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*together  
we  
build*

# vGHCI IMPACT REPORT 2021





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GRACE HOPPER CELEBRATION

INDIA

V I R T U A L

## vGHCI, the 11th Edition of Celebrating Women in Tech!

The Grace Hopper Celebrations or the GHC, was co-founded by Dr. Anita Borg and Dr. Telle Whitney in 1994 in the US, inspired by the legacy of Rear Admiral Grace Murray Hopper.

vGHCI is designed and produced by AnitaB.org India in partnership with Association for Computing Machinery (ACM) India.

At vGHCI, we provide a platform for women in tech across Asia to connect, guide, and be inspired with fellow role models, make new connections, career growth and new learnings.

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

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President and CEO, AnitaB.org
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## MESSAGE FROM BRENDA DARDEN WILKERSON PRESIDENT AND CEO, ANITAB.ORG

We are in the midst of a global pandemic, a once in a century calamity event and I don't want to take for granted how extraordinary it is to be able to connect with one another for a celebration we normally host in person. Studies show that women in India are disproportionately impacted by Covid-19, especially those that are a part of the work force. Women employees and entrepreneurs continue to suffer the impact of layoffs and business losses to much greater extent than men. Therefore, are far more vulnerable to economic affects perpetuated by already existing gender inequalities. According to some estimates, if workforce participation of women rose, India could potentially increase its 2025 GDP by \$700 billion. My goal is that we have intersectional gender and pay parity in our lifetimes.

In fact, because it's by 2025, it's even more urgent. That is why my work and everyone's work at AnitaB.org Community is part of a greater fight than we realize. The theme of this year's celebration 'TogetherWeBuild' - is a three-word mission statement that we at AnitaB.org envision carrying out, even against the backdrop of these difficult times. So, we bring the power of our members, aspirations and abilities representing the diversity of the world to overcome the diversity problem in the Tech Industry. We are the answer! The talent is here, the ideas are here, the power is here, because you are here at vGHCI! Get active and use your voice, advocate for your future selves, advocate for your colleagues and friends, as well as people you may never meet. You have the power to think beyond your borders!



Thank you to our Sponsors!

## ▶ PLATINUM SPONSORS



## ▶ GOLD SPONSORS



## ▶ SILVER SPONSORS



## ▶ BRONZE SPONSORS



## ▶ ACADEMIC SPONSORS



# ▶ MPO SPONSORS





## QUOTES FROM **KEYNOTES**

“

Learning from strong women we admire, we can impact our world for good by walking in our fullness - that is the goal!

”

**Brenda Darden Wilkerson**  
AnitaB.org President & CEO





# vGHCI Overall Outcomes



## Likelihood to attend a future vGHCI

**78%** **14%**  
Hybrid  
(both virtual and in-person)

**85%** **10%**  
In-person

**65%** **17%**  
Virtual

■ Likely ■ Neutral

## Top 10 most useful sessions

- Taking ML Models to Production
- Closing Keynote
- Demystifying Technical Program Management as a Career Path
- Journey of Creating “Impossible” Technology
- Career Journey at EY: Belonging, Inclusiveness and Allyship
- Building Resilience
- Disrupting India’s Social Problem Through Technology
- Technology to Address Gender-Based/Sexual Violence
- Building the Digital Twin of the Planet
- Breakthrough in Edge Computing: Constraints to Endless Opportunities

## Satisfaction with vGHCI activities (Satisfied | Neutral)

<b>90%</b> <b>9%</b> Keynote	<b>84%</b> <b>13%</b> AnitaB.org Membership Platform	<b>82%</b> <b>14%</b> Tech Workshops
<b>89%</b> <b>9%</b> Tech Talks	<b>84%</b> <b>14%</b> Tech Driving Social Impact Track Session	<b>82%</b> <b>16%</b> H/W, IoT & Edge Track Sessions
<b>80%</b> <b>17%</b> Poster Gallery	<b>80%</b> <b>17%</b> iConnect Sessions	<b>79%</b> <b>17%</b> Track Meetups
<b>78%</b> <b>20%</b> Transformation Service Operations Track Sessions	<b>77%</b> <b>20%</b> Career 360	<b>71%</b> <b>23%</b> Career Fair

# vGHCI Overall Outcomes



## TRACK AND SESSION HIGHLIGHTS

**3** Technical Tracks

**4** Non-technical Tracks

**105** Sessions

**222** Speakers

We received a total of **1998** submissions, across all the tracks.

**203** students awarded vGHCI scholarships.

## Outcome Statements

Build a successful Tech Career	69%
Connect with someone I met at vGHCI	30%
Actively participate in the AnitaB.org membership	27%
Submit to be a speaker at a future GHCI	27%
Mentor or sponsor more women in tech	24%
Volunteer to get more youth interested in tech skills	23%
Pursue a promotion	21%
Advocate for equity in my field or org/institution	19%
Start or join an AnitaB.org local community	17%
Engage with or start a Women in Computing student group	13%
Invest in start-ups with women founders	7%
Start a tech start-up	6%
Join or continue with Systems	4%

# vGHCI Overall Impact



# 4573

People Registered

**GRACE HOPPER CELEBRATION**

**INDIA**

V I R T U A L

## Attendees Over Time

**4,573**

at vGHCI

**6,529**

at GHCI 19

**5,376**

at GHCI 18

## Registrants Represented

**9**

COUNTRIES

**172**

CITIES

## Gender of Registrants

Female: **88%** | Male: **5%** | Others: **7%**

## Overall Experience

EXCELLENT **29%**

GOOD **55%**

## QUOTES FROM KEYNOTES



The one thing what I could do was to keep learning! This has been a lifelong passion for me. Not only learn from people who know much better, but from the environment.



**Arundhati Bhattacharya**  
Chairperson & CEO Salesforce  
India



# vGHCI Sponsors Outcomes



Total number of sponsors: **41**

## Sponsor Satisfaction (Satisfied | Neutral)

79% 18% Sponsor Registration Process	73% 12% vGHCI Platform	69% 24% Sponsor Webinars
68% 9% Virtual Assistance and Support	63% 25% Career Fair	63% 16% Pre-vGHCI Communication
61% 26% vGHCI Deliverables Process	60% 30% Sponsor Page Development	60% 27% Prospectus Information
59% 31% Branding/Visibility	55% 34% Sponsor Page Offering	55% 38% Purchasing/Contracting

## Sponsor Outcomes Statements

Demonstrated our organization's commitment to supporting women in tech	78%   19%
Aligned our organization as a partner of AnitaB.org	67%   26%
Increased brand awareness amongst women in tech	57%   40%
Networked and built relationships with women in tech	50%   37%
Generated interest in our graduate school program(s)	50%   29%
Provided a service or amenity for attendees	47%   37%
Identified potential entry-level job candidates	36%   57%
Identified potential internship candidates	27%   40%
Identified potential faculty candidates	22%   22%
Identified potential mid-level job candidates	18%   41%

■ Mostly or completely met
 ■ Slightly or somewhat met

## Likelihood to sponsor again

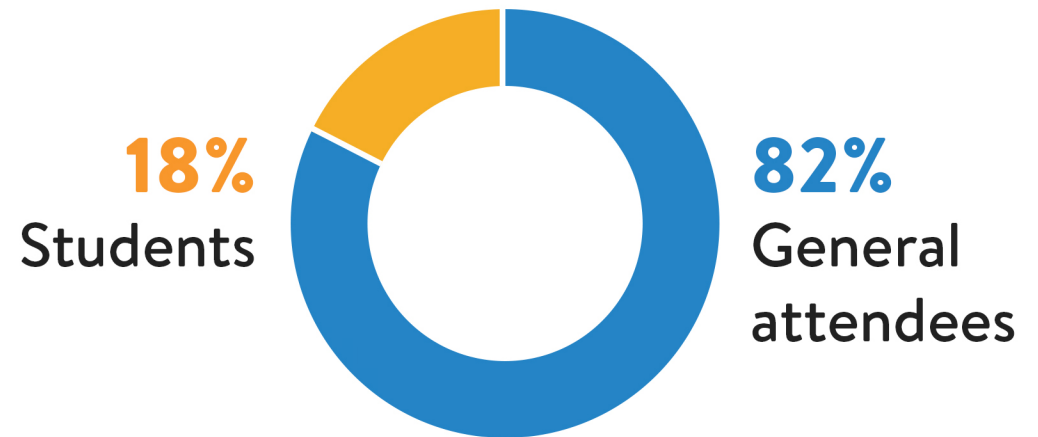
63% 20%	48% 21%	75% 18%
Hybrid (both virtual and in-person)	In-person	Virtual

■ Likely
 ■ Neutral

# vGHCI Student Summary



## Percentage of Students who Attended the Conference and General Attendees



## Highest Level of Education



## QUOTES FROM KEYNOTES



Enterprises and Corporations are going to relook at their policies. Because the policies they make today will determine the future of women in workplaces for decades to come.



**Gargi Dasgupta**

Director IBM Research India  
CTO IBM India/South Asia



# Career Fair



We conducted the Career Fair on a virtual platform over two Fridays of the vGHCI event. 27 Sponsor companies participated in the event. The virtual Career Fair was open to all participants.

## Career Fair Evaluation Statements

71% 21%

The time allotted for each meeting was sufficient.

68% 23%

The pool of sponsors at vGHCI met my expectations.

67% 24%

The time it took to meet with sponsors was reasonable.

65% 24%

I feel more confident about finding a job or internship after vGHCI.

64% 21%

The job/internship opportunities at this vGHCI met my expectations.

AGREE

NEUTRAL

## Follow up Meetings Scheduled

39% of participants had at least 1 follow-up meeting scheduled after the career fair.

9%

1

10%

2

7%

3

5%

4

7%

5 or more



ATTENDEES

311 Attendees  
4.7 Avg. 1:1 Meetings



COMPANIES

37 Employers  
5.3 Avg. 1:1 Meetings

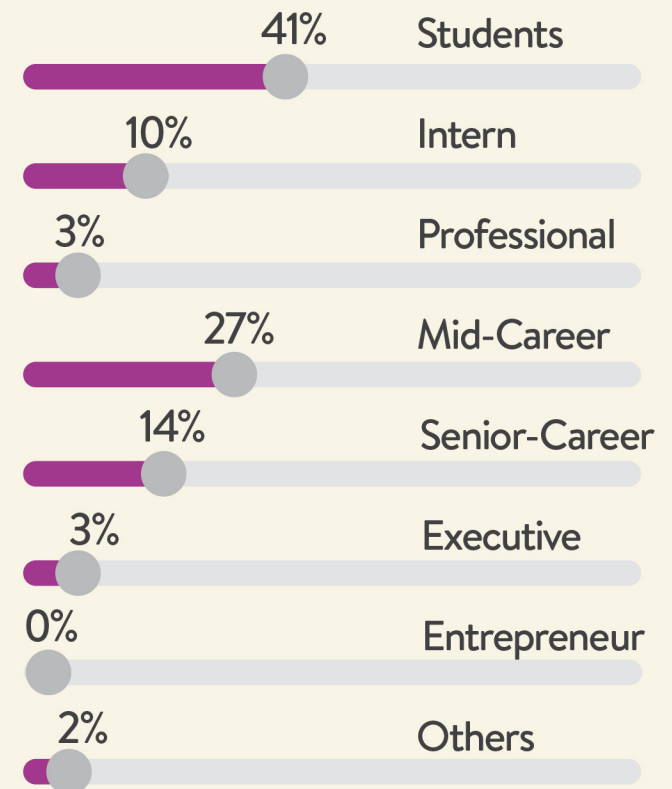


# Career Fair Benefits

The Career Fair is an integral part of the Grace Hopper Celebration in India and provides women professionals as well as students, a platform to seek better career opportunities.

- > Students to interact with a diaspora of leading tech organizations to secure internships.
- > Secure placement upon completion of studies.
- > Women re-entering technical fields after a break.
- > Making career moves.

## Career Level





## QUOTES FROM **KEYNOTES**

“

Excess is not a requirement  
for success.

”

**Sramana Mitra**

Founder & CEO

One Million By One Million



## ► New Additions at vGHCI



We incorporated a new program called Tech Pathways - which was customized to inform, educate, and equip women in making the right choices while seeking a career change or returning to work.



Track meet-ups were used for speakers to connect with the audience after their session was over.



Networking sessions and sponsor meet-ups were conducted virtually.



The Career Fair was conducted virtually with 37 sponsor companies.



# Collaboration with IEEE



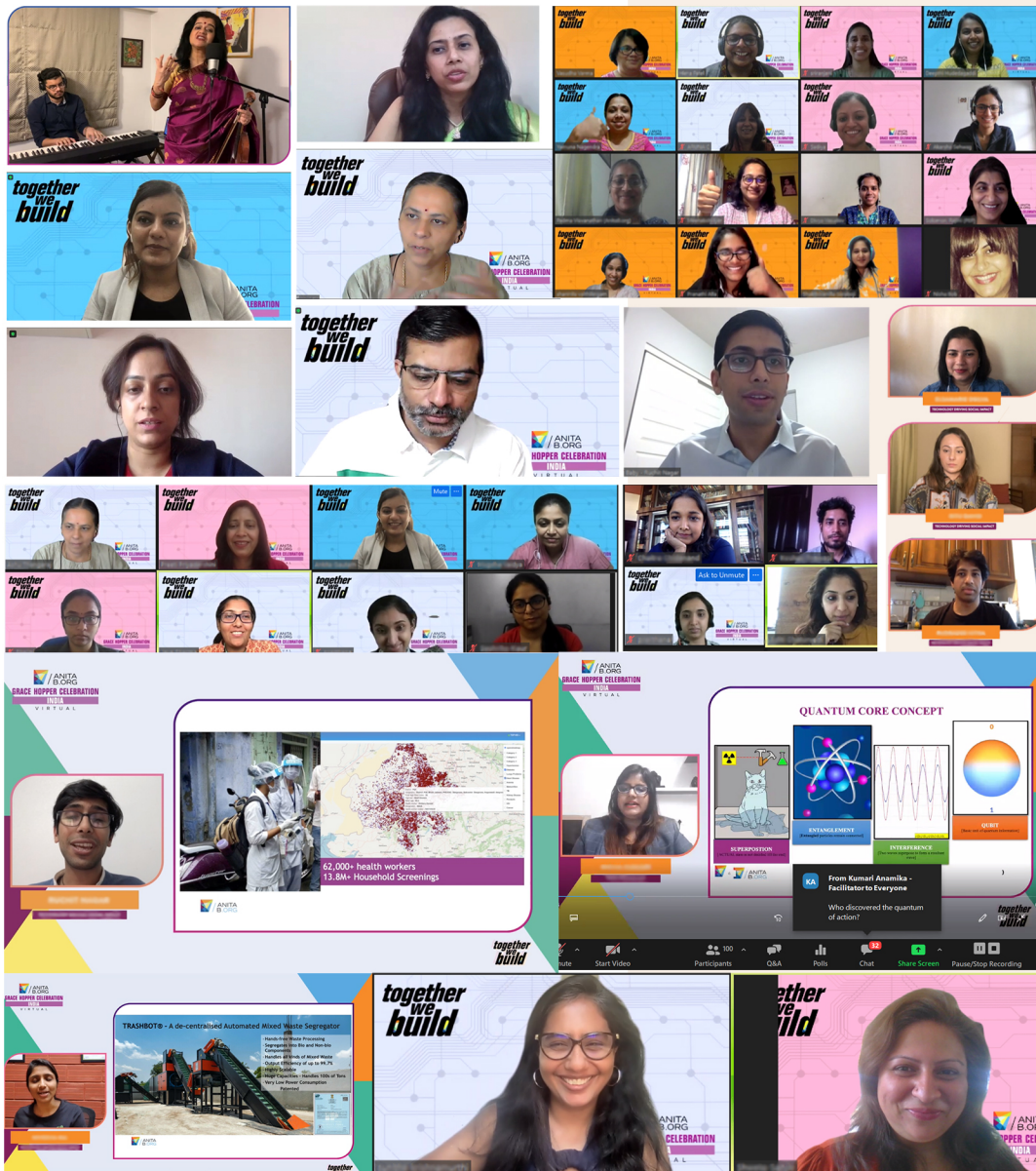
## COLLABORATION WITH IEEE

At vGHCI we continue to strengthen the steps with IEEE to showcase the research done by women technologists in the world of computing. vGHCI in collaboration with IEEE with technical sponsorship of WIE Affinity group (Bengaluru section), would be publishing research papers presented at the conference on iExplore.

## vGHCI SPEAKER NETWORK AND ENTERTAINMENT

Interactive and engaging Track Meet Up sessions on all days of the conference. Ended the conference with an entertaining stand-up comedy performance by a women comedian with a tech background!

# Highlights of vGHCI



Agreed... was so much into the discussion :)

Thank you all

Very very insightful session - I totally agree with Ashu - was disappointed that it ended :(

Wonderful session and insights

Loving the panel discussion so far

Thanks a lot very insightful

They are sharing the real experience then just theoretical knowledge

Thanks Laure, it was an useful session and lots of insights

On behalf of Jaya

Mannat .. great talk and learnings

Thanks Mannat, great session. If you can talk about how to innovate to understand diff options we have to make things interactive, Be aware of everything around

Everyone - please put in your questions in the chat. The speakers are here and they will be more than happy to answer them..

It was a superb session. Thank you very much

Thanks Ashu, Gowri!

Mannat....very insightful talk

# Highlights of vGHCI



I was deeply inspired by leading women in tech, and feel motivated to make a difference.

Career fair was fabulous and far beyond expectation

listening to all the industry people was helpful and we can apply these in our daily life.

Wide variety of talks from technical , technology , leadership, people

I loved the sessions taken by women in senior leadership position on women empowerment, career guidance, work-life harmony and continue to strive for excellence.

I think the opening keynote by Ruchika Panesar and Arundhati Bhattacharya was one of the most motivating and a session that made us fill with zeal. It was so relatable when those two highly successful women talk about their journey and problem they faced in their journey. And most importantly it was an example for us that if we dream high everything is possible.

It was my first time in GHCI and I got selected as a poster presenter. Was a great experience all together. Thanks to all the organisers for giving me this platform.

The zoom Q/A were amazing and interactive!

GHCI exposed me to very powerful talks and sessions presented by colleagues around us. This empowers all that they can also endeavour to represent their work in such forums if they plan and work towards it.

The highlight which helped me the most was the fact that the session was available for everyone even after the live had ended. This was very useful for me since I had to attend my classes and wrote exams during certain times. But with the recorded session available and with proper agenda I was able to attend the ones that I was passionate and curious to know more about. I really appreciate this gesture by vGHCI.

Resume database was open to all, that was the best thing.

Just the right motivation I needed to pursue my goals

The career fair helped me land my first great job!

Confidence Booster.



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## vGHCI: A CELEBRATION OF **WOMEN IN TECHNOLOGY**

vGHCI was a success! We were backed by a phenomenal team of remarkable women in tech and supportive male allies. Over 200 competent and driven volunteers with the passion and steadfast belief of giving back to the community helped in strategizing, reviewing and successfully implementing the dynamic program content. We honor and celebrate these incredible women in tech.





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