FELLOWS PROGRAM 2023
Community Partner Access

CODE2040
OUR MISSION

is to **activate**, **connect**, and **mobilize** the largest racial equity community in tech to dismantle the structural barriers that prevent the full participation and leadership of Black and Latinx people in the innovation economy.
The Problem We’re Solving

In an economy shaped by the digital revolution, access to tech isn’t just about access to jobs—it’s about access to power!

We need to ensure that our community has the connections, resources, and care it needs to advocate for and achieve racial equity in tech.

After listening and learning over eight years, it became clear that the key to proportional representation of Black and Latinx people in the innovation economy is to empower people to take action wherever they are in their journey.

In order to dismantle the structural barriers that keep Black and Latinx people out of tech, we need to harness the collective power of each and every Code2040 community member.

Through management, mentorship, training, and organizing, this community will impact 100,000 people—10% of the entire tech industry—and shift the landscape of tech across the country.
Fellows Program
What is the Fellows Program?

The Fellows Program is an intensive career accelerator for Black and Latinx college and graduate-level computer science students. For nine weeks between June and August, Fellows intern at a top tech company and engage in racial equity advocacy work.

Fellows participate in a series of learning experiences designed to give them the tools and resources they need to navigate the tech industry, build a lasting career, and advocate for themselves and their community.

“The CODE2040 Fellows program has taken my previous motives to be an agent for change and equipped me with tools I can actually utilize to act upon said motivations. I’d say that before I desired to be an agent of change but now I feel like I can be an effective one.”

— A 2019 program participant
Who Are Our Fellows?

Code2040 Fellows are college students with varying levels of proficiency in programming.** Many of them are members of NSBE, SHPE, and volunteers of mission-aligned organizations where they mentor youth, improve coding skills, run robotics camps, and more.

**Background Stats**

- Over 200 Finalists from across the country.
- 2021 Fellows Class included 56% Men, 42% Women and 2% Gender non-conforming or questioning.
- More than 750+ Program Alumni since 2012.

- Roles Held: Full Stack, Front End & Back End, Data/Analytics, Infrastructure/Scalable Solutions.
- Finalists are Freshmen - Graduate students. For FP2021- the majority of Finalists were Sophomores (36%) and Juniors (44%).

Code2040 is NOT a coding boot camp. Our focus is on improving representation of Black & Latinx technologists in the Innovation Economy.
Core components of the Fellows Program

Learning experiences rooted in racial equity
Full-time technical internship
A community of Black and Latinx technologists
A trained and supported Code2040 mentor
A trained and supported manager at their company
Manager’s Training: May-June 2023
Welcome Week: End of May
Summer Programming ends: Mid August
Online programming and community building for Fellows focused on community building, organizing for racial equity, advocacy, financial empowerment, and storytelling for change.
Committing to the Partnership
Committing to the Partnership:

The Fellows Program is an extension of racial equity work. The intent of this partnership is that the learnings and unlearning provided during the fellows program will be part of a greater racial equity journey that your company is undertaking. To that end, we believe that our partnership extends past the internship and can be applied to overall change within the structure of your organization.
Eligible Partners are companies who:

1. Are aligned with Code2040’s mission

2. Understand the primary purpose of the program is not to help diversify their team, but to join a community of learning and growth that is focused on racial equity in the tech industry.

3. Are open to conversations around feedback and accountability and recognize its importance in creating a company culture supportive of Black and Latinx technologists.

4. Do not have a relationship or contract with state-sanctioned institutions that target our communities. This includes, but is not limited to: ICE, law enforcement, jails or prisons.
How does my company become a Fellows Program Partner?

1. Review all Fellows Program Company Partner materials
2. Fill out the Company Partner Interest Form and confirm you are an eligible partner
3. Schedule a call with the Fellows Program Sales Team
4. Provide email confirmation of your Sponsorship Level and Partnership Team
5. Have all members of your Partnership Team sign the Partnership Guidelines
6. Execute the Partnership Agreement
7. Complete your onboarding survey to gain access to the hiring portal and begin connecting with finalists
KEY DATES

July 2022: Partnership intake begins

September 6th: Hiring portal opens

October 2022: Partnership intake closes

April 2023: Hiring portal closes

June 2023: Fellows Program begins
# Fellows Program 2023 Partnership Levels

<table>
<thead>
<tr>
<th>PARTNERSHIP LEVELS</th>
<th>COPPER $10K +</th>
<th>BRONZE $10K +</th>
<th>SILVER $30K +</th>
<th>GOLD $50K +</th>
<th>Platinum $100k +</th>
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<tbody>
<tr>
<td>Number of Fellows</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>5</td>
<td>10</td>
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<tr>
<td>Additional Number of Fellows</td>
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<td>1</td>
<td>1</td>
<td>2</td>
<td>custom</td>
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<tr>
<td>Hiring Support hours (up to)</td>
<td>2 hours</td>
<td>3 hours</td>
<td>5 hours</td>
<td>7 hours</td>
<td>10 hours</td>
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<td>Fellow Manager Training Participants**</td>
<td>2</td>
<td>1</td>
<td>3</td>
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<td>Dedicated Code2040 Point of Contact</td>
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<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Hiring Portal Onboarding</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<td>Resources</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Access to Company Partner Slack Community Channel and Company cohort check ins</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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**Additional eligibility**

- Copper-level companies cannot operate in Los Angeles, the Bay Area, Seattle, Austin and New York
- Copper and Bronze-level companies must have a staff member count of 300 or less
- Platinum-level sponsorships are only open to renewing companies
- Additional sponsorships are 5K and will be capped when we reach 100 Fellows
# Your Partnership Team

<table>
<thead>
<tr>
<th>Role</th>
<th>COMPANY SIZE (BY NUMBER OF EMPLOYEES)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>2-150</td>
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<tr>
<td>Partnership Steward</td>
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<tr>
<td>Partnership Manager</td>
<td>Required</td>
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<tr>
<td>Engineering Champion</td>
<td>Optional</td>
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<tr>
<td>Recruiting Champion</td>
<td>Optional</td>
</tr>
<tr>
<td>Racial Equity &amp; Inclusion Champion</td>
<td>Optional</td>
</tr>
</tbody>
</table>

**NOTE:** When the optional roles in the Partnership Team are not filled with other individuals, it is the Partnership Manager’s responsibility to take on the responsibilities of each empty role. Each required role **must** be filled by a different person.
Each Partnership Team Member as a representative of your company is required to sign a set of Partnership Guidelines:

1. **Operational Infrastructure** for Company Partners, including the implementation of Partnership Teams to promote consistent, transparent and comprehensive communications, and clear expectations for both Code2040 and our company partners in any Code2040 Fellows Program Partnership.

2. **Partnership Commitments:** Behavioral commitments each Partnership Team Member will be held accountable to throughout the duration of the Code2040 Fellows Program Partnership.

3. **Racial Equity & Inclusion beliefs pledge:** A public pledge to be published by Code2040. The published pledge will include each team members name and company. To be a committed Code2040 Fellows Program partner is to understand and enact this set of core beliefs as a foundation for this work.
What role will you play in building the tech industry of tomorrow, today?

Start the partnership intake process [here](http://code2040.org)!