



# 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."

**2021 – 2022**



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



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

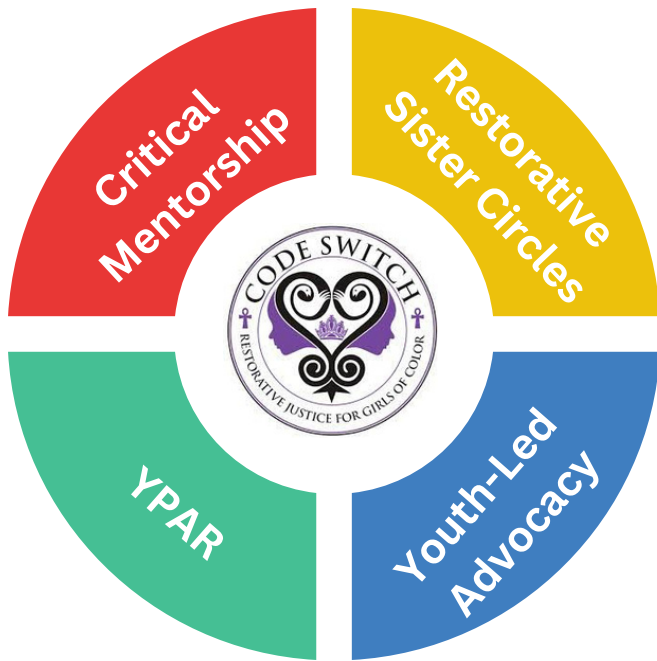


# TEAM MESSAGE

“ We've always known that if given access and the opportunities to lead, at-promise and resilient Black Girls would show up and show out. Well, they did just that in 2021-2022! Situated in our values to build WITH Black girls, and leaning into the youth organizer mantra, 'Nothing for US, without US, we worked hard to amplify Black Girl voices and leadership. We accomplished the task by silencing the adult voices while simultaneously providing opportunities for our volunteering mentors to leverage their social capital to open up leadership pathways for girls most impacted by the equity issues we address. Most important, we listened to Black girls. We let them lead, and then watched them work that Black Girl Magic. Though this is only our second year, we feel pretty good about what making this commitment allowed us to accomplish. For starters, we count as this year's successes establishing a strong collaborative teaming process to help shape and guide the values aligned freedom work of our organization. We also established a strong presence in the local and online communities, and successfully launching two youth-led programs designed to increase girls access to educational opportunities. Providing girls with values aligned critical mentorship, focused on opening pathways to reach post-secondary goals was also a noted success of our youth-led leadership model. Finally, we accomplished our goal to expand our reach and impact through youth-led advocacy. Under the leadership of Black Girls our future is bright! We look forward to continuing the progress in 2022-2023.

”

*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-led advocacy, and youth participatory action research or YPAR.***

**Critical Mentorship:** hosted 27 Black girls and women for an inaugural retreat led by youth to support the collaborative development of a 3-year strategic action plan meant to guide the organization's future work and programs. Partnered with SNBEI and UNLV's COE to establish Amplifying Black Voices, a program to provide critical mentorship for aspiring teachers. Provided 38 Black pre- and in-service teachers with professional development focused on race and healing engaged restorative justice practices.

**Restorative Sister Circles:** Six girls of color aged 9-18 participated in weekly restorative circle sessions from June 1, 2022 - July 22, 2022 as part of Rose from Concrete. More than 150 community members participate in circles during one day of culturally inspired workshops focused on retailing Black Teachers in K-12 education.





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**Youth-Led Advocacy:** 7 high school youth launched the organization's Youth Advisory Board to guide youth-led programs and advocacy campaigns. Accomplishments include: (1) launched two programs - The OverAchievers Education Fund which provides microgrants to girls in need of access to education opportunities and Rose from Concrete summer mentorship program which provides HS youth with opportunities to mentor girls in elementary and middle school. (2) worked with local legislators to pass Nevada's Crown Act legislation making it illegal to discriminate based on race and hair in the workplace, & (3) worked with local organizers on a successful campaign to establish the Clark County School District's first Anti-Racism Policy.

**YPAR:** 2 Youth Leaders served as research assistants on a Spencer Foundation funded university research project to determine how to recruit and retain Black Educators in K-12 education.



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# Building Infrastructure

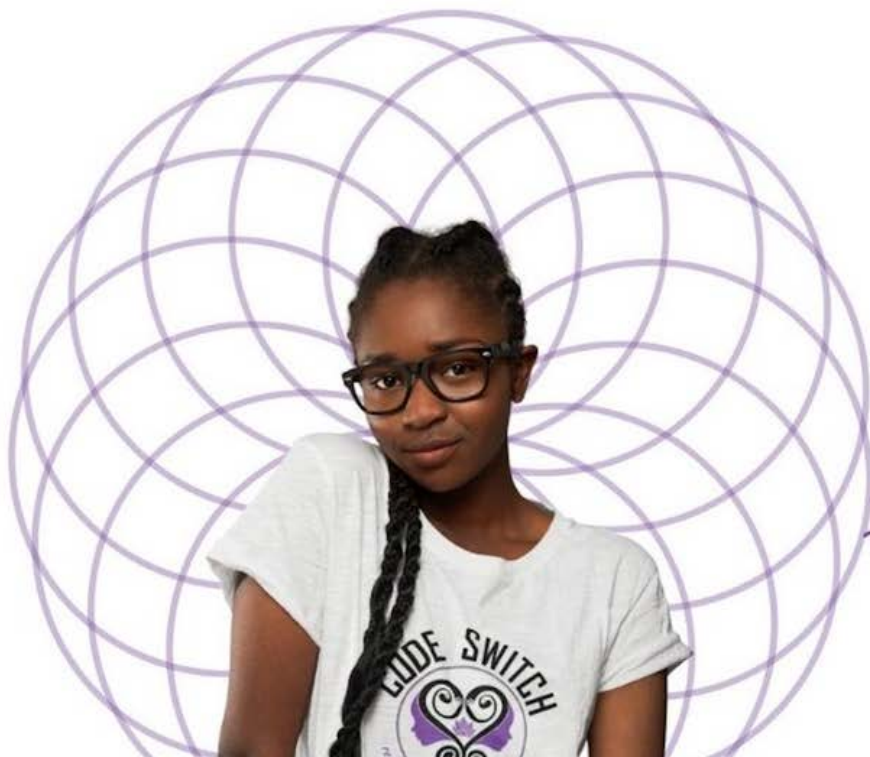
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**Adopt New Values Aligned Website & Logo:** Worked with 7-member youth advisory board to co-construct and launch a new website and logo, enabling us to better communicate the organization's values, vision, mission, and advocacy approach.

**Strengthened Nonprofit Infrastructure:** Aligned bylaws and values, earned Gold Transparency status with Candid GuideStar, obtained nonprofit status in the state of Nevada, and secured our SAMS ID.

**Establish 16-member, Multigenerational Leadership Team:** Filled the critical need gaps in our leadership team positioning us to meet 3-year infrastructure and capacity building goals.

**Onboarded Communications Director:** Invested in a communications director who helped to expand community presence through social media awareness campaigns.



*"Sister, open your heart,  
fling your hopes high,  
and set your dreams aloft.  
I am here to hold your hand."*

*- Maya Angelou* 

# OUR IMPACT



From July 2021 to June 2022

6,000

**GIRLS REACHED  
THROUGH ONLINE & IN  
PERSON PROGRAMS**

500

**FOLLOWERS ON  
SOCIALS AND  
GROWING**

270

**LOCAL EDUCATORS  
ENGAGED THROUGH RJ  
DEVELOPMENT &  
ADVOCACY CAMPAIGNS**

7

**MENTEES SERVED AS  
YOUTH LEADERS**

We thank those who supported our work. Without their contributions we couldn't do what we do...

Dr. Christine Clark

Kristin Loken

Rosalie Eek

Cheryl Wilson

Sara Quintana

Tina Zhang

Alexandria Wade

Kyle Rogers

Ashante' Herring

Peggy Selma

Tonica Frost

Cashmere Cameron

Karmon Hill

Devon Nelson

Carolyn Carr

Laneshia Williams

Renee Welch

Ray Macfarlane

Keri Dolemba

Laura Canalelario

Valerie Taylor

Renee Olney

Jesse Jones

Venus Evans-Winters

Fantasia Bolten

Joseph Shurtleff

Terrance Walls

Tonya Walls

Belinda Butler

Bill Butler



Tides Foundation

Royal Bank

City of Las Vegas

UNLV's Office of Student Affairs

UNLV's College of Education

Grantmakers for Girls of Color

# 2021-2022 FINANCIAL OVERVIEW

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

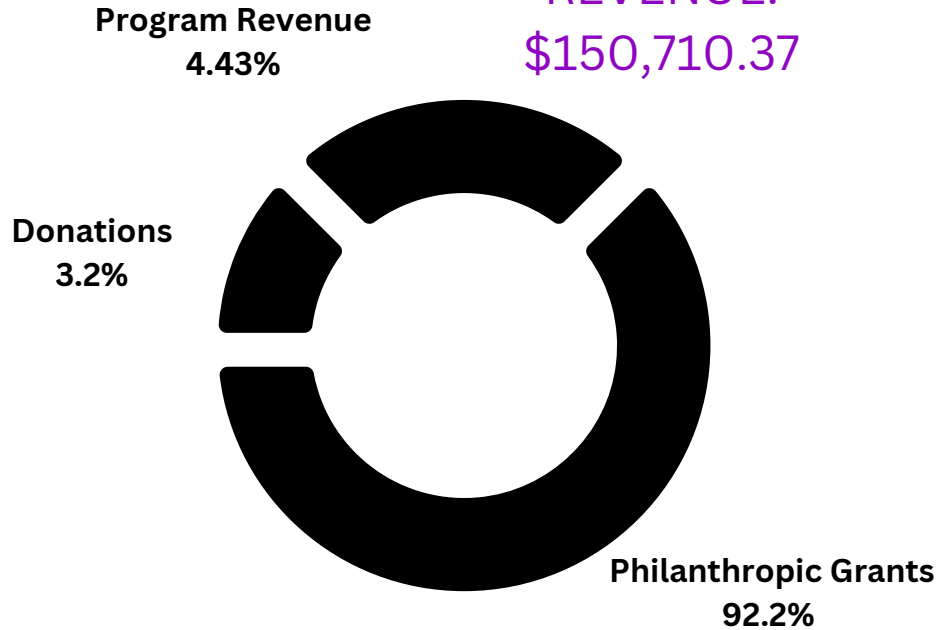
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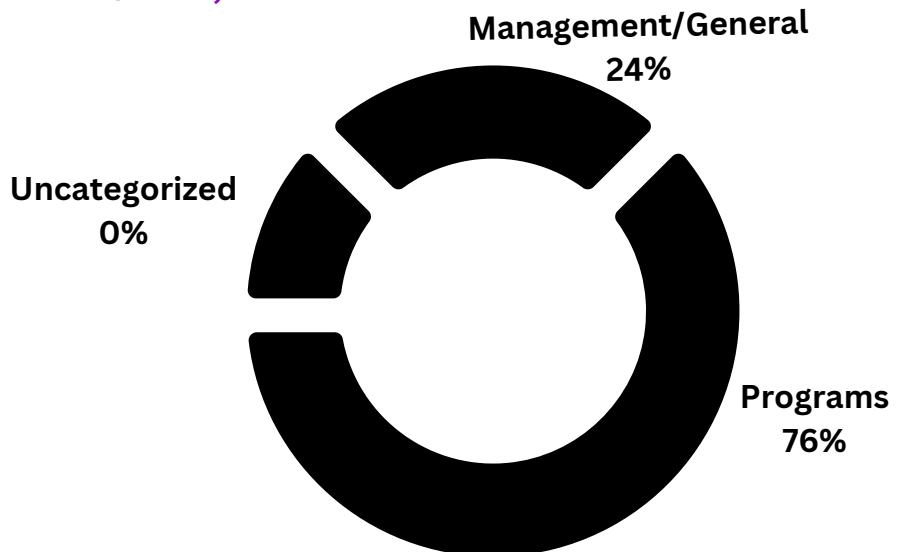
# 76%

of fiscal year  
expenses were  
program-  
related

REVENUE:  
\$150,710.37



EXPENSES:  
\$118,508.05





# 2022-2023 Goals

1

We want to continue to expand our reach and presence within the Black Girlhood and local community 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 launch an Educator Fellowship and strengthen the Youth Justice Fellowship by increasing direct engagement with local schools and expanding direct mentorship contact with girls in elementary and middle school.

3

We want to create a sustainable operating infrastructure by collaboratively developing and clearly defining our youth-centered board structure and adopting written leadership policies and practices for budgeting, programming, & HR.

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COMMUNITY**

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