

# Code Switch Annual Report



## 2023-2024



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Code Switch: Restorative Justice for Girls of Color

# Table of Contents

---

1 Welcome Message

---

2 Priority Goals)

---

3 Program Highlights

---

4 2023 Impact

---

5 Financial Overview

---

6 2024-2027 Priorities

---

7 Acknowledgements

# Hello & Welcome



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## ABOUT CODE SWITCH

Code Switch is a Black woman led nonprofit committed to advancing girls' rights. We leverage critical mentorship and restorative justice education to create pathways of support and critical mentorship for girls of color and their gender expansive peers, as well as those who teach, mentor, and care for them. Our programs and professional learning experiences enhance program participants' self-efficacy, leadership, restorative communication, social justice consciousness, and civic engagement skills. Our girls also receive the mentored support they need to enhance their potential for post-secondary success.

## WELCOME MESSAGE

We are proud to share the 2023-2024 annual report for Code Switch: Restorative Justice for Girls of Color. Written to amplify the youth-led, volunteer powered, girl-centered, racial justice work that our intergenerational community is leading, it highlights how we leverage a four-pillar approach to restorative justice education and advocacy across Nevada state, and more recently northern California. Take a journey through our program year on the pages that follow and consider getting involved to add to and expand our impact for more girls in 2024-2025.



# Priority Goals

**Our work has been guided by four pillars - critical mentorship, restorative advocacy, youth-led advocacy, and youth participatory action research or YPAR. These pillars shape the work we engaged to actualize the goals we prioritized for 2023.**



## Priority 1: Grow Our Community

We will grow our community by establishing a membership model, and recruiting 50 Black Women in year 1. This will serve as a source of revenue, expand connections community wide, and allow us to expand our reach.



## Priority 2: Expand Partnerships

We will further cultivate partnerships with organizations and schools that share our values. This approach will help us recruit participants, foster valuable relationships for sharing ideas, and facilitate thought collaborations.



## Priority 3: Expand Youth Leadership

We will continue to seek innovative methods to elevate youth voices within the wider community. We will support our youth leaders in diversifying their data collection techniques, broadening the scope of information and sources to accurately reflect the needs of young people.

# Program Highlights

We celebrated the expansion of programming, youth engagement, and community partnerships, all led by the freedom dreams of our youth leaders. Highlights connected to priority goals are featured below.

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## Priority 1: Grow Our Community

We launched a membership campaign, moving us closer to achieving financial and engagement goals, increased youth engagement in mentor programs, and expanded programs to implement restorative circles in the Elk Grove Unified School District. We also increased engagement in the Overachievers Fund, closing opportunity gaps for more youth.

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## Priority 2: Expand Partnerships

We strengthened our Cultural Immersion Sister Circle, inclusive of taking 4 youth leaders, 2 mentors, 2 educators, and 2 community advocates to Ghana for a self love, history, & healing home going experience, and doubled our community partnerships allowing us to expand school based mentorship programs for girls to California state.

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## Goal 3: Expand Youth Leadership

Our Youth Advisory Board was officially seated as the decision making body for the organization. Mentored by three Executive Board Members, they established working committees, and prepared a program launch plan to increase youth engagement as well as develop a pipeline of restorative youth leaders. They also organized one of our most successful Overachievers Luncheons since the inception of the program. They will launch a volunteer internship program in Fall 2024 to increase girls' access to leadership and civic action opportunities.



# Key Wins

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*The term "girls" is used inclusively, referring to cisgender girls, transgender girls, gender non-conforming youth, gender-queer youth, and any girl identified youth. The term youth refers to girls and young people aged 14-24, however, some of our mentorship programs also served girls as young as age 9.*



## Program Development

Increased and expanded engagement for youth, educators, community-based youth service providers, justice advocates, schools, districts, and community-based organizational partners who worked to broaden the use of restorative justice as a preventive, diversion and deflection strategy to conflict and harm within state-, school-, and community-based institutions and systems.

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**Broadened partnerships with schools and educators** in the Clark County and Elk Grove school districts, by **offering restorative mentorship circles focused on healing, leadership development, self-love, empowerment, and civic engagement.** This work is the outcome of a one-time funding commitment from Nevada's Community Learning Fund and the New Schools Venture Fund for the implementation of our Transformative Justice Educator Fellowship (TJEF). This program year we had 6 educators participate in the TJEF, serving a total of 38 girls, across two states. View the TJEF final report to learn more about our impact in Nevada [HERE](#)

**Launched a membership campaign, doubling girls access to 1-1 mentored relationships with professional women,** inclusive of launching a culturally affirming private member space (chat room, member email group, digital community space, etc.) as well as workshops, annual retreats, online sister circles, and community-based events for members to **build community, develop restorative advocacy skills, provide girls with healing support and increase knowledge of restorative justice and the school to prison pipeline.**

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# More Key Wins



Strengthened impact of Overachievers Education Fund, designed to **close opportunity gaps for underserved, under-resourced girls by providing them with \$250 in funding to access education related programs, resources, initiatives, and goals**; specifically, we expanded awareness of the program amongst the local education community, implemented a rolling application process and data collection system to track need and impact, secured funding support from Royal Bank, and **expanded the number of micro grants offered across more months of the school year.**

Broadened community reach by **expanding partnerships with 4 vision aligned community organizations**: The Shade Tree, Safe Nest, Obodo Collective, and Woodside ES, as well as **engaging more than 150 community members in a service learning.**

We **offered a culturally affirming healing experience and developed cultural awareness, inclusion, and empowerment skills** for a second cohort of youth and educators traveling with us on a Cultural Immersion Trip to Ghana in Summer 2023, moving us closer to developing a sustainable program to be offered in future years.

Our **Youth Advisory Board was officially seated** as the decision making body for the organization and **provided with culturally affirming leadership development, technical assistance, and personalized coaching support** to improve their understanding of and ability to lead a nonprofit, integrate gender-responsive, racial justice methods, and shift organizational culture in alignment with our values and mission, as well as according to evidence-based, effective, and impactful restorative leadership practices.

# Key Wins



## Restorative & Legislative Advocacy

Improved and expanded restorative advocacy through prevention, diversion, and pre-trial deflection services for girls impacted by, and/or at risk of becoming impacted by punitive and exclusionary school discipline resulting in suspension and expulsion or a citation and court date by school police.

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Leveraged social media and community engagement events to **build awareness of school pushout, the school to prison pipeline, and how to promote safe, inclusive, equitable, and racially just school communities for girls.**

**Provided pre-trial deflection services in the form of restorative justice conferencing** for two girls receiving citations by school police disrupting school interruption and potential pushout..

Continuing to **collect the stories shaping the schooling experiences of Black girls in Nevada through our Black Girls Matter survey.** Doubled the responses and will continue to use data collected to inform program and resource development.

Supported youth to **continue to study and track bills focused on implementing RJ in schools, including implementing a youth day at the legislature program, providing youth leaders an opportunity to visit with legislators in 2023** to gain support for bills.

Hosted 15 community members for a screening of the film Pushout by Dr. Monique Couvson (formerly Morris) to **raise awareness about the impact of policing and punitive discipline in school for Black Girls, and co-developed strategies to combat the racial impact for girls.** Strategies will inform future programming.



# Key Wins



## Restorative Justice Education

Engaged racially diverse student, educator, youth, and racial justice advocate communities in learning to improve academic socio-emotional, mental health, and post-secondary life outcomes for at-promise resilient girls farthest from opportunity and most impacted by racism in public systems.

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Offered 4 hour interactive, experiential, virtual mini-workshop for educators focused on **providing restorative justice support centered in Blackgirlhood to address school pushout and other race based inequities** specific to the Black girl experience.

**Developed and preparing to launch two online workshops for educators** to broaden their access to restorative justice education centered in Blackgirlhood and focused on building knowledge, skills, and effective, evidence-based practices addressing the needs of girls and gender expansive girls most impacted by trauma connected to poverty, racism, overcriminalization, school pushout, and other systemic barriers.

**Youth leaders partnered with Justice for Girls Washington to keynote a workshop for 250 registrants** from 47 cities in 14 states who work in 92 different systems representing more than 800,000 girls. Watch the AM session [here](#) and the PM session [here](#).

**Youth leaders partnered with Elk Grove Unified Schools to facilitate a breakout RJ leadership workshop for their annual Black Family and Youth of Color Conference** impacting more than 300 educators, youth, families, and community members.

# OUR IMPACT

CELEBRATING

## BIG IMPACT

01

Closed opportunity gaps for 16 young people, providing \$4,000 in funds to achieve Ed. goals

02

Seated a six member, all-girl of color and gender expansive Youth Board

03

Launched membership initiative, doubling volunteer and donor base.

04

Partnered with 4 Community Orgs to launch RJ circles in 6 schools, across 2 states serving 41 at-promise girls & growing the Praxis of 6 educators!

# FINANCIAL OVERVIEW

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

EIN: 85-0611214



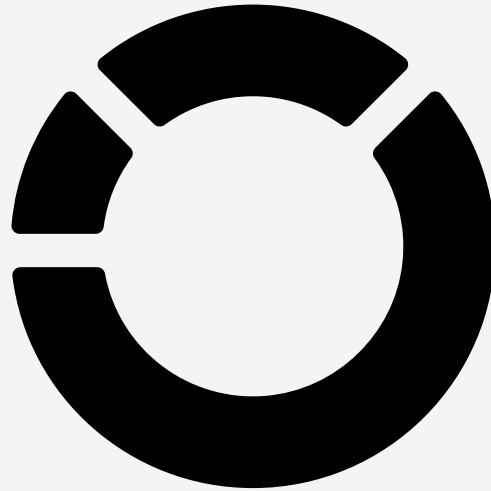
# 96%

of fiscal year  
expenses were  
program  
related

**Revenue:**  
**\$28,855.39**

Program Revenue  
\$12,224.50

Donations  
\$4,212.01



\$12,418.20.00  
Philanthropic  
Grants + Other  
Revenue

**Expenses:**  
**\$272,217.12**

Management/General  
\$7,376.552

Uncategorized  
\$3,332.95



\$261,507.618  
Programs

# 2024-2027 Priorities

## 1 Grow Our Community

We will grow our membership by recruiting 50 Black Women to serve as mentors . This will serve as a source of revenue, expand connections community wide, and allow us to expand our reach.

## 2 Expand Partnerships

We will strengthen partnerships with organizations and schools that share our values. This approach will help us recruit participants, foster valuable relationships for sharing ideas, and facilitate thought collaborations.

## 3 Expand Youth Leadership

We will continue to seek innovative methods to elevate youth voices within the wider community. We will support our youth leaders in diversifying programs and their data collection techniques, broadening the scope of information and sources to accurately reflect the needs of young people.

# Acknowledgements

Without the contributions of the individuals and organizations listed below we couldn't do what we do!

## Youth Leaders

Anaya Wilson  
Danae Dunlap  
Deja Dunlap  
G'yanna Perry  
Layla Juniel  
Naika Belizaire

## Individual Donors

Christine Clark  
Cheryl Wilson  
Ashante' Herring  
Kathy Wilson  
Jacqueline Davis  
Khalila Lomax  
Scharolette Simson  
Patricia Battie  
Shelby Wright  
Teresa Garcia  
LaChawn Tuggle  
Ron Schiffman  
Andrew Yeh  
Tamon Nakamura



## Philanthropers & Partners

Royal Bank  
Tides Foundation  
August Public, Inc  
Obodo Collective  
The Shade Tree  
Safe Nest  
NCOM  
Clark County - JAG22  
No Racism in Schools 1865  
Portrait of Nevada,  
Community Learning Fund

We thank you for  
your continued  
support in our  
efforts to advance  
girl's rights.

## More Individual Donors

Mike Kleist  
Betty McCubbin  
Mark Gregorich  
Scott Abrams  
Camille Owens  
Tina Zhang  
Shirley Aida  
Steven Romero  
Wendy Hoskins  
Kyle Rogers  
Akiko Cooks  
Shondra Summers-Armstrong  
Erica Mosca  
Ally Rodolfo  
Susan Burton

## Call to Action

Sign up to **receive our newsletter**  
**Donate** to support our work  
Become a **Member, Donor, or Volunteer**  
Leverage your voice and **VOTE** and  
encourage young people to do the same!

## Contact Us

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