GIRLS WHO CODE
ANNUAL REPORT
2020: BRAVERY IN A CRISIS
ANNUAL LETTER
FROM FOUNDER
RESHMA

THIS YEAR WAS AS DIFFICULT AS THEY COME — A PANDEMIC, AN OVERDUE RECKONING AROUND RACIAL INJUSTICE, A TRANSITION TO REMOTE WORK AND LEARNING.

But through it all, I saw nothing but resilience, bravery, and leadership from our team, our partners, our girls, our community.

The staff at Girls Who Code spent the year working to design and deploy new virtual initiatives for our community. Our amazing partners stepped up to support Girls Who Code when we needed it most. And our girls showed a kind of leadership that we should all admire and aspire to.

I’ve never been more proud to be the leader of this incredible organization. And I believe, in my heart of hearts, that leaders must know when to step aside and make room for new vision and leadership. That’s why this year, I announced that I’ll be passing the baton to my amazing friend and Girls Who Code Chief Operating Officer Dr. Tarika Barrett to replace me as the Chief Executive Officer of Girls Who Code. I will remain on as the new Chair of the Board of Directors, and the organization’s biggest cheerleader.

This is a new chapter for Girls Who Code. In our first decade, we reached 450,000 girls—half of them Black, Latinx, or low-income. Our cohort of college-aged alumni grew to 90,000 young women. And our culture-change work is shifting hearts and minds.

Now, heading into our second decade with Dr. Barrett at the helm, all data points to the organization closing the gender gap in new entry-level tech jobs by 2030. I can think of no better moment for a transition in leadership, and no better person to step into the role. Tarika has lived the experience of so many of our girls and spent her career fighting for equity. Our girls will see her in this new role, and know anything is possible.

I hope you can join me in congratulating Dr. Barrett, and in cheering for Girls Who Code in the years to come.

With love,

Reshma Saujani
BY THE NUMBERS

2030

is the year in which we are on track to close the gender gap in new entry-level tech jobs.

13 BILLION

billion engagements globally

450,000

girls and young women served to date

50%

of girls served come from historically underrepresented groups in tech

In 2021, there are nearly

90,000

Girls Who Code alumni who are college-aged or post-college aged.

There are now almost

3X

more Girls Who Code college-aged or post-college aged alumni than the number of women graduating with CS and related degrees in the US in 2019.
Girls Who Code has served 450,000 girls to date. We know that our Clubs, virtual Summer Immersion Program, and Code From Home activities are constantly expanding the pipeline of girls in computer science, and that our programming for college and workforce-aged young women is helping to retain girls in tech. We are getting closer to parity everyday.

Our programs continue to grow and serve girls all along the pipeline.

<table>
<thead>
<tr>
<th>Programs</th>
<th>Clubs Students</th>
<th>Summer Programming</th>
<th>College-Aged Programming</th>
<th>Educational content</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>375,500</td>
<td>12,500</td>
<td>12,000</td>
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OUR PIVOT TO VIRTUAL PROGRAMMING

The global pandemic has exposed and exacerbated the inequities in our education system and workforce, making it even more critical for Girls Who Code to step into the gap and serve girls in the highest-need communities. Yet there has been a silver lining. While challenging, the shift to remote learning has allowed Girls Who Code to serve more students, eliminating barriers like geography and pushing our organization to deploy new virtual initiatives to address the needs of our community. We remain committed to supporting girls in the highest-need communities, closing the gender gap in tech, and coming out of this pandemic even stronger.

VIRTUAL SIP

Served 5,000 girls around the world—the largest number we’ve ever served in the summer and 3X the number of girls served in-person the year prior. More than half our students are Black, Latinx, or low-income. Research indicates our virtual program is as effective at sparking interest in Computer Science as our in-person summer program.

VIRTUAL CLUBS

Adapted our Clubs program to offer an all-virtual option for Fall 2020 and rolled out new resources for Facilitators to lead their Clubs remotely.

CODE AT HOME

Released dozens of free, downloadable coding activities. Millions of people engaged with Code at Home in 2020.

GIRLS WHO CODE TALKS

Launched to address the educational and professional needs of young women in response to the COVID-19 pandemic, GWC Talks reached more than 5,000 young women in 2020.
IN THE LAST YEAR, THE NUMBER OF GIRLS WHO CODE COLLEGE-AGED ALUMNI GREW TO 90,000. That number is 3 times the number of women who graduated with computer science and related degrees in the US in 2019. We continue to develop programming to help young women persist and succeed in the tech workforce, including: Girls Who Code Talks, Girls Who Code Virtual Hiring Summit, and more.

OUR ALUMNI ARE DOING INCREDIBLE WORK

KARINA POPOVICH
This Teen Sparked a Global 3D Printing Movement to Protect Healthcare Workers

KAYESU MACHAYO
What I fear about remote learning

LOREEN TUMEH
Oak Lawn grad lauded for computer coding skills: 'I'm interested in knowing the language of the future'

VIVIAN PHUNG
Huge update: I accepted my @Facebook SWE offer in New York City! Moving to NYC has been my dream, and I'm so excited to finally pursue it!
Girls Who Code has always been a leader in the fight for women's equality. We're not just teaching girls to code, we are changing culture—culture that says women and girls aren't as smart or valuable or as worthy as men, and that they don't have a place in tech. Our campaigns and brand partnerships help shift hearts and minds, showing that girls belong in tech.

**GIRLS WHO CODE GOES TO THE SUPER BOWL**

We partnered with Olay on a Super Bowl ad featuring actors Busy Phillips and Taraji P. Henson, comedian Lilly Singh, journalist Katie Couric, and retired astronaut Nicole Stott. The ad was a part of Olay's incredible #MakeSpace-ForWomen campaign.

**STAR-STUDDDED SUMMER SPEAKER SERIES**

We knew we had to do something special this year for the girls in our first-ever virtual Summer Immersion Program, so we lined up a star-studded speaker series to lend them words of inspiration. Speakers included First Lady Dr. Jill Biden, Co-CEO and President of Ariel Investments Mellody Hobson, journalist Soledad O’Brien, actress & activist Yara Shahidi, former Secretary of State Hillary Rodham Clinton, former CEO of Pepsico Indra Nooyi, CEO of Twitter and Square Jack Dorsey, Co-Chair and Founder of the Gates Foundation Melinda Gates, NASA astronaut Christina Koch, Netflix CMO Bozoma Saint John, Zoom CEO Eric Yuan, body positivity advocate Jessamyn Stanley, former U.S. Education Secretary John King Jr., and Co-founder and CEO of Co-Star Banu Guler.

**GIRLS WHO CODE AMERICAN GIRL**

You cannot be what you cannot see! It was an honor to partner with American Girl on their first-ever gamer girl doll: Courtney. As a part of the partnership, American Girl granted four $5,000 scholarships to Girls Who Code students to help further their education in computer science.
#SISTERHOODSTORY

We teamed up with Apple this year for Day of the Girl, offering a multidisciplinary week of virtual programming celebrating the power of storytelling and sisterhood. Our creative sessions featured incredible women artists and creators including Becky G, Madame Gandhi, Ashly Burch, Reyna Noriega and more.

MARSHALL PLAN FOR MOMS

In January 2020, Girls Who Code took out a full-page ad in The New York Times calling on the Biden Administration to implement a Marshall Plan for Moms—a 360 plan to pay mothers for their unpaid, unseen labor and to pass policies addressing parental leave, affordable childcare, and pay equity. 50 prominent women signed the ad, led by our CEO and founder Reshma Saujani, including Amy Schumer, Alexis McGill Johnson, Julianne Moore, Tarana Burke, Whitney Wolfe Herd, Charlize Theron, Eva Longoria, Gabrielle Union, and Ana Ortiz.

BREAKING THE INTERNET FOR COMPUTER SCIENCE EDUCATION WEEK

In a move designed to celebrate the unseen contributions of female coders, Girls Who Code launched “Missing Code,” a digital campaign that illustrated how broken the internet would be if not for the work done by women. The campaign was made possible by the generous support of Lyda Hill Philanthropies® IF/THEN® Initiative.
As the pace of digital transformation accelerates, it’s critical that we close the gender gap in tech – by both building the talent pipeline and creating inclusive workplaces. While not everyone’s journey will be the same, everyone’s opportunities should be equal. Synchrony’s partnership with Girls Who Code is critical to help build opportunities for mentorship, leadership and skills training for the next generation of women leaders.

CAROL JUEL
EVP and CIO of Synchrony and a member of the Board of Directors at Girls Who Code
OUR PARTNERS

$150K - $249,999
BlackRock
Fiserv
Ford Motor Company
General Dynamics Information Technology
General Motors
George Lucas Family Foundation
Humble Bundle
Lyft
Moody’s Corporation
Patrick J. McGovern Foundation
S&P Global and the S&P Global Foundation
The Depository Trust and Clearing Corporation (DTCC)
ViacomCBS
Wells Fargo

$75K - $149,999
Amazon
athenahealth
Cadence Design Systems
CNA
Credit Suisse Services (USA) LLC
Delta Air Lines
Dolby Laboratories
Electronic Arts
Goldman Sachs
Intuit
Johnson & Johnson
Kate Spade New York Foundation
Lisa Su
Match Group
MetLife and MetLife Foundation
Microsoft
New York Life Insurance Company
Pfizer Inc.
Pinkerton Foundation
Riot Games
Software.org: the BSA Foundation
State Farm(R)
Tango Card, Inc.
The Travelers Companies, Inc.
The Walt Disney Company
Toyota USA Foundation
Yardi
Zotec Partners

$25K - $74,999
American Express
American Girl
Anonymous
Anonymous
Ansys
BAE Systems
Bare Minerals
Ben and Divya Silbermann
Capital One
Chicago Trading Co.
Decoded Advertising
Elizabeth and Brian O’Kelley Charitable Fund
F5 Networks
Harvest
Huawei Technologies USA Inc.
J3 Events Inc
Lip-Bu Tan and Ysa Loo
McEvoy Spero Family Charitable Fund
Nike
RocketGenius
SAP
The D. E. Shaw Group
Verizon Media
Weikart Family Foundation
WeWork
At Raytheon Technologies, we believe the future of our industries will be written in code and fueled by the power of technology. Together, with our partners at Girls Who Code, we are continuing our important work to inspire and provide opportunities to the next generation of digital technology leaders. We all have an important role to play in driving positive change and fostering a world where equity and opportunity prevail – and as a result, positively impacting the future of young girls and women around the world.

VINCE CAMPISI
SVP, Enterprise Services & Chief Digital Officer at Raytheon Technologies
OUR PARTNERS

$5K - $9,999

ACM Sigmod
Adeena Moylan
Anne Marie Phillips
Aspect Capital
Association for Unmanned Vehicle Systems International
BairesDev
Brides for a Cause
CarGurus
Catey DeBalco
Charles and Angela Sunderland Fund - Greater Kansas City Community Foundation
CSRA
Custom House Financial (UK)
Female Founders Fund
First Tech Credit Union
Four-Four Foundation
Gisell Navarro
GoodRx
Herman Singh
Hudson River Trading LLC
IDC Research, Inc
IPG Photonics
Jam3
Jeffrey Gordon
John Shewchuk
Jonathan David Perlow
Juan Benet
Justin Chalfant
Kara Sprague
Kolide, Inc.
LinkedIn
Lore Family Fund
Major League Baseball Player’s Association
Marissa Shorenstein
Michael Levy
Nancy Pine
Navis LLC
Netflix
Northwestern Mutual
Pentair
Phil Shawe
Portland Access User Group
Robert Andrews
SafeBreach Inc
SAS
SearchSpring
SecurityScorecard
Sheila Stanek
Shein
The FalCarty Foundation
Third Door Media, Inc.
TrustRadius
Zachary Johnson

Prudential’s partnership with Girls Who Code demonstrates our commitment to closing the gender gap in the technology field. We generate excitement by providing young women with resources to explore technology at an early age, then continue our advocacy by focusing on career opportunities for women who want to pursue their passion in technology.

BOB BASTIAN
Vice President and CIO, Global Technology and Enabling Solutions at Prudential Financial
IN THE FIVE YEARS SINCE I’VE JOINED GIRLS WHO CODE — FIRST AS VP OF PROGRAMS, AND THEN AS CHIEF OPERATING OFFICER — I’VE WATCHED OUR TEAM DO THE MOST INCREDIBLE WORK.

Thanks to Reshma, we are in sight of our goal, in sight of closing the gender gap in tech by 2030.

But the road ahead is long. The COVID-19 pandemic has set countless girls back academically and professionally. And we’re still up against a culture that says girls do not belong in tech; up against an industry that needs to be held accountable for hiring, retaining, and promoting women and people of color.

As CEO, I plan to harness every ounce of my personal and professional experience, and bring it to bear on behalf of our girls. Because passionate, ambitious, and diverse young women are the key to transforming our economy and our society. If they can rise to the top, we will all live in a better, more equitable world.

Thank you for your support,

Dr. Tarika Barrett

We expanded our signature Clubs in the U.S. and abroad, serving 450,000 girls. We designed and deployed programs dedicated to supporting our ever-growing cohort of college-aged alumni—a group now 90,000 strong. In 2019, we were named the #1 Most Innovative Non-Profit by Fast Company.

And when the COVID-19 pandemic hit, we pivoted quickly—dramatically expanding our reach through virtual programming that was effective, equitable, and accessible. We served the girls who needed us most, the girls most impacted by the pandemic.

For all this, I want to thank Reshma. Without her visionary leadership, our world, our organization, the lives of our girls would all look very different. Her legacy will inspire us all for years to come.
## STATEMENT OF FINANCIAL POSITION

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<thead>
<tr>
<th>ASSETS</th>
<th>2020</th>
<th>2019</th>
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<tbody>
<tr>
<td>Cash</td>
<td>9,029,000</td>
<td>4,598,000</td>
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<tr>
<td>Receivable</td>
<td>10,012,000</td>
<td>10,489,000</td>
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<tr>
<td>Investments</td>
<td>20,922,000</td>
<td>15,596,000</td>
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<tr>
<td>Other</td>
<td>2,529,000</td>
<td>1,625,000</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>42,492,000</strong></td>
<td><strong>32,308,000</strong></td>
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<th>LIABILITIES</th>
<th>2020</th>
<th>2019</th>
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<tr>
<td>Total Liabilities</td>
<td>1,133,000</td>
<td>945,000</td>
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<table>
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<tr>
<th>NET ASSETS</th>
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<th>2019</th>
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<tr>
<td>Unrestricted</td>
<td>26,266,000</td>
<td>16,483,000</td>
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<tr>
<td>Restricted</td>
<td>15,093,000</td>
<td>14,880,000</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>41,359,000</strong></td>
<td><strong>31,363,000</strong></td>
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</tbody>
</table>

| TOTAL LIABILITIES AND NET ASSETS | 42,492,000 | 32,308,000 |

## STATEMENT OF ACTIVITIES

<table>
<thead>
<tr>
<th>REVENUE AND SUPPORT</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>21,160,000</td>
<td>20,864,000</td>
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<tr>
<td>In-kind donations</td>
<td>765,000</td>
<td>1,416,000</td>
</tr>
<tr>
<td>Other income</td>
<td>401,000</td>
<td>956,000</td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td><strong>22,326,000</strong></td>
<td><strong>23,236,000</strong></td>
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<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2020</th>
<th>2019</th>
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<tbody>
<tr>
<td>Program services</td>
<td>10,593,000</td>
<td>17,245,000</td>
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<tr>
<td>Management and general</td>
<td>1,931,000</td>
<td>2,305,000</td>
</tr>
<tr>
<td>Fundraising</td>
<td>1,460,000</td>
<td>1,340,000</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>13,984,000</strong></td>
<td><strong>20,890,000</strong></td>
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</tbody>
</table>

| Gain on forgiveness of PPP loan | 1,654,000 | 0 |
| Change in Net Assets        | 9,996,000    | 2,346,000 |
| Net Assets - Beginning of year | 31,363,000 | 29,017,000 |
| Net Assets - End of year    | 41,359,000   | 31,363,000 |