



ANNUAL REPORT

2020

MESSAGE FROM RAMIRO, DAN AND DAISY

CO-FOUNDERS

Dear Code the Dream Friends and Family,

The year 2020 brought many unexpected challenges to our families, friends, colleagues, and to our society. With great appreciation for our community of support and their generous gifts of time, resources and funding, Code the Dream was able to meet these daunting challenges, and has entered 2021 stronger and more resilient.

We are thankful that we were able to keep all staff employed, increase student reach with virtual classes, and double our paid apprenticeships at CTD Labs during a time when support for vulnerable communities was needed more than ever.

Thank you for helping us continue to fulfill our mission of providing opportunity for all - particularly low-income, immigrant and communities of color - and contributing to a bold national vision of truly inclusive innovation, diversity and racial and social equity.

With sincere gratitude,



Ramiro Rodriguez
Chief Technology Officer



Dan Rearick
Executive Director



Daisy Magnus-Aryitey
Board Member

Code the Dream Staff



STUDENTS / APPRENTICES

611

applicants

from across the country for
CTD classes

52%

of students

in CTD classes identified as
female or non-binary

36

apprentices

working in CTD Labs, a
60% increase over 2019

INSPIRE

Code the Dream's outreach is targeted to students from immigrant, minority and low-income communities across the country: 70% are first- or second-generation immigrants; over 80% are people of color.



Abel's Experience / CTD Labs Apprentice: "Code the Dream is a community that is very welcoming to everybody from every background...My experience has been amazing... Beautiful in a way that I found great people who are helping each other to be successful. I am very confident now because the people around me are confident in me as well."

Esperanza's Story / CTD student: "I took coding classes in Mexico, but I had to come to the U.S. because the violence was so bad. Here, I worked for many years in restaurants and in nursing homes as a home health care aide. I also experienced a very difficult event - domestic violence that resulted in the loss of my pregnancy. When I found CTD, it brought me back the hope in my dream of becoming a software developer. For my final class project, I created an app to help others who have suffered domestic abuse, to help them find the resources they need. When I started, I had lost all hope. This app was a way to honor my baby, and by creating it, I also began to heal myself from what I experienced. I hope that I can bring hope and inspire others."

CTD LABS

2MM+

people

served nationally by websites and apps developed by CTD Labs

39

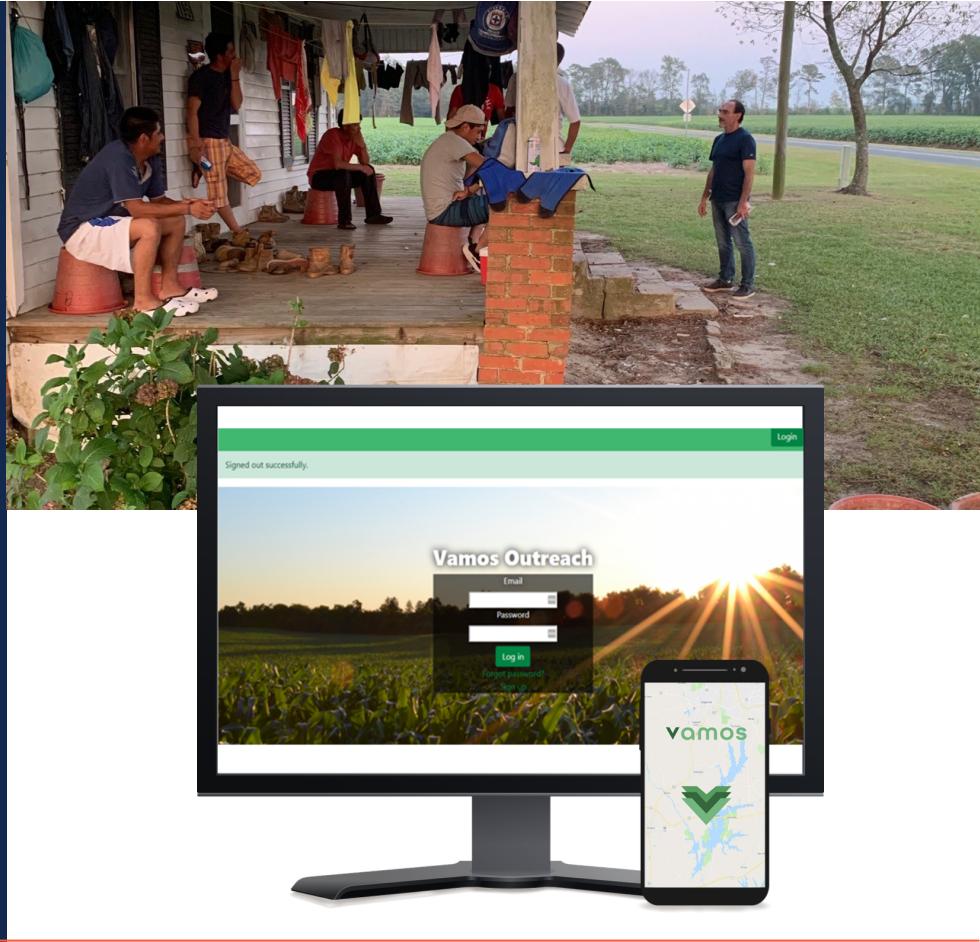
websites and apps

helped farmworkers, rural entrepreneurs and small businesses, and addressed issues of immigrant rights, racial justice, healthcare, and education.

BUILD

Code the Dream's model enables our apprentices to gain real-world experience by building apps that directly benefit vulnerable communities, oftentimes helping to solve challenges that they know firsthand.

codethedream.org/services



Migrant farmworkers do grueling work under harsh conditions. The Vamos Outreach app helps farmworker-serving organizations locate farm labor camps and coordinate efforts for outreach to thousands of migrant & seasonal farmworkers - better serving the people we all count on for our fruits & vegetables.

"Before Vamos, we used a case database, excel sheets, all of our individual cell phones, cameras, etc. to keep our outreach teams organized for reporting and planning purposes. **With Vamos we have a one-stop-shop for everything.** It has been a huge time saver in that everything we need is in one spot."

- Molly Spaak, Migrant Legal Aid, Michigan

"The Vamos App is poised to transform the way that we plan outreach and collect data. We could not be more excited to streamline our efforts in order to maximize our ability to form a fruitful relationship with our client base."

- Mario Solis and Elise Riveness, Southern Minnesota Regional Legal Services, Minnesota

MENTORS / VOLUNTEERS

2,532

hours

from dedicated volunteers

820

mentor sessions

held with students

50

workshops

on soft skills such as personal finance, resumé writing and career development

EMPOWER

Code the Dream ensures that its volunteers include people of diverse backgrounds and experiences, so students are empowered as they see themselves represented in their teachers and mentors.

codethedream.org/volunteer-opportunities



"I have been in the Software Engineering industry for a long time, but to date, **the time in my career that has been the most meaningful is the time that I spent at Code The Dream**, mentoring a group of talented and hard working students. Thank you for this opportunity CTD Team."

- Gaetan Siry, VHB

"Code the Dream has empowered me to teach and mentor more than twenty students over the past few months. Mentor sessions are flexible, which means I am able to meet with different students every week and expand my impact... It's been an honor working with [Code the Dream] and contributing to the organization's growth. **If you have a few extra hours a week and want to help others in the community, I would highly recommend volunteering with Code the Dream!"**

- Elliot Thompson, Carewell

PARTNERS / COVID-19

100%

increase

in applicants from community colleges, immigrant/refugee service providers, and other nonprofit partnerships

41

rural participants

including students & entrepreneurs in CTD's new Rural Tech Initiative

4

COVID-19 related apps

developed to address food insecurity, face mask distribution, and digital access to education and the arts

IMPACT

Code the Dream relies on strong relationships with partner organizations to recruit students and to create apps that will have a multiplier effect in their reach and effectiveness in improving the health of our communities.



With Google Fiber's support, CTD developed Mariposa AR, an augmented reality app that created an interactive experience for two murals in downtown Durham, and several COVID-19 apps. "Code The Dream is an uncommon organization, that is **positioned to create new solutions to some of our communities' most intractable problems.**"

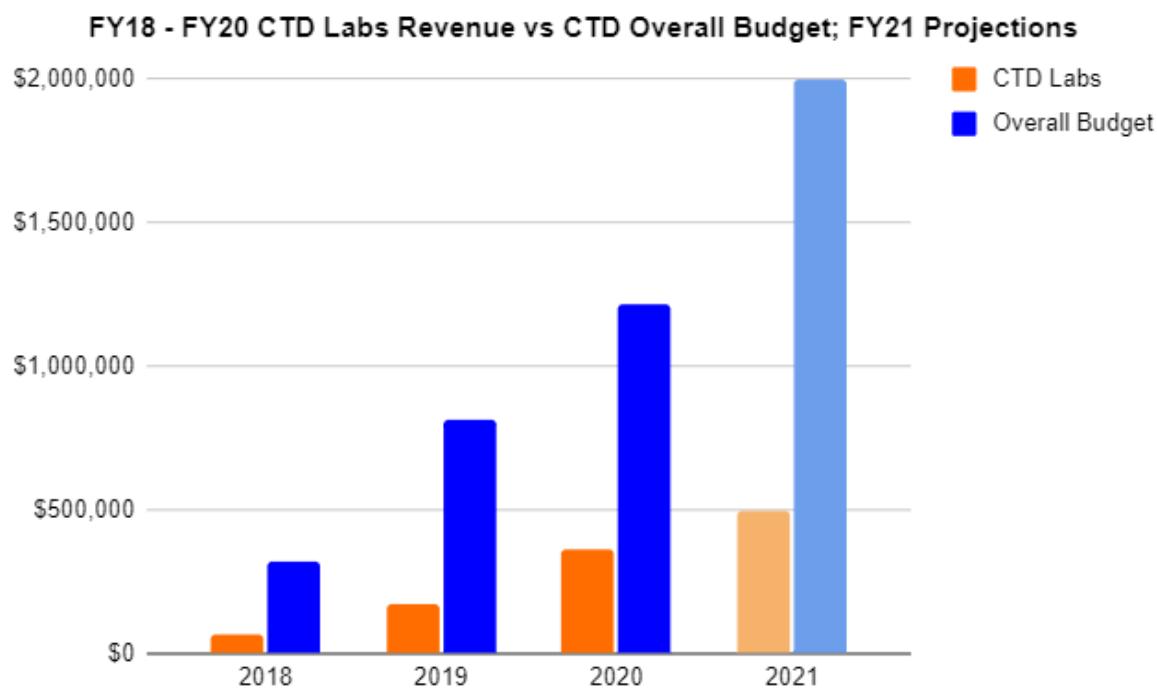
- Jess George, Government & Community Affairs Manager, Google Fiber

Face Mask Warriors was a comprehensive site for a nationwide collaboration of more than 17,000 volunteers making face masks at the beginning of the COVID-19 pandemic. These masks were distributed free to vulnerable communities in need.



GROWTH

Code the Dream has more than tripled its growth over the last two years, from its start as a grassroots organization serving people in North Carolina to serving students and communities in 12 states, from a permanent staff of 4 to a staff of 12, with 34 full time software apprentices.



SUSTAINABILITY

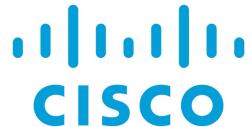
CTD Labs is key to Code the Dream's growth and sustainability plan. Code the Dream's apprenticeship program can serve as a much-needed pipeline for corporate partners interested in building a highly skilled, diverse and inclusive workforce. In addition, these partnerships have also begun to generate more revenue, allowing CTD to train more students, and create a sustainable cycle of growth.

THANK YOU

SUPPORT

With the generous support of our corporate, education and workforce development partners across the country, Code the Dream is able to ensure that meaningful opportunity is open to all.

Thank you for making dreams come true!



DukeHealth

Google Fiber



TRUIST

WILLIAMS &
CONNOLLY LLP*



code tenderloin



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