



# YEAR OF EXPANSION AND TRANSFORMATION

---

**RESILIENT CODERS  
ANNUAL REPORT 2021**





# TABLE OF CONTENTS

## WELCOME

- 4 Letter from the Founder and Executive Director
- 8 Why Paying for Talent is a Matter of Economic Justice
- 9 Some of Our Employer Partners

## STUDENTS

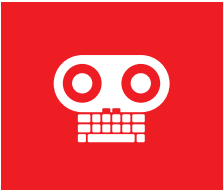
- 11 Davida Garner
- 14 Dashlin Sermeil
- 16 Zrybea Whitfield
- 18 Cohort Team Projects
- 19 Program Stats

## SUPPORT

- 21 Baranes & Swartz Wedding
- 22 Staff and Board
- 23 Support through 2021
- 26 Thank You

Thanks to Ellie Nguyen [3arlyjuly.com] for the design of this report.  
Thanks to Oscar Rios and Johnbel Mahautiere for all photos of our community.





# EXPANSION AND TRANSFORMATION

*Letter from David Delmar Senties*

To our friends and allies,

This was our year of growth, in more ways than I could have predicted. It was heady and exhilarating. It was challenging, and at times deeply uncomfortable. In a word, it was transformative.

We came into 2021 with the wind in our sails. Resilient Coders had made it through 2020. In fact, thanks to a groundswell of effort and support from our allies, our alumni, our Board, and the greatest team in the world, the organization not only survived, but thrived. With the last of our December 2020 graduates landing a job as a software engineer in the spring of 2021, we achieved a 100% placement rate of our graduates from that class.

So began one instance of growth at Resilient Coders: We expanded to Philadelphia, and then to Pittsburgh. Once we'd gone remote in March of 2020 and realized that we could absolutely still provide a great education as long as we staffed up to better support people, and shipped laptops to those who need them, expanding gradually to new cities felt like a natural next step. And we did want to expand city by city, rather than just throwing open the doors to anyone anywhere, because we care about regional economic impact. We've kept these cohorts small so far, because we don't want enrollment of students to outstrip commitments from employers. It takes time to build trust in a new city. Prospective students and employers alike are just getting to know us. We're a little different.

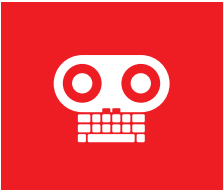
It's long been our mission to launch as many careers as we can. There are a lot of early-career software engineering jobs in Boston, but the list isn't endless. And we're not interested in doing anything other than software engineering at the moment, because we believe that's where the money, stability, and growth are right now.

*Expansion to new cities was the path we chose as our way of serving more people. We've done it. We've unlocked a door.*

Expansion is neither inherently good nor inherently bad. There's a lot of greatness that's come out of this wild year. In these pages, you'll read about a couple of our Philly grads, Zrybea and Davida. They are greatness itself. But challenges have emerged from our expansion as well. One such challenge has been our attrition.

We've always had a certain degree of attrition at Resilient Coders. That's the nature of an intense program. But it's been creeping up as we expand, and we need to address it before scaling up any further. We just can't continue to run our program in exactly the same way, while still calling ourselves a radically student-centric organization. We need to take a minute to return to who we are at our core, overhaul the program, and commit to doing better by our students.





*Stakes are high for our students. People are quitting their jobs to join this program.*

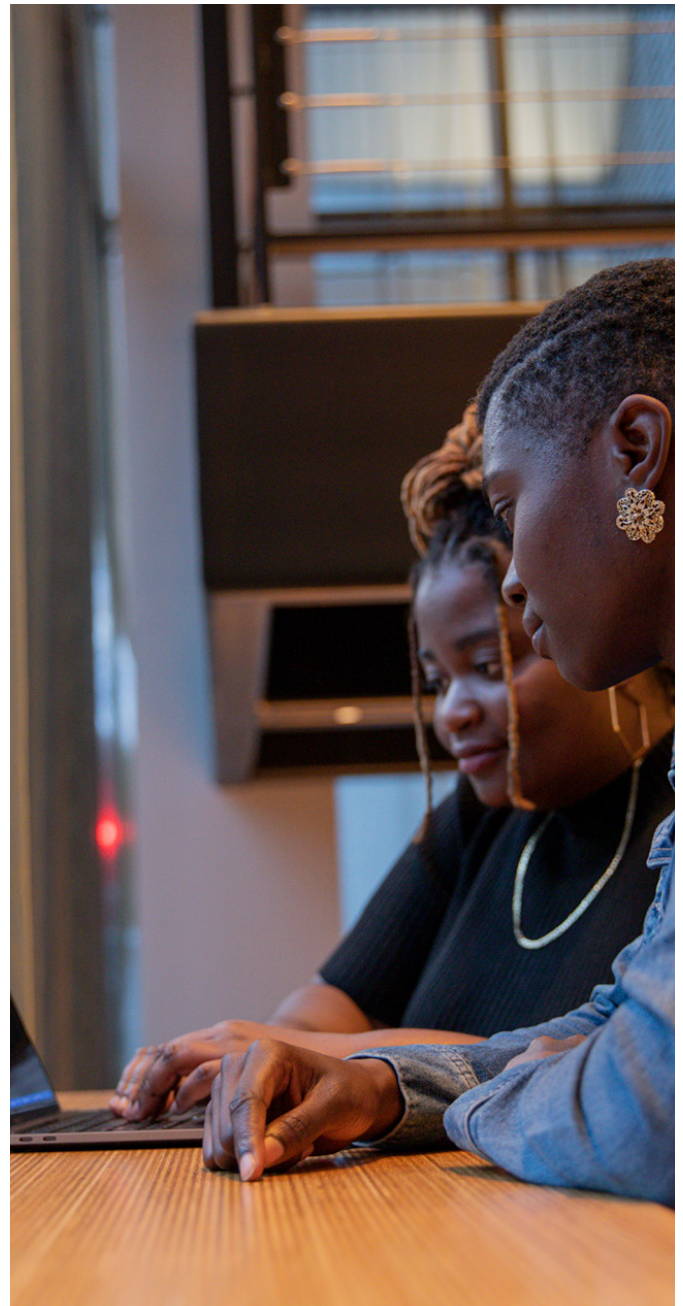
They're uprooting their lives in some form or another to engage more fully in what has become an increasingly intensive bootcamp. And then, too often, students are either cut or they drop. They go back to their pre-bootcamp lives, contending with all the sacrifices they've made, and not much to show for it. This has become too common a narrative at RC, and we need to change that immediately.

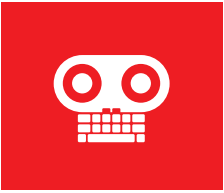
To do so will require radical and swift action on our part. For starters, we will be serving fewer students than we had planned to serve. We've paused our "growth" so that we can truly grow. Our hope is that while the number of matriculations decreases, the proportion of graduation increases.

The decrease in students grants us the capacity we need to engage in an overhaul of the program. We just can't pivot and scale at the same time, and the pivot is more important. If we scale before doing the right thing, then we're scaling the wrong thing.

*We'll also be doubling our stipends, up from \$500 biweekly to \$1,000.*

Frankly, we should have done this a long time ago. One of the reasons we lose students is because they just can't live on the stipend, and they end up trying to work another job on the side. We tell them that it's nearly impossible to maintain a job while doing the bootcamp. But we need to put our money where our mouth is. We call on other workforce development organizations to do the same.





I don't expect these decisions to be popular among people who value "efficiency" in a nonprofit. "Efficiency" is not our job, as long as we're talking about human beings. We know this will make the program more expensive to run. But insofar as we have to choose, we'd rather do good than do well.

Early on in the life of Resilient Coders, I was asked by a prospective funder, "When will you find \*the\* model, and stop experimenting all the time?"

I said, "Never." I believe that an organization that stops experimenting stops innovating. We've been true to our word so far. Since that conversation in 2015, Resilient Coders has made five major pivots. Each one represented a risk. Each one was hard and sometimes unpopular. But so far, each one has brought us closer to our vision of the radically student-centric organization that we aspire to be. This is our 2022. **Consider this the launch of Resilient Coders 7.0. Maybe not bigger, but certainly bolder.** Thank you for everything you do for this community.

Pa'lante.

David Delmar Senties  
Founder and Executive Director  
Resilient Coders  
david@resilientcoders.org



*Say hello to Roxana, Class of Fall 2021.  
She is currently coding at Ovia Health.*





## WHY PAYING FOR TALENT IS A MATTER OF ECONOMIC JUSTICE

Resilient Coders is the coding bootcamp that charges its employers, not its students. And that's by design: It's an expression of economic justice.

Our entire student body is sourced from low income communities. We connect our alumni with careers as software engineers, not because coding is neat, but because this is the growth industry in our town. We know that as long as we exist within a “pay to play” model in America, in which you need to have a lot of money in order to get a job where you can make enough money to live, we will continue to see a yawning stratification of wealth.

We just can't even begin an honest conversation about the racial wealth gap without examining the cost of education, and about the culture of exclusion in tech that demands that training be expensive. This industry likes hiring people who pay lots of money to learn to code. I had a recruiter from a celebrated Boston tech company tell me once that they like hiring people who've paid a lot of money for their education because “it means they want it more.” While most tech companies wouldn't verbalize it quite that plainly, they do generally live it in the way that they recruit, hire, employ, and advance.

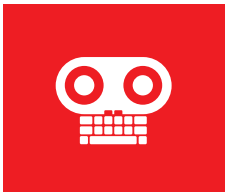
Asking our companies to pay a modest placement fee is an element of an alternate vision of the workforce, in which the employer assumes some of the onus of training their own workforce. This is a necessary step in our journey towards justice.

Colleges and for-profit bootcamps should join us. We should all be charging employers a placement fee for early-career talent, as a way of shifting culture towards one in which a candidate's destiny is not determined by their parents' wealth. We need to normalize a new model of access to jobs.

***If you work at a company that hires software engineers, you have the power to be a part of the solution. Solidarity is not felt, it's exercised.***

There's a more robust version of this, with some numbers and links to studies, available at [https://bit.ly/rc\\_econjustice](https://bit.ly/rc_econjustice). If you agree with this, please join us in spreading the word.





# WHO'S HIRED IN 2021?

*Thank you to our 2021 partners!*



# WHO ELSE HAS HIRED BEFORE?

6 River Systems  
 Accenture  
 Aesara  
 Allen & Gerritsen  
 Athena Health  
 Bison  
 Boston Public Schools  
 Boston Transportation  
 Boston University  
 Broad Institute  
 Buildium  
 City of Boston  
 Cogito  
 Constant Contact  
 Corvus Insurance  
 Curriculum Associates  
 Data Collective

Digitas LBi  
 Drizly  
 Everquote  
 Experian  
 FE International  
 Fidelity  
 Follain  
 Formlabs  
 Foundation Medicine  
 Fresh Tilled Soil  
 General Assembly  
 Gravyty  
 Greensight  
 Grid Unity  
 Harcourt  
 Hi Marley  
 Hologic

Homesite  
 Houghton Mifflin  
 Hublogix  
 Hubspot  
 Humana  
 Kyruus  
 Latitude Inc.  
 Lendbuzz  
 Liberty Mutual  
 Mass General Hospital  
 Mass Medical Society  
 Mavrck  
 Mequilibrium  
 Microsoft  
 Nanigans  
 Nexamp  
 Nextthink

O'Reilly Media  
 Partners Healthcare  
 Perkin Elmer  
 Privy  
 Process First  
 RStudio  
 Sapient Razorfish  
 Simply Business  
 The Boston Globe  
 The Grommet  
 Tivoli Audio  
 Veson  
 Viasat  
 Wayfair  
 Wellington Management  
 Wisar  
 Yesware



**OUR ALUMNI ARE THE HEART  
OF RESILIENT CODERS**

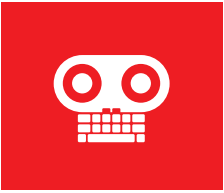




## DAVIDA GARNER

### I CAME, I SAW, I CONQUERED

*I came* into this world the product of a young, single mother in the inner city of Philadelphia. A year later, I became a big sister, before I had a chance to make a good impression on my family. My mom's brother was killed right before my first birthday during a carjacking, causing so much stress that she had to deliver a couple of months early. My grandmother helped raise my brother and me because my mother worked nights to keep us in private school. My grandmother was also the full-time guardian of my older cousin. We would get picked up at 1 am on school nights to go home, which was our "normal" until I was nine. Things changed when my mother and father got engaged. During this time, I attended a new school. After taking my entrance exam for placement in the fifth grade, the results showed that I was on a high school level and skipped fifth grade. Life became difficult for me. I would watch as my friends walked to their fifth-grade class downstairs as I headed upstairs to my sixth-grade class. I felt like an outcast because the people I deemed my friends no longer wanted to be friends with me because I was a "nerd." As an adult, I have learned to embrace the term, but I fought to show that I was still a part of the Philly culture as a child. Being nine in the sixth grade put a target on my back. After being teased for my intelligence, I vowed never to let people see how intelligent I was ever again.



**I saw** the city of Philadelphia change right before my eyes. It was never the safest place to live, but it was home. We made the best of it. Philadelphia had its share of inner-city crime, but the sense of community I experienced living there always made me feel safe. Philly was where my family and friends were and where I wanted to be. That was until I experienced firsthand just how evil my city had become. In June of 2017, the cousin my grandmother raised was murdered in her home. He was like a brother to me. The police never solved his murder, just as they had never solved my uncle's murder many years before, and like the many other murders of black people that have gone unsolved. I can never forget sitting at my grandmother's house, listening to the homicide detective read my cousin's death report to my family, and realizing how obvious the prejudices were. The detectives failed to provide my cousin's case with the proper investigation because he was a black male murdered in Philadelphia, which was an everyday occurrence. I felt that deliberate action would have been taken to find his killer had he been white. This unfortunate event forced me to look at the intricacies of our internet. I was aware that technology played a big part in our society, but I needed to learn how it ran our country and the entire world. **At that moment, I decided that I would use technology to build up the community that had given birth to me.**

**I conquered** poverty with the help of Resilient Coders. A few years ago, I made the conscious decision to quit my job and go on welfare. Although a tough decision, I knew I could change my life if I could get help for a certain amount of time. I started an IT program that ultimately catapulted my career in tech, but it was not without its challenges.

The apartment I was living in, with my children, burned down within two months of me going on

welfare and starting the program. I had no money, no car, and now the place my children and I called home was gone as well. **Through it all, I did not quit. I was determined to be resilient (a foreshadow), and I finished the course.** That program led me to another program where I could further my knowledge of computer systems, which ultimately led me to a reasonably decent job. I was content, but God had other plans. The second program sent a blast email about Resilient Coders. I researched Google and social media and discovered that RC encompassed the same moral values as I do. Resilient Coders is all about community, and that was the main trait that stood out to me. I attended the hackathon where I learned how to code a community project and met with the amazing team. One month later, I received an email inviting me to attend the program. I happily accepted.

Resilient Coders was a game-changer. I learned in a space that welcomed my fears, insecurities, and experiences and told me it was okay to be myself. RC helped me become a software engineer and strengthened my emotional well-being. The little nine-year-old girl who concealed her intelligence to fit in is finally comfortable and free. As I write this story, I am writing it from my brand new home, as a software engineer at Audible, Inc., a FAANG company. I have to pinch myself because I cannot believe 2021 turned out the way it did. I'm forever thankful to God, Resilient Coders, and myself for never giving up. I'm living the famous quote of Julius Caesar: "I came, I saw, I conquered."

*Davida Garner, Class of Spring 2021*



*Say hi to Khorally, Class of Spring 2021. She currently codes at Rhino.*







**RESILIENT  
CODERS  
.ORG**







## DASHLIN'S JOURNEY INTO RC

I was introduced to Resilient Coders by an alumnus who graduated and worked a full-time job as a software engineer. They spoke highly of RC and expressed how much the team helped them through the process. I was officially interested and wanted to see if I would be a good candidate. I researched the RC website. I knew I didn't have an IT background, so I began to study during community hours. The more I learned and engaged with the Resilient community, the more I wanted to learn about a software engineer's career path. I wondered if I, too, could thrive in the tech industry.

Before I was accepted, my career path was in the restaurant industry. I honed my skills, worked my way into management, and led several stores as a manager for five years. I was proud of my accomplishments but knew I could achieve more. After lots of self-reflection, I decided to change my trajectory by enrolling in Resilient Coders.

In 2019, I made it to the final interview but was not accepted as a final candidate. I was disappointed but focused. I learned on my own and continued to

reach out to the RC community. When I attended the next hackathon, I gained enough knowledge in the basics of coding and could duplicate websites comfortably. Through my determination and tenacity, I successfully joined the 2020A cohort.

The 20-week Bootcamp pushed me beyond my limits. I wasn't alone. **Each person in my cohort came from all walks of life with the same objective, self-improvement.** While pushing through the program and a global pandemic, I found my most significant obstacle was myself. That's why the RC community is so amazing. The encouragement and guidance I received made me a better learner, collaborator, programmer, and a better person. I learned so many invaluable lessons.

I'm currently working as a Frontend Engineer at Rhino Insurance Agency, a security deposit insurance that replaces the need for a traditional security deposit. I've been happily employed for over six months. Having like-minded peers completing RC with me gave me the pride of resilience and confidence to succeed in my field. In the future, I hope to continue developing as an engineer and sharing my experience at Resilient Coders.

*Dashlin Sermeil, Class of Spring 2021*



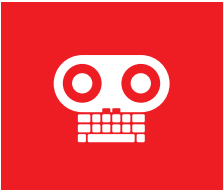
## MEET ZRYBEA

*Army veteran to  
Audible engineer*

For as long as I can remember, I've been brimming with potential. But, under the watchful eye of a first-generation West Indian mom, caution was the foundation of every decision throughout my childhood. From an opportunity to attend a prestigious high school, to my burgeoning interest in computers and technology, my overprotective family often curtailed my ambitions. In time, I realized that my parents' actions were motivated not by a desire to keep me safe, but a fear of losing control. Like many who find themselves in my circumstances, the military seemed to be my best option to escape the cycle of poverty and generational trauma. So while my peers were preparing for college and making lofty plans for the future, I had to make a different leap of faith. I joined the United States Army.

My time as a medic in the U.S. Army represented a chance to distance myself from my family and become the independent woman I knew had been waiting my whole life to emerge. I seized the moment with both hands. During training, my leadership skills blossomed and my tenacity was seen as an asset rather than an inconvenience. I was able to travel the world and build camaraderie with soldiers and citizens from all walks of life. Unfortunately, due to the truncated nature of my contract, I was rapidly approaching a crossroad.





Upon much self-reflection, I was left with an uncomfortable truth.

***Although the military had been instrumental in helping me secure the stability and confidence needed for my next leap forward, the path to realizing the full scope of my potential was pointing me back into civilian life.***

For the next few years, I searched for my passion in a myriad of fields - from social services, to medical administration at the VA. I realized that my desire to help others was the one constant that permeated all of my efforts, but I was still missing a crucial component; the mysteries of programming and the rapidly expanding tech sphere beckoned to my inner youth. I dove headlong into a new journey, resolving to learn to code in my free time.

Becoming a software engineer in spare and stolen moments would be no mean feat. Still, I chanced upon a community through Reddit (led by Leon Noel) that galvanized me into believing any outcome was possible. I had settled into the reality that my road to engineering would be a little longer than I expected. When I was furloughed from my job early in the pandemic, I chose possibility over pessimism. The first Philly cohort of Resilient Coders was beginning just as my former path was closing to me. Fate was on my side for once!

***The RC community gave me the space to grow and the support to do so successfully.*** The process was tough but fair. Project sprints mirrored the pressures we would experience on the job. From weekly networking requirements to securing a paid client of my own, everything served a purpose, and I was equal to the task. The skills and character traits that I'd spent the last ten years developing were celebrated in this new environment.

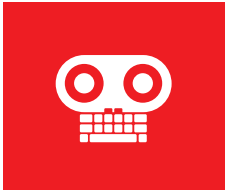
My past experiences, far from being worthless, were actually building blocks to creating a software engineer ready for any challenge. Learning to code was just the final piece of a long shuffled puzzle.

Upon concluding my journey with RC as a student, I accepted an offer at Audible, where I can honestly say that the focus on learning and professional development has continued. In many ways, the core ethos of Audible is a reflection of my experiences with Resilient Coders. One particular quote from their people-principles resonates strongly with me, and has motivated me to continue working with RC as an alumnus to assist in ensuring that promising candidates also reach their potential:

*"We believe in giving people a chance, and we work to make this so, particularly in the urban core. Our focus on education innovation and urban economic and social renaissance is about advancing equality, and this mission should inform and inspire our days."*

Resilient Coders gave me a chance that was denied to me for so long and continues to do so for many others like me. I am honored to be a part of the mission.

*Zrybea Whitfield, Class of Spring 2021*



# TEAM PROJECTS

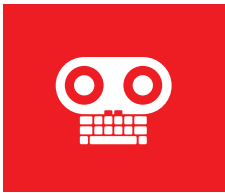
## *Building apps rooted in community*

Once upon a hackathon, prospective students were asked to think about problems in their communities they would like to address. We do this for every recruitment event and get suggestions that participants care deeply about such as housing, healthcare, food insecurity, financial literacy, and immigration. They then break off into groups and spend the afternoon creating wireframes, using the brief HTML & CSS 101 lecture that our Managing Director of Engineering, Leon provides as a guide. This is usually their first glimpse at how they can use technology to uplift their communities and how pertinent it is for them to be behind code that has the power to affect our daily lives.

Later, in the last 2 weeks of program, students are tasked with building a full-stack application as a cohort. We do this to simulate working with a team on the job and for them to utilize all of the technical skills they've acquired. Without hesitation, students choose to build something that addresses one of the issues brought up in the hackathon. The Fall of 2021 cohort created Mutual Aid Bank, an app that aims to empower its members to invest in one another and build communal wealth. From the beginning to the end of their journeys at RC (and often beyond), students work incredibly hard to not only better their own lives, but all of those around them.

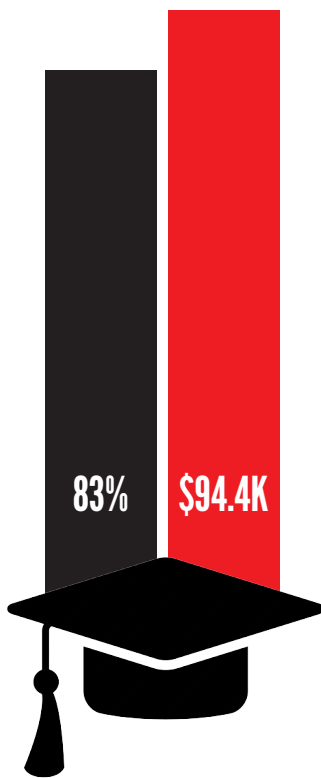


***Graduates Daphny, Miriam, and Shana who took on Project Management roles for the Class of Fall 2021's app, Mutal Aid Bank.***



# PROGRAM STATS

*Resilient in 2021*



**83%**

**OF 2021 GRADS WERE PLACED INTO JOBS AFTER GRADUATION**

**\$94.4K AVERAGE SALARY**

*“I can be changed by what happens to me. But, I refuse to be reduced by it.” - Maya Angelou*

Despite a plethora of challenges, students in both the 2021 Spring and Fall cohorts proved their resilience. More than half caught COVID, many managed anxieties around family wellness and mourned the loss of loved ones, and some faced housing instability and food insecurities.

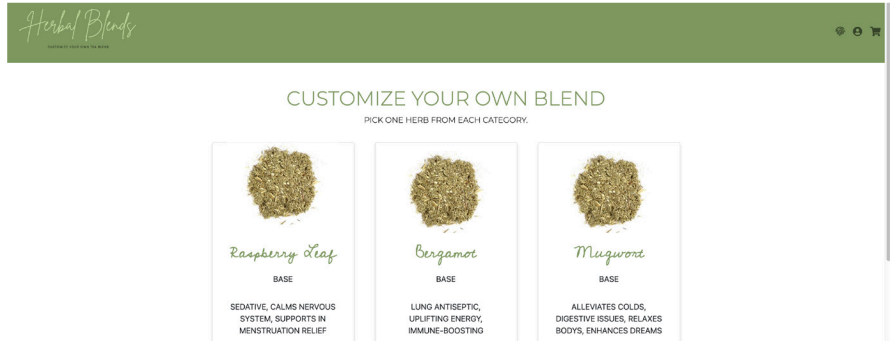
In true fashion, the RC team banded together to provide the support students needed on their life and learning journeys.

**94**

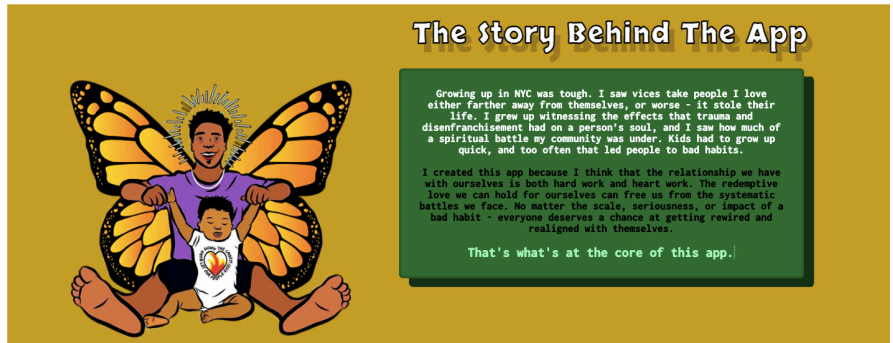
**STUDENTS SERVED IN 3 CITIES**







**Natasha** and her Demo Day project. Herbal Blends is an app that allows users to customize their own herbal tea blends, and use plant identification to learn more about specific herbs.



**Rio** and their Demo Day project. Hooked & Rewired is an app that provides user with thoughtful, creative, and diverse tools to strengthen their journey in building better habits.



**Mentor**

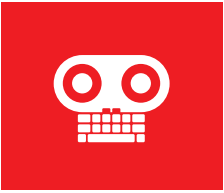
It is necessary for the survivability of technology itself, that every culture be afforded a part to play in this great build. Mentorship builds sustainable long-term success.

Whether through speaking, educating, or advising, there's a way for you to give back.

One person can make a difference. Commit to share best practices, offer support, and spark imagination about what's possible. Fulfill your desire to make an impact.

**Ernest** and his Demo Day project. We Care is a mentor-mentee platform that aims to increase the number of empowering relationships in underrepresented communities.

**They are all presently coding at Wistia.**



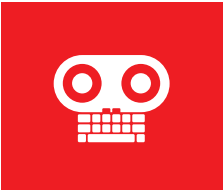
# BARANES & SWARTZ

## *Wedding donation to Resilient Coders*

Last summer, long-time RC supporter Michael Swartz reached out to us in advance of his upcoming union with partner Hannah Baranes. The two were getting married later in the year and wanted to use their wedding as an opportunity to support others in accessing the educational opportunities they both have had. They made a wedding website, and in place of the "Registry" page, they put in a link to the Resilient Coders donation page, along with some of RC's stats, an explanation of why they were asking for donations only and why RC matters to them. "The wedding was amazing, and being surrounded by all our favorite people was wonderful," the couple said. They were wed by their siblings and enjoyed a group of their friends performing a spoof of an Avril Lavigne song. All in all, donors from their wedding gave upwards of \$6,500 to Resilient Coders.



*Hannah and Michael - we are incredibly grateful for your support and wish you both a beautiful matrimony.*



# OUR TEAM

*Who made it happen in 2021*

## *Board of Directors*

David Mendels, Board Chair  
Former CEO  
Member of Multiple Corporate Boards

Dunia Goncalves  
Web Developer, Everquote  
Resilient Coders Alumna

Susan Benford  
Philanos

Ester Peña  
VP, Software Engineering  
Travelers Insurance

Chiderah Okoye  
Executive Director  
Venly Institute

## *Staff*

David Delmar Senties  
Founder and Executive Director

Leon Noel  
Managing Director of Engineering

Ayanna Lott-Pollard  
Chief of Staff

Stephanie Castaños  
Relationships Manager

Lexi Marsh  
Sales Development Representative

Atiya Byrom  
Development Associate

Alex Soto  
Expert in Residence

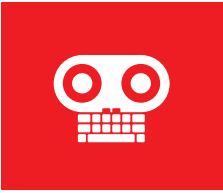
Vonds Dubuisson  
Expert in Residence

Ellie Nguyen  
Expert in Residence

Erica Mendez  
Expert in Residence

Rougui Diallo  
Chief of Staff  
2017 - 2021





# SUPPORTERS THROUGH 2021

## *Individuals, corporations, and foundations*

### **\$400,000+**

JPMorgan Chase

### **\$250,000+**

Richard King Mellon Foundation  
Social Venture Partners Philadelphia

### **\$100,000+**

Cognizant Foundation  
John Hancock  
Linde Family Foundation  
Neighborhood Jobs Trust  
Partner4Work  
Salesforce Foundation  
The Boston Foundation  
The Lenfest Foundation  
William Penn Foundation

### **\$50,000+**

BNY Mellon Boston  
Boston Private Industry Council  
Comcast NBCUniversal Foundation  
Cummings Foundation  
Liberty Mutual  
MIT Solve  
Skillworks  
State Street Foundation, Inc.  
Teradyne  
The Tides Center

### **\$10,000+**

American Online Giving  
Anonymous  
Cargurus, Inc.  
Constant Contact  
Coors Light Líderes  
David Mendels  
Drizly  
Ester Pena

Fish Family Foundation  
James and Margaret V. Stine Foundation  
Joe Maddalone  
Joseph Grabmeier  
Leo and Lia O'Donnell  
National Grid  
Santander Bank  
Susan Benford  
TJX Foundation  
Trefler Foundation  
United Way  
Your Cause LLC

### **\$5,000+**

Acadian Assets  
Alex Hillman  
American Online Giving  
Berkshire Bank Foundation Inc.  
Brian Rogan  
Devopsdays Boston  
Eric Klotch  
Fidelity Charitable  
Hemenway & Barnes  
John Kittredge  
Josh Kopelman  
Laura Wickett  
Ryan Grimard  
The Morrison and Foerster Foundation  
Vanguard Charitable

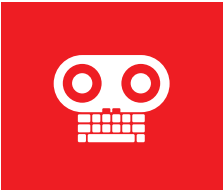
### **\$1,000+**

Adrian Kant  
Alyssa Hackett  
Amanda-Eve Beiner  
Armored Things Inc  
Arthur Rabe  
Associated Students Univ of CA  
Belden and Pamela Daniels

Bob Mason  
Boston Estate Planning Council  
Brendan Schwartz  
Catherine Owens  
Caitlin and Ian Schneider  
Chris Fralic  
David Newbower  
Eric Klotch  
Eric Lewis  
Eric Busse  
Holly Pate  
Jeff & Lynda Busgang  
John Baez  
Joshua Kanner  
Katrina Sorrentino  
Lander Family  
Leilah Devore  
Leon Noel  
M Isabel Barreiro Mills  
Margaret Runyon  
Matt DeSutter  
Nathaniel Ting  
Nicholas Greenwald  
OneWorld Boston Inc.  
PayPal Giving Fund  
Philanthropi Charitable  
Raymond James Charitable  
Richard Swartz  
Sam Lawton  
Sam Voigt  
Schwab Charitable  
She Gives  
Steve Vinter  
The Behemoth  
Will Larson

### **Grassroots**

Aaron Gunderson  
Abdel-Azim Brown

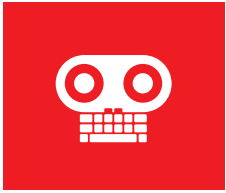


## *Supporters continued*

Abhishek Nage  
Adam Blackwell  
Adam Friedman  
Adam Gesuero  
Adam Miller  
Aiden Sonnenfeldt  
Alexander Caulfield  
Alice Riley-Ryan  
Alison Langston  
Alycia McGoldrick  
Alyson Hussey  
Amanda Carbonneau  
Amazon Smile  
American Family Insurance  
Ancel Hernandez  
Andrew Innocent  
Andrew Swartz  
Andrew Welch  
Anna Morenz  
Anneika Kerr  
Arthur Thompson  
Atelier Florit  
Ayanna Lott-Pollard  
Becky Kung  
Benjamin Torvaney  
Benjamin Feintzeig  
Benjamin Masi  
Benjamin Waller  
Beth Haber  
Black Tech Pipeline, LLC  
Bonnie Lewis  
Bradley Opsahl  
Bright Funds  
Brooke Bodensteiner  
Bruce Stephens  
Cara McGrath  
Celia Overby  
Charles Beauvais  
Charlotte Hyland Web Design  
Christina Luconi  
Christine Bath  
Christine Chapman  
Christine Smith  
Christopher Houhoulis  
Christopher Plummer  
Christopher Wood  
Christopher Wright

Chrsity Barbee  
Cole Townsend  
Cynthia Andre  
Dai Lin  
Daniel Kibler-Stearns  
Daniel Kleiman  
Daniel Lavoie  
Daniel Rosenblatt  
Dante Arcese  
Daria Caritano  
David Amidon  
David Norcott  
Deborah Geltner  
Debra Minard  
Dennis Zeveloff  
Dionne Rodriguez  
Dishon Davis  
Donald Mitchell  
Doris Boudens  
Douglas Rogers  
Ebay Account  
Eden Gebrezgi  
Eliza Caroll  
Elizabeth Dobrska  
Elizabeth Liao  
Elizabeth Phalen  
Elizabeth Swartz  
Eric Bailey  
Erica Stearns  
Erik Husby  
Ethan Marcotte  
FanonX Rogers  
Frank Governali  
Frank Kreimendahl  
Franz Frei  
Fred Mohr  
Fred Wang  
Frontstream\_Global Impact  
Gabriel Scarborough  
Garret Deblanc  
Gena Pilakas  
Geoffrey Lawton  
Giving Foundation Inc.  
Graham Walters  
Harold Moore  
Inessa Palchikova  
Jason Lengstorf

Jazmine Coleman  
Jean M. Rozas  
Jeffrey Morgan  
Jenine Turner-Tauring  
Jeremy Dormitzer  
Jeremy Hammel  
Jessi Wilcox  
Jessica Jacobs  
Jodi Collier  
Joel Barciauskas  
John Abdulla  
John Gatej  
John Langton  
John Morris  
John Obelenus  
John Riley  
Jon Kiparsky  
Joseph Rafalak  
Joseph Riley-Ryan  
Josephine Lee  
Joshua Negron  
Joshua Pollak  
Juan Vistro  
Julia Gittleman  
Kaitlin Minnehan  
Karin Karol  
Kate Mullins  
Katherine Noble Dobbins  
Katherine Reiss  
Kathryn McCabe  
Keith Cline  
Kelsey Miller  
Ken Bukoski  
Kurt Kostyu  
Kyle Wentworth  
Leslie Sachs  
Lily Burnett  
Mackenzie Clark  
Madison Inc.  
Malick Niane  
Marco Antonio  
Mark Keisling  
Mark Moreau  
Mark Noonan  
Mark Saltzman  
Mary Book  
Matthew Hodges



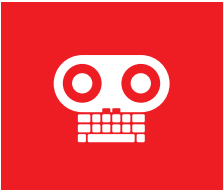
Matthew Lavalee  
Matthew Richter  
Matthew Shenton  
Michael Borum  
Michael Champion  
Michael Crawford  
Michael Hall  
Michael Swartz  
Michelle Opsahl  
Miguelina Garcia  
Muigai Unaka  
Myles Lane  
MyNewSitePreview.com  
Myraha Harmon-Arias  
Nancy Koehler  
Nancy McHenry  
Natalie Connelly  
Ned Bachelder  
Neil Cullen  
Network for Good  
Nextthink SA  
Nice Things LLC  
Nicholas Gotch  
Nicholas Greenwald  
Nicole Spenser  
Noah Rosenbaum  
OddBird, LLC

Panama Global Fund  
Panarama Global Impact Fund  
Patricia Toland  
Paul Breimyer  
Paul Yau  
Paula Bw  
PayPal Giving Fund  
Pieter Van Noordennen  
Rachael Westgate  
Rachel A. Daniels  
Ritesh Anand  
Robert Nevin  
Robert Szytko  
Robert Thau  
Robin Ryan  
Rohan Chaudhary  
Ross Beyeler  
Ryan McHenry  
Sagar Velegala  
Salesforce.com  
Salma Elsayed-Ali  
Samila Kapila  
Samuel Backus  
Sara Anderson  
Sara Kalish  
Sarah Church  
Savant Moore

Sawyer Billings  
Seun Aribo  
Sharon Meyers  
Stephanie Crocker Ross  
Stephanie Kuroda  
Susan Bowen  
Susana Senties-Nevin  
Tanner Marsh  
Team Hammel  
Thomas Barto  
Thomas Dyer  
Thomas Erskine  
Thomas Palmer  
Thomas West  
Thouis Jones  
Tiffany Newby  
Todd Bowers  
Todd Herman  
Twiggs and Herman  
Victoria Grimley  
Vinicius Isola  
Violet Pena  
Visual Empathy  
Zachary Abramson  
Zikre Haimanot  
Zrybea Whitfield







# CLOSING WITH GRATITUDE

*Thank you for all that we've become*

It's a bittersweet feeling to sit down and write the last page in my last annual report. As you may be aware, I've decided to make 2022 my final year as the Executive Director of Resilient Coders. There are a lot of reasons for this, all of them positive: The organization is more stable, successful, and poised for continued growth than it's ever been. These days it needs a "builder" more than it needs a "starter." And lastly, I'm feeling called to approach the work of economic justice in tech from a broader, more systemic perspective than I'd be able to take from my current role. Still, this has been a hard decision for me to make. It appears that even the most straightforward of decisions can be complicated by the whole mess of feelings that ultimately boil down to love. I feel love for this community. And with this love, I feel gratitude. Every single person who had a hand in getting this organization to the point it's at today was necessary. Every single push has left fingerprints. So it's fitting that my final letter to you is not one of strategic direction, or of mission, or of the year's achievements. My final few words to you as the Executive Director of Resilient Coders are of gratitude.

We have the benefit of a robust community of **mentors**, who come to the classroom and work side by side with our students throughout their learning journey. Time is our most precious resource. It says a lot about a person where they choose to spend it.

Thank you to all of our **supporters and allies** without whom this work is impossible.

Few nonprofits have a **board** full of activists like we do. Our board members have always been wonderful advisors. Last year they became absolutely instrumental in our efforts to scale. They've been many things over the years, and last year was no different. Thank you David, Susan, Dunia, Ester, and Chiderah.

My **team** is the Greatest Of All Time. Every single one of them is a fighter, and it's truly an honor to stand shoulder to shoulder with them every single day. Besides being incredible at what they do, they all make me better at what I do. Leon, Stephanie, Ayanna, Atiya, Alex, Vonds, Ellie, Erica, Lexi: I'm humbled and inspired by you all. Rougui, thank you for everything you've been to this organization. Thanks as well to everyone else who has been a member of this team over the years: Tyler, Kunle, Muigai, Helen, Adrianna, and Nick.

Last but not certainly not least: Our **alumni**. This was the year they became instrumental in our understanding of who we are as an organization, what our values are regarding our sense of community, and what it looks like to exercise those values.

May we all draw strength from each other and return strength to each other.

From the bottom of my heart, thank you all.

d





*Thank you, Del.*

Your vision for Resilient Coders has changed so many lives. What was once a seed now blooms for many generations to come.

We promise to carry on your legacy by reaching back into our communities and bringing one more.

With immense love and gratitude,  
Your friends at Resilient Coders



