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
“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
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.
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

Aicha Evans
CEO of Zoox
GHC 19 Keynote Speaker
“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

Ana Roca Castro
Founder and CEO
Genius Plaza

Dr. Vivienne Ming
Co-founder
Socos Labs

Morgan DeBaun
Founder and CEO
Blavity

Erin MacLeod
Senior Director for Product and Privacy Counsel
Ancestry

Palak Shah
Social Innovations Director
National Domestic Workers Alliance

Aicha Evans
CEO
Zoox

Nonny de la Peña
Founder and CEO
Emblematic Group

Jen Easterly
Managing Director
Morgan Stanley

Jessica Naziri
Founder
TechSesh.co

Tammy Sun
Co-founder and CEO
Carrott

Dr. Fei-Fei Li
Inaugural Sequoia Professor in the Computer Science Department & Co-Director of Stanford’s Human-Centered AI Institute Stanford University

Sylvia Acevedo
CEO
Girl Scouts of America

Kumar Garg
Senior Director for Technology and Society Schmidt Futures

Tal Niv
Vice President of Law & Policy GitHub

Marie Wieck
General Manager
IBM Blockchain
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
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.
“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 (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.
organizations were represented, including 591 academic institutions.

1,765 organizations were represented, including 591 academic institutions.

91% of sponsors felt objectives were met.

95% of organizations feel engagement with women technologists is similar or better at GHC than other events.

Sponsor Organizations’ Top Objectives

- Demonstrate commitment to supporting women in technology: 78%
- Recruit job candidates: 70%
- Network and build relationships with women in technology: 59%
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
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.

Our Scholars Program expanded to include:

- 960 scholars from 960 countries representing 71 institutions
- 462 institutions

Student and Faculty Scholars at GHC

Women of Color *

- 910 students
- 668 faculty
- 73.41% of student scholars
- 60% of faculty scholars

Women of Underrepresented Groups *

- 910 students
- 358 faculty
- 39.34% of student scholars
- 36% of faculty scholars

*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.
“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
8,300+ students felt GHC met or exceeded expectations

84% of students agreed that organizations should have programs focused on hiring, retaining, and advancing women.

83% of students agreed that they are part of a larger community of technical women.

80% of students agreed that they are more knowledgeable about career opportunities in technical fields.

GHC 19 STUDENT MAJORS

- COMPUTER SCIENCE - 62%
- DATA SCIENCE - 8%
- INFORMATION TECH - 7%
- ENGINEERING - 7%
- SOFTWARE ENGINEERING - 6%

STUDENTS AT GHC 19 AGREED THAT:
### 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

<table>
<thead>
<tr>
<th>13,000</th>
<th>1,326</th>
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<tbody>
<tr>
<td>RESUMES AVAILABLE FOR REVIEW</td>
<td>PEOPLE PARTICIPATED IN INTERVIEWS</td>
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| 822 | 844 |
| INTERVIEW BOOTHS INCLUDING | 279 SPONSORS |
| 466 SPONSORS |

| 57% | 83% |
| OF THOSE WHO SUBMITTED RESUMES AND ATTENDED GHC INTERVIEWED FOR JOBS | OF ATTENDEES WHO SUBMITTED RESUMES WERE STUDENTS |

| NEARLY 800 | 82% |
| MIDCAREER RESUMES SUBMITTED WITH 5 - 15 YEARS OF EXPERIENCE | HAVE A TECHNICAL FIELD OF EXPERTISES |
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. 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.

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.

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

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

**ANITA B.ORG / PitcHER™**

- **Kristen Fang**
  - STRATTYX
  - $25,000

- **Shanel Fields**
  - MD ALLY
  - $20,000

- **Lin Zhu**
  - LORO CO.
  - $20,000

**First Place**

Dr. Sanna Gaspard

RUBITECTION, INC.

$35,000
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.
“Diversity leads us to more creativity and success. In short, great minds do not think alike.”

SARAH YANG
TALENT BRAND & DIVERSITY LEAD
GETAROUND
AnitaB.org is working to make sure that everyone has equal access to opportunities provided at GHC.

**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.

**Untapped Pathways GRANTS PROVIDED TO WOMEN TO ATTEND GHC 19**

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.

**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.

**Women of Color in Tech Complimentary Registration Initiative**

857 ATTENDED GHC

101 WERE OFFERED JOBS AT GHC

145 SCHOLARSHIPS

31 MINORITY SERVING INSTITUTIONS

97 GRANTS PROVIDED TO WOMEN TO ATTEND GHC 19
ASPIRING TECHNOLOGISTS

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
“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.

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
Adobe
ADP
Airbnb
Akamai Technologies
Allstate Insurance Company
Amazon.com
American Express
Aptiv
Argonne National Laboratory
Automattic
Bank of America
Blackbaud
BNY Mellon
Capital One
Carbon Black Inc.
Cisco Systems
Citi
Dell
Discover Financial Services
eBay
Electronic Arts
Expedia
Experian
Fast Enterprises
GEICO
GoDaddy
Goldman, Sachs & Co.
Groupon, Inc.
Grubhub
HERE Technologies
HP Inc.
IBM
Intel Corporation
Intuit
Kohl’s
Lilly
LinkedIn

Macy’s
Microsoft Corporation
Morgan Stanley
Morningstar, Inc.
Nationwide
NetApp
New Relic
New York Life Insurance
The New York Times
Nike, Inc.
Northwestern Mutual
Pacific Northwest National Laboratory
PricewaterhouseCoopers, LLP
Qualcomm
Quora, Inc.
S&P Global
Salesforce
SAS Institute
Schrodinger Umlauts
Securian Financial Group
Service Now
Slalom
Snap Inc.
State Farm
Susquehanna International Group LLP
Target
Thomson Reuters
ThoughtWorks
Two Sigma Investments
Ultimate Software
Vanguard
Verizon
Visa
Wayfair
Workiva
Yelp
Yext, Inc.
Zillow

SIGN UP FOR TOP COMPANIES 2020
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
- Bill.com
- Cigna
- Cisco
- Deloitte
- Facebook
- Google
- Intel
- John Deere
- Microsoft
- National Security Agency (NSA)
- Royal Caribbean Cruises Ltd.
- Snap Inc.
- Vanguard
- Western Digital
GHC IN THE NEWS

Grace Hopper Event Brings Thousands of Female Tech Workers to Orlando
Orlando Business Journal

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

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

Turning the tables: Women in Tech Job Interviews Have Questions of Their Own
NBC News

16 MEDIA ATTENDEES
62 SOCIAL POSTS FROM INFLUENCERS
146 ARTICLES
44 MEDIA BRIEFINGS HELD
173 PRESS RELEASE PICKUPS
2 BILLION+ IMPRESSIONS

MEDIA ATTENDEES

MEETINGS WITH TOP TIER PUBLICATIONS PRIOR TO GHC
Bloomberg, CNET, Fast Company, Wired
› ANITAB.ORG FIRESIDE CHAT

FEATURED SESSION

For this first time this year, GHC hosted an informative and lively fireside chat with AnitaB.org leaders Brenda Darden Wilkerson, President and CEO, and Dr. Jacqueline Bouvier Copeland, COO, moderated by CNN Business Writer, Sara O’Brien.
Join Us For GHC 20

September 29 – October 2
ORLANDO, FL

INTERESTED IN PARTICIPATING IN GHC 20?
MORE INFO CAN BE FOUND HERE
OUR PIONEERING PARTNERS

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Juniper Networks
Microsoft
Qualcomm
Snap Inc.
Target
WarnerMedia
Workday
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.
GRACE HOPPER CELEBRATION

ANITA B.ORG