We are Code Nation.

We are a bridge between under-resourced K–12 education and the tech sector. We prepare high school students to pursue high-wage careers.

We bring together communities to create opportunities: We are teachers, software engineers, students, families, alumni, and other supporters. Together, we are working to provide new pathways to economic opportunity.

Last year 1,362 high school students showed up to Code Nation programs eager to learn to code. Hundreds of software engineers volunteered 37,000 hours to teach web-development in local schools. Leading companies opened their doors (and snack bins) to teenagers every week, all year. Principals and teachers made time, revised lessons, and offered advice. Parents and families were collaborators, cheerleaders, and champions.

Getting a job in the tech sector requires more than just technical skills. It requires confidence, meaningful experience, and a professional network. It requires someone opening a door.

Human connection powers this work, and it is transformational. Together, we can ensure our students are ready for the jobs of today and tomorrow.

We’re just getting started. I hope you’ll join us!
A tech career can be a pathway to prosperity, but young people growing up in low-income circumstances have less access to the computer science courses, workplace experiences, and role models that launch careers in tech. This disparity perpetuates inequity and leaves tremendous potential untapped. Now more than ever, we know that diverse perspectives are a prerequisite for progress.

We see a problem.

We’re on a mission.

Code Nation equips students in under-resourced high schools with the skills, experiences, and connections that together create access to careers in technology. Courses in our multi-year program model are taught by teams of professional software engineers on a volunteer basis; our industry-aligned curriculum and vast network of supporters provide students with the tech skills and social capital they need to break into the tech workforce.

We have a plan.

Intro to Web Development
Coding Exposure
- Introductory course held at under-resourced high schools
- Curriculum covers HTML, CSS, and JavaScript
- Students meet and build relationships with at least 4 mentors in the industry
- Students attend field trips at local tech companies
- Students learn about different careers and pathways in tech

Code Nation Fellowship
Workforce Development
- Program held in partnership with tech companies
- Curriculum covers advanced JavaScript
- Focus on building professional skills, connections, workplace experience, confidence, and a sense of belonging
- Students become familiar with industry practices like whiteboarding, collaboration tools, standups, hackathons, portfolios

Alumni Network
Industry Inclusion
- Connections to post-secondary opportunities, including bootcamps
- Support finding local internship and employment opportunities
- Resources for resume building, networking, and interviewing throughout college and early career
- Leadership and mentoring opportunities

Post high school graduation

10th grade

11th & 12th grade
Code Nation by the Numbers

2018–2019

Total students: 1,362
Total programs: 73
Total volunteers: 260

Students

<table>
<thead>
<tr>
<th></th>
<th>New York</th>
<th>Bay Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intro students</td>
<td>279</td>
<td>814</td>
</tr>
<tr>
<td>Fellows</td>
<td>63</td>
<td>206</td>
</tr>
</tbody>
</table>

Race

76% of Code Nation students identified as Black or Latinx, versus 15% of the Tech Workforce.

Volunteer Hours

Collectively, software developers in New York City and the Bay Area donated over 37,000 hours of their time to supporting Code Nation’s mission for a total in-kind donation of $1,314,425.

78% of the tech workforce identifies as female.

44% of Code Nation students identify as female, transgender, or gender non-conforming.

High School Internships

<table>
<thead>
<tr>
<th></th>
<th>New York</th>
<th>Bay Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer interns</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td>Internship hosts</td>
<td></td>
<td>19</td>
</tr>
</tbody>
</table>

76% of Code Nation students identified as Black or Latinx, versus 15% of the Tech Workforce.

Tech Workforce 26% of the tech workforce identifies as female.

78% Percent of students qualified for free or reduced price lunch.

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FRPL is an average percent of school FRPL percentages.

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Amanda Tan
Computer Science Major at San Francisco State University, Code Nation Bay Area ’19

“I thought I might have an interest in coding, but I didn’t know where to start. I’m thankful that I took the chance—now I’m in college studying Computer Science.”

Kiara Correa-Acosta
Computer Science/Education Major at Smith College, Code Nation NYC ’18

“Before joining Code Nation, I didn’t see myself being a coder—it was something that society had not really allowed women to explore.”

Nehal Patel
Front-End Engineering Intern at Facebook, Computer Science Major at Queens College, Code Nation NYC ’16

“Code Nation not only showed me what choosing this career path would be like, but also provided all the necessary resources to help get me here. The coding skills and professional experiences I gained with Code Nation made it possible for me to break into tech.”

Karen He
12th Grader at Balboa High School, Code Nation Bay Area ’20

“In order to make tech that is beneficial for all to use, everyone’s voices must be heard. Women and people of color are currently underrepresented in tech and Code Nation combats that, so that tech can be BY and FOR everybody.”

Rashad Landrum
Front-End Developer, Computer Science Major at Queensborough Community College, Code Nation NYC ’17

“Code Nation has given me the confidence I needed to apply for jobs in my field. Without them, I would not have the job I have today. I can’t look at my resume without thinking about Code Nation.”

6% of students who attend under-resourced high schools earn a degree in a STEM-related field within 6 years of graduation.

74% of our reported alumni who completed Code Nation’s program are majoring or employed in a STEM field. 63% are studying or working in Computer Science.
“Many of the problems with the tech industry can be traced back to the fact that people making the technology don’t accurately represent all people. Giving our students access to careers in tech would change that. Their perspectives and the things they build makes technology more useful for people beyond the usual Silicon Valley mold.”

“Code Nation is tremendously important in exposing young adults to the world of technology. Code Nation offers an opportunity for people working in tech to be part of the solution to the absence of diversity in a real and fulfilling way.”

“As someone who works for a tech company, I feel strongly that we have a responsibility to give back to our communities. I believe in Code Nation’s mission; the connections that I developed within the Code Nation community have helped define my professional career.”

“Having a program that instills tech skills is crucial for black and brown students in our communities. These are talented students, but they aren’t given the same chances as others. Code Nation gives them the connections and opportunities they need to fulfill their potential.”

89% of volunteers would recommend volunteering with Code Nation.

For each year a student spends in a Code Nation program, their network of professional mentors grows by at least four.
Chris Helfrich
CEO at Stephen & Ayesha Curry’s Eat. Learn. Play. Foundation

“The tech industry is a game-changer, especially in the Bay Area. It shouldn’t matter where you come from or what your socioeconomic status is—everyone should have the chance to make their mark in tech and on the world. Code Nation is creating that opportunity for our kids in Oakland and that’s why we’re proud to invest in their mission.”

In 2018–2019, Code Nation served students in New York City and the Bay Area. We are thrilled to have launched programs in Chicago in the fall of 2019.

Kristen Titus
Executive Director at Cognizant US Foundation, Former Chief Technology and Innovation Officer of New York State, Founding Director of NYC Tech Talent Pipeline

“Code Nation has created a first-of-their-kind pathway for students in our highest need schools, bringing industry leaders into the classroom and students into the workplace. The technology industry will count Code Nation among its most important and diverse pipelines for years to come.”

Neal Sáles-Griffin
Managing Director at Techstars Chicago

“I was born and raised on the South Side of Chicago. For years, I watched friends and family leave the city because there wasn’t enough opportunity here. I am invested in coding education in Chicago because I want to give people a reason to stay here. Chicago is growing into a major tech hub and Code Nation creates pathways for our young people to access the industry. Code Nation will invest in our students, give them the opportunity to stay in the community, to make their mark on the tech industry, and to code the future of Chicago.”
Our Board and Staff

Board

Eileen Aptman  
Chief Investment Officer, Belfer Management LLC

Peter Boyce II  
Partner, General Catalyst

Maurya Couvares  
Code Nation Co-founder

Caryn Effron  
Co-founder, Declare & Managing Director, Ackman-Ziff Real Estate

Dahni-El Giles  
Founder, UpRhizer & Co-founder, DonorsChoose.org

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President & CEO, Girls, Inc.

Scott Meyer  
Owner & Principal Consultant, Glenview James LLC, Co-founder, Evidon

Sarah Min  
Digital Media Consultant & former EVP Marketing, ScrollMotion

Elizabeth Pisacreta  
Code Nation Co-founder & Associate Director, Research and Policy, Ithaka S+R

Josh Silverman  
Code Nation Board Chair, CEO, Etsy & former CEO, Skype

Lauren States  
Independent Director, former VP & CTO, IBM

Staff

NYC  
Queenette Adegbite  
Development Associate

BAY AREA  
Hilaa Ahmed  
Program Manager

CHICAGO  
Ingrid Ang  
Program Manager

NATIONAL  
Lex Bass  
Events & Operations Manager

Francesca Balbi  
Director of Finance & Human Resources

Robert Bomner, J.D.  
Managing Director

Riley Butterfield  
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Julia Cedarho  
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Sarah Street  
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Financials

Revenue

$5,546,112.00

- Foundations 50%
- Donated goods and services 24%
- Individual Contributions 16%
- Earned Revenue: Internships & School 7%
- Corporate Contributions 3%

Expenses

$5,257,022.76

- Program Services 78%
- Management General 13%
- Fundraising 9%

Institutions

Supporters

- Accenture
- Adobe
- Amazon Web Services
- American Express
- AT&T
- Capital One Foundation
- CME Group Foundation
- eBay
- Fiserv
- Ford Foundation
- Google
- Grammy Foundation
- Group Nine Media
- IEX
- LaunchDarkly
- Major League Baseball
- Advanced Media
- MakeSpace
- Memorial Sloan Kettering Cancer Center
- MoneyLion
- OpenFin
- Oscar Health
- Pandora
- PaperSpace
- PlanGrid
- Postmates
- Quartz
- Salesforce
- Schrodinger
- SeatGeek
- Southeast Airlines Foundation
- Square
- Teachers Pay Teachers
- The JetBlue Grants Foundation
- The Vien Group
- Uber
- United Masters
- WeWork

Partners

- Apple
- Aravito Systems North America
- Arbor Brothers
- Aarna
- Allegheny Foundation
- Bank & Co.
- Betterment
- Bitly
- Blend
- Blind Barber
- Bloomberg
- Bombora
- BuzzFeed
- Capital One
- Caro
- Clima.com
- Codecademy
- Cognizant
- Coyote Logistcs
- CSAM NYC
- CultureIQ
- D.E. Shaw Group
- Datadog
- Digital Ocean
- Disney VoluntEARS
- DoSomething.org
- Dropbox
- Dynamicland
- Epic Foundation
- Facebook
- Fields Galley Foundation
- Finnegan Family Foundation
- First Republic Bank
- Fisport
- Fiscality
- Frame.io
- Fitbit Foundation
- GitHub
- Harry’s
- Hearst
- HSBC
- JW Player
- KrayMe
- Knotel

Sustainers

- Crankstart Foundation
- Strada Education Network

Champions

- Hewlett Foundation
- (co-investor in PropellNet, an initiative of Edna McConnell Clark Foundation)
- Peery Foundation
- Robin Hood Foundation
- The Bim Wopick Foundation

Advocates

- Altman Foundation
- Anonymous
- Bloomberg Philanthropies
- Booth Ferris Foundation
- Scholl Philanthropy on behalf of Clement Gires
- Solon E. Summerfield Foundation
- The Claneil Foundation
- Western Union Foundation

Individuals

- $100,000+
  - Arthur Rock and Toni Rembe Rock
  - $50,000+
    - Sarah Mrn and Matthew Pincus
    - Joshua Silverman
  - $20,000+
    - Anonymous
    - Eileen and Lowell Aptman
    - Caryn and Craig Elfton
    - Emni Kantel
    - Carol and Larry Levy
  - $5,000+
    - Angie Knaul
    - Lauren C. States and Kenneth J. Creavy
    - Lots and Andrew Zaro
- $1,000+
  - Anonymous
  - Susan Atkinson
  - Peter Boyle II
  - Opeyemi Bukola
  - Jill Braithwaite and Dan Nir
  - Duane and Joanne Fidler
  - Jeffrey Goldberger
  - Stephanie J. Hart
  - Roan Kattouw
  - Jennifer Kroman
  - Randy and Brian Kwiat
  - Barry Kringsstein
  - Andrea and Scott Meyer
  - Elizabeth Davidson
  - Pia Carra and Tim Pisacreta
  - Mark Rachesky
  - David Shen
  - Lola Scott and David May
  - Barbara and Robert Stafford
  - Joseph Tessler and Barbara Scott
- $500+
  - Lois and Andrew Zaro
  - Robert and Barbara Scott
  - Ben Fiedler
  - Enni Kantel

Thank You

Code Nation thanks the following members of our community for their commitment to increasing access to tech careers and their generous support of our mission.
Get Involved

**Volunteer**
Our courses are taught by tech professionals on a volunteer basis. Sign up to teach and inspire the next generation of technologists.

codenation.org/volunteer

**Give**
We rely on charitable donations to provide high-quality programs for our students in NYC, Chicago, and the Bay Area. Donate to increase access to our tuition-free courses.

codenation.org/donate

**Partner**
Our company partners enable us to offer students real work-based learning experiences that promote career readiness. Join us to create opportunities for youth in your city.

codenation.org/companies

**Spread the Word**
The Code Nation community is growing across the country. Join the movement by telling our story: share with your network, join a local advisory council, or become a Code Nation ambassador.

codenation.org/contact