

IMPACT REPORT



ANITA B.ORG 2022
GRACE HOPPER
CELEBRATION

**NEXT IS
NOW**

VIRTUAL + IN-PERSON | ORLANDO, FL

SEPT 20-23, 2022

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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 Wilkerson

Brenda Darden Wilkerson
President and CEO of AnitaB.org



GHC BY THE NUMBERS

GHC BY THE NUMBERS

ATTENDEE KEY METRICS

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:



30,016
ATTENDEES

79
COUNTRIES
REPRESENTED



56%
IN-PERSON

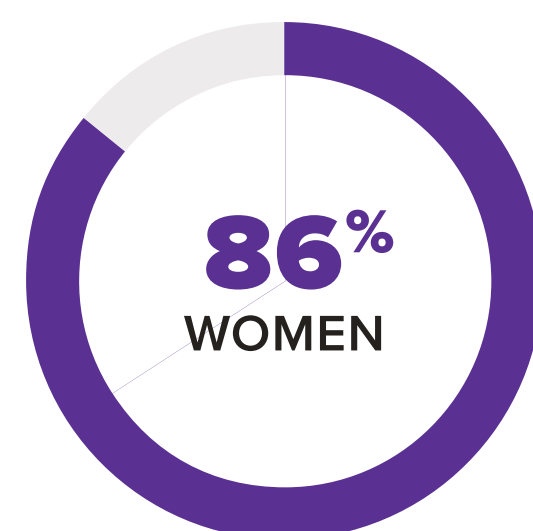
44%
VIRTUAL

13%

BLACK, LATINX, NATIVE
AMERICAN, PACIFIC ISLANDER

10%

LGBTQIA+



6%
MEN

1%

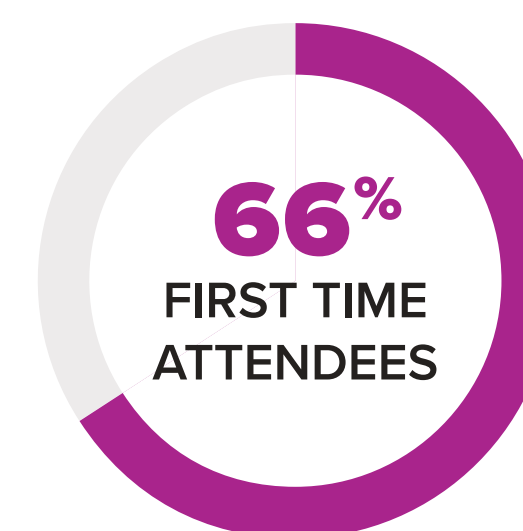
NON-BINARY

6%

PREFER NOT
TO ANSWER



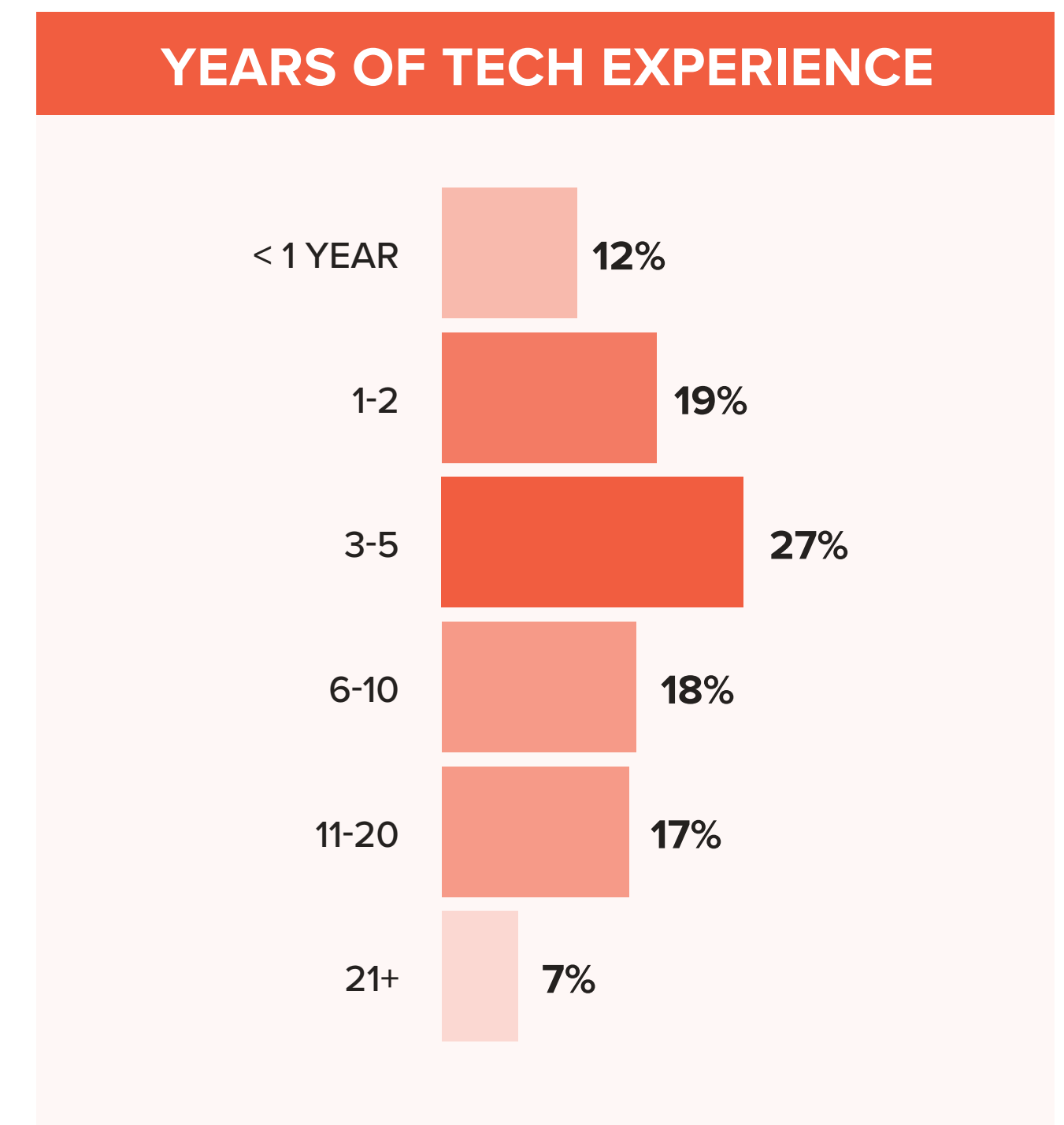
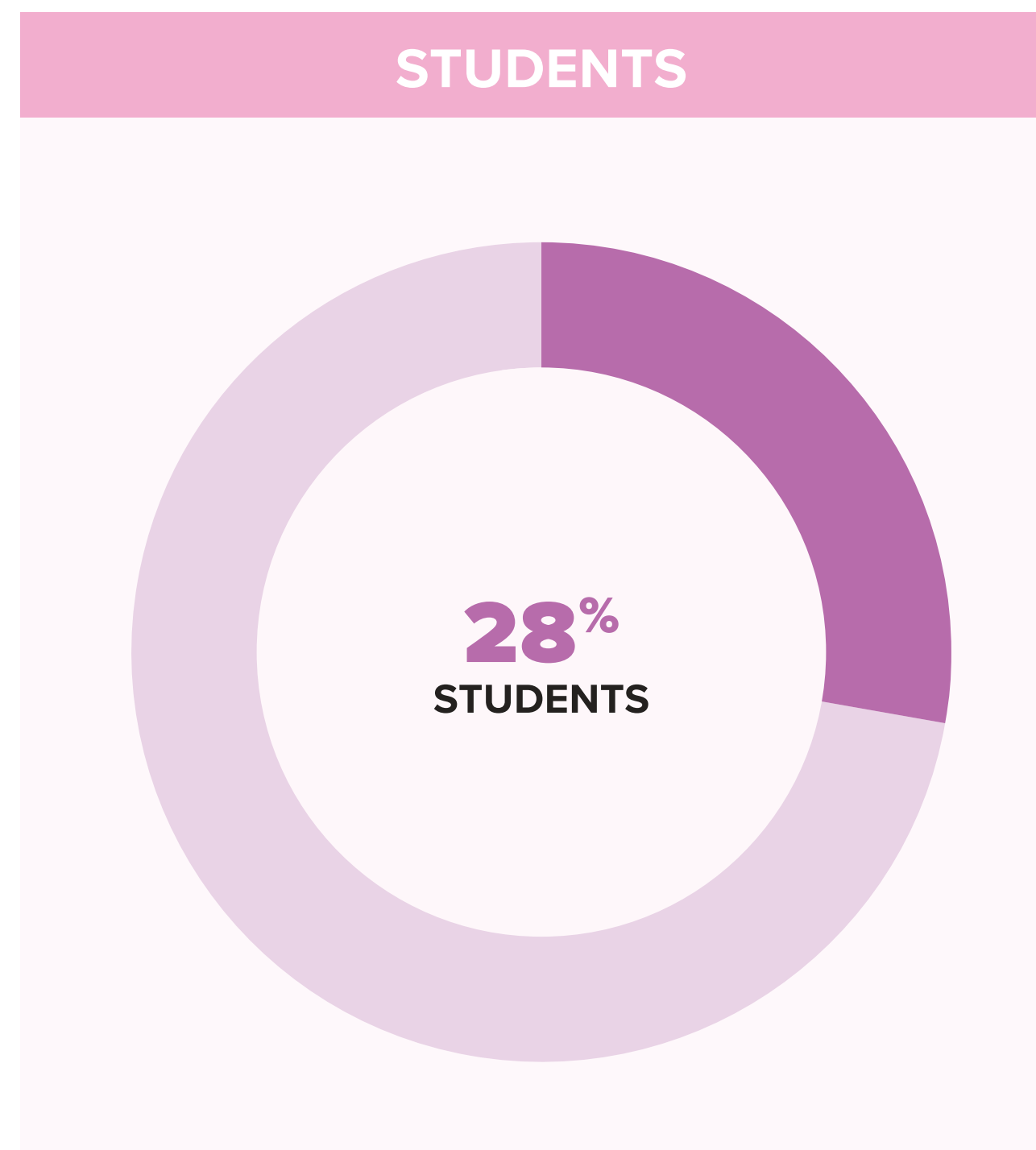
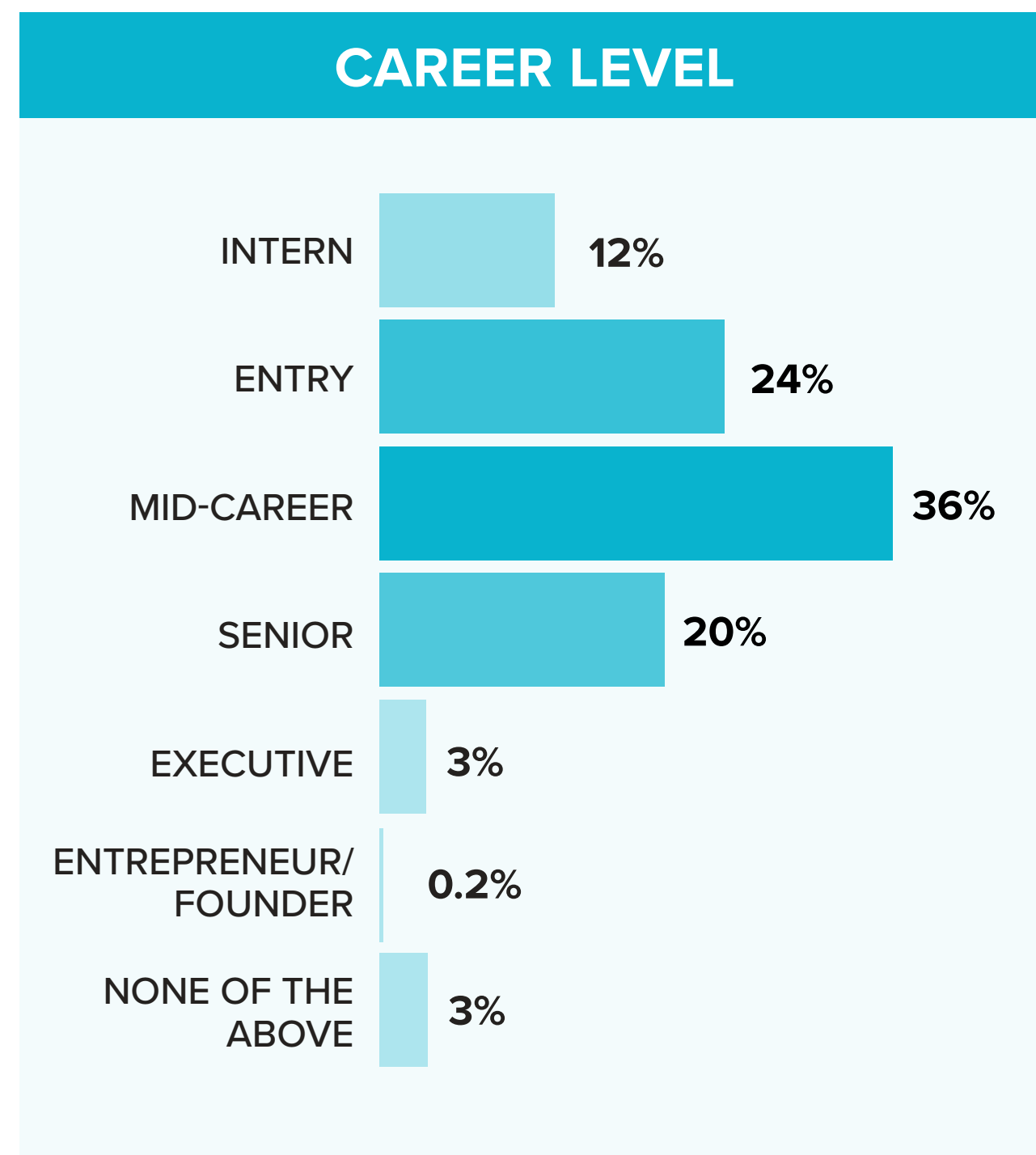
134
HOPPERS
(VOLUNTEERS)



66%
FIRST TIME
ATTENDEES

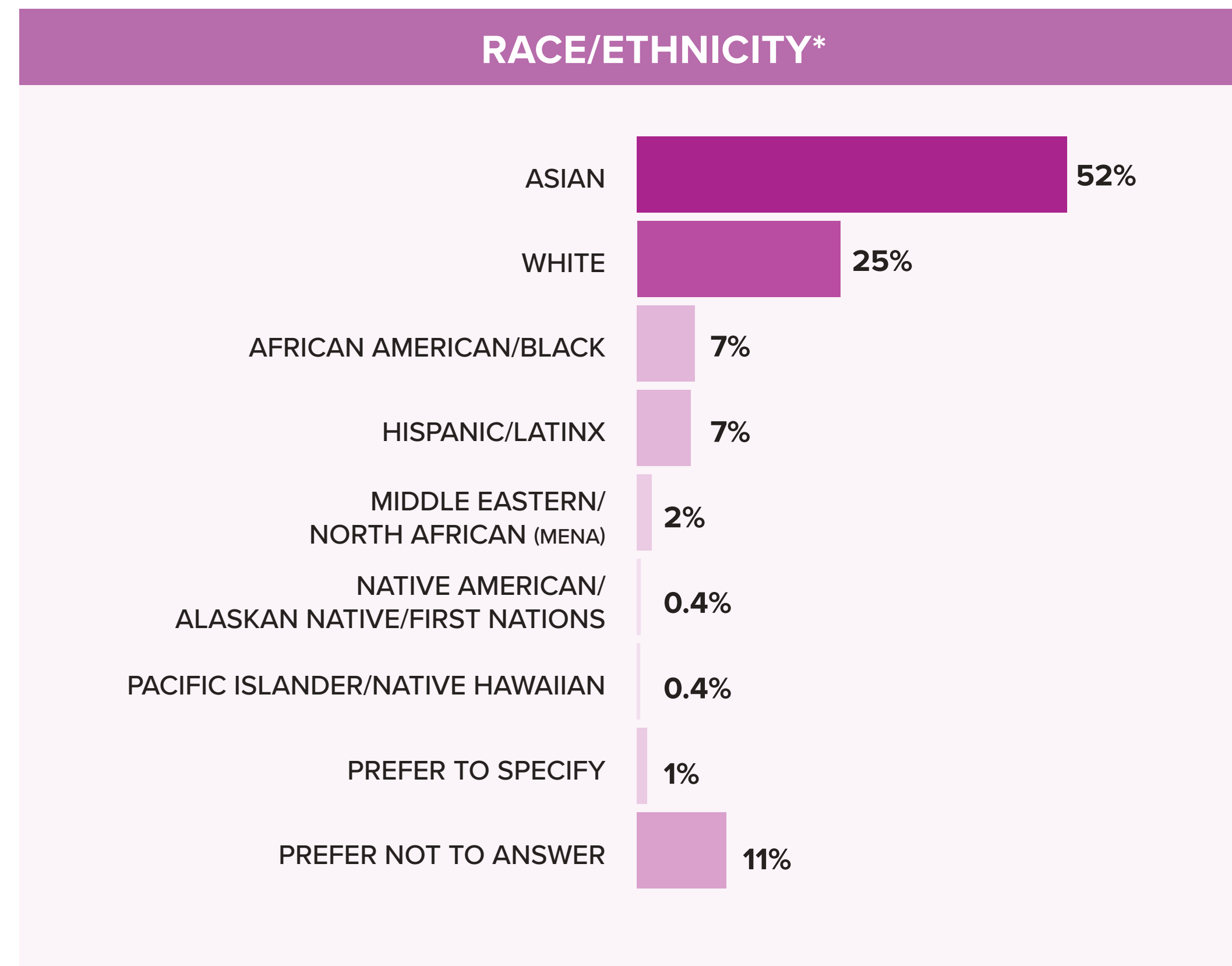
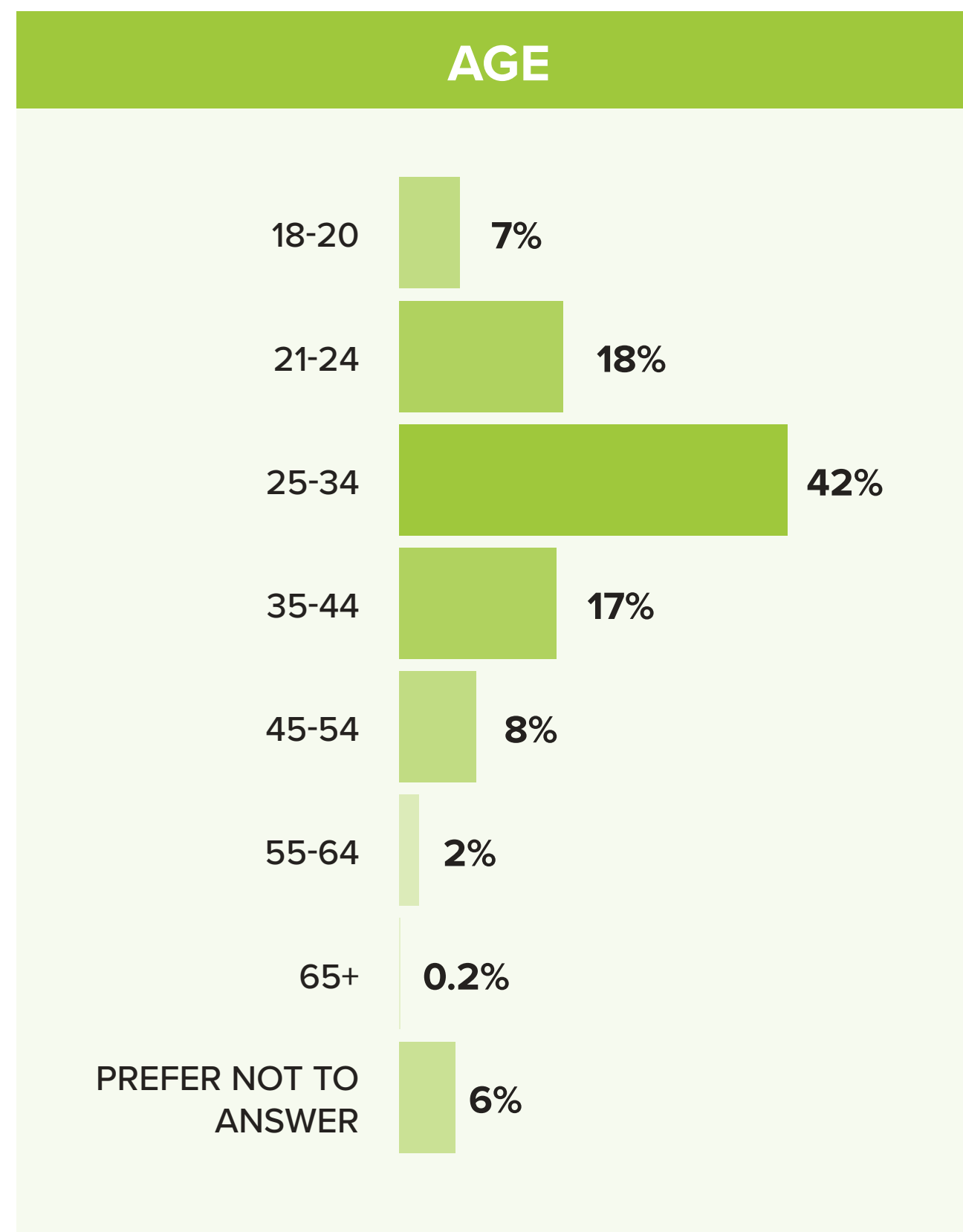
GHC BY THE NUMBERS

ATTENDEE DEMOGRAPHICS



GHC BY THE NUMBERS

ATTENDEE DEMOGRAPHICS



**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:**

86%

EXPO BOOTHS



80%

OPENING PLENARY

79%

FEATURED SPEAKERS

79%

CLOSING PLENARY

78%

KEYNOTES

OVERALL ATTENDEE EXPERIENCE

ATTENDEE AGREEMENT STATEMENTS

PERCENT OF ATTENDEES WHO RESPONDED THAT THEY STRONGLY AGREE OR AGREE:

75%

My sense of belonging in the field of tech increased.

74%

I increased my network within the technical community.

73%

I feel more inspired about career opportunities ahead of me.

72%

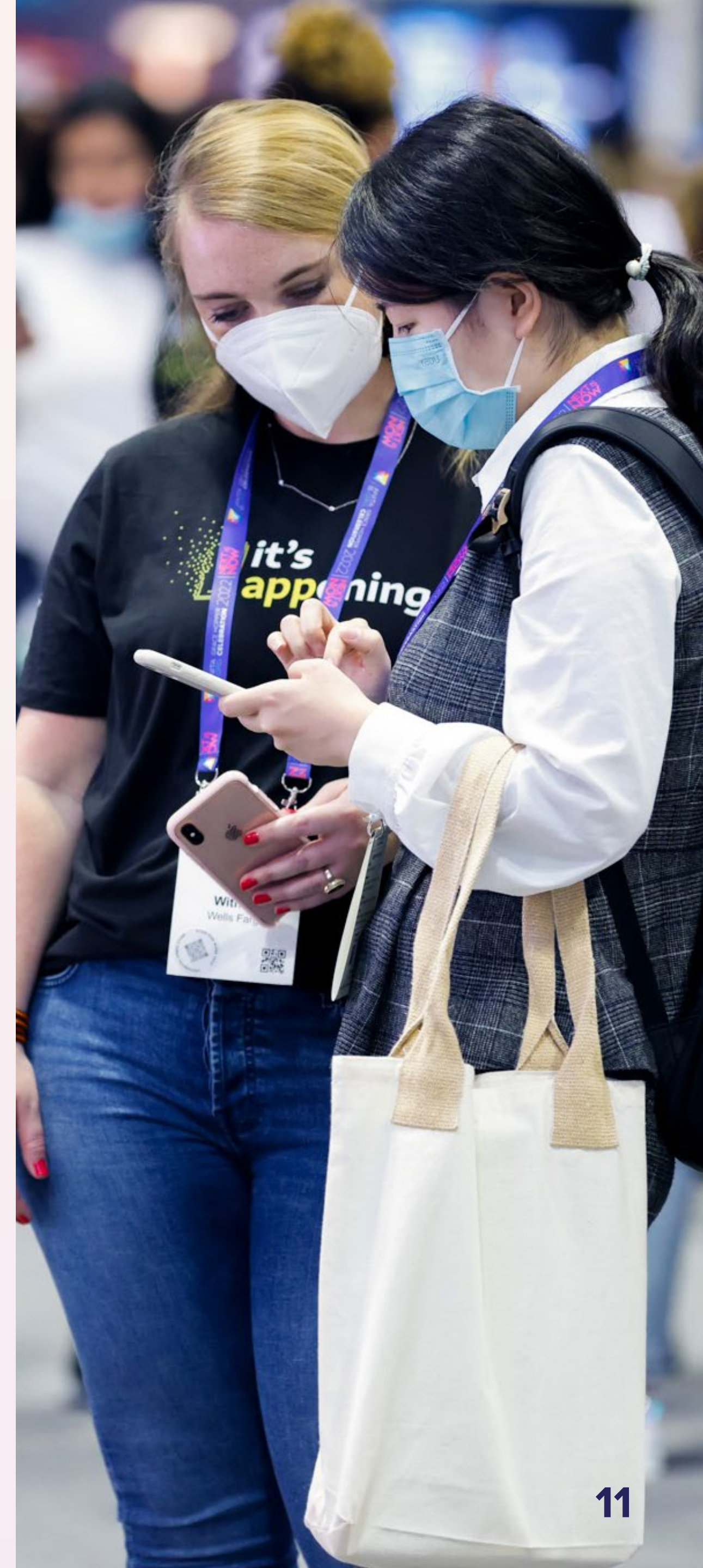
GHC was worth the time I invested in attending.

71%

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

68%

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





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.

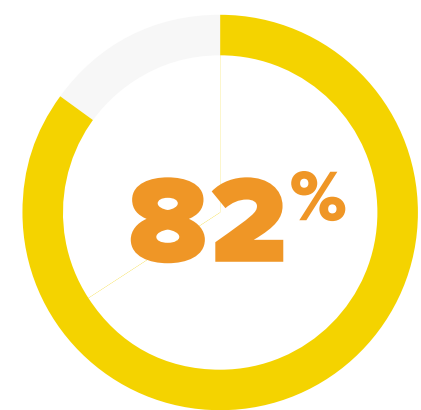
RESPONDENTS WHO SAID THEIR GOALS WERE MET OR MOSTLY MET.

82%

DEMONSTRATED OUR ORGANIZATION'S COMMITMENT TO SUPPORTING WOMEN AND NON-BINARY TECHNOLOGISTS

71%

ALIGNED OUR ORGANIZATION AS A PARTNER OF ANITAB.ORG



OF SPONSORS REPORTED
GHC 22 **MET OR EXCEEDED**
THEIR **OVERALL EXPECTATIONS.**



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**

INTERNSHIP + JOB-SEEKING EXPERIENCE

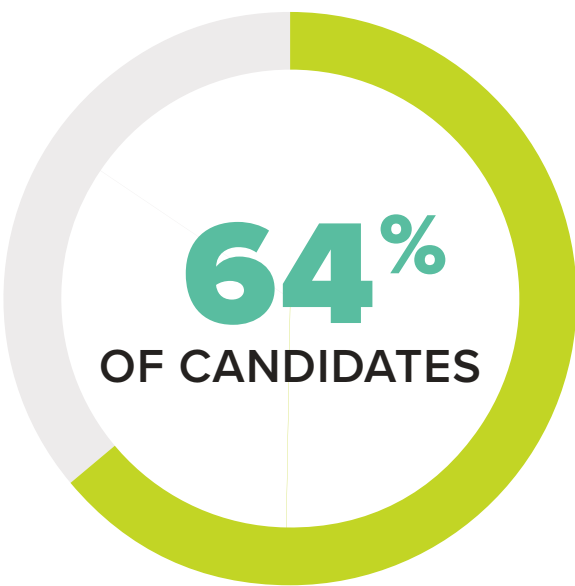
SPONSOR MEETINGS

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.

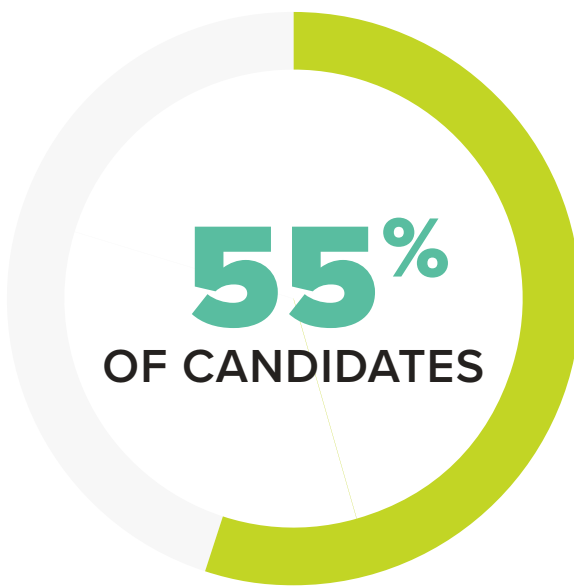
7,930
CANDIDATES

25,106
1:1 BOOKED
MEETINGS

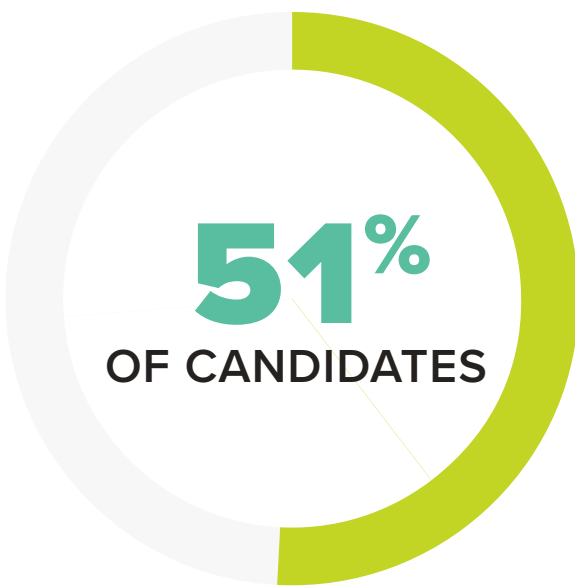
343
EMPLOYERS



BOOKED EITHER
1:1 AND/OR
GROUP MEETING



BOOKED
A GROUP
MEETING



BOOKED A
1:1 MEETING

OF RESPONDENTS:

84% 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.*

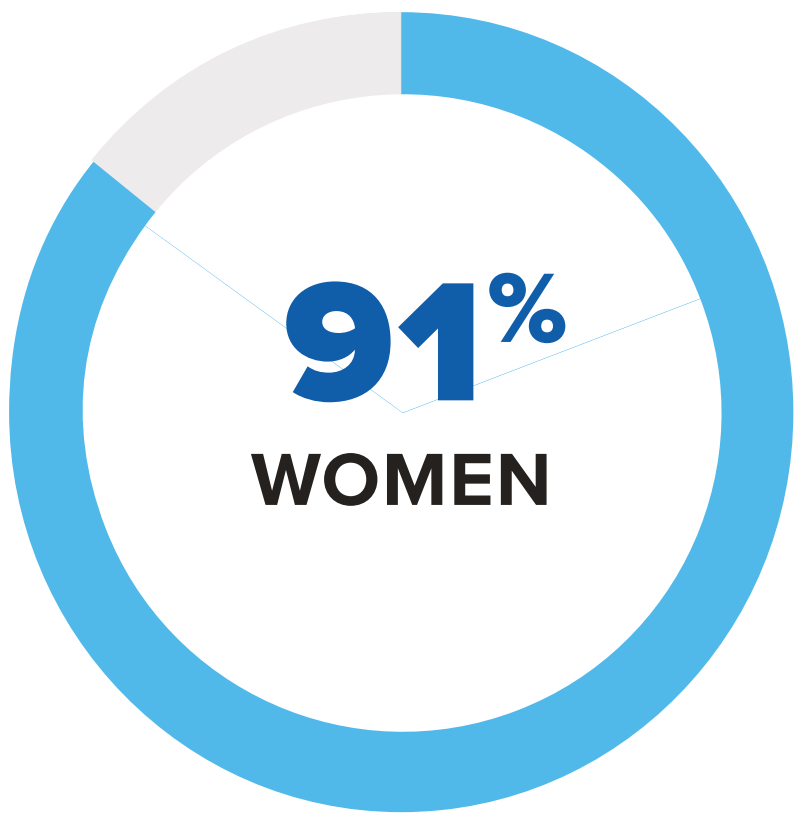
GHC 22 Attendee

THE SPEAKER EXPERIENCE

THE SPEAKER EXPERIENCE

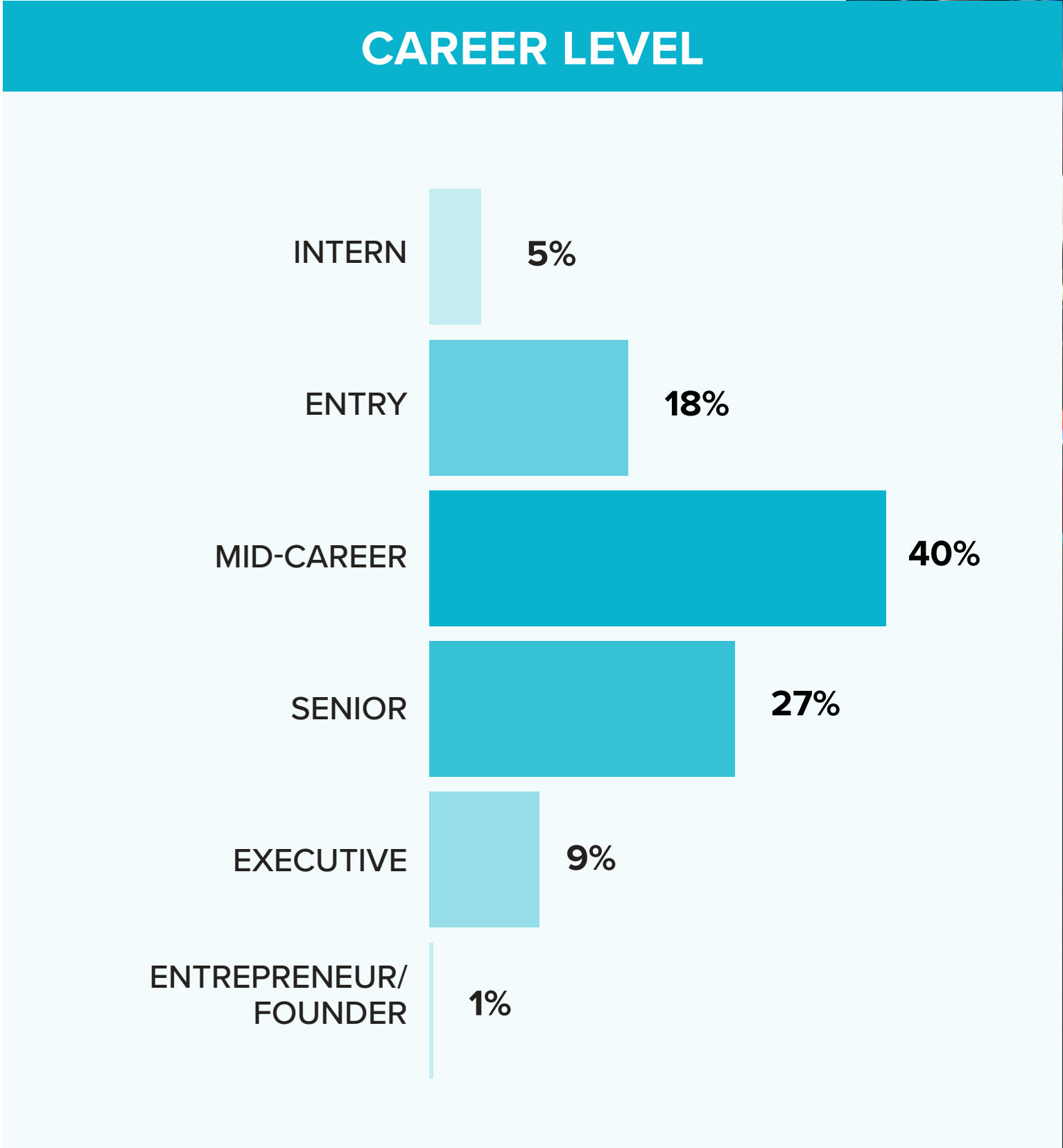
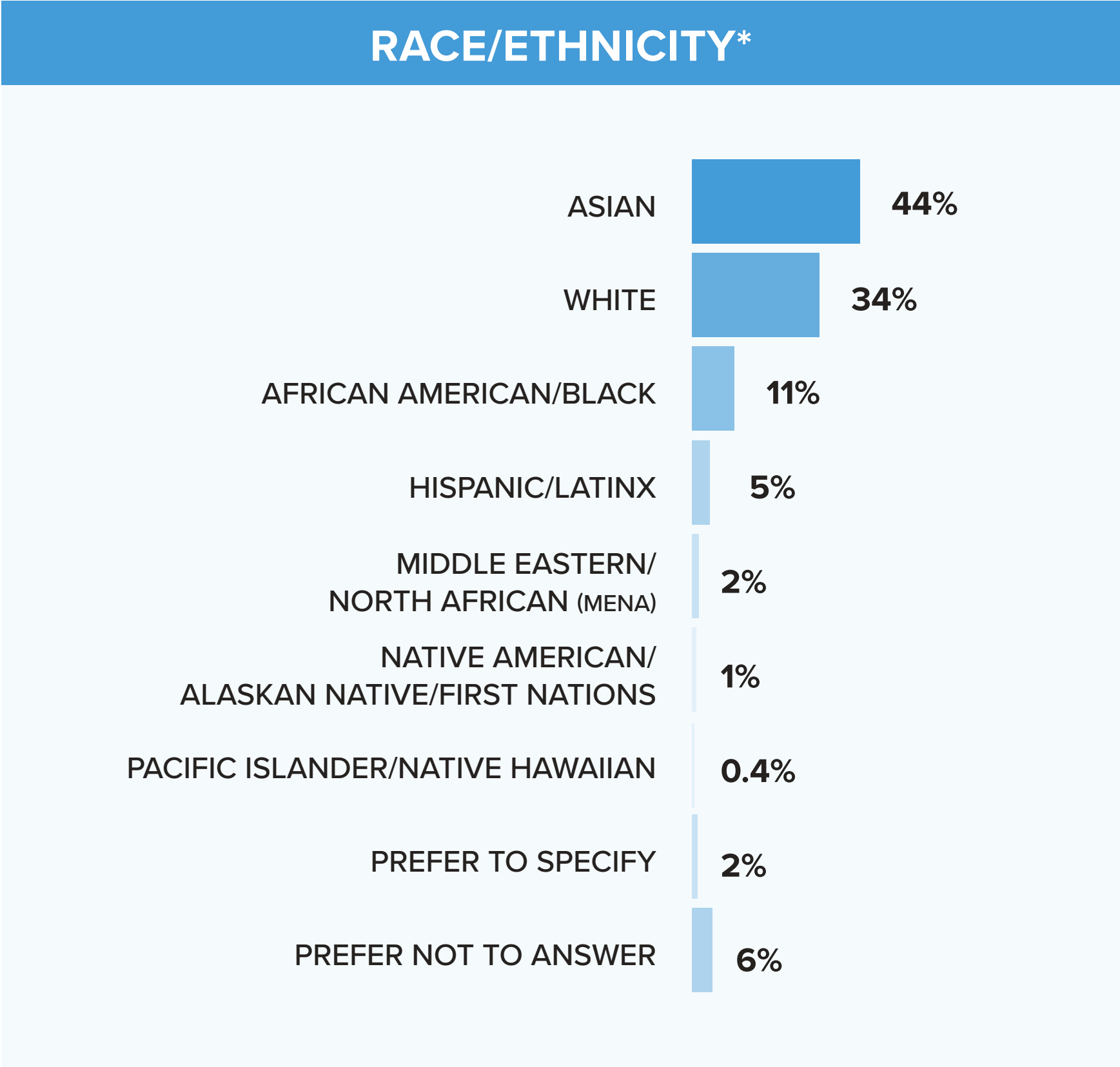
SPEAKER DEMOGRAPHICS

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.



THE SPEAKER EXPERIENCE

SPEAKER DEMOGRAPHICS



*Attendees responded to a question that allowed them to select all that apply.

GHC 22 HOSTS



Jeanne Sparrow

HOST
7-Time Emmy-Winning
Television & Radio Personality



Shreya Krishnan

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



Dana Blair

CO-HOST
TV Personality, Producer,
Journalist



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

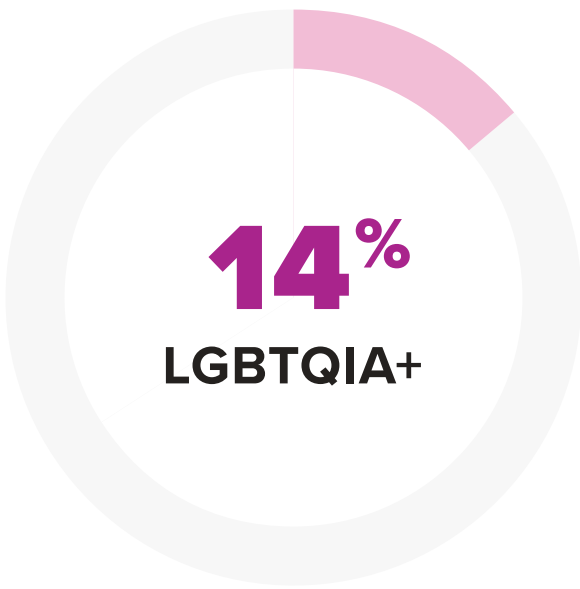
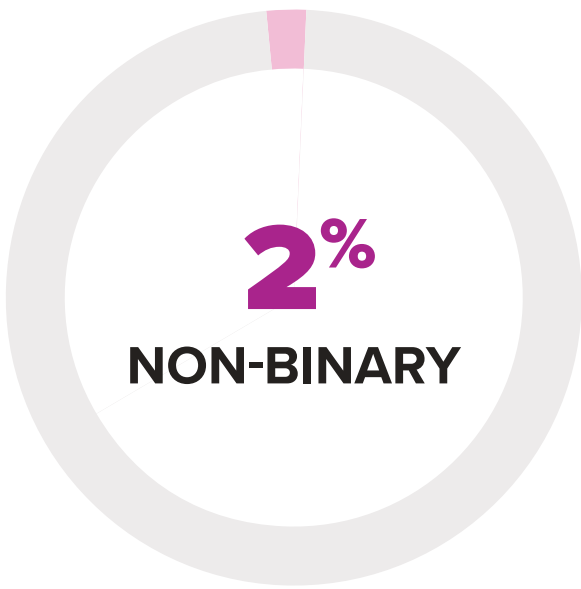
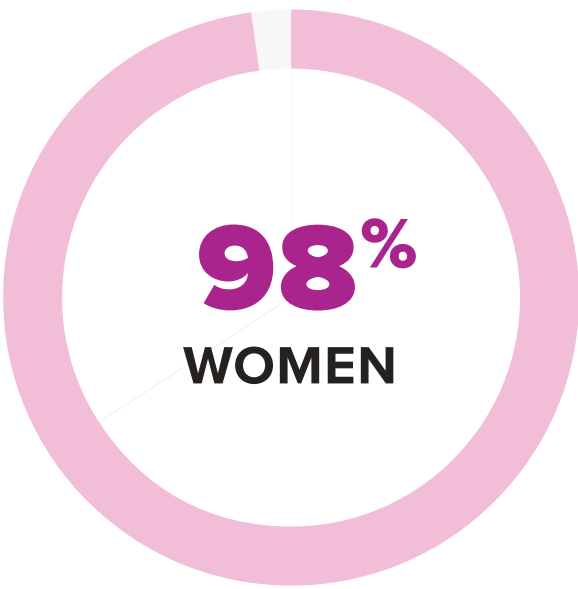
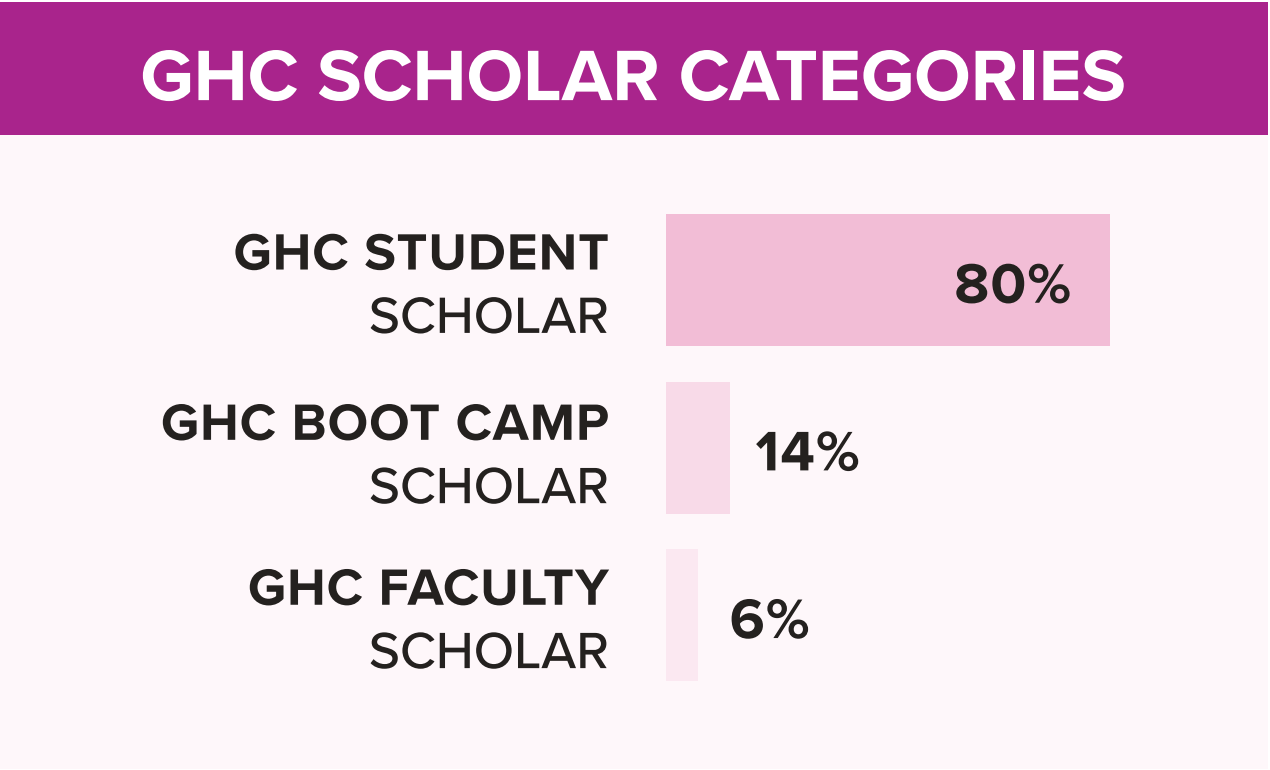
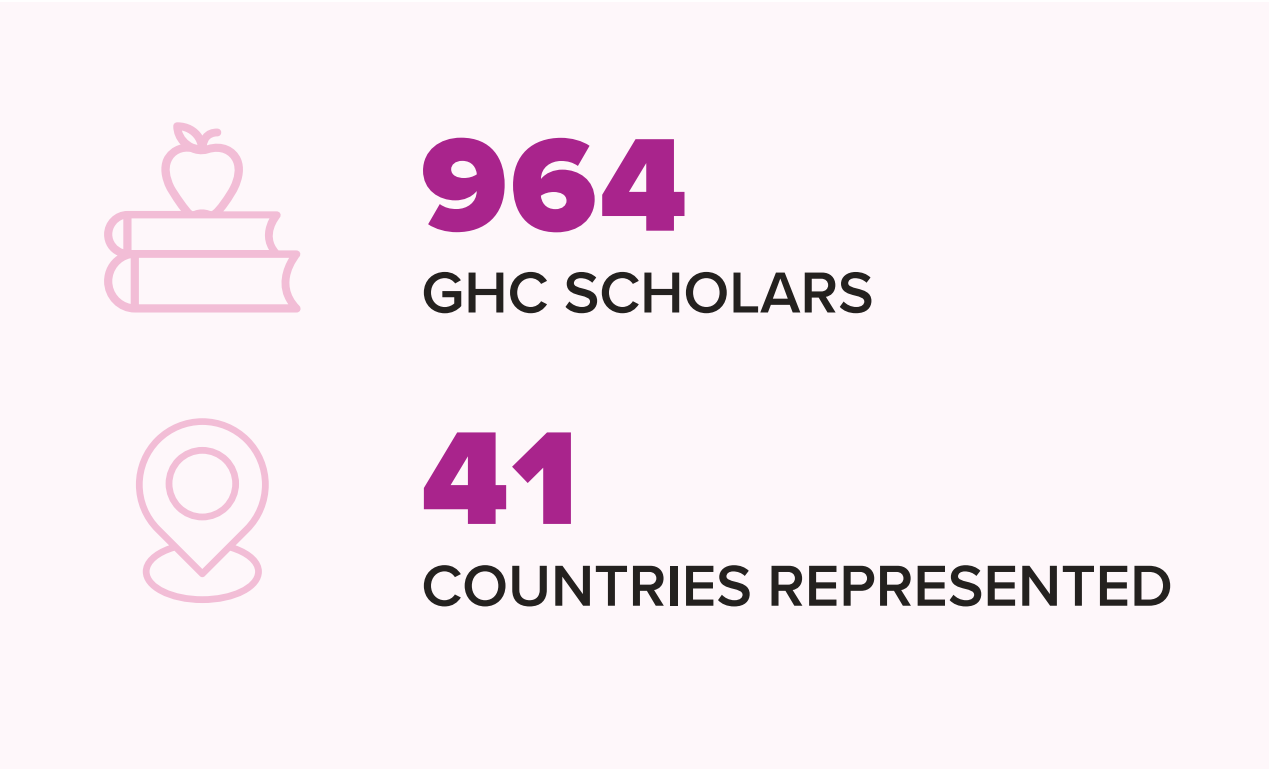


THE GHC SCHOLAR EXPERIENCE

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.



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

AWARDS

AWARDS

2022 ABIE AWARD WINNERS

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.



**SMALL
TECHNICAL WORKFORCE**
< 1,000



**MEDIUM
TECHNICAL WORKFORCE**
1,001 - 10,000



**LARGE
TECHNICAL WORKFORCE**
> 10,000

Click [HERE](#) to learn more about Top Companies and how your organization can participate.



READ THE
INSIGHTS REPORT
TO LEARN MORE



OPEN SOURCE DAY



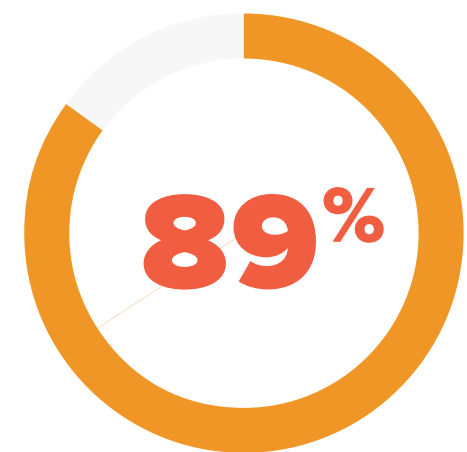
OPEN SOURCE DAY

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.



OF RESPONDENTS REPORT THEIR OSD EXPERIENCE **MET OR EXCEEDED THEIR EXPECTATIONS.**



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

SESSIONS + ACTIVITIES

MOST POPULAR IN-PERSON SESSIONS

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.

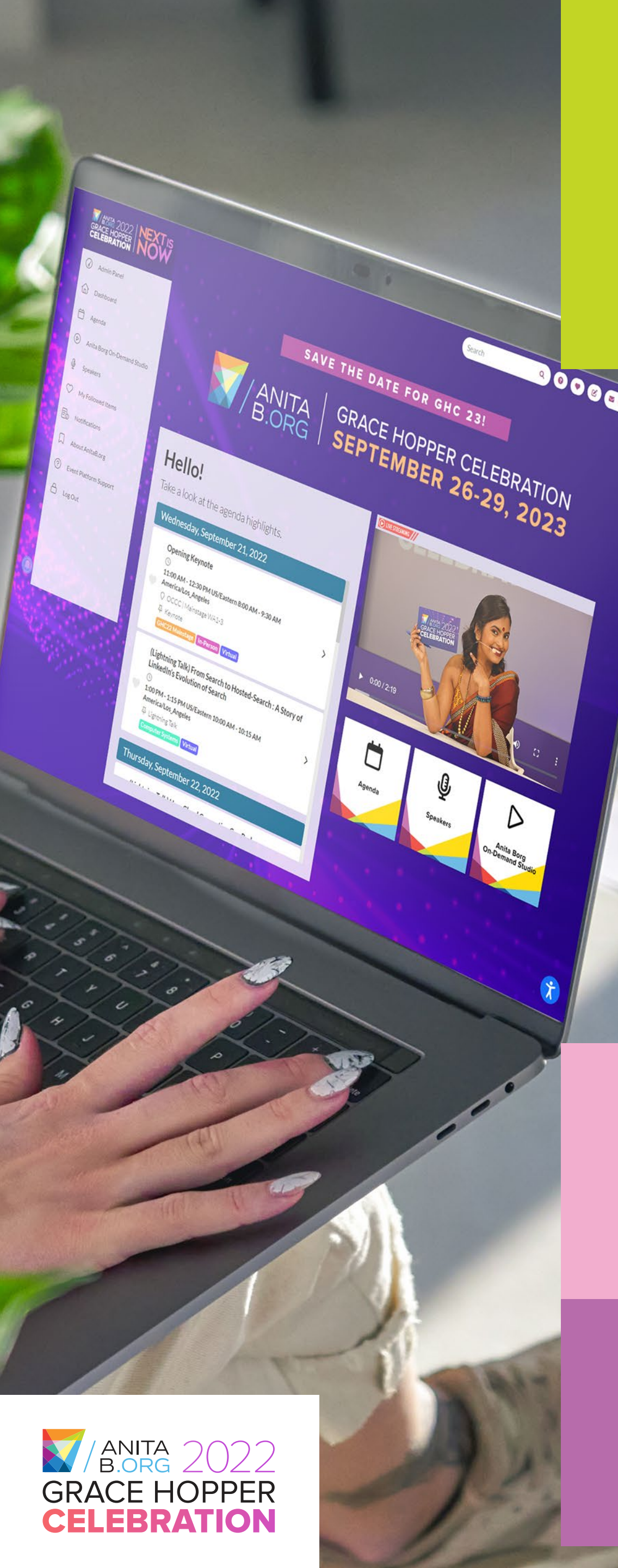
TOP 5 IN-PERSON SESSIONS

- 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



SESSIONS + ACTIVITIES

MOST POPULAR LIVE VIRTUAL SESSIONS



TOP 5 LIVE VIRTUAL SESSIONS

1

FAKE IT TILL YOU MAKE IT? WHY IMPOSTER SYNDROME CAN'T BE OVERCOME WITH HARD WORK ALONE

2

TRANSFORMATIONAL NETWORKING: LET THE FISH SWIM TO YOU

3

FROM SEARCH TO HOSTED-SEARCH: A STORY OF LINKEDIN'S EVOLUTION OF SEARCH

4

SPLUNKING THE GENDER PAY GAP

5

CHANGE IS EXCITING, TAKE YOUR NEXT STEP, NOW!

SESSIONS + ACTIVITIES

MOST POPULAR ANITA BORG ON DEMAND STUDIO SESSIONS



2,058,641
MINUTES WATCHED



224
SESSIONS AVAILABLE

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

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.



CONNECT WITH US ON SOCIAL

