



# CODE THE DREAM



## ANNUAL REPORT 2023



[WWW.CODETHEDREAM.ORG](http://WWW.CODETHEDREAM.ORG)



## A WORD FROM DAISY AND DAN

As we reflect on the journey of Code the Dream over the past year, we are filled with gratitude for the incredible support from and for our community. It is with immense pride that we mark another year of growth, impact, and innovation.

In the spirit of looking back, we can't help but marvel at the milestones we've achieved together, from empowering individuals with diverse backgrounds to enter the tech industry to fostering innovation that addresses real-world challenges. As we stand at the threshold of our 10th year in 2024, we find ourselves reflecting not just on the past, but also on the foundation we've laid for the future. Code the Dream has evolved into a resilient and adaptive organization, equipped to navigate the ever-changing landscape of technology and education. Our commitment to opportunity, inclusion, and innovation remains unwavering, driving us to create an environment where everyone, regardless of background, can contribute and thrive.

Thank you for being an integral part of Code the Dream's journey.

**DAISY MAGNUS ARYTEY**  
Co-Executive Director

**DAN REARICK**  
Co-Executive Director

# STUDENTS

SINCE 2014

Code the Dream is proud to highlight the tremendous growth and inclusivity that has defined our organization since its founding in 2014. Over the years, we have empowered a diverse community of aspiring developers, with a keen focus on advancing inclusion and a commitment to bridging the diversity gap in the tech industry. Code the Dream remains steadfast in its mission to provide opportunities and cultivate a vibrant community that mirrors the world we live in.



# 1,071

students served

# 81%

BIPOC students

# 58%

women and nonbinary

# 101

CTD Labs apprentices

## Registered Apprenticeship

In 2023, Code the Dream joined the US Department of Labor’s Registered Apprenticeship program, which brings a multitude of benefits, including state and nationally recognized credentials for apprentices.

## Tandem Apprenticeship

In 2023, Code the Dream piloted its Tandem Apprenticeship program with industry leaders SAS and Cisco. The partnership provided a rich learning environment and opened doors for apprentices to network and potentially secure future employment opportunities. This pilot program exemplifies Code the Dream's commitment to forging meaningful connections between education and industry, and paving the way for inclusive and impactful pathways to success for diverse talent in the tech sector.

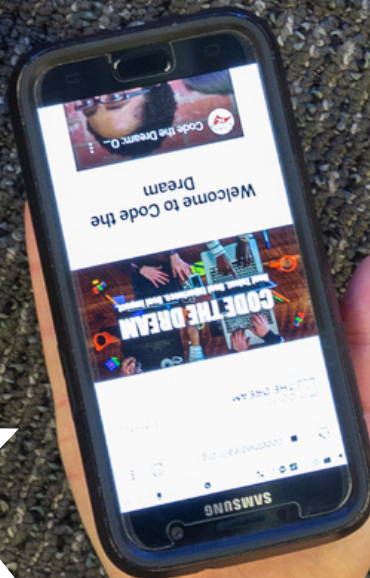
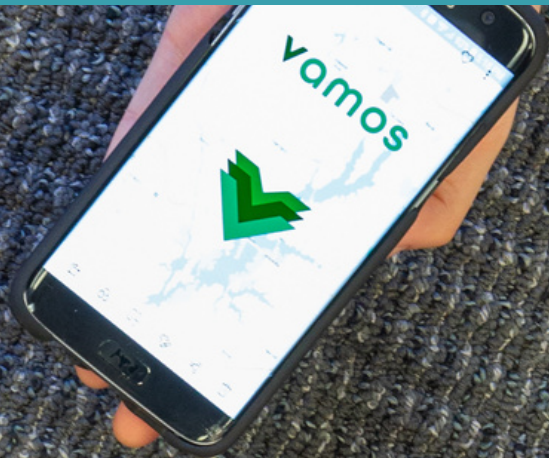


*Some of the CTD apprentices who participated in the Tandem Apprenticeship pilot at SAS; All ten (10) CTD apprentices were hired as full time employees at SAS.*

# CTD LABS

# TECH INNOVATION

Throughout the year, CTD Labs apprentices have been building cutting-edge applications for other nonprofits, government agencies, and institutions geared towards racial and social justice. From education to healthcare to finance, this array of apps has created meaningful solutions for real-world challenges.



# 108K

people impacted by CTD apps in 2023

# CTD AND AI

## EDUCATION

As AI plays an increasingly integral role across various industries, Code the Dream aims to incorporate AI education into its programs, ensuring that students and apprentices develop a fundamental understanding of these concepts and their impact on tech. By providing a platform for individuals from diverse backgrounds to engage with AI technologies, Code the Dream is continuing to build a more inclusive and equitable future for our communities.



*“Two teams of apprentices have created apps for Code the Dream built on top of OpenAI's API. Using AI they were able to have users interact with the app and receive a completely customized experience. Through these projects, apprentices have gone far beyond the regular ChatGPT knowledge to learn the capabilities and limits of AI, and how to use it reliably in their work.”*

**- Rachel Frenkel, CTD Senior Developer and Mentor**



*“I'm truly fortunate to be involved with the AI Language Learning app at Code the Dream, where I've gained hands-on experience with cutting-edge technology. AI has quickly become a 'must-have' in many user-oriented and data-rich applications, and its influence continues to expand. It's important to note that in today's highly competitive market, this experience significantly enhances my profile as a software engineer. While working on this AI project, I was so inspired by the capabilities of AI and machine learning that I was motivated to pursue and successfully achieve AWS Machine Learning certification.”*

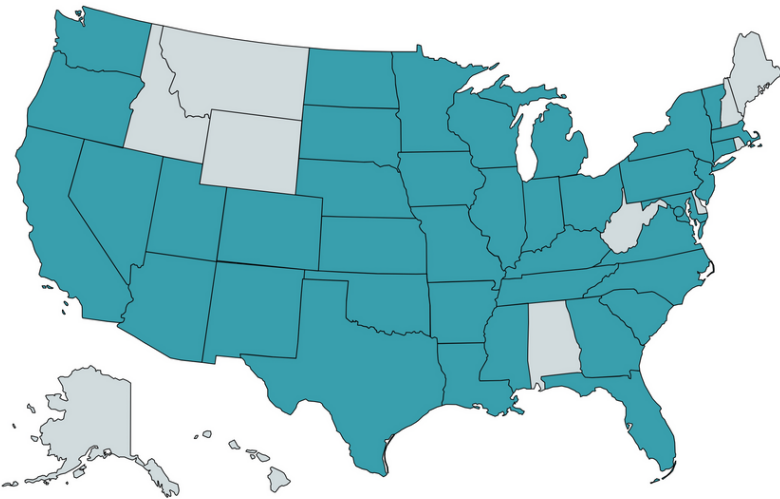
**- Natalia Grigoryeva, CTD apprentice**

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# EXPANSION

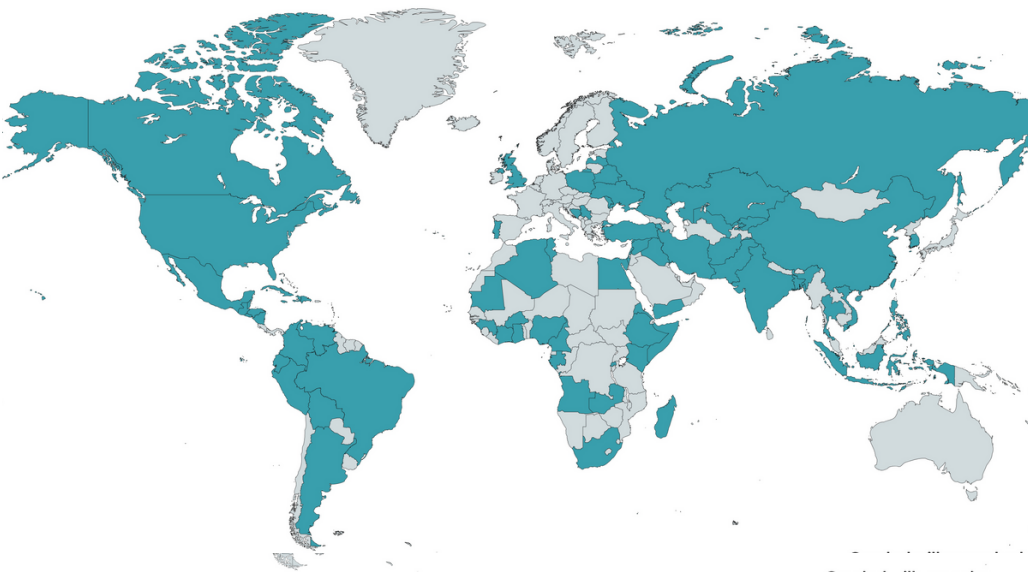
# NATIONAL

Code the Dream began in 2014 to serve North Carolina’s community of DREAMers as an alternative career pathway to gain economic security. With Code the Dream’s remote model, our programs have served BIPOC, refugees, immigrants and women, representing diverse communities across the US.



40

number of states represented



75+

countries of origins represented by our participants

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## STAFF

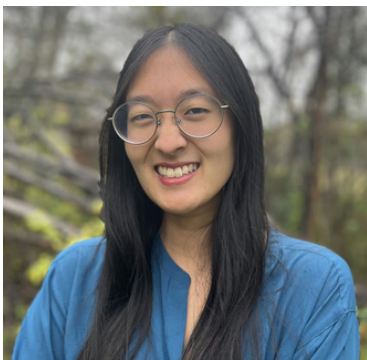
## GROWTH

Code the Dream's exponential growth in staff from 9 in 2020 to 27 in 2023 underscores the organization's commitment to expanding its impact and reach across the US. The substantial increase in personnel reflects the growing demand for Code the Dream's programs and services as well as its dedication to providing enhanced support, mentorship, and educational opportunities to people from underserved communities.



Morgan Carnley, **Director, Employer Partnerships**

Employer Partnerships focuses on furthering CTD's mission of opportunity, innovation, and impact for our participants and community. *"I'm proud to be a part of a team that is not only changing an industry, but closing the wealth gap and asking big questions of our society - all while working to make our world a better place for EVERYONE."*



Lillian Wang, **Learning Engineer**

CTD is committed to developing innovative strategies to optimize learning experiences and fostering a supportive environment conducive to student success.. *"Working at CTD resonates deeply with my core values, particularly my belief in empowering individuals through education. I am inspired every day by the impact we make in transforming lives!"*



Ashley Garrett, **Outreach and Admissions Coordinator**

Our Outreach and Admissions team works to partner with mission-aligned organizations to funnel students in CTD. *"The American Dream should be possible for anyone no matter their background, and this workplace gives me the space to focus on Diversity, Equity, and Inclusion opportunities for the populations we serve."*



## VOLUNTEERS

## MENTORSHIP

Volunteers at Code the Dream have been instrumental in shaping our success and driving positive change within our community. From mentoring sessions to hands-on coding support, their dedication and expertise have enriched the learning experience for our student developers. We are immensely grateful for the invaluable contributions of our volunteers, who continue to be the backbone of our organization's success.

# 250

volunteer mentors

# 10,100

donated volunteer hours



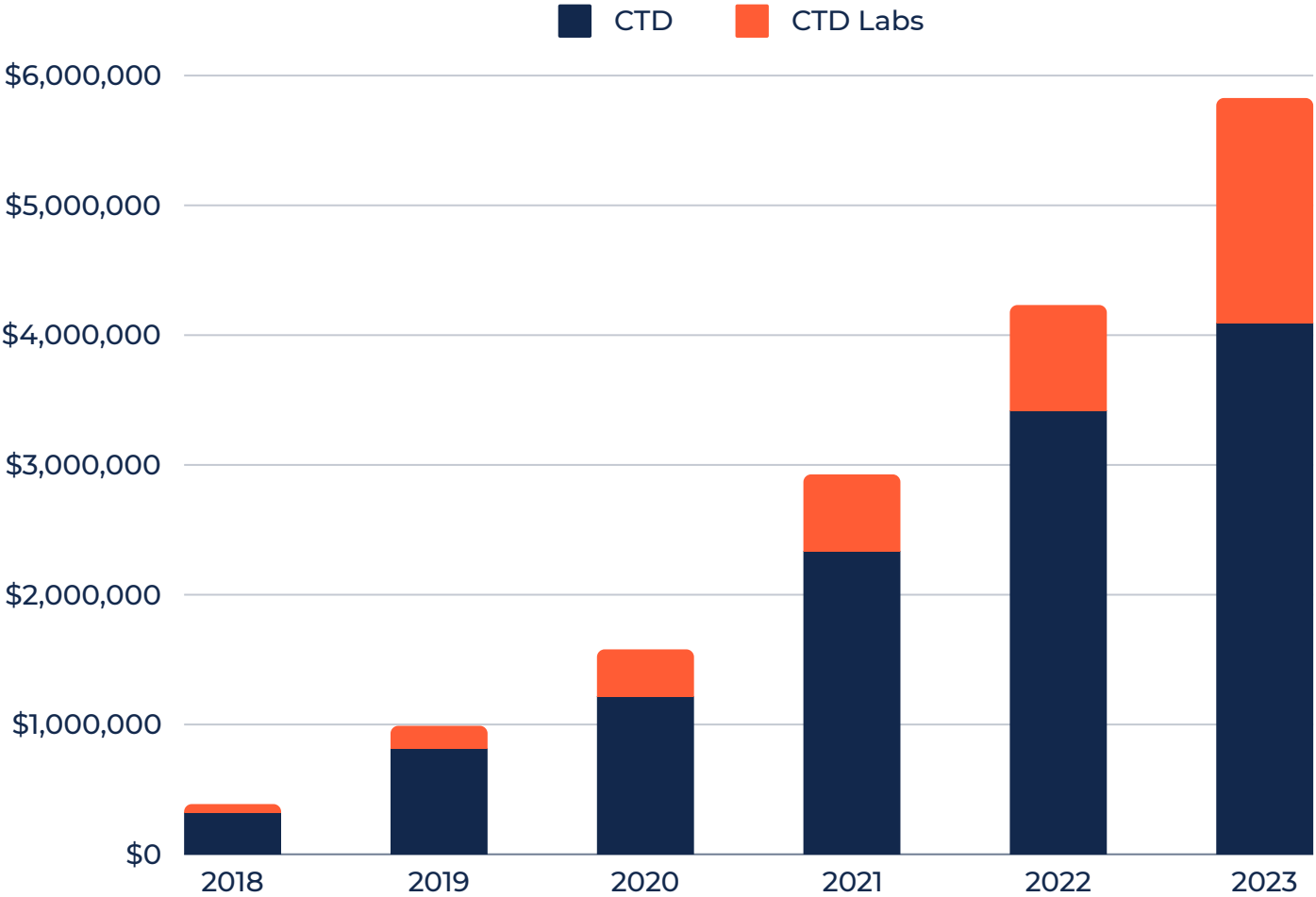
*"Every time that I can help someone learn something new or figure out a problem they've been stuck on is always a bright spot in my day. I can remember struggling through the very same types of issues when I was first learning so getting to share that perspective with others is really fulfilling. And helping people who may be newer to the industry see how many different paths there are to success is also important to me."*

**- Akosua Asante, Software Developer,  
PagerDuty**

# CTD AND CTD LABS

## FINANCIALS

From the beginning, Code the Dream was founded with an eye toward long-term sustainability. This meant recognizing that the organization could not reach and maintain its full potential while relying only on philanthropic funding in perpetuity, and would need a strong earned revenue stream that would increase proportionately to organizational growth.



# THANK YOU TO OUR PARTNERS

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

## Corporations and Foundations

2ndF  
Anonymous  
Fidelity Charitable Trustees' Initiative  
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Mary Reynolds Babcock Foundation  
North Carolina Local News Lab  
Oak Foundation  
Red Hat  
RTP Foundation  
Salesforce Foundation  
Siegel Family Endowment  
Truist Charitable  
Walmart  
WES Mariam Assefa Fund  
Williams & Connelly LLC  
Z. Smith Reynolds Foundation

## Individuals

Fethi Akcay  
Asante Akosua  
Kwaku Akowuah and Lilly Faulhaber  
David Altschuler and Carrie Gombos  
Mary R. Amend  
Bes Baldwin  
Rachel Barker  
Pamela Bash  
Rachel and Nathan Bearman  
Vimal Bhalodia

## Individuals (cont'd)

Nilima Bhirud  
Aris Buinevicius  
Michael Bykau  
Yeva and Jeff Byzek  
Andy Caffrey  
Rebekah Callari-Kaczmarczyk  
Keith Canty  
Sinan Cengiz  
Suheyyla Cetin  
Michael Claffey  
James Cline  
Paul Couto  
Ruben C. Cruz  
Gregory Curl  
Thomasine Dade  
Chalew Deghebo  
Delayne and Noah Seton  
Josymar DeLeon  
Vadim Dmitrochenko  
Xeniya Dobrogorskaya  
Alice S. Dolbow  
Ievgen Dotsenko  
Michael Durbin  
William Durham  
Ana Maria Echeverri  
Brian Espinosa  
Jessica Faulconer  
Laura Ferry and Justin Driver  
Patrick Finegan  
Daniel Friedman  
Jorge Gabitto  
Quanayzia Garden

**Individuals (cont'd)**

Melise Gathers  
Ali Ghiassi  
Andrew E. Goldsmith  
Henry and Ellen Graden  
Sawyer Harris  
Susan Harris  
Rheba C. Heggs  
Joanna Helferich  
Sheila Helms  
Jack Holtzman and Pam Silberman  
Alisha James  
Jason James and Donna Bell  
Aboubacar Kaba  
Suzanne Katzenstein  
Stephen Kearney  
Lori Fernald Khamala  
Peter Kim  
Ming King  
Andrei Komolov  
Ron Lazebnik  
Jen and Josh Leonard  
Jasper Lin  
Anna Lukyanenko  
Daisy Magnus-Aryitey  
Kelly Makovsky  
Kristina Markina  
Efraim Marquez-Arreaza  
Lucy Martinez  
David Mathias  
Matt Mazur  
John McGarvey  
Doug Mendenhall  
Heather Mendenhall  
Gerald Mitchell  
Carlos Moreno  
Alex Nakahara  
Tetiana Nechyporuk  
Richard Newman  
Erick Odero  
Andre Okounev  
Sarah Ovaska  
Usha Pasi  
Scottie Pate  
Danielle Pavliv  
Vinicius Pietscher  
Carlos Pignataro  
Big Pixel  
Laura Pyatt  
Carolina I. Rearick  
Dan and Siobhan Rearick  
Elizabeth S. Rearick  
William Rearick  
Pavan Reddy  
Natalie L. Reid  
Renee and David Connelly  
Ramiro Rodriguez  
Susan E. Rohol  
Oscar Romero  
Anna Rotman  
Ethan Russell  
Stephanie Sakai  
David Sakamoto  
Chris Schlitt  
Jessica and Sam Schneider  
Jim Shedlick  
Crystal Sheppard  
Konstantin Shevtsov  
Iuliia Shevtsova  
Gaetan Siry  
Michael Spink  
Diane Standaert  
Jane Stein  
Oksana Stepanchuk  
Fleming Terrell  
Charles Viles  
Nelson and Elizabeth Villanueva  
Ken Walsh  
Jacqueline Watts  
Allen Wedincamp  
Todd Whitney  
Melinda Wiggins  
Jacob Williams  
Crystal Williams-Brown  
Jennifer Zachary