



**GRACE
HOPPER
CELEBRATION
OF WOMEN IN COMPUTING**

**2016
IMPACT
REPORT**



**ANITA BORG
INSTITUTE
W O M E N
TRANSFORMING
TECHNOLOGY**



LAUNCHED IN 1994,

Grace Hopper Celebration (GHC) is a gathering where women technologists come to learn, connect, and find inspiration. Named for Rear Admiral Grace Hopper, who invented the first compiler for a computer programming language, it is a celebration of women who transform technology.

Produced by the Anita Borg Institute, GHC aims to recognize, celebrate, and amplify the women in technical fields whose work impacts lives all around the world.



TELLE WHITNEY
PRESIDENT AND CEO,
ANITA BORG INSTITUTE



**REAR ADMIRAL
GRACE HOPPER**





Grace Hopper Celebration



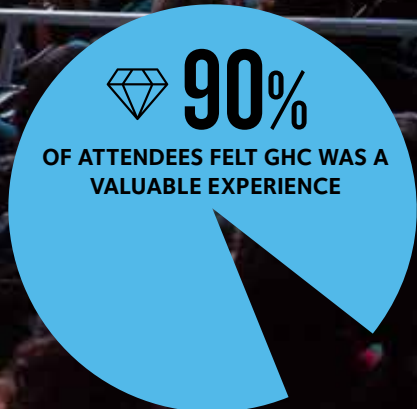
OBJECTIVE:

**TO BE THE PREMIER
CONFERENCE FOR WOMEN
TECHNOLOGISTS**

RESULT:

15,000 PEOPLE FROM  **87** COUNTRIES
GATHERED AT THE TOYOTA CENTER IN HOUSTON, TX IN 2016

Grace Hopper Celebration 2016 was the largest celebration yet, an unforgettable experience filled with amazing opportunities, and exceptional content focused around technology. Women came to network, learn, and find community. Organizations came to learn how to build inclusive cultures and find technical talent. Everyone walked away with memories of a truly magical experience.



3 Days

Packed with Ideas and Inspiration

 **757** TOTAL NUMBER OF SPEAKERS
IN **270** SESSIONS

KEYNOTE SESSIONS

Industry visionaries speaking on the main stage

PLENARY SESSIONS

Large sessions that highlight industry leaders and innovators

EXPO

Career fair where technologists can find job opportunities

PROFESSIONAL DEVELOPMENT WORKSHOPS

Tips & insights on building a rewarding career in tech

TECHNOLOGY TRACKS

Informative sessions on a range of topics in technology

POSTER SESSION

Emerging research from the next generation of technologists

*Thank You @ghc for an amazing conference!!
I have never felt so empowered in my life to stick to tech and thrive in it.*

– SARWAT ISMAIL, @SARWATW



OBJECTIVE:

TO SHOWCASE WOMEN MAKING EXCEPTIONAL, WORLD-CHANGING ACCOMPLISHMENTS IN TECH

RESULT:

A STELLAR LINEUP THAT INCLUDED A NASA ASTRONAUT, THE U.S. CTO, AND MORE

We were unbelievably excited to present notable figures in technology over the course of three days: The U.S. CTO. The President and CEO of IBM. A NASA engineer. The former CTO of the U.S. Federal Trade Commission. A leading filmmaker. The star-studded lineup showed women technologists that they can shoot for the moon – literally.



“Never let someone else define who you are. Only you can define who you are.”

**GINNI ROMETTY
PRESIDENT AND
CEO, IBM**



“I would love to go to Mars. I may make it there.”

**DR. JEANETTE EPPS
NASA ASTRONAUT**



“If you want to go far, go together.”

**MEGAN SMITH
U.S. CHIEF TECHNOLOGY
OFFICER**



“I’m always looking for stories that can not only entertain, but that are educational and inspirational.”

**MIMI VALDEZ
FILMMAKER,
HIDDEN FIGURES**

Today Dr. Jeanette J. Epps spoke at GHC. She’s an ASTRONAUT! She’s going to the ISS in May 2018 with the 20th Astronaut class. I cried.

– FREIA LOBO, @FREIALOBO



IMAGE CREDIT: NASA/SCOTT KELLY



DR. LATANYA SWEENEY KICKED OFF OPENING DAY WITH A KEYNOTE ON HOW TECHNOLOGY IMPACTS HUMANS AND DICTATES OUR CIVIC FUTURE.

“ We live in a
technocracy.

Every value is up for grabs.
We can harness technology to affect
public interests.

You can save the world.

DR. LATANYA SWEENEY, HARVARD, PROFESSOR
FACULTY DEAN OF HARVARD CURRIER HOUSE
[WATCH THE VIDEO >](#)



OBJECTIVE:

TO BE MORE INTENTIONAL ABOUT DIVERSITY

RESULT:



30% OF GHC KEYNOTE AND PLENARY SPEAKERS WERE WOMEN OF COLOR

ABI ensured that our main stage and plenary speakers were diverse, and asked conference co-chairs and track co-chairs to do the same as they looked for technical speakers. We also challenged everyone who submitted a panel to represent a wide range of ethnicities, ages, and backgrounds and asked them to identify how their panel was diverse.

KEY LEARNINGS:

85% OF GHC SPEAKERS SHARED THEIR RACE OR ETHNICITY

Overall representation of women of color at GHC was better than industry average, but not yet in line with general population averages. We still have work to do!



“ I speak on behalf of the entire Board of Trustees when I say we’re extremely proud of the work ABI has continued to do as they grow.

ANA PINCZUK
EVP AND CHIEF PRODUCT OFFICER, VERITAS





“ Black women receive 0.2% of all venture funding – which is scary, considering that we’re about 7% of the U.S. population.

KATHRYN FINNEY
MANAGING DIRECTOR OF DIGITALUNDIVIDED (DID)
WINNER, SOCIAL IMPACT ABIE AWARD



“ I aspire to help build a strong ecosystem of women who can harness the potential of technology and use it to build wealth, and to create jobs for themselves and others.

BIH JANET SHOFUR FOFANG
FOUNDER, TASSAH ACADEMY IN CAMEROON
WINNER, A. RICHARD NEWTON EDUCATOR ABIE AWARD



“ It only took one female engineer to step into my life for me to realize what I could do – and I’ve become really good at it.

ALYSSIA JOVELLANOS
COMPUTER SCIENCE STUDENT & ENTREPRENEUR
WINNER, STUDENT OF VISION ABIE AWARD

The thing I love about #GHC16 is that we are allowing there to be a narrative told by women of color about women of color

– LAVITA TUFF, J.D., @LAVITATUFF



OBJECTIVE:

TO BUILD AWARENESS ABOUT THE IMPORTANCE OF MORE WOMEN IN TECHNOLOGY

RESULT:


FROM MAINSTREAM MEDIA TO SPECIALTY PUBS, GHC CAPTURED AN EXTRAORDINARY AMOUNT OF COVERAGE

To change the gender gap in tech, it's vital that we get the story out about the important work women technologists are doing every day and the challenges they often face along the way. The Anita Borg Institute strives to get the word out, working with press to spread the stories happening in and around the celebration.



1.2 BILLION
ONLINE ARTICLE IMPRESSIONS

COVERAGE HIGHLIGHTS

 **129** TOTAL ARTICLES

43 UNIQUE FEATURES | **116** MENTIONS

KEY OUTLETS:

Bloomberg

BuzzFeed



Forbes

FORTUNE

San Francisco Chronicle



siliconANGLE



USA TODAY
A GANNETT COMPANY

U.S. News
A WORLD REPORT



We attended @ghc and @abidotlocal events this year in support of #womenintech. We're excited for #GHCI16, visit us at the career fair!

– TECH AT BLOOMBERG, @TECHATBLOOMBERG



 **The New York Times
Developers**

The [Grace Hopper] conference was overwhelming and...dare we say it... awesome. It is rare to see so many women technologists all at once, and the experience made us reflective in a way that felt important to share.

– THE NEW YORK TIMES DEVELOPERS



Another goal of this [Grace Hopper] conference is to showcase important role models. Says *Hidden Figures* executive producer Mimi Valdes: “Our dream is that this movie will inspire young women to pursue careers in STEM.”

– JULIA BOORSTIN, NIGHTLY BUSINESS REPORT, CNBC



Women techies may fare better at non-tech firms. A new ranking says companies like American Express are doing better than Silicon Valley heavyweights at advancing women who work in technical roles.

– ERIN CARSON, CNET

Forbes

If you're a woman in technology, Ginni Rometty has some advice for you: Accept risk, aim big and never let anyone else tell you what's possible. Rometty's advice...received a warm reception at the Grace Hopper event, where she was met with rousing applause.

– SHELBY CARPENTER, FORBES





Organizations at Grace Hopper





OBJECTIVE:

TO RECOGNIZE ORGANIZATIONS BUILDING CULTURES WHERE WOMEN TECHNOLOGISTS CAN THRIVE

RESULT:

60 COMPANIES HONORED ON THE MAIN STAGE, INCLUDING THE WINNER OF TOP COMPANIES 2016: THOUGHTWORKS

Technology is shaping the world – so why aren't more women getting the chance to shape technology? Anita Borg Institute's Top Companies for Women Technologists is a national program that creates the industry benchmark for data on women in the technical workforce.



Congrats to @ThoughtWorks for being a trailblazer in diversity and inclusion

– SHANA MOORE, @SHAY_NUH



“ Good intentions aren't sufficient. With social work and innovation, we can and will prevail.

DR. REBECCA PARSONS, CHIEF TECHNICAL OFFICER, THOUGHTWORKS

WATCH THE VIDEO >

JOIN US
Participate in
Top Companies 2017 >



OBJECTIVE:

TO HELP COMPANIES LEARN HOW TO BUILD MORE INCLUSIVE CULTURES

RESULT:

STRONG PROGRAMMING AND CONTENT WAS OFFERED TO LEADERS AIMED AT ATTRACTING AND RETAINING WOMEN

Why do women leave tech fields at such a high rate? It's a complex problem, and we're committed to helping organizations crack the code on creating workplaces where women can thrive. Many organizations send managers, team leaders, Human Resources, and Diversity & Inclusion folks to GHC to learn strategies for building stronger, more diverse teams.



“It’s dangerous to trivialize diversity; it’s an area of expertise. Equally, it’s not helpful to act as if the head of diversity is “handling” it. It’s a group effort.

CANDICE MORGAN
HEAD OF DIVERSITY, PINTEREST



“Equality has many dimensions, but pay equity is an important piece. In one button, CEOs can find out whether they’re paying men more than women – but are they willing to press that button?

MARC BENIOFF
FOUNDER & CEO, SALESFORCE



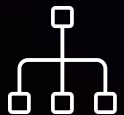
“Task based inclusion: It’s a chicken and egg thing. If you don’t give Julia challenging tasks, she can’t prove herself. Inclusive environments are everyone’s responsibility.

SEEMA GURURAJ
FOUNDER, SQUARE CIRCLE



“If you want to be inclusive, be explicit. Don’t assume people who don’t identify as cis/heteronormative know they’re welcome. Say it.

NATALIA OBERTI NOGUERA
FOUNDER & CEO, PIPELINE FELLOWSHIP



1,283

ORGANIZATIONS
ATTENDED GHC



OBJECTIVE:

TO HELP ORGANIZATIONS FIND TALENTED WOMEN TECHNOLOGISTS

RESULT:

MANY COMPANIES MADE OFFERS TO WOMEN TECHNOLOGISTS AT OR AFTER GHC

With so many talented technologists in one place, it naturally follows that the Grace Hopper Celebration is a rich resource for organizations looking to fill technical roles. Many companies secure spots on the Expo Floor, where they meet candidates, conduct interviews on-site, and even make offers for open positions.



Just got an internship offer from @Apple. Thanks, @ghc for the amazing career opportunities! I'm so excited!!!
- MORGAN WEAVER, @MORGANJWEAVER



ON AVERAGE, RESPONDENTS SPENT

65%

OF THEIR TIME AT GRACE HOPPER ON THE EXPO FLOOR




5,086

STUDENTS ATTENDED GHC

446

ACADEMIC INSTITUTIONS WERE REPRESENTED





It's more than just a job fair!! From now on, when people ask me what's #GHC16, I'm going to tell them, "It's Computer Science Disneyland!"

– **MAVEY MA**, @MAVEYMA

We've met amazing women at all points of their career who are amazing technologists. I'm excited to hopefully have the privilege of working with some of them.

— **A LARGE N.Y.-BASED HEDGE FUND**

We were very impressed with the quality of attendees, and have a number of candidates we're looking forward to following up with.

— **A TECHNOLOGY SOLUTIONS PROVIDER**



Women at Grace Hopper



OBJECTIVE:

TO HELP WOMEN GAIN VALUABLE TECHNICAL KNOWLEDGE

RESULT:

A PACKED SCHEDULE OF PROGRAMMING ON TECHNICAL TOPICS AT A RANGE OF LEVELS

Many organizations send their women technologists to the Grace Hopper Celebration to take advantage of the amazing minds and technical knowledge gathered in one place. There are numerous technical tracks and talks where technologists and researchers share ideas and insights from their current work.

 **85%**

OF ATTENDEES SAY THEY GAINED NEW TECHNICAL KNOWLEDGE AT GHC

 **96%**

OF ATTENDEES WERE MOTIVATED BY ROLE MODELS THEY ENCOUNTERED AT GHC

TECHNOLOGY TRACKS:

ARTIFICIAL INTELLIGENCE
COMPUTER SYSTEMS
ENGINEERING
DATA SCIENCE
GAMING, GRAPHICS, AND ANIMATION
HUMAN COMPUTER INTERACTION
INTERNET OF THINGS/
WEARABLE TECH
OPEN SOURCE
PRODUCTS A TO Z
SECURITY/PRIVACY
SOFTWARE ENGINEERING

OBJECTIVE:

TO OFFER PRACTICAL, CAREER-FOCUSED GUIDANCE SPECIFICALLY FOR WOMEN IN TECH

RESULT:

A PROFESSIONAL DEVELOPMENT TRACK FILLED WITH SESSIONS AND WORKSHOPS ON HOW TO BUILD A REWARDING CAREER

For many women, GHC is the first time they've been surrounded by other women who have built careers in tech. Our professional development offerings are often standing-room only, as women get practical guidance, candid advice, and first-person accounts of how to negotiate the pitfalls and opportunities that come with being a woman in technology.



“Having a senior leader as a mentor is an amazing alliance that can affect the course of your career. But you have to put in the work.”

**SYLVIA ANN HEWLETT
ECONOMIST, AUTHOR, FOUNDER AND CEO OF
THE CENTER FOR TALENT INNOVATION**

CAREER SESSION HIGHLIGHTS:

WOMEN DO ASK:
NEGOTIATION SKILLS
TRANSITIONING BETWEEN CAREERS
SHATTERING THE OLD BOYS' CLUB
BALANCING THE DEMANDS IN ACADEMIA
SECURING YOUR DIGITAL FOOTPRINT
HOW BEING A MENTOR CAN GROW YOUR CAREER

PURSUING A TECHNICAL CAREER WITHOUT A COMPUTER SCIENCE DEGREE?



Identify your skills and learn new ones

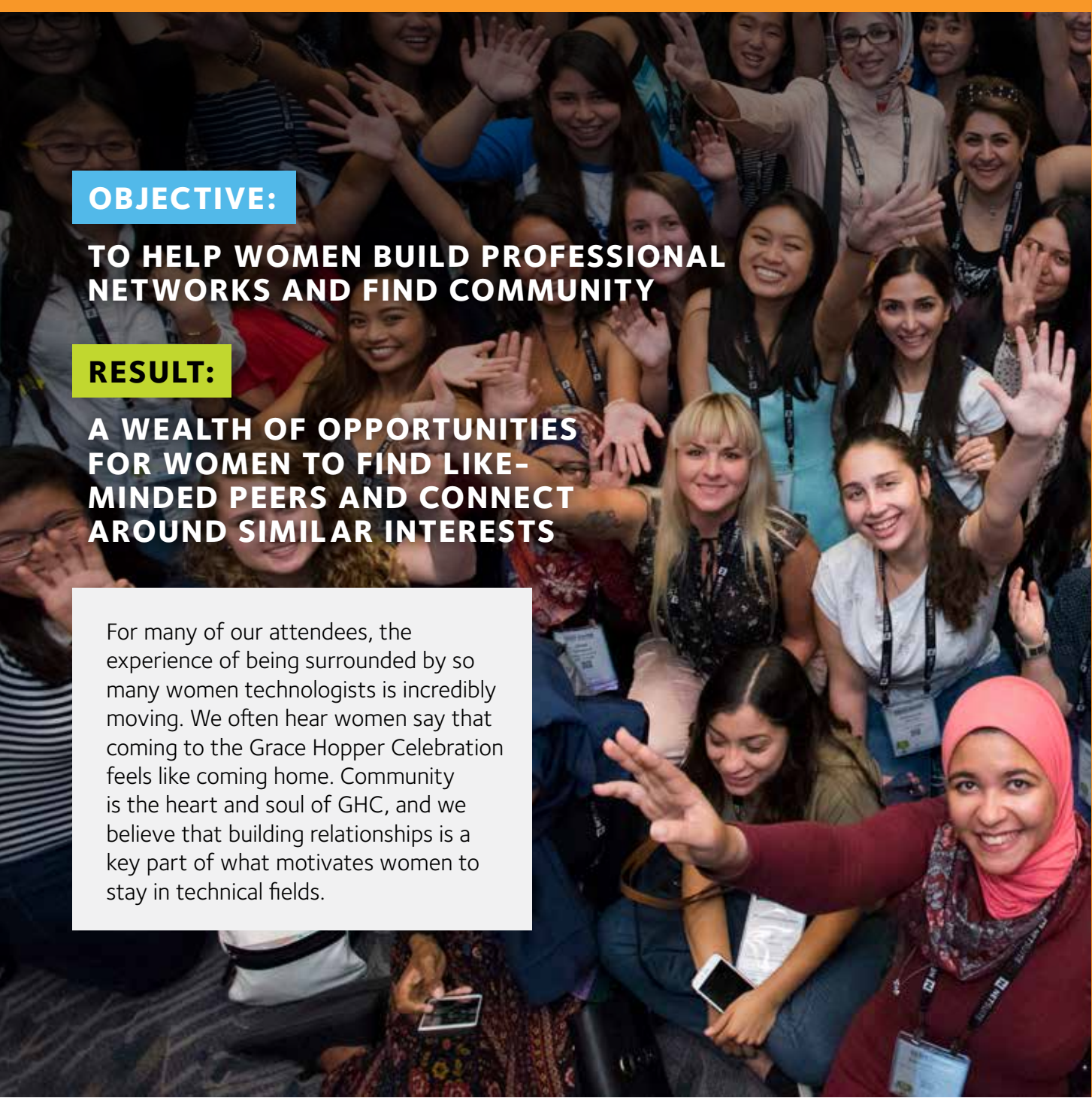


Find peers and mentors to help you grow your skills and expertise



Show off your knowledge and deploy your skills on the job





OBJECTIVE:

TO HELP WOMEN BUILD PROFESSIONAL NETWORKS AND FIND COMMUNITY

RESULT:

A WEALTH OF OPPORTUNITIES FOR WOMEN TO FIND LIKE-MINDED PEERS AND CONNECT AROUND SIMILAR INTERESTS

For many of our attendees, the experience of being surrounded by so many women technologists is incredibly moving. We often hear women say that coming to the Grace Hopper Celebration feels like coming home. Community is the heart and soul of GHC, and we believe that building relationships is a key part of what motivates women to stay in technical fields.

76%


OF ATTENDEES SAY GHC HELPED THEM DEVELOP A STRONG PROFESSIONAL NETWORK

We cultivate community by providing many ways for women to find their people, whatever their interest or background, at social events, receptions, technology clusters, and other gatherings.

NETWORKING SOCIALS INCLUDE:

- ARAB WOMEN IN COMPUTING
- ASIAN WOMEN IN COMPUTING
- BLACK WOMEN IN COMPUTING
- BRAID UNIVERSITIES
- FACULTY
- LATINAS IN COMPUTING
- LGBTQ-A
- RESEARCHERS
- SCHOLAR NETWORKING
- SYSTEMS
- WOMEN OF COLOR





Part of the power of Grace Hopper is that our employees from all over the world get to meet each other for the first time. The other magical thing is that they get to learn from other technical women.

— A GLOBAL LEADER IN CYBER INTELLIGENCE





This is what proactive inclusion of working mothers looks like: Child Care provided at #GraceHopperCelebration @ghc. Brilliant!

– ALESHIA HAYES, PHD, @ALESHIAPROF



95% OF ATTENDEES SAY GHC INSPIRED THEM ABOUT CAREER OPPORTUNITIES



“ Women quit seven times more often than men after a bad interview. This is crazy, especially given how volatile technical interview performance is. If you bomb an interview, keep going and keep practicing.

ALINE LERNER
FOUNDER AND CEO, INTERVIEWING.IO



“ You must have trust in yourself and your abilities. Don't wait to say 'now I am ready.' If you have the dedication and the passion and the vision, you will be able to deliver at the end.

ARMANY ALSHAWI
CHAIR, KACST WOMEN PROGRAM,
RESEARCHER, NATIONAL CENTER FOR CYBER
SECURITY TECHNOLOGY



“ Accessibility and inclusive design are not about memorizing standards and guidelines; they're about design.

ELISE LIVINGSTON
UX/UI DESIGNER, PROGRAM MANAGER AT
MICROSOFT





OBJECTIVE:

TO FOSTER LIFE-CHANGING MOMENTS THAT SIMPLY DON'T HAPPEN ANY OTHER PLACE

RESULT:

THOUSANDS OF MOMENTS, BOTH OBSERVED AND NOT, THAT ATTENDEES TOOK AWAY FROM GHC WITH THEM

GHC is a place where women find inspiration in ways big and small. From an introduction to an industry luminary to a conversation in the hallway, the celebration is packed with moments that uplift and energize. Here are a few of them.

“*Our country needs us to show up!*”


MEGAN SMITH
U.S. CHIEF TECHNOLOGY OFFICER

Our very own celebrity

U.S. CTO Megan Smith gave so much to our community; from spur-of-the-moment talks to her closing keynote on Friday afternoon, she showed up in a big way – and even danced with us at the final party.

Every vote a light

Dr. Anna Patterson stood on the main stage with her great grandmother's poll tax receipt from the first time women got to vote. With the election just a few weeks away, she asked the audience of 15,000 to light up their mobile phones to celebrate that right.



“When the days are tough, know you're not alone. You're supported by the millions of women around you and the generations who have come before you.

DR. ANNA PATTERSON
VICE PRESIDENT OF ENGINEERING, GOOGLE
WINNER, TECHNICAL LEADERSHIP ABIE AWARD

[WATCH THE VIDEO >](#)



“ *It’s time to rescue solitude from the myth that everything must be done in a group.* ”

SUSAN CAIN
AUTHOR & FOUNDER,
THE QUIET REVOLUTION
[WATCH THE VIDEO >](#)

Discovering the power of quiet

It often seems like technology favors those who are bold, alpha, and gregarious. But what about the quiet ones? As Susan Cain spoke, eyes across the crowded room lit up with the knowledge that quiet can be powerful.

The After Party

The fabled GHC dance party always happens on Friday night, after the last session has wrapped up. Anita Borg loved to dance, and we carry on this tradition in her memory.



It feels like I died and went to heaven. Such great and positive energy at the conference #GHC16

– NORAH ABOKHODAIR,
@NORAHAK



ANITA BORG INSTITUTE
WOMEN TRANSFORMING TECHNOLOGY

GRACE HOPPER CELEBRATION OF WOMEN IN COMPUTING

PRESENTED IN PARTNERSHIP WITH THE ASSOCIATION FOR COMPUTING MACHINERY

Join Us in

Orlando!

Forrester included GHC in a recommended list of 2016 conferences that embrace diversity and advance the interests of groups currently underrepresented in computing

—“Developer Conferences Speed Your Transition to Modern Application Development”, Forrester Research, Inc., February 8, 2016



October 4-6, 2017

We hope to see you there!

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