Building a Homebase for Civic Tech
Civic Hall is the nation’s leading center for learning and collaboration focused on advancing civic tech and problem-solving for the public good.

The past year has been a very significant one in Civic Hall’s history and development. First, at the beginning of 2018, Civic Hall and Civic Hall Labs, which were previously two closely related but legally separate organizations, combined operations, activities and teams, and began functioning as one nonprofit under one name: Civic Hall. More important, we decided to focus our efforts on the most critical steps needed to make Civic Hall a real force in promoting and increasing the positive impact of civic tech—the use of technology for the public good—in New York City and beyond.

That means, first and foremost, redesigning our programs and team and reworking our strategic plan (about which more below). At the same time, for the first eight months of the year, we were hard at work moving our proposal to expand Civic Hall to Union Square through New York City’s formal zoning and local community review process, meeting with dozens of local community organizations and leaders. We are proud to report that from the local community board, up through the Manhattan Borough President’s Office, the New York City Planning Department, and ultimately the New York City Council, our plan for Civic Hall @ Union Square received unanimous votes in support.

Now, as we share this report on the growth and impact of Civic Hall and our community in 2018, it is gratifying to see that our basic idea of creating a center for collaboration centered on civic values and technology is already demonstrating results. Building a home base and learning center that connects people and ideas to tools and action, and focusing on the ways that tech can do the most to improve people’s lives and empower them—that is the core working idea animating everything we do at Civic Hall.

This is an auspicious time to be building a new institution like Civic Hall. America’s unbridled love affair with Big Tech is over, and important questions are being raised about the relationship between technology, democracy, and the society as a whole. We wouldn’t be doing this work if we didn’t believe that people can bend technology to serve the greater public good. However, it’s also fair to say that in the past year the challenges our society faces have been thrown into high relief. Now more than ever we need to insist that the makers of technology embrace civic values and embed them into what they build. That means more transparency and accountability for the people, institutions and automated processes with power and authority over others; more agency for ordinary people to participate meaningfully in the decisions that affect their lives; more diversity, equity and inclusion of marginalized communities and identities in the tech industry; and more control for individuals over how their personal information and data are used.

In order to affect these important changes, we began a meaningful journey toward integrating a Diversity, Equity, and Inclusion (DEI) framework for internal operations and external programming at Civic Hall in 2018. We created a DEI Committee, joined Promise54’s DEI Accelerator Program, and created a DEI plan for 2019. At the same time, we devoted significant time and attention to redesigning and refining our programs, team, and strategic plan. Through these processes, we decided to center three key goals: to increase truly civic technology leadership; to ensure more effective service delivery by nonprofit and government agencies in NYC; and to increase power in communities.

It is our hope and intention that in the years to come Civic Hall will play a growing role in achieving these larger goals. At the same time, we recognize that many other organizations and people are doing vital work with similar ends, and we strive to weave our efforts with theirs. Here’s our contribution to that larger movement.

Andrew Rasiej
Founder and CEO

Micah Sifry
Co-Founder and President

Jessica Quinn
Chief Operating Officer
Mission & Approach

Civic Hall is the nation’s leading center for learning and collaboration focused on advancing civic tech and problem-solving for the public good. Our mission is to embed civic values wherever technology and society meet, and to help people discover new ways of embodying those values in their work and life.

Civic Hall serves as a dynamic and uniquely inclusive exchange for ideas, tools, learning, relationships and ventures—both old and new—that can bring about a more just society.

We provide both today’s and tomorrow’s civic activists with the means to reinvent civic engagement. Civic activists are the people, teams, organizations and networks—at any and every level within an organization, community, city or country—who are transforming how society responds to urgent social problems. We work to give these people the skills and tech they need to profoundly improve the institutions and systems that shape how society works, whether working inside, outside or even against them.

We work through three main channels: Our 8,000 square-foot Collaborative Community Center at 118 West 22nd St., where we nurture civic entrepreneurs and engage the broader civic tech community through highly curated events, workshops and weekly get-togethers; our Digital Learning Center which offers specialized courses in digital skills for hundreds of nonprofit and public sector professionals; and our Knowledge Hub, which produces Forums along with original research and analysis including our global Civic Tech Field Guide, Civicist newsite, books and reports.

We have three overlapping constituencies: 1) empathetic technologists and civic-minded entrepreneurs who need community, collaboration and professional development support in order to better solve a civic problem; 2) civic institutions that provide important services to the public with an emphasis on underserved communities, especially nonprofits, workforce development providers, and government agencies; and 3) leaders of the global field of civic tech, who look to Civic Hall for knowledge stewardship and ahead-of-the-curve guidance about the challenges and opportunities presented as tech continues to rapidly evolve.

What follows are reports on the varied threads of our work in the past year, and how we see those threads weaving together into a larger, more impactful, whole.
Since Civic Hall’s founding in 2015, our members have come to expect us to provide them with access and introductions to other members for collaboration, mentorship, and camaraderie; enriching and thought-provoking events at the intersection of technology, ethics, and civil society; and a comfortable, safe, and welcoming space to create and build in. Three years into our existence, we wanted to know how we measured against their expectations.

So, over the course of the summer and early fall 2018, our Membership team completed an in-depth listening process, engaging more than 120 members through surveys, focus groups, and one-on-one conversations, in order to inform a revamped membership program. Many members expressed appreciation for what we set out to do. This Member Feedback Initiative (MFI) provided important insights into Civic Hall’s strengths and areas for improvement, and has informed a short-, medium- and long-term roadmap for making improvements to space, events, and membership offerings.

As a result, we have instituted regular, semi-annual member-wide Townhalls to open lines of communication and transparency between members and the organization. Our first Townhall was held in October 2018. Thanks to the MFI insights, we decided to streamline our individual membership offerings to three simple options (Network, Part-Time, and Full-Time), and we implemented a sliding scale membership option in 2019 to address the needs of members with significant financial need.

Core areas of focus in 2019 will be improving the ability for members to find and connect with each other, improving diversity and inclusion in our space in part by revamping our organizational membership structure, and providing more support through improvements to our Ambassador program and a new mentoring program.
key part of Civic Hall is the daily flow of events put on by staff and members that bring to life all the variety of interests, challenges and opportunities that drive our community. In 2018, more than 200 events took place at Civic Hall with approximately 10,000 attendees. These included regular gatherings hosted by our staff along with many events and convenings put on by member organizations and partner groups.

Regular weekly programming at Civic Hall includes What’s Your Week and WeSparq meetings, which are both community-led accountability and support groups focused on collaboratively reaching professional goals. In addition, members regularly connect through quarterly Member Showcases, which feature project demos and presentations from community members; periodic CivicWomen meetups, which connect and spotlight self-identified women in civic tech; and biweekly Member Mixers, which provide a casual environment for tech innovators to connect.

Civic Hall is also a home base for local civic tech meetups put on by BetaNYC, Queer Tech MeetUp, and TechFest Club. Regular weekly programming at Civic Hall includes What’s Your Week and WeSparq meetings, which are both community-led accountability and support groups focused on collaboratively reaching professional goals. In addition, members regularly connect through quarterly Member Showcases, which feature project demos and presentations from community members; periodic CivicWomen meetups, which connect and spotlight self-identified women in civic tech; and biweekly Member Mixers, which provide a casual environment for tech innovators to connect. Civic Hall is also a home base for local civic tech meetups put on by BetaNYC, Queer Tech MeetUp, and TechFest Club.

More than one-third of the year’s programming included events that highlighted and included underrepresented and/or marginalized groups. Civic Hall regularly engaged these communities by curating and hosting member-curated workshops, panel discussions, film screenings and book talks, as well as providing venue sponsorship in situations where cost proved a barrier to access. Here are some of the highlights:

### Month-Long Observances

During the month of February, we celebrated Black History Month by hosting 10-plus events in partnership with Part of The Conversation, an event series that aimed to empower people of color by cultivating an environment where their voices are celebrated and amplified. Speakers included community organizers, authors, entrepreneurs, technologists, and artists from the Black community.

In March, we celebrated Women’s History Month with a full-day of diverse programming for International Women’s Day. Civic Hall partnered with speakers from Global Citizen, VoteRunLead, The Gay Agenda Show, Million Hoodies Movement for Justice, The League of Women Voters (LWV), Girls for Gender Equity, Radical Health, genEquality, New America, GOLD Comedy, and more to celebrate female empowerment and equality.

### Tech Hearing Tools 101

In April, we hosted Project Hearing’s first NYC workshop to allow our members to learn about tech tools, apps, and websites helping people with hearing disabilities lead more independent lives. The event was hosted by Mariella Paulino, a Dominican-American disability activist and techchie, committed to helping people with hearing disabilities move around and succeed in a hearing world.

### Investing for Racial Equity in Cities

On May 9th, we hosted Investing for Racial Equity in Cities with SOCAP 365. This event featured world-class speakers and opportunities to connect at the intersection of money and meaning. The event explored how funders are moving capital to address systemic economic oppression against communities of color in housing, infrastructure, jobs, transportation, and local economic systems.

### How to Build Diverse & Inclusive Cultures

In July, we began hosting the Pluto “Power Shift” series; a monthly panel discussion curated by Pluto, a Civic Hall member organization that developed a diversity and inclusion platform to equip companies with the tools they need to improve productivity, engagement, and culture. The series aimed to bring together the brightest minds in diversity and inclusion, while sharing techniques companies can implement to build diverse and inclusive work cultures.

### Mass Bail Out Volunteer Trainings

In September, we sponsored a “Mass Bail Out” volunteer training which was created to mobilize hundreds of volunteers with the goal of posting bail for 400 women and children who are currently incarcerated on Rikers Island. This event shined a light on how the criminal justice system disproportionately impacts low-income families, including a growing number of women, children, people of color, LGBTQIA, and differently-abled.

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“Like many other women, the 2016 election inspired me to change the course of my career. Through this tumultuous time in my life and in our country’s history, Civic Hall has become not only the office my team loves to work in, but also a source of profound friendships, as well as a critical pipeline for much of our new, social good-focused work.”

Kathryn Jones, Founder and Executive Director, The Collective Agency
In late 2017, we surveyed 80 leading nonprofit organizations in New York City, and every single one expressed a need for professional training around digital skills, with the greatest interest in data science and analytics, cybersecurity, digital fundraising, and data-driven advocacy and marketing. In response, we launched our Digital Learning Center (DLC), which offers professional development opportunities to two sectors that represent and serve all New Yorkers, and that need a boost in their digital literacy: nonprofits and government.

In 2018, we piloted 4 digital skills training classes: ethical data collection, human-centered design, data-driven marketing, and cybersecurity. Fifty-six participants attended these pilot courses, representing 38 nonprofits, government agencies, and social good organizations, including Upwardly Global, The Door, University Settlement, Educational Alliance, the NYC Department of Small Business Services, Laguardia Community College, The New York Public Library, Workforce Opportunity Services, and Center for NYC Neighborhoods.

Of those that participated in these classes, 54% of participants identified as women and 46% men. Ten percent of participants identified as African American/Black, another 10% as Asian Pacific Islander, 20% as Latinx, and 60% as White. Thirty-three percent of participants were between the age of 21 - 29, 31% between 30 - 39, 24% between 40 - 49, and 11% between 50 - 59.

And these classes are working, judging from feedback surveys we collected. At least 80% of participants in our Digital Learning Center trainings reported significant increases in their understanding of the topics covered and gained confidence implementing these skills in their day-to-day work. A number of participants also said they wanted to participate in longer retreats with their entire teams, which we have taken into consideration for our 2019 planning.

In 2019, Civic Hall will launch six new courses on topics including AI for Nonprofit, Social Media for Advocacy, and Civic Tech 101. We will also be creating and executing a tailored and intensive workshop series for 5 NYC-based nonprofit organizations on the subjects of Human Centered Design and Data-Driven Program Design. Finally, we will implement a comprehensive measurement and evaluation strategy for all trainings to ensure that the program leads to truly civic technology leadership; more effective service delivery by government and NGO in NYC; and increased power in communities.

At least 80% of participants in our Digital Learning Center trainings reported significant increases in their understanding.
Knowledge Hub

Civic Hall has long curated a deep repository of knowledge of the field of civic tech, centered first on our Civicist news site, which launched when we opened. Civicist is a platform through which our staff provides timely coverage of daily developments in the field, and analysis and contributions from outside experts, with a twice-a-week e-newsletter called First Post that helps readers stay on top of the latest civic tech news.

In 2016 we launched our Civic Tech Field Guide, an open-source, up-to-date repository of tools, sites, apps and processes used worldwide, helping thousands of people find relevant projects for their causes. The guide began as a Google spreadsheet, but in 2018 we re-launched it as full-blown site filled with detailed entries on more than 2,000 projects.

The guide catalogs not only the tech, but also the social side of our field: the conferences, funders, awards, design principles and playbooks. Thousands of civic tech practitioners from more than 100 countries have contributed to this living resource. We are curating it to help three main groups: new innovators entering the field who want to see where their ideas may fit in; experienced makers looking for insight into what works (or doesn’t work); and potential funders seeking to make better decisions about what projects to back.

In 2018, we built out a WordPress version of the guide with detailed data. We have developed several talks and articles based on the guide, looking at the challenges of measuring impact in civic tech; learning from failures and gaps in the existing field; and mapping overall trends in its development. In 2018, our team leading the Civic Tech Field Guide was invited to give talks on these topics at many of the leading civic-tech related conferences, including TICTeC (The Impacts of Civic Tech Conference) in Lisbon, RightsCon in Toronto, Personal Democracy Forum-CEE in Warsaw, Personal Democracy Forum in NYC, CivicTech Fest in Taipei and the Code for All Summit in Bucharest.

We are now in the process of developing a full-fledged “Civic Tech 101” curriculum, based in part on the Field Guide, which will be piloted as part of our Digital Learning Center’s offerings in 2019 (see page 23, Looking Ahead). We are also currently fleshing out a timeline study looking at overall trends in the domestic and global development of civic tech, as well as trends in who founds civic tech start-ups and to what degree different demographics are a factor in the longevity of such efforts.
CivicXcel

CivicXcel, an accelerator program sponsored by Comcast NBCUniversal, was designed to help the next generation of civic innovators by turning an idea in their head to a solution in someone’s hands. It was a rigorous, six-month, hands-on program designed to help teams, a mixture of for- and nonprofit organizations, create a viable, tested proof of concept. The curriculum focused on human-centered design principles and emphasized working with the communities each team served.

The CivicXcel 2017 - 2018 cohort had seven participating teams. Three of these teams were winners of the NYC BigApps 2017 challenge, and an additional four teams applied through an open call process. We also engaged 44 digital professionals and civic tech entrepreneurs as mentors, advisers, or module facilitators. Chosen teams focused on social issues, including accessible transportation, educational opportunities for youth of color, civic engagement, financial access for communities of color, and loneliness in older populations. Teams included KLAATCH, BlacPac, On Board, Dollar Van NYC, FAMin, PASSNYC, and Civily. Results included:

- 90% of participants in CivicXcel identified a significant increase in knowledge of how to develop tech solutions anchored in real user needs.
- 80% of team members planned to remain in contact with their advisers and incorporate them into a long-term advisory role for their venture.
- 80% of teams are utilizing the relationships and partnership made through CivicXcel to fundraise for their initial rounds of funding. For example, KLAATCH was accepted by AARP’s Uncharted program, which includes $10,000 in grant funding, over 6 months of guidance from mentors, an executive coach and a fundraising coach, and a partnership with AARP.

Most importantly, every single participant in the CivicXcel program told us afterwards that they identified more strongly than ever as members of the civic tech community.

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Delta.NYC

Through our pro bono tech program, Delta.NYC, which we launched in 2017, we pioneered a new approach to closing the digital divide within the nonprofit sector while bringing meaningful volunteer opportunities to digital professionals here in NYC. During 2017-2018, we ran two robust Delta.NYC program cycles and developed a body of research regarding the development of productive technology interventions within the public sector.

In 2018, our Delta.NYC program:

- Engaged 18 nonprofit organizations
- Recruited 160 tech volunteers
- Received 5,700 plus hours of service
- Delivered $875,000 worth of pro bono services

Some highlights of the work volunteers completed include a proof-of-concept of a new data capture and analysis tool for the Educational Alliance, a 360-degree digital audit for the Nonprofit Coordinating Committee, data visualization web app for the Vera Institute of Justice and an impact metric dashboard for Help USA.

According to participant follow-up surveys, of the nonprofits that participated:

- 94% felt prepared to take the deliverables and implement them or take them through the next phase of work
- 83% reported that the final deliverables given to their organization either met or exceeded their expectations

Of the digital professionals who participated:

- 86% felt they were able to make a meaningful contribution to the project
- 76% reported that the experience they gained from their project will be useful in their future work

Delta.NYC was a rousing success. All the participating nonprofits told us that they wanted to keep working with tech volunteers, and 87% of the volunteers mirrored that sentiment.
Starting in 2017 and continuing in 2018, we created two parallel programs to help nurture civic-minded tech entrepreneurs and change-minded community organizers: the Entrepreneurs-in-Residence (EIR) and Organizers-in-Residence (OIR) programs. Helping such people get their footing and providing them with the coaching, connections and camaraderie that is endemic to Civic Hall’s community are key ways we grow the civic tech field and affect more lives for the better. The results of the program have been tremendous.

In 2018, our EIR program took on 34 individuals from 21 early-stage enterprises.

In 2018, our OIR program embraced a group of 20 individual organizers.

Each resident was given free to low-cost memberships to Civic Hall along with coaching from senior staff and other members, and the OIR program also included a bi-weekly workshop with guest talks and trainings with veteran organizers. Those guest speakers and trainers included industry leaders like Rashad Robinson of Color of Change and Marianne Manilov of the Movement Strategy Center.

These residencies have led to big leaps forward for individual participants. For example, Martin Fogelman and his team at Pluto, which has developed a secure platform providing companies with the actionable metrics and tools they need to build a diverse, inclusive and equitable workforce, has gained traction in the market and expects to do a round of funding in the near future; Ivelyse Andino of Radial Health, which uses tech and innovative community-weaving practices to engage residents of the Bronx in community-led public health, was awarded a Roddenberry Fellowship; Josh Nussbaum, a campaign tech expert, successfully launched The Movement Cooperative enabling dozens of grassroots organizations to collectively share data; and Rapi Castillo, the co-founder of NYC’s Progressive HackNight, built a vibrant local network of more than 200 progressive coders who meet biweekly to work on projects together.

“There is no doubt in my mind that The Movement Cooperative would not be where it is today were it not for Civic Hall’s Organizer-in-Residence program. It led to groups that joined our cooperative; mentors who helped shepherd me through an incredibly complicated landscape and lent their expertise at crucial moments; funding connections; collaborators as well as people who joined TMC as founding staff.”

Josh Nussbaum
Founder, The Movement Cooperative

In 2017, as part of the Manhattan District Attorney’s Office’s Criminal Justice Investment Initiative, Civic Hall partnered with the Manhattan DA and the City University of New York Institute for State and Local Governance (ISLG) to launch a health, human, and social service data exchange pilot project called ReferNYC. The project aimed to enhance the availability and accuracy of information about the many kinds of health, human, and social services available for New Yorkers in need.

The ReferNYC data exchange was built using the Human Services Data Specification pioneered by Greg Bloom and the Open Referral Initiative, which enables health, human, and social service information databases at different agencies to “talk” to each other, allowing agencies to share their knowledge of available services more easily.

To guide the project, Civic Hall formed a cohort of participating organizations that manage health, human, and social service directory information in New York City. A steering committee of various city agencies oversaw this collaboration.

The ReferNYC pilot produced:

- An assessment of the ecosystem of NYC health, human, and social service directory information.
- A cohort of organizations that agreed to share their directory information through the data exchange.
- A data warehouse with directory information aggregated and transformed into a common standard.
- Tools to support the standardization and validation of directory information.
- Open source documentation of all of the above.

Our shared hope is that ReferNYC’s data exchange will help bring clarity and accuracy to the complex web of health, human, and social service directory information and help pave the way toward creating a holistic, visible, and data-rich network of social service providers in New York City.
Civic Hall @ Union Square

Slated to open in 2021, Civic Hall @ Union Square will occupy more than 80,000 square feet across six floors. It will include an approximately 40,000 square-feet collaborative community space, with a state-of-the-art 400-seat conference and events center.

The other approximately 40,000 square-feet will be dedicated to Civic Hall’s Digital Learning Center, where many of New York City’s best-in-class digital workforce development organizations will provide training and job placement services. As part of the Digital Learning Center (see page 8), Civic Hall will offer its own digital and data literacy courses to nonprofit and government agency professionals. The Digital Learning Center will serve thousands of New Yorkers a year, providing them with skills and access to employers and jobs. Tens of thousands more will also attend events and participate in workshops connecting them to New York’s growing tech ecosystem.

As a part of the Uniform Land Use Review Procedure (ULURP) required by New York City, Civic Hall kicked off a multi-year community dialogue and engagement process, meeting with 70 organizations across the local community and the five boroughs—including 63 workforce and community organizations, and 7 government agencies. This engagement has allowed us to better understand the challenges of individual organizations, as well as the broader local workforce ecosystem, helping us identify key areas of focus for Union Square.

In addition to these meetings, starting in the Spring of 2018, Civic Hall engaged local employers, including Microsoft, E&Y, Google, Cognizant, and the City of New York, to better understand employers’ short- and long-term hiring needs. These conversations are helping us better understand the linkages between training and hiring, along with the specific needs of employers, and will inform further development of our workforce training programs in 2019 and beyond. This work is supported by Cognizant US Foundation and Microsoft.

- Six floors
- 80,000 ft² total
- 40,000 square ft² of collaboration & community space
- 400-seat state-of-the-art conference & events center
## Statement of Financial Position

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<thead>
<tr>
<th>ASSETS</th>
<th>2018</th>
<th>2017</th>
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<tr>
<td>Cash</td>
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<td>Unconditional promises to give</td>
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<td><strong>Total assets</strong></td>
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<th>LIABILITIES</th>
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<tr>
<th>NET ASSETS</th>
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<td>Without donor restrictions</td>
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<td>With donor restrictions</td>
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<td><strong>Total liabilities and net assets</strong></td>
<td>$2,214,274</td>
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## Statement of Activities

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<th>REVENUE AND SUPPORT</th>
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<td>Grants and contributions from individuals, foundations, and corporations</td>
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<td>Government grants</td>
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<td>Membership fees</td>
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<td>In-kind donations</td>
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<td>Other revenue</td>
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<td><strong>Total revenue and support</strong></td>
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<th>EXPENSES</th>
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<tr>
<td>Program services</td>
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<td>Management and general</td>
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<td>Development</td>
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<td><strong>Total expenses</strong></td>
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| Change in net assets          | $26,105 | $238,237|
| Net assets—beginning of year  | $697,293 | $459,056|
| Net assets (deficit)—end of year | $732,398 | $697,293|
If 2018 was about pilot programming and organizational design, 2019 is about program and organizational refinement and expansion in the lead-up to our move to Civic Hall @ Union Square. Here are some of the highlights of the great work we have planned for the year.

Continuing to plan for Civic Hall @ Union Square and staying true to our belief that it is always better to “build with, not for,” we have hired the nonprofit MASS Design Group, a national leader in community-centered design, to create and execute a user experience design process for our soon-to-be new home at Union Square.

Digital Learning Center: Where We’re Going

In addition to offering second iterations of the pilots that were offered in 2018, we will pilot new courses for 2019 to serve local nonprofit and government agency employees. These will include:

- Civic Tech 101: Civic Tech History & Ecosystem
- Civic Tech 102: Design Principles of Civic Tech
- Artificial Intelligence (AI) 101 for Nonprofits and Government
- Digital Fundraising 101 for Nonprofits
- Data Visualization for Advocacy
- Ethical Data Collection 102
- Social Media for Advocacy

We are also launching a pilot Technology Training Program in partnership with nonprofit training provider, Per Scholas, and Cognizant US Foundation, with the goal of providing 150 underrepresented individuals with multi-week training in new technologies and then placing them in high-wage jobs in the tech sector.

Finally, a Digital Learning Center research project will kick off in mid 2019 in partnership with HR&A Advisors and funded by Cognizant US Foundation, with the goal of collecting data on and map the NYC workforce ecosystem, research how the ecosystem measures its impact and maps career pathways for job seekers in the digital economy.

Feasibility Study for a Center on Emerging Technologies in the Public Interest

With the support of the McGovern Foundation, we are embarking on a year-long study of the current organizational landscape to understand how and where public interest organizations can have access to and help develop emerging technologies like AI, blockchain, cybersecurity, VR, etc. Our goal is to determine if the time can be narrowed between when new technologies are created and when public interest organizations use them.

Forums @ Civic Hall

In 2019, we launched Forums @ Civic Hall, a new event and content series dedicated to building communities of practice around critical challenges facing tech and civil society. Topics we’ve covering include lessons of the Amazon HQ2 debacle, civic engagement beyond voting, tech and narrative change organizing, and the overall state of the Internet.

Diversity, Equity and Inclusion (DEI)

After the creation of the Diversity, Equity, and Inclusion (DEI) Committee by staff in the fall of 2018, Civic Hall is proud of how far we have already come in operationalizing these important values. With support from Luminate Group, we have been able to:

- Hire a DEI Fellow who not only focuses on building out important internal HR processes, but also stewards the many initiatives related to DEI;
- Participate in Promise54’s DEI Accelerator Program to design and execute an organizational DEI plan;
- Create and implement a “level-setting” training to ensure that all staff deeply understand important terminology, concepts, and practices in order to more cohesively and proactively address issues of exclusion and inequity.

Looking Ahead in 2019

“The discussion Civic Hall organized around the Amazon HQ2 was the most thoughtful and informative of the many such events known to me.”

John Mollenkopf, Professor at CUNY Graduate Center
At Civic Hall, we know all too well that nothing great is accomplished alone. We have been able to do the amazing work detailed in this report because of our community of funders, friends, partners, staff, and members. We want to offer a special thanks to the following:

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**Event Partners Include**

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- Craig Newmark Philanthropies
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- Ford Foundation
- Knight Foundation
- Microsoft
- Omidyar Network

**Supporting Organizations Include**

- CUNY
- District 1 Family Resource Center
- Educational Alliance
- General Assembly
- HELP USA
- Loisaida Center
- Lower East Side Employment Network
- Lower East Side Girls Club
- MOUSE
- New York City Employment and Training Coalition
- Per Scholas
- PS 88, Island School
- Smith Houses
- Union Square Partnership
- Vladek Houses
- Workforce Professionals Training Institute
- And many more!

Our work is possible because of all of our members who believe in our mission, our potential, and each other. We want to offer tremendous gratitude to them, some of whom offer expert workshops in specific areas of interest, some leading conversations and dialogue to shift ways of thinking, and all of whom contribute dedication, talent, and warmth to our space in their unique ways. Thank you for reading this annual report and we look forward to building with you in 2019 and beyond.