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
- **618** Students have participated in the Summer Intensive
- **76** corporate partners have joined forces with All Star Code over the past six years
- **4000+** applications received for the Summer Intensive
- **35%** of our students come from households below the poverty line
- **77%** of our students are Black and/or Latino
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

Letter from Executive Leadership
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’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.
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.
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.
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.

“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
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
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.

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

- % of students showing improvement in computational thinking skills: 17%

2020 Virtual SI

- % of students showing improvement in their general understanding of CS concepts: 40%
- % of students showing an increase in All Star Code’s Responsiveness to their needs: 47%
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

- COVID-19 Visualizer
- Synergy
- Emridge
- Saash Marketing
- Green Club
- Mouseion

Special performance by Questlove

THANKS TO OUR SPONSORS
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.

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

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.

#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)
“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
Press Coverage

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

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

The New York Times

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

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

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!
### Financials

#### Assets

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<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
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<tr>
<td>Contributions receivable, net</td>
<td>587,364</td>
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<tr>
<td>Prepaid expenses</td>
<td>32,594</td>
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<tr>
<td>Property and equipment, net</td>
<td>26,576</td>
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<tr>
<td>Security deposits and other assets</td>
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</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>$2,543,076</strong></td>
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#### Liabilities and Net Assets

#### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
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<tr>
<td>PPP Loan payable</td>
<td>316,156</td>
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<td><strong>Total liabilities</strong></td>
<td><strong>416,927</strong></td>
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#### Net assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Without donor restrictions</td>
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<tr>
<td>Undesignated</td>
<td>762,992</td>
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<tr>
<td>Board designated</td>
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<td><strong>Total net assets without donor restrictions</strong></td>
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<tr>
<td>With donor restrictions</td>
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<td></td>
<td>752,075</td>
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<tr>
<td><strong>Total net assets</strong></td>
<td><strong>2,126,149</strong></td>
</tr>
</tbody>
</table>

**Total liabilities and net assets** $2,543,076
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

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

$10,000 – $24,999

Google
Hari Morthy
Liontree
Lyor Cohen and Xin Li
Peter Mattis Family Foundation
RBC Capital Markets
SoundCloud
The Marc Haas Foundation
Xandr
Christina Lewis
Hari Morthy

$5,000 – $9,999

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

In-Kind

Ryzac/DBA Code Academy Inc.
Goodwin & Proctor
Elephant