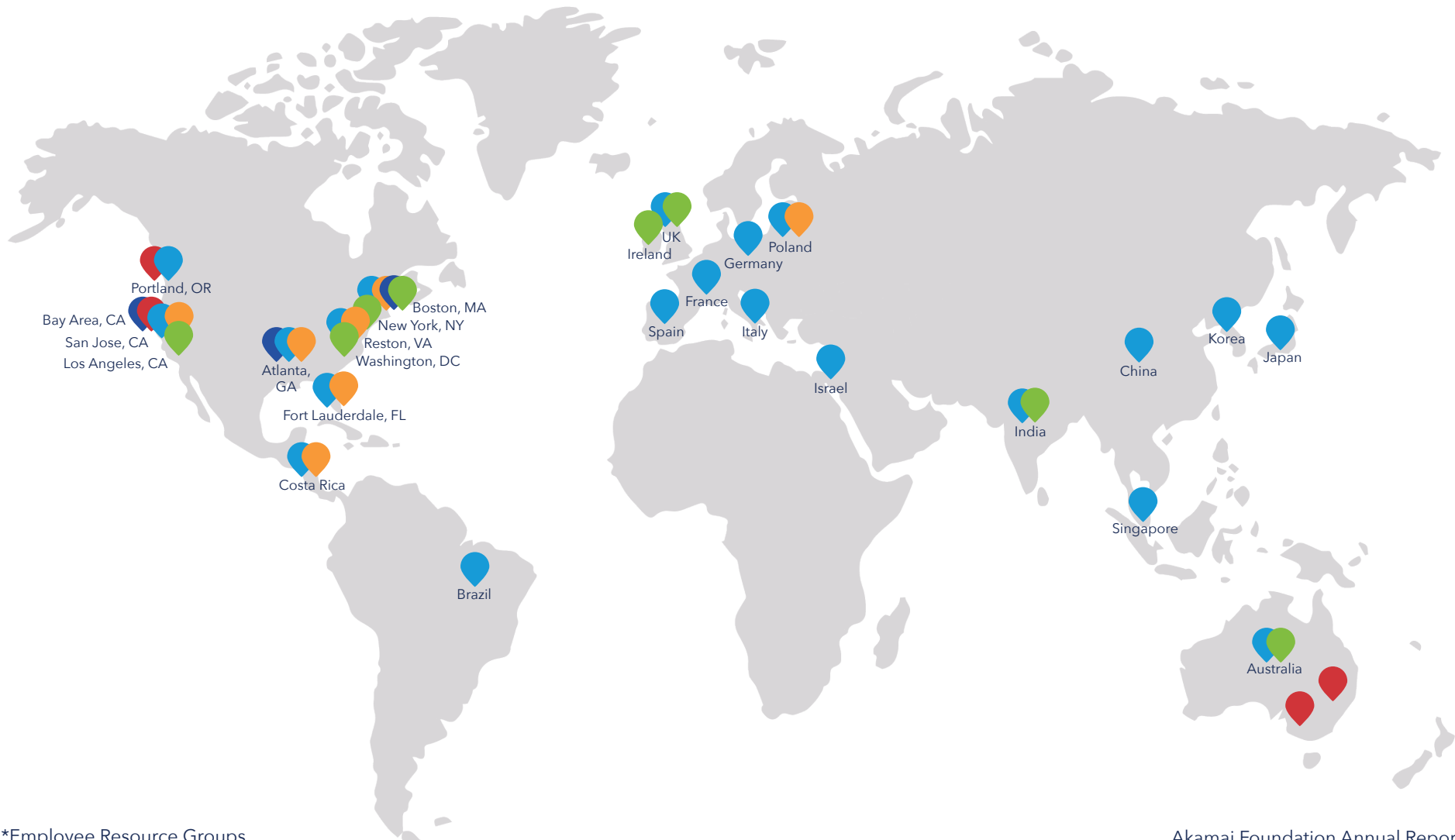
**STEM** | **35** grants | **\$1M**

**COVID-19 RELIEF** | **31** grants | **\$1.1M**

**ERG\*** | **20** grants | **\$110K**

**DISASTER RELIEF** | **4** grants | **\$49K**

**DANNY LEWIN STRONG COMMUNITY** | **5** grants | **\$35K**



# Our Global Impact | Giving with a Purpose

**16** countries, **21** cities • **120+** grants & partnerships • **\$70M** endowment



## STEM



**35** grants

**\$1M**

## DANNY LEWIN CARE DAYS & EMPLOYEE VOLUNTEERING



**31** Akamai offices participated



**54** projects around the globe

“Healing by giving together”



## ERGS | EMPLOYEE DRIVEN GIVING



**\$110K** to fund community outreach and grants to approved 501(c)3 charities



**20** nonprofits selected by **11** ERGs



Diverse groups from across the globe, focused on internet access, supporting the LGBTQ+ community, veterans, and more

## RACIAL EQUITY & SOCIAL JUSTICE

Gift matching program supported **12** nonprofits focused on human rights and racial equality

**146** donations

**\$65,544** raised with match



“This is a **movement**, not a moment.”

**We do not tolerate racism or discrimination of any kind.**



## COVID-19 RESPONSE



**\$1.1M** in charitable giving



**\$500K** in COVID-19 emergency relief funds in **16** countries



**\$400K** with \$200K donations and \$200K match

# STEM Education

Last year, the Akamai Foundation was proud to support the work of 35 organizations across the globe.

## STEM OVERVIEW

Though the COVID-19 crisis has touched every aspect of life around the world this year, education has been hit with a particular ferocity. Teachers and students scrambled to figure out how to connect with each other and keep learning in the face of enormous obstacles. Support for those educators and the nonprofits that partner with them has never been more important; that support is at the heart of the Akamai Foundation's core mission.

Last year, the Foundation was proud to support the work of 35 organizations across the globe, with close to \$1M disbursed through our [2020 global STEM education grants](#). From organizations like [Innovators for Purpose](#) seeking to diversify the tech pipeline; to [Jr.Tech](#), working on closing the gender gap in the technology industries; to youth-empowering [Fundacion Funda Vida](#) in Costa Rica; and the many other partners detailed in the pages that follow, 2020 saw a blossoming of innovation and adaptation from our partner organizations that met this year's challenges head-on. The results they achieved are inspiring.

An additional \$110,000 in impact grants was awarded for mission-aligned organizations nominated by [Akamai Employee Resource Groups](#) focused on building community and amplifying education.

We are so proud of our partners and their accomplishments and are honored to support their incredible work. This year has only reaffirmed our belief in the urgency of access to science and mathematics education, and we couldn't ask for better partners in the pursuit of that mission.

## AKSHARA FOUNDATION | INDIA

As students and teachers around the world struggled with the COVID-19 crisis, the [Akshara Foundation](#) team rolled up its sleeves to help teachers and children in the state of Karnataka in India. Its signature Ganitha Kalika Andolana (Math Learning Movement) Program was tapped by the state to empower over 20,000 education volunteers mobilized from villages across Karnataka to provide support for distanced, outdoor classes for more than 1 million children in the state. With the support of local communities and the Akamai Foundation, students will have sustained access to quality mathematics education. To learn more about the Foundation's efforts in India, [watch this segment from CNBC](#).

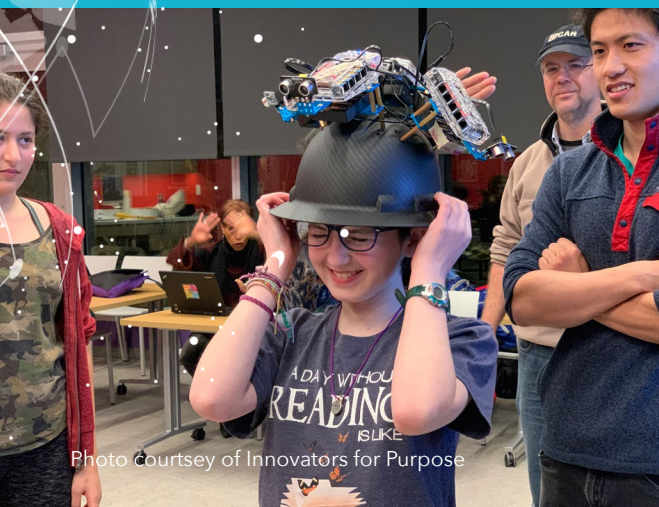


Photo courtesy of Innovators for Purpose



# STEM Education

We are so proud of the work our nonprofit partners do. Here are just a few:

**Virtual ISEF 2020:**  
**On-Demand &**  
**Livestreamed**  
**STEM events**

**300 US locations**

**125 countries**



Photo courtesy of The Hidden Genius Project

## **FUNDACJA UNIWERSYTET DZIECI - CHILDREN'S UNIVERSITY FOUNDATION | POLAND**

More than 44,000 students in Poland joined over 7,000 classes facilitated by the [Children's University Foundation](#) in 2020, stretching across the country from big cities to small towns and villages alike. The Akamai Foundation's support led to the creation of 12 new STEM lesson scenarios and helped fund the organization's first online webinar for educators, reaching nearly 3,000 teachers.

## **GIRLS WHO CODE | UNITED STATES**

Another long-time Akamai and Akamai Foundation partner, the mission of [Girls Who Code](#) is simple: close the gender gap in computer science through engagement with young women and nonbinary students, starting in their K-12 education. To date, the organization has served 300,000 girls through its in-person programming. Its flagship Summer Immersion program, usually hosted onsite at Akamai with a staff supplemented by employee volunteers, successfully pivoted to an entirely digital event this year. Over 5,000 attendees logged on to build their coding skills and begin growing their networks.

## **THE HIDDEN GENIUS PROJECT | CALIFORNIA**

One of the first organizations to receive support from the Akamai Foundation, [The Hidden Genius Project](#) continued its work unabated in a challenging year, training and mentoring young Black men across the country in the fields of technology, entrepreneurship, and leadership. In response to COVID-19, the California-based organization pivoted to virtual coaching and training, continuing the amazing work of its Immersion Program and Catalyst workshops after receiving its second grant from the Foundation.

## **ROCKET GIRLS | COSTA RICA**

Based out of Costa Rica, [Rocket Girls](#) provides training for young women in the fields of information technology, programming, and robotics. From the Rocket Babies robotics courses, to their programming language Tech Academies, to mentoring and advisory support, Rocket Girls helps shape the lives of girls seeking to navigate careers in the technology industry. Their programming also includes Rocket Boost, designed to help students prepare for a career in a male-dominated field. The Rocket Girls mission reached new heights this year with the formation of the Inclusive Rockets program, focused on amping up technical skills and providing mental well-being support for LGBTQ+ youth. In 2020, over 800 students participated across 30 events, courses, and webinars facilitated by support from the Akamai Foundation.

## **SOCIETY FOR SCIENCE & THE PUBLIC: REGENERON ISEF 2020 | WASHINGTON, DC**

Akamai and the Akamai Foundation were proud to support the [Society for Science & the Public's Regeneron International Science and Engineering Fair \(ISEF\)](#) this past May as the Society transitioned its annual programming to a [fully virtual conference](#). Over 18,000 registrants from 131 countries attended to hear from Nobel laureates, COVID-19 researchers, and leaders in the technology industry, with the Foundation's Founder and Chairman, Tom Leighton, featured on the conference's [Technology and its Role during the Pandemic panel](#).

# Employee Volunteerism

A pandemic could not stop Akamai employees from giving back to their local communities—they demonstrated creativity, collaboration, and unity throughout the year.

In spite of the pandemic, the Akamai team continued our long tradition of giving back to local communities. Named after co-founder Danny Lewin, who instilled a sense of community into the fabric of Akamai, Danny Lewin Community Care Days (DLCCD) serve as an opportunity for employees to come together and connect with the communities around us. With collaboration and creativity, the annual month-long celebration of giving back adapted to local communities around the world with amazing results. From blood drives in Sydney to toy making in Seoul; from virtual charity runs in Addlestone to garbage sorting in Hong Kong; teams at Akamai came together, remotely, to give back through over 50 projects around the globe.

Employee volunteerism wasn't limited to DLCCD. In Brazil, [Akamai employees raised donations](#) for enough meal boxes for 160 families, in partnership with [Instituto Resgatando Vidas](#). Meanwhile, members of the Costa Rica office connected with their community through Danny's Mobile Innovation Lab, a traveling makerspace and classroom. We are so excited to begin planning for tours of the Innovation Lab in the years to come, with plans to visit Akamai communities around the world. To learn more, check out this video about the [Mobile Innovation Lab](#).

This year, we found ways to honor Danny's memory and Akamai's core values through individual work as well, sharing acts of kindness with our local communities by dropping off medicine and groceries to home-bound neighbors, donating tech to hospitals so isolated patients could stay in touch with loved ones, and providing supplies and skills for masks and face shields. This challenging year has taught us that in trying times, when even being in the same room proves to be impossible, we can still find ways to heal by giving back as best we can.





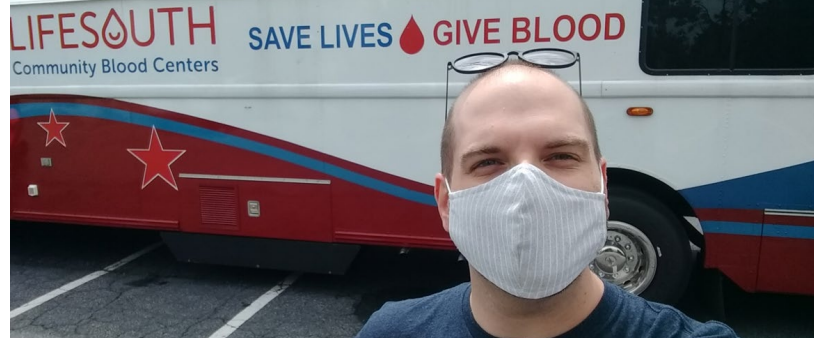


Photo credits, top to bottom, left to right: DLCCD participants in Sydney, Santa Clara, Taipei, Atlanta, Sydney, Seoul, Tel Aviv, Costa Rica, Seoul



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Akama



# Racial Equality & Social Justice

The Akamai Foundation is committed to the pursuit of inclusivity and diversity, both within our organization and in the technology industry at large.

“The Akamai Foundation’s support equips us with the resources and peace of mind to focus our energy on what we do best: transform lives and communities.”

—Brandon Nicholson, Executive Director,  
The Hidden Genius Project

The Akamai Foundation’s mission centers on equal access to quality STEM education, with a primary focus on underserved communities. The mission and programs echo Akamai’s core values of “Integrity and Trust,” “Inclusion,” and “Giving Back.”

Akamai is proud to have been named one of [America’s “Most JUST Companies”](#) by Forbes and JUST Capital. However, the events of 2020 have brought to light the importance of growth, reflection, and adapting to meet changing needs. We resolve to strengthen our commitment to address racial inequality and amplify our pursuit of social justice.

To do this, the Akamai Board of Directors approved an additional contribution of \$20M to the Foundation’s endowment to fund global community efforts, increasing the diversity of talent coming into the technology industry.

Steps taken to address diversity in tech, as well as larger systemic issues, included:

## ERG + FOUNDATION COLLABORATIVE

To unite the Foundation, Office of Inclusion, Diversity & Engagement, and Akamai Employee Resource Groups (ERGs) in a collective effort to amplify community impact and reach, [ERGs selected 20 humanitarian organizations](#) across the globe as recipients of social impact grants. These grants foster and strengthen internal and external partnerships that support equity, diversity, and inclusion, raise awareness, provide education on critical issues, and drive sustainable change. In the last year, \$110,000 in funds were disbursed to nonprofit partners focused on supporting homeless women and children, protecting children’s rights, improving food access, empowering LGBTQ+ youth, and much more.

## RACIAL EQUALITY & SOCIAL JUSTICE PUBLIC MATCHING GIFT CAMPAIGN

Through the Racial Equality and Social Justice matching gift campaign, the Foundation offered public matching gifts to 12 nonprofits selected by our ERGs. These charitable partners do crucial work that extends well beyond the world of technology, and includes [Amnesty International](#), [The Innocence Project](#), and the [Center for Racial Justice in Education](#). Gifts were doubled for a total of \$65,544 in charitable donations.

## TECH COMPACT FOR SOCIAL JUSTICE

Akamai also joined the [formation of the Tech Compact for Social Justice](#), bringing together members of the tech industry committed to inclusionary practices and creating meaningful change in the diversity of our workforces.

# COVID-19 Response & Disaster Relief

In 2020, the Akamai Foundation adapted and evolved in response to many issues demanding urgent, direct action.

The global COVID-19 crisis has gripped the attention of the world and demanded immediate, urgent action. The Akamai Foundation responded by contributing \$500,000 in [local grants](#) in 16 countries through our Health & Human Services Grant Program. The funds supported hospitals in Krakow, supplemented food banks in Australia, provided childcare in the United States, and much more.

In Costa Rica, a partnership with University of Nations followed the principle of “generosity begets generosity,” [empowering local communities](#) to support each other through donations of food and flowers. From our work with [Blanchet House](#) in Portland, Oregon, to supporting children’s hospitals in Germany, we sought partners the world over to respond. In total, the Foundation’s collective contribution to relief efforts was [\\$1.1M](#).

Though certainly the largest, the pandemic was not the only disaster demanding immediate response this year. Wildfires in Australia and on the West Coast of the United States were devastating in early 2020, uprooting countless lives and communities. We continued our ongoing efforts in responding to wildfire disaster relief through partnerships with [BlazeAid](#) and the [California Community Foundation](#), and are working with the Akamai Sustainability team to explore disaster resiliency and long term solutions for recovery efforts.

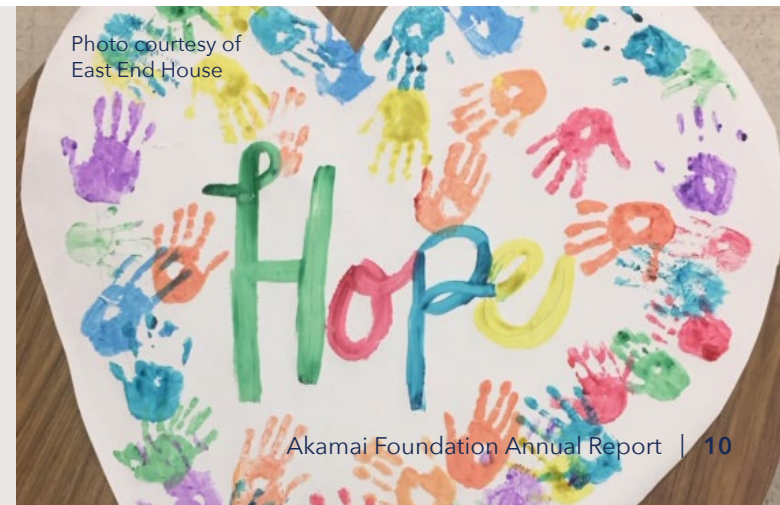
Our core mission is a thoughtful investment in the future, to plant the seeds for the world we want to live in. But the world demanded immediate action in numerous ways over the past year, and our efforts evolved to answer that call.



*“Support from the Akamai Foundation enabled us to keep our doors open and pivot towards expanding the provision of emergency childcare, food, and other basic necessities for the most vulnerable and under-resourced families most impacted by the pandemic.”*

—East End House

Photo courtesy of  
East End House





# Thank You

## A Closing Message of Appreciation

I would like to extend my deepest gratitude to **our partner organizations, our employees, and our global communities** for working alongside the Akamai Foundation during this extraordinary year. Our efforts were inspired by everyone, everywhere, linking together to help others in such uncertain times.

Thanks to you, what began as the simple urge to give back has grown into something much greater than we ever expected. In the face of overwhelming obstacles, as the world reeled from countless crises and a pandemic, you faced those obstacles head on, adapting and evolving however you could, and touching countless lives as a result. We are humbled and thank you from the bottom of our hearts.

The Foundation promises to continue learning, adapting, and earning the trust you've placed in us as the world continues to change. We are energized and hopeful for what lies ahead, and we will carry that inspiration into 2021 and beyond.

Be safe and be well.



Anthony Williams  
President  
Akamai Foundation