2018 Impact

Grace Hopper Celebration is the premier event for women technologists worldwide. We support and inspire women to further their careers, break boundaries, and transform the world of technology.
2018 Overall Impact

20,000+ attendees from 78 countries
plus 2,000 more listening via livestream from around the world

70% of organizations represented were corporate, academic or government
24% were nonprofit or national lab
6% identified as other

Women came to GHC 18 and...

— Felt motivated by role models they encountered / 89%
— Believe organizations should have programs specifically focusing on hiring, retaining and advancing women / 87%
— Reported a life-changing or aha moment during GHC / 50%

92% of attendees felt GHC met or exceeded expectations

“Find your allies. Find your team. Find your people. Let’s do this together.”
- Emily Chang
2018 Content Highlights
/ Spotlighting Fierce Women in Tech
Our inspiring keynote and featured speakers:

- Padmasree Warrior, Former CEO + Chief Development Officer, NIO U.S.
- Jessica O. Matthews, Founder + CEO, Uncharted Power
- Dr. Justine Cassell, Associate Dean of Technology Strategy and Impact, Carnegie Mellon University - School of Computer Science
- Noramay Cadena, Managing Partner and Co-founder, Make in LA
- Priscilla Chan, Co-founder, Chan Zuckerberg Initiative
- Emily Chang, Author of Brotopia
- Gwynne Shotwell, President and COO, SpaceX
- Andrea Sreshta, Co-founder, LuminAID
- Constance Steinkuehler, Professor of Informatics, University of California, Irvine
- Joy Buolamwini, Poet of Code
- Anita Hill, Senior Advisor to the Provost, Brandeis University Professor of Law, Public Policy and Women’s Studies, Heller Graduate School of Policy and Management
- Constance Steinkuehler, Professor of Informatics, University of California, Irvine

GHC 18 WAS OUR BIGGEST EVENT YET, WITH:

- **16 tracks**
  covering technology and career advancement
- **407 sessions**
- **898 speakers**
- **124 posters**
- **2,007 volunteers**

**WE HELD MANY SPECIAL SESSIONS, INCLUDING:**
- The Next Frontier: Designing for Accessibility & Inclusion
- Falling Into Tech: The Non-Traditional Path
- Open Source Day Code-a-thon for Humanity
- LGBTQ-A in Computing Luncheon
- Brotopia: Breaking Up the Boys’ Club of Silicon Valley
- Climbing the Professional Ladder: A Diverse Perspective

“I can get out of any obstacle, and that’s what leads to innovation”

- Dr. Justine Cassell
2018 Session Highlights
/ Sharing technological innovations and career advice

Technical Tracks Representing the World of Computing

TECHNICAL TRACKS

Artificial Intelligence
Computer Systems Engineering
Data Science
Human Computer Interaction
Interactive Media
Internet of Things/Wearable Tech

EXTENSIVE PROFESSIONAL DEVELOPMENT OFFERINGS:

Content
for all audiences (Faculty, Student, Early Career, Mid Career, Senior)

Mentorship program

Mentoring circles with 50 successful women sharing tips on job interviewing, finding one’s passion, and how to thrive in male-dominated fields.

Every 20 minutes, attendees switched tables to chat with another mentor on a different topic.

Senior Women’s Program provided inspiration, networking, and strategies for 520 senior technical women representing over 256 companies.

“Behind every woman who gets promoted is herself.”
— Selena Rezvani, speaker at Senior Women’s Program
Career Fair and Interview Hall

Our Expo And Career Fair Was A Big Hit Thanks To
416 organizations at the career fair
and 231 interviews booths

Sponsors Succeeded

93% of sponsors felt GHC '18 met or exceeded expectations. Their top priorities were to:

- Demonstrate organization’s commitment to supporting women in technology / 70%
- Get broad branding and visibility / 67%
- Recruit job candidates / 63%

94% of sponsors met or exceed recruiting goals. GHC '18 Sponsors:

- Attended GHC to recruit students, faculty and/or job candidates / 91%
- Interviewed an average of 39 candidates and offered an average of 16 jobs
- Primarily targeted computer science (90%), followed by software engineering (74%) and data science/analytics/mining (59%)

14,000+ resumes total available for review

Nearly 1,000 mid career resumes submitted with 5–15 years of experience

98% of students submitted a resume and 59% interviewed for jobs

TIME SPENT AT CAREER FAIR

46% general

59% students

TIME AT CAREER FAIR

46% students

59% general

98% of students submitted a resume and 59% interviewed for jobs
This year’s GHC offered an impressive Gallery Walk featuring the greatest women in tech throughout time. The “Our Time” interactive exhibit included photos and stories of historic figures like Grace Hopper and Anita Borg, as well as of current technologists, including some of our very own GHC 18 attendees! There were also mesmerizing hologram interviews with inspirational tech leaders, and a feature wall where participants shared their dreams for the future of technology.

“\textit{It’s exciting to see that women in technology is not new, because sometimes it still feels new.}”

--- Megan Daly, Asana

Hedy Lamarr was a Hollywood star prior to becoming a pioneer in wireless communications during World War II.

Many attendees were surprised at the level of realism of this hologram, taking a few moments to realize there wasn’t an actual person speaking in the middle of the room.
Organizers of GHC 18 could not have predicted that Dr. Anita Hill’s featured session would have been timed concurrently with the Senate’s scheduled vote on Judge Brett M. Kavanaugh to the Supreme Court – an eerie echo of Dr. Hill’s own experience with accusing Clarence Thomas of sexual harassment. The highly anticipated session, “The Past, Present, and Future of the #METOO Movements” drew over 800 participants in person and another 2,300 via livestream.

“Behind every woman who gets promoted is herself.” – Selena Rezvani, speaker at Senior Women’s Program

19 media articles covered Dr. Hill’s powerful session including:
New York Times, CNET, AP, ABC, Fox and the Houston Chronicle

“You may not have a choice about what they do,” said Prof. Anita Hill. “But you do have a choice about what you do.” She encouraged everyone to make their voices heard by voting, working with allies, and telling their stories — and by finding places like GHC where they are valued.
Professionals at GHC
/Providing opportunities to help tech women thrive

32% have master’s degrees  /  26% are technical managers/leaders

80% have a technical field of expertise

"There is nothing like being in the same room with over 20,000 women in technology and knowing there are thousands more joining us online from around the world. Whether you majored in engineering or stumbled into technology from an entirely different path, we are your people and we are here for you."

– Brenda Darden Wilkerson, CEO and President of AnitaB.org

88% of speakers felt GHC met or exceeded expectations.
PitchHER
/Supporting women entrepreneurs from innovative tech startups

155 entrepreneurs submitted applications to the first-ever PitchHER competition. The top 10 finalists were invited to present live at GHC 18 to make their case for why they should win the $65,000 in prize money – to be split among the three top winners and audience favorite.

The Top 10 were selected based on innovation, impact, and business model.

And the winners are:

Shakeia Kegler, 1st Place
GovLia

Hannah Meyer, 2nd Place
Pie for Providers

Charu Sharma, 3rd Place
NextPlay.ai

Samantha J. Letscher, Audience Favorite
Bossy

"We Are Mighty. You don't realize it until you come here and see all of these women doing something to inspire the next generation."

–Shakeia Kegler, Founder of the startup GovLia, allowing small businesses and government agencies to streamline workflows and manage contracts efficiently.

“I am here today because so many mentors have opened the doors for me.”

–Charu Sharma
“We are unafraid to live in our potential and our truth.”
— Shyanne Ruiz, Public Health Management Corporation

“We are the foundation.”
— Dana Witherspoon, Bank of America

“We are persistent.”
— Elana Stroud, Seesaw Education

“We are bold. We are achievers. We are bossy.”
— Olga Goldovsky and Annmarie Rizzo, Oath

“We are it!”
— Anita Asuquo, HP
Organizations at GHC
/Taking action to build inclusive cultures

GHC was a success for organizations:

Organizations feel engagement with women technologists is better at GHC than other events / 72%
Organizations met their objectives / 99%

Their top objectives were to:

Demonstrate organization’s commitment to supporting women in technology / 70%
Get broad branding and visibility / 67%
Recruit job candidates / 63%

Technical Executive Forum

Each year, TEF convenes C-level executives from AnitaB.org Partner organizations to discuss the challenges and opportunities their companies face in retaining and advancing women technologists.

This year focused on movements in technology, driving transparency, and opportunity for intersectional tech ecosystems, and data-driven leadership for strategic transformation.

Top Companies for Women Technologists

We recognize organizations committed to building workplaces where women can thrive. In 2018, we evaluated: 80 companies, 628,000+ technologists, and 150,000+ women technologists.

These three companies had the highest overall score, categorized by size of their technical workforce. These companies have taken action to increase diversity within their organizations and create more inclusive environments.

- ThoughtWorks – Size of Workforce < 1,000
- Blackbaud – Size of Workforce 1,000 – 10,000
- Bank of America – Size of Workforce >10,000

Sign up for Top Companies

“There is no future for us as a technology company without diversity of thought at the table. It’s our responsibility as women leaders who have felt imposter syndrome throughout our careers to pull people up.”

—Mary Beth Westmoreland, CTO of Blackbaud
GHC 18 launched the inaugural Technology Showcase at the GHC Expo for start-ups and Fortune 500 companies alike to present their latest products, research, and innovative breakthroughs.
Our Abie Awards honor women technologists who have made outstanding contributions to their fields, and who find innovative ways of supporting other women in tech.
Students at GHC
/Launching the next generation of changemakers

4,767 students from 392 institutions

81% of students were computer science or engineering majors

94% of students felt GHC met or exceeded expectations

Students who attend GHC feel...
- Motivated by the role models they encounter / 93%
- Inspired about the career opportunities ahead of them / 92%
- More confident in their ability to build a successful technical career in academia or industry / 91%

OUR SCHOLARS PROGRAM EXPANDED TO INCLUDE
861 Scholars
from 53 countries representing 392 universities

WOMEN OF COLOR*
STUDENT/FACULTY 75%

UNDERREPRESENTED MINORITY WOMEN*
STUDENT/FACULTY 31%

*In our data collection and analysis, we identify “Women of Color” as women of non-white or European parentage, and “Underrepresented Minority Women (URM Women)” as Black/African American, Hispanic/Latina, Native Hawaiian/Pacific Islander, and or Native American.
AnitaB.org is valued by GHC 18 attendees:

91% agree that AnitaB.org provides opportunities that allow women to grow, learn, and develop across the technical career path, including student, re-entry and transitional stages.

91% agree that AnitaB.org champions women technologists in industry and academia, calling for accountability, transparency, and lasting change.

Interested in Participating in GHC 19?
AnitaB.org Pioneering Partners

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Dell
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