ANITA BORG
INSTITUTE
WOMEN
TRANSFORMING
TECHNOLOGY

2016
IMPACT REPORT

2016 was a tremendous year of growth for the Anita Borg Institute.

We've experimented along the way with how to drive change, and now we're seeing the results. Over the course of the year, we reached a record number of women technologists and organizations, and amplified countless stories about women's accomplishments and the breakthroughs they're making in the world of technology.

Through our work, women are using their power to drive long-overdue changes. They're creating strong networks, finding mentors, capitalizing on opportunities, and gaining recognition for their achievements. Every woman who stays in technology, despite the odds, is a victory—not only for the industry, but also for society. And while we still have a long way to go, we have more reason than ever to celebrate how far we've come, and the successes that lie ahead.

On a personal note, 2016 was my final full year as President and CEO of the institute, a role I have held since 2002. Anita Borg was my dear friend, and I've been honored and delighted to help carry on her legacy. This work has profoundly shaped my life, and I know Anita would be proud of what we've accomplished.

On that note, I hope you'll enjoy seeing how we've made a difference for the women we champion. Together with you, we will continue to work toward a world where women are actively and equitably involved in designing and building technology. I'm deeply grateful for your continued support and advocacy.

Telle Whitney
President and CEO, Anita Borg Institute

WE REACHED MORE WOMEN GLOBALLY THAN EVER BEFORE:
38,000 women technologists

WE FORGED PARTNERSHIPS WITH COMPANIES ACROSS INDUSTRIES
From tech giants to financial services to healthcare, every one of our **66 partners** has committed to building a more inclusive workplace

OUR MEDIA COVERAGE AND SHARE OF VOICE REACHED NEW LEVELS IN INDIA AND THE U.S., INCLUDING:

TOP TIER PRESS COVERAGE

SPEAKING EVENTS

ORIGINAL ARTICLES

OUR LOCAL COMMUNITIES GREW SIGNIFICANTLY
Led by launches in:

- MINNEAPOLIS
- WASHINGTON DC
- HYDERABAD
- AMSTERDAM
- PUNE
- SILICON VALLEY

ANITA BORG INSTITUTE TOP COMPANIES FOR WOMEN TECHNOLOGISTS

TOP COMPANIES FOR WOMEN TECHNOLOGISTS MEASURED A WORKFORCE OF

1.3M
INCLUDING
540,000+
TECHNICAL WORKERS

ANITA BORG
INSTITUTE

Our Impact on Women Technologists

In 2016, we provided women in tech with year-round opportunities to connect with and inspire one other, develop their professional skills, find mentors, and gain recognition. Our communities, events, and programs offered the resources these women need to build more rewarding careers in technology, whether in industry or academia.

ANITA BORG
INSTITUTE

COMMUNITY GROWTH

+53% OVER 2015
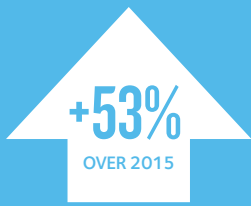
helped more women technologists find a place where they belong

10,955 PEOPLE
participated in **local communities in 20 cities** across the globe, where women met like-minded peers and found opportunities at organizations in their area

6,300+ SYSTERS
convened online and in person for support, advice, and mentorship, and joined affinity groups such as Black Women in Computing, Latinas in Computing, Arab Women in Computing, and more

ABIE AWARD WINNERS WERE RECOGNIZED
at Grace Hopper Celebration and Women of Vision, giving them tremendous visibility

GRACE HOPPER
CELEBRATION OF WOMEN IN COMPUTING

15,000 PEOPLE FROM 87 COUNTRIES
gathered in Houston,TX for the largest Grace Hopper Celebration in our history

2,900 PEOPLE
attended Grace Hopper Celebration India to hear keynote speakers, attend technical tracks, and grow their networks

ANITA BORG INSTITUTE WOMEN ENTREPRENEURS IN MOTION

329 WOMEN TECHNOLOGISTS IN INDIA
applied to take part in Women Entrepreneurs Quest 2016, a program that helps startup founders find support and mentorship in launching their ventures

ANITA BORG INSTITUTE

Kathryn Finney

SOCIAL IMPACT ABIE AWARD WINNER, AUTHOR, TECH ENTREPRENEUR, AND TELEVISION CORRESPONDENT

Kathryn Finney is known for her commitment to making tech more inclusive. We honor her ongoing work in using innovation as a tool to empower Black and Latina women.

" *Women, notably women of color, are the fastest growing group of entrepreneurs in the U.S. These are companies poised for above-market returns in high-growth, underserved sectors geared to delivering positive economic impact.*"

KATHRYN FINNEY, MANAGING DIRECTOR OF DIGITALUNDIVIDED (DID)

ANITA BORG INSTITUTE

Angela Oduor Lungati

TECHNOLOGIST, COMMUNITY BUILDER, CO-FOUNDER OF AKIRACHIX, AND FOUNDING MEMBER OF ABI.NAIROBI

Known for her leadership among African women in technology, Angela Oduor Lungati played a key role in getting an ABI community in Nairobi off the ground. She believes that this group will open doors for local women and introduce them to new opportunities.

" *It's been an amazing experience getting to work with different women to get this started. A few members have gotten scholarships to attend GHC this year, which is a huge win. I'd love to see more leaders emerge and for this to scale beyond Nairobi.*"

ANGELA ODUOR LUNGATI, CO-FOUNDER, AKIRACHIX

ANITA BORG INSTITUTE
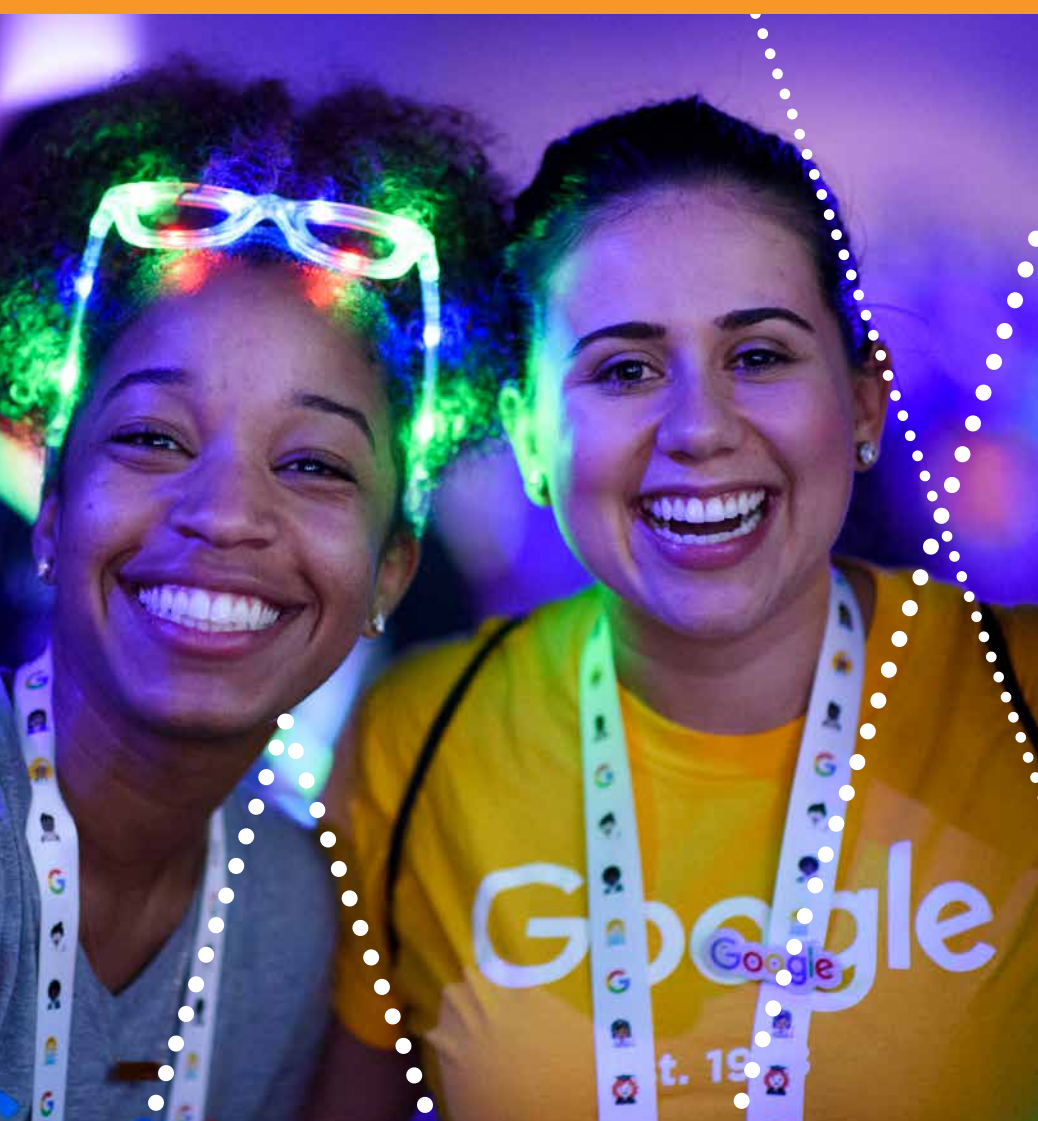
SECTION 2

Our Impact on Organizations

Organizations play a vital role in Anita Borg Institute's mission, as we collaborate with them to build workplaces where women technologists can thrive. In 2016, we reached thousands of organizations through partnership, online resources, and programs that helped them learn best practices on how to recruit, retain, and advance women in technical roles.

ANITA BORG
INSTITUTE

1,916 ORGANIZATIONS

directly supported our mission through participation in programs and events, including Women of Vision, local community events, Top Companies for Women Technologists, and Grace Hopper Celebration (US and India)

122 EXECUTIVES

participated in the Technical Executive Forum at Grace Hopper Celebration, where they heard from peer companies and experts on how to make their teams more inclusive

60 leading US companies

participated in Top Companies, an increase of **2X** over 2 years, for a benchmark that helps keep the entire industry accountable to actual numbers

TESCO BENGALURU

15 ORGANIZATIONS
attended a CXO Breakfast hosted by Tesco in Bengaluru, India, on the importance of inclusivity in the workplace

ANITA BORG
INSTITUTE

Thomson Reuters

GENDER PARTNERSHIP PILOT PROGRAM

In 2016, Thomson Reuters participated in a pilot with ABI involving 25 mid-level managers. A guided series of discussions and exercises cultivated candid, honest feedback and ideas on how to shift the culture. Post-program surveys showed that participants left with greater interest, knowledge, tools, and strategies. Many were motivated to continue their own education and build awareness for gender equity across the company.

> *I came into this course thinking I knew it all, because of my (choose one or more: engineer wife, female boss, female employees, daughter). But I was wrong. I learned so much."*

A COMMON REFRAIN FROM PARTICIPANTS IN THE PILOT AT THOMSON REUTERS

ANITA BORG INSTITUTE

ThoughtWorks

2016 TOP COMPANIES FOR WOMEN TECHNOLOGISTS WINNER

Amid a cohort of 60 companies that participated in the program, this global technology consultancy rose to the top. With 59.6% women at the entry level, 46.2% at mid-level, 30% at senior level, and 23.8% at executive level, they set an example of what is possible.

> " *We have a focus on diversity because it's the right thing to do. Idealistic? Sure. But the results speak for themselves. For over 20 years, our mission-driven organization has thrived from the unyielding belief that technology stands at the very epicenter of business and social growth."*

DR. REBECCA PARSONS, CHIEF TECHNOLOGY OFFICER, THOUGHTWORKS

ANITA BORG
INSTITUTE

SECTION 3

Our Impact on Students and Academia

Undergraduate women who find mentors and see a pathway for themselves in tech and academia are more likely to major in computing. Our flagship BRAID program strives to create more inclusive undergraduate computing departments by increasing the representation of women and underrepresented minorities. We work to support and cultivate both academic faculty and students through scholarships, awards, and opportunities for recognition at events like Grace Hopper Celebration.

ANITA BORG
INSTITUTE

5,086 STUDENTS

571 GHC SCHOLARS | 446 ACADEMIC INSTITUTIONS

attended Grace Hopper Celebration, where they were able to learn, get inspired, and make connections to further their goals

220 STUDENTS RECEIVED SCHOLARSHIPS TO GHC INDIA

making it possible for them to have a life-changing experience and find resources to help them succeed in technology

115 STUDENTS PARTICIPATED IN THE POSTER SESSION

at Grace Hopper Celebration, one of the largest of its kind in the US, allowing them to be recognized and get their work in front of potential mentors

BRAID
Building Recruiting And Inclusion for Diversity

IN THREE YEARS OF BRAID,

80% OF SCHOOLS MODIFIED THE INTRO CS COURSE

to make it more appealing and less intimidating to underrepresented students

BRAID IMPACT CONTINUES TO EXPAND

seeding culture change and organizational transformation at the computer science departmental level, improving the student pipeline, and exposing academic institutions to best practices for engaging underrepresented students in computing

A RECORD 20 SCHOOLS

applied to the BRAID affiliate program for the coming year, demonstrating a growing interest in diversity and inclusion

ANITA BORG INSTITUTE

Alyssia Jovellanos

2016 STUDENT OF VISION ABIE AWARD WINNER

Since teaching herself to code at age 18, Alyssia has started her own multimedia company, created an Android app, and organized an annual hackathon at her university. We know her story will inspire both students and practicing technologists alike.

" *Sometimes we get stuck in our own thoughts and don't see our own unique path – until someone comes along with their own experiences to help us see ourselves in a new way. Things become more expansive when you let people into your life."*

ALYSSIA JOVELLANOS, COMPUTER SCIENCE STUDENT & UNDERGRADUATE TEACHING ASSISTANT

ANITA BORG
INSTITUTE

Ashley Conard

STUDENT MEMBER, ANITA BORG INSTITUTE BOARD OF TRUSTEES

We reserve two spots on our board for students, believing we all benefit: young leaders provide us with much-needed perspective while they gain valuable nonprofit experience and have the chance to work closely with distinguished professionals from industry and academia.

> *"I really look up to the people on the [ABI] board. I've had the chance to ask them hard questions about what they do during times of struggle — how they handle a bad project, or cope with immense amounts of stress. Tech fields are challenging, so being able to hear from experienced board members is invaluable."*

ASHLEY CONARD, PH.D. CANDIDATE, COMPUTATIONAL BIOLOGY, BROWN UNIVERSITY

ANITA BORG INSTITUTE

What Makes Our Impact Possible

ANITA BORG INSTITUTE

Financial snapshot

WE ACHIEVED TREMENDOUS REVENUE GROWTH TOTALING

$23.4M

+39%

OVER 2015

GRACE HOPPER CELEBRATION
OF WOMEN IN COMPUTING

COMBINED REVENUES FROM GHC AND GHC INDIA ROSE TO AN ALL-TIME HIGH OF

$19.2M
which funds a substantial portion of our work throughout the year

---

STRONG SUPPORT FROM STRATEGIC INVESTORS FUELED MANY PROGRAMS, HELPING SPUR GROWTH IN

LOCAL COMMUNITIES
ORGANIZATIONAL TRANSFORMATION
and our new
WOMEN OF COLOR INITIATIVE

A FUNDS-MATCHING CHALLENGE FROM THE BOARD LAUNCHED AT GRACE HOPPER CELEBRATION IN OCTOBER 2016 RAISED

$271,966
by December 31, 2016

ANITA BORG INSTITUTE

Thank you to our partners for supporting our mission

STRATEGIC INVESTORS

facebook

Google

hp

intel

Microsoft

ANONYMOUS DONOR

PIONEERING PARTNERS

accenture
High performance. Delivered.

Bloomberg

ca technologies

Capital One

CISCO

DELL

ebay

GE

Google

Hewlett Packard Enterprise

hp

intel

JUNIPER NETWORKS

Microsoft

QUALCOMM

THOMSON REUTERS

Turner

workday

ANITA BORG INSTITUTE

SUPPORTING PARTNERS

ANITA BORG INSTITUTE

ANITA BORG
INSTITUTE
WOMEN TRANSFORMING
TECHNOLOGY

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

www.anitaborg.org