



GRACE HOPPER
CELEBRATION
INDIA



ANITA
B.ORG

2019 IMPACT REPORT



**GRACE HOPPER
CELEBRATION
INDIA**



CO-PRESENTED BY **acm** India

GHCI 2019, THE 10TH YEAR OF CELEBRATING WOMEN IN TECHNOLOGY.

Grace Hopper Celebration India (GHCI), the largest technical conference for women in Asia, is produced by AnitaB.org India in partnership with the Association for Computing Machinery (ACM) India.

At GHCI we inspire, connect and guide women technologists with role models, new learnings and increased networks to advance their careers.

AnitaB.org's vision is to achieve a 50/50 workforce by 2025 for women in technology. GHC was co-founded by Dr. Anita Borg and Dr. Telle Whitney in 1994 in the US, inspired by the legacy of Admiral Grace Murray Hopper.

The information in this impact report includes responses received from the GHCI 19 post conference survey for attendees and sponsor organizations.

› CONTENTS

5	GHCI 19 Overall Impact
6	Career Stages of GHCI 19 Attendees
7	GHCI 19 Outcomes
10	Popular Sessions
12	Professionals at GHCI 19
14	Career Fair
15	Students at GHCI 19
17	Organizations
19	Firsts of GHCI 19
22	GHCI: A Celebration of Women in Tech
23	Humans of GHCI





When you want something more; you work harder and hence ambition is just not good; it is very good.

DEBJANI GHOSH
GHCI 19 KEYNOTE SPEAKER
PRESIDENT OF NASSCOM

› GHCI 19 OVERALL IMPACT

NEW MILESTONE:

6,529
ATTENDEES
at GHCI 19

5,376
ATTENDEES
at GHCI 18



9X INCREASE
from the first GHCI in 2010



26% INCREASE
from GHCI 18



86%

of all respondents rated the overall quality of GHCI 19 as **Excellent** or **Good**.



92%

of the women surveyed are likely to attend **GHCI 2020**.

GHCI 2019 attendees not only come from all over India but from different parts of the **world too.**

205 **CITIES IN INDIA**
the farthest city being Hamirpur, in Himachal Pradesh

9 **COUNTRIES**
including Afghanistan, Australia, Bangladesh, Bolivia, Singapore, UK, and USA



› GHCI 19 OUTCOMES



98%
felt GHCI 2019 increased their commitment to their careers.



98%
Significantly expanded their network of technical women



72%
learned about technologies, skills and/or research that will help advance their work



73%
were inspired by the role models at the conference.



Technology Tracks

GHCI 19 offered sessions covering the latest and most exciting technologies for different career levels.



95.4%
of attendee respondents were satisfied with the technical topics covered in the sessions.



TRACK AND SESSION HIGHLIGHTS

10
TRACKS

105
SESSIONS

185
SPEAKERS

2222
PROPOSALS



There are people with
perceptions and there are
people with perceptions
that matter.

BEENA AMMANATH
FOUNDER, MANAGING DIRECTOR, SPEAKER,
AUTHOR AND TECHNOLOGY OPTIMIST



80%

of attendee respondents rated the Career 360 professional development topics covered as Excellent or Good

GHCI 19 ATTENDEES RATED THE FOLLOWING TRACKS AS **EXCELLENT OR GOOD**



82.4%
TECH FOR SOCIAL GOOD



81.1%
EMERGING AND
INDUSTRY TRENDS



81%
ORIGINAL RESEARCH

GHCI 19 SAW ATTENDEES WHO WERE **INTERESTED IN MORE THAN ONE TRACK:**



77.1%
EMERGING TECHNOLOGIES



73.7%
ARTIFICIAL INTELLIGENCE (AI)
AND HIGH PERFORMANCE
COMPUTING (HPC)



72.2%
TECH FOR GOOD



How are GHCI Sessions Arrived At?

- Most GHCI content is gathered through the Call for Submissions (CFS) process
- All proposals undergo a rigorous review process by a team of volunteer subject matter experts
- Volunteers come from diverse backgrounds, including corporations, academia and start-ups.

OTHER POPULAR SESSIONS RATED AS EXCELLENT OR GOOD

82%
EXPERT
MEETUPS

87%
SPEED
MENTORING

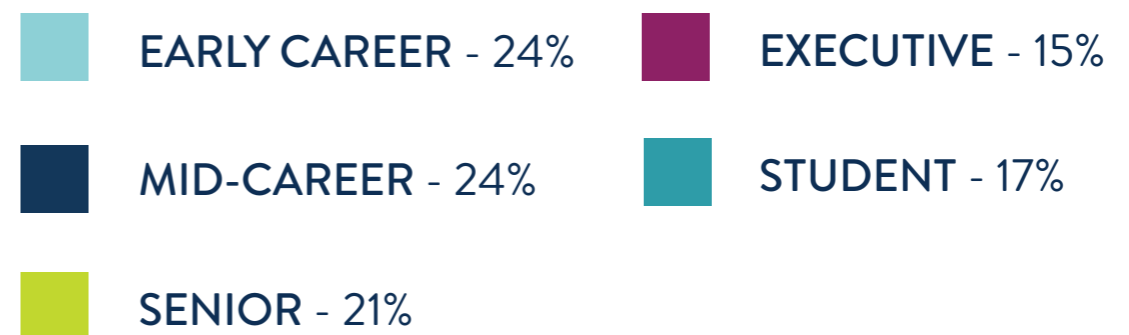
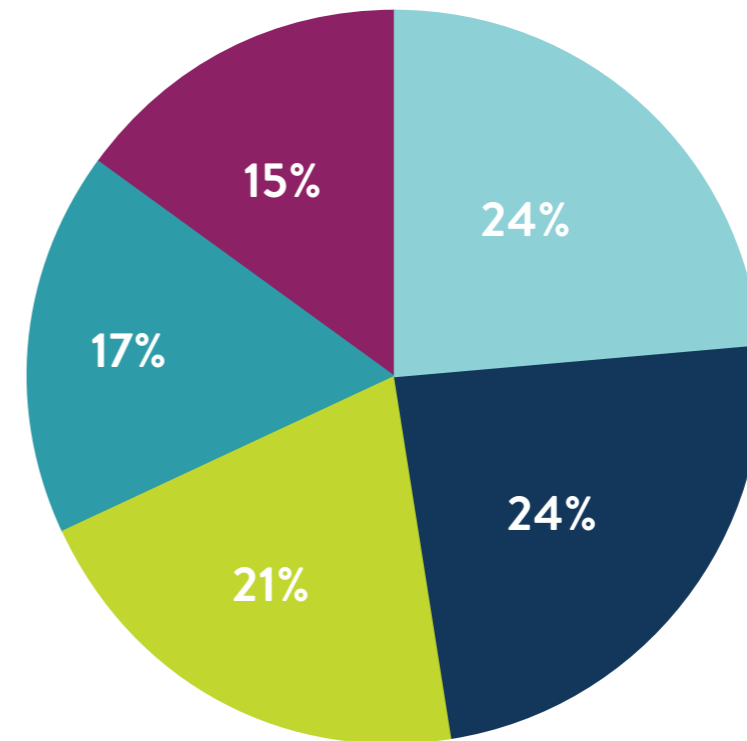
86%
TECH EXPO

84%
TECH TALKS

79%
NETWORKING
CIRCLES



CAREER STAGES OF GHCI 19 ATTENDEES



Commit to making
50/50 tech equity
a reality like your
career depends on it,
because it does.

BRENDA DARDEN WILKERSON
PRESIDENT AND CEO OF ANITAB.ORG



› PROFESSIONALS AT GHCI 19



84%

of professional respondents rated the overall quality of GHCI as Excellent or Good



77%

of professional respondents felt inspired by the role models at the conference



50%

stated GHCI increased their commitment to their chosen career

› STUDENTS AT GHCI 19

93%

OF STUDENT RESPONDENTS RATED THE OVERALL QUALITY OF GHCI 19 AS EXCELLENT OR GOOD

66%

of students agreed that GHCI increased their commitment to their chosen career

72%

felt inspired by the role models at the conference

60%

felt like they significantly expanded their network of technical women

178 students were awarded the GCHI 19 Scholarship



23%

of student respondents received an offer for a job or internship



33%

had at least one interview for a job or internship during the conference



88%

submitted their resume to the Resume Database

QUALIFICATION OF STUDENT ATTENDEES

76.9% BACHELOR'S DEGREE

15.1% MASTER'S DEGREE

3.2% DOCTORAL / PH.D.





› ORGANIZATIONS

371

Start-ups and Academic organizations represented through attendees and speakers.

72

committed to recruiting, training and growing women in technology.

81%

of the sponsor respondents rated their overall experience at GHCI 19 as exceeding or meeting expectations.

76%

rated the Career Fair as Excellent or Good.

100%

said they will definitely or possibly be a sponsor at GHCI 2020

100% of sponsors rated the following outcomes as important for them from GHCI: Empowerment and exposure for women in technology and Employer Branding.

Benefits for Organizations Engaging in GHCI

- Learn strategies to build stronger and more diverse teams.
- Recruit budding young talent, provide platform for re-entry from the rich talent pool at the career fair.
- Opportunity to network with peers, listen to experts and participate in discussions on emergent technology.
- Provide a platform for the women technology practitioners to showcase their talents.
- Showcase women and male leaders as role models by participating as speakers.
- Demonstrate technology excellence at the Tech Expo.

Even if it is a simple
email that you are
writing, think about
how you can make a
difference.

MAGGIE INBAMUTHIAH
MANAGING DIRECTOR, ANITAB.ORG INDIA





› CAREER FAIR

THE GHCI CAREER FAIR FOR WOMEN PROFESSIONALS AND STUDENTS PROVIDES A GREAT OPPORTUNITY FOR



CHANGE IN JOBS AT ANY CAREER LEVEL



FIRST JOB AFTER GRADUATION



RE-ENTERING THE WORKFORCE AFTER A BREAK



INTERNSHIPS

GHCI 19 Career Fair attendees interacted with leaders and representatives from **72 sponsor organizations**, which included MNCs and home-grown technology companies.

The Career Fair was **free for all attendees**, to extend the opportunity for more women in technology.

83%

of respondents rated the Career Fair as Excellent or Good

70%

of Sponsor organizations rated the Career Fair as Excellent or Good

34%

of respondents submitted their resume to the Resume Database



GHCI app aided attendees in finding their sessions, navigating the space and receiving current notifications about any changes.

79.2%

of the respondents used the mobile app successfully. Mobile app adaptation went up by 25.6% with almost 235000 engagements.

76%

felt that the app enhanced their GHCI 2019 experience to 'A great extent' and 'A lot'.

› FIRSTS OF GHCI 19

Silent Conference

Various tracks could run concurrently without sound overlaps within the same conference hall, with the silent conferences introduced for the first time.

Power Banks were available for free (with a refundable deposit), ensuring attendees could be worry free.

Hydration Stations

Attendees appreciated the hydration stations setup at various locations at the venue. They could fill the water bottles, provided as part of the registration kit and avoid plastic bottles.



89.5%

of the respondents thought the idea was excellent or good.



Collaboration with IEEE

In 2019, GHCI took a further step to deepen the involvement of women technologists in research in computing.

For the first time, GHCI collaborated with IEEE and under the technical sponsorship of WIE Affinity group (Bangalore section), will be publishing research papers presented at the conference on iExplore.

Ten research papers presented at the conference are being reviewed by IEEE for publication.

Attendees found an outlet
for their creative side at the
GRAFFITI WALL where they all
joined together to say

*We Will Change
the Future*





The **HUMANS OF ANITAB.ORG** installation was a huge draw providing a unique photo opportunity for attendees to take back some memories.



Technology for the next decade -
We must move beyond 'hype' to
tackle complex problems. Don't
aspire to be just leading the future,
aspire to be shaping the future.

Our role is changing, as women
leaders. We have to be influencers
and movement starters. You have
to be yourself. Be community
builders, and share experiences.

PADMASREE WARRIOR

GHCI 19 KEYNOTE SPEAKER

FOUNDER, PRESIDENT AND CEO AT FABLE



› GHCI 19: A CELEBRATION OF WOMEN IN TECHNOLOGY

GHCI is powered by over 200 women technology practitioners who volunteer their valuable time and expertise to help strategize, review and implement the program content.

We celebrate these exceptional women in tech.

The champions of tech we are... We're ready for more!



This year GHCI featured a special anthem to mark 10 years of GHCI in India. The anthem was one of the highlights of the event and had everybody humming and swaying to it through the conference.



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