



2022 Annual Report



www.codethedream.org

A Message from Daisy and Dan

Dear Code the Dream family,

Throughout 2022, we've seen how policies, legislation, and actions have pulled us apart, but we've also seen people and communities come together, uniting over a cause, confronting an injustice, and envisioning a better future for all of us. At Code the Dream, we value community – our community of staff, students, apprentices, volunteers, donors, and funders. As we thought about all the individuals who make up this community and the impact that our actions have on our lives and those of each other, we realized that we needed to firmly and unequivocally express who we are as a community. So this year we took pen to paper, keyboard to screen, and drafted our values. Everyone who comes into contact with Code the Dream should be embraced and uplifted, inspired and motivated, encouraged and supported, and our values (see pg. 3) had to express the shared vision for our community and for the world.

We hope you have enjoyed being a part of the community we've created, and we look forward to continuing our incredible path of shared commitment and growth with you as we welcome more people into our community along our journey.

With sincere gratitude,



Daisy Magnus-Aryitey
Co-Executive Director



Dan Rearick
Co-Executive Director

About Us

Code the Dream grew out of years of conversations with representatives from undocumented and low-income communities of color regarding the critical need for alternative career pathways leading to economic security.

Today, Code the Dream continues to be led by members from marginalized immigrant, refugee, and BIPOC communities. This lived experience and leadership guides our work.



Our Vision

Code the Dream envisions a world in which tech innovation comes from all of us and benefits all of us.

Our Mission

Code the Dream **creates opportunity** that changes lives, **builds technology** that benefits our communities, and **supports the diversity** that drives a more just and innovative world.



CODE THE DREAM

Our Values



INCLUSION: Equity is possible when everyone is able to contribute to their fullest potential, which only happens when we value diverse voices and lived experiences.



COMMUNITY: A welcoming and supportive environment creates a sense of belonging where each person feels empowered to be their authentic self.

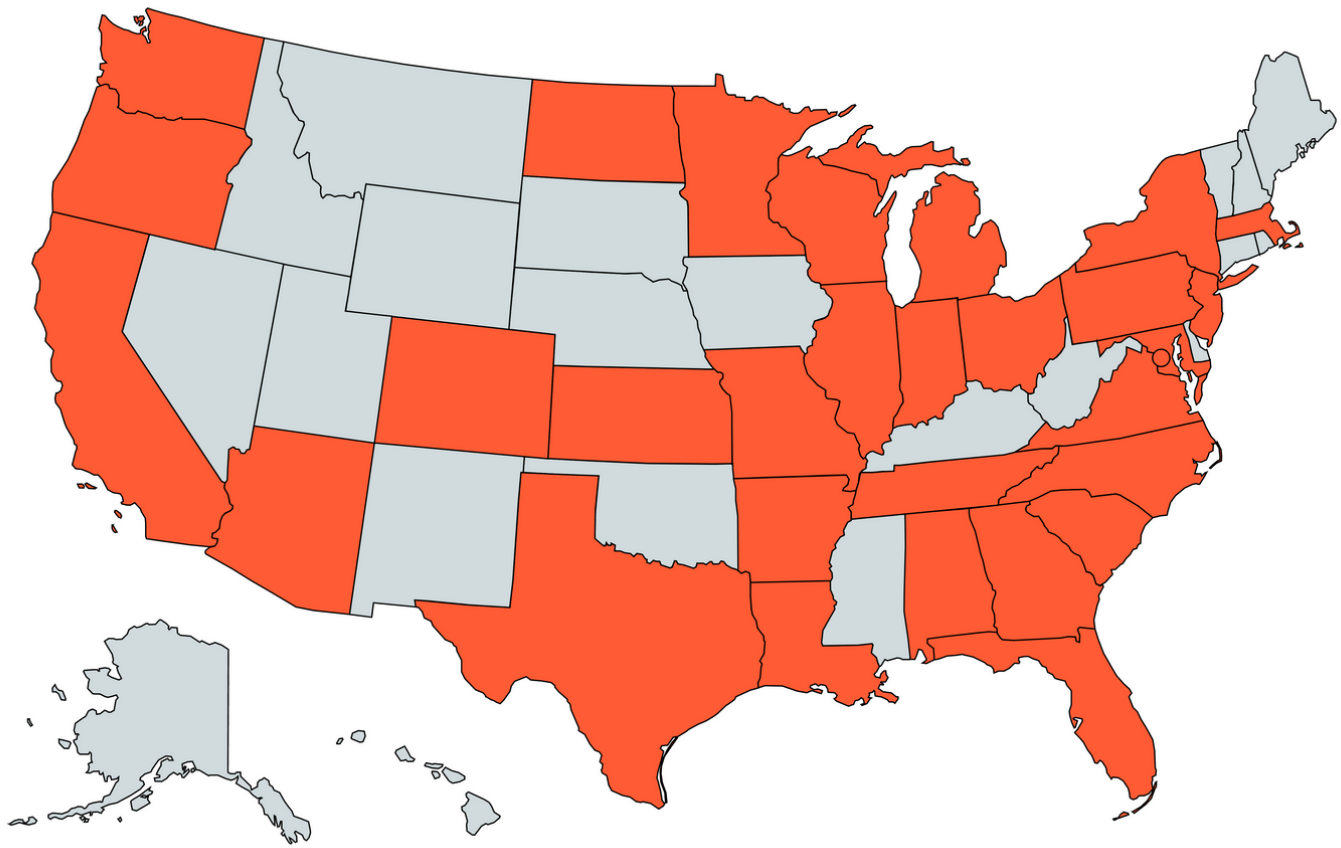


IMPACT: Meaningful change happens when we create equitable opportunities for individuals and also address systemic challenges in our world.



GROWTH: Innovation is fostered when we cultivate curiosity, engage in continuous learning and encourage improvement through iteration.

By the Numbers



1356

class applications

49

countries of origin

90%

CTD apprentices get jobs
in tech

266

students enrolled

27

states served

\$85K

average starting salary
after apprenticeship

Our Participants



"I enjoy being part of the most friendly, supportive community I've ever belonged to. Being among people of different ages and backgrounds and seeing everyone progressing and supporting each other is very inspiring. I even like to think about my future now."

- Alena Huseu (she/her), CTD Labs apprentice

"CTD is amazing! You have all the support you need from the mentors, staff, and other interns, which just makes you feel accepted and driven to continue growing and learning to become a great developer... I'm sad to leave CTD, but ready for the next step"

- Kevin Arevalo, NCM Communities, Front-End Developer

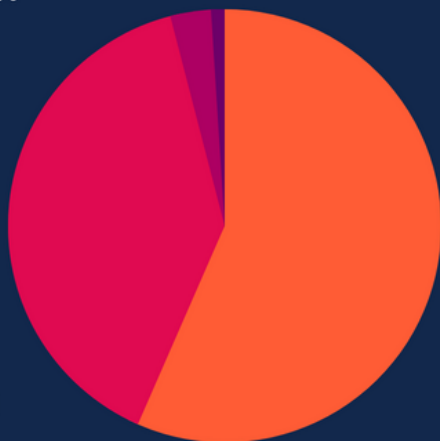


"Code The Dream's mission of creating opportunities for immigrants and communities of color really resonated with me. Code the Dream provides a very supportive learning environment and help will always be there."

- Jaqueline Vazquez (she/her), CTD student

CTD Participants By Gender

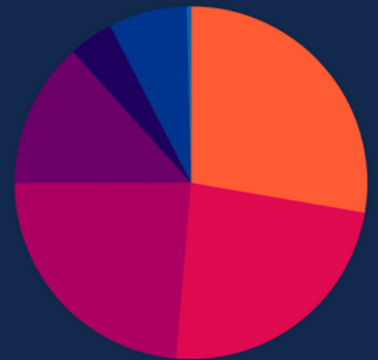
WOMAN / FEMALE →	56%
MAN / MALE →	40%
NON-BINARY →	3%
OTHER / NA →	1%



 **CODE THE DREAM**
2022 Highlights

CTD Participants By Race / Ethnicity

HISPANIC / LATINO →	28%
BLACK →	23%
WHITE →	24%
ASIAN / PACIFIC ISLANDER →	14%
ARAB / MIDDLE EASTERN →	4%
INDIGENOUS / NATIVE AMERICAN →	1%
MULTIRACIAL / OTHER →	6%



A look at how CTD participants categorized themselves by race / ethnicity in 2022

 **CODE THE DREAM**
2022 Highlights

Our Projects

CTD Labs apprentices receive invaluable hands-on experience building apps that support other nonprofits and organizations serving communities in need.

In 2022, CTD Labs consulted with and developed apps and websites for over 40 organizations and entrepreneurs.



DIGITAL DIVIDE: For many nonprofits, texting is the most reliable way to communicate with their clients, but it can be very expensive! CTD's **¡Oye!** offers lower-cost options so nonprofits can use more of their budget for community impact.



ADVOCACY: In partnership with Civic Science, CTD built **CivicCo**, a prototype app that will connect scientists and policymakers to help make decisions and laws that are more informed by science.



FARMWORKER RIGHTS: Due to a lack of protections and poor living conditions, migrant farmworkers are a vulnerable population. CTD's **Vamos** app makes it easier for legal and advocacy groups to connect with these communities.



EDUCATION: CTD has developed an app for **Teach For America** that makes it easier for TFA teachers – many of whom are on the frontlines of the battle against educational inequity – to create, organize, and access lesson plans.



FINANCIAL EQUITY: CTD partnered with **suma** to build a new community-based platform that saves low-income families money on the things that they buy the most, protects their privacy, and improves access for unbanked or cash-dependent community members.

Our Volunteers

It takes a national network of volunteers to ensure our students and apprentices have the support and resources they need to launch their careers in tech. Code the Dream provides our students and apprentices with the opportunity to learn from professionals in the field and to engage with people in tech who look like them.

Raquel Roman-Rodriguez

Raquel got into programming after a career as a performer and educator and now works for Paperless Post. As a class mentor, Raquel helps small groups of students with their weekly assignments and explains difficult programming concepts.



"One of the reasons I chose to leave my career as a teacher was because I felt distressed about the lack of equitable access to higher education, which disproportionately impacts historically marginalized groups. But I deeply missed the mentoring from teaching and was looking for a way to contribute my time to a cause. Code the Dream fits the bill perfectly, and I'm so thankful to get to be involved."

2022 Volunteer Impact

10,000

Total
volunteer
hours

171

Total
volunteers

766

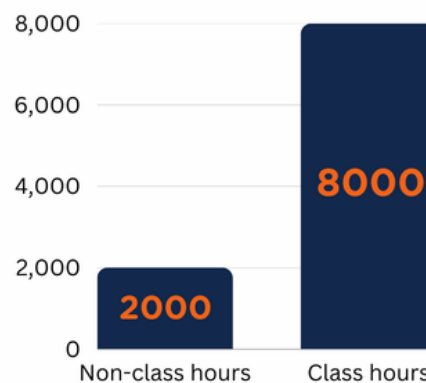
Total
mentor
sessions

1,843

Assignments
Reviewed

 **CODE
THE DREAM**
2022 Highlights

Total Volunteer Hours



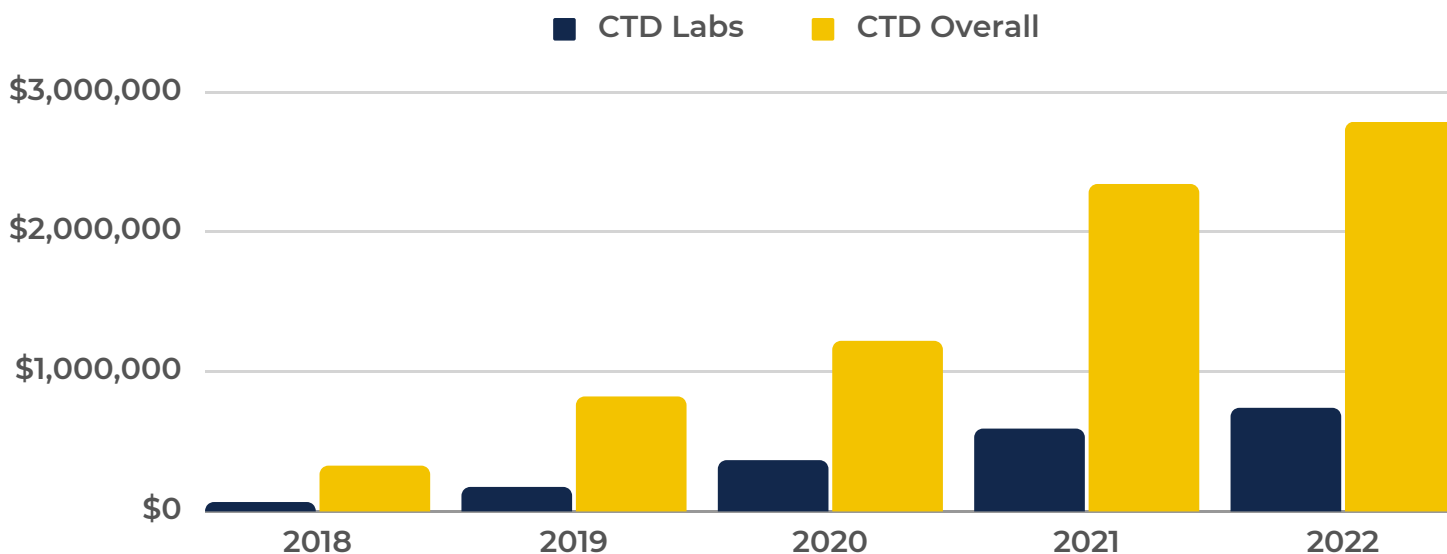
Volunteers provide high-level training and mentorship to CTD students, and also give weekly presentations on a variety of skills. We are grateful for the expertise and generosity that each volunteer brings to our program.

In 2022, volunteers spent 10,000 hours with CTD students!

 **CODE
THE DREAM**
2022 Highlights

Five Years of Growth

CTD LABS REVENUE vs CTD ORGANIZATIONAL BUDGET



INTERNAL GROWTH

- Expanded from a staff of 4 in 2018 to a **staff of 24 in 2022**
- Continued to be guided by the lived experience of our staff: **50% are CTD alums**
- Grew CTD Labs revenue from \$66K in 2018 to almost **\$750K in 2022**
- Increased support for CTD from \$320K in 2018 to **\$2.7MM in 2022**

EXTERNAL OUTREACH

- Honored Co-Executive Director Daisy Magnus-Arytey with the NC Tech Association 2022 "**Difference Maker of the Year**" award
- Led **sessions on innovation and inclusion** at Code For America and Welcoming Interactive conferences
- Received **media placements** on BBC America, WorkingNation, NC Policy Watch, WRAL, and WCBS17

Thank You to Our Partners

Special thanks to our generous community of partners and donors who have collectively contributed to our growth and impact –

Champions

Anonymous
Dr. Nilma Bhirud
Aris Buinevicius
Joanna Helferich
Doug Mendenhall
Melissa Marrus Polinsky
Daniel and Siobhan Rearick
Elizabeth S. Rearick
William A. Rearick
Susan E. Rohol
Anna Rotman
Delayne and Noah Seton
Jennifer Zachary

Partners

Kwaku Akowuah and Lilly Faulhaber
Mary R. Amend
Sera Arcaro
Matthew Barona
Zachary Bradshaw
Asiya Bykova
Paul Couto
Ruben C. Cruz
Alice S. Dolbow
Ana Maria Echeverri
Jorge Gabitto
Seeta Hariharan
Suzanne Katzenstein
Andrei Komolov
Diane and Ingemar Lanevi
Daisy Magnus-Aryitey
Matt Mazur

Scottie Pate
Carlos Pignataro
Carolina I. Rearick
Ethan Russell
Nathan Shafroth
Iuliia Shevtsova
Erik Troan

Supporters

Maggie Adams and Trevor Hanger
Fethi Akcay
Pamela Bash
Chris Bradford
Adriana Cabrera
Ievgen Dotsenko
Brian Espinosa
Laura Ferry and Justin Driver
Andrew E. Goldsmith
Sawyer Harris
Jen and Josh Leonard
Kristina Markina
Lucy Martinez
Andrew McKinnon
Heather Mendenhall
Gerald Mitchell
Carlos Moreno
Natalie L. Reid
Nicholas Santiago
Konstantin Shevtsov
Jared Siirla
Jacqueline Watts
Jacob Williams
Crystal Williams-Brown

Friends

Amanda Abrahms
Wade Ackerman
Osbaldo Aguilar
Matthew Aitken
David Altschuler and Carrie Gombos
Michael and Melissa Amoabeng
Emily Bahna
Anastasia Bateman
Rachel Bearman
Elijah Bernstein-Cooper
Sherilynn J. Black
Sadric Bonner
Ismael Boro
Keith Canty
Sinan Cengiz
Rodrigo Chavez
Michael Claffey
Mary Coleman
David Connelly
Jobe G. Danganan
Dylan DiGioia
Michael Durbin
Oxana Ermolenko
Lori Fernald Khamala
Kevin Ferris
Dorphine Galloway
Andrew E. Goldsmith
Cait Gorevin
Henry Graden
Jerry Hartzell
Ed Holzwarth
Randall Jones
Susan and Rob Knapp
Gordon Leker Family Fund
Shy Lertjuntharangool
Chris McCourt
John McGarvey
Marcus Mitchell
Mary Alice Moore
Peter Ntiamoah
Johan Andres Ochoa
Martina Pantelic

Adam Rosenblatt
Alex Rodriguez
Allen Siegel
Mindy Smith
Serhii Smyk
Eric and Jenny Solomon
Diane Standaert
Jane Stein
Fleming Terrell
Charles Viles
Nelson and Elizabeth Villanueva
Joshua Weinstein and Yvonne Wienstein
Quay Weston
Deborah Woody

Corporations and Foundations

American Bar Endowment
Anonymous
AT&T
Bloomerang
Catholic Charities for Human Development
Cisco
Citrix
Dominion Energy
Duke Health
Fidelity Charitable
Fund For Democratic Communities
Glaxo Smith Kline
Goldman Sachs
Google Fiber
Lenovo
Mary Reynolds Babcock Foundation
MetLife
NC IDEA
North Carolina Local News Lab Fund
Oak Foundation
PagerDuty
Protolabs
Red Hat
RTP Foundation
Delayne and Noah Seton
Triangle Community Foundation
Truist Charitable



CODE THE DREAM

BECOME A STUDENT

<https://codethedream.org/classes/>

DONATE

<https://codethedream.org/donate/>

VOLUNTEER

<https://codethedream.org/volunteer/>

LET US BUILD YOUR APP

<https://codethedream.org/services/>

REAL

**TALENT.
EXPERIENCE.
IMPACT.**

