Diversity Equity Inclusion

Codeup's Mission and Values

Our Mission: Letter from our CEO

At Codeup, our mission is to empower life change. We strive to be the best place in Texas for people who want to enter a career in tech. We use our Core Values as lenses and guides to ensure we are holding ourselves accountable to being the best. Our Core Values are: Act with Integrity, Be Helpful, Cultivate Inclusive Growth, and Deliver Excellence.

We believe that the people who use technology and the people that create technology should look the same. Although progress has been made, the tech industry continues to be greatly unrepresentative of the population of technology users (aka everyone). Codeup is in a unique position to make an impact on the industry. It is our job to make sure we are good stewards of the tech industry.

We create an environment where everyone desiring a career in technology can come to us and we can empower them to change their own careers and their lives. Our company's commitment to diversity, equity, and inclusion is a key piece of that and a key piece of our Core Value to Cultivate Inclusive Growth.

In over eight years as an organization, we've implemented policies, learned and unlearned, and grown our diversity, equity, and inclusion efforts. We are extremely proud of the progress we've made as a staff and Codeup community, and we recognize there is more to learn. This report captures some of the ways that we've lived our value of Cultivating Inclusive Growth, and how we will continue doing so as we look to the future.

Jason Straughan
Codeup | CEO

Our Values

Act with Integrity

Be Helpful

Cultivate Inclusive Growth

Deliver Excellence

What Does it Mean to Cultivate Inclusive Growth?

To Codeup

To Codeup, cultivating inclusive growth goes beyond having a diverse staff. It is essential to everything we do, a guide on how we live our mission and carry out our work. We asked our staff: "What does Cultivating Inclusive Growth mean to you?" Here were their responses:

"Intentionally creating environments that are welcoming, that all feel comfortable/safe in"

"Continually learning and growing our understanding of the identities and experiences of our students and community"

"Making room at the table for everyone and making sure they have a seat and know that it is for them"

"Sharing your own experiences and seeking out others"

"Welcoming those of different backgrounds to a space that usually doesn't reflect their community/identity"

"Making sure we are making the workforce mirror the tech user force. Making sure we are giving equal opportunity to each student coming into our program. Also making sure our co-workers feel welcome and safe. Creating environments where everyone feels celebrated and safe no matter who you are or where you come from"

In Tech

The tech industry is known to lack diversity and representation. In an effort to diversify the tech ecosystem, Codeup strives to produce a diverse workforce of tech talent so the user base mirrors those creating technology.

How do we Cultivate Inclusive Growth for Students?

We accept and celebrate diversity in all forms, and believe all students should have the opportunity to pursue their dreams in tech. This is why we've crafted scholarships for members of several communities including Women, Veterans, First Responders, LGBTQIA+, and Minorities, including a scholarship specifically supporting the African-American and Black communities. We hope these scholarships help show our students from underrepresented communities that they have a seat in our classroom and in the tech industry.

Access to financial aid and funding resources is often the biggest obstacle students face when deciding to transition careers. The diverse population of tech talent we are able to produce is largely due to our partnership with grant and loan partners, as well as internal scholarship offerings. Relationships with organizations such as Project Quest, Texas Workforce Solutions, and Veterans Affairs help students of all backgrounds obtain the education they seek.

While in our program and beyond, we hope to instill a sense of community and belonging in our students regardless of their backgrounds or identity. We do this through our Student Experience days, held twice per program for our Web Development and Data Science programs, and once for our Cloud Administration students.

The first Student Experience day focuses on educating students on the state of DEI in Tech and key concepts, such as implicit bias and microaggressions. We also encourage students to take further action through additional information provided.

Our second DEI training with our Web Development and Data Science cohorts includes researching DEI efforts from a mix of large tech companies, like Microsoft, and smaller companies that we may place students in. Students will then present their findings.

"The Student Experience (SE) team works to advocate for students that may have trouble speaking up for themselves, whose reasons may include historical marginalization. The SE team also works to address behavioral issues in the program that may include unconscious/implicit bias. Additionally, SE (and Delivery at large) works to direct students to events or activities for special populations of people (e.g. panels hosted by Codeup, events hosted by Geekdom, etc.). We are also rolling out initiatives, such as our Care Closet, for students that may be impacted by financial hardship, which would broaden our ability to support a wider variety of socio-economic backgrounds."

-Ryan Stephens, Student Experience Administrator

How do we Cultivate Inclusive Growth for Our Staff?

As a staff, we think about our work to Cultivate Inclusive Growth in three categories - defining and maintaining company policies that are inclusive and equitable, celebrating diversity, and continually learning and growing our understanding of DEI.

Company Policy

Diversity and inclusion are important to sustain at both the individual and organizational level. At Codeup, we've worked to define inclusive student-specific and staff-specific policies - ranging from staff benefits to student support plans to celebrations of culture/heritage, and beyond. We've established more flexible, inclusive benefits for our staff including flexible time off, extended leave, and medical coverage options.

Celebrations

Codeup also recognizes the cultural diversity of our students and staff by celebrating heritage months throughout the year. We've hosted community panels, discussions, movie screenings, and compiled marketing campaigns to increase community awareness during PRIDE Month, Military Appreciation Month, AAPI Heritage Month, Black History Month, Mental Health Awareness Month, Women's History Month, Hispanic Heritage Month, and more. These celebrations are very important to Codeup because they allow for honest discussions to better our staff and students' understanding of diverse communities, and help members of our community who belong to underrepresented groups share their unique backgrounds.

Employee Learning

Our diversity, equity, and inclusion (DEI) learning program has allowed us to make instrumental strides towards making Codeup a more diverse and inclusive environment for our staff, students, and community members. Staff go through training as part of their roles and onboarding, as well as a quarterly focused training on themes throughout the year:

Q1: Managing Unconscious Bias
Q2: Identity and Privilege
Q3: Inclusion and Belonging
Q4: Allyship

These trainings are coupled with monthly DEI-related discussion to make their learning actionable and equip them with the tools to combat inequity and promote inclusion in their roles and communities. Both discussions and training have led to the creation and definition of inclusive policies across the organization such as "Codeup's guide to inclusive meeting practices" as well as bias-reducing processes in our departments, for example.
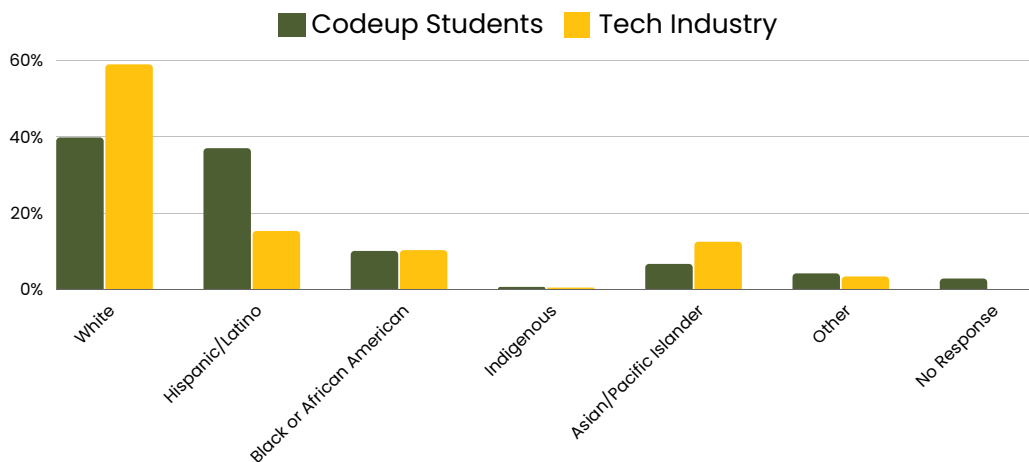
Codeup Students by the Numbers

Students come to Codeup from a variety of backgrounds - each with a unique story. On their first day, students self-identify based on the demographic categories below. These charts represent our all-time student population and are benchmarked with statistics from demographic breakdowns of the technology industry as a whole. Citations are shown below each graph. Data is pulled as of September 2022 and reflects Codeup students across all programs all-time.

Ethnicity

57.73% of Codeup students are underrepresented minorities, compared to 40.8% across the industry

■ Codeup Students ■ Tech Industry

Citation: https://www.zippia.com/information-technology-professional-jobs/demographics/

Gender Identity

22.31% of Codeup students identify as female or non-binary

■ Codeup Students ■ Tech Industry

Citation: https://www.zippia.com/information-technology-professional-jobs/demographics/
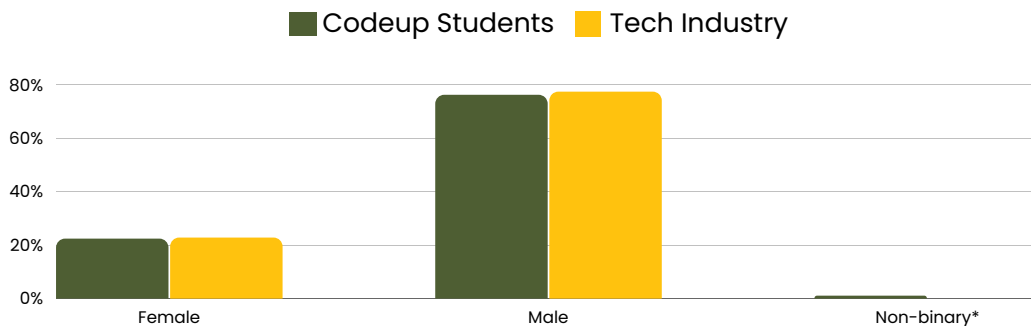
*No data or statistics available on non-binary individuals in the technology industry

# Codeup Students by the Numbers

Educational Background

45.02% of Codeup students come from non-traditional educational backgrounds, as compared to 8% across the industry

■ Codeup Students ■ Tech Industry

Citation: https://www.zippia.com/information-technology-professional-jobs/demographics/
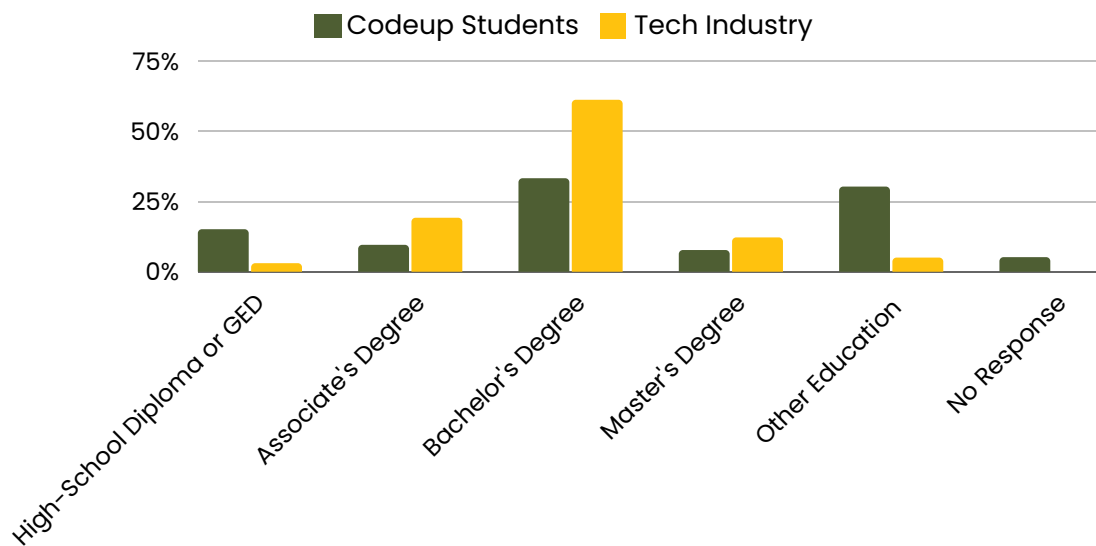
Veteran Status

36.11% of Codeup students are military veterans, 4% greater than industry

■ Codeup Students ■ Tech Industry
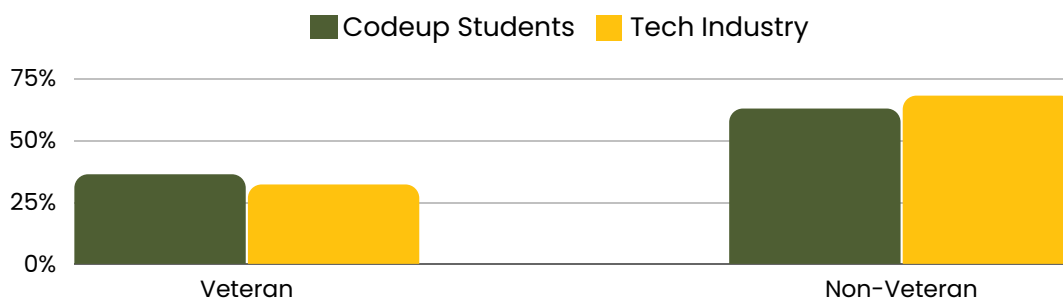
Citation:
https://www.prweb.com/releases/new_research_from_findem_sheds_light_on_status_of_veterans_in_the_workforce/prweb17533903.htm#:~:text=Findem's%20analysis%20shows%20the%20technology,32%25%20of%20its%20labor%20force.

Codeup Staff
by the Numbers

Over the past eight years, Codeup's staff has grown to mirror the diversity of our students. We are a team of hardworking stewards of our mission to empower life change, each bringing our unique backgrounds, experiences, and identities to our work.

This data was collected from staff members at Codeup through internal engagement surveying and onboarding. Staff members self-identified based on the demographic categories listed below.

This report reflects our staff population as of September 2022.

Racial background
52.38%
underrepresented minorities

Disability
14.29%
of Codeup staff have a disability

- White or European | 41.27%
- Hispanic or Latin(o/a/e | 22.22%
- Two or more races | 14.29%
- Black or African | 11.11%
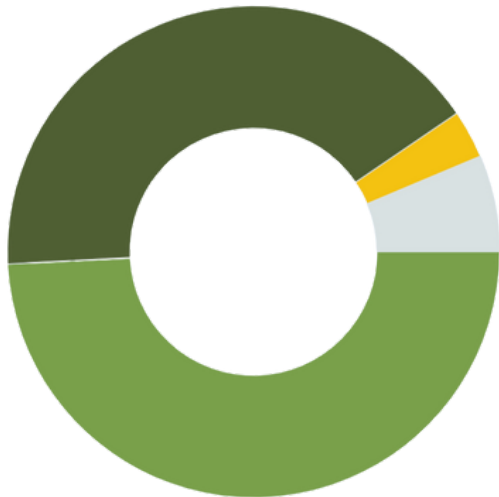- Asian or Pacific Islander | 11.11%
- Prefer not to disclose | 6.35%

- No | 80.95%
- Did not disclose | 4.76%
- Yes | 14.29%

Codeup Staff
by the Numbers

Gender Identity
41.27%
of Codeup staff identify as female or non-binary/gender

- ■ Male | 49.21%
- ■ Female | 41.27%
- ■ Did not disclose | 6.35%
- ■ Non-binary/gender non-conforming | 3.17%

LGBTQIA+
25.40%
of Codeup staff identify as LGBTQIA+

- ■ Yes | 25.40%
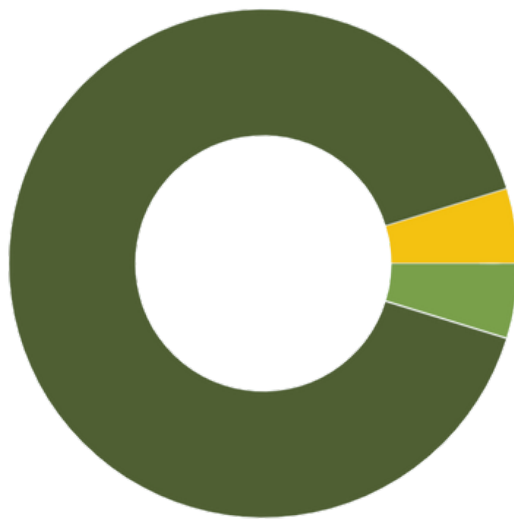- ■ Did not disclose | 11.11%
- ■ No| 63.49%

Codeup Staff by the Numbers

Veteran status
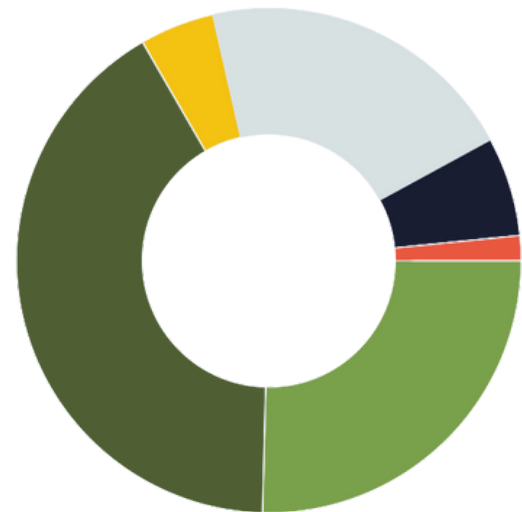## 4.76%
of Codeup staff are veterans

- Non-veteran | 90.48%
- Veteran | 4.76%
- Did not disclose | 4.76%

Educational background
26.99%
of Codeup staff have non-traditional educations

- Bachelor's degree | 41.27%
- Some university or tertiary certificate | 25.40%
- Graduate/advanced degree (MS, MA, JD, MD, PhD, etc) | 20.63%
- Prefer not to disclose | 6.35%
- Associate's degree | 4.76%
- Less than secondary school or national equivalent | 1.59%

Looking Ahead...

Codeup is proud of the work that our staff and students put into each and every day to live our mission and values. We recognize our unique position in our local Texas tech communities to Cultivate Inclusive Growth and diversify the tech industry. We believe in the power of making Codeup an inclusive and accessible environment for our students and staff to learn and work.

As we look to the future, we believe that learning and unlearning, and iteratively improving our diversity, equity, and inclusion efforts will be an ongoing journey. We will continue to share transparently about our program and student outcomes, as well as insights about our diversity, equity, and inclusion initiatives. We will continue to look for opportunities to learn and grow, evolving our understanding of the world around us and supporting that learning and growth in our communities.

Ultimately, our students, staff, and partners are our key driving force. We will continue on our journey to empower life change and Cultivate Inclusive Growth, celebrating our progress and recognizing where there is room to continue improving. We appreciate your support and feedback as we continue down this path.

Onward and upward,
The Codeup team