

FIRST 10



NEXT 10

SINCE OUR FOUNDING **TEN YEARS AGO**, GIRLS WHO CODE HAS BEEN ABOUT MORE THAN TEACHING GIRLS TO CODE.

We've also grounded our work in knowing that the students who most need to pursue a career in STEM are often the ones most lacking in resources, community, and care.

And so, 2021 – yet another tumultuous year – allowed us to do what we do best, and set the tone for our next ten years. Understanding that half of our students come from historically underrepresented groups, we overhauled our programming to fit our new reality. We had to ask our students questions we never thought to ask. Questions about reliable wifi, access to laptops, and quiet places to work. The responses we received gave us new ways to support our community, and grow in the process.

We proved that times of great challenges often inspire great innovation. In 2022, there are 115,000 Girls Who Code alumni who are college-aged or post-college aged—over 3x the number of women graduating with CS and related degrees in the US. We remain on track to reach our north star goal to close the gender gap in new, entry-level tech jobs by 2030.



Our flagship summer program expanded dramatically serving 200% more students in more cities around the country compared to last year. Our Clubs program offered additional support for our Facilitator community, ensuring that they had the tools they needed to run their clubs virtually, or in-person. When we learned that almost half of our college seniors were still searching for jobs, we piloted new programs, like our Hiring Summit, and Work Prep, and ended up serving thousands of young women.

None of this would be possible without the students in the Girls Who Code community. They show up every single day in spite of the challenges of this current moment, in spite of the frustration of spending their third year of school in a pandemic, in spite of caregiving responsibilities and part-time jobs. They do so because they believe in the need to fight hard for their own future. I became CEO of Girls Who Code, amid a global crisis, because I know that it's our responsibility and privilege to fight for them, too.

**With love,
Tarika Barrett**

A handwritten signature in black ink, appearing to read "T. Barrett".

BY THE NUMBERS

2030

Girls Who Code is on track to achieve gender parity in new, entry-level tech jobs by 2030.



Our Movement sparked

14 BILLION

online engagements.



500,000

girls, women and nonbinary students served to date.



Over

50%

of girls served come from historically underrepresented groups in tech.

In 2022, there are

115,000

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.

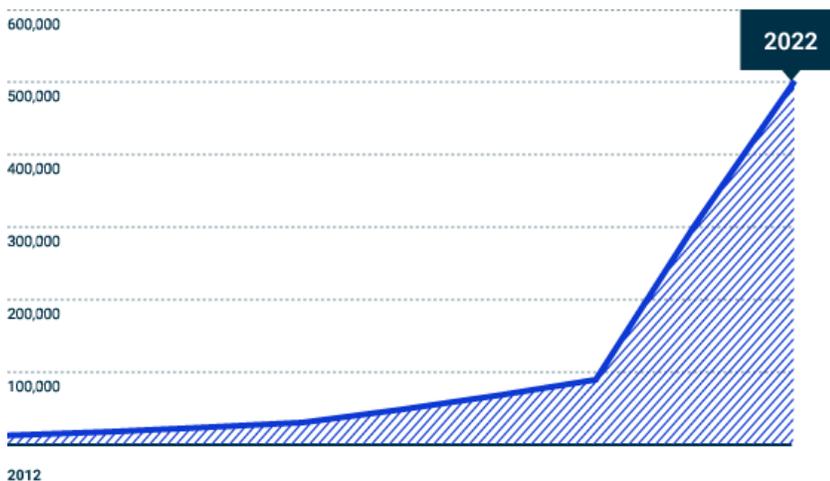


OUR PROGRAMMATIC WORK

STUDENTS SERVED SINCE 2012

500,000

STUDENTS



Girls Who Code has served 500,000 girls and non-binary students in our first ten years. Our Clubs, Virtual Summer Immersion Program, and Code From Home activities are sparking an early interest in computer science, and our College Loops, Work 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

Our programs continue to grow and serve girls and non-binary students all along the pipeline.

CLUBS



470,000

STUDENTS SERVED

SUMMER PROGRAMMING



18,500

STUDENTS SERVED

COLLEGE-AGED PROGRAMMING



12,000

STUDENTS SERVED

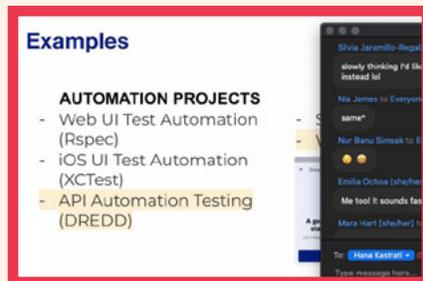
COLLEGE & CAREERS

In the face of a global pandemic that has put our students' futures at risk, Girls Who Code expanded our work to serve our 115,000 college-aged alumni as they break into the workforce. With an eye to the many challenges facing historically underrepresented groups, we're creating more opportunities for our students to continue through the pipeline into their careers, and are ensuring that top companies know that our diverse alumni are vital to the success of the tech industry. Our students are growing, and Girls Who Code is growing with them.



HIRING SUMMIT

We launched a virtual, flexible Hiring Summit designed to connect the Girls Who Code community with job opportunities in tech. We connected hiring managers to a diverse slate of candidates for internships and jobs. The event drew thousands of jobseekers, many of whom typically lack opportunities to directly meet with, and be considered by top companies.



WORK PREP

We piloted a two-week virtual work prep program that introduces college-aged students to career pathways in technology, connects them with potential mentors and sponsors in the industry, and develops their networking skills. More than half of the students served said the program inspired them to continue pursuing their technical degrees and go on to pursue a career in tech.



VIRTUAL MENTORING

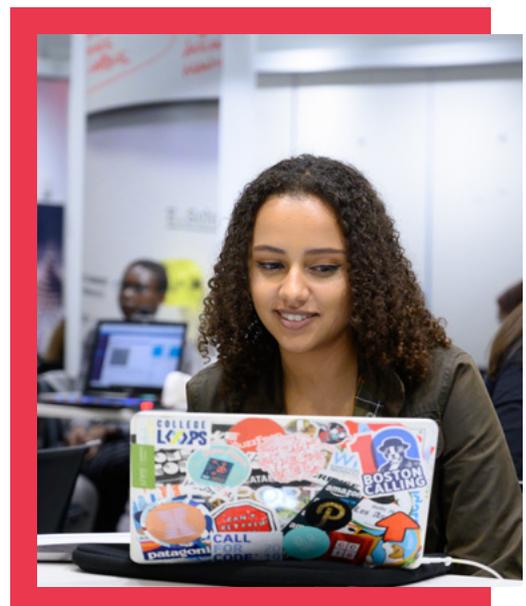
We expanded our 6-month virtual mentorship program that connects college students with role models at top companies for monthly sessions to build community, and confidence, to persist in their studies and pursue careers in computer science. Virtual Mentoring served 300% more students in 2021 than in years past.

OUR ALUMNI

OUR INSPIRING ALUMNI PROVE THAT,
WHEN YOU GIVE **GIRLS ACCESS**
TO COMPUTER-SCIENCE EDUCATION,
YOU **OPEN DOORS TO AN ENTIRE WORLD OF**
POSSIBILITIES – FROM PURSUING
A COMPUTER SCIENCE DEGREE, TO
GETTING A JOB AT MICROSOFT, AND EVEN
PARTICIPATING IN A HACKATHON.



They're finding passion and purpose through our programs, and are building confidence and community while they're at it.



OUR CULTURE CHANGE WORK

At Girls Who Code, we're not just closing the gender gap in tech, we're also leading the charge to change a culture that has allowed these disparities to persist. Our campaigns and brand partnerships are inspiring a new generation to see themselves as leaders in the tech industry and as changemakers in their communities. Together, we're securing a better future for young women and girls – a future where they are empowered to enter the tech workforce, and to thrive once they are there.

MARKING A NEW CHAPTER FOR GIRLS WHO CODE, OUR FOUNDER RESHMA SAUJANI STEPPED DOWN AS CEO, PASSING THE BATON TO **DR. TARIKA BARRETT.**



As an educator and a lifelong advocate for the most marginalized, Tarika is a natural leader in our fight to make education accessible to all communities and tackle systemic barriers that are holding our students back.

GIRLS WHO CODE PARTNERS WITH DOJA CAT

We partnered with international icon Doja Cat on “Doja Code” the world’s first codable music video, for the viral sensation song, “Woman”. The interactive video experience allows users to unlock hidden video content using basic coding languages, with no prior experience required. From changing nail designs, to controlling the sky, to manifesting Doja herself out of thin air, Doja Code shows young people just how creative and fun a career in computer science can be.



INSPIRING GIRLS TO “MAKE THAT CHANGE”

In honor of International Day Of The Girl, we launched “Make That Change”, a multimedia campaign with a bold new message for girls: when you learn to code, you can not only make the change you want to see in the world, but by choosing a career in tech, you can change your life too. The video featured a diverse group of tech role models – each one using their skills in technology to uplift their field, their community, and, just as importantly, themselves.

MARSHALL PLAN FOR MOMS

Led by our founder, Reshma Saujani, Marshall Plan for Moms has grown into a national movement tackling the entrenched cultural and political forces that have led to a mass exodus of women from the workplace. Through research and thought leadership, marketing campaigns, coalition building and corporate advocacy, we are advocating for public and private sector policies that support women, including parental leave, affordable childcare, and pay equity.



SPRING FORWARD

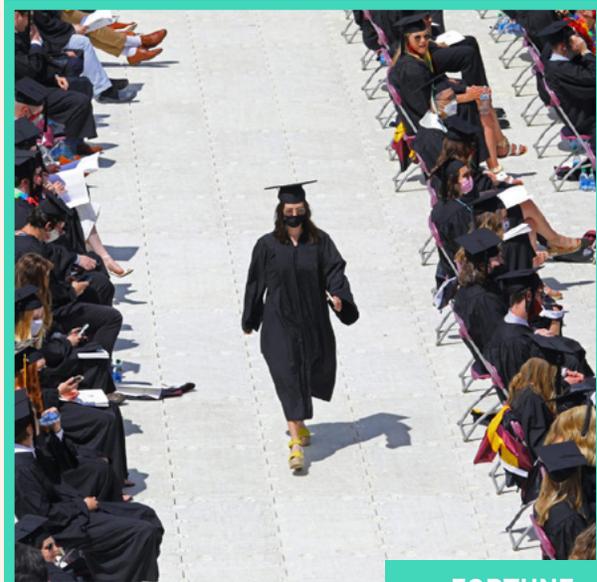
The Spring Forward digital fundraiser celebrated and honored our founder Reshma Saujani's legacy and welcomed Tarika Barrett as our new CEO. We highlighted the breadth of our sisterhood, and connection to our growing community during a time when we needed connection the most. The digital celebration was hosted by our fierce board member Bozoma Saint John with special guest appearances by Secretary Hillary Clinton, John Legend, Sophia Bush and many more. Teen DJs Amira + Kayla, kept our spirits lifted all evening long.

GIRLS WHO CODE IN THE MEDIA



FORBES

Dr. Tarika Barrett to succeed Reshma Saujanya as Girls Who Code CEO



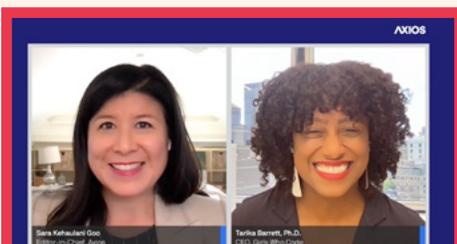
FORTUNE

OPINION: Academic credentials are a poor measure of talent. So why do businesses keep relying on them?



NPR'S MARKETPLACE TECH

The mission to get girls coding doesn't take a COVID break



AXIOS

Tarika Barrett: U.S. tech industry must become "more equitable"



WNYC'S THE TAKEAWAY

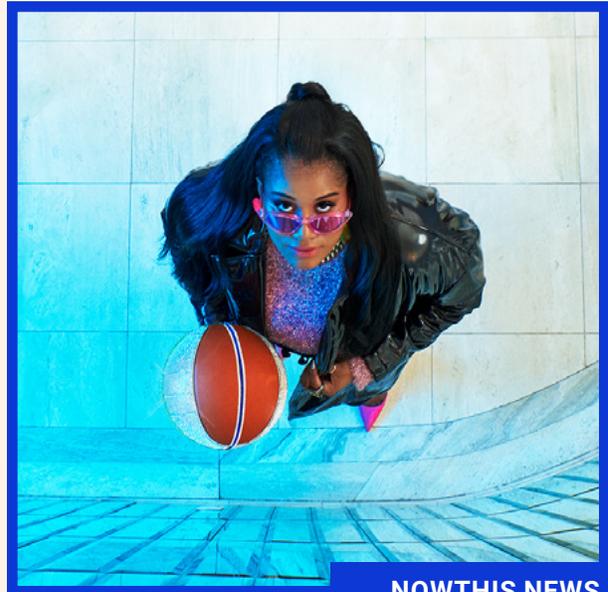
August 3rd Marks Black Women's Equal Pay Day

GIRLS WHO CODE IN THE MEDIA



THE HECHINGER REPORT

OPINION: Let's build from Covid-related innovation instead of going backward



NOWTHIS NEWS

Girls Who Code: Why We Need More Women in Tech



QUARTZ

Girls Who Code CEO Tarika Barrett on what causes tech's gender gap



ESSENCE

Doja Cat Teams With Teyana Taylor And Girls Who Code To Make Interactive Video For 'Woman'



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Accenture
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AT&T
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Synchrony

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OUR PARTNERS

\$75K - \$149K

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The TJX Companies
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OUR PARTNERS

\$5K-\$9K

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Ryan McLelland
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Shira Steinberg
Sophos Inc.
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The Annie and Ronald F Bennett
Family Foundation
The Auslander Family Foundation
The Ben E. Factors Foundation
The Northridge Group
The Other Peoples Pixels Fund at
The Chicago Community Foundation
The Swanberg Family Charitable Fund
The WICT Network
Tonal
Trend Micro Inc
Valmont Industries, Inc.
Verizon Foundation
Victor & Heather Fetter
Vincent Allard
Vital Images
Wayfair
Wendy Phillips
William McCall
Yardi Systems

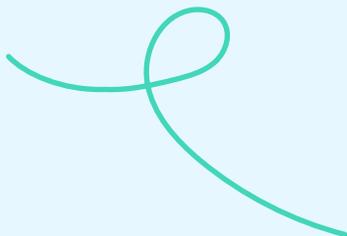
OUR PARTNERS

We are thrilled about the great advances we have made in the past year for Girls Who Code globally, and are excited to expand the Summer Immersion Program to countries including India and Hungary. Addressing inequities in our society also means providing career advancement and training to foster diversity, equity, and inclusion of the leaders of the future. Girls Who Code plays a huge part in increasing the number of students entering technology, but it's also a two-way street: it motivates our employees who are excited and gratified by offering mentorship, training, and other means to give back.



JEANETTE GAMBLE

Global Head of Data & Analytics
Technology & Web Services,
Morgan Stanley



Medtronic Foundation is proud to partner with Girls Who Code to expand STEM experiences, increase STEM persistence for underserved students, and close the gender gap in technology.



JESS DALY

Director of Programs and Partnerships,
Medtronic Foundation

Simply put, there aren't enough women in technology, and specific to our industry, ad tech. Our ongoing support for Girls Who Code is an attempt to change that. We recognize that getting young women involved in tech at an early age is what's needed to drive change, and Xandr is committed to this goal. Diversity of thought and leadership is needed more than ever, and we believe that investing in girls at an early age will not only make us a much better company, but also better positioned for the future.



MIKE WELCH

EVP and GM of Xandr

OVER THE PAST TEN YEARS, SINCE OUR FOUNDING, **GIRLS WHO CODE** HAS PROVEN THAT **GIRLS AND YOUNG WOMEN BELONG IN TECH**, AND, WHEN THEY ARE EMPOWERED TO PURSUE COMPUTER SCIENCE, CAN ALSO BE A VITAL FORCE IN TRANSFORMING OUR ECONOMY AND SOCIETY.



Thanks to our founder, Reshma Saujani's leadership, we've been able to serve 500,000 students and 115,000 alumni throughout their education and into their careers. Looking ahead to our next ten years, we know that our work to close the gender gap in tech is hard, but is more important than ever. The tech industry's outsized influence touches nearly every aspect of our lives, and a tech workforce that represents the diverse world we live in is key to ensuring it continues to serve all people.

I also know that we are ready to meet the challenge. We know that our mission requires diligence, since we need to reach girls and young women at every turning point in their educational journey and into their careers. But every single one of those turning points presents new opportunities.

We will continue to nurture our youngest students and, as our pipeline grows, ensure that our students don't lose their hard-won momentum to thriving careers in tech. We will disrupt traditional ideas of who gets hired at top companies, and the qualities we value when looking for strong candidates. Qualities like bravery, grit, and strength – qualities that our students have in abundance.

STATEMENT OF FINANCIAL POSITION

ASSETS	2021	2020
Cash	9,234,000	8,995,000
Receivable	10,144,000	10,046,000
Investments	33,942,000	20,922,000
Other assets	2,679,000	2,529,000
Total Assets	55,999,000	42,492,000

ASSETS	2021	2020
Payables/Accrued Exp/Other	763,000	723,000
Deferred Rent	493,000	410,000
Total Assets	1,256,000	1,133,000

NET ASSETS	2021	2020
Total Assets	54,743,000	41,359,000

TOTAL LIABILITIES AND NET ASSETS	2021	2020
	55,999,000	41,359,000

STATEMENT OF ACTIVITIES

REVENUE + SUPPORT	2021	2020
Contributions	25,945,000	21,160,000
PPP Loan Forgiveness	1,884,000	1,654,000
Other Revenue	64,000	413,000
Total Revenue	27,893,000	23,227,000

EXPENSES	2021	2020
Total Programs	10,471,000	9,890,000
Management and general	2,363,000	1,898,000
Fundraising	1,675,000	1,443,000
Total Expenses	14,509,000	13,231,000

Change in Net Assets	13,384,000	9,996,000
Net Assets - Beginning of year	41,359,000	31,363,000
Net Assets - End of year	54,743,000	41,359,000



GIRLS WHO CODE ANNUAL REPORT 2021

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