



GRACE HOPPER CELEBRATION



ANITA
B.ORG

2019 IMPACT REPORT

*CHANGING THE DIRECTION OF
TECH TOGETHER.*



Grace Hopper Celebration is the premier event for women technologists worldwide.

We support and inspire women to
further their careers, break boundaries,
and transform the world of technology.

GHC is produced by AnitaB.org in
partnership with the Association for
Computing Machinery (ACM).

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A Message from AnitaB.org President & CEO, Brenda Darden Wilkerson

2019 Grace Hopper Celebration was
the biggest and best yet.

Nearly **25,000 of us came together**, representing a
vast range of ages, races, cultures, technical interests,
backgrounds, and abilities.

We are the diversity that will drive innovation and create
the inclusive technology of tomorrow.

**WE WILL achieve our goal of 50/50 intersectional
gender equity in tech by 2025.**

Thank you for being part of this global community that
is shaping our future. **We couldn't do it without you.**

Brenda Wilkerson



› EMPOWERING WOMEN TECHNOLOGISTS

“I want our daughters to say,
‘I heard back in your day there
was this problem that there
weren’t enough women in tech.
What was that like?’”

BRENDA DARDEN WILKERSON

President & CEO of AnitaB.org



› **GHC 19 OVERALL IMPACT**



The Largest Grace Hopper Celebration of All Time

24,847

ATTENDEES

94

COUNTRIES

3,000+

JOINED VIA LIVESTREAM
FROM AROUND THE WORLD

IN TOTAL THERE WERE:

- 20 TRACKS
- 472 SESSIONS
- 947 SPEAKERS
- 157 POSTERS
- 1,663 VOLUNTEERS

**Data in this report comes from 2019 registration, badge scanning, and GHC attendee surveys.*



Aisha Evans
CEO of Zoox
GHC 19 Keynote Speaker

› WOMEN CAME TO GHC 19 AND...

94%

felt that engagement was similar or better than other Women in Tech Events.

84%

believed organizations should have programs focusing on hiring, retaining, and advancing women.

94%

felt motivated by role models they encountered.

81%

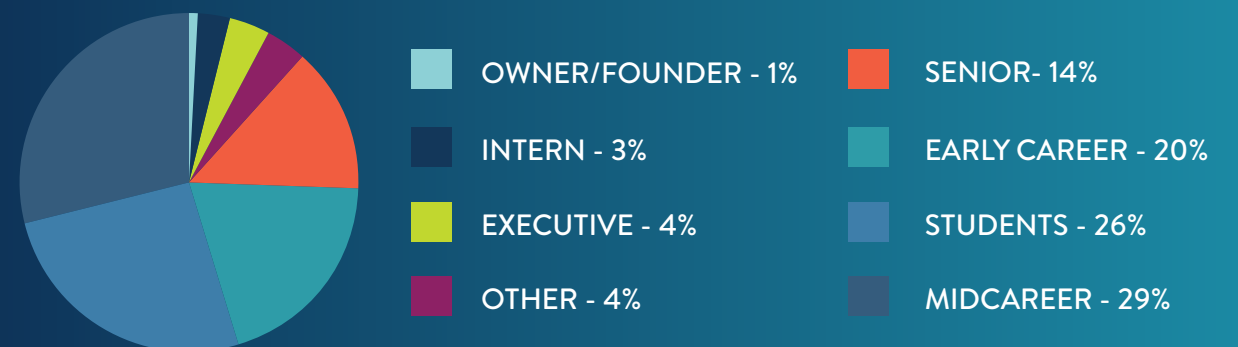
felt they were part of a larger community of technical women.

93%

of speakers felt GHC met or exceeded expectations.

Across all career levels, **hearing from inspiring women in technology was the number one motivation for attending GHC**, followed by expanding networks.

CAREER STAGES OF GHC ATTENDEES



› INSPIRING THOUSANDS TO FOLLOW
THEIR DREAMS

“Courage isn’t something
that you are. It’s something
that you practice.”

DR. VIVIENNE MING

CO-FOUNDER, SOCOS LAB
GHC 19 KEYNOTE SPEAKER



› KEYNOTE AND FEATURED SPEAKERS

MOST POPULAR FEATURED SESSION

Toward Human-Centered Artificial Intelligence

Abie Award Winner Dr. Fei-Fei Li



MOST POPULAR TECH SESSIONS

Innovations for Women in Developing Nations

Microservice Architecture: Orchestration to Reactive Approach

MOST POPULAR CAREER TRACK SESSION

The Power of Ask: How to Ask for and Get What You Want

HIGHEST SURVEY-RATED SESSION PERFECT SURVEY SCORE

Abie Award Series: Empowering Women to Improve Women's Health Through Tech, Education, & Engagement

OTHER SPECIAL SESSIONS

Becoming an Influential Female Leader in Technology

Reception Celebrating Black Women in Technical Roles

The Imagination Coefficient: Leadership in Counterterrorism & Cyber from West Point to Wall Street

Community Hall Meetups

Open Source Day Gallery Walk

GHC 19 featured a strategic tech policy presence for the first time, including House Science Committee staff members leading a session on Women's Voices in Today's Tech Policy Landscape.

› CREATING PATHWAYS

“We are building the movement
we’ve been looking for.”

DR. JACQUELINE BOUVIER COPELAND, PH.D.
CHIEF OPERATING OFFICER
ANITAB.ORG



› THE TECHNICAL EXECUTIVE FORUM

The Technical Executive Forum

The Technical Executive Forum (TEF) convenes C-level technical executives from AnitaB.org Partner organizations. Executive participants connect, collaborate, and learn from experts and one another, integrating cutting-edge research and strategies to advance and retain women technologists while building diverse, inclusive and equitable tech workplaces.



THE 2019 TEF THEME

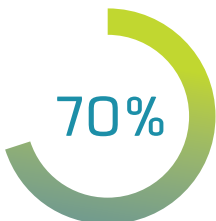
*Intentional.
Inclusive.
Intersectional.
Building Inclusive
Products & Services
to Mirror the World
We Live In.*

› **GHC 19 SPONSOR ORGANIZATIONS**

Sponsor Organizations’ Top Objectives



Demonstrate commitment to supporting women in technology



Recruit job candidates



Network and build relationships with women in technology

91%

of sponsors felt objectives were met.

1,765

organizations were represented, including **591 academic institutions.**

95%

of organizations feel engagement with women technologists is similar or better at GHC than other events.



WE WILL

make kindness come to
this industry. We will work
together to make algorithmic
bias not destroy humanity.
We will create equality.

Megan Smith

Former CTO of the United States

› STUDENT AND FACULTY SCHOLARS AT GHC

OUR SCHOLARS PROGRAM
EXPANDED TO INCLUDE:



960
SCHOLARS
FROM



71
COUNTRIES
REPRESENTING



462
INSTITUTIONS



** In our data collection and analysis, we identify “Women of Color” as women of non-white or non-European parentage, and “Women from underrepresented groups” (URG Women in tech) as Black/African American, Hispanic/Latina, Native American, Alaska Native, Native Hawaiian, and/or Pacific Islander.*

› LAUNCHING THE NEXT GENERATION OF CHANGEMAKERS

“Imagination makes us better problem solvers. It makes us better leaders. As technologists, you have the power to transform the world for the better, if you imagine it so.”

JEN EASTERLY

MANAGING DIRECTOR, MORGAN STANLEY

GHC 19 FEATURED SPEAKER



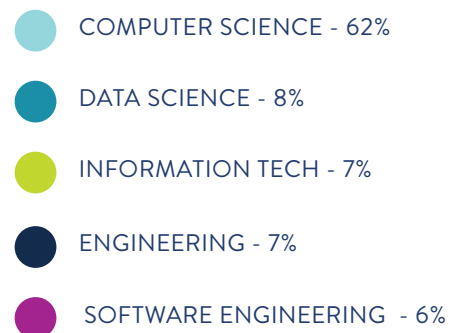
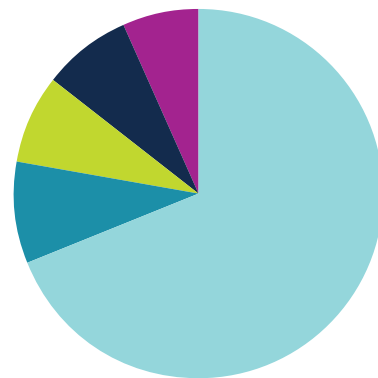


› SCHOLARS AT GHC

8,300+
STUDENTS

90% of students felt GHC met or exceeded expectations

GHC 19 STUDENT MAJORS



STUDENTS AT GHC 19 AGREED THAT:



84%

Organizations should have programs focused on hiring, retaining, and advancing women.



83%

They are part of a larger community of technical women.



80%

They are more knowledgeable about career opportunities in technical fields.



THE GHC STORE

For the first time, attendees were able to purchase GHC shirts, messenger bags, water bottles, and more.

74% of the items sold before the end of the Celebration.

› CAREER FAIR AND INTERVIEW HALL



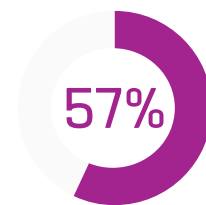
13,000

RESUMES AVAILABLE
FOR REVIEW

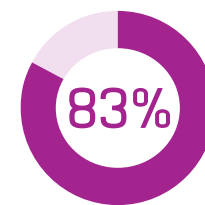


1,326

PEOPLE PARTICIPATED
IN INTERVIEWS



OF THOSE WHO
SUBMITTED
RESUMES AND
ATTENDED GHC
INTERVIEWED
FOR JOBS



OF ATTENDEES
WHO SUBMITTED
RESUMES **WERE**
STUDENTS

822

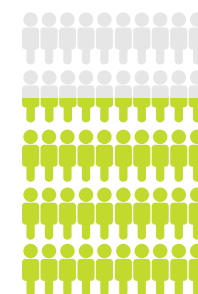
INTERVIEW
BOOTHS
INCLUDING
279
SPONSORS

844

BOOTHS
INCLUDING
466
SPONSORS

NEARLY
800

MIDCAREER RESUMES
SUBMITTED WITH 5 – 15 YEARS
OF EXPERIENCE



82%

HAVE A TECHNICAL
FIELD OF EXPERTISES

› HONORING THE ACHIEVEMENTS OF WOMEN TECHNOLOGISTS

The 15th Anniversary of the Abie Awards

Congratulations to this year's Abie Award Winners! There were 11 sessions for this year's 2019 Abie Award Series Track. Seven sessions exceeded 80% capacity and **three sessions met 100% capacity.**



Jhillika Kumar

STUDENT OF VISION AWARD

Augmenting the capabilities of individuals with autism spectrum disorder through her virtual platform, Mentra.



Dr. Nimmi Ramanujam

SOCIAL IMPACT AWARD

Directs the Center for Global Women's Health Technologies at Duke University where she is working to make complex cancer prevention services more accessible.



Dr. Fei-Fei Li

TECHNICAL LEADERSHIP AWARD

Professor and Director of Stanford University's Human-Centered AI Institute and lead inventor of ImageNet, a collection of 15 million precisely labeled photographs organized into 22,000 categories.



Dr. Natalya Bailey

EMERGING TECHNOLOGIST AWARD

CEO and Co-founder at Accion Systems and one of the top leaders in satellite propulsion. Natalya introduced a diversity program for hiring people underrepresented in the industry.



Yamilée Toussaint Beach

EDUCATIONAL INNOVATION AWARD IN HONOR OF A. RICHARD NEWTON

Founder and CEO of STEM From Dance, inspiring young women of color from low-income backgrounds to develop the confidence necessary to obtain STEM degrees.

› 2019 SESSION HIGHLIGHTS

Sharing Technological Innovations and Career Advice

6 Professional Development Leadership Workshops

The **Senior Leadership Summit** addressed strategies and solutions for managing change and provided extensive networking opportunities for over **450 leaders of the cusp of the C-suite** from over **150 companies**.

The Mentoring Circles mentorship program increased in popularity by **110%** since last year.

This year, **70 mentors** shared tips with **540 mentees** on **50 topics**, including job interviewing, finding one's passion, and how to thrive in male-dominated fields.

15 Technical tracks representing the world of computing:

Hardware

Data Science

Open Source

Tech Meetups

Products A to Z

Tech for Women

Security/Privacy

Interactive Media

Artificial Intelligence

Emerging Technology

Software Engineering

Human Computer Interaction

Computer Systems Engineering

Internet of Things/Wearable Tech

Virtual, Augmented, and Mixed Reality

› LEVELING THE PLAYING FIELD

“If women don’t get funding,
it perpetuates a system where
women-led startups aren’t
able to succeed, and that
must change.”

DR. SANNA GASPARD

CEO OF RUBITECTION

FIRST PLACE WINNER OF PitchER™ 2019



› SUPPORTING WOMEN TECH ENTREPRENEURS



Women-led businesses are the fastest growing segment of entrepreneurship, but they receive only 2.2% of investor funding. The annual AnitaB.org PitchHER competition is changing this trajectory.

This year, 11 women founders – selected out of 90 applicants – presented why their company deserved VC capital.



Dr. Sanna Gaspard
RUBITECTION, INC.
\$35,000

GRACE HOPPER CELEBRATION



Project: Unlock the
**American
Dream**

Unlocking the American Dream: Treehouse and AnitaB.org

At GHC 19, a new partnership was announced between AnitaB.org and the Treehouse Apprenticeship Program (“Treehouse”) to create an actionable pathway to train and place 100,000 underrepresented minorities into

software engineering apprenticeships across the United States. This partnership is building the ladder to high-paying jobs in tech for diverse communities, helping them create long-term wealth for themselves and their families.

› INCREASING DIVERSITY, EQUITY, AND INCLUSION



“Diversity leads us to more creativity and success. In short, great minds do not think alike.”

SARAH YANG

TALENT BRAND & DIVERSITY LEAD

GETAROUND



Women of Color in Tech Complimentary Registration Initiative

Women of Color in Tech Complimentary Registration Initiative provided complimentary registrations to women from underrepresented groups who did not work in for-profits.

857 ATTENDED GHC **101** WERE OFFERED JOBS AT GHC

MSI Community Cohorts Challenge

AnitaB.org provided scholarships for GHC 19 to 145 students and faculty from 31 different Minority Serving Institutions (MSIs), including Historically Black Colleges and Universities, Hispanic Serving Institutions, and Tribal Colleges and Universities.

145 SCHOLARSHIPS **31** MINORITY SERVING INSTITUTIONS

Untapped Pathways

Untapped Pathways is an initiative that provided grants to attend GHC 19 to 97 women who have degrees from a 2-year college or 4-year Minority Serving Institution, completed certificates from alternate tech programs (e.g., coding boot camps or other accelerated coding programs), or were enrolled in alternative tech programs at the time of their application.

97 GRANTS PROVIDED TO WOMEN TO ATTEND GHC 19



AnitaB.org is working to make sure that everyone has equal access to opportunities provided at GHC.

ASPIRING TECHNOLOGISTS

80+

ATTENDEES WERE ALUMNAE FROM FIVE
DIFFERENT PARTNER PROGRAMS, INCLUDING:

- Black Girls CODE
- Girls Who Code
- Hispanic Heritage Foundation's LOFT and Code as a Second Language
- National Center for Women & Information Technology (NCWIT)'s Aspirations Award
- Summer Math and Science Honors (SMASH)

97%

agreed or strongly agreed that attending GHC increased their interest in exploring a potential career opportunity in computer science

94%

agreed or strongly agreed that attending GHC increased their sense of belonging in the field of computer science

41%

secured an internship or job

› HOLDING COMPANIES ACCOUNTABLE

“AnitaB.org has begun to publicly advocate for change in their industry – and draw clear lines over what they will no longer tolerate.”

NBC NEWS COVERAGE OF GHC 19



Top Companies for Women Technologists

At a time when women are significantly underrepresented on teams that are building technologies that shape every aspect of modern life, Top Companies data helps us understand whether the industry is improving, who is committed to change, and what is most effective in driving progress.

This year – our 9th annual Top Companies – we analyzed data on representation, programs, and policies from 76 companies representing more than 143,000 women technologists.

Each year, we learn not only that progress is possible, but that it is happening.

**SIGN UP FOR
TOP COMPANIES 2020**

Congratulations to our
2019 Top Companies Winners

The New York Times
SMALL COMPANY

Ultimate Software
MEDIUM COMPANY

Bank of America
LARGE COMPANY



2019 PARTICIPANTS

Accenture	Macy's
Adobe	Microsoft Corporation
ADP	Morgan Stanley
Airbnb	Morningstar, Inc.
Akamai Technologies	Nationwide
Allstate Insurance Company	NetApp
Amazon.com	New Relic
American Express	New York Life Insurance
Aptiv	The New York Times
Argonne National Laboratory	Nike, Inc.
Automatic	Northwestern Mutual
Bank of America	Pacific Northwest National Laboratory
Blackbaud	PricewaterhouseCoopers, LLP
BNY Mellon	Qualcomm
Capital One	Quora, Inc.
Carbon Black Inc.	S&P Global
Cisco Systems	Salesforce
Citi	SAS Institute
Dell	Schrodinger Umlauts
Discover Financial Services	Securian Financial Group
eBay	Service Now
Electronic Arts	Slalom
Expedia	Snap Inc.
Experian	State Farm
Fast Enterprises	Susquehanna International Group LLP
GEICO	Target
GoDaddy	Thomson Reuters
Goldman, Sachs & Co.	ThoughtWorks
Groupon, Inc.	Two Sigma Investments
Grubhub	Ultimate Software
HERE Technologies	Vanguard
HP Inc.	Verizon
IBM	Visa
Intel Corporation	Wayfair
Intuit	Workiva
Kohl's	Yelp
Lilly	Yext, Inc.
LinkedIn	Zillow



› TECHNOLOGY SHOWCASE THEATER

This year marked the second Technology Showcase at the GHC Expo, where startups and Fortune 500 companies alike presented their latest products, research, and innovative breakthroughs.



There were 74 Technology Showcase Booths, including

Amazon	Facebook	National Security Agency (NSA)
Bill.com	Google	Royal Caribbean Cruises Ltd.
Cigna	Intel	Snap Inc.
Cisco	John Deere	Vanguard
Deloitte	Microsoft	Western Digital



16

MEDIA ATTENDEES

62

SOCIAL POSTS FROM
INFLUENCERS

146

ARTICLES

44

MEDIA BRIEFINGS HELD

173

PRESS RELEASE
PICKUPS

2 BILLION+

IMPRESSIONS

› GHC IN THE NEWS

Grace Hopper Event Brings
Thousands of Female Tech
Workers to Orlando

[Orlando Business Journal](#)

Vicepresidenta de la AnitaB.org
Cuenta Cómo la Tecnología
Puede ser Más Incluyente

[Digital Trends Español](#)

More Women Get Tech Jobs,
but Men Still Outpace Them
3-to-1

[Orlando Sentinel](#)

Sponsorship vs.
Mentorship: Which is Best
for Your Career?

[CIO](#)

MEDIA ATTENDEES

NBC News, CNN, Digital Trends Español, Orlando Business Journal, CIO,
Orlando Sentinel, El Mundo Tech, Women in Tech Podcast, Fox News

MEETINGS WITH TOP TIER PUBLICATIONS PRIOR TO GHC

Bloomberg



FASTCOMPANY

WIRED



Join Us For GHC 20

September 29 – October 2

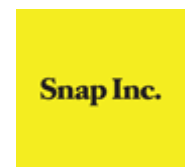
ORLANDO, FL

INTERESTED IN PARTICIPATING IN GHC 20?

MORE INFO CAN BE FOUND



OUR PIONEERING PARTNERS



OUR SUPPORTING PARTNERS



OUR SUPPORTING PARTNERS





We envision a future where
the people who imagine
and build technology mirror
the people and societies for
whom they build it.

We connect, inspire, and
guide women in computing,
and organizations that view
technology innovation as a
strategic imperative.



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