



# ANNUAL REPORT

"When their rights are fully realized, girls positively impact both their own lives and entire communities, transforming structures of poverty and inequity in ways that benefit everyone."

**2020 – 2021**



Call Find Us  
**702-670-2532**



Website us  
**[www.codeswitch.org](http://www.codeswitch.org)**



## LEADERSHIP TEAM'S NOTE

When we launched our virtual Youth Justice Fellowship in February 2021 to provide young women enrolled in high school with an opportunity to share their school experiences, support one another, and imagine what changes they wanted to make so that school was a place where they felt seen, could achieve and thrive, we never would have imagined that K-12 schools would shift to virtual learning and the safe space we freedom dreamed of providing would be needed more than ever. And yet in March, that's exactly what happened. We knew we wanted to work alongside girls to create spaces where they could develop a strong sense of self, build community with each other, and self-advocate for access to and equal education. Amplifying their voices and letting them lead was our goal!

Since February 2020, Code Switch has become more than a safe space. It has become a mentorship community; a culturally affirming space where Black girls find their voice, are seen and understood, no matter how they show up, and become connected to Black women who support them as they learn to nurture and leverage the leader within. We are proud of our work and celebrate the growth our organization has made. We are especially proud of our girls who are learning to trust their leadership and leading change through community action. We know we have much to learn and are excited for what the next year will bring! Most of all, we are grateful for our community and the privilege to serve!

*Code Switch is a multigenerational mentorship community that works to improve the academic outcomes, self-efficacy, civic engagement, emotional awareness, and mental health of Black Girls and their non-binary peers.*

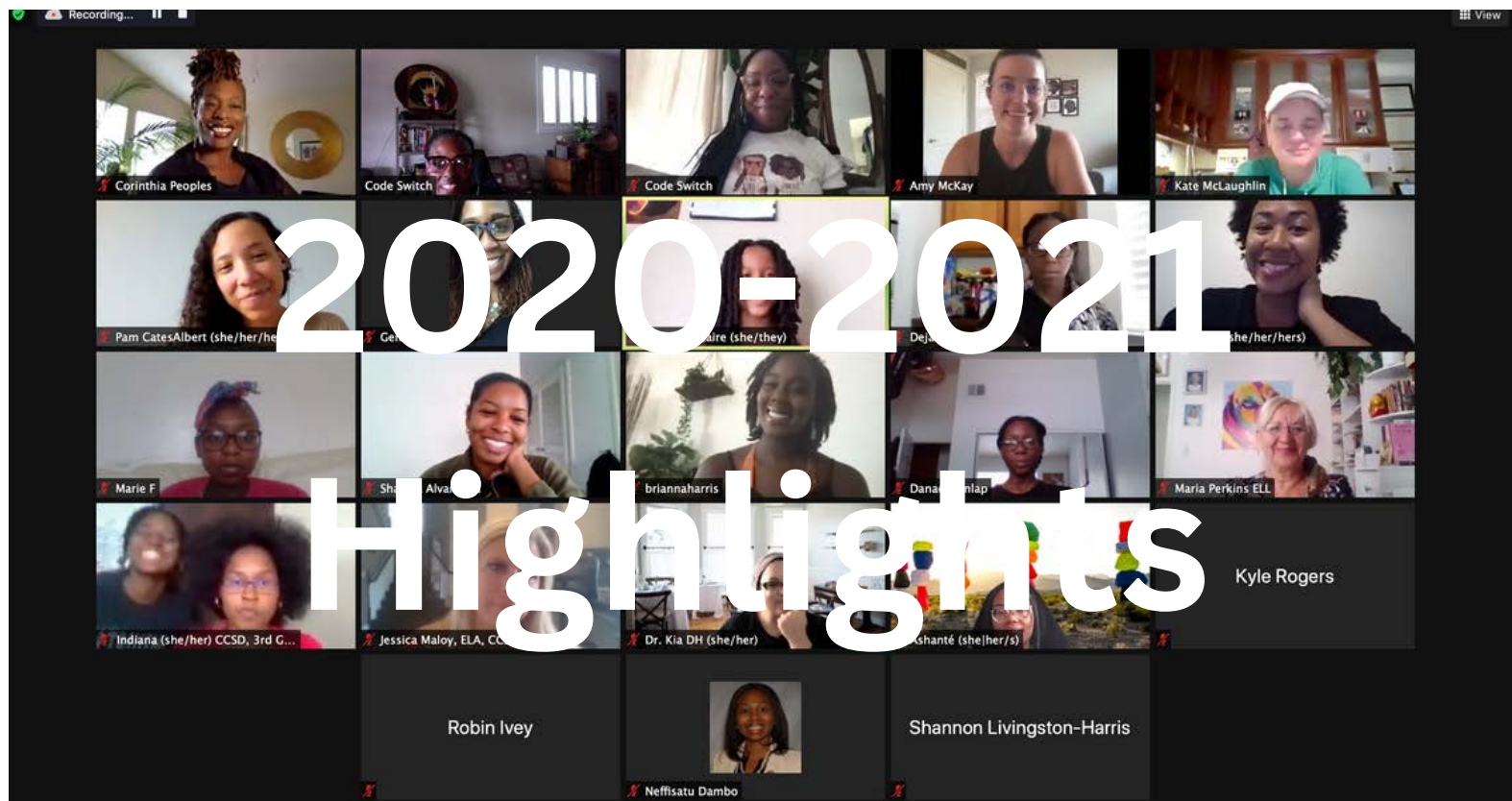


***Our work is guided by four pillars - critical mentorship, restorative sister circles, youth advocacy, and youth participatory action research or YPAR.***

**Critical Mentorship:** We supported 6 students with critical mentorship through our 9 month virtual Youth Justice Fellowship.

Girls were matched with professional women to ideate and plan a community change project. 100% of completers said their mentors supported their academic and post-secondary goals, helped them develop actionable change projects and that the program provided a safe space to navigate the Covid quarantines.

**Restorative Sister Circles:** Provided 97 youth and women with trauma informed and healing support during COVID quarantines, as part of an 8-session restorative circle series titled, 'Love is Healing' quarantines.





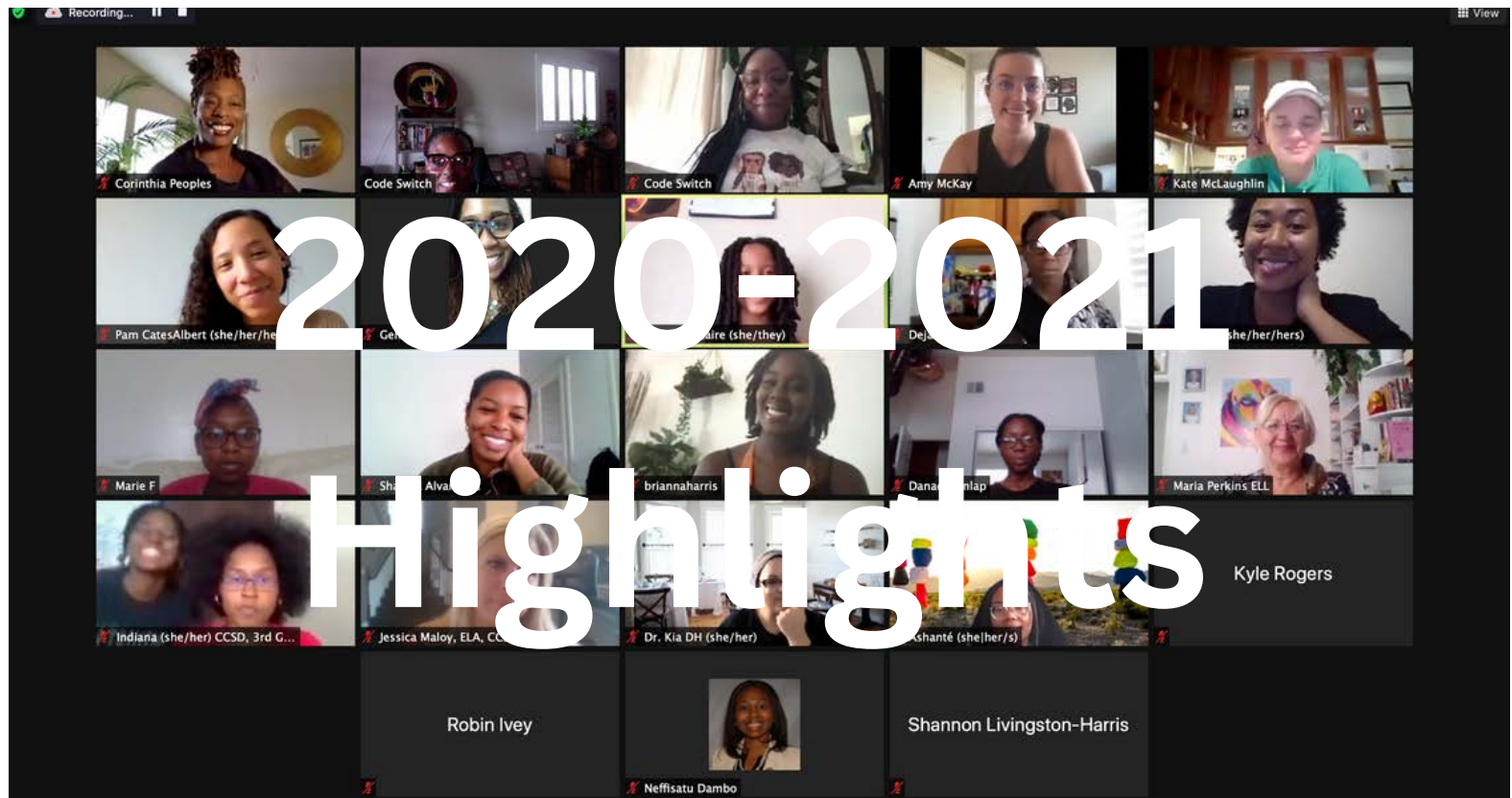
***Our work is guided by four pillars - critical mentorship, restorative sister circles, youth-led advocacy, and youth participatory action research or YPAR.***

**Youth Advocacy:** Youth Justice Fellows worked with community partners to host a successful Virtual Youth of Color Mentorship Summit offering 10 sessions focused on anti-racism, critical mentorship, and restorative justice for 103 attendees from 6 states.

Provide 4 girls in danger of being expelled from school with support at restorative conferences and school meetings resulting in non-exclusionary action.

**YPAR:** 3 Youth Justice Fellows conducted research on the School to Prison Pipeline; findings published as part of guest speaking events hosted by local community partners.

**Educator Development:** Provided 76 hours of professional development and coaching for 276 local educators.



# OUR IMPACT

From January 2020 to June 2021

82

GIRLS PARTICIPATE IN  
RESTORATIVE SISTER  
CIRCLES

276

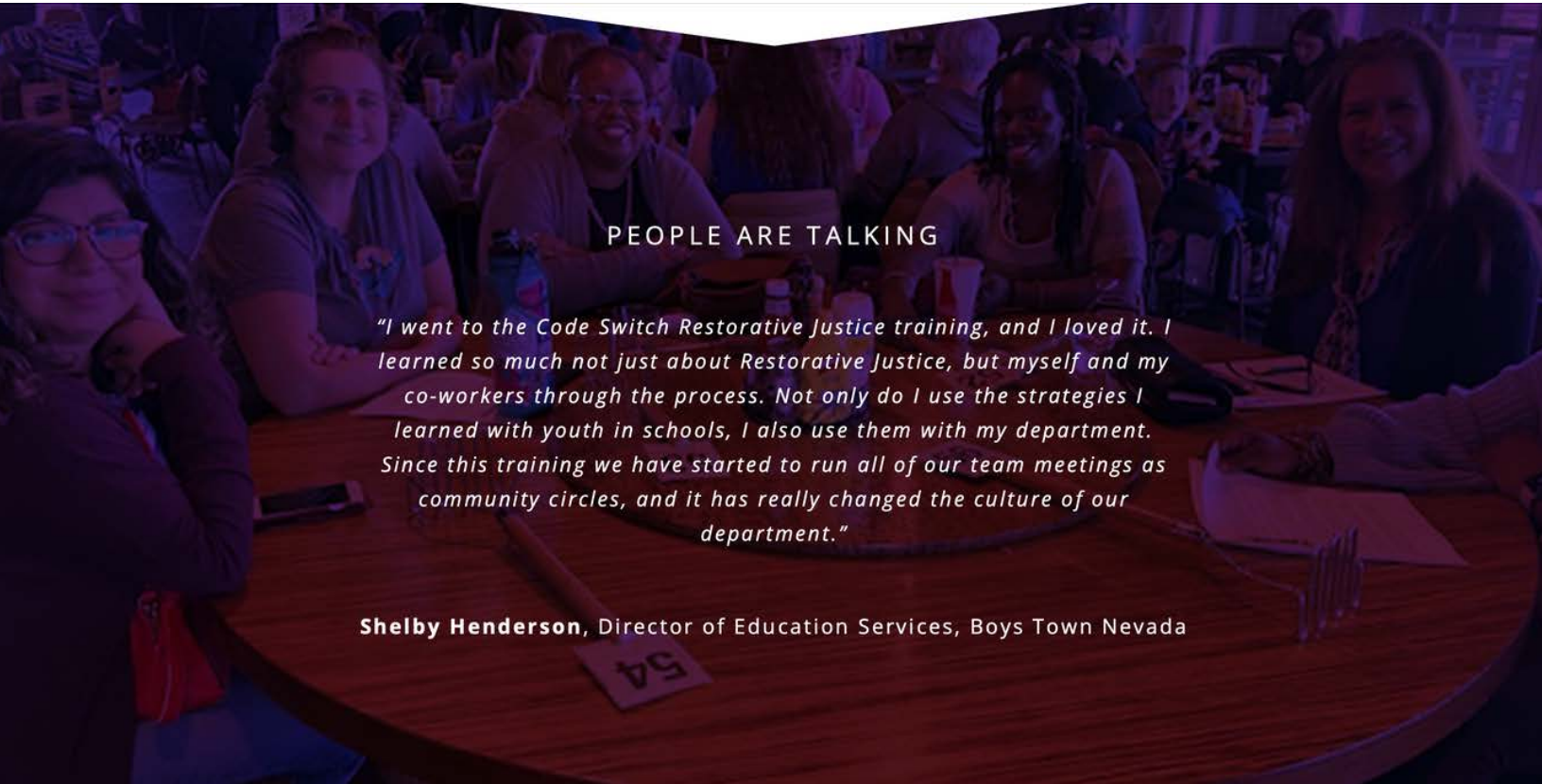
LOCAL EDUCATORS  
RECEIVE RJ  
DEVELOPMENT

15

SCHOOLS  
PARTICIPATE IN RJ  
COURSES

6

YOUTH JUSTICE  
FELLOWSHIP MENTEES



## PEOPLE ARE TALKING

*"I went to the Code Switch Restorative Justice training, and I loved it. I learned so much not just about Restorative Justice, but myself and my co-workers through the process. Not only do I use the strategies I learned with youth in schools, I also use them with my department. Since this training we have started to run all of our team meetings as community circles, and it has really changed the culture of our department."*

**Shelby Henderson**, Director of Education Services, Boys Town Nevada

# FINANCIAL OVERVIEW

Code Switch is a 501 (c)(3) Nevada nonprofit.

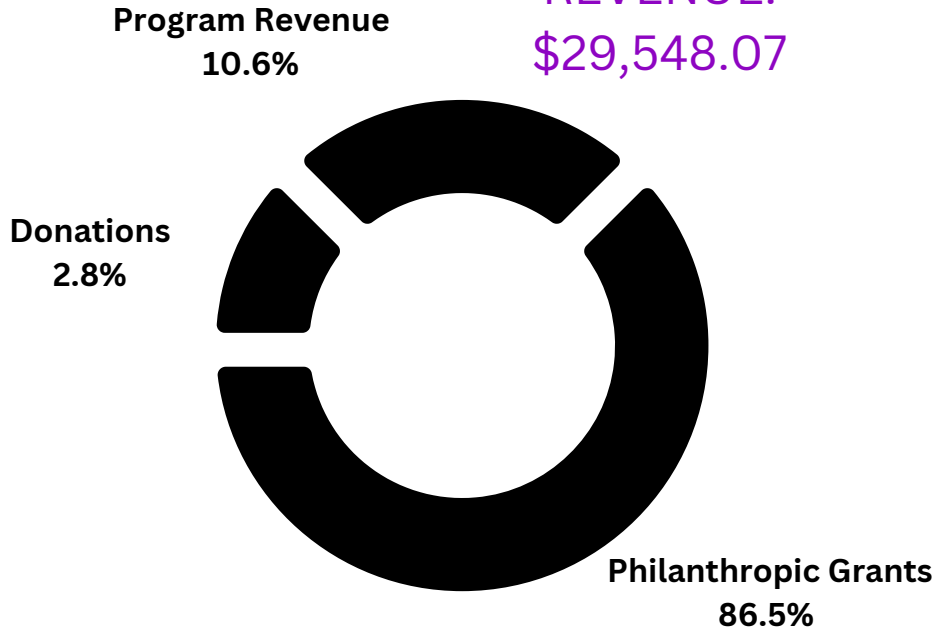
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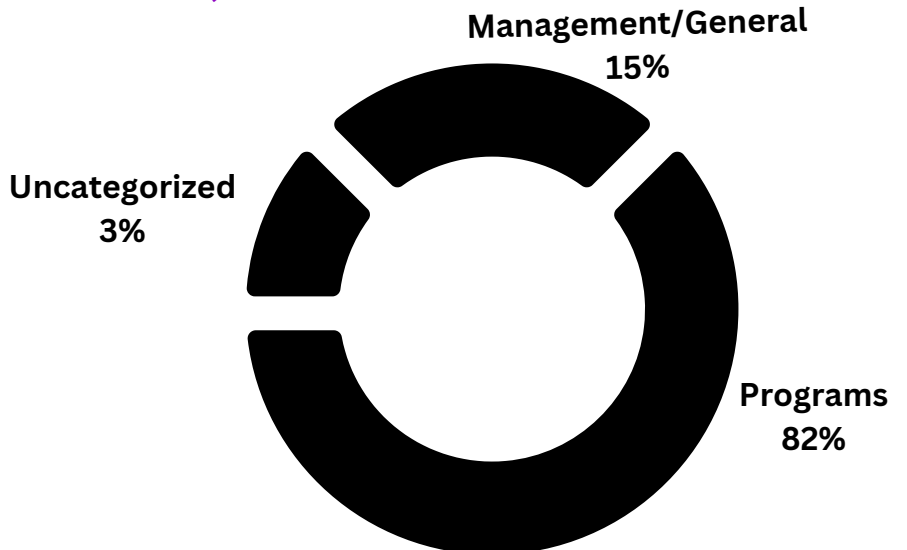
# 82%

of fiscal year expenses were program-related

REVENUE:  
\$29,548.07



EXPENSES:  
\$23,114.71





# 2021-2022

# OUTLOOK

1

We want to expand our reach by partnering with local education and nonprofit organizations that share our commitment to racial justice for Black Girls, and whose work aligns with our values.

2

We will accept up to 10 girls in our Youth Justice Fellowship and increase engagement in our sister circles by hosting quarterly virtual events focused on educational equity for Black Girls.

3

We want to create a sustainable operating infrastructure by recruiting five volunteer Advisory Board Members and establishing fundraising, volunteer, and human resource policies, procedures, and protocols.

## MAKE A DONATION

[Codeswitch.org](https://codeswitch.org)

## JOIN OUR COMMUNITY

[Codeswitch.org/get-involved/](https://codeswitch.org/get-involved/)

## BECOME A PARTNER

[Codeswitch.org/partners-allies/](https://codeswitch.org/partners-allies/)

## CONTACT US

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