

Geeking Out Kids of Color

Organizational vision/mission

Mission: Our mission is the liberation of BIPOC youth through technology and mentorship, by developing decolonized tech education programs to nurture community leaders of change.

Vision: We work towards the liberation of BIPOC youth from systemic racism and sexism so they can live, love, and enjoy life as they please and stay in balance with the world.

What communities does the organization serve?

GOKiC has served 250+ BIPOC youth in partnership with other nonprofits and their afterschool programs such as King County's Best Starts for Kids and School's Out Washington. Their primary location is at Technology Access Foundation located in White Center. They plan to expand programming into Washington Middle School and Chief Sealth High School. When they pivoted to virtual programming last year, their services became available to students statewide.

What does the organization do?

- STEM and critical race-theory education for BIPOC students
- Collective Youth summit where 40+ BIPOC youth studying computer science connect with tech professionals and participate in mock interviews, coaching, and mentorship.
- Allyup app (in development) that is designed to help non-BIPOC individuals learn how to better ally with the BIPOC community. This app will eventually serve as a source of revenue through paid subscription access.

How does the organization maintain proximity to the community it serves?

GOKiC is a BIPOC-led organization with 100% of their board and more than 90% of their staff identifying as BIPOC. Their leadership and staff have professional backgrounds in technology, education, and youth development. Their program Collective Youth creates a pipeline for high school youth and college students to become interns and educators at GOKiC with two former GOKiC students designing and now leading this program. The organization is very much centered around the vision of the students in their programs and the youth that have come back to contribute through mentorship and internship.

Describe the impact of an unrestricted grant for this organization.

GOKiC has a very near term opportunity to expand their programming and open a location in Chicago. A member of their leadership and staff is from Chicago and wants to take their programming back home. In addition to expanding in Chicago, they would likely invest in a development director and operations manager.

Describe how the organization affects individuals and systems:

- **Individuals:** The unique approach of GOKiC produces outcomes in STEM for BIPOC youth that they otherwise would likely not have had through standard education offerings.

Their decolonized and anti-sexism approach to curriculum and staff development fosters confidence and passion for technology among the youth in their programs. These youth are empowered to challenge systems and inspired to chart career paths in STEM. Pragmatically, this education has also positively impacted families during the pandemic, as the world shifted to being more dependent on technology and the GOKiC youth were sometimes the most tech-savvy members of the family.

- **Systems:** GOKiC's long-term goal (which they framed as taking 7-generations) is for BIPOC individuals to gain independence from existing, biased systems. They are, at times, hesitant to partner with funders or education systems if those partners don't reach their standards of equitable approach or threaten ownership of their IP. Given GOKiC's desire to avoid disrupting or engaging with established systems, the systems impact is potentially limited to the trickle up effects of their empowered youth creating and building their own STEM community.

How does the organization's leadership and financial position reflect stability and capacity to execute its mission?

GOKiC's co-founders Pedro Ciriano and Fernando Sanchez Gonzalez are passionate and visionary leaders. GOKiC was previously fiscally sponsored by RVC but now operates independently and recently acquired their own 501c3. Their financial standing suggests stability.

What are the compelling reasons for Impact 100 to partner with this organization?

GOKiC's philosophy and approach is aligned with the criteria of supporting local community-based organizations that serve underrepresented populations. They educate and empower BIPOC youth by providing a decolonized STEM curriculum.

GOKiC leadership very much attempts to live the philosophy they espouse. They will turn down offers of short-term enrichment if they believe those offers reinforce biased systems and extend the same education they provide their students to their employees. Their approach is to be the change they want to see in the world.