



THE NEXT GENERATION

ANNUAL LETTER FROM CEO TARIKA BARRETT

Since our founding in 2012, Girls Who Code has built the largest pipeline of women and nonbinary computer scientists in the world and, as of 2022, we have officially served 580,000 students to date, including 185,000 college-aged alumni.

We remain on track to close the gender gap in entry-level tech jobs by the year 2030. And now, as we embark on the next decade of work, we've also set a new goal to reach 1 million students. We continue to set ambitious and bold benchmarks for our organization, because we spent the first decade of our work meeting every goal, and seeing every challenge as an opportunity.

Most importantly, as our students evolved, we evolved with them. When they told us what they needed to succeed, we listened. In 2022, we had more virtual and hybrid programmatic offerings than ever before, and ensured that our students wouldn't have to make the tough choice between our programs or part-time work, caregiving responsibilities, and other afterschool activities. As our older students started to prepare for increasingly competitive jobs and internships, we launched Technical Interview Prep, and lifted the veil on one of the most difficult aspects of the interview process. Knowing that succeeding in your early career requires more than computing skills, we also launched Leadership Academy, and ensured our college-aged students would have access to mentorship and project management skills.

With these programs, Girls Who Code became our students' "insider access" for an industry that's notoriously hard to break into. Since more than 50% of our students



come from historically underrepresented groups, we worked to level the playing field and remove barriers to securing the job of their dreams. Among alumni who we can track in the workforce, more than half are working in tech-related jobs. Nationally, only 26% of computing jobs are held by women.

Nothing we've accomplished this year – or in this last decade – would have been possible without our students. In the face of economic hardship, political strife, and an increasingly complicated world, they continue to push forward and focus on their futures. They inspire us to innovate new ways to teach them computer science skills. They challenge us to address barriers that continue to keep them out of the tech world. They ground us in our core values of sisterhood and community. They're the reason I couldn't be prouder to lead Girls Who Code, and why I'm so excited for the next ten years of our work together.

With love,

Tarika Barrett

BY THE NUMBERS

GIRLS WHO CODE IS ON TRACK TO ACHIEVE GENDER PARITY IN NEW, ENTRY-LEVEL COMPUTER SCIENCE JOBS BY 2030.

We sparked culture change through marketing campaigns and advocacy efforts, generating

14.6 BILLION

engagements globally via books, campaigns, and social media.

Our programs are building the pipeline of future technologists, having served

580,000

girls, women, and nonbinary individuals globally.

OVER 50%

of the students we have served are from historically underrepresented groups in tech including Black, Latinx, and low-income.

In 2023, there are

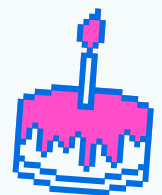
185,000

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

Girls Who Code alumni are earning computer science and related degrees at

7x

the national average.

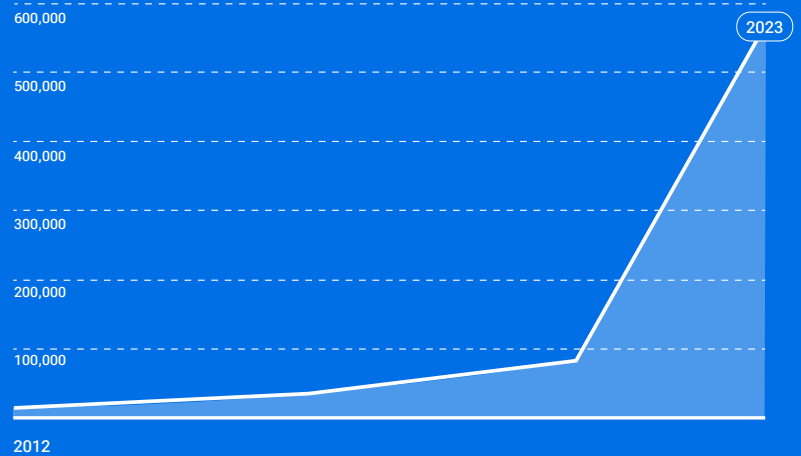


OUR PROGRAMMATIC WORK



STUDENTS SERVED SINCE 2012

Girls Who Code has served 580,000 students to date. Our Clubs, Summer Immersion Program (SIP), and Self-Paced Program (SPP) are sparking an early interest in computer science, and our College Loops, Work Prep, Leadership Academy, Technical Interview Prep, and Hiring Summits are ensuring that our older students have access to opportunities that turn their interest into thriving careers in tech. By offering more virtual options, we're prioritizing accessibility and flexibility, and are reaching more students than ever before.



STUDENTS SERVED BY PROGRAM



CLUBS:

538,000



SUMMER PROGRAMMING:

26,000



COLLEGE & CAREER PROGRAMMING:

16,000

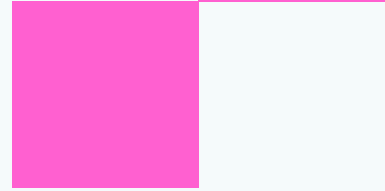
SINCE 2012, GIRLS WHO CODE HAS SERVED 580,000 STUDENTS IN THE US AND INTERNATIONALLY.



GIRLS WHO CODE HAS REACHED STUDENTS IN THE FOLLOWING COUNTRIES:

- | | | | | |
|------------|-------------|--------------|---------------------|----------------------|
| Albania | Colombia | Indonesia | Peru | Turkey |
| Argentina | Costa Rica | Ireland | Philippines | Uganda |
| Bahamas | Ecuador | Israel | Poland | United Arab Emirates |
| Bahrain | Egypt | Jamaica | Qatar | United Kingdom |
| Bangladesh | El Salvador | Kazakhstan | Rwanda | United States |
| Barbados | Ethiopia | Korea, South | Saudi Arabia | Uzbekistan |
| Belize | Georgia | Mexico | Singapore | Vietnam |
| Brazil | Ghana | Moldova | South Africa | |
| Bulgaria | Greece | Morocco | Spain | |
| Burma | Honduras | Nepal | Taiwan | |
| Cambodia | Hungary | Nigeria | Tanzania | |
| Canada | India | Pakistan | Trinidad and Tobago | |

3-12TH GRADE PROGRAMMING



CLUBS

2022 was our second largest Club year to date, with more than 500 community partners supporting more than 71,000 of our youngest students and helping us grow the pipeline. We reintroduced our incredibly popular Clubs Fund, through which facilitators could submit wishlists of supplies for their Club, and we grew our Clubs Challenges through our Fall Cyber Threat Challenge.



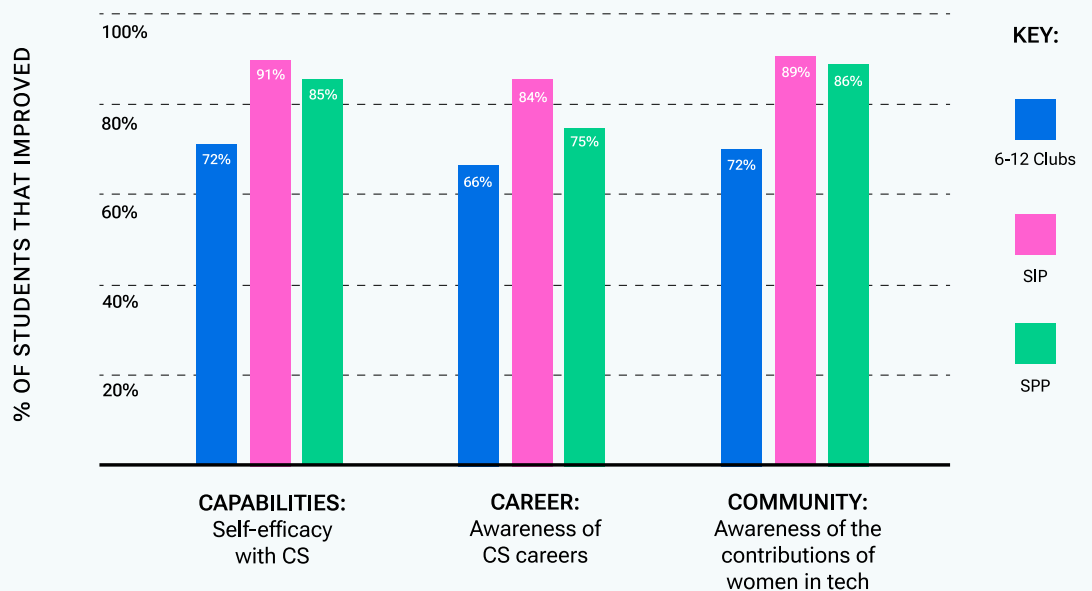
SUMMER IMMERSION PROGRAM & SELF-PACED PROGRAM

We served over 8,400 students, more than ever before, through our Summer Programs. Our 2-week virtual SIP continues to be a transformative experience, and our SPP grew by more than three times. We built a more advanced Python-based curriculum focused on cybersecurity, and piloted an event series to introduce SPP students to careers in tech.

We hosted Discord servers to build community for digital learning, in order to strengthen the collaborative sisterhood our programs are known for.

SHORT-TERM OUTCOMES

The majority of Clubs and Summer Program students make gains on outcomes associated with persistence in computer science.



COLLEGE & CAREER PROGRAMMING



COLLEGE LOOPS

2022 was our biggest year ever for College Loops, which provide students with the support and tools to persist through their degrees. Through Loops, more than 4,200 students engaged in activities that built community while strengthening their technical skills, and had the opportunity to participate in conferences focused on careers in tech.

WORK PREP

Our Work Prep partners, including Accenture, JPMorgan Chase & Co., Citi Foundation and Danaher Foundation, introduced college-aged students to career pathways in technology, connected them with potential mentors and sponsors in the industry, and developed their networking skills. Students were able to experience workshops on empathy in coding, panels with senior leaders and software engineers, and mock interviews.

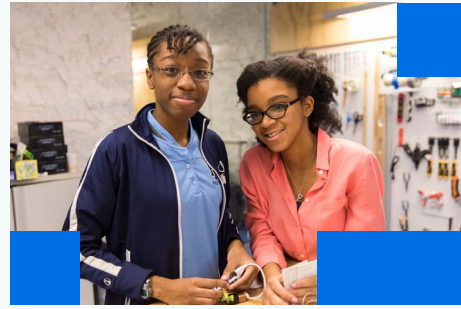


HIRING SUMMIT

We continued to host our popular virtual Hiring Summits, which connected over 2,400 Girls Who Code students with internship and job opportunities in tech, and allowed hiring managers to hear from a diverse slate of candidates. This year, we included a Lounge, where students could talk about their experiences, an Alumni panel focused on what to expect in the first three months of a job, and a panel focused on the job interview process.

LEADERSHIP ACADEMY

We launched Leadership Academy, a four-month pilot program, in partnership with RTX, serving 100 students majoring in computer science and related majors. Leadership Academy focused on helping 3rd and 4th year college students prepare for their careers by attending hiring fairs, speed networking events with inspiring technologists, technical interview prep bootcamps, and webinars exploring a wide range of topics. Students also developed technology-based Give Back projects focused on creating more equitable conditions in the tech industry.

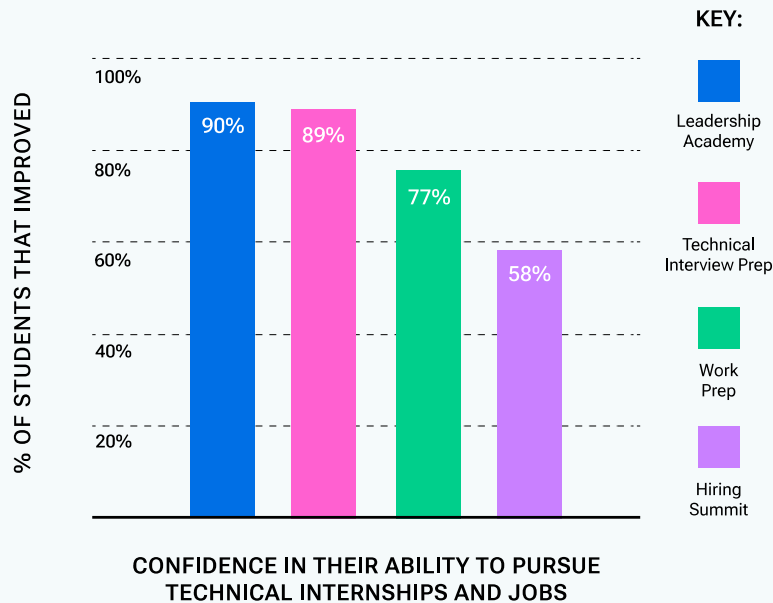


TECHNICAL INTERVIEW PREP

We launched Technical Interview Prep, in collaboration with Boston Consulting Group (BCG), to help students of all backgrounds prepare for one of the most challenging aspects of the technical interview process, including whiteboard challenges and coding tests. More than 300 participants had the opportunity to complete five modules of self-paced work before signing up for a two-day intensive boot camp, where they were able to apply what they learned through mock interviews with peers and BCG volunteers.

SHORT-TERM OUTCOMES

The majority of workforce program participants are more confident in their ability to pursue technical internships and jobs as a result of participating.



OUR ALUMNI

"Even now into my full time role at my company, we still use Girls Who Code. We're a part of the Summer Immersion Program and Hiring Summits and it's full circle. I want to give the same experience to others."

ANITRA G.
SUMMER IMMERSION PROGRAM ALUM



"If it wasn't for Girls Who Code, I wouldn't have that background in technology, as someone who came from underdeveloped schools. I wouldn't have that motivation and confidence to believe in myself. It taught me to rely on my sisterhood."

FATIMA A.
SUMMER IMMERSION PROGRAM ALUM

"I felt inspired to be the change, instead of passively yearning for it. Girls Who Code was the push I needed to dedicate myself to fostering environments for girls like me to explore their coding passions, uninhibited by gender stereotypes."

LAUREN C.
CLUBS ALUM



CULTURE CHANGE WORK

GIRLS WHO CODE GIRLS

In 2022, Girls Who Code launched [Girls Who Code Girls](#), a desktop and mobile gaming experience empowering girls to create personalized video game characters all while using CSS, HTML, JavaScript and Python. Girls Who Code Girls was designed to celebrate the diversity of the Girls Who Code community. Created with support from Lyda Hill Philanthropies, the experience provides over 624 billion code-able combinations, from hair texture to skin specificity, to body size.



Since launch, the experience has yielded:

3.1M
media impressions

454,000
coded actions

150,000
site visits

6,000+
unique avatars

10TH ANNIVERSARY CELEBRATION



CODEFAIR

We celebrated our 10th Anniversary with CodeFair, an immersive tech experience that invited the public to play, discover, code, and engage their imagination using technology's most thrilling innovations. From discovering the Metaverse to coding your aura and becoming a safer cyber citizen, guests found endless opportunities to nurture their passions while learning computer science fundamentals.



CODEFAIR PARTNERS

CodeFair was made possible by generous support from Accenture, Bank of America, Craig Newmark Philanthropies, Logitech, MetLife Foundation, RTX, Synchrony, Wells Fargo, and Youth To The People.

Additional 10th Anniversary support was provided by: Akkodis and Hired, American Girl, Bharat Anand and Anju Nohria, Boston Consulting Group, Paul Daugherty, Deloitte, Greg Gunn, Carol Donovan Juel, Liberty Mutual Insurance, LSEG Foundation, Lyda Hill Philanthropies, Pluralsight, Leyla Seka, Juan A. Sabater, Reshma Saujani and Nihal Mehta, Marissa Shorenstein, The Sonali and Hari Fund, Andrea and Jason Spero, TransPerfect, The Travelers Companies, Inc., The Wenig Family Charitable Fund and Zappos.

HONORING OUR FOUNDER, RESHMA SAUJANI

At CodeFair, we honored our Founder Reshma Saujani with the first-ever GWC Bravery Award for her legacy of support for our mission to close the gender gap in tech. We also announced the inaugural Reshma Saujani Girls First Leadership Award, which will be presented to an exceptional student every year.



GIRLS WHO CODE IN THE MEDIA



Girls Who Code is Helping Girls Create Their Own Video Game Characters



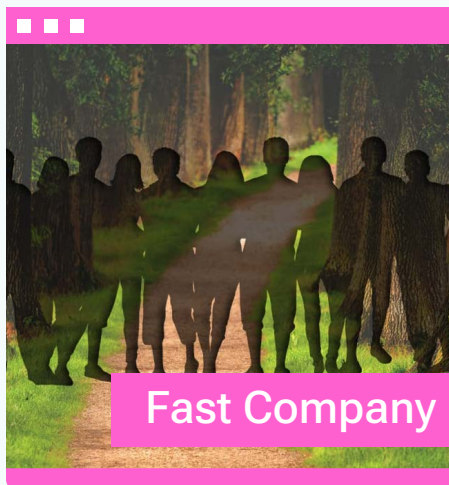
After 10 years, Girls Who Code 'Made Coding Cool' — but Toxic Tech Culture Means 'There's Still Such a Long Way to Go'



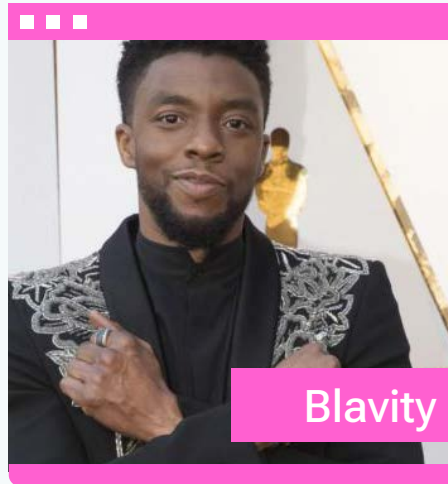
Girls Who Code Founder Says Coding Isn't Enough



'Girls Who Code' Book Series Temporarily Banned in Pennsylvania School District



After 600 Interviews, I Learned Leaders' Wisdom Lies in These Two Questions



Meta And Girls Who Code Collab With Chadwick Boseman Foundation To Champion Black Women Tech Creators



How Jobs In Tech Can Close The Wage Gap For Women Of Color



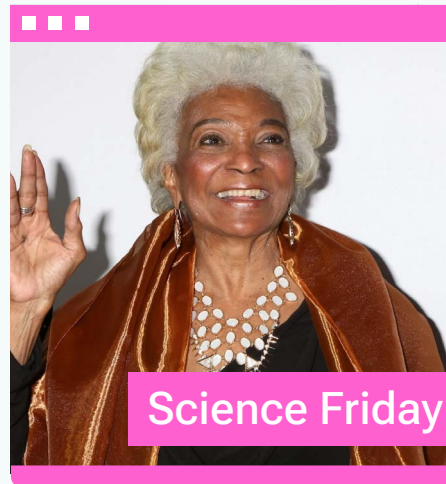
Safe Space: Online Groups Lift Up Women in Tech



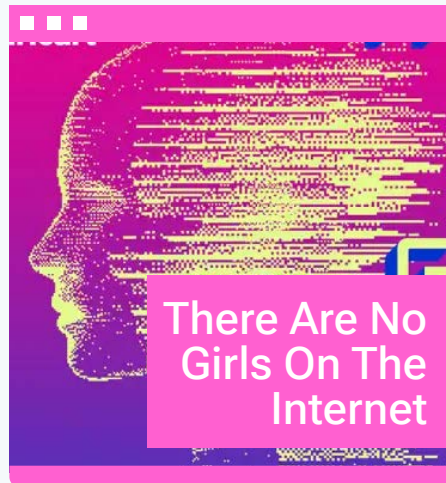
To Drive Tech Equity, Reimagine Internships



WATCH: Girls Who Code Girls Aims to Shake Up Tech Through Gaming



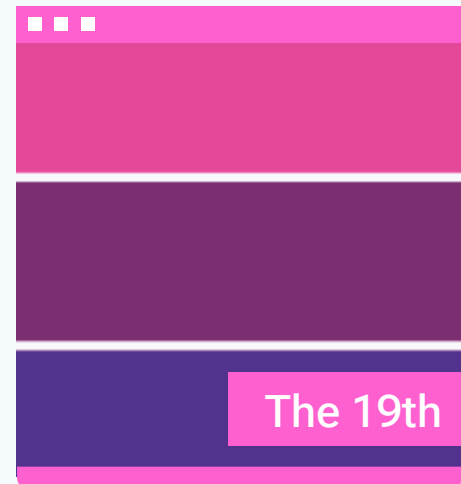
Remembering Nichelle Nichols, Star Trek's Pioneering Lieutenant Uhura



Book Bans Are on the Rise in the US, Just Ask GirlsWhoCode



Girls Who Code CEO Responds: Future in Big Tech Dims for Computing Students



50 Years of Title IX



OUR PARTNERS



Girls Who Code is a strategic relationship in our transformation of the talent pipeline, ensuring that our employees reflect the communities we serve and contribute to sustainable growth for the bank. Our relationship allows us to be more expansive in our approach to attracting early talent. And when we effectively operationalize the confluence of the business of technology and value of diversity, we will impact young women in ways that will ultimately help evolve the broader tech landscape.

TALI BRAY

HEAD OF TECHNOLOGY DIVERSITY, COMMUNITY AND SUSTAINABILITY, WELLS FARGO



It's been a privilege to collaborate with Girls Who Code to help create early opportunities for the next generation of women and non-binary technologists through scholarships and skills development programs. When we address the very interconnected nature of diversity, equity, and inclusion from the classroom to the workplace, real change can happen. At Deloitte, we are committed to recruiting, developing, and promoting a diverse workforce.

KAVITHA PRABHAKAR

CHIEF DIVERSITY, EQUITY AND INCLUSION (DEI) OFFICER, DELOITTE US



We need more women working in technology and more girls to feel empowered to choose it as a career option. The LSEG Foundation partnered with Girls Who Code to make a difference for girls who otherwise wouldn't have the skills or access to the many opportunities available to them in the technology industry. Through our work together, we're helping to close the gender gap in tech by inspiring, educating and equipping girls with the computing skills that will enable them to flourish.

BRIGITTE TRAFFORD
CHAIR, LSEG FOUNDATION



\$1M+

Accenture
Bank of America
MetLife and MetLife Foundation
Morgan Stanley

RTX
Synchrony
Xandr

\$500K – \$999,999

Apple
AT&T
Craig Newmark Philanthropies
Dell Technologies

LSEG Foundation
News Corp
Olo for Good
Schulte, Roth, & Zabel, LLP

\$250K – \$499,999

ADP Foundation
Citi Foundation
Citrix Systems
Danaher Foundation
Dapper Dinos
Entain Foundation
Humble Bundle
IBM

JPMorgan Chase & Co.
Logitech
Medtronic Foundation
Microsoft
Pluralsight
TransPerfect
U.S. Bank
Webflow

\$150K – \$249,999

Bezos Family Foundation, Director's Gift
BlackRock
Blockworks
Boston Consulting Group
Chuck Lorre Family Foundation
Discover Financial Services
Duck Creek Technologies
Electronic Arts
General Dynamics Information Technology
Hobson/Lucas Family Foundation
Licia He
Lyda Hill Philanthropies
Lyft

Meijer
Meta
Moody's Corporation
Nike
Phantom
Rockstar Games
Tesla, Inc.
The Depository Trust and Clearing Corporation (DTCC)
The Wenig Family Charitable Fund
Two Sigma
UScellular
Xilinx

\$75K – \$149,999

Akkodis and Hired
Ansys
Aptiv Foundation
Arconic Foundation
athenahealth
AvePoint
bareMinerals
Cadence Design Systems, Inc.
Campbell Soup Company
Capital One
Citizens
CNA Insurance
Credit Suisse Services (USA) LLC
Dolby
Dreamhaven and Partners
Emily Xie
Ernst & Young
Fiserv
Ford Innovation & Research Center
FOX
General Electric
Genesis Motor America
Goldman Sachs
HARMAN International Industries, Inc.
HSBC Bank
IndexIQ, a New York Life Investments company
Intuit
Johnson & Johnson
K1 Investment Management
Keysight Technologies

KPMG LLP
Lenovo
Lockheed Martin
Lulus
Match Group
New York Life Insurance Company
Northrop Grumman Foundation
P&G
Paramount
Pennymac
Pfizer Inc.
PlayStation & Sony
PNC Bank
Prudential Financial
Quicksilver Fund
Sabre
ServiceNow
Snap Inc.
Software.org: the BSA Foundation
Sony
State Farm®
Stellantis
The Travelers Companies, Inc.
The Walt Disney Company
Vonage Foundation
Wells Fargo
Youth To The People
Yum! Brands
Zotec Partners
Zynga

\$25K – \$74,999

ACI Worldwide
Aflac
Akamai Technologies
American Express
Andrea McEvoy Spero and Jason Spero
Anonymous
Anywhere Real Estate
Art Technologies
Auth0
Autodesk
Aven Foundation
BAE Systems
Big Fish Games
Boost Payment Services
BrainGu LLC
C.H. Robinson
Capgemini Americas, LLC
Capital Fund Management (CFM)
Carol Donovan Juel
Cars.com
CAVU Securities
CDW
Change Healthcare
Chicago Trading Company
Colgate-Palmolive
Confluent
Cox Enterprises
CSG International
Darren Camas
DeepMind
Delta Air Lines
DoubleVerify
Farmers Insurance®
Foursquare
Fujitsu
Glenn W. Bailey Foundation
Graduate Hotels
Gravity Forms
Huawei Technologies USA Inc.
Informatica
Inovalon, Inc.
Jim and Catherine Allchin
L'Oreal
Latch Systems, Inc.
LiveRamp
Maxar Better World Foundation
McDonald's Corporation
Medidata, a Dassault Systèmes Company
Mondelēz International
Neuberger Berman
New York City Council
Newmont
NortonLifeLock Foundation
Not Your Bro
OneMain Financial
OpenSea
OVH
Palo Alto Networks
Parker Hannifin Corporation
PLAYSTUDIOS INC
Protiviti
Prove Identity, Inc.
Raymond James Financial
RCA Records
Red Ventures
Schwartz Foundation
Sheetz, Inc.
Siminoff Family
Simulations Plus, Inc.
Slalom Consulting
SolarWinds
Spritely NFT
StepStone Group
Susanne Dine
Syntax
Taboola
Tech DNA
The D.E. Shaw Group
The Guardian Life Insurance Company of America Inc.
The Paull Foundation Fund
The Perlow-Seger Charitable Fund
UKG
Western Digital
Women Tribe
Zappos
Zimmer Biomet

\$10K – \$24,999

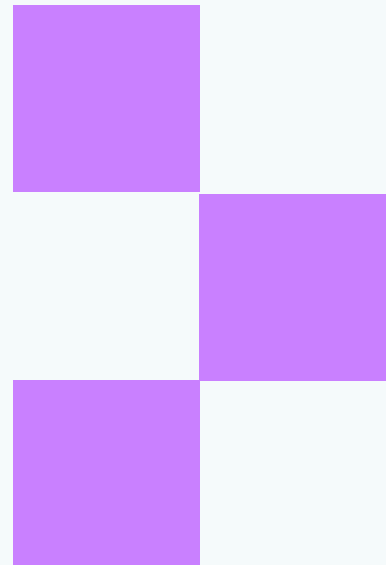
Algolia
 Anonymous
 Aristocrat Technologies, Inc.
 Arrowstreet Capital, LP
 Art of Science NFT
 Aryaka Networks, Inc.
 Atherton Family Foundation
 Aveva
 Bharat Anand and Anju Nohria
 Bloomberg L.P.
 Brides for a Cause
 Businessolver
 California IT in Education
 Capital Group
 Change Happens Foundation
 Consiglieri Corp
 Cooke Foundation, Ltd.
 Donley Foundation
 DoorDash
 Dover Corporation
 Edison Energy
 Edmunds
 Erin Chapple
 F2 Strategy
 Flexa
 Ford Fund
 Freedman and Associates
 Garnet Hill
 GeoComply Solutions Inc.
 Geotab Inc.
 Grafana
 Greg Gunn
 Helen Pumphrey Denit Charitable Trust,
 Bank of America, N.A., Trustee.

Herman Singh
 Home Instead
 Intel
 Interactive Brokers LLC
 Invesco
 iSpot
 Jillian Dempsey
 KLA Foundation
 Kohl's
 Laserfiche
 Leyla D. Seka and Joshua Harris
 ManTech
 Marianne & Patrick Brown
 Mediavine Inc.
 Mendix Technology
 Metafam LLC
 Moderna Charitable Foundation
 MURAL
 Norfolk Southern
 Northern Trust
 O'Reilly Media Inc.
 OnLogic
 OpenText
 Owens Corning
 PanAgora Asset Management
 Panther Labs Inc.
 Partner Fund Management
 Paul Daugherty
 Perficient
 Precisely
 Qualcomm
 Raft LLC
 Rebelle Impact
 Red Hat Software

Rocketrip
 S Foundation
 Saint-Gobain North America Foundation
 SAP National Security Services
 Shein
 Shiba Girlfriend (\$SHIBGF)
 SpaceX
 Stack Exchange
 Staples Inc.
 Stone Point Capital, LLC
 SupplyPike
 Syniverse Technologies, LLC
 T. Rowe Price
 The Allstate Foundation
 The Fine and Greenwald Foundation, Inc.
 The James M. and Margaret V. Stine
 Foundation Inc.
 The Pine Tree Foundation
 The TJX Companies
 The Rose Hills Foundation
 Thompson Family Donor Advised Fund
 Tremor International
 uwu crew NFT Project
 Valor Management
 VelocityEHS
 Vital Proteins
 Warner Bros. Discovery
 Weyerhaeuser
 WMI Charitable Fund
 ZeniMax Media Inc

\$5K – \$9,999

10Up
 Aaron and Monica Skonnard
 Actian
 Affirm Cares Employee Foundation
 Alice Wang
 Amway
 Anonymous
 Apex Companies
 Arcadia
 Authority Partners
 Ayni Brigade
 Barbara and William Rosenthal Family Foundation
 BetDEX
 BitSight
 Braze for Social Impact Fund, a fund of Tides Foundation
 BUCK
 Camunda
 Charles and Angela Sunderland
 Charlotte Yarkoni
 Christi Offutt
 Chronosphere
 CrowdStrike
 Crypto Adoption Fund & Impact Index Fund Donors
 DailyPay
 DEW Foundation
 Diligent Corporation
 First Republic Bank
 Formagrid, Inc.
 George S. and Dolores Dore Eccles Foundation
 Goblin Grlz NFT
 Hasura
 iam8bit
 IDC Research, Inc
 InspiringApps
 IPG Photonics
 isoLABS
 Jack Buncher Foundation
 Jennifer Mota
 LaForce
 LAIKA
 Lilly Family Foundation
 Liza Knipscher and Elliot Swart
 LMS365
 Loop & Tie
 Maids of Athena
 Marissa Shorestein
 MasterClass
 MORI Associates
 Nicola Allais
 NTT Data
 Patrick Wyatt
 PC Connection
 Peterson Family Fund
 Pine Gate Renewables
 R. Seelaus
 Retail Business Services, LLC
 Robert Andrews
 Ron Fritz
 Ryan McLelland
 Ryan Snedegar
 S. Ku Foundation
 Salt Security
 ScaleUp Global
 Seismic
 Sireesha Gullapalli
 Snorkel AI
 Soul Café
 TEGNA Foundation
 Textron
 The Options Clearing Corporation (OCC)
 The Sonali and Hari Fund
 Tilting Point
 Toni McCoy
 Tucows Domains
 Valmont Industries, Inc.
 VitalSource
 West Monroe
 Women's Foundation of Oklahoma
 XactlyOne
 York County Community Foundation
 Zayo
 Zelis
 Zscaler



VISION FOR 2023



At Girls Who Code, we know that closing the gender gap in tech is about more than securing parity in an immensely powerful industry. It's also about preparing our communities, including those who have been historically marginalized and underrepresented, for the jobs of the future, and for an ever-changing world.

The technology landscape is expansive and constantly evolving and, since Girls Who Code was founded in 2012, it has experienced immense growth. And as new technologies emerge, we know it's more important than ever that our students aren't left behind and, instead, have access to new skills that

get them ready for everything the tech world has to offer.

Looking ahead to our goal of reaching 1 million students, we know we must continue to strive to evolve with the tech industry, while engaging our students in the things they're most passionate about. We've created programming on cybersecurity and gaming, and are developing new curriculum every year.

We will continue to nurture all our students – from elementary school to college to early career – and disrupt perceptions of what a computer scientist looks like and does. We will

work to make sure our students are hired and, once they secure their jobs, are able to thrive. Our students have all the qualities the tech industry needs – passion, grit, resilience, and drive.

They're ready to be leaders, and be empowered to speak up in rooms where decisions are being made, especially as norms are being established, and ethical concerns are being raised. Because we know that their diverse, passionate perspectives are exactly the ones our country needs, and that all our futures are brighter when they are given a seat at the table.

FINANCIAL STATEMENT

STATEMENT OF ACTIVITIES

REVENUE + SUPPORT	2022	2021
Contributions	24,928,000	25,043,000
Other Revenue	-904,000	1,943,000
Total Revenue	24,024,000	26,986,000

EXPENSES	2022	2021
Total Programs	13,308,000	9,988,000
Management and General	2,871,000	2,470,000
Fundraising	2,306,000	1,594,000
Total Expenses	18,485,000	14,052,000

Change in Net Assets	5,539,000	12,934,000
Net Assets - Beginning of Year	54,292,000	41,359,000
Net Assets - End of Year	59,831,000	54,293,000

STATEMENT OF FINANCIAL POSITION

ASSETS	2022	2021
Cash	10,215,000	9,373,000
Receivables	11,469,000	10,171,000
Investments	37,820,000	33,886,000
Other Assets	11,894,000	2,634,000
Total Assets	71,398,000	56,064,000

LIABILITIES	2022	2021
Payable / Accrued Exp / Other	1,793,000	1,278,000
Deferred Rent / Leases	9,774,000	493,000
Total Liabilities	11,567,000	1,771,000

NET ASSETS	2022	2021
Total Net Assets	59,831,000	54,293,000

TOTAL LIABILITIES AND NET ASSETS	71,398,000	56,064,000
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girls who
code

ANNUAL REPORT 2022

FOR PARTNERSHIP INQUIRIES

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FOR PROGRAM INQUIRIES

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@GIRLSWHOCODE    