

# team4tech



# 2022 Impact Report

**Team4Tech** is a nonprofit impact accelerator, bridging the digital equity gap in education to create inclusion and opportunities for under-resourced learners around the world (SDG 4.4).

## OUR VISION

Team4Tech envisions a world where all learners have access to quality education for better employment and economic opportunities.

## OUR MISSION

Our mission is to improve the quality of education for under-resourced learners by building nonprofit capacity through technology solutions and training.

## A message from our co-founders

At Team4Tech's founding in 2013, our North Star was to improve the quality of education for 100,000 under-resourced learners over 10 years by supporting community-based education programs with technology grants and pro bono consulting from skilled technology volunteers. We have now benefitted more than 130,000 learners in low-resource contexts across more than 20 countries.

Given the impact of COVID-19 on the least resourced learners around the world, we knew we needed to leverage our decade of experience to bridge the digital equity gap in education and scale our support for education nonprofits reaching these learners.

After an inclusive strategic planning process with our Board, staff, nonprofit partners, corporate partners, volunteers, and donors, in July 2022 we launched our new five-year strategy to scale our impact for additional strategic nonprofit partners and through regional hubs in Africa, Asia, and the Americas, as well as through an online community of practice. With our new strategy, we will reach 800+ education nonprofits by 2027 that, in turn, will build skills for tens of millions of under-resourced learners.

Just six months after launching our strategy, we are achieving impact. This report highlights our progress - made possible by funding and partnerships from our global community - in advancing quality education for all. We invite you to take the journey with us.

Sincerely,



*Lila Ibrahim*

**Lila Ibrahim**  
Co-Founder & Board Chair



*Julie Clugage*

**Julie Clugage**  
Co-Founder & Executive Director

In 2022, Team4Tech delivered nearly

**\$2M**

in grants and services

to build capacity with

**38**

strategic nonprofit partners

to improve the quality of education for

**17,000+**

learners

## Amplifying the impact of our strategic nonprofit partners

In 2022, we welcomed 10 new strategic nonprofit partners to co-create solutions to improve educational opportunities for their learners. Over our 3-5 year partnerships, we deliver annual technology grants of up to \$15,000 per partner and pro-bono capacity building projects powered by volunteers from leading technology companies.

# Advancing quality education in Kenya and Mexico

Team4Tech supports education nonprofit partners with technology solutions and training using a human-centered design approach.



## Engaging students in coding with Kenya Connect

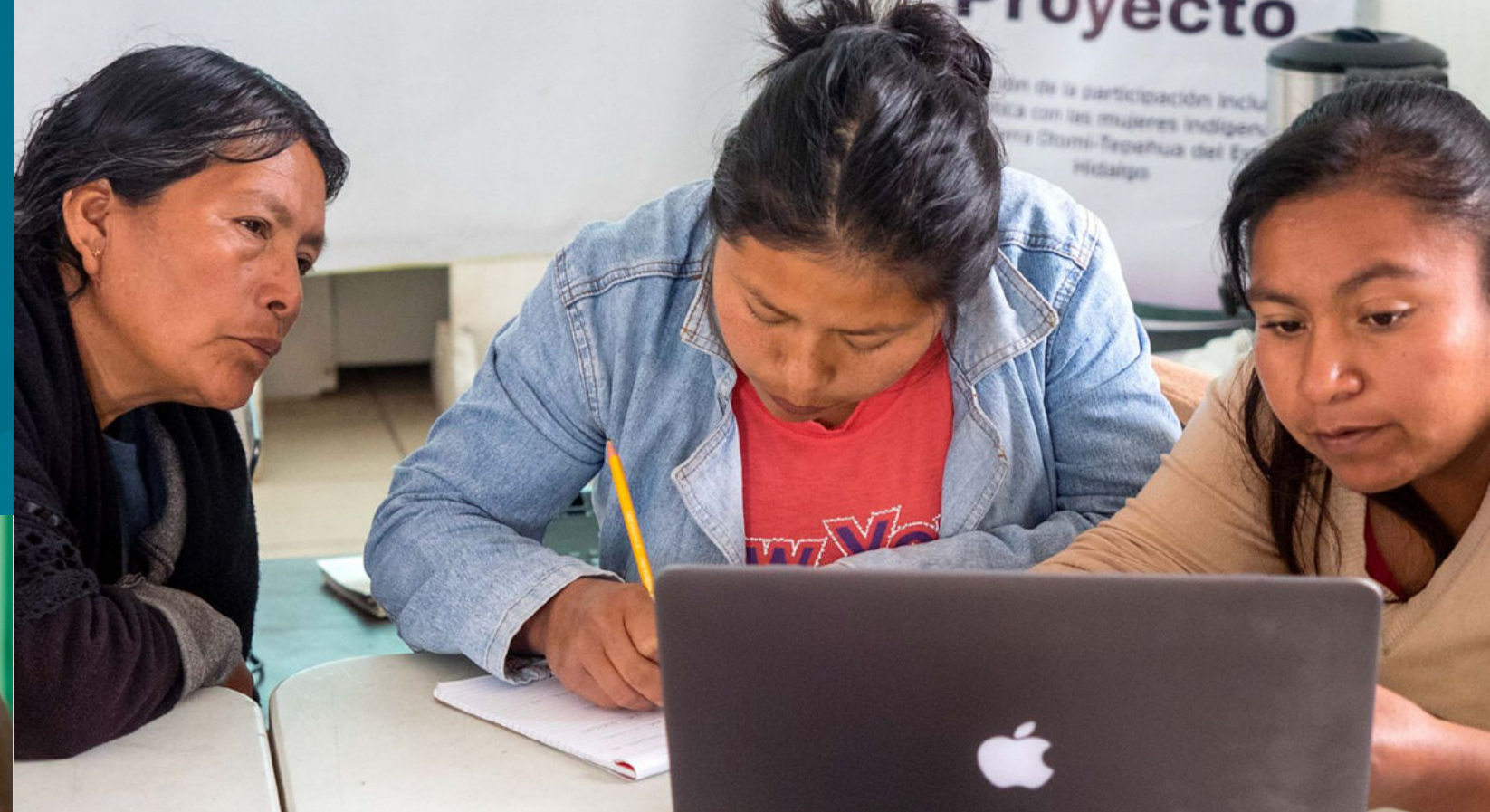
In partnership with the Raspberry Pi Foundation, Team4Tech localized and adapted coding resources for our strategic nonprofit partners in Kenya. We supported Kenya Connect staff with localized STEM curricula, training, and technology to benefit 18,000 educators and learners in rural Kenya.

▶ [Watch this video of our partnership.](#)

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Thanks to our partnership with Team4Tech, I have seen students - who had never used a computer before - successfully engage in designing and coding projects.

**PATRICK MUNGUTI,**  
DIRECTOR OF EDUCATION & TECHNOLOGY PROGRAMS AT KENYA CONNECT



## Empowering women in rural Mexico with PSYDEH

Volunteers from Viasat supported PSYDEH (Psicología y Derechos Humanos), a nonprofit investing in Indigenous women in rural Hidalgo to propel local, social and economic change. The team installed functional satellite internet and wifi networks at PSYDEH's community work hubs to provide reliable internet access for staff and over 200 indigenous women partners.

## Volunteers from these corporate partners supported Team4Tech projects in 2022

- |                    |           |            |
|--------------------|-----------|------------|
| Adobe              | Billtrust | Salesforce |
| Amazon             | Cadence   | Viasat     |
| AppDynamics        | Checkr    | Zendesk    |
| Autodesk           | NetApp    | Zoom       |
| Barracuda Networks | Nintendo  |            |

# 2022 Education outcomes

In collaboration with our strategic nonprofit partners, Team4Tech monitors and evaluates the impact of our projects on educational outcomes in one or more of the following categories: sustained learner growth, improved learner engagement, enhanced teacher effectiveness, and organizational sustainability and scale. [Read our solutions roadmap.](#) >

## Sustaining learner growth and improving learner engagement

In India, Learning Links Foundation (LLF) is committed to enabling equal opportunity for all learners by empowering students, preparing educators to transform teaching, and promoting self-reliance in youth. With Team4Tech's funding, LLF purchased tablets for its Tab Abhyas and Road to School programs, reaching students in some of the most marginalized and remote communities. Volunteers from NetApp digitized LLF's math and literacy curriculum for students to practice digitally from their tablets. As a result there is increased engagement, with attendance rising by 60%, and assessments show a 15% improvement in student learning outcomes. LLF has plans to increase programming for 20,000 more students in 2023.



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2022 was truly a catalytic year for our tech-focused programs due to our strong partnership with Team4Tech, including funding for technology infrastructure and the volunteers who optimized our programs and multiplied our impact.

**KATIE QUINN,**  
DIRECTOR OF OPERATIONS AT FLYING KITES

## Building teacher effectiveness

Flying Kites provides educators from across the South Kinangop district in Kenya with a foundation for effective, student-centered instruction. With Team4Tech's funding, Flying Kites installed an on-campus internet tower for improved access at the Flying Kites Academy and their Teacher Training Center. With the support of volunteers from NetApp, Flying Kites piloted a new Teacher Tech Training program for 174 teachers across 9 schools. Teachers in the pilot program have increased their use of technology in the classroom by 150% and plan to reach 18,000 students by 2027.

## Accelerating sustainability and scale

RefuSHE provides education and employment opportunities for refugee women and girls in Kenya. Employee volunteers from Cadence Design Systems created a detailed roadmap for the redesign of RefuSHE's Girls Empowerment Program, and they built a new e-learning and wellness platform.

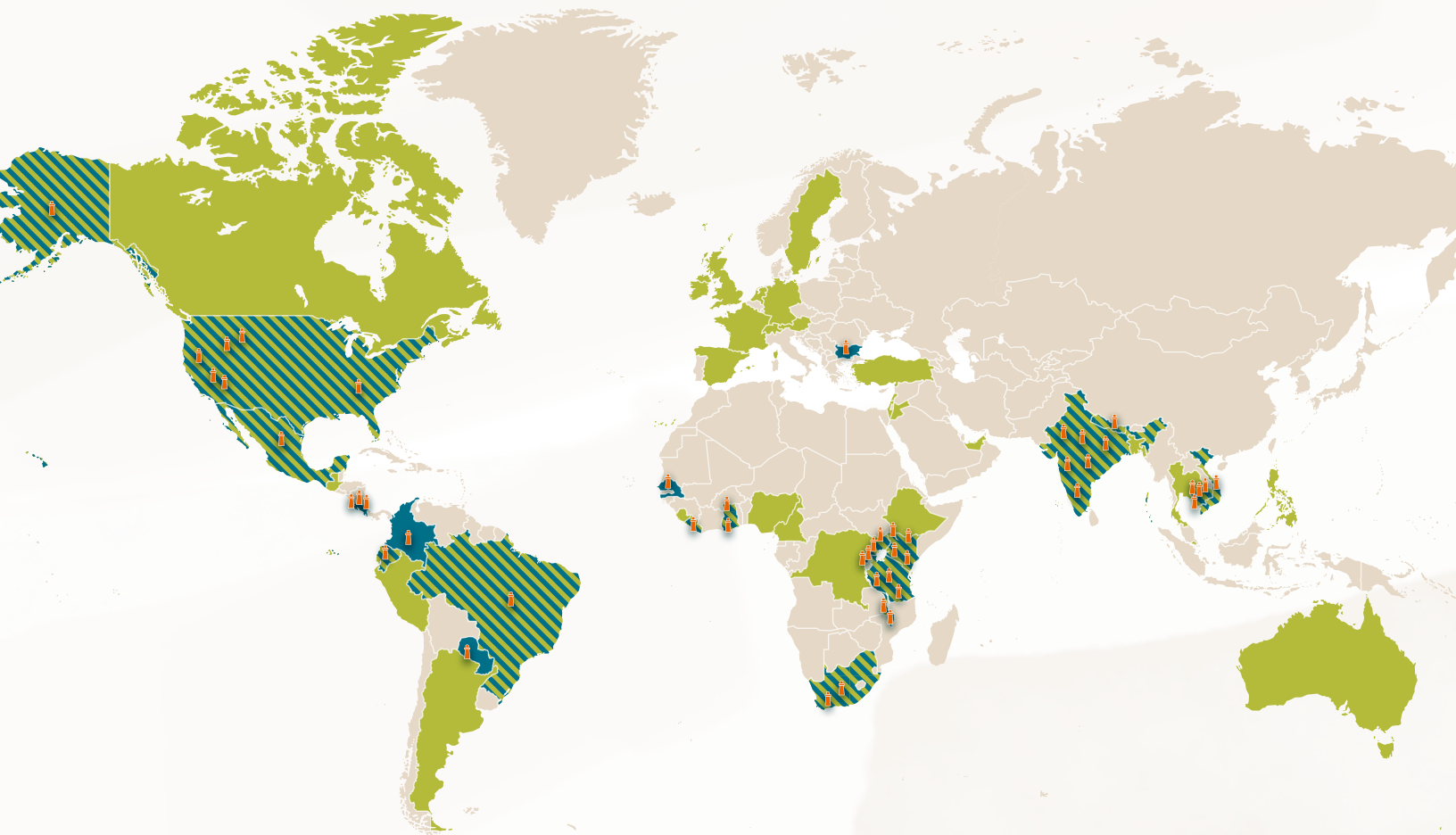
▶ [Watch this video of the Cadence volunteers' experience](#)

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The most valuable support received from Team4Tech was access to pro bono experts. Valued at over \$420,000, this is not a partnership that RefuSHE would have been able to afford.

**JESSI WOLZ,**  
CHIEF INVESTMENT & RESOURCE OFFICER AT REFUSHE

# Team4Tech programs reach more than 45 countries through our strategic nonprofit partners and our online community of practice



Team4Tech’s strategic nonprofit partners are lighthouses of learning in their education ecosystems by demonstrating innovative solutions that can be scaled

## AFRICA AND THE MIDDLE EAST

- Africa ICT Right (Ghana)
- African SOUP (Uganda)
- Agahozo-Shalom Youth Village (Rwanda)
- Blue Sapphire Hub (Nigeria)
- Centre for the Advancement of Science and Maths Education (South Africa)
- Centre for Youth and Development (Malawi)
- Dignitas (Kenya)
- Educare (Liberia)
- Far Away Friends (Uganda)
- Flying Kites (Kenya)
- Gashora Girls Academy of Science and Technology (Rwanda)
- Inspiring Teachers (Uganda)
- Kenya Connect
- LEAP Science and Maths Schools (South Africa)
- NairoBits (Kenya)
- Orkeeswa (Tanzania)
- RefuSHE (Kenya)
- S.O.U.L Foundation (Uganda)
- Tanzania Education Corporation
- Women in Technology Uganda
- Questscope (Jordan/Syria)

## SOUTH/SOUTHEAST ASIA

- Barefoot College International (India)
- Cambodian Children’s Fund
- CorStone (India)
- Dost Education (India)
- Ek Tara (India)
- Kidspire Vietnam
- Learning Links Foundation (India)
- Passerelles Numeriques (Cambodia, the Philippines, Vietnam, and Madagascar)
- PEPY Empowering Youth (Cambodia)
- Reach to Teach (India)
- Vietnet-ICT (Vietnam)

## AMERICAS

While our Americas hub will launch in 2023, due to demand we are already supporting education nonprofits in the region.

- BUILD (USA)
- COOP Careers (USA)
- Digital NEST (USA)
- Kantaya (Peru)
- MAIA (Guatemala)
- PSYDEH (Mexico)



Members of Team4Tech’s online community of practice



Both strategic nonprofit partners and members of Team4Tech’s online community of practice

# Scaling impact through a global online community of practice and regional hubs

As part of our strategic vision, Team4Tech expanded and deepened our programming - online and on the ground - to build the capacity of more education-focused nonprofit organizations worldwide.

Our regional hubs in Africa (launched in 2021), Asia (launched in 2022), and the Americas (coming in 2023), are a critical piece of our support model on the ground, localizing resources, facilitating knowledge exchange in person and through our online community of practice, supporting strategic nonprofit partners, and implementing capacity-building projects.

We are scaling our impact through Team4Tech's co-designed online community of practice, which provides free access to training, tools, resources, and a community of education innovators to amplify the impact of participating nonprofit organizations.

Our community of practice is gaining global recognition for creating equitable access to education and technology. Team4Tech was a finalist for the Wharton - QS Reimagine Education Award for Access, Diversity, and Inclusion and was chosen to present at SXSW EDU.

***Read our white paper on co-designing our community. >***

## Six months after launching in July 2022, the community of practice is already having an impact

# 150

**Nonprofit Organizations** have joined the community of practice access to gain access to education tools and workshops for low-resource environments

# 13.5M

**Learners** are being directly served by nonprofit organizations in the community of practice

# 80%

report that the community of practice has a positive impact on their capacity to serve learners

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The community of practice brings Team4Tech to an entirely new level - you are educating a citizenry not just helping people.

COMMUNITY OF PRACTICE MEMBER



CK-12: Innovative Math & Science Resources for Any Setting



CK-12: Innovative Math & Science Resources for Any Setting

Join us for a conversation with the team from CK-12 to learn how to implement their curriculum and interactive

## Moving forward

By 2027, through all of our programming, we will amplify the impact of more than 800 education nonprofits who directly impact tens of millions of learners around the world.

## Join us

# Our team

## Board of Directors

### OFFICERS

**Lila Ibrahim**  
Co-Founder & Board Chair  
COO - DeepMind  
UK

**Jamie Gardner**  
Secretary  
Head of Strategic Programs - Google  
USA/CO

**John Solomon**  
Treasurer  
VP Chrome OS - Google  
USA/CA

### MEMBERS

**Julie Clugage**  
Co-Founder & Executive Director -  
Team4Tech  
USA/CA

**Joseph Eng**  
CTO, CIO - Billtrust  
USA/NY

**Mark Friedman**  
VP & Assoc. General Counsel - Intel  
Corporation  
USA/OR

**Paul Kim**  
CTO & Assoc. Dean - Stanford University  
Graduate School of Education  
USA/CA

**Paula Mariwala**  
Founding Partner, Aureolis Ventures  
India

**Natalia Mazzuchelli**  
Director of Partnerships - Immutable  
USA/NY

**Joseph Nsengimana**  
Director of the African Centre for  
Innovative Teaching and Learning in ICT -  
Mastercard Foundation  
Rwanda

**Vikas Pota**  
Founder & CEO - T4 Education  
UK

**Srilatha Raghavan**  
Board Member & Advisor, Angel Investor,  
Ex-Meta, Ex-IBM  
USA/CA

## Staff

### Executive

**Julie Clugage**  
Co-Founder & Executive Director  
USA/CA

**Dana Funnell**  
Director of Operations & Strategic Projects  
USA/CA

### Programs

**Jody Britten**  
Director of Learning Technologies  
USA/IN

**Mehreen Butt**  
Program Director  
USA/TN

**Nyagaki Gichia**  
Africa Regional Hub Director  
Kenya

**Lindsay Kincaid**  
Chief Program Officer  
USA/KS

**Goutham Kumar**  
Asia Regional Hub Manager  
India

**Chris Meehan**  
Program Director  
USA/NC

**Daria Ng**  
Program Director  
USA/NY

### Business Development

**Paul Campbell**  
Director of Corporate Partnerships  
USA/CA

**Alison Fox**  
Director of Account Management  
USA/CA

**Manisha Shah**  
Chief Growth Officer  
USA/CA

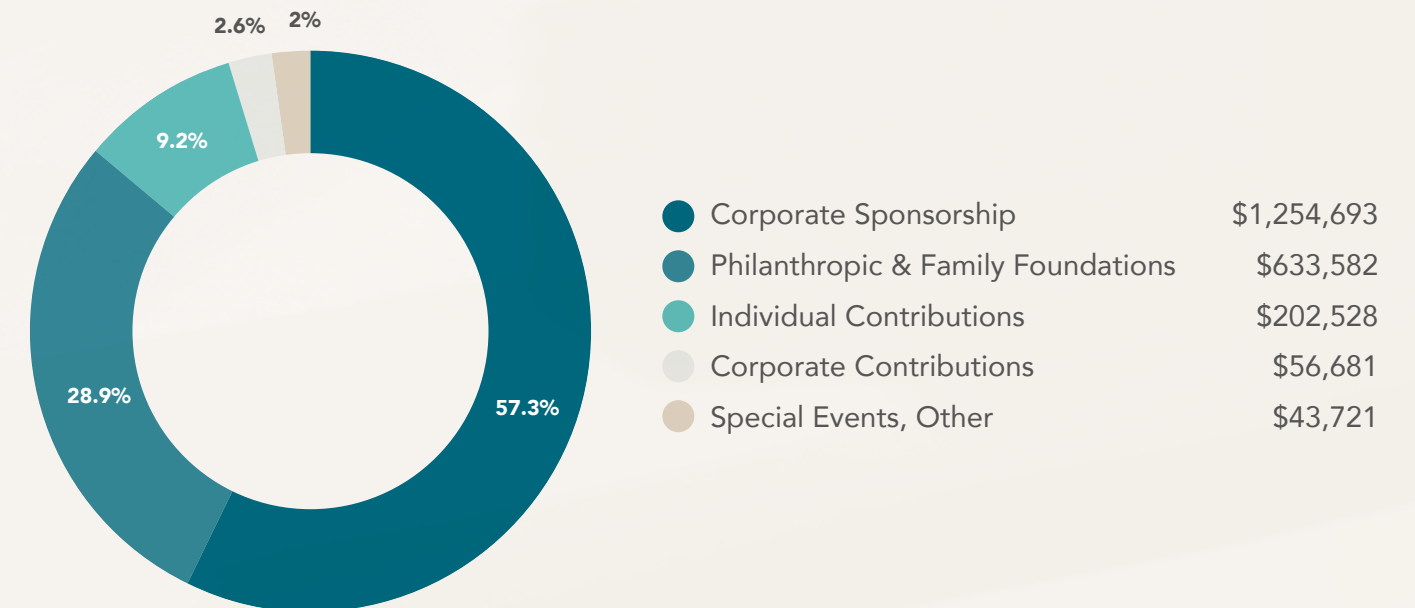
### Development

**Pragati Grover**  
Community Relationships Director  
USA/CA

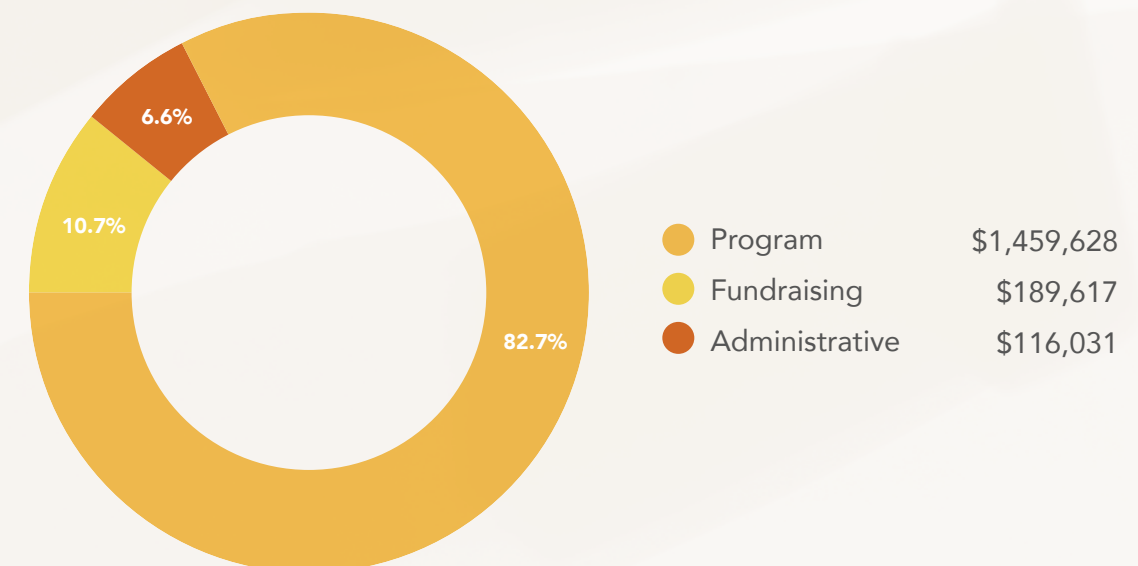
**Amy Harris**  
Chief Development Officer  
USA/NM

# 2022 Financials

## REVENUE SOURCES \$2,191,205



## FUNCTIONAL EXPENSES \$1,765,277





Bridging the digital equity gap  
in education around the world

**team4tech**

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