ANITA B.ORG

2022 Highlights

CELEBRATING ACHIEVEMENTS

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ANITA B.ORG

A Message from Our President & CEO

At AnitaB.org, we aim for intersectional gender equity and pay parity in the tech ecosystem. That's been our goal from the start, and we continue to work towards that goal through our mission and in all that we do.

I'm proud to say that we saw a significant increase in people who were directly served by our organization last year, through events, programs, celebrations, webinars, and workshops. And what a momentous experience it was to gather - 30,000 strong - in person and virtually for Grace Hopper Celebration 2022!

Our Membership Program is as strong as ever, hosting events and building the community that so many women and non-binary technologists need. We've seen significant growth in the Apprenticeship Pathway Program – 4x more participants than in 2021 - creating access into full-time tech careers for those historically excluded. And our research continues to show that organizations like AnitaB.org are greatly needed to spark the movement necessary to create change in the industry. In fact, our Top Companies for Women Technologists report states that only 27.6% of the tech workforce are women.

We've made great strides, but there is still so much work to be done. On behalf of the team at AnitaB.org, I would like to sincerely thank you for your support as we continue to work towards an inclusive tech ecosystem. Together, we'll chart The Way Forward.

Brenda Wilkerson

Brenda Darden Wilkerson
President and CEO of AnitaB.org

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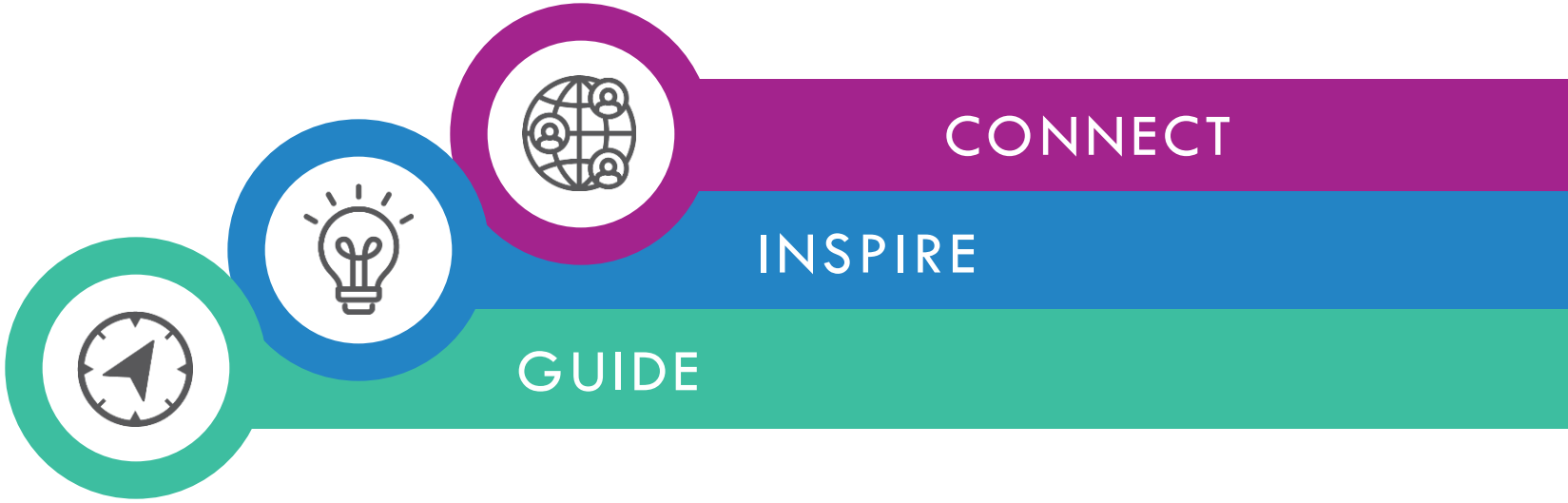
Photo By Mandisa Media Productions (Chicago)

Our Mission

At AnitaB.org, a global nonprofit organization, we envision a future where the people who imagine and build technology mirror the societies for whom they build it. We connect, inspire, and guide women & non-binary individuals in technical fields, as well as organizations that view technology innovation as a strategic imperative.



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Our "Why"

REPRESENTATION

- **Lack of 50/50 equity in the tech workforce** is a global problem.
- Products and services are being created without input from over half of the population.

WORKFORCE DEMAND

- **With a 15% job growth projection in the next decade,** the tech industry is the fastest growing sector in America.[1]
- However, 60% of all new jobs in the early 21st century will require skills possessed by only 20% of the current workforce.[2]
- The best way to meet this demand is to expand the talent pool by bringing in more groups who have been historically excluded from the tech ecosystem.

ECONOMIC IMPACT & INNOVATION

- **Innovation drives over 50% of the US economy,** and the US government has become increasingly concerned with addressing gender and racial disparities in tech.[3]
- As diversity in teams and businesses increase, creativity and innovation also increase.
- America's economy and global competitiveness suffer from a lack of women and non-binary people in the tech workforce.
- America must increase and diversify its STEM workforce in order to produce the innovation required to remain globally competitive.

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* Please see sources cited page

History

25 YEARS OF IMPACT AT ANITAB.ORG

2022

2022 marked the 25th anniversary of AnitaB.org! We celebrate what we, alongside our supporters, have been able to accomplish together over our history.

2021

Apprenticeship Pathway Program (APP) founded.

2020

Evidence & Influence department created.

2019

The first global Technical Equity Experience Survey (TechEES) conducted; Membership program began.

2018

Pass it On Awards began.

2017

Anita Borg Institute was renamed AnitaB.org; Brenda Darden Wilkerson joined as President & CEO.

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History

25 YEARS OF IMPACT AT ANITAB.ORG

2014 The first Partner Program established.

2011 Top Companies for Women Technologists national program began.

2004 Founded the Abie Awards, celebrating the accomplishments of women & non-binary technologists in government.

2003 The Institute for Women and Technology (IWT) was renamed the Anita Borg Institute.

1997 Anita Borg founded the nonprofit organization originally known as the Institute for Women and Technology (IWT).

1994 Anita Borg and Dr. Telle Whitney co-founded Grace Hopper Celebration.

1987 Dr. Anita Borg along with 12 other women technologists co-founded the Systers community.

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Overall Reach In 2022

1.48B+
Engagement globally

144
Countries or territories represented by program participants

25,106
Total meetings with Sponsors facilitated

113+
Number of activities*

76,477
People served worldwide through our programming

84%	Women
0.9%	Non-Binary
7%	LGBTQIA+
12%	From a Historically-Excluded Racial/Ethnic Group
87%	From the United States

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*Activities include our programs, celebrations, events, webinars, and workshops.

Global Events

Grace Hopper Celebration (GHC)

30,000+
Total attendees

56% In-Person

44% Virtual

2+ MILLION
Minutes of on-demand content watched

86% Women
6% Men
1% Non-Binary
6% Prefer Not To Answer

66%
First time attendance

79
Countries represented

13%
Black, Latinx, Native American, Pacific Islander

10%
LGBTQIA+

300+
Speakers

5
Average meetings booked per candidate

24%
Entry Level

36%
Mid-Career

23%
Senior/Exec

25,000+
Meetings booked with candidates

48%
Surveyed respondents received at least one employment offer

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Grace Hopper Celebration (GHC)

ATTENDEE TESTIMONIAL

> 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

★★★★★

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Open Source Day

Open Source Day (OSD) is an all-day hackathon at GHC during which participants can work with peers as well as experienced mentors to contribute to projects that solve real-world issues.

Participants can attend workshops designed to level-up and learn new skills in open source and engage with the open source ecosystem, no matter their experience level.

86%

of evaluation respondents learned new skills or information that will help them advance their career

90%

of evaluation respondents report that OSD met or exceeded their expectations

> It was a great experience for me making my first Open Source contribution and it felt really nice to know that I made a small impact through my efforts.

> Since this was my first time participating in an OSD, it was enriching for me to just observe and learn how people contribute in such platforms. Being able to interact with them is something that I really cherished.

> Since Open Source Day, many of the participants have gone on to continue contributing, particularly to a disaster response effort that occurred a few weeks later.

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Workforce Advancement

Apprenticeship Pathway Program (APP)

Launched in March 2021, the AnitaB.org Apprenticeship Pathway Program (APP) increases the representation of Black, Latinx, Indigenous, LGBTQIA+, women, men, and non-binary people in the tech industry. Apprentices get paid to learn during the program and, upon successful completion, can convert to a full-time software development career.

73%
of participants received a full-time job offer

90%
of participants reported feeling confident building a successful career in the tech field

88% Women

2% Non-Binary

23%
LGBTQIA+

65%
Hispanic or Latinx

37%
African American or Black

01 New-to-Tech Pathway

02 Beginner Focused

03 Learn & Earn

04 Hybrid Program

05 Launch a New Career

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Apprenticeship Pathway Program (APP)

PARTICIPANT TESTIMONIAL

> The APP program is an amazing kick-start to a journey in tech. It provides fundamental knowledge of software engineering with an amazing community of support. Ultimately coding is not as hard as one may think, especially with people on the same journey as you that are there to help you. Strength in unity.

– APP Participant

★★★★★

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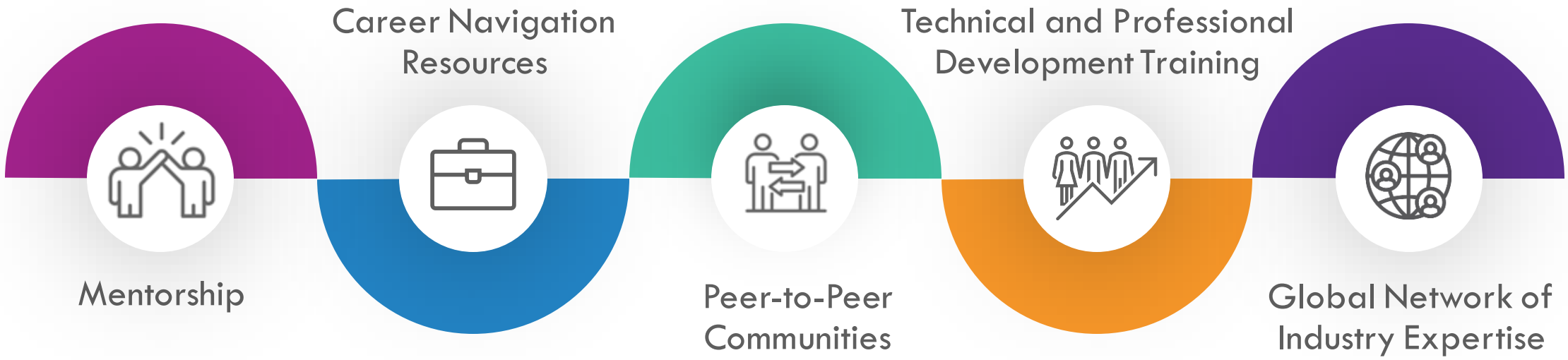
Membership

Membership

The AnitaB.org Membership program, made up of 76k+ Members, is specifically designed to support women and non-binary technologists throughout their tech journey. Members have access to opportunities that can elevate their professional profile and advance their career in technology.



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Our Members

76,600
Members in our inclusive technology community

84% Women

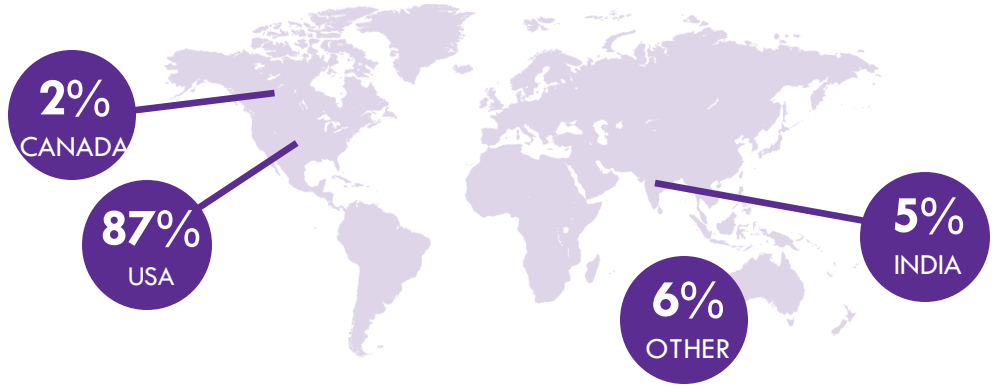
1% Non-Binary

12%
Black, Latinx, Native American, Pacific Islander

8%
LGBTQIA+

33 LOCAL COMMUNITIES

From over 100+ countries across North America, Africa, Oceania, Europe, and Asia.



TOP 5 AREAS OF INTEREST

58%
Software Engineering

34%
Data Science

34%
Artificial Intelligence

27%
Computer Systems Engineering

25%
Diversity, Equity and Inclusion (DEI)

39%
Intern & Entry Level

45%
Mid-Career

16%
Senior/Exec

100+
Events with over 4,200 attendees including Hiring Events and Local Topical Events

3,690
Participants in various Mentorship programs including, 1:1 Mentoring, Group Mentoring, Speed Mentoring and Mentoring Circles

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AnitaB.org Membership

MEMBER TESTIMONIAL

> I believe in giving back and if I help at least one person feel empowered then I know we are having an impact.

– Liza Layne

★★★★★

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Policy & Advocacy

Policy & Advocacy

Policy & Advocacy at AnitaB.org brings together allies and champions across every sector to advance intersectional gender equity in technology. Through strategic engagement and activism, we collaborate with mission-aligned partners, empower grassroots advocates, and influence policymakers in order to drive solutions for a more equitable tech ecosystem. Here are the topics that AnitaB.org champions through our policy and advocacy work.

Labor & Workforce – We seek policies and legislation that diversify and accelerate pathways for inclusion in the tech workforce.

Education – We advance policies that expand and increase STEM education opportunities to diversify the tech workforce, as well as policies that provide diversity and equity in both industry and academia.

Diversity – We pursue policies that will diversify the tech workforce and support legislation that provides equal rights, access, and opportunity for women, non-binary folks, and other historically excluded communities.

Emerging Technology – We support and seek policies that build protections to ensure tech reflects our diverse society and the people who create it.

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Legislative Highlights

AnitaB.org works to educate elected officials, policy makers, and key agency decision makers to advance legislation that supports and advances women and non-binary technologists in the workplace. We also engage and mobilize members in these efforts including, calls to action, sign-on letters, and educational programming. Here are few 2022 highlights:

- Published the 2022 Election Toolkit
- Created the 2022 US and Global Policy Primers
- Held Hill briefing for legislators on the latest AnitaB.org research, TechEES on the state of 'women-in-tech"
- Hosted two Power to the People series including Digital Privacy & Abortion Rights, and Taking Charge Beyond the Ballot

80
Coalition Meetings Led or Engaged In

53
Allied Groups with Whom We Worked to Advance Our Mission

26
Congressional Meetings

11
Executive Branch Meetings Participated In

10
Facilitators (USofTech) for Civic Tech Sessions

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USofTech

The United States of Technologists (USofTech) is a collective effort to bring a diverse group of 10,000 technologists into the public sector across state, local, and federal government.

We are part of the growing movement of public interest technologists, "adopting best practices in human-centered design, product development, process re-engineering, and data science to solve public problems in an inclusive, iterative manner - continuously learning, improving, and aiming to deliver better outcomes to the public."

As stakeholders affiliated with 45+ entities, this collective is advancing public interest tech in government. We aim to inspire, support, and place technical and tech-adjacent talent across data science, customer experience, cybersecurity, IT, design, software, and other modern tech disciplines into public service.

Together, we stand as a united voice in advancing governments' tech talent workforce.

36

Meetings led, co-led, or engaged in

4

Quarterly meetings

10

Diversity, Equity, Inclusion, and Accessibility Affinity Group Meetings

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Awards & Scholarships

Abie Awards

Our Abie Awards honor women and non-binary tech leaders, whose achievements and life stories demonstrate that all of us have the power to improve our world, individually and collectively.

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

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GHC Scholars

The GHC Scholars Program supports students and faculty, who would not otherwise have the opportunity, to attend Grace Hopper Celebration (GHC). All undergraduate and graduate students, post-doctoral fellows, and faculty can apply.

98%
Women

2%
Non-binary

14%
LGBTQIA+

964
GHC Scholars

41
Countries Represented

72%
Agreed that the GHC Scholarship helped advance their academic or professional career

> I received 5 job offers, from which I am happy to have selected one that will take place across the country and in an exciting new field!
>
> ★★★★★

> Since becoming a GHC scholar, I felt like I was given an additional resource for opportunities and support that became useful when my return offer was rescinded.
>
> ★★★★★

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Kamala Scholars

The Kamala Scholars Program supports 3rd & 4th year undergraduate students by providing programming all year round and the opportunity to experience GHC. These students receive the following to support them in securing employment opportunities and advancement in their tech journey.

60 Participants

completed the Kamala Scholars program

6 Group Mentoring & Training Sessions

60-minute sessions to present their authentic selves at GHC

> I have never felt more motivated than when I received a Kamala's Scholarship to attend Grace Hopper Celebration and be part of AnitaB.org. I felt inspired by other women. My dream was to attend in person and have a unique experience because I never attended an event before; however, I enjoyed it virtually. That experience changed my life because, before, I felt unrepresented and unmotivated. After that experience, I realized that it doesn't matter where I came from; my dreams also have value. I am grateful for the opportunity that the scholarship provided me.

★★★★★

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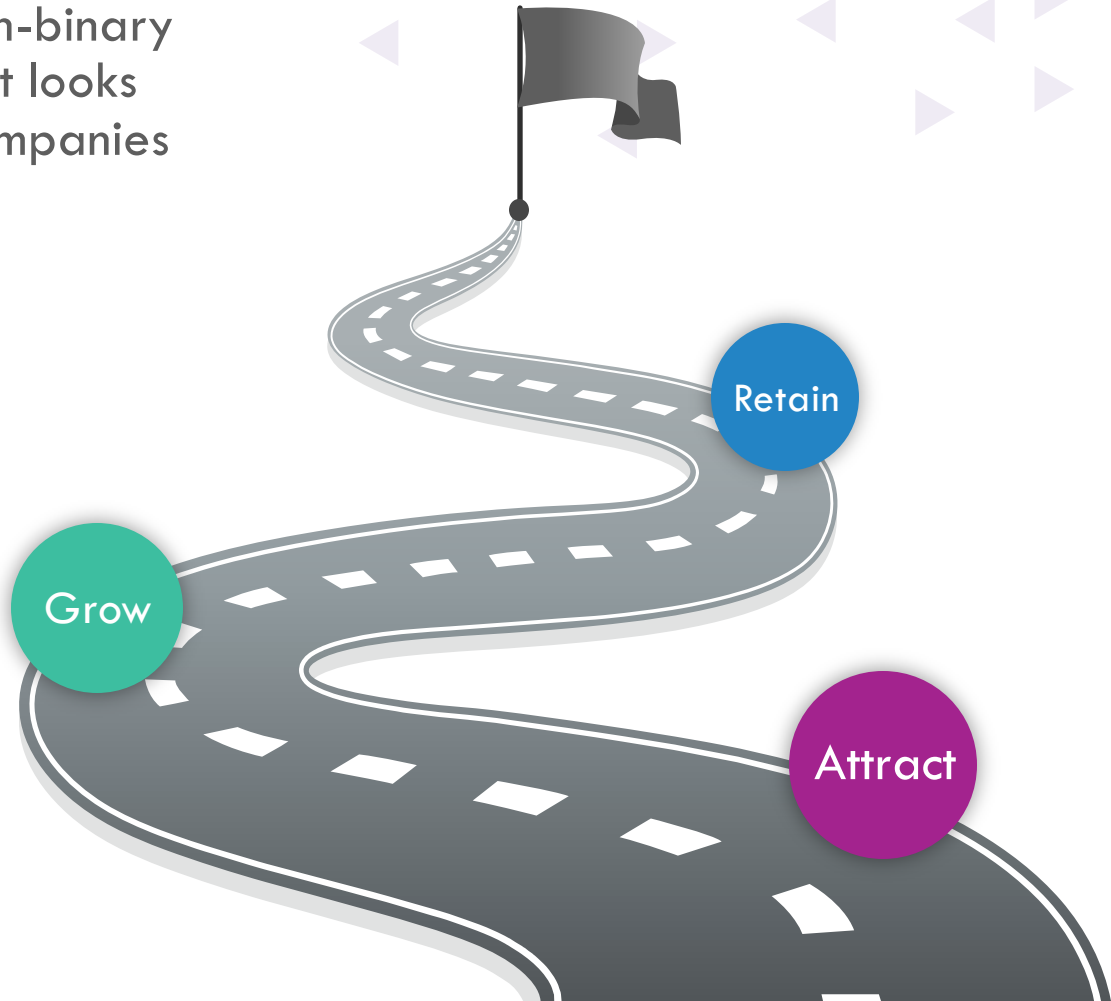
Research

Top Companies

Top Companies for Women Technologists is a national program from AnitaB.org that **engages companies to identify 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 provides participating companies with a detailed evaluation and benchmark of their intersectional gender equity in tech and a **roadmap for concrete steps they can take to improve their equitable practices** that attract, grow, and retain women and non-binary technologists.



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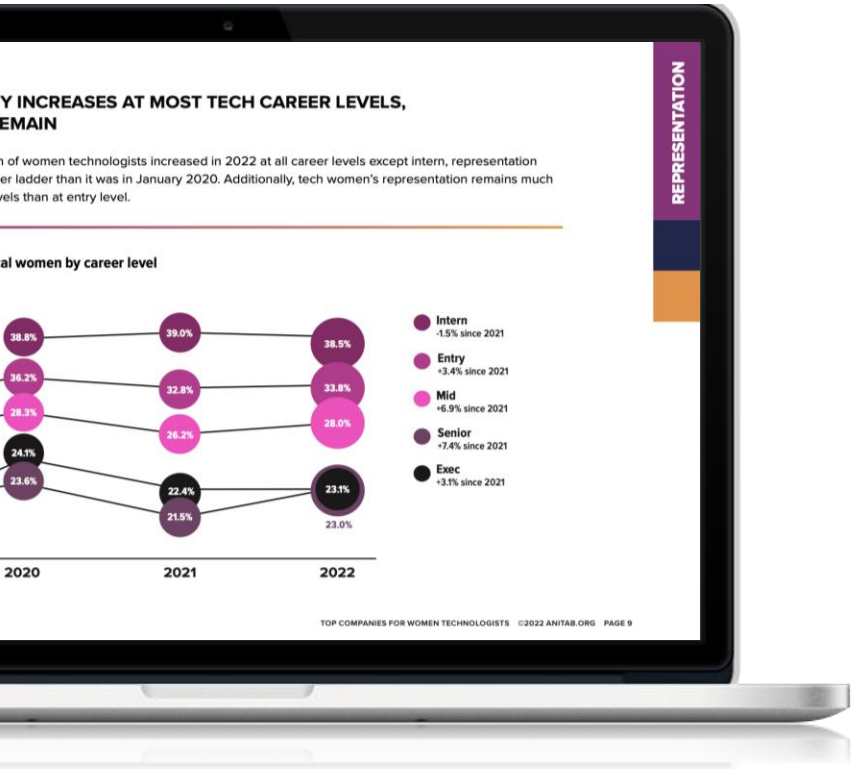
Top Companies

MOST RECENT DATA



422,494

total US-based technologists measured across various industries in 2022

52 companies

analyzed by AnitaB.org in 2022 for data on representation, programs, and policies

Key Findings

- Representation of tech women on the rise, but still below pre-pandemic levels.
- Gender diversity increased at most tech career levels, but inequities remain.
- Positive trends in hiring still fall short of parity.
- Tech women's attrition more than doubled in 2022.

Read the 2022 Key Findings and Insights Report

Explore the 2022 Insights Report Interactive Dashboard

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Top Companies

PARTICIPANT TESTIMONIAL

> Top Companies gives us another lens through which to view our ID&E efforts, validate what is working, and find new areas of focus. The data, and particularly our ability to review the data with an AnitaB.org partner, helps us put our work into perspective within the industry in a way we simply couldn't do on our own.

– Slalom, Top Companies Participant

★★★★★

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Top Companies

2022 WINNERS, LEADERS & PARTICIPANTS

SMALL TECHNICAL WORKFORCE < 1,000

Dev Technology Group

MEDIUM TECHNICAL WORKFORCE 1,000-10,000

UKG

LARGE TECHNICAL WORKFORCE >10,000

ADP

SMALL TECHNICAL WORKFORCE < 1,000

AlixPartners
InterSystems
Kohl's

LARGE TECHNICAL WORKFORCE >10,000

Capital One
Wells Fargo

MEDIUM TECHNICAL WORKFORCE 1,000-10,000

Airbnb
Eli Lilly and Company
Experian
New York Life
Nordstrom
Target

SMALL TECHNICAL WORKFORCE < 1,000

D.E. Shaw & Co., L.P.
Dataminr
Honeycomb.io
iCIMS
Morningstar, Inc
OCC (The Options Clearing Corporation)
Quora Inc
Schrödinger, Inc.
Union Pacific

LARGE TECHNICAL WORKFORCE >10,000

Amazon.com Services, Inc
Bank of America
Cisco Systems
Citi
Northrop Grumman
Verizon

MEDIUM TECHNICAL WORKFORCE 1,000-10,000

Allstate
American Express
American Family Insurance
Argonne National Laboratory
Electronic Arts Inc.
HP Inc.
Maxar Technologies Inc.
MIT Lincoln Lab
Morgan Stanley
Northwestern Mutual
Pacific Northwest National Laboratory
PwC
Slalom
Snap Inc
The Goldman Sachs Group, Inc
The Vanguard Group, Inc.
Thomson Reuters
Two Sigma
USAA
Verisk Analytics, Inc
Zillow

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TechEES

The Technical Equity Experience Survey (TechEES) is an annual global survey from AnitaB.org of the individual experiences of people in the field of technology. TechEES examines the ways in which women & non-binary technologists experience equity and inclusion in the field and provides insights on the state of gender inequity in tech over time, as well as recommendations to the tech ecosystem about how to foster intersectional tech equity. Read the 2022 TechEES Report.

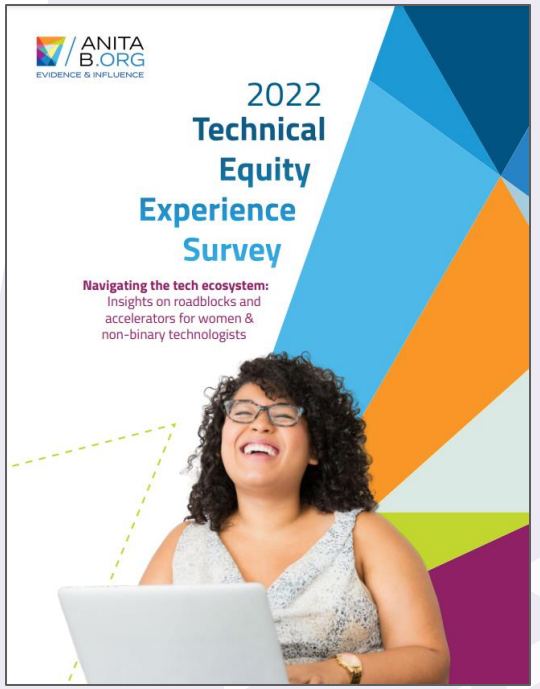
73%
Women

1.9%
Non-binary

18%
Black, Latinx, Native American, and Pacific Islander

17%
LGBTQIA+

87%
Technologists



Read the 2022 TechEES Report

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Engagement & Visibility

Social Media & Website

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Publicity & Media Reach

CEO Speaking Engagements:

- Female Founders Collective LinkedIn Live
- Authority Magazine
- BBC Radio The Late Show (UK) with LionHeart
- CNET

Op-Eds Included:

- Startling Research Reveals How Women And Non-Binary People In Tech Are REALLY Doing (June 10)
- The CHIPS Act: Why Women And Non-Binary Technologists Need Protections Now (August 18)
- Midterms 2022: What's At Stake For Women (November 4)

4 CEO Speaking Engagements

8+ Feature Stories

75+ Online Media Mentions

3 Podcast, Radio, and LinkedIn Live Segments

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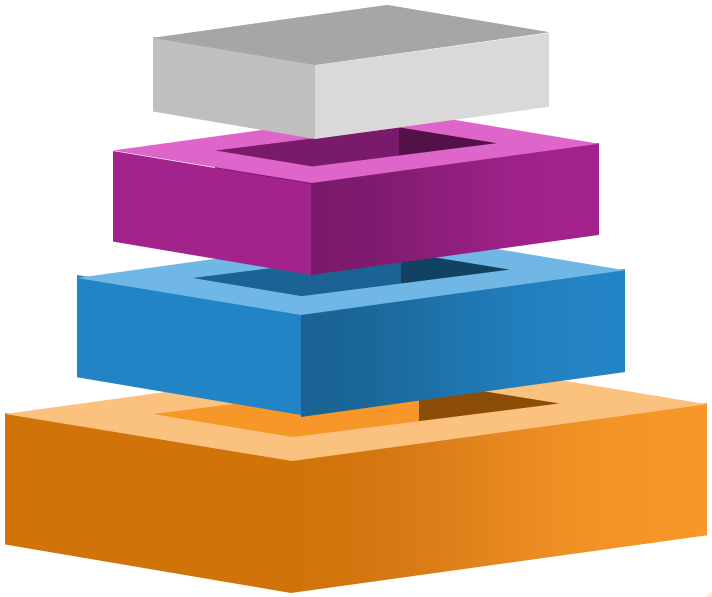
Philanthropy

Philanthropy

SUPPORTING OUR MISSION



When you give to AnitaB.org, you support a mission that is making an incredible impact in advancing women and non-binary technologists.

We are continuing to build a stable and sustainable organization to meet the needs of those we serve, developing programming that is responsive to their needs. We strive to build trusting relationships with donors and supporters to foster innovation and longevity.

By educating the philanthropic community on the importance of unrestricted giving to organizations like ours, we build equitable relationships and greater return on investment (ROI) for everyone.

But we still have a long way to go!

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Giving Guide

Platinum Transparency 2022

Candid.

Website
AnitaB.org/Donate

Universal Impact Pool with Endaoment

Corporate Giving

Peer-to-Peer (such as Facebook events)

Reach out to Giving@AnitaB.org for a discussion on ways to give

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Philanthropy

DONOR TESTIMONIAL

Attending the Grace Hopper Celebration in 2012 changed the course of my career. I realized I was not alone. AnitaB.org has built an incredible community that supports women and non-binary technologists. Through AnitaB.org events, I developed connections with role models, peers, and supportive communities. These connections are incredibly beneficial for my career in Tech and Art. Therefore, I decided to give back to my community by donating part of the proceeds generated from the auction of Running Moon, a generative art system I created in 2022.

– Licia He

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Closing & Contact Info

Join the Mission

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Get Involved

VOLUNTEER OPPORTUNITIES

AnitaB.org relies on volunteers to accomplish most of our goals. From speaking at workshops and assisting at GHC, to leading a local community and selecting award recipients, our volunteers have a direct impact on our mission. We're changing the direction of tech, together.

01 GHC Volunteers

02 Community Leaders

03 Community Moderators

04 Award & Scholarship Reviewers

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Added benefit: Some employers may match volunteer hours with a financial donation to AnitaB.org.

The Path Forward

MAKING AN IMPACT

We're looking for allies who are ready to make a HUGE impact. Here are just a few examples of how YOU can do that...

ERGs/ Hosting Events

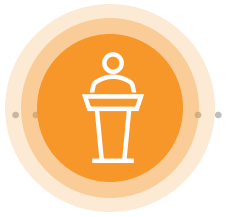
Membership Sponsorship

Grace Hopper Celebration Sponsorship

AnitaB.org Advisory

Apprenticeship Pathway Program

Corporate Philanthropy



Senior Leadership Track

Pilot New Offerings

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For more information on:

How to Donate: Giving@AnitaB.org

Partnership & Program Inquiries: Info@AnitaB.org

Sources Cited

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