

We Build What's Missing.

Unity Foundation was founded in spring 2020 by Dr. Ebrahim Moshiri, in response to the systemic inequities exposed by the COVID-19 pandemic and the murder of George Floyd. Since 2024 its mission has sharpened into a specific, replicable focus on PK-12 open-technology education in the St. Louis region.



THE IMBALANCE

\$8.8 trillion

in value is what corporations derive from open-source software — while 96% of open-source code is generated by just 5% of programmers. Unity Foundation exists to shift that imbalance, through investment in the open-source ecosystem, educational equity, and support for underrepresented communities.

PURPOSE AND APPROACH

Unity Foundation's charitable purpose is described in two seasons. Season 1, Building It — securing funding to build and assemble the critical technology systems and infrastructure the work depends on. Season 2, Empowering Others to Build It — enabling equal access and lowering barriers to market entry for underserved and underprivileged communities.

The work is anchored by a small number of **deep, multi-year district and community partnerships** rather than rapid, broad expansion — Hazelwood School District, the St. Louis County Library, Maryville University and Saint Louis University — with St. Louis serving as an initial hub for a model designed from the outset to be adaptable and replicable across diverse regions.

THE THREE GAPS UNITY FOUNDATION CLOSES

Accelerating complexity, institutional inertia, and the talent gap. Problems evolve faster than traditional systems can adapt, requiring adaptive problem-solvers rather than narrow specialists. Bureaucracy and silos slow the adoption of solutions that already exist. And emerging talent lacks clear pathways into meaningful work, because traditional education rarely provides authentic professional experience.

ACCOMPLISHMENTS IN DETAIL

01

Teen Creative Lab

A 5,400 sq ft public makerspace at the St. Louis County Library's Clark Family Branch — recording studio, green screen, 3D printers, design studio and 15 workstations. 24 youth ages 12–17 completed the Summer 2025 camp.

02

Smart Greenhouse Program

A credential-bearing pathway with Hazelwood School District. The 2026–27 cohort meets Fridays across 26 sessions in Python, CodeHS and micro:bit, on a classroom grow station — with a 12-competency ledger behind the credential.

03

Four university partnerships

Saint Louis University's Open Source Lab, SIUE, curriculum modernization at UMSL, and Harris-Stowe State University — now a primary focus, with the founder on an advisory board serving under-resourced students.

04

Open-source civic technology

Libre311, an Apache-licensed citizen issue-reporting platform; the DDS Permissions Manager for secure data-sharing; and the Digital Provider Directory connecting community services.

05

Teacher training at scale

Roughly 20 St. Louis-area PK-12 teachers in each of two Summer 2025 sessions with Maryville University, on integrating open-source tools into the classroom.

06

RIVET workforce pathways

Interns, young professionals and career-changers placed against real institutional capability gaps, alongside Student Ambassadors who advise CS peers and mentor incoming interns.

5,400

sq ft community makerspace sponsored and advised

24

youth completed the Summer 2025 makerspace camp

40

PK-12 teachers trained across two 2025 sessions

4

active regional university partnerships

3

open-source civic platforms built and stewarded

THE SEED METHODOLOGY — SPROUT GROWS THE TALENT, RIVET FASTENS IT TO THE MISSION



Roots — shared infrastructure
The framework beneath everything: leveraging existing open-source solutions to build compounding, reusable tools.



Trunk — the talent pipeline
Student Pathways in Robotics, Open-source and Urban Technology. The applied curricular layer: a cradle-to-career pipeline from K-12 foundations



Branches and canopy
Readiness through Innovation, Vocation, Engineering and Technology. Interns, young professionals and career-changers fastened to real institutional capability gaps — converting contributors into national capability.

WHAT THE ECOSYSTEM COMMITS TO

A collaborative ecosystem of organizations, similar in spirit to the Apache Way — but focused on the good of community-based organizations. Technology support delivered directly to community organizations and advocacy groups. Low-code tools so CBO staff, not only professional engineers, can build the resource directories, coordination tools and case management they need. Hosting on a paid tier for organizations that can invest and a free tier so no CBO is priced out — and a workforce able to sustain it all long after deployment.

PROGRAMS AND PARTNERS TODAY

PROGRAM	PARTNER	DESCRIPTION AND STATUS
Teen Creative Lab	St. Louis County Library — Clark Family Branch	A 5,400-sq-ft public makerspace: recording studio, green screen, 3D printers, design studio, gaming room and 15 workstations. Unity Foundation sponsors the space and provides open-tools programming.
Smart Greenhouse Program	Hazelwood School District — Central High School	A credential-bearing computer science and sustainable agriculture pathway. The 2026–27 cohort meets Fridays across 26 sessions, working in Python on CodeHS and micro:bit V2 at a classroom grow station, across two parallel challenge lanes — Micro Farm and Greenhouse Intelligence. A 12-competency ledger leads to a Year 1 certificate plus two endorsements.
Center for Access and Achievement	Maryville University	Training PK-12 teachers on open-source tools and culture for classroom integration; ongoing.
Student Ambassadors	Saint Louis University	Advising CS students through Open Source with SLU and mentoring interns — three academic years running.
Open Learning Labs	Unity Foundation (in-house)	Operating from the Unity Foundation office, with expected expansion to North and South St. Louis County and the broader Midwest.

THE FOUR-PHASE GROWTH ROADMAP

PHASE	FOCUS	TIMEFRAME	KEY METRICS
Phase 1: Establish Foundation	Launch Smart Ag pilot with Hazelwood School District, build internship pipeline, adopt governance policies.	2025–2027	85%+ pilot completion rate; board-adopted governance framework; ongoing financial reviews.
Phase 2: Build Pipeline	Advance curriculum to Phase 2, expand to second district, formalize annual internship program, cultivate regional partners.	2027–2028	75%+ student advancement; 2nd active district; 25 interns placed; 4+ regional partners; Charity Navigator 3-star rating.
Phase 3: Consolidate & Credential	Graduate inaugural certificate cohort through capstone projects, expand reach to a third school district.	2028–2030	Inaugural cohort capstone completion; 150 total students actively enrolled across partner districts.
Phase 4: Scale & Sustain	Establish self-sustaining network, publish open replication framework, scale internship program with alumni mentorship.	2030–2032	Self-sustaining network operational; published regional curriculum guide; 50+ active interns supported by alumni mentors.

THE UNITY MISSION

Unity Foundation builds scalable talent pipelines and open technology ecosystems to solve complex challenges across industries, serving as an integrated framework for talent, technology, and long-term capability.

THE UNITY VISION

Building the next generation of problem solvers across every industry by connecting emerging talent with real-world problems — and giving them the tools to meet them.

From St. Louis to the world.

Season 1 was Building It — assembling the technology systems and infrastructure. Season 2 is Empowering Others to Build It: enabling equal access and lowering barriers for underserved communities.

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