CodeNation

2020 Annual Report

POWERFUL VOICES
“Code Nation is important for exposure. Like me, before Code Nation classes, a lot of other bright children don’t even know that coding can be a career. It’s an eye-opening opportunity that forces people to take on different hobbies and gain new skills! It’s truly been an honor to meet people who do this stuff every day of their life.”

Kaniya Cooper, Student, Dyett High School in Chicago
We are Code Nation.

We are teenagers, technologists, teachers, business leaders, and other champions. We are a movement spanning cities, cultures, and industries. We are mobilizing for equal access to opportunity, for social and racial justice. We believe Black Lives Matter.

The Powerful Voices of our community support each other through historical change. The community we create through code bridges social and economic divides and unites people with the power to change lives.

2020 has proved the collective power and resiliency of our community. We came together to work against deepening digital divides. We pivoted to reach students in 72 programs across 3 regions 100% virtually. Software developers collectively volunteered over 45,000 hours to provide in-person and remote learning in support of Code Nation’s mission in the San Francisco Bay Area, Chicago, and New York City.

The powerful voices of Code Nation students and alumni can change the futures of communities – even whole cities. Together, we can support the voices of tomorrow by ensuring students are prepared for the tech jobs of today.

Thank you for your support. Together, we can Command + Shift the Future.

Rebecca Novak
Chief Executive Officer
A tech career can be a pathway to prosperity, but young people growing up in low-income circumstances have less access to 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.

Code Nation equips students with the skills, experiences, and connections that together create access to careers in technology. With a volunteer teaching cohort of over 300 professional web and software developers and a network of school and company partners, we provide coding courses and work-based learning programs to students who attend under-resourced high schools. 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.

**Step 1**

**Intro to Web Development**

**Emphasis**
Career Exploration

**Grade Level**
10th grade

**Description**
- Introductory course held at high schools in historically underserved communities
- 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
### Step 2
**Code Nation Fellowship**

**Emphasis**: Career Preparation  
**Grade Level**: 11th & 12th grade

**Description**
- 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

### Step 3
**Alumni Network**

**Emphasis**: Industry Inclusion  
**Grade Level**: Post high school graduation

**Description**
- 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

"My favorite part of my experience with Code Nation has been meeting pros!"

Kaniya Cooper, Student, Dyett High School in Chicago

"It’s more important than ever to empower youth as we try and renew and renovate the antiquated systems and status quo we have in place, whether it be in tech, politics, or activism. There are more reasons than ever in the world to feel weary and depressed about the current state of society, but whenever I see youth going out and working and advocating for what they believe in, I feel that tinge of hope."

Frances Coronel, Executive Director, Techqueria  
& Software Engineer, Slack
Code Nation pivoted to remote learning with the rest of the country during the 19-20 school year. Data points in this section reflect information before March 2020.

### 2019–2020 Reach

<table>
<thead>
<tr>
<th>Year</th>
<th>Total number of students</th>
<th>New York students</th>
<th>Bay area students</th>
<th>Chicago students</th>
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<td>2013 Total</td>
<td>30 New York</td>
<td>30</td>
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<td>2015 Total</td>
<td>665 New York</td>
<td>867</td>
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<tr>
<td>2016 Total</td>
<td>665 New York</td>
<td></td>
<td></td>
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<tr>
<td>2017 Total</td>
<td>1,229 New York</td>
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<tr>
<td>2018 Total</td>
<td>1,008 New York</td>
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<td>1,630 New York</td>
<td>895</td>
<td>587</td>
<td>148</td>
</tr>
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</table>

Our reach has grown by 145% in the past 5 years!
Race

78% of Code Nation students identify as Black or Latinx* versus just 14.7% of the tech industry.

*Of these students 3% identify as Mixed Race BIPOC (Students who Identify as Mixed Race/ Ethnicity AND Black/AA, Hispanic/Latinx, and/or Indigenous)

Gender

44% of Code Nation students identify as female, transgender, or gender non-conforming.* Just 26% of the tech workforce identifies as female.

* 42% of these students identify as female

Volunteers

Collectively, software developers in New York City, Chicago, and the Bay Area donated over 45,000 hours of their time to supporting Code Nation’s mission for a total in-kind donation of $1,580,355.

Number of volunteers

316 Total number of volunteers nationally
214 Total number of NYC Volunteers
73 Total number of Bay Area Volunteers
29 Total number of Chicago Volunteers

$1,580,355 Volunteer in-kind donations FY20
Our Programs

Intro to Web Development Programs
Intro to Web Development is a tuition-free Code Nation course available to high school students in 10th or 11th grade through their school. Intro to Web Development classes are held at partner high schools twice a week for a full school year and are taught by industry professionals who volunteer with Code Nation. Students learn HTML, CSS, jQuery, and JavaScript.

Fellowship Programs
Fellowship courses are available to students that have completed one year of Intro to Web Development with Code Nation. Courses are held at partner companies after-school once a week for a full school year, and bring together students from different high schools to learn Advanced JavaScript, Git, and APIs. Through a project-based curriculum, students develop a portfolio of work while building problem-solving, project management, presentation, and professional skills.

Program Numbers

<table>
<thead>
<tr>
<th>Program Numbers</th>
<th>National Total of Intro Students</th>
<th>National Total of Intro Programs</th>
<th>National Total of Fellowship Students</th>
<th>National Total of Fellowship Programs</th>
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<tr>
<td></td>
<td>1,364</td>
<td>70</td>
<td>266</td>
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<td>NYC total</td>
<td>717</td>
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<td>178</td>
<td>13</td>
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<tr>
<td>Bay Area total</td>
<td>499</td>
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<tr>
<td>Chicago total</td>
<td>148</td>
<td>6</td>
<td>N/A</td>
<td>N/A</td>
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</table>

...developing websites really helped me see that I can do something to potentially impact others.

Monserrat Diaz Martinez, Student, All City Leadership Secondary School in NYC
“Computer Science (CS) education has been built on a foundation of innate inequities. The challenges that are already widely known in regards to implementing CS education—teacher training and preparation, access to devices, reliable internet access, and more generally, the availability of school programs—have only been exacerbated due to remote learning, a world in which many of these things have only become more limited. Code Nation has done well in recognizing their role in the relationship with their students and teachers, as well as the responsibility they hold to deliver a high-quality learning experience regardless of the learning model they must deliver it in.”

Abril Vela, Special Projects Coordinator, the Office of Computer Science at Chicago Public Schools
During the 2019-2020 academic year, Code Nation delivered programs for the very first time in Chicago! We are so enthusiastic about our initial impact and the momentum that’s building for our mission in the Windy City. Code Nation’s Chicago Intro to Web Development course was officially approved for elective credit by Chicago Public School’s Office of Computer Science; aligning us with the “Computer Science for All” equity efforts of the school district! 18 Chicago companies demonstrated their commitment to Code Nation students through volunteer hours, sponsoring student experiences, and financial support. Fueled by a quickly growing community of champions across education, tech, and philanthropy, Code Nation supported nearly 150 Chicago youth in taking their first steps on the path to careers in technology.

**Chicago Launch**

**Number of Students**
148 students

**Number of Schools Represented**
22 different CPS high schools

89% of students attended at least one field trip to a tech company, allowing students to envision themselves in a career in technology. 67% of students reported that they intend to pursue a career that involves coding skills as a result of their Code Nation experience. 75% of students demonstrated beginning proficiency in fundamental programming languages HTML, CSS, and JavaScript. 5 unique websites built by each Code Nation student These sites reflect their passions and interests.

**Hackathon Highlight:**
Project Link, Team 606
“Code Nation has provided an opportunity for my students that is priceless. The students I teach have historically been underrepresented in the field of Computer Science. The students look forward to coming to the Code Nation class. They were excited to learn and not afraid to ask questions. The collaborative learning environment that was sparked by Code Nation is awesome! We were fresh off of the teacher strike in Chicago when the class was established. This Code Nation class was the type of classrooms we were fighting for. As an educator for over 20 years, it has been years since I was excited and looked forward to coming to work. This program has renewed my faith in education. My students got a chance to interact with Professional Software Developers, visit the workplace, and compete at a Hackathon at Google Headquarters! Code Nation is the sledgehammer breaking the glass ceiling of inequity in Computer Science unapologetically. I love it! I will stand by Code Nation passing out protective goggles, hard hats, and ladders to help my students get to the next level.”

Abril Vela
Special Projects Coordinator, the Office of Computer Science at CPS

“2020 marked the first graduating class required to take one full credit of Computer Science (CS), shifting priorities for CS implementation within Chicago Public High Schools (CPS). With a solid framework for introductory experiences, the Office of Computer Science at CPS is in great need of organizations like Code Nation who can begin to support and engage our students in more specialized CS coursework. Code Nation also delivers on a clear need expressed across the district by providing students direct access to the Chicago tech industry through work-based learning opportunities.”
Pivot to Remote Learning

In March 2020, Code Nation pivoted to remote learning with the rest of the country. Although the methods of program delivery and student engagement are different, we continue to serve our students by providing access to computer science courses, workplace experiences, and role models that launch careers in tech!

Code Nation continued to offer programming through Spring and Summer Tech Academy (STA) and a Summer Success Series. STA was a four-week collaborative coding-intensive program in which students used Glitch and JavaScript library p5.js to build interactive projects and apps. Summer Success Series was a 9-week virtual learning and networking opportunity for Code Nation students and alumni from across the country to join industry speakers and learn more about building an exciting and fulfilling career!

In order for our students of color, young women, and non-binary students to thrive in the tech industry, it is important that they feel seen, heard, and represented. In collaboration with industry partners Flexport, Stitch Fix, Salesforce, and Techqueria, Code Nation hosted virtual affinity group events to foster community and an increased sense of belonging for students whose identities are not well-represented in the tech industry.

Until it is safe to return to in-person programming, we are excited to navigate the distance-learning environment and welcome our next cohort of over 1,200 young technologists for the 20-21 school year!

After pivoting to serve our community 100% virtually, Code Nation piloted several remote programming opportunities for students and volunteers including a month-long summer coding intensive, virtual field trips, a 9-week networking and professional development series, and a cross-regional online hackathon.

Luisa Morales
Summer Tech Academy (STA) Volunteer, NYC

“The transition to remote learning has further exposed the inequities that exist when it comes to tech resources at home, including access to a personal computer and a quality internet connection. Another factor that plays a role is having a parent or guardian that is able to help you with your assignments and understands technology themselves. Code Nation provides additional support to these students by showing them they’re not alone in the hurdles they may face, and by giving them access to adults and teachers who are tech-savvy and who can help them succeed.”
“My experience has been very positive and enjoyable since I joined Code Nation. I have enjoyed every second of it, no matter if it was physically meeting or remote learning. I guess what I want the world to know about my experience with Code Nation, is that I have no regrets suddenly joining Code Nation and I would make the same decision all over again. I was very disappointed when we didn’t get to meet up as usual due to the circumstances, however, I still enjoyed the time in remote learning!”

Hackathons

Code Nation’s Hackathon themes this year were “Code the Movement” and “Code Nation Combats COVID”! Projects ranged from climate change, immigration, equal rights, to other social justice causes. The “Code Nation Combats COVID” Hackathon was 100% virtual, the very first in Code Nation history! Students from coast to coast took on the challenge of designing a unique web app to create a positive impact in light of COVID-19! At Code Nation, we believe in the power of youth voices to code the future, create positive impacts, and inspire movements! For “Code the Movement” Hackathons, students were asked to develop apps and interactive websites that brought visibility to the social issues and movements they were most passionate about.
Frances Coronel
Hackathon Judge, Company Partner—Techqueria, Bay Area

“I left the hackathon feeling inspired by the tenacity of the Code Nation students. For a moment, while judging, I could imagine myself in high school again and feeling excited about building something I was proud of and potentially getting recognized for it. It was a marvelous experience overall, I would highly recommend others to participate as a mentor or judge!”

Amirah Ibrahim
Student, 2020 Hackathon First Place Chicago

“I believe in the saying, ‘the youth are our future. Youth have more energy to go out and protest, riot, and create all these powerful organizations and movements. They are what the future will be depending on, so, I think it is really important to showcase and highlight our voices! I think tech can help youth use their voices and actions by creating apps or websites to spread what they believe in. The majority of people use the internet and have devices, so why not create something online where it is more accessible to people everywhere in the world.”
Commitment to Racial Equity

At Code Nation, we believe Black Lives Matter. We commit to the fight for racial justice everywhere. We commit to using our platform to advocate for anti-racist practices in our spaces, space we have access to, and in society at large.

We are intentionally creating space throughout this year’s Annual Report to amplify the Powerful Voices of Black, Indigenous, and People of Color in our communities. While we’ve traditionally focused on highlighting the inequities within the education system, this year we feel the need to explicitly address racial inequities within our society and draw the necessary connections that contribute to the lack of diversity in tech.

We know that in order to resist and deconstruct systems built upon white supremacy, we also have to do internal work. Racial justice is an internal priority at Code Nation. We are committed to auditing our company culture, internal processes, and talent practice in order to then intentionally transform our organization to be inclusive, pro-Black, and anti-racist.

We implore our white and non-Black POC community members to take action against racial injustice every day for our students, families, and communities.

Aaliyah Joseph
Student, Street Academy High School in Bay Area

“I think that representation leads to positive change. If BIPOC folks aren’t in positions to make decisions that affect us, often we are negatively affected.”

Keturah Allen
Student, John Jay in NYC

“One important thing I want the world to know (especially kids my age) is, “do not be afraid of catching your dreams.” I looked up something interesting about computer jobs. It is that only 3% of African American women hold computing jobs. I want that number to increase. I want more Black girls my age to start getting an interest in the technical field. I want to show girls like me that anyone can make it in this world.”
Our Alumni

Code Nation alumni are 8 times more likely than their peers to pursue a post-secondary pathway in STEM.*

*Less than 8% of students in schools with large low-income and minority populations earn a college degree in STEM within 6 years of graduating high school.

We are proud of our growing alumni network and loudly celebrate their amazing accomplishments! 67% of Code Nation alumni who have declared majors are pursuing STEM. We’ve heard the powerful voices of our 1,445 alumni and will be dedicating more resources to serve them. One of our organizational priorities this upcoming year is to, tactically increase alumni engagement and strategically identify long-term alumni plans. We’re backing these words with actions and resources by hiring an Alumni Manager to help expand our internal alumni programming and to continue reaching and serving Code Nation’s alumni community.

Some Colleges that Alumni Attend:
CUNY/SUNY schools all over New York City/New York State, City College of San Francisco, MIT, Stanford, University of Michigan, Multiple UC schools (California), New York University, San Francisco State University, Cornell University, Boston College, Smith College, University of Rochester, Williams College, University of Wisconsin, Northeastern University, Georgetown University, Fordham University, Dartmouth College, Columbia University, Brandeis University, College of the Holy Cross

Some Alternative Education Programs Alumni have Completed:
Marcy Lab School Web Development Fellowship program in Brooklyn, NY, Lambda School, Google Software Product Sprint summer program, Fullstack Academy Web Development Fellowship, Year Up Software Development Program, NPW Power Accelerated Training Program

Our Alumni are employed by:

“I think it’s important for organizations like Code Nation to exist because it provides people with the opportunity to gain an incredibly useful skill that could change the trajectory of their life. I’ve enjoyed projects that used react because they were both fun and felt like the skills I learned could be implemented in the field. Participating in Code Nation has made me want to pursue computer science and work in a field where I can use the skills I’ve acquired, and further build on them. If I hadn’t found Code Nation, I don’t think I would have any sense of direction in life.”

Jason Alvarez, Code Nation NYC 2020 Alum,
Salesforce Fellow ‘18, Google Fellow ‘19, AmEx Fellow ‘20
“During that first year of Code Nation (ScriptEd), there were challenges, however, those classes were what I could enjoy the most without feeling left out as a new immigrant with English as my third language. I remember seeing the developer tool on a Mac for the first time, an Html code, and it did not make sense to me then. After completing the Google Software Product Sprint program, I have gotten a clearer understanding of where I am in my career. I am super grateful for Code Nation, whether it’s for making professional connections to building impactful personal relationships.”

Abdoul Barry
Code Nation NYC 2018 Alum, Google Software Sprint 2020

89% of Code Nation alumni are pursuing post-secondary education, compared to a national rate of 41% college enrollment.
## Revenue & Expenses

### Total Revenue

<table>
<thead>
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<th>Source</th>
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<th>Percent of Total Revenue</th>
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<tr>
<td>Foundations</td>
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<tr>
<td>Donated Goods &amp; Services</td>
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<tr>
<td>Individual Contributions</td>
<td>$1,584,024</td>
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Total Revenue: **$6,812,054**

### Corporate Contributions

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<tr>
<td>Corporate Contributions</td>
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### Earned Revenue: School Fees

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<td>Earned Revenue: School Fees</td>
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### Misc.

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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.

**Sustainers**> Cognizant U.S. Foundation, Crankstart, Strada Education Network


Individual donors

$100,000+
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Josh Silverman & Shirin Ghotbi
The Anne Wojcicki Foundation
The Sarah Min & Matt Pincus Foundation

$50,000+
Caryn and Craig Effron
Fred Wilson
Goldman Sachs Gives

$20,000+
Anonymous
Eileen & Lowell Aptman
Enmi & Scott Kendall
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Scott & Laura Eisen
Trista Myers
Vadim Semenov

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Michelle & Trae Harrison
Natalie Campbell & Judith Ryiz
Peter Boyce II
Rich Yae
Roger Liew & Suzie Desai
Ulysses Popple

“My favorite part about participating in Code Nation’s [Summer Tech Academy] was the weekly challenge. Now that I am in quarantine, I have an opportunity to explore coding more on my own. Furthermore, the weekly challenge helps me get exposed to new skills and languages like JavaScript.”

Keturah Allen, Summer Tech Academy (STA) Student, NYC
Board & Staff

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Bay Area Leadership Council

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National Staff

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Development Associate

Francesca Balbi
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Gabe Gagnon
Development Associate

Alyxe Lett
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Project Manager

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Program Manager

Lia Tisseverasinghe
Senior Partnerships Manager

Maxwell Williams
Program Manager

Suh Yoon
Senior Program Manager
I am super grateful for Code Nation, whether it’s for making professional connections to building impactful personal relationships.

Abdoul Barry, Code Nation NYC 2018 Alum, Google Software Sprint 2020
Thank you for being part of the Code Nation community. Your support enables us to provide tuition-free, high quality programming to our students and prepares them for careers in tech. Here’s how you can continue to support:

**Give**

Our work is powered by the generosity of our community. Make a one-time or monthly donation to support Code Nation’s in providing programs that will change the future of the tech industry. [Donate now!](#)

**Connect**

Join Code Nation on Instagram, LinkedIn, Twitter, and Facebook. Sharing our stories and engaging with us online helps to build and strengthen our virtual community.

**Volunteer**

Deepen your engagement with Code Nation by teaching in a classroom, joining a local advisory committee, speaking on a panel, or providing resume and interview coaching. [Apply to volunteer today.](#)

**Partner**

Your company or organization can join Code Nation to commit to creating an equitable and accessible tech sector for all. Our partners sponsor hackathon teams, host Fellowships, hold virtual field trips, and more. [Become a partner today.](#)
Thank you for your support!

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