GIRLS WHO CODE

ANNUAL REPORT 2019

LETTER FROM FOUNDER AND CEO RESHMA SAUJANI

When I set out to close the gender gap in tech, I said we could do it in a lifetime. Most people said I was naive, and maybe I was. I'd never run a non-profit. I didn't know the first thing about being a CEO. I had no idea how to code.

But eight years later, Girls Who Code has 8,500 Clubs operating across the country and around the world. We've raised $100 million to close the gender gap in tech from partners and allies who are deeply committed to diversifying their workforces. And we've reached 500 million people with our campaigns, changing people's perceptions about computer science.

In under a decade, Girls Who Code has solved the so-called "pipeline problem" and completely shifted the gender gap in K—12 computer science classrooms. We've reached so many girls that the graduating classes of top computer science colleges are closer to parity than they've been since the 1980s. And in the next seven years, we'll have closed the gender gap in new entry-level tech jobs.

This movement we started in a small, borrowed conference room in New York is well on its way to completely and totally transforming the industry. And we're able to do all of this because we believe deeply that this work is as much about coding as it is about equity and diversity and opportunity.

Because we envision a world where girls have access to the highest-paying jobs in the market. Where they can't imagine a workplace where their peers, mentors, bosses aren't women who look like them. Where women thriving in tech is the norm, not the exception. That world is within reach. And together, we'll get there.

$100 MILLION
TOTAL REVENUE
TO DATE

500 MILLION
PEOPLE REACHED
TO DATE

300,000
GIRLS SERVED
TO DATE

80,000
COLLEGE-AGED ALUMNI

8,500
GIRLS WHO CODE CLUBS

OVER 50%
OF GIRLS SERVED COME
FROM HISTORICALLY
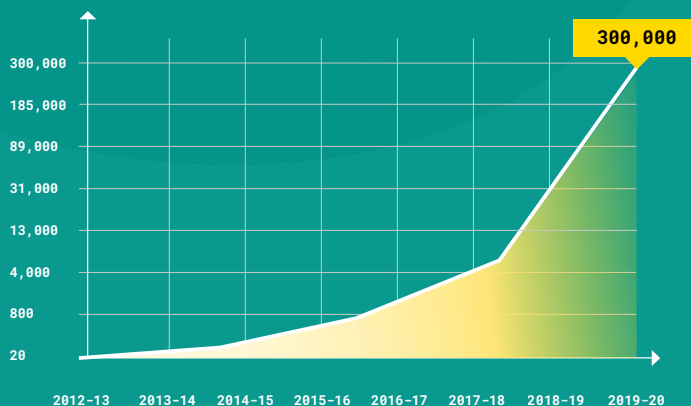UNDERREPRESENTED
GROUPS IN TECH

OUR PROGRAMMATIC WORK

> " When we set out to close the gender gap in tech, we knew we needed a grassroots-first model that we could scale quickly. We bet on facilitators, allies, libraries, community centers, neighbors, friends, family. And today, not a day goes by when there isn't a Girls Who Code Club or program meeting. It's remarkable.

— Dr. Tarika Barrett,
Chief Operating Officer

GIRLS SERVED SINCE 2012

300,000

300,000	
185,000	
89,000	
31,000	
13,000	
4,000	
800	
20	

2012-13   2013-14   2014-15   2015-16   2016-17   2017-18   2018-19   2019-20

Girls Who Code has served 300,000 girls to date. And we know our signature Clubs program, serving girls from 3—12th grade, is making a difference. According to a groundbreaking report we released in 2019, in states with more girls served by our Clubs, computer science classrooms were closer to parity. In states with lower concentrations of girls served by our Clubs, K—12 computer science classrooms were further from parity.

STUDENTS AND ALUMNI BY SCHOOL YEAR

> " Girls Who Code changed my life. I found a new interest that eventually became a plan for a college major, and a new confidence in my ability to accomplish things because I want to, not because they are already easy.
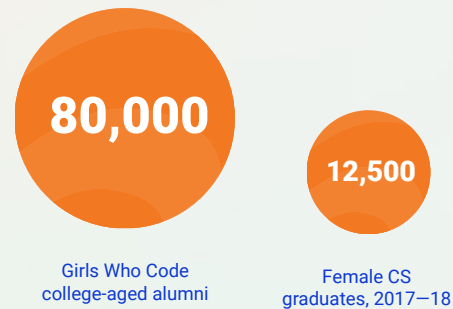
— Andrea,
Girls Who Code alum

	ELEMENTARY SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL	COLLEGE	POST COLLEGE
%	20%	29%	35%	15%	1%
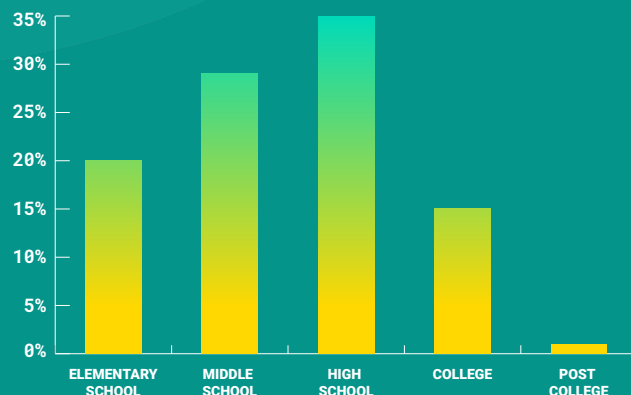
In the last year, the number of Girls Who Code college-aged alumni grew from 30,000 to 80,000.

To put that in perspective, American universities graduate just 12,500 female computer science (CS) majors every year. We now have more than six times that number of alumni who are college-aged.

80,000

Girls Who Code
college-aged alumni

12,500

Female CS
graduates, 2017—18

15x~16x

the national rate of majors in CS-related fields

Our college-aged alumni are majoring in computer science and related fields at 15 times the national average. Our Black and Latinx college-aged alumni are majoring in CS and related fields at 16 times the national average.

" **It was my first academic setting that wasn't discipline-oriented, but success-oriented. I was used to teachers talking down to you. Girls Who Code showed me what the classroom and education could be like.**

— *Shahrine, Girls Who Code*
College Loops student

CHANGING CULTURE

> "We've never underestimated the power of culture, how stereotypes impact girls and young women. And that's why we've been able to move the needle on this issue. Because we're willing to work to change culture and combat stereotypes.
>
> — *Deborah Singer, Chief Marketing Officer*

"BRAVE, NOT PERFECT"

In 2019, Girls Who Code founder and CEO Reshma Saujani released her international bestseller "Brave, Not Perfect" and re-launched a podcast by the same title. She has sparked a national conversation about how girls are raised to be perfect and how we all can break free from the cult of perfection.
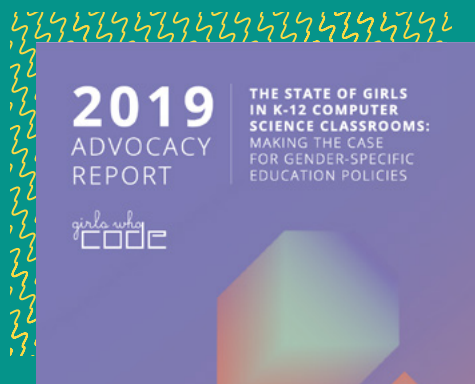
DAY OF THE GIRL / SISTERHOOD

This year, for the organization's annual Sisterhood campaign, Girls Who Code launched the first-ever all-digital global march for girls, by girls, and about girls: the #MarchForSisterhood. Over 250,000 girls from around the world participated in the march and, hundreds of millions viewed the campaign.

300,000 GIRLS SERVED

" Today, girls—and all who identify as girls—are more connected to one another than ever before. Our ideas and dreams spread quickly from one smartphone to another, allowing us to share our lives with another girl, family, and community a world away.

— #MarchForSisterhood Manifesto

2019 ADVOCACY REPORT

THE STATE OF GIRLS IN K-12 COMPUTER SCIENCE CLASSROOMS: MAKING THE CASE FOR GENDER-SPECIFIC EDUCATION POLICIES

girls who code

BRINGING COMPUTER SCIENCE TO K—12 CLASSROOMS

Girls Who Code is passing the first gender-focused computer science legislation at the state and federal level, with bills passed in Washington and Colorado in 2019.

As a part of that work, Girls Who Code convened a bipartisan panel with female congressional leadership to discuss policy solutions to bring more girls into computer science.

Girls Who Code Event with Congressional Leadership, July 2019. From left to right, Rep. Ayanna Pressley, Sen. Shelley Moore Capito, Sen. Jacky Rosen, moderator Tiffany Cross

" I look forward to continue working with Girls Who Code to develop bipartisan legislation that ensures federal computer science programs effectively close the gender gap.

— Senator Jacky Rosen (NV)
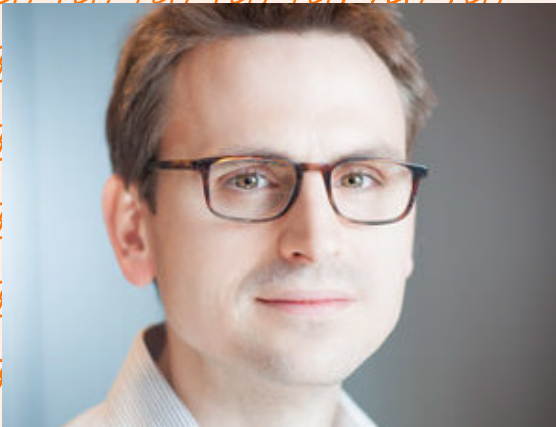
We wouldn't be the organization we are today without our partners. They are generous not only with their resources, but in myriad other ways—as advocates of our movement, mentors for our girls, and real agents of change in their industries.

— Feargus Leggett, Chief Financial Officer

Through work with partners like Girls Who Code, Delta is working to play a role in solving systemic underrepresentation across tech and aviation industries. Working together, we can change what engineers, scientists, tech programmers, pilots, and aircraft maintenance technicians look like in the future.

— Debbie Wheeler, Delta's Vice President and Chief Information Security Officer

Computing and technology hold the promise of opportunity for so many girls, yet while progress has been made to successfully connect girls to computer science from kindergarten to career, we still have work to do. Microsoft's partnership with Girls Who Code is central to our commitment to help ensure every girl and young woman has access to computer science education.

— Kate Behncken, Vice President of Microsoft Philanthropies

$1M+

AT&T
Prudential Financial, Inc.
Uber

United Technologies
Walmart
Xandr

$500K – $1M

Apple, Inc.
Bank of America
Craig Newmark Philanthropies
Deloitte
FOX
JPMorgan Chase & Co.

Lyft
News Corp
Omaze
Procter & Gamble
Salesforce.org

$250K – $499,999

Adobe
Amazon
Anonymous
Arthur M. Blank Family Foundation
Barbara and Fred Kort Foundation
Blizzard Entertainment
Citrix
Dell Technologies

Endless Network
IBM
KPMG
Microsoft
Synchrony Financial
Transperfect
US Bank

$150K – $249,999

Accenture LLP
BlackRock
Cadence Design Systems
General Motors
Goldman Sachs
Moody's

Pfizer
PricewaterhouseCoopers
S&P Global and the S&P Global Foundation
WarnerMedia
WW International

OUR PARTNERS

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Fiserv

Ford Motor Company

G2

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Humble Bundle

Intuit

Johnson & Johnson

Kate Spade New York Foundation

Lightspeed Venture Partners

RBC Capital Markets

Software.org: the BSA Foundation

Tango Card, Inc.

The Chuck Lorre Foundation

The Depository Trust & Clearing Corporation (DTCC)

The Hearst Foundation

The Pinkerton Foundation

The Walt Disney Company

ViacomCBS

Warner Bros.

$25K – $74,999

Amazon Web Services

Battery Foundation

CoverGirl

Decoded Advertising

Dolby

Google

JCDRP Family Foundation

Juan Sabater

McEvoy Spero Family Charitable Fund

New York City Department of Youth and Community Development

Oath Foundation

Off the Field

OneMain Financial

Silicon Valley Community Foundation

The Ford Fund

The Guardian Life Insurance Company of America Inc.

The Wallace Foundation

XTX Markets

$10K – $24,999

Atlassian Foundation International	Kathryn Waka
Beth and David Shaw	Leyla Seka
Bresky Foundation	LinkedIn For Good
Brides for a Cause	Luke McGee
Bright Funds Foundation	Marianne C. Brown
Catey DeBalko	Network For Good
Chad Weider	Northern Trust
Chevron	Northrop Grumman
Cloudflare	O'Reilly Media, Inc.
Cloudinary, Inc.	Okta, Inc.
Creative Goods Merchandise LLC	OVHCloud
DW Gore Family Foundation	Passion Planner, LLC
Epic Games	Protiviti
Evive Health, LLC	The Computing Te
Experian	The Conru Foundation
First Tech	The D. E. Shaw Group
Hopper-Dean Family Fund	The Overwatch League
InkWell Management	The UPS Foundation
Isobar	Twitter
Jason Cohn	Visa
Johnson Charitable Gift Fund	Zoe Cruz
Jonathan David Perlow	

$5K – $9,999

ActiveCampaign

Anita Rai

BOP Foundation

Charles and Angie Sunderland

Christopher Rice

Cisco Systems, Inc.

Clarkston Consulting

Community Foundation of New Jersey

Derek Gibson

Elizabeth Hume

Essex County Community Foundation

Formagrid Inc.

Four Four Foundation

Gregory Bialecki

Heather Rodriguez

IDC Research

Jae S. Lim Foundation

Janet Spates

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Louis and Mary Kay Smith Foundation

Manish P. Gupta and Namrata M. Gupta

Mann Family Foundation

Marissa Shorenstein

Michael Hommel

Moira Forbes

Mr. and Mrs. Andrew Ording

MZ Wallace Inc.

Nancy Pine

NB Ventures

Priya Aggarwal

Rachelle Palmer

Rebecca Ruhlman

Richard Pine

Robert Andrews

Samuel Glasgow

Schulte Roth & Zabel, LLC

SMAATO, Inc.

Teresa Holloway

Terrebonne Foundation for Academic Excellence

The Haynes Family Charitable Fund

The Nerdery Foundation

Third Door Media

Traci Walker

United Way of Massachusetts Bay & Marrimack Valley

Vettery Company

Wealthcounsel, LLC

Whapps, LLC

> "We're smart. We're qualified. And we've fought to get to get to where we are because we love computer science, and because we think tech can change the world for good.
>
> — *Girls Who Code Alumni*

We've disrupted the idea of a pipeline problem in tech. We're rapidly changing the makeup of computer science classrooms in K—12 and at the college level. And, with more and more alumni entering the workforce, we have no doubt about the strides we can make there too.

All of this work is possible because we have the support of generous partners—funders, community organizations, and facilitators—who understand the impact of the gender gap in tech and are committed to doing something about it.

But what really makes this work possible is our girls, who are driving so much of this work forward themselves. When they choose to be brave and take their first-ever computer science course. Or when they're trying to fix a broken line of code for the first time. Or when they're applying for a job, faced with the pressure of being the only woman in the room.

They are bravery, redefined. They lean on their sisterhood, their skills, and their spirit to succeed. And they keep us going, every day.

STATEMENT OF FINANCIAL POSITION

ASSETS	2019	2018
Cash	$4,056,395	$8,159,148
Contributions + grants receivable	$8,770,938	$6,629,178
Prepaid expenses + other current assets	$192,221	$104,619
Investments	$11,490,790	$8,126,908
Total current assets	$24,510,344	$23,019,853
Long-term Investments	$5,850,378	$3,998,342
Long-term receivables and assets	$2,059,341	$2,723,512
Other assets	$192,044	$39,786
TOTAL ASSETS	**$32,612,107**	**$29,781,493**
LIABILITIES	**2019**	**2018**
Total liabilities	$945,269	$764,200
NET ASSETS	**2019**	**2018**
Unrestricted	$16,507,946	$14,942,094
Restricted assets	$15,158,891	$14,075,199
Total net assets	$31,666,837	$29,017,293
TOTAL LIABILITIES AND NET ASSETS	**$32,612,107**	**$29,781,493**

STATEMENT OF ACTIVITIES

REVENUE + SUPPORT	2019	2018
Unrestricted contributions + grants	$20,084,658	$16,643,286
In-kind donations	$1,416,463	$1,159,092
Gala	$0	$1,032,473
Other income	$973,446	$680,228
Total current assets	**$22,474,567**	**$19,515,078**
EXPENSES	**2019**	**2018**
Program services	$17,245,361	$11,804,794
Management + general	$2,323,339	$1,832,400
Fundraising	$1,340,015	$1,215,808
TOTAL EXPENSES	**$20,908,715**	**$14,853,002**
Change in unrestricted net assets	$1,565,852	$4,662,077
Change in temporarily restricted net assets	$1,083,692	$4,363,677
Net assets – beginning of year	$29,017,293	$19,991,537
Net assets – end of year	$31,666,837	$29,017,293

GIRLS WHO CODE

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