Our Case for Support

A Global Movement: Learners to Leaders

Since 2007, Girls in Tech has been at the forefront of empowering women in STEM globally, ensuring tech remains fair, diverse, and equitable.
A Global Issue

According to Accenture, an astonishing 50% of women leave tech by age 35.¹

Many women in tech feel invisible.

Even though I was the one who led the meeting... **people assumed I could not be the decision-maker.** There were instances when people didn’t engage in a discussion with me... but automatically directed their questions to my [male] engineering team, assuming I wouldn’t have the information. There were some instances when my colleagues **assumed I would take care of the meeting refreshments and coffee.**

Shriya Gupta
Former Managing Director of Girls in Tech
Toronto, and Founder of Daily Blends

Tech companies may promote diversity on paper, but the statistics say otherwise.

While hiring practices may be improving, the representation of women and underrepresented groups in tech remains significantly lacking. Company culture and pathways to leadership continue to remain an obstacle for many. For all its innovations, the industry still struggles to provide equitable representation.

Did you know?

- **4.8%** of women hold top-level executive positions globally.²
- **23%** is the gap in pay for women across the board.³
- **45%** more women leave the tech industry when compared to men.⁴
- **28%** of women leaving the tech industry cite a lack of career growth opportunities as a reason.⁴

The most common reason women are underrepresented in tech is a lack of mentors.⁵

BIPOC and LGBTQIA+ individuals face additional barriers in the S.T.E.M. world.

- **3%** Only 3% of all tech executives in the C-suite are Black.⁶
- **38%** Black women CEOs receive up to 38% less pay than their White male counterparts.³

A study by Vanderbilt study suggests closing the gender gap in STEM may reduce the sexual orientation gap in STEM.⁹

While a total of 27% of computing roles are held by women, only 3% and 2% are held by Black and Hispanic women, respectively.¹

According to Accenture, an astonishing 50% of women leave tech by age 35.¹
Girls in Tech is here to change the narrative.

At Girls in Tech, we offer inspiring programs and a network of diverse communities designed to help women across the world enter into and excel in tech.

We pride ourselves on fostering a safe, inclusive, and empowering environment where women in STEM can access educational programs, career support, and networking opportunities.

We believe there is a strong, smart and outspoken girl within all of us. We exist to make sure that girl is heard. Because when every voice, every perspective, every personality is honored and respected, we do better work and live richer lives. We’re committed to building the diverse and inclusive tech workforce the world needs.

But we can’t do it without our supporters.

Consider joining our movement as we aim to see every person accepted, confident and valued in tech — just as they are.

Mission:
Girls in Tech is dedicated to eliminating the gender gap in technology by providing education, technical training, and a valuable network to women worldwide.

Values:
- **Inclusiveness**: Our programs embrace diversity, reflecting our mission to foster inclusivity within industries.
- **Accessibility**: We offer free membership globally, aiming to remove as many barriers to entry as possible.
- **Innovation**: In collaboration with partners and supporters, we deliver cutting-edge education and resources to nurture creativity and provide top-tier training.
- **Empowerment**: We prioritize underrepresented groups, enabling individuals with tailored support and opportunities.

Vision:
We envision a world where diverse leaders are a given, and innovation across industries is built upon a rich tapestry of lived experiences.
Tech is rapidly evolving. It’s our responsibility to steer it in the right direction.

We’re dedicated to providing underrepresented groups with training, education, and valuable connections, opening doors that historically have not been made available to them.

Our chosen programs, events and products are tested and proven to drive growth in the industry and expand opportunities for our members, as well as our corporate partners and their employees.

We accomplish our mission through three core pillars of empowerment: education, technical training, and professional development.

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<tr>
<th>Education</th>
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<tr>
<td><strong>Startup Challenge</strong></td>
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<td>15,000+ entrepreneurs funded, mentored and supported through Startup Challenge, our female founder pitch competition</td>
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<tr>
<td>AI Programming</td>
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<td>Lunch and Learn Series</td>
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<th>Technical Training</th>
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<td>“Code-a-thon for good” Hackathons.</td>
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<td>75,000K+ participants to date have created innovative projects to help communities. Past themes have supported green tech, mental health, and the deaf community.</td>
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<td>Youth Technology Bootcamp</td>
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<td>Embrace the X Factor Bootcamp</td>
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<td>Power Skills Bootcamp</td>
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<td>Metaverse Bootcamp</td>
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<td>Cybersecurity Bootcamp</td>
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<th>Professional Development</th>
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<td>Mentorship Program</td>
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<td>20,000+ mentors and mentees have participated in our global virtual program, emphasizing vital skills in leadership and communication.</td>
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<td>Digital Career Fair</td>
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<td>Jobs Board</td>
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<td>Breaking Barriers</td>
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We’re fighting a global issue through local communities.

130,000+ members

in over 29 countries across 35 chapters, with programs and events tailored to meet the needs of local communities.

Real impact: Jodie’s story

As a scientific researcher, Jodie Padilla’s daily work regularly demonstrates evidence of inequity in the STEM field. Motivated by her research, she sought support resources for women in the tech industry and found the Girls in Tech 3D Design Classroom.

“I met — virtually — women from all over the world and received constant guidance from experts... Since I got involved with this community I have had repeated opportunities to develop my potential.”

Jodie also attended the annual Girls in Tech Conference, where she was able to meet outstanding women in the STEM field and network with speakers from world-renowned organizations such as NASA, Pixar, CNN, Unicef, Netflix, & more.

“The truth is that if we do not see examples to follow, it is difficult for girls and young women to imagine themselves reaching such positions.”

Jodie not only gained educational and professional skills through her Girls in Tech chapter, but found a home amongst a network of like-minded women.

With your help, Girls in Tech can expand to offer more opportunities for women like Jodie across the globe.

Jodie Padilla
Founder of Líderes Hub, Curator at Global Shapers, Postgraduate Professor & Researcher
Girls in Tech Members.

These women are *Talented.*
These women are *Unique.*
These women are *Determined.*

Our members, ranging from university students to mid-career professionals, form a vibrant community within the STEM fields. We celebrate diversity, welcoming individuals from all STEM disciplines, ensuring representation across various sectors and roles. Together, we empower each other to thrive and make impactful contributions to the ever-evolving world of technology.

### Member Regions

- 6.54% Africa
- 21.37% Asia
- 18.88% Europe
- 43.59% North America
- 4.05% Oceania
- 0.1% Other
- 5.47% South America

### Member Race or Ethnicity

- 18.4% Asian or Asian American
- 11.2% Black or African American
- 41% Caucasian
- 14.8% Hispanic/Latinx/Spanish
- 1.6% Middle Eastern or North African
- 6.8% Other
- 5.2% Prefer not to respond

### Member Industry

- 17.22% Engineering & Data
- 10.87% Management
- 13.55% Marketing & Design
- 12.88% Other
- 23.24% Software & I.T.
- 22.24% Tech Business

### Member Years of Experience

- 11.20% Less than 1 year
- 16.39% 1 - 3 years
- 14.05% 4 - 6 years
- 14.55% 7 - 10 years
- 17.73% 11 - 15 years
- 11.87% 16 - 20 years
- 14.21% 21+ years

### Member Job Title

- 26.09% Analyst/Associate
- 3.01% C level
- 9.36% Director
- 13.04% Entry Level
- 7.19% Intern
- 20.07% Manager
- 5.52% Owner
- 1.67% President or CEO
- 10.54% Senior Manager
- 0.67% Senior Vice President
- 2.84% Vice President

### Gender Identity

- 96% Female
- 3% Male
- 1% Non-Binary
It doesn’t end here. There’s so much more to do.

Thanks to help from our partners, we’ve supported thousands of women across the globe looking to advance within the tech field.

By moving our headquarters to Nashville, Tennessee, Girls in Tech has opened new doors to exciting partnerships, events, and programs outside of Silicon Valley; forging a new look and feel for the tech industry of the future.

Help us build the tech workforce the world needs.

With your help, we can grow our impact for members worldwide. We need your support to:

- Raise $1,000,000 to execute 150 global programs
- Attain 85% satisfaction rate in program experience feedback
- Provide artificial intelligence (AI) and leadership education to 10,000 women in nations identified by the UN as ‘developing’
- Grow our infrastructure and capacity by hiring additional essential personnel and implementing an updated database system
- Increase global membership by 20,000 by the end of 2024

A donation to Girls in Tech fuels our mission by expanding educational programs, skill-building initiatives, and career-enhancing opportunities for women globally. It ensures that women have a voice and a place at the table in the tech industry.


“As the only woman working at a tech company start-up, I became concerned about not having diversity in the room and how that could impact decisions and product results. When my concerns weren’t prioritized, I took matters into my own hands. I looked to create a local networking community for women in the tech industry.

At my first small event in San Francisco, over 200 women attended – and I realized just how big the need for this was.

Now, Girls in Tech has grown globally with over 130,000 members across 29 countries.”

Adriana Gascoigne  
Founder and CEO at Girls in Tech, Inc.

Support our growth by giving today.  
Click here to donate.

Ways to give:
- Sponsor a program
- Become a recurring donor
- Planned giving

Contact Info

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