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a letter from our CEO
Code Nation Community,

As I reflect on the 2022-23 school year, and my first year at Code Nation as CEO, I am overflowing with excitement for what we’ve accomplished. This year, we served 1,740 students across three regions. Together, we celebrated #10YearsOfCodeNation. We took hundreds of students on field trips to tech offices giving them an inside look into working in the industry. Tech professionals volunteered thousands of hours in classrooms. We connected students to opportunities to immerse themselves in the tech industry, giving them the tools to build social capital and achieve success.

Our diverse community is thriving. In this year’s annual report, we are highlighting the collective power and impact our community has on our students’ lives. Our community and the deep connections students and mentors forge together in classrooms and tech offices across the country will continue to be our secret sauce.

We’ve built a strong foundation and we are equipped for the next chapter of Code Nation. This year, we’re going to develop new entry pathways into our programs, upgrade our curriculum, and ensure all Code Nation students are supported at every step of their journey. As always, we are keeping Code Nation students at the center of everything we do. We’re laser-focused on providing exposure to computer science, access to a network and career-connected learning, and inclusion in the tech industry. These are the pillars of our work every day. We’re ready to change the tech industry for the better.

Thank you for your support and for being a member of our community!

Ron Summers, Code Nation CEO
our mission
our mission

- equipping systemically under-resourced high schools
- creating access to careers in tech

Code Nation equips students in systemically under-resourced high schools with the skills, experiences, and connections that together create access to careers in technology.
the problem & our plan
we see a problem

- historically excluded groups from the tech industry
- lack of access to skills, resources, & social capital
- lack of exposure, access, & inclusion

A career in tech has immense potential to expand economic opportunity, and yet so many groups historically excluded from tech lack access to the skills, resources, and social capital to get there, and the schools they attend continue to be under-resourced.

Despite tech careers being the fastest growing jobs in the market, they are still just afforded to a subset of the population because of a lack of exposure, access, and inclusion.
we have a plan

Code Nation is embedded in the institutions that are in need of radical change—education and the tech industry.

Because of our integrated, systems-level approach, we’re positioned to navigate an unprecedented time of disruption and create change from the inside with and for our young people.

- Code Nation has strong partnerships with K-12 schools and the tech industry, bridging the gap between them.
- Our volunteer teachers are experienced tech professionals teaching industry-aligned content.
- We harness every resource available to ensure that we change the future of the tech industry—and importantly, that we help our students find success, dream big and bold, and reach their highest potential.
**Our introductory courses are taught in schools by tech industry volunteers who bring essential skills directly to students and supplemented with experiences like field trips.**
We provide access to advanced learning experiences and inside access to the tech industry through our two-year Fellowship model, hackathons, and networking events.
We create an inclusive and supportive community for our alums that helps them grow their social capital and further their learning.

Launches:
- Career readiness programming
- Code nation alumni network
- Community meetups
our reach

* 1740 students*

✦ 280 volunteers

✦ 34 company partners

■ 44 school partners
our reach

* 1740 students*

△ 280 volunteers

✦ 34 company partners

■ 44 school partners

*majority from low-income households

black or latine/x

15.4% 77%

women or non-binary

25% 43%

code nation the tech industry
our reach

Code Nation builds meaningful partnerships with companies and schools who share passion for our mission and are committed to creating real change in the tech industry.

34 company partners

44 school partners

8th Light
Accenture
Amex
Basis Technologies
Block
Bloomberg
Blue Cross Blue Shield
Chime
Clever
Dropbox
DRW
Etsy
Expedia Group
Flatiron Health
Google
Grubhub
IMC
Inspire11
Kin Insurance
LaunchDarkly
Lofty Ventures
Meta
Microsoft
Motorola Solutions
Objective Paradigm
Relativity
Reverb
SeatGeek
Sprout Social
Stripe
Synopsys
Uber
Verizon
Wipro
our reach

🌟 1740 students*

⬆️ 280 volunteers

♣ 34 company partners

■ 44 school partners

bay area

Balboa High School
Coliseum College Preparatory Academy
Cristo Rey San Jose Jesuit High School
Galileo Academy of Science & Technology
Immaculate Conception Academy Cristo Rey
John O'Connell High School
Lighthouse Community Charter
Oakland Charter High School
San Francisco International High School
Thurgood Marshall Academic High School
our reach

🌟 1740 students*

✈️ 280 volunteers

♦️ 34 company partners

▪️ 44 school partners

by the numbers | 2022-2023 annual report
our reach

* 1740 students*

▼ 280 volunteers

♦ 34 company partners

■ 44 school partners

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Academy of Innovative Technology
Achievement First East Brooklyn High School
Brooklyn Emerging Leaders Academy
Charter High School
Brooklyn Institute for Liberal Arts
DeWitt Clinton High School
Eagle Academy for Young Men of Harlem
East New York Family Academy
High School of Hospitality Management
International High School at Prospect Heights
Lyons Community School
Pathways in Technology Early College High School
Queens Technical High School
Science Skills Center High School for Science, Technology, and the Creative Arts
The Williamsburg High School of Art and Technology
Mary Kesete
Student

“...learning that I could code opened a pathway to a career for me.

I don’t think I would know that I would want to major in computer science without Code Nation. Everyone talks about the big majors—medicine, law, engineering, all that stuff.

I wouldn’t know that coding is a skill that I could do, and learning that I could code opened a pathway to a career for me.
…Code Nation molded my goals.

The offerings, the consistency, the projects, and the community offered through Code Nation molded my goals. It propelled me to think about my future.

My school was small, so there was a group of 3 or 4 of us that went through all of the classes and Fellowships.

We still communicate all the time, and we’re all majoring in some form of computer science in college.
“...while they struggle through parts, seeing them overcome that—is amazing”

I think what is most impactful is seeing students learning to code for the first time – and while they struggle through parts, seeing them overcome that and be excited about it is amazing.

As we got further into the program and they gained more skills, seeing students personalizing their websites and projects and adding their own touch – they would get really inspired and it’s so awesome to see.
Code Nation is celebrating ten years!

We are building a movement to help more young people grow from tech lovers into tech leaders, creating a more inclusive industry and making technology that better serves everyone.

explore more content →
code nation highlights
code your passion

For the first year since moving our programs to a virtual format in response to COVID-19, we held IRL Hackathons in all of our regions! This year’s theme was: Code Your Passion.

Together with support from volunteers, students used their skills to deepen learning while showcasing the things they love. They learn to communicate, iterate quickly, and even develop presentation skills as they show off their final projects to a panel of judges for prizes!

hackathon highlights

* 313 students

* 131 volunteers

* 60 team projects
code your passion: bay area

Recap
I really enjoyed working with my friends and collaborating with people I didn’t know before today. I also liked our discussions with the mentors. It made me feel like an actual worker at Google!

Andy, Code Nation NYC Fellowship Student
code your passion: chicago

Recap
program highlight: field trips

This year, Code Nation held 26 field trips to tech offices in the Bay Area, Chicago, and New York City—giving students a real-life look into working in the tech industry in their city and exposing many students for the first time to an exciting and prosperous career path.

Field trips are a key element of Code Nation’s programming because it takes learning far beyond the classroom and helps students build a professional network and social capital.

In the Bay Area, San Francisco International High School students concluded their last day of school with a tour of the Wipro office in Mountain View, California!

Students listened to a career panel, and participated in an interactive design thinking workshop.

Students also got a private tour to view demonstrations of the Silicon Valley Innovation Center and got a peek at what the future AI-infused hard hat might look like for construction and utility workers.
program highlight: weekend workshops

Weekend Workshops bring students from multiple schools together with volunteers for coding and computer science learning. This allows Code Nation to reach even more students, beyond the schools we have existing partnerships with.

In Chicago, more than 80 students came together to start and finish projects alongside their peers in one weekend! With support from volunteers, students created new websites and made new connections.

Check out Chicago student Rufiat’s project!

[View Project]
SXSW EDU conference

The SXSW EDU Conference and Festival, held annually in Austin, TX as part of the SXSW family of events, fosters innovation and learning within the education industry.

The event brings learners, practitioners, entrepreneurs, and visionaries together to share their groundbreaking stories, tackle complex issues, and build reimagined paths forward.

Check out the recording of the session

The panel was moderated by Josh Silverman, CEO of Etsy and Code Nation Board Chairman. Our panel highlighted how a community model that engages industry professionals makes a powerful difference far beyond technical skills.

- Abdoul Barry
  Code Nation NYC alum and software engineer at Bloomberg

- Cara Tait-Fanor
  Principal with the NYC Department of Education

- Shawntee Reed
  Head of Inclusion & Diversity at Block
revenue

- grants: $3,122,213
- donated goods & services: $1,697,080
- individual contributions: $1,388,368
- corporate contributions: $396,467
- earned revenue: school fees: $271,999
expenses

- program services: $6,610,360
- management general: $1,110,732
- fundraising: $923,138
a thank you to our supporters

individuals: (over $1000)

Andrea & Scott Meyer
Ankush Agrawal
Asmeret Abraha
Barbara & Robert Staffaroni
Benjamin Tucker
Carol and Larry Levy
Claudia Torres-Yanez
Dahni-El Giles
Elizabeth and Timothy Pisacreta
Goldman Sachs Gives
Hallie Bendell
Jake Albaugh
John McCarthy
Jonah and Lauren Rosenberg
Joseph Tessler & Sophia Shah
Josh Hoen and Blair Hannah
Josh Silverman and Shirin Ghotbi
Karim El Sayed
Lauren C. States & Kenneth J. Creary
Michelle & Trae Harrison

Maurya Couvares
Philip Bell
Richard Albaugh
Roger Liew & Suzie Desai
Ronald Martin
Sam Okrent
Sonia Azad
Stephanie J. Hull, Ph.D.
Stephen Hudson
Steve Monieson
a thank you to our supporters

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Dr. John Davis
Staff Privacy Engineer, Google

Caryn Effron
Co-Founder, IDIF

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President & CEO at Girls, Inc.

David Kalt
CEO of PangoBooks

Scott Meyer
Partner at Strategy &

Lauren States
Director

Dahni-El Giles
Director

John Kodumal
CTO & Co-Founder, LaunchDarkly

Shawntee Reed
Head of Inclusion & Diversity at Block

Read Full Bios →
how you can get involved

Donate now

Make a one-time or monthly donation to support Code Nation.

donate now

Our work is powered by the generosity of our community. With your help, we can provide programs that will change the future of the tech industry.

volunteer!

Sign up to teach and inspire the next generation of tech leaders.

get started here

Your company or organization can join Code Nation and commit to creating a diverse and inclusive tech industry. Our partners sponsor events, host Fellowships, hold field trips, and more.

connect with us @itscodenation

Our work is powered by the generosity of our community. With your help, we can provide programs that will change the future of the tech industry.

become a partner