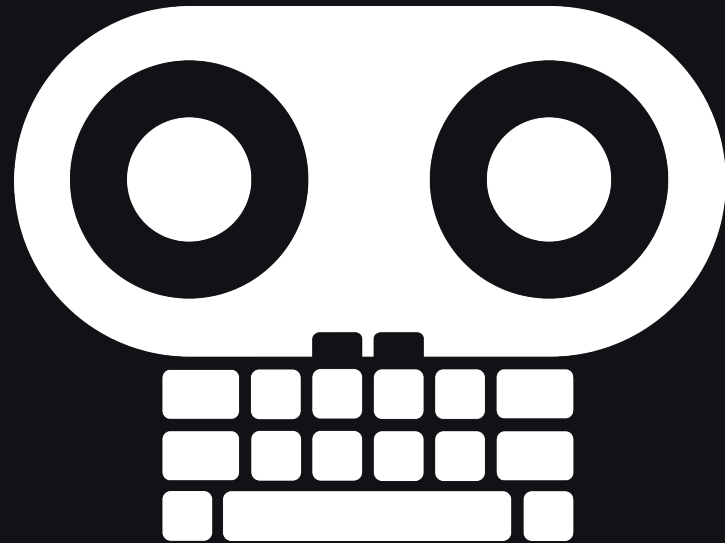




Resilient Coders is a highly competitive, free and stipended coding bootcamp for young adults of color from low income backgrounds.

@resilientcoders | david@resilientcoders.org

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[85%] of our 2019 grads found FT jobs, within a month

[\$98.3K] average starting salary

Today, we have more commitments to hire than we have students.

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**IT'S ABOUT THE
RECALIBRATION OF
POWER IN
AMERICA**



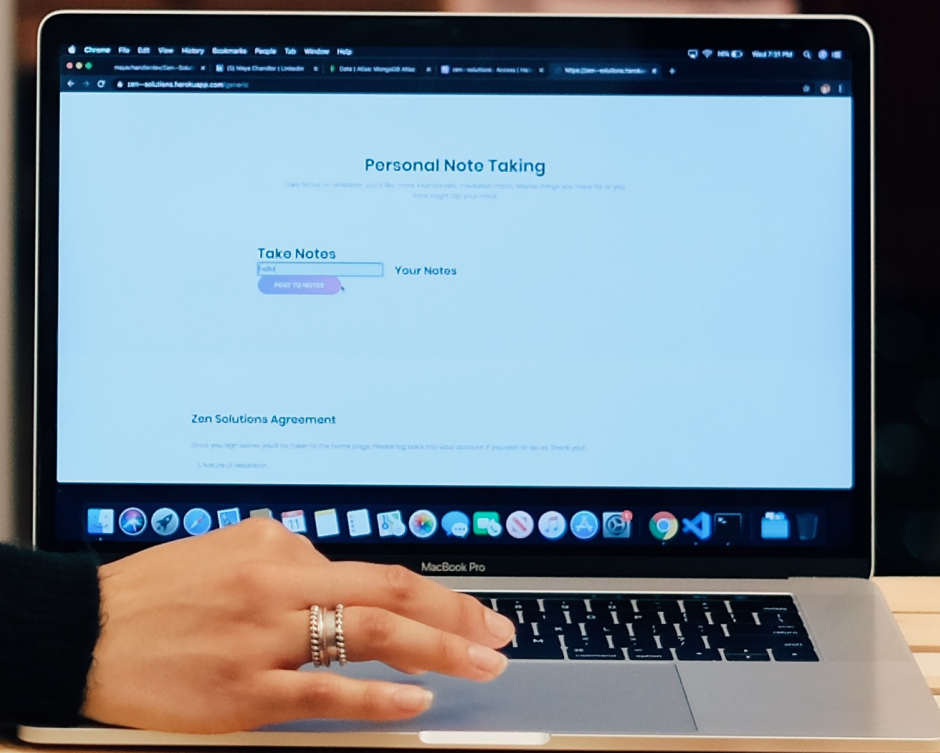
[DONE]

We've developed an alternate pathway that does not depend on college.

[DOING]

We must convene a league of equity-led organizations and employers. We must thrust into the mainstream our "radical" ideas about social justice in tech. **We must make ourselves obsolete.**

**5 THINGS WE
MUST DO TODAY**



[1] DEVELOP A BODY OF PRINCIPLES. AGITATE FOR THEIR ADOPTION.

- Black and Latinx technologists must codify what it means to employ and advance equitably
- Foment the groundswell: Allies must hold their leadership accountable to their Tweeted values.
- bit.ly/RC_Equity

[2] MOVE PAST DIVERSITY, TOWARDS EQUITY AND JUSTICE

- It's not about token hiring, it's about power recalibration
- Hiring a PoC into a dead-end job is an example of diversity without power

[3] RETHINK EDUCATION

- Do we, or do we not, have a civil right to top-notch education?
 - If so, it cannot be "affordable." It must be free.

[4] CREATE A LEAGUE OF EQUITY-LED ORGS AND EMPLOYERS

- Abide by the body of principles.
- Eg...
 - Employers: No more BA requirements
 - Orgs: No income-sharing agreements. They are oppressive
- This challenges the "natural tendency of the market." It only works if we organize.

[5] OVERHAUL THE WAY THE FIELD IS FUNDED

- We are funded by leading capitalists, to ameliorate the harmful effects of capitalism
- Philanthropy is another power construct, and it will favor stasis
- Democratization deserves democratic funding
- Corporate equity tax on those who don't abide by the Body of Principles