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A MESSAGE FROM
ANITAB.ORG PRESIDENT AND CEO
BRENDA DARDEN WILKERSON

Grace Hopper Celebration 2022 was like no other Celebration before. With grit, hope, and resilience — much like those who have charted the course through the many challenges we all face — we hosted our first-ever hybrid event, offering in-person and virtual participation. Gathering in person for the first time in three years was a much-needed opportunity, to be sure.

Inspirational speakers, informative sessions, networking opportunities, passionate volunteers, dedicated Partners and Sponsors, and exhibits like Breonna’s Garden allowed us to see, hear, and celebrate the accomplishments of women and non-binary people in tech. And on top of that, we saw the potential for so much more. We at AnitaB.org, much like the more than 30,000 people who participated, are still fueled by all we experienced last September, and this report provides you with an in-depth look at that impact.

How can we possibly exceed GHC 22? Well, simply said...we move forward. We reflect on our mission of intersectional equity and pay parity in tech...and we move forward. We build on the successes, big and small...and we continue to move forward. AnitaB.org, together with all of you and those we work to serve, are THE WAY FORWARD. Thank you for your continued support of our organization and GHC!

Brenda Darden Wilkerson
President and CEO of AnitaB.org
GHC BY THE NUMBERS
To honor Grace Hopper’s legacy and inspire future generations of women in tech, Dr. Anita Borg and Dr. Telle Whitney founded Grace Hopper Celebration (GHC) in 1994. The AnitaB.org flagship event is the world’s largest gathering of women and non-binary technologists, where attendees from around the world go to learn, network, and celebrate their achievements. GHC 22, our first hybrid Celebration, was another exceptional year of inspirational speakers, networking opportunities, innovative sessions, and much more. Here’s a glimpse at GHC 22:
GHC BY THE NUMBERS

ATTENDEE DEMOGRAPHICS

<table>
<thead>
<tr>
<th>CAREER LEVEL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>INTERN</td>
<td>12%</td>
</tr>
<tr>
<td>ENTRY</td>
<td>24%</td>
</tr>
<tr>
<td>MID-CAREER</td>
<td>36%</td>
</tr>
<tr>
<td>SENIOR</td>
<td>20%</td>
</tr>
<tr>
<td>EXECUTIVE</td>
<td>3%</td>
</tr>
<tr>
<td>ENTREPRENEUR/FOUNDER</td>
<td>0.2%</td>
</tr>
<tr>
<td>NONE OF THE ABOVE</td>
<td>3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>YEARS OF TECH EXPERIENCE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1 YEAR</td>
<td>12%</td>
</tr>
<tr>
<td>1-2</td>
<td>19%</td>
</tr>
<tr>
<td>3-5</td>
<td>27%</td>
</tr>
<tr>
<td>6-10</td>
<td>18%</td>
</tr>
<tr>
<td>11-20</td>
<td>17%</td>
</tr>
<tr>
<td>21+</td>
<td>7%</td>
</tr>
</tbody>
</table>

28% STUDENTS
ATTENDEE DEMOGRAPHICS

**AGE**

- 18-20: 7%
- 21-24: 18%
- 25-34: 42%
- 35-44: 17%
- 45-54: 8%
- 55-64: 2%
- 65+: 0.2%
- PREFER NOT TO ANSWER: 6%

**RACE/ETHNICITY**

- ASIAN: 52%
- WHITE: 25%
- AFRICAN AMERICAN/BLACK: 7%
- HISPANIC/LATINX: 7%
- MIDDLE EASTERN/NORTH AFRICAN (MENA): 2%
- NATIVE AMERICAN/ALASKAN NATIVE/FIRST NATIONS: 0.4%
- PACIFIC ISLANDER/NATIVE HAWAIIAN: 0.4%
- PREFER TO SPECIFY: 1%
- PREFER NOT TO ANSWER: 11%

*Attendees responded to a question that allowed them to select all that apply.*
I felt at ease and continue to stay motivated about my work after talking to women who have faced similar issues in their past and how they overcame it.

GHC 22 Attendee
OVERALL ATTENDEE EXPERIENCE
**OVERALL ATTENDEE EXPERIENCE**

**ATTENDEE SATISFACTION RATINGS**

Grace Hopper Celebration 2022 truly provided something for everyone! Each day was packed with nonstop activities, insights, and opportunities that inspired attendees to help further the mission of inclusive tech. Here are some of the top-ranked offerings from GHC 22!

**ATTENDEES RESPONDED “SATISFIED” OR “VERY SATISFIED” WITH THE FOLLOWING ASPECTS OF GHC 22:**

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expo Booths</td>
<td>86%</td>
</tr>
<tr>
<td>Opening Plenary</td>
<td>80%</td>
</tr>
<tr>
<td>Featured Speakers</td>
<td>79%</td>
</tr>
<tr>
<td>Closing Plenary</td>
<td>79%</td>
</tr>
<tr>
<td>Keynotes</td>
<td>78%</td>
</tr>
</tbody>
</table>
My sense of belonging in the field of tech increased.

I increased my network within the technical community.

I feel more inspired about career opportunities ahead of me.

GHC was worth the time I invested in attending.

My commitment to completing my current degree program has increased.*

I learned new skills or information that will help me advance my career.

*Respondents were exclusively students.
I was honored to be surrounded by such powerful women who are bringing change to our world in a wide variety of ways, from industry and research, to entrepreneurship and volunteering.

**OVERALL ATTENDEE EXPERIENCE**

**WHAT’S NEXT FOR GHC 22 ATTENDEES**

**AS A RESULT OF ATTENDING GHC, I INTEND TO:**

- **71%**  
  Share something I learned during GHC with a friend or colleague.

- **59%**  
  Apply what I learned in my work.

- **57%**  
  Connect with someone from GHC after the event.
THE

GHC SPONSOR EXPERIENCE
THE SPONSOR EXPERIENCE

KEY METRICS

Sponsors and Patrons of GHC 22 not only gain access to a diverse pool of candidates, but they also have the opportunity to share their passion for the AnitaB.org mission and their commitment to diversity, equity, and inclusion in tech.

RESPONDENTS WHO SAID THEIR GOALS WERE MET OR MOSTLY MET.

82% Demonstrated our organization’s commitment to supporting women and non-binary technologists.
71% Aligned our organization as a partner of AnitaB.org.

82% OF SPONSORS REPORTED GHC 22 MET OR EXCEEDED THEIR OVERALL EXPECTATIONS.
80% OF SPONSORS REPORTED GHC 22 MET OR EXCEEDED THEIR RECRUITING EXPECTATIONS.

348 SPONSORS

242 CORPORATE SPONSORS
83 ACADEMIC SPONSORS
13 GOVERNMENT/LAB EXHIBITORS
10 NON-PROFIT SPONSORS

SPONSORS AGREED:

81% GHC 22 HELPED MY ORGANIZATION CONNECT WITH POTENTIAL NEW TALENT.

71% THE DIVERSITY OF THE TALENT POOL AT GHC 22 MET MY ORGANIZATION’S NEEDS.

71% THE SKILL SET OF THE TALENT POOL AT GHC 22 MET MY ORGANIZATION’S NEEDS.
THE INTERNSHIP + JOB-SEEKING EXPERIENCE
Participation in GHC 22 provides attendees, both virtual and in person, with unique access to hundreds of corporate and non-corporate organizations dedicated to building diverse and equitable workforces.

- **7,930** candidates booked either 1:1 and/or group meetings.
- **25,106** candidates booked 1:1 meetings.
- **343** employers booked either 1:1 and/or group meetings.

- **64%** of candidates booked either 1:1 and/or group meeting.
- **55%** of candidates booked a group meeting.
- **51%** of candidates booked a 1:1 meeting.

- **84%** of respondents were satisfied with the pool of sponsors at GHC 22.
- **75%** agreed: the recruiters I met with made me feel like I had an equal opportunity to obtain an internship or job.
- **72%** agreed: I made connections with sponsors during GHC that will assist me in finding a job.
- **70%** of respondents were satisfied with the quality of the 1:1 meetings with sponsors.
GHC really gave me more confidence in my technical abilities. I secured an interview with Apple, something I never thought would ever happen to me. After my experience at GHC, I feel a confidence I’ve never felt before and I owe it to this confidence for helping me rediscover myself.

GHC 22 Attendee
THE SPEAKER EXPERIENCE
Our inspirational lineup of GHC 22 Speakers are leaders in their respective fields, of all career levels and backgrounds, who recognize the importance of diversity in tech.

**SPEAKER DEMOGRAPHICS**

- **303** Speakers
- **11** Countries Represented
- **91%** Women
- **10%** LGBTQIA+
THE SPEAKER EXPERIENCE
SPEAKER DEMOGRAPHICS

**RACE/ETHNICITY***

- ASIAN: 44%
- WHITE: 34%
- AFRICAN AMERICAN/BLACK: 11%
- HISPANIC/LATINX: 5%
- MIDDLE EASTERN/NORTH AFRICAN (MENA): 2%
- NATIVE AMERICAN/ALASKAN NATIVE/FIRST NATIONS: 1%
- PACIFIC ISLANDER/NATIVE HAWAIIAN: 0.4%
- PREFER TO SPECIFY: 2%
- PREFER NOT TO ANSWER: 6%

**CAREER LEVEL**

- INTERN: 5%
- ENTRY: 18%
- MID-CAREER: 40%
- SENIOR: 27%
- EXECUTIVE: 9%
- ENTREPRENEUR/FOUNDER: 1%

*Attendees responded to a question that allowed them to select all that apply.
Jeanne Sparrow
HOST
7-Time Emmy-Winning Television & Radio Personality

Dana Blair
CO-HOST
TV Personality, Producer, Journalist

Shreya Krishnan
CO-HOST
SVP & Head - Marketing & Communications, Aon India

Michelle Rakshys
LIVE DESK CORRESPONDENT
Diversity, Equity, & Inclusion Leader, Amazon, Local Community Leader
GHC 22 KEYNOTE SPEAKERS

Brenda Darden Wilkerson
President & CEO, AnitaB.org

Daphne Koller, Ph.D
Data CEO & Founder, Insitro
2022 Technical Leadership Abie Award Winner

Dr. Anita Hill
Brandeis University Professor, Author and Advocate

Megan Rapinoe
Soccer World Champion, Activist and New York Times’ Best-Selling Author
The energy of the event was overwhelmingly beautiful and inspiring! ...[T]he topics they shared, the expertise and mindfulness instilled in the audience... It was an incredibly enriching experience. Thank you for creating this experience!

GHC 22 Attendee
THE
GHC SCHOLAR EXPERIENCE
THE GHC SCHOLAR EXPERIENCE

SCHOLAR DEMOGRAPHICS

The GHC Scholars Program provides opportunities for women and non-binary technologists from across the world who are students, faculty, and boot camp students to attend GHC virtually.

964
GHC SCHOLARS

41
COUNTRIES REPRESENTED

GHC SCHOLAR CATEGORIES

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHC STUDENT SCHOLAR</td>
<td>80%</td>
</tr>
<tr>
<td>GHC BOOT CAMP SCHOLAR</td>
<td>14%</td>
</tr>
<tr>
<td>GHC FACULTY SCHOLAR</td>
<td>6%</td>
</tr>
</tbody>
</table>

25
COUNTRIES REPRESENTED

98%
WOMEN

2%
NON-BINARY

14%
LGBTQIA+

OF GHC SCHOLARS WHO RESPONDED:

78%
MET AND CONNECTED WITH OTHER GHC SCHOLARS.

72%
AGREED: THE GHC SCHOLARSHIP HELPED ME ADVANCE MY ACADEMIC OR PROFESSIONAL CAREER.

67%
AGREED: I CAN TURN TO OTHER GHC SCHOLARS FOR PROFESSIONAL ADVICE.
I was able to meet and connect with many inspiring women in the field and exchange our information and backgrounds! Thank you so much for giving me the opportunity to attend it and I am excited to pass [on] what I learned to others.

GHC 22 Attendee
AnitaB.org celebrates and highlights the success of women and non-binary technologists, as well as those who work to promote diversity and equity in the tech industry. Our Abie Awards honor these distinguished leaders and those who view technology innovation as a strategic imperative. Through their achievements and life stories, Abie Award winners demonstrate that each of us has the power to improve our world, individually and collectively. Each year, AnitaB.org honors the accomplishments of the Abie Award winners at Grace Hopper Celebration (GHC). Each winner receives a cash prize, an opportunity to speak, and an expenses-paid trip to the Celebration.

Kris Dorsey, Ph.D
Emerging Leader
in Honor of Denice Denton
Abie Award Winner

Neha Narkhede
Technology Entrepreneurship
Abie Award Winner

Paula Coto
Change Agent
Abie Award Winner

Daphne Koller, Ph.D
Technical Leadership
Abie Award Winner

Katherine Vergara
Student of Vision
Abie Award Winner
AWARDS

TOP COMPANIES FOR WOMEN TECHNOLOGISTS

Top Companies for Women Technologists is a national program from AnitaB.org that identifies key trends in workforce equity impacting women and non-binary technologists. It is the only benchmarking program that looks specifically at the technical workforce and awards companies that are making the most progress toward equity. AnitaB.org recognized the winners during the GHC 22 Opening Plenary.

Click HERE to learn more about Top Companies and how your organization can participate.

SMALL TECHNICAL WORKFORCE
< 1,000

MEDIUM TECHNICAL WORKFORCE
1,001 - 10,000

LARGE TECHNICAL WORKFORCE
> 10,000

READ THE INSIGHTS REPORT TO LEARN MORE
OPEN SOURCE DAY
OPEN SOURCE DAY

KEY METRICS

GHC Open Source Day (OSD) is a celebration of all women in open source. This all-day hackathon provides participants of all skill levels with the opportunity to work with peers as well as experienced mentors to contribute to projects designed to solve real world problems.

90% OF RESPONDENTS REPORT THEIR OSD EXPERIENCE MET OR EXCEEDED THEIR EXPECTATIONS.

89% OF OSD EVALUATION RESPONDENTS INDICATE THEIR EXPERIENCE WAS EXCELLENT OR GOOD.

RESPONDENTS AGREED:

88% OSD WAS WORTH THE TIME I INVESTED IN ATTENDING.

86% I LEARNED NEW SKILLS OR INFORMATION THAT WILL HELP ME ADVANCE MY CAREER.

80% I INCREASED MY NETWORK WITHIN THE TECHNICAL COMMUNITY.
SESSIONS + ACTIVITIES
Grace Hopper Celebration has always been many things: exciting, inspiring, inclusive, and full of opportunities. GHC 22 was the most dynamic format in its history with an in-person celebration in Orlando, Florida and an action-packed virtual celebration to reach our global attendees. With over 315 in-person and virtual sessions, there was something for everyone.

### TOP 5 IN-PERSON SESSIONS

1. **One Size Does Not Fit All: Carving Out Your Preferred Career Path in Tech**
2. **Imposter Syndrome – Embracing You**
3. **Evolving Human-Centered Design: User Structures, Roles in Groups, and the Collective User**
4. **The Future is Quantam: An Introduction to Quantum Computing**
5. **Conflating Privilege with Potential**
## MOST POPULAR LIVE VIRTUAL SESSIONS

### TOP 5 LIVE VIRTUAL SESSIONS

<table>
<thead>
<tr>
<th></th>
<th>Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>FAKE IT TILL YOU MAKE IT? WHY IMPOSTER SYNDROME CAN’T BE OVERCOME WITH HARD WORK ALONE</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>TRANSFORMATIONAL NETWORKING: LET THE FISH SWIM TO YOU</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>FROM SEARCH TO HOSTED-SEARCH: A STORY OF LINKEDIN’S EVOLUTION OF SEARCH</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>SPLUNKING THE GENDER PAY GAP</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>CHANGE IS EXCITING, TAKE YOUR NEXT STEP, NOW!</td>
<td></td>
</tr>
</tbody>
</table>
SESSIONS + ACTIVITIES

MOST POPULAR ANITA BORG ON DEMAND STUDIO SESSIONS

**TOP 5 ANITA BORG ON DEMAND STUDIO SESSIONS**

1. INNOVATION SHOWCASE: GOOGLE
2. OPENING KEYNOTE
3. INNOVATION SHOWCASE: DISNEY
4. CAREER INTENTION SETTING
5. MONEY, MEANING, AND IMPACT: GET MORE WITH A COMPELLING CAREER STORY

2,058,641 MINUTES WATCHED
224 SESSIONS AVAILABLE
ABOUT ANITAB.ORG

At AnitaB.org, 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 and non-binary technologists and organizations that view technology innovation as a strategic imperative.

Our social enterprise supports women and non-binary people in technical fields, as well as the organizations that employ them and the academic institutions training the next generation. A full roster of programs helps women and non-binary technologists grow, learn, and develop their highest potential. Including:

- Our Membership Platform
- Mentorship
- Apprenticeship Pathways Program (APP)

For more information, please visit AnitaB.org.

Grace Hopper Celebration 2023 (GHC 23)
GHC 23 will take place September 26-29, 2023, in Orlando, Florida, and virtually. For more information, please visit GHC.AnitaB.org.