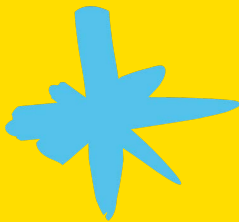




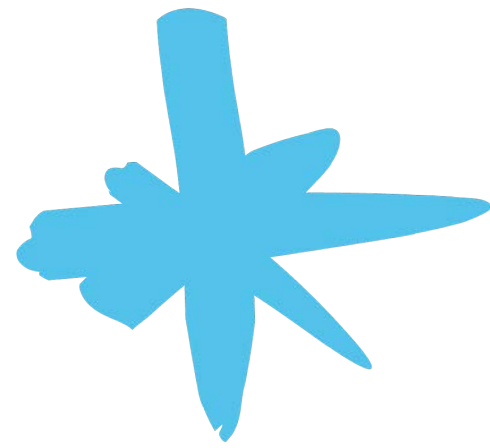
A L L  
S T A  
R C O  
D E ✨

# 2020 ANNUAL REPORT



---

**Tell Your Story  
Celebrate Failure  
Dare Greatly**



# About All Star Code

## Our Mission

All Star Code creates economic opportunity by developing a new generation of boys and young men of color with an entrepreneurial mindset who have the tools they need to succeed in a technological world.

## Our Vision

We envision a future where all young men of color have access to the tools of success, and where the ability to thrive is available to all who are willing to dare greatly.

### By the numbers



**95%**

of college-aged Scholars have matriculated into colleges



**76**

corporate partners have joined forces with All Star Code over the past six years



**35%**

of our students come from households below the poverty line

**618**



Students have participated in the Summer Intensive

**4000+**



applications received for the Summer Intensive

**77%**



of our students are Black and/or Latino



# Letter from Executive Leadership

Dear Friends,

This year, the world experienced a once in a generation crisis, the COVID-19 pandemic, dramatically shifting the way we live in society. Our students, families, and community have been disproportionately impacted by the pandemic, exacerbating the digital divide and educational inequity in our student's pathways for a better future.

We also witnessed the blatant disregard for the lives of Black Americans by police and others. We were reminded that the pathways to success in American society we've imagined can be cut short instantly; regardless of a young man's preparation, their socioeconomic status, or their credentials and scholastic pedigree. It is a game of chance for our Black students — who we consider America's future innovators, creators, influencers, and entrepreneurs, rather than threats to society, whose lives are in danger at this moment, because of their Blackness.

The moment called to our better angels. We asserted our collective stand as a community this year in fighting systemic racism and injustice everywhere, across all sectors and systems, particularly those that have historically treated people of color unfairly.

We stood firm in our commitment to our mission and our students. We want the world to see what we see when we look at our young men — limitless potential, brilliance, and beauty. We know they are the manifestation of generations of struggle, determination, and unmatched resilience.

We are inspired to continue the meaningful work to prepare the next generation of leaders in tech and create economic opportunity. So for now, this is our moment to claim and celebrate; an invitation to call on our dreams and those of our ancestors to work to make them a reality. Before All Star Code was founded, a number of programs addressed the lack of women in the industry, but few resources existed for young men of color. With the right skills and support system behind them, and just knowing that their success is possible, there is no limit to what our young men can do.

We were overwhelmed with support from our families, corporate partners, funders, and community at large. Even during this crisis, our Scholars' uplifting news reaches our inbox — from securing coveted Scholarships, upcoming graduations, how you are adapting to this crisis, to securing paid internships and ultimately Full Time employment in technology, working at some of the world's best tech companies.

There's a saying that a crisis reveals character. In spite of this confluence of crises, we persevered and delivered. And we move forward with resolve, to achieve our mission — so, our mission continues — to create economic opportunity by developing a new generation of boys and young men of color with an entrepreneurial mindset and tools to succeed in a technological world.

May you be safe, healthy, and remain connected. We are all in this together.

Sincerely,  
Danny Rojas, Executive Director  
Christina Lewis, Founder



## The All Star Code Ambassador Reception

All Star Code heads into a new direction



The Ford Foundation Center for Social Justice was an appropriate setting for All Star Code's Ambassador Reception featuring ASC Ambassadors Loida Nicolas Lewis, Van Jones, Charles Phillips, Darren Walker, and Ryan Williams. We are so grateful for our Ambassadors with special recognition to Darren Walker for opening up the beautiful Ford Foundation Center for Social Justice for such a meaningful conversation.

Addressing the lack of racial diversity in the tech sector and the absence of a pipeline of upward mobility for young men of color, All Star Code announced the 5/5/5 Strategic Growth Plan to expand the geographical footprint of its mission. The new direction commits to serve five times as many students as all national peer groups currently serving young men of color through pre-professional tech training programs. The Strategic Growth Plan calls for All Star Code operations in five metropolitan cities serving 5,000 students annually within 5 years (2024).



## All Star Code Ambassadors

All Star Code's Ambassador Program is comprised of nationally recognized thought leaders who share our mission to create economic opportunity and systemic change for young men of color. All Star Code works individually with each Ambassador to find projects and events that best suit their schedule and bring national awareness to the organization's programs.

Ambassadors make recommendations, introductions for potential partnerships, and aid in our fundraising efforts. They allow All Star Code to elevate its profile and, as an All Star Code Ambassador, support our work with young men of color at our Summer Intensives and during other programming.



**Ken Chenault**  
Chairman & Managing  
Director of General  
Catalyst



**Gerald Chertavian**  
Founder & CEO of Year Up



**Van Jones**  
Founder of REFORM  
CNN political contributor,  
Host of The Van Jones Show



**Jessica Lessin**  
Founder & Editor-in-Chief of  
The Information



**Loida Nicolas Lewis**  
CEO & Chair of TLC Beatrice,  
LLC



**Sheila Marcelo**  
Founder, Chairwoman &  
CEO of Care.com



**Charles Phillips**  
CEO of Infor



**Robert Smith**  
Founder, Chairman & CEO of  
Vista Equity Partners



**Darren Walker**  
President of the Ford  
Foundation



**Ryan Williams**  
Founder & CEO of Cadre

## Unprecedented Times / Unprecedented Challenges

The COVID-19 pandemic has beset unprecedented challenges for All Star Code and our community. As is often experienced with challenging circumstances, exceptional people are presented with an opportunity to lead. Through the help of our donors, corporate partners, and our Scholars, All Star Code was able to pivot quickly to deliver the Summer Intensive virtually for the first time ever.

### 1. Meet the Needs of Our Scholars

In response to people of color being on the front lines of this pandemic, All Star Code sought to provide resources for our ASC family and assess how COVID was directly impacting them.

### 2. Secure Financial Stability to Continue the Mission

A call to action was sent to our funders, Scholars, and corporate partners to ensure the continuation of our programming. Our community showed up and showed out for our students!

### 3. Innovate The Learning Experience

All Star Code, like many other organizations impacted by the pandemic, learned how to redefine its programming for a virtual classroom experience.

### 4. Prepare Our Workforce for a New Normal

As it became clearer that the pandemic would drastically change the social landscape, we readied our staff for remote work.

## The Pivot



## Unprecedented Times / Unprecedented Challenges

As the pandemic took hold, the leadership team acted quickly to secure the safety of our staffers and assess the landscape for our Scholars. In the wake of multiple shutdowns cascading throughout every aspect of our daily lives, All Star Code moved to postpone its live events calendar and instituted a mandatory work-from-home policy for all employees. At the convening of an emergency board meeting on March 24, the decision to move from in-person to remote learning was made, marking a historic milestone for our program.

All Star Code also went to work putting out a call to action for our community to come to our aid. Education partners, corporate funders, Scholars, and their families came together to raise money for an emergency fund so All Star Code could not only continue its mission but also deliver a Summer Intensive experience unlike any other.

Our mission unchanged, All Star Code ventured into the summer with its typical steadfast commitment to our students. With a new model in place for our transformative programming and services that our students have come to expect, a new look All Star Code made its debut.



## Summer of Resistance / Summer of Hope

**“We must stand together as a community in fighting systemic racism and injustice everywhere, across all sectors and systems, particularly those that have historically treated people of color unfairly.”**

**- Danny Rojas, All Star Code, Executive Director**



For many, the summer of 2020 had laid bare what was already known. Across the United States, as news reports and graphic visuals of the harm experienced by Black and Brown communities hit our screens, we found new allies in the fight to expose systemic racism and to counteract state-sanctioned violence on American citizens. As death tolls from COVID-19 fatalities soared, brave people clung together in the streets of New York, Memphis, Los Angeles, Minneapolis, and many other cities – the threats of batons, tear gas, and violent counter-protesters unable to dampen the spirits of these crusaders who had previously been your neighbor, your children’s teacher, or an anonymous face in the crowd. Over the course of weeks, a newfound respect for the seen and unseen contempt experienced by our communities was birthed during this spiritual awakening and, for many, a realization that they had been in the dark for far too long.

The realization did not stop in the streets. It rose to the heights of the tallest skyscrapers whose boardrooms saw an era of corporate responsibility that had been bubbling to the surface for over a decade start to materialize in more intentional and meaningful action. If COVID-19 was able to redraw All Star Code’s boundaries by removing physical constraints from our impact, then this Summer of Resistance offered an opportunity to transform All Star Code into a more powerful engine for change.





## ASC Response to Widespread Racial Injustice

Dear All Star Code community,

In this moment, we are outraged.

In this moment, we are hurt.

In this moment, we are dying.

In this moment, we are not OK.

Ahmaud Arbery, Nina Pop, Breonna Taylor, and George Floyd.



In recent days, we have witnessed the blatant disregard for the lives of Black Americans by police and others, including those who summon police on Black people engaging in everyday activities. It is the result of a long and deadly tradition of institutional racism and anti-blackness. And all of this happening in the backdrop of a global pandemic disproportionately impacting Black communities across the nation.

All Star Code's mission is to create economic opportunity by developing a new generation of boys and young men of color with an entrepreneurial mindset who have the tools they need to succeed in a technological world. But to what end?

The pathways to success in American society we've imagined can be cut short instantly; regardless of a young man's preparation, their socioeconomic status, or their credentials and scholastic pedigree. It is a game of chance for our Black students - who we consider America's future innovators, creators, influencers, and entrepreneurs, rather than threats to society, whose lives are in danger at this moment, because of their blackness.

We must stand together as a community in fighting systemic racism and injustice everywhere, across all sectors and systems, particularly those that have historically treated people of color unfairly.

We are committed to continuing to work every day to provide our students with meaningful, transformational opportunities. Our students' lives matter. Black lives matter.

Best,

Danny Rojas

Executive Director

All Star Code

# Meet the Staff



**Danny Rojas**  
Executive Director



**Nadine Friedman-Roberts**  
Senior Director of Programs



**Alexandria Hamlette**  
Senior Director of  
Development



**Dondrie Burnham**  
Director of Development &  
Strategic Communications



**Hunter Massey**  
Senior Manager of  
Finance & Administration



**Pryanka Bawa**  
Program Manager



**Chinue Foreman**  
Scholar Services Manager



**Tatyana James**  
Senior Development  
Associate



**Khye Borg Liew**  
Curriculum Manager



**Dante Rivera**  
Technical Program  
Associate



**Rachel Armamentos**  
Communications Associate

## The Summer Intensive Becomes A Virtual Reality

All Star Code's Programs team took the charge of making the Summer Intensive experience completely virtual. Once a unique student experience that spanned many corporate offices where our Scholars received in-person coding instruction, it now had to transform into something entirely different while not minimizing program fidelity and efficacy. The effort, led by All Star Code Curriculum Manager Khye Borg Liew, was a daunting task, however, the edges of the new program model were becoming defined.



All Star Code's virtual Summer Intensive hosted students from 17 states!

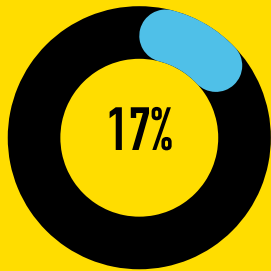
The team conceived of 7 different iterations of the virtual Summer Intensive model; the eventual model mirrored our six-week in-person design transported to a virtual environment keeping many of the hallmarks that made the Summer Intensive a unique and enriching learning experience. The virtual model featured the familiar setup of classrooms sponsored by a corporate partner consisting of 20 students each, 1 lead instructor, 1 teaching assistant, 1 coordinator, and 1 teaching fellow. The guiding light for all of the new innovation emanated from our Scholars. A staggering 80% of our instructional teams were former All Star Code Scholars who answered the call to give back to their All Star Code family.



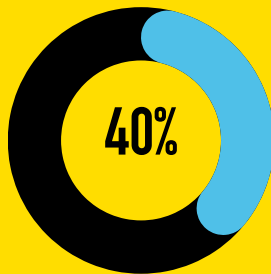
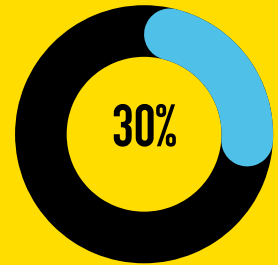
# Outcomes & Qualitative Student Survey Data

2019 In-Person SI

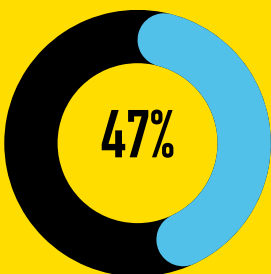
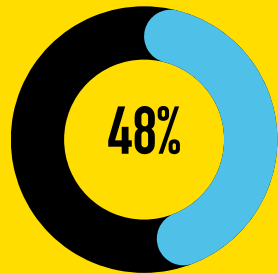
2020 Virtual SI



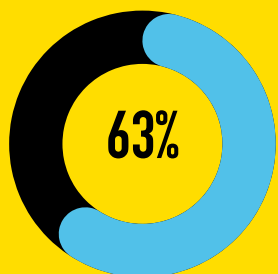
% of students showing improvement in computational thinking skills



% of students showing improvement in their general understanding of CS concepts



% of students showing an increase in All Star Code's Responsiveness to their needs



## Virtual Summer Benefit

On Saturday, July 25, we hosted our first-ever virtual benefit with over 500 attendees who heard first-hand from our amazing Scholars about their projects and had the opportunity to engage in our Scholar Innovation Stations. The night was capped off by a silent auction.

This year we were thrilled to honor Robert F. Smith, Founder, Chairman, and CEO of Vista Equity Partners, and Marcus Samuelsson, Chef & Restaurateur. We closed the evening by dancing to the tunes of DJ Cory Townes and the incomparable Questlove.

The All Star Code Virtual Summer Benefit Emergency Fund will ensure the health and longevity of our work and allow All Star Code to continue delivering our life-changing Summer Intensive and Scholar Services programming, virtually, to nearly 800 young men of color this year. Our commitment to our students has not wavered and is more important now than ever before.

### Student Projects



### Special performance by Questlove



#### THANKS TO OUR SPONSORS

RFL FOUNDATION



SIDLEY

Goldman Sachs



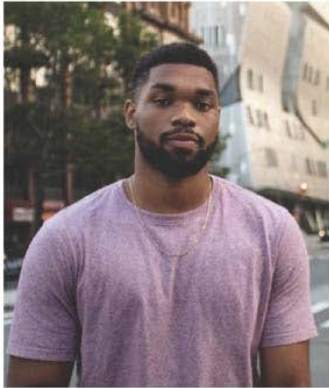
RBC Capital Markets

Cognizant



# Meet Our Scholars

## ALL STAR CODE ✨



### CAMERON KING

✨ ALL STAR CODE SCHOLAR

✨ AGE: 21

✨ BROOKLYN, NY

**2015** Participated in the Summer Intensive in New York City, hosted at Alley and completed a web design internship with Bleu Life Media



**2016** Was accepted into Duke University to study Computer Science & Visual Media Studies



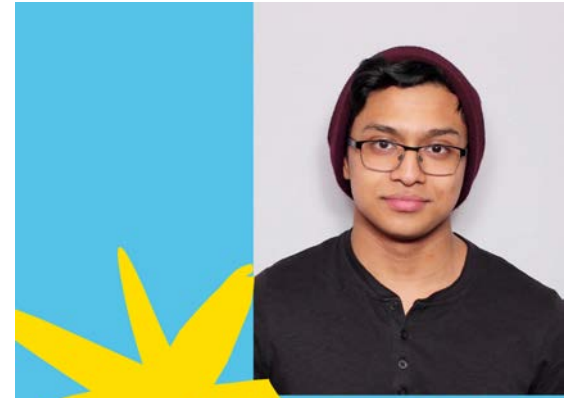
**2019** Completed a front-end engineering internship with Vimeo, presented at All Star Code's Summer Benefit, and earned a job as Incoming Program Manager at Microsoft.



**2020** This year, Cameron is a senior at Duke University. He is also the founder of social networking platform & app, Parrot, and works as a Program Manager for Microsoft

"All Star Code gave me the confidence to pursue Computer Science at Duke University"

#DAREWITHUS



MEET THE SCHOLARS  
Navid Mamoon

COVID-19  
VISUALIZER

Scholar: Navid Mamoon  
(ASC 3 - Google)



MEET THE SCHOLARS  
Anthony Baldeosingh

SAASH  
MARKETING

Scholar: Anthony Baldeosingh  
(ASC 3 - Goldman Sachs)



# The Brotherhood: Scholar Network

"All Star Code taught me the importance of my voice. As a young Black Latino from the Bronx, there haven't been many instances where I felt like my presence could make an impact. To be reminded that I belong and to know that I have a brotherhood to back me up gives me the confidence I need to continue to fight for my place at the table."

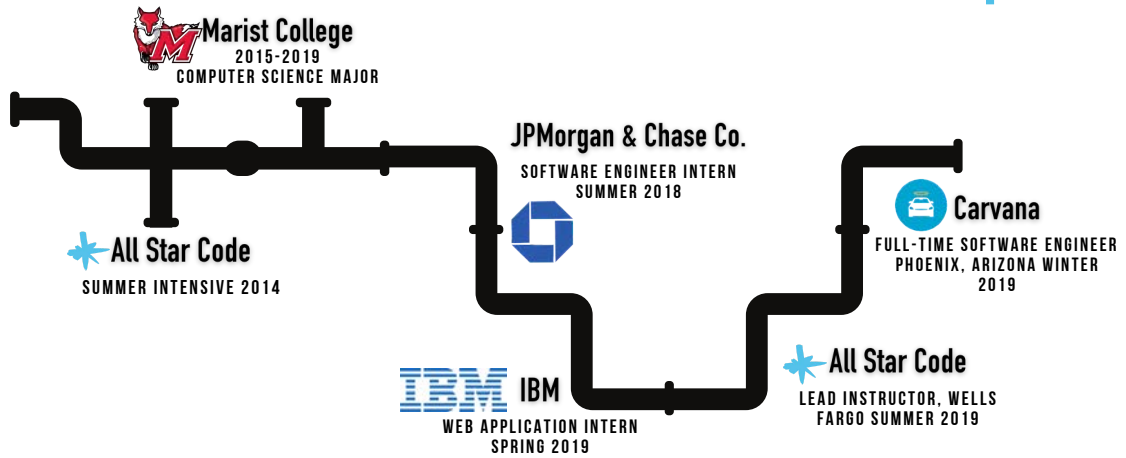


✦ Elvis Vasquez  
All Star Code Scholar 2017

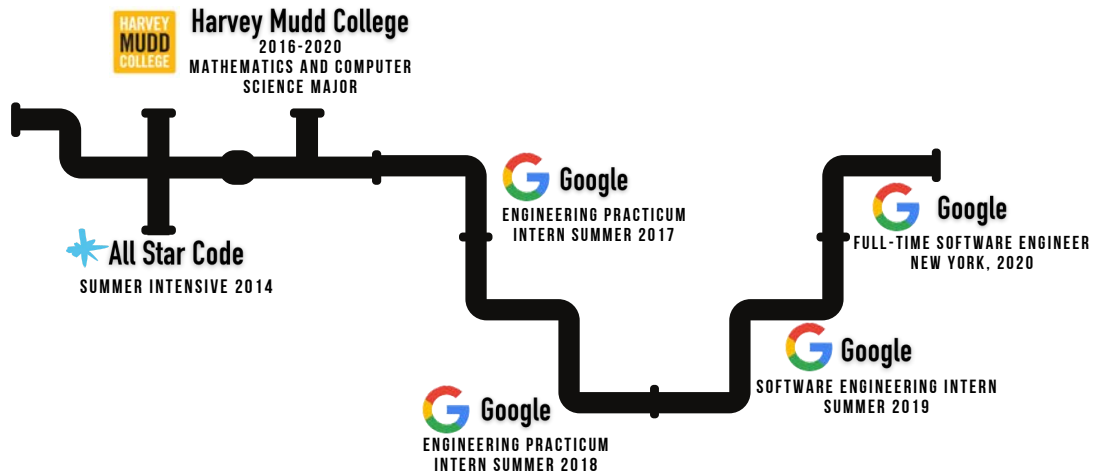
# The Power of the Pipeline



Gary Coltrane



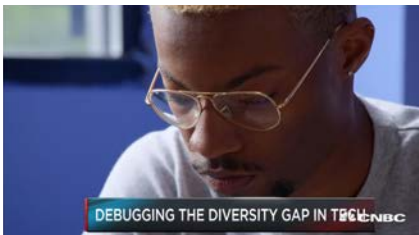
Djassi Julien





## Coding academies for Black, Latino youth aim to debug the diversity gap in tech

PUBLISHED TUE, SEP 8 2020-10:36 AM EDT | UPDATED WED, SEP 9 2020-2:57 PM EDT



Djassi Julien (2014 Scholar and ASC Junior Board Member) featured on CNBC

### The New York Times

SCENE CITY

## Chintz Hospital Gowns and Wildflower Dresses

How Christina Lewis, Lela Rose and Bronson Van Wyck are social distancing.



Christina Lewis

Age: 40

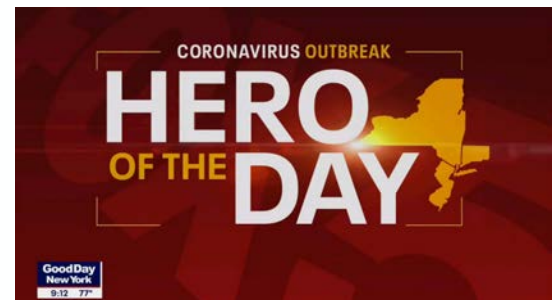
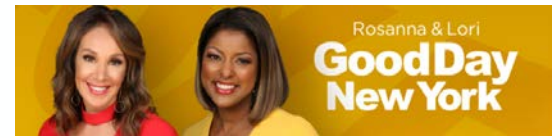
Occupation: writer, social entrepreneur

Favorite charities: All Star Code (founder and president); Reginald Lewis Foundation

Christina Lewis interviewed in the New York Times



De Andre King (2015 Scholar) feature in Wall Street Journal: "The Class of 2020 Looks for Work"



All Star Code featured on Good Day New York "Hero of the Day"



## 2020 Scholar Employment Wins

De Andre King - ASC 2



**Bloomberg**

Ayinde Castro - ASC 2



**LinkedIn**

Charles Marshall - ASC 3



**Fidelity**  
INVESTMENTS

Ghazanfar Shahbaz - ASC 5



UNITEDHEALTH GROUP\*

Despite an unprecedented year where nearly every facet of society was turned upside down, our Scholars still managed to demonstrate their brilliance and secure top tech jobs.

**Congratulations to you all!**

**Tell Your Story  
Celebrate Failure  
Dare Greatly**

## Financials

### Assets

Cash and cash equivalents	\$ 1,896,480
Contributions receivable, net	587,364
Prepaid expenses	32,594
Property and equipment, net	26,576
Security deposits and other assets	<u>62</u>
 Total assets	 <u><u>\$ 2,543,076</u></u>

### Liabilities and Net Assets

#### Liabilities

Accounts payable and accrued expenses	\$ 100,771
PPP Loan payable	<u>316,156</u>
Total liabilities	<u>416,927</u>

#### Net assets

Without donor restrictions	
Undesignated	762,992
Board designated	<u>611,082</u>
Total net assets without donor restrictions	1,374,074
With donor restrictions	<u>752,075</u>
Total net assets	<u>2,126,149</u>

Total liabilities and net assets	<u><u>\$ 2,543,076</u></u>
----------------------------------	----------------------------

## Major Donors / Sponsors

**\$250,000+**

**AT&T**  
**Facebook**  
**Reginald F. Lewis Foundation**  
**Sheila Lirio Marcelo**

**\$100,000 – \$249,999**

**David Orr and Brian Wong**  
**Goldman Sachs**  
**JP Morgan Chase**  
**Simons Foundation**

**\$25,000 – \$99,999**

<b>Derek Jean-Baptiste</b>	<b>Nike</b>
<b>Elliott and Erica Breece</b>	<b>PDT Partners</b>
<b>Frances L. &amp; Edwin L. Cummings Memorial Fund</b>	<b>Pinkerton Foundation</b>
<b>Henry Kravis</b>	<b>Ro</b>
<b>JJJ Charitable Foundation</b>	<b>Sidley Austin LLP</b>
<b>Loida Nicolas Lewis</b>	<b>Siris Capital Group, LLC</b>
<b>Macquarie</b>	<b>SoFi</b>
<b>Marcus Mitchell and Courtney Lee-Mitchell</b>	<b>Valentino Carlotti</b>
<b>Medidata</b>	<b>Vista Equity Partners</b>
<b>News Corp</b>	<b>Wells Fargo</b>

**\$10,000 – \$24,999**

<b>10up</b>	<b>Google</b>
<b>645 Ventures</b>	<b>Hari Moorthy</b>
<b>Al Zollar</b>	<b>Liontree</b>
<b>Anonymous</b>	<b>Lyor Cohen and Xin Li</b>
<b>Anonymous</b>	<b>Peter Mattis Family Foundation</b>
<b>Domino's</b>	<b>RBC Capital Markets</b>
<b>Douglas Jaffe</b>	<b>SoundCloud</b>
<b>Elisabeth Mason</b>	<b>The Marc Haas Foundation</b>
<b>Fandom Running Club</b>	<b>Xandr</b>
<b>Ferri Family Charitable Fund</b>	<b>Christina Lewis</b>
<b>Gavin Leo-Rhynie and Melanie Chin</b>	<b>Hari Morthy</b>

**\$5,000 – \$9,999**

<b>Andrew Earls</b>	<b>Marc and Sharon Gerstein</b>
<b>Anonymous</b>	<b>Marva Smalls</b>
<b>Diana DiMenna</b>	<b>MCR Development</b>
<b>DigitalOcean</b>	<b>Michael Rubenstein and Carmel Hagan</b>
<b>Eloise Austin and Justin Muzinich</b>	<b>Nicole Cuellar-Lopez and Rich Lopez</b>
<b>Garland E. Wood Family Foundation</b>	<b>Pittsburgh Foundation</b>
<b>Jasvinder Khaira</b>	<b>Stephen Catera</b>
<b>Julia Herr</b>	<b>Tarrus Richardson</b>
<b>Kenneth C. Frazier</b>	<b>Ronald Damiano</b>
<b>Lara Washington</b>	<b>Roy Joseph</b>
<b>Laurence Bradford</b>	

**In-Kind**

**Ryzac/ DBA Code Academy Inc.**  
**Goodwin & Proctor**  
**Elephant**