

girls who
code



CENTERING CONNECTION



ANNUAL REPORT 2023

ANNUAL LETTER FROM CEO TARIKA BARRETT



For Girls Who Code, 2023 was about returning to our roots while also preparing for immense changes in the tech landscape and continued evolution within our own organization.

We intensified our commitment to our core value of sisterhood at a time when our students were seeking more opportunities to be in community with each other. We hosted our first large-scale event since the pandemic, CodeFair, a signature campaign that not only defined our 10th anniversary milestone, but also brought together thousands of students and propelled us into the next decade with unprecedented enthusiasm and renewed sense of purpose.

We introduced our Industry Immersion Days to allow high school students in our now all-virtual Summer Programs to meet in person for the first time, so they can truly experience how vast, diverse, and powerful our community can be. We convened our first ever Alumni Advisory Council, a cohort of 25 college and career-aged alumni ready to lend their expertise and life experience to help shape future Girls Who Code programming, ensuring we continue to center and serve our students.

We did all of this while continuing to pour resources and energy into our vast programs, which serve students from 3rd grade all the way to early career, from New York to Texas to California. By the end of 2023, we have officially served 670,000 students, of which 218,000 are college or career-aged alumni.

Among alumni whom we have tracked into the workforce, more than half are working in tech-related jobs. Given that 50% of our students come from historically underrepresented groups, we were intentional about keeping our programming flexible and accessible to people of all backgrounds.

In response to the growing prominence of artificial intelligence and the resulting shift in how people are thinking about tech careers, we added data science tracks to our Summer Programs and implemented AI challenges for middle, high school, and college students.

None of our work would be possible without our students. Their strength, passion, and insight are the foundation of everything we do, and we worked in 2023 to strengthen that foundation, knowing that it will only help our organization grow and thrive in this new phase of tech advancement.

They're the reason I'm so proud to be the CEO of Girls Who Code, and why I'm excited to embark on yet another year of learning, listening, and providing members of our community with the tools they need to succeed.

With love,

A handwritten signature in black ink, appearing to read 'T. Barrett', written over a horizontal line.

Tarika Barrett

**2023
BY THE
NUMBERS**

CULTURE CHANGE

Our marketing efforts continued to spark culture change, generating

14.6 BILLION

engagements globally via books, campaigns, and social media.

STUDENTS SERVED

Our programs are building the pipeline of future technologists, serving

670,000

girls, women, and nonbinary individuals globally.

HUGS

OVER 50%

of students served by Girls Who Code are from historically underrepresented groups in tech, including Black, Latinx, and low-income individuals.

ALUMNI

In 2023, there were **218,000** Girls Who Code alumni who were college-aged or post-college aged.

DEGREES EARNED

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

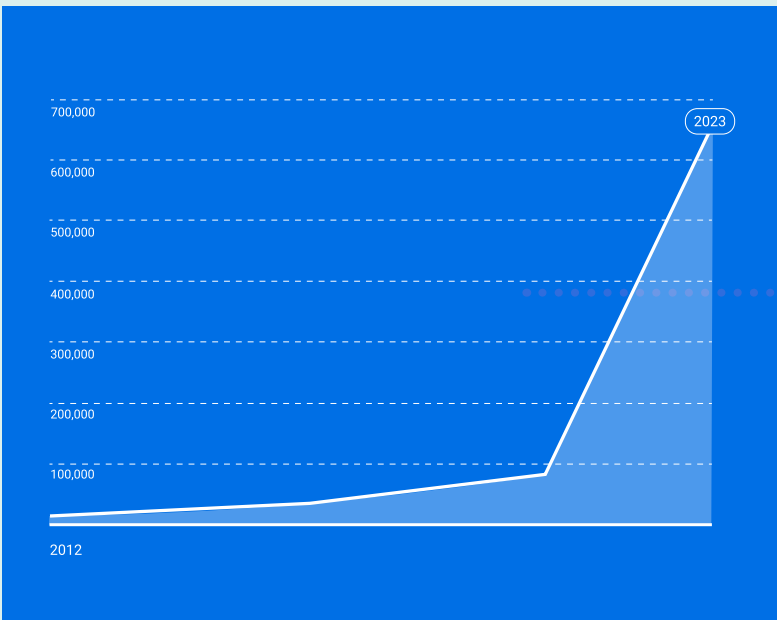
7x

the national average.

OUR PROGRAMMATIC WORK

STUDENTS SERVED SINCE 2012

Girls Who Code has served **670,000** girls, women and nonbinary individuals. Our Clubs and Summer Programs are sparking an early interest in computer science, and our College Loops, Work Prep, Leadership Academy, Technical Interview Prep, Mentoring Corps, and Hiring Summits are ensuring that older students have access to opportunities that help convert their interest in tech into a thriving career in the field. By offering more virtual options, we're reaching more students than ever before, while continuing to ground our programming in our core values of sisterhood and community.



STUDENTS & ALUMNI SERVED, BY SCHOOL YEAR (CUMULATIVE)

Our programs continue to grow and serve students all along the computer science pipeline.

2012: 20	2016: 30,900	2020: 400,000
2013: 772	2017: 90,000	2021: 500,000
2014: 4,150	2018: 185,000	2022: 580,000
2015: 13,300	2019: 300,000	2023: 670,000

3-12TH GRADE PROGRAMMING



CLUBS

2023 was our second largest year of Clubs ever, with over 6,000 programs operating in all 50 states. In an effort to introduce our youngest students to emerging technologies, we implemented the Humanize AI Challenge for 6th through 12th grade members. The challenge asked students to create a project exploring how AI can be used for good in their communities.

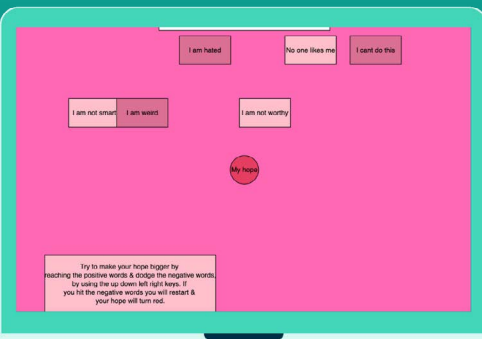
SUMMER IMMERSION PROGRAM & SELF-PACED PROGRAM

In 2023, we served 8,500 students through our Summer Programs, marking our biggest year yet. Our 2-week Summer Immersion Program introduced a Game Design track, while our Self-Paced Program launched a new Data Science track. Both programs offered students insight into real-world applications of fundamental skills, as well as into the diversity of careers in tech.



STUDENT WORK

AVOID THE NEGATIVES



ZION J.

CATASTROPHE



SIMONA F.

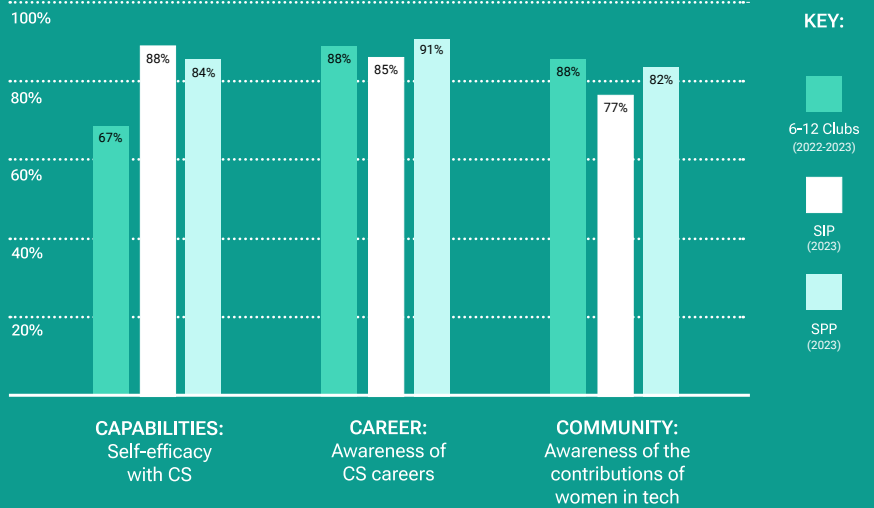


STUDENT TESTIMONIAL

SHORT-TERM OUTCOMES

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

% OF STUDENTS WHO IMPROVED



SPOTLIGHT: INDUSTRY IMMERSION DAYS

In 2023, we piloted three Industry Immersion Day events, giving our virtual Summer Program students the opportunity to meet in person, build community, network with industry professionals, and explore tech careers. Supported by partners including JPMorgan Chase, KPMG, RTX, Software.org, The BSA Foundation, Bank of America, and DTCC, these events enabled high school students to engage with like-minded peers and inspired them to continue pursuing careers in computer science.



COLLEGE & CAREER PROGRAMMING



COLLEGE LOOPS

Our College Loops program served over 5,000 students on campuses across the country – from local colleges to large state universities – and provided the resources necessary to persist through their degrees. We introduced the AI4FinancialGood Challenge, which asked students to create a project that explores how AI can be used to help people with their financial needs.

WORK PREP

In 2023, participation in Work Prep increased by 160%, with over 90% of students reporting that the program increased their confidence in applying to technical roles and inspired them to pursue a career in technology. Our partners, including Accenture, Pluralsight, Bank of America, Danaher and Citi Foundation, worked directly with college-aged students to introduce them to career pathways in technology, connect them with mentors, and develop their networking skills.



HIRING SUMMITS

We hosted two Hiring Summits in 2023, including one focused exclusively on early-career opportunities. Over 3,300 job seekers were able to connect with 40 hiring partners to discuss internship and entry-level jobs. We also introduced seven summit-adjacent workshops to support our students, covering topics like “The Art of the Follow Up” and “How to Ace a Phone Screen.”

LEADERSHIP ACADEMY

Participation in the second year of Leadership Academy, in partnership with RTX, increased by 40%. Students spent four months with advisors building technical and professional skills, and developed a technology-based Give Back project focused on creating more equitable conditions in the tech industry.

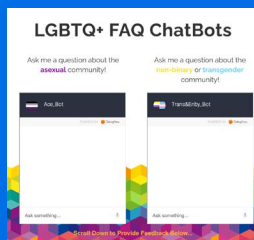




STUDENT WORK

LGBTQ+ FAQ CHATBOT

This project created an Asexual ChatBot and a Trans & Non-Binary ChatBot to help people learn more about the LGBTQ+ community.

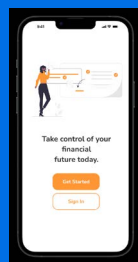


Emrys J.

FINLIT

(FINANCIAL LITERACY APP FOR WOMEN)

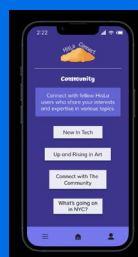
The goal of this project was to empower women with essential financial literacy skills through the development of a mobile application prototype design, fostering confidence, independence, and informed decision-making.



Angel Y.

HISLA CONNECT

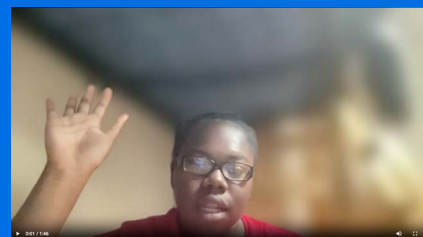
This project produced a prototype of an app that provides resources and opportunities for Hispanic and Latino adults in New York who wish to gain insight into various industries and careers that they may be interested in. Additionally, users would be able to engage in a community feed, message boards, and professional development.



Kayla R.

PHISHERMAN'S QUEST

This project is an interactive game designed to educate and raise awareness about phishing threats.



A'Yanna R.

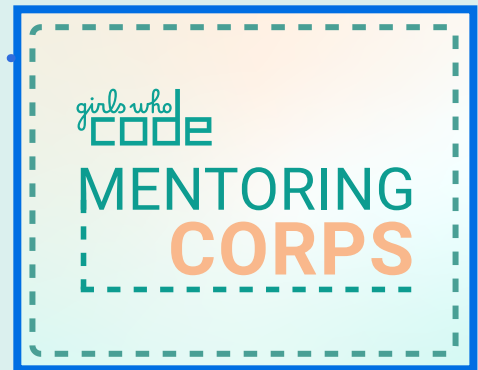


TECHNICAL INTERVIEW PREP

In 2023, we ran five two-day Technical Interview Prep Bootcamps, serving almost 200 people, sponsored by Autodesk, U.S. Bank, Deloitte, Duck Creek, and athenahealth. Technical interviews are one of the challenges most frequently mentioned by Girls Who Code job seekers. Each Bootcamp is aimed at providing real-world technical interview prompts, allowing them to receive live feedback from corporate volunteers, build skills, and gain confidence.

NEW MENTORING CORPS

Mentoring Corps, Girls Who Code's newest program, was developed in partnership with MetLife Foundation and is focused on harnessing the power of near-peer mentoring relationships to help students persist through their tech journey. Mentoring Corps matches high school-aged Clubs with nearby College Loops to explore coding projects, college life, and tech careers. College students, in turn, develop their leadership skills and receive targeted training and job readiness. In 2023, we reached over 150 college students and 300 Club students in New York City, Atlanta, Chicago, and Washington D.C.



STUDENT TESTIMONIAL

NEW ALUMNI ADVISORY COUNCIL

In 2023, we launched our inaugural Alumni Advisory Council, a cohort of 25 Girls Who Code alumni, in an effort to continue to center the student experience in all programs and initiatives. This diverse group of students and young professionals offer varying perspectives on issues facing computer science students, the process of finding internships and jobs, and life in the workforce. Their insights have helped shape and improve Girls Who Code programming, ensuring that it continues to align with the evolving needs of our students in a fast-changing tech landscape.

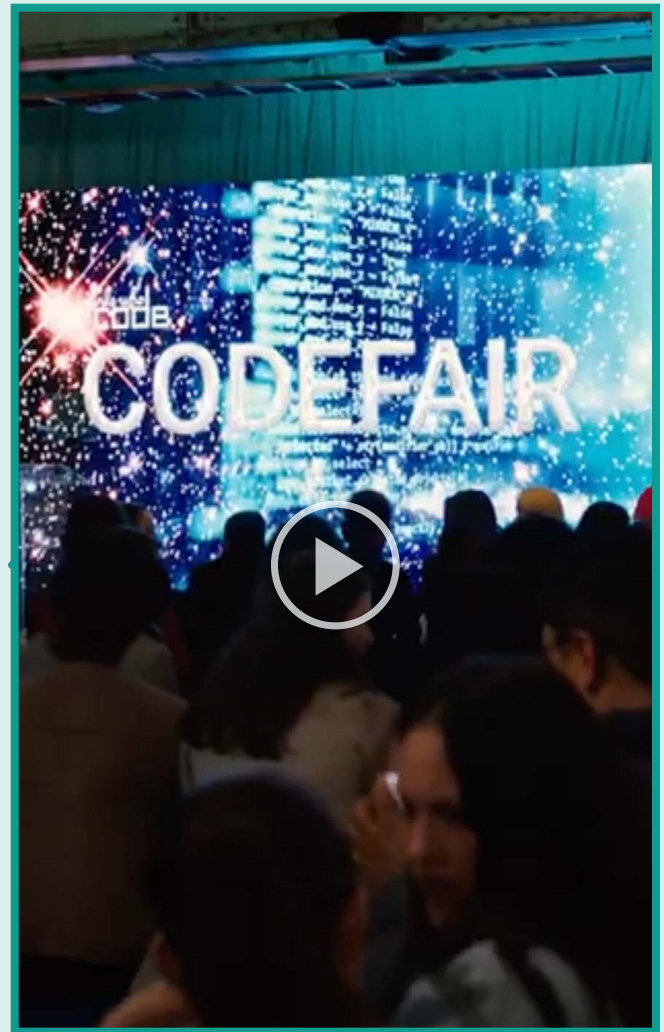




CAMPAIGNS

CODEFAIR

We celebrated the return to in-person events with CodeFair, a three-day immersive tech experience in New York City that drew more than 3,000 diverse students from all over the country and from across our pipeline. CodeFair marked the biggest and boldest in-person event and campaign in Girls Who Code's history, a joyful celebration of the sisterhood we continue to foster and learn from.



GIRLJAMS

Launched in December 2023, GirlJams.ai was an interactive digital songwriting experience that allowed students to learn the basics of AI by writing, creating art for, and producing a hit single that was just for them, while generating prompts and refined text-based queries for better results. We knew the importance of making AI accessible and fun for students. By leveraging something they already loved — their favorite music — we empowered young people to proactively develop their skills in this game-changing emerging technology.

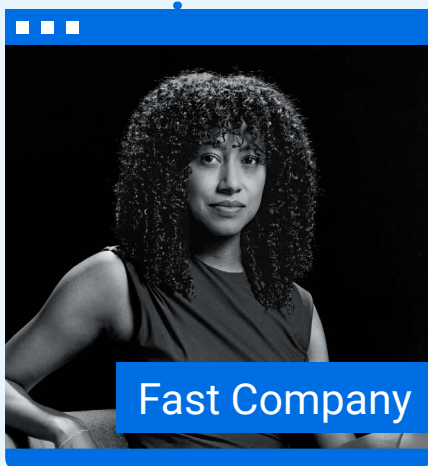




GIRLS WHO CODE IN THE MEDIA



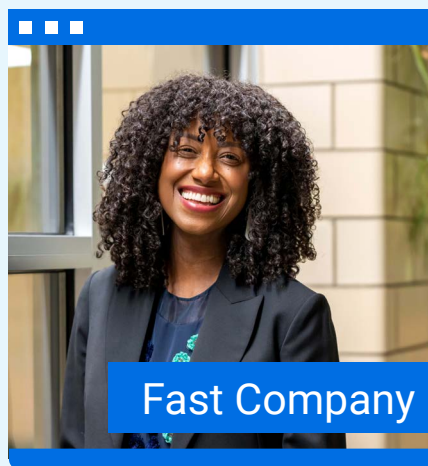
Affirmative Action Backlash Is Coming for Your Business. Here's What You Can Do.



Girls Who Code taught its alumni hard skills. Now it wants to help them land jobs



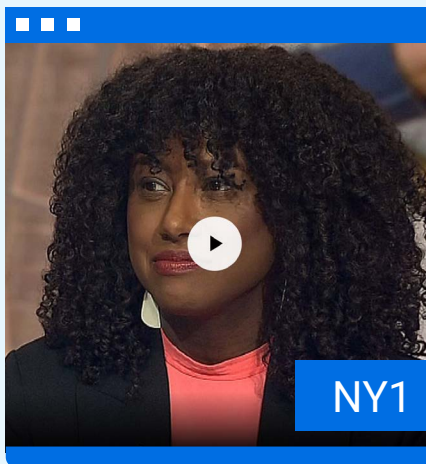
You can't be what you can't see: Girls Who Code pursues brighter future for women in tech



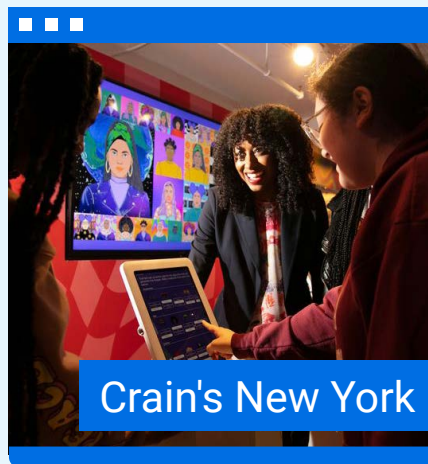
Girls Who Code's CEO on the radical power of joyful activism



Nuevo impulso para cerrar la brecha de género en los trabajos de tecnología



Closing the gender gap in tech with Girls Who Code



Layoffs bring latest challenge in closing tech's gender gap

VISION FOR 2024



At Girls Who Code, we know we're not just working to close the gender gap in one of the most powerful industries in the world. We're also preparing our students for the jobs of tomorrow and teaching them to be nimble in the face of constant change.

Since our founding in 2012, we have fought to ensure that our students aren't left behind, but instead have access to new skills that will prepare them for whatever challenges come their way.

As the tech industry undergoes tremendous transformation, we understand that our organization must do the same.

LOOKING TO THE FUTURE, GIRLS WHO CODE IS LAUNCHING A 5-YEAR STRATEGIC PLAN WITH A NEW GOAL OF REACHING 5 MILLION GIRLS, WOMEN AND NONBINARY STUDENTS OVER THE NEXT FIVE YEARS, WITH A FOCUS ON ENABLING ACCESS TO AI AND OTHER EMERGING TECHNOLOGIES.

We're making this a priority because we believe the promise of AI depends not only on what technologies are developed, but who is developing them – and the Girls Who Code community is well positioned to take the lead.

Our members represent some of the brightest, boldest, and most diverse future technologists. Their voices will help ensure that technology is developed to both meet society's needs and help solve the world's most intractable problems.

By empowering our students with the skills and opportunities they need to succeed, we are shaping a brighter future for hundreds of thousands of young people, as well as a better world for us all.

Let us continue to inspire, educate, and uplift the next generation of leaders, in tech and beyond.

OUR PARTNERS



Our collaboration with Girls Who Code isn't just about empowering girls, it's about enriching industries with diverse perspectives that fuel innovation and progress. This partnership represents an investment in transforming talent pipelines to ensure that workforces reflect the communities they serve and contribute to sustainable growth. By bringing more focus to the intersection of technology and diversity, we're catalyzing an evolution in the tech landscape, paving the way for a future where more people benefit from technology's transformative power.

KAMINI TIWARI
VP, SOCIAL IMPACT, HUMBLE BUNDLE



UScellular is proud to support the girls who participate in the Girls Who Code Summer Immersion Program. This program is a powerful way for girls to build foundational coding knowledge and grow collaboration skills for their future careers in tech.

DENISE LINTZ
VICE PRESIDENT OF ENTERPRISE PORTFOLIO MANAGEMENT
AND TECHNOLOGY SHARED SERVICES, USCELLULAR



At Pluralsight, we believe that technology opens doors to opportunity, which is why we're honored to support Girls Who Code through our social impact arm, Pluralsight One. By supporting Girls Who Code's students, we aim to equip the next generation of women with the skills to pursue fulfilling careers in tech. When brilliant minds from all backgrounds have pathways to develop their potential, we all benefit from their innovations and perspectives.


AARON SKONNARD
CO-FOUNDER, PLURALSIGHT



Technology's growth is unstoppable, and I believe creativity is the key to keeping up. But to be truly creative, especially as an organization, you need a workforce with diversity of thought, including the voices of women. Girls Who Code continues to successfully excite young women about technology. These efforts arm teams around the world with the talent they need to fill long-time gaps, fix blind spots, and ignite that new, creative spark. Working with Girls Who Code allows us to further our efforts to bring more inclusivity to the future of technology.

DILIP VENKATACHARI
CHIEF INFORMATION AND TECHNOLOGY
OFFICER, U.S. BANK

OUR PARTNERS


 denotes partners celebrating 10+ consecutive years of funding GWC

\$1M+

Bank of America

Logitech

MetLife and MetLife Foundation

Microsoft Advertising 

RTX

Synchrony

\$500K – \$999,999

Accenture

AT&T 

Dell Technologies

Deloitte Foundation

LSEG Foundation

Morgan Stanley

Schulte, Roth, & Zabel, LLP

U.S. Bank

\$250K – \$499,999

ADP Foundation

Anonymous

Apollo Opportunity Foundation

Apple

Craig Newmark Philanthropies

Deloitte

Humble Bundle

Lilly Endowment

Lyda Hill Philanthropies

Medtronic Foundation

Meijer

Pluralsight

State Farm ®

The Linux Foundation

TransPerfect

Two Sigma

\$150K – \$249,999

Anonymous

athenahealth

BlackRock

Citi Foundation

Cognex Corporation

Discover Financial Services

Duck Creek Technologies

Electronic Arts

Entain Foundation

JPMorgan Chase & Co.

Lockheed Martin Corporation

Meta

PNC Bank

Rockstar Games Inc.

ServiceNow

Tesla, Inc.

The Depository Trust and
Clearing Corporation (DTCC)

The Donley Foundation

The Wenig Family Charitable Fund




UScellular

Wells Fargo

Youth To The People

\$75K – \$149,999

Ansys
Ascensus
AvePoint
BAE Systems
Bare Minerals
Bayer AG
Cadence Design Systems, Inc.
Capital One 
CAVU Securities
Chicago Trading Company
Citizens
CNA Insurance
Cox Enterprises
Credit Suisse Services (USA) LLC
Dreamhaven and Partners
Fiserv
Ford Innovation & Research Center
General Dynamics Information Technology
Genesis Motor America
Hearst Foundations
Henry Luce Foundation
Hobson/Lucas Family Foundation
HSBC Bank
IndexIQ, a New York Life Investments company
Insight Enterprises
Intuit 
Johnson & Johnson
Lenovo Foundation
Match Group
Medidata, a Dassault Systèmes Company

Microsoft 
New York Life Insurance Company
News Corp 
Nike
P&G
Paramount
Pfizer Inc. 
Sabre
Sheetz, Inc.
Software.org: the BSA Foundation
Stellantis
Target Circle
The Chuck Lorre Family Foundation
The Guardian Life Insurance Company of America Inc.
The Travelers Companies, Inc.
Volvo Cars
Vonage Foundation
Yum! Brands
Zappos

\$25K – \$74,999

Adeia
Adore Me
Aflac
Akkodis
American Express
American Girl
Anonymous
Anywhere Real Estate
Appstle Inc
Arconic Foundation
Autodesk
Baxter International Foundation
Betterment
Big Fish Games
BitSight
C.H. Robinson
Capgemini Americas, LLC
Capital Fund Management (CFM)
Carol Donovan Juel
Cars.com
CDW
Change Healthcare
Chris Malachowsky
Colgate-Palmolive
Databricks
Dolby Laboratories, Inc
Family Feud
Foursquare
Fujitsu
Google
Graduate Hotels
Gravity Forms
Harvest
Infoblox
Informatica
John T. Underwood Foundation, Bank of America, N.A.,
Co-Trustee
Keith Haring Foundation
Keysight Technologies
Kraft Heinz
L'Occitane en Provence
L'Oreal 
Lapin Family Fund
Lyft
McEvoy Spero Family Charitable Fund
Minted
Mondelēz International
New York City Council
Northrop Grumman Foundation
Oak Street Health
OneMain Financial
OVH
PENNYMAC
Perforce Software
PLAYSTUDIOS INC
Priceline
Quicksilver Fund
Red Ventures
SAP 
Schwartz Foundation
SiriusXM
SolarWinds
Spritely NFT
ST Engineering
Stuart Foundation
Tech DNA
TRAC Intermodal
Tremor International
Turn It In
UKG
Veeam Software
Western Digital
Zayo

\$10K – \$24,999

ACI Worldwide
Adanedi Foundation
Alan Ngo
Algolia
AMETEK
Andrea Gallego
Anonymous
Aristocrat Technologies, Inc.
Arrowstreet Capital, LP
Astreya
Brandon Issac
Brides for a Cause
Brown-Forman Corporation
Bulleit Frontier Fund
Businessolver
CADy Shack
Chegg
Clear
Compass Rose Foundation
Consiglieri Corp
Danaher Foundation
DataArt
Davis Family Foundation
DigitalOcean
DoorDash
Dover Corporation
Edison Energy
Eric Ryan
ExtraHop
Franklin Templeton and Fiduciary Trust International
Frontier Communications
Garnet Hill
GeoComply Solutions Inc.

Gorski Family Foundation
Grafana
Greg Gunn and Lisette Nieves
Gregory Simpson
HashiCorp
Herman Singh
Idexx
Infineon Technologies Americas Corp.
Initialized Capital
Interactive Brokers LLC
Invesco
IPG Photonics
Joseph Scott Sindelar
Juan Sabater
KLA Foundation
Kobalt Music Group
KPMG LLP
Laserfiche
Leonteq Securities AG
Liberty Mutual Insurance
Lily Family Foundation
ManTech
Marianne & Patrick Brown
Mediavine Inc.
Moccasin Lake Foundation
Neuberger Berman
Northern Trust
OnLogic
Palo Alto Networks
PanAgora Asset Management
Parker Hannifin Corporation
Parsons Corporation
Perficient

Pluribus Digital
Raft LLC
Saint-Gobain North America Foundation
Scratch Foundation
Sheila Nirenberg
Sid W. Richardson Foundation
Sony
Staples Inc.
SupplyPike
Syniverse Technologies, LLC
Syntax
The D.E. Shaw Group
The Fine and Greenwald Foundation, Inc.
The Hagen Family Foundation
The Pine Tree Foundation
The Ralph M. Parsons Foundation
The TJX Companies
The Walt Disney Company
Tower Research Capital
Tucker Family Foundation
uwu crew NFT Project
Valor Management
VelocityEHS
Virtusa
Vishal Talwar
VMware
Weyerhaeuser
Zimmer Biomet

\$5K – \$9,999

Anonymous
Arch Insurance Company
Ari Santamaria
Atherton Family Foundation
Bonfire
Builders Mutual
Buildertrend
Charles and Angela Sunderland
Chelsea Yoder
Clarissa Garvey
CME Group
CoBank
David Whittaker
DEW Foundation
Dylan Graham
Edison International
First Tech Federal Credit Union
Fish and Richardson
Flexa
Glassbox
Hari Gopalkrishnan
IDC Research, Inc
Infoblox
Janet Whitaker
Jeff Atwood
Jordan Lyall
Karolina Pajdak
Katie Paris
Kirkpatrick Foundation
Krystal Putman-Garcia
Lacework
Lesley Schoorl
Leyla Seka
Licia He
Linus Upson
LMS365

Marelli
Marilyn Simons
Matthew Emery
Matthew Gallatin
McKinsey & Company
MFA Financial, Inc.
Michael & Susan Dell Foundation
Michael Quinttus
Michael Rubenstein
Michel Louis Alexander
National Christian Foundation Indiana
Novartis
Olo
Paul and Elizabeth Daugherty
Paychex
Peterson Family Fund
Pilot Pen
Prudential Financial
QuestionPro
Reshma Saujani
Ryan McLelland
Singal Family Foundation
SpaceX
SquaredUp
System Era Softworks
Tango Card, Inc.
Tech Soft 3D
The Rosenthal Family Foundation
Top Hat
Tripleseat
Tucows Domains
Upward! Foundation
Vevo
West Monroe
York County Community Foundation's Fund for York County
Zscaler

FINANCIAL STATEMENT

STATEMENT OF ACTIVITIES

REVENUE + SUPPORT	2023	2022
Contributions	22,514,000	24,928,000
Other Revenue	3,919,000	-904,000
Total Revenue	26,433,000	24,024,000
EXPENSES	2023	2022
Total Programs	16,349,000	13,308,000
Management and General	3,600,000	2,871,000
Fundraising	3,184,000	2,306,000
Total Expenses	23,133,000	18,485,000
Change in Net Assets	3,300,000	5,539,000
Net Assets - Beginning of year	59,831,000	54,292,000
Net Assets - End of year	63,131,000	59,831,000

STATEMENT OF FINANCIAL POSITION

ASSETS	2023	2022
Cash	1,263,000	10,215,000
Receivables	10,231,000	11,469,000
Investments	49,139,000	37,820,000
Other Assets	12,029,000	11,894,000
Total Assets	72,662,000	71,398,000
LIABILITIES	2023	2022
Payables/Accrued Exp/Other	845,000	1,793,000
Deferred Rent/Leases	8,686,000	9,774,000
Total Liabilities	9,531,000	11,567,000
NET ASSETS	2023	2022
Total Net Assets	63,131,000	59,831,000
TOTAL LIABILITIES AND NET ASSETS	72,662,000	71,398,000



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