



ANNUAL REPORT 2023

**WE ARCHITECT
PROGRESS.**



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LETTER FROM CRISTINA



Dear BGC Community,

Tech is a living language.

And who speaks, understands, and influences that language more than Black girls? At Black Girls Code, you'll hear our team often repeat the same mantra: Black girls are digital natives. And yet, we're still not in the room where these technologies are developed, funded, or legislated.

They are who we work tirelessly for to ensure that this exclusion ends with us.

When I first joined BGC as CEO last fall, I was energized by our vision to launch one million girls in tech by 2040. 2023 was a transformational year for the organization—a year marked by transition, anticipation, and new successes. I was left with an incredible legacy to stand on but knew that a daring vision for an even brighter future was needed. Today, I'm thrilled to share that vision that will drive us forward to not only meet, but surpass, the milestones we're poised to achieve together.

Inspire. Educate. Launch. Those are the pillars that ground the work we do at BGC. Last year, we continued to expand our reach, offering various initiatives, from coding workshops to entrepreneurial training to our Summer Code Camps. These programs show Black girls and youth of color that they can express themselves in innovative, new ways with tech. We have laid the

groundwork for a future where these young women will not only participate in tech but *lead* it.

The 2023 Summer Code Camps, held in New York City, Oakland, Washington D.C., and Los Angeles, showed us the power of skill building in community. 2024 doubled that in both numbers and impact, and I'm so proud to announce that over the next two years, across all of our programs BGC is projected to reach over 500,000 young women! These accomplishments are far more than just numbers to me; they represent the specific, individual, and worthy dreams and aspirations of girls who see a place for themselves in an industry that has long overlooked them.

It's our job to continue to create these pathways for our girls. And I take my job *very* seriously.

In the coming months, as we prepare to enter 2025, you'll see BGC launch groundbreaking programs that go beyond just coding. We're expanding our curriculum to include AI, leadership development, and mental health support, ensuring our emerging leaders are equipped to thrive in every aspect of their lives. We're focusing on building new partnerships that open doors to opportunities, and we're building comprehensive networks that will sustain our girls well into their careers.

Launching one million girls in tech by 2040 when, currently, only 3% of tech jobs and less than 2% of science and engineering jobs are held by Black women, may seem like an ambitious goal.

I don't think it's ambitious enough.

Every day, we get closer to reaching our goals. Young women are participating in STEAM courses at increasing rates. In 2019, the percentage of female high school graduates earning credits in advanced science courses increased to 36%, up from 24% in 2009, and in the last five years, women from historically underrepresented minority groups earned more than half of the science and engineering degrees awarded at all degree levels.

This is the intention behind BGC's third pillar, Launch, enabling us to provide these emerging professionals with the real-world skills and tools they'll use as they enter into the workforce. But we cannot allow ourselves to get complacent. Determining the path forward lies in the bold questions we must continue to ask ourselves and our communities: How can we expand our impact even further? Who are the new partners we can bring into our fold? Whose stories are going untold by maintaining the status quo? And most importantly—*what are you willing to do to end that status quo?*

This is where our journey forward begins.

Our community is at the heart of everything we do. From the parents who encourage their daughters to dream big, to the volunteers and donors who invest in our mission, to the girls who show up, ready to code their futures—we are in this together.

Code is a pact. It manifests the visions and hopes that we deem as worthy. Our mission at BGC is to dare the decision-making rooms to catch up to the future that's already being built by these incredible young women. We're no longer asking for seats at the table, we're building our own. And their code gets us there. I invite you to join us on this exciting journey where, together, we will continue to break barriers, rewrite narratives, and create a future where every Black girl *knows* she belongs in tech.

In gratitude,

Cristina Mancini
CEO, Black Girls Code

ABOUT BGC

Black Girls Code (BGC) is a not-for-profit organization providing tech and leadership education for Black girls* and gender-expansive youth of color, ages 7-25.

Our mission is to ensure that Black girls believe they belong in tech and launch them with the skills, opportunities, and resources to lead.

*Identity includes a spectrum of color and gender. If you want to learn tech and rectify that only 2% of tech jobs are held by Black women, then BGC is for you.

We partner with schools, companies, local organizations, and dedicated volunteers to offer a range of in-person and virtual learning opportunities that build the skills and relationships our girls need to thrive. BGC programs go beyond coding skills to equip participants with the knowledge and confidence to realize their dreams; we offer soft skills training and community building to foster personal transformation and professional growth.

VALUES

We are guided our values. We developed these together as a team in November 2023 during our first retreat with Cristina Mancini at the helm.

BELONGING

for Black girls, where they can be themselves and expect nurturing and acceptance.

INNOVATION

beginning with the verve and imagination of Black girls and ending with pioneering tech that helps everyone live better.

JUSTICE

through active solidarity with Black girls to fully access and seize resources and opportunities to thrive.

IMPACT

that propels and affirms individual lives and communities, thereby shaping industries to do the same.

JOY

that beckons, connects, and surges us toward excellence and possibility.

LEADERSHIP TEAM



Cristina Mancini
Chief Executive Officer



Louise Shea
Chief Operating Officer



Tamika Tretu
VP of Programs



Funmilayo Brown
Chief Development & Partnerships



Chris Fogelman
VP of Finance & Tech



Mica Le John
Chief of Staff



Lauren Peters Lague
Chief Marketing Officer



Evelyn Diaz
VP of Workforce Development



Damier Xandrine
Chief Legal Officer of KOHO Financial



Sherman Whites
Senior Consultant & Philanthropic Advisor



Lisa Serwin
Corporate Executive & Entrepreneur



Selina Suarez
Global Head of NextGen ServiceNow Professionals



John Herbert
CIO & EVP, Enterprise & Media Technology
Fox Corporation

BOARD MEMBERS

BGC BY THE NUMBERS

Age breakdown of live BGC sessions

| | |
|-------|-------|
| 7-10 | 27.1% |
| 11-13 | 36.2% |
| 14-17 | 34.7% |
| 18-25 | 14.3% |

TOTAL STUDENT REACH

2,183,205

BGC program session participants: 2,520
Unique Code Along viewers: 2,180,685

VOLUNTEERS ENGAGED

413

Gender breakdown of live BGC sessions

Female: 96.7%

Male: 1.1%

Prefer not to say: 1.1%

Non-binary: 0.05%

Other (incl. trans.): 0.025%

PROGRAM OVERVIEW

We structure our programming around three primary objectives: to **inspire** Black girls and gender-expansive youth of color to get into tech, **educate** them with the technical and workplace skills they need to be successful in tech roles, and **launch** them into careers that enable them to realize their passions.

INSPIRE passion for tech

Workshops + Courses

Enriching learning experiences, panels, film screenings, tours, and training in cities nationwide

Camps + Bootcamps

In-person day camps to learn new skills, build relationships, gain confidence, and complete creative tech projects

EDUCATE with relevant skills

Code Clubs

After-school programs with expert instruction to develop coding and tech skills in safe, creative spaces

Virtual Learning

Online technical coding workshops, courses, and always-on programs to learn basic tech skills and complete creative projects from anywhere

LAUNCH fulfilling careers

College + Career Prep

In-person and virtual learning content, networking opportunities, and training programs to support young women into their first jobs and beyond

HOW WE INSPIRE

Our work starts with getting Black girls and gender-expansive youth of color inspired to pursue tech careers in the first place. To do so, we show our learners that they belong in tech, encourage them to express themselves creatively with tech skills, and demonstrate the immense range of career paths available to them in the tech industry and beyond.

DISCOVERY WORKSHOPS

These in-person or virtual workshops are designed to introduce learners ages 7-17 to the basics of coding in a fun and accessible way. The curriculum for these events highlights the creative possibilities of coding, allowing participants to create their own art, music, games, and more using code. By connecting technical skills with hobbies that our learners may not associate with tech, we create more entryways into the field and open our learners' minds to opportunities they may not have considered pursuing.

Discovery workshop participant survey results

88% agreed that the discovery event increased their interest in exploring a career in STEAM or computer science.

97% felt safe and supported during this activity.

HOW WE INSPIRE

CODE CAMP 2023

Summer camp is where we get the chance to immerse our community in the BGC experience. It's two full weeks of holistic programming that is as inspiring as it is informative. In 2023, we held camps in New York City, Oakland, Washington D.C., and Los Angeles. The camp sessions were themed, "Inspired Innovation: Coding Animated Art That Reflects Inspiring Innovation," and campers had the chance to create their own digital art projects using JavaScript library p5.js.

Madison, camper

"As a young Black girl, this program has provided me with an empowering space where I can flourish and excel in STEM fields. Black Girls Code encourages us to embrace our identity and heritage while fostering a deep love for science, technology, engineering, and mathematics."

Morghan, camper

"It's really cool to make something that nobody else has made before. Using coding! That's so cool to me."

Layla, participant, camper

"What I love most about Black Girls Code Summer Camp is to learn different things, but to also have fun and to realize that you can try new things and you might end up liking it."

Code Camp participant survey results

93% felt good about their connections to the other girls at camp.

94% agreed that after camp, their confidence in their coding skills had grown.

HOW WE EDUCATE

BGC is committed to providing high-quality, culturally-relevant technical and leadership education for our learners, preparing them to access jobs they care about and be successful in those roles. We are always updating and expanding our curricula to keep pace with tech's rapid shifts while creating in-person and virtual learning environments that help participants feel cared for and supported.

CODE CLUBS

Code Clubs are BGC's after-school programs taught by expert instructors to develop coding and tech skills in a safe, creative space. We partner with local schools, community organizations, and corporate supporters to enrich participants with coding education once a week for 6-9 weeks. In 2023, we ran 12 code clubs around the country, serving 130 students.

"I learned that coding is fun!"

—Code Club participant from Boston, MA, 2023

"I enjoyed learning new stuff and building a separate community."

—Code Club participant from Boston, MA, 2023

Code Club participant survey results

100% felt safe and comfortable while attending Code Camp.

92% felt BGC staff and mentors provided support and encouragement.

96% felt the instructor was very informative and acknowledgment about the subject matter.

96% felt this experience increased their interest in exploring a career in coding.

HOW WE EDUCATE

CODE ALONG

CREATED IN PARTNERSHIP WITH GOLDIEBLOX

The launch of our online coding academy, Code Along, in 2023 marked an incredible achievement in BGC's scaled impact. Our organization's first investment in always-on programming, Code Along

provides tangible skill-building in computer programming through projects that are culturally-responsive, gender-conscious, educational, and entertaining.



Code Along reach and engagement

TOTAL VIEWS

4,441,323

TOTAL IMPRESSIONS

156 MILLION

UNIQUE VIEWERS

2,180,685

INCREASE IN SUBSCRIBERS YoY

+18,100

TOTAL LIKES

18,044

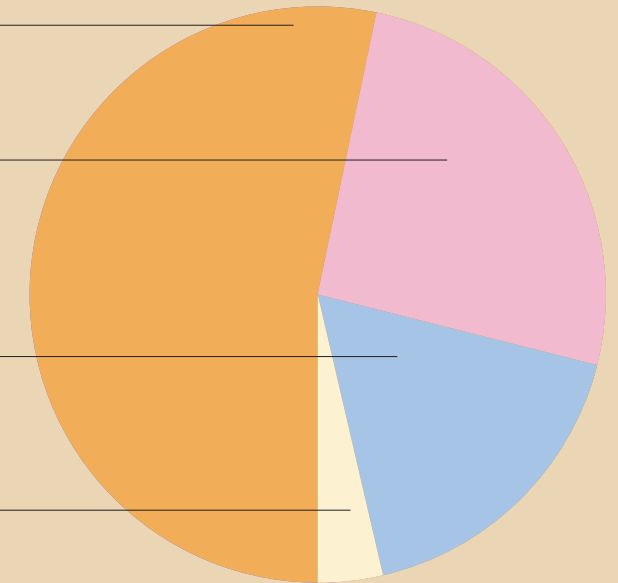
Level of coding skills prior to viewing Code Along series

No Knowledge: 52.0%

Beginner: 32.0%

Intermediate: 16.0%

Advanced: 2.0%



Code Along viewer survey results

96% agreed that the skills taught in the Code Along series are "very valuable."

94% believe girls are just as good at STEM as boys.

52% shared they would look for more information about coding.

HOW WE LAUNCH

BGC's vision is to fundamentally shift the demographics of tech leaders, creators, and innovators to better represent the diversity of those who use and rely on tech tools. Therefore, we need to be connecting our community of young adult learners with the opportunities that can truly set their

careers in motion. Our programming for ages 18+ supports learners into the workforce with relevant training, networking opportunities, internships, job placement, and leadership skills to grow and thrive in tech roles.



The HolisTECH Summit is BGC's annual convening of young adult learners from across the U.S. At the Summit, participants get the chance to connect with like-minded peers, enhance their leadership skills, and network with industry professionals.

HolisTech Summit attendee survey results

96% felt the event increased their preparedness for a career in tech.

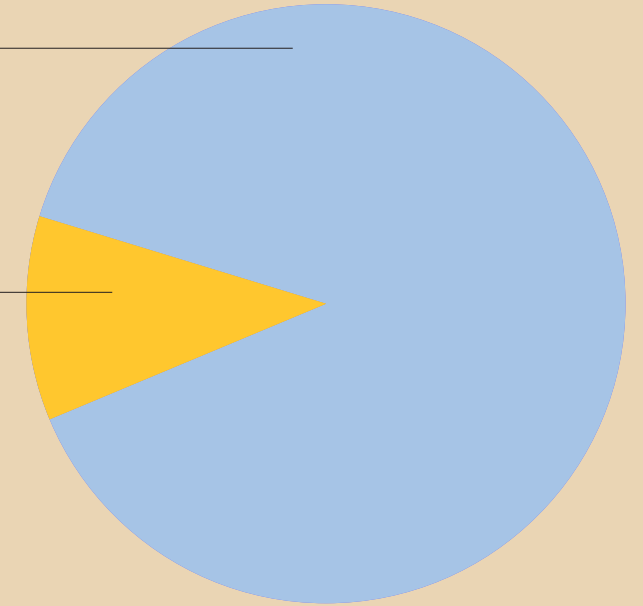
98% said they were highly satisfied by the event.

100% said they would attend another BGC event in the future.

How satisfied were you with your Career Prep program?

Very satisfied: 90%

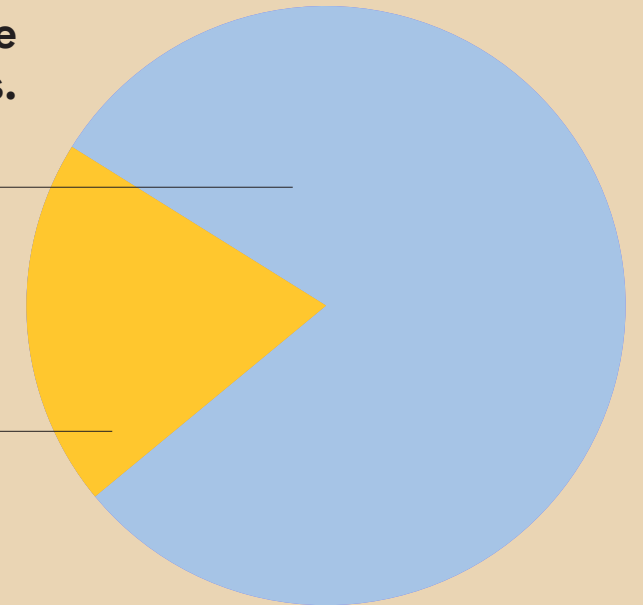
Somewhat satisfied: 10%



The Career Prep program prepared me for the application/interview process.

Strongly agree: 80%

Agree: 20%



PARTNERS

Organizations

\$100,000+

Benevity Fund
 Chan Zuckerberg Initiative
 Fidelity Charitable
 IBM
 Infosys Foundation USA
 L'Oréal Paris
 NBA Foundation
 NextEra Energy Inc.
 Nike
 ServiceNow
 Silicon Valley Community Foundation
 Sony Interactive Entertainment

\$99,999 - \$50,000

CyberGrants
 Deloitte
 Edgewell Personal Care (FKA Billie)
 Rockstar Games
 Salesforce
 Verizon

\$49,999 - \$25,000

Advisors Charitable Fund
 AMETEK Foundation Inc.
 Block Family Foundation
 Bright Funds
 Bristol-Myers Squibb
 Domino's Pizza
 Encore.org
 Hellman Foundation
 IDCO Studio
 Lyft, Inc.
 State Street Global Advisors
 The Pokémon Company International
 The RealReal
 United Way Worldwide
 Zapier

\$24,999 - \$10,000

Actian Corporation
 Amazon Gaming
 Antares Capital
 Bexouce International
 Bloomberg Philanthropies
 Bonusly
 Broadcom Foundation
 Capital Group Equity & Justice Donation Program
 CCC Intelligent Solutions
 Certarus Ltd
 Chicago Trading Company
 Combined Insurance
 Deseret Trust Company

Experian
 Goldman Sachs Philanthropy Fund
 Golf Speeches, Inc.
 Ivy Enterprises, Inc.
 L'Aiglon Foundation
 Medtronic Foundation
 Morgan Stanley Gift Fund
 Network For Good
 NextEra Energy Employee Donations
 Oakland A's
 Oracle
 Owlchemy Labs
 Pete and Arline Harman Trust Fund
 RX Global
 Spotify USA, Inc.
 Superba Gives Fund
 The Fine and Greenwald Foundation Inc.
 The Twilight and Marc Freedman Foundation
 United Way of the Bay Area
 Vivid Seats
 Western Digital
 Weyerhaeuser

\$9,999 - \$5,000

3BlackDot
 3M Company
 Allen & Overy LLP
 Amazon Smile
 Amazon.com
 Arcadia Solutions
 Black Cape
 Charles and Melanie Winton Foundation, Inc.
 Chums, Incorporated
 Cockroach Labs
 Comcast National
 Convergent Energy & Power
 Givslly
 Goldman Sachs Gives
 Groundswell Charitable
 HashiCorp
 JP Morgan Charitable Giving Fund
 Kami
 Keyrus US
 Kickstarter
 Long Beach Community Foundation
 Magnit Global
 Open 4 Business Productions, LLC
 Ownwell, Inc.
 Partner Forces
 Paypal Giving Fund
 PricewaterhouseCoopers LLC
 Seo & Hwang Foundation Inc.
 Siebert Williams Shank Foundation
 SupplyHouse.com

TeamUp Charitable Foundation
 The American Gift Fund
 The Giving Block
 The UK Online Giving Foundation
 VB Cosmetics, Inc.
 VitalSource Technologies
 YourCause LLC

\$4,999 - \$1,000

Acast Stories Inc.
 Access Corp
 Aeolida
 American Endowment Foundation
 ATS Automation
 AXIS Capital
 Axonius Inc.
 Baker McKenzie
 Beneflex HR
 Bentley Systems
 Bernstein Philanthropic Impact Fund
 Boehringer Ingelheim
 Branding Brand
 CAF America
 Call Tracking Metrics LLC
 Centerspace, LP
 Cervello Inc
 Chan Zuckerberg Initiative
 Chevron Matching Corp
 City First Bank
 Coastal Community Foundation
 Comcast National Employee Donations
 Community Health Charities
 Conductor LLC
 Conrad N. Hilton Foundation
 Constellation
 Crypto Adoption Fund and Impact Index Funds
 Currency Cloud
 Deque Systems, Inc
 Ecolab
 Energetiq Technology
 Enhanced Capital, LLC
 Ericsson
 Fastly Inc
 Feature23
 Figma
 Franklin Templeton
 Givinga Foundation, Inc.
 Golden 1 Credit Union
 Goldman Sachs
 GreyCastle Security
 Hint
 HNTB Corporation
 ImpactAssets
 Indra's Net, Inc.
 Insource Services, Inc.
 Jeff & Sherry Hwang Foundation

Johnson & Johnson
 Jones Robb, PLLC
 JP Morgan Chase
 KarmaCheck
 KLA Foundation
 Klick, Inc.
 Lafayette 148
 LaunchPad Lab
 Lightward Inc.
 Logikcull
 Mangrove Web
 Marin Community Foundation
 Mastercard
 MasterClass
 Millennium Corporation
 MullenLowe U.S.
 Myers Family Foundation
 National Charitable Endowment
 National Christian Foundation
 National Philanthropic Trust
 New York Life Insurance
 Philip S. Harper Foundation
 Pledgeling Foundation
 Progressive Insurance Foundation
 Purr Design
 Pyramid Systems, Inc.
 Ramble LLC
 Ranboo
 Renaissance Charitable Foundation
 Rev.com
 Rock Chick LLC
 Saint Paul & Minnesota Foundation
 ScaleWith Inc.
 Sched LLC
 Schneider Electric Foundation
 SEI Giving Fund
 Sempra Energy
 Sobi, Inc.
 Stage 2 Security
 StartPlaying
 Stellar Solutions Foundation
 Stonex Financial
 SubroSmart
 Synchrony Financial
 The Linux Foundation
 The Muir House Foundation Trust
 UC Berkeley Cal Student Store
 Verint
 Viasat
 VMware Foundation

Individuals

\$25,000+

Joseph Peter McMahon

\$24,999 - \$10,000

Cailey Gulinson
 Clarissa Garvey
 Hemmer Family Charitable Fund
 The Minc Family Fund

\$9,999 - \$5,000

Danielle Adsit
 Grant Casner
 Brett Clanton
 Rohan Desai
 James DeVito
 Edna M. Wylie Charitable Fund
 Aaron Eshelam
 Dameon Hunt
 Coco Jones
 Daniel Millington
 Ms. Lauryn Hill Charitable Fund
 Lenny Rachitsky
 Scott J. Tannen & Melissa T. Tannen
 The Broken Oak Fund
 Tipping Point Fund
 Brett Ubl
 Abigail Wurtele

\$4,999 - \$2,500

Bradley Allen
 Anonymous
 Nakita Austin
 Katy Bauerle
 Grant Casner
 Charity Clients of The Giving Block Fund
 Danny Ellowitz
 Lora Fischer-DeWitt
 Kelly Gonzalez
 Haackayama Giving Fund
 Chet Haase
 Joseph Harris
 Kathy Harris
 Daniel Huang
 Evens Jean
 Brittany Koempel
 Fred Kohler
 Korwin-Larson Family Fund
 Melissa Lee
 Donald and Sue McLaughlin
 Anissa Nelson-Carlisle
 Paul Ostermann
 Thomas Post

Pzena Investment Charitable Fund
 Joe and Tricia Roselius
 Heather Samuelson
 Tiana Scott
 Earl Stone
 Robin Thede
 Marvin Ward Jr
 Waters Family Fund

\$2,499 - \$1,000

1 Peter 4:10 Stewardship Fund
 Michael Andrews
 Kwajo Ankoma
 Willie Arnold
 Rhea Barnett
 Natalie Baryla
 Shannon Bauman
 Bauman Family Giving Fund
 Heather Bennett
 Zulema Bennett
 Biddle-Hege Family Charitable Fund
 Steven Bloch
 Bookless-Meador Family Fund
 Hannah Brinsko
 Carol Brockwell API
 Ilya Brown
 Maisha Brown
 Kevin Buchheit
 Trudy Cannon
 Will Carlough
 Todd Chaffee
 Chris Leggetter & Cathy Pearl Charitable Fund
 Kelly Christian
 Whitley Cleghorn
 Derek & Ramona Coates
 Jacqueline Coffman
 Raymond Colletti
 Copp Family Fund
 Stephen Corbo
 Michael Cummings
 Yolanda Davis
 Frances Debrunner
 Michele DeCamp
 Elizabeth Deng
 Elisabeth Deutsch
 Frederik Deweerdt
 Shona Dutta
 Sonya Echols
 Carly Eckert
 Steven Edwards
 Jasmine Evans
 Ijeoma Ezeonyebuchi
 Lauren Fagan
 Daniel Fairchild

PARTNERS

Tara Feighery
 Kevin Filter & Sandra Tazelaar
 Kelly Fitzgerald
 David Ford
 Tasha Frazier
 Melissa Garvey
 Katherine Gayle
 Carmell Giacobbe
 Katya Gilbo
 Barbara Gleason
 Alison Gordon
 Connor Graham
 Green Giving Fund
 Samuel Gruber
 Harper Daniell Giving Fund
 Jillian Harrington
 Nathen Harvey
 Frank Heath
 Autumn Heep
 Madeline Higgins
 Adam Hilgenkamp
 Craig Hockenberry
 Krista Holden
 Alan Ibrahim & Katherine Disenhof
 Charlie Imhoff
 Joyce Quan Giving Fund
 Eric Karsten
 Hakeem King
 Harrison King
 Chris Kirby
 Elizabeth Klein
 Carl Lachner
 Erin Lamb
 Larsen Family Charitable Fund
 Carl Larson
 Michael Lehenbauer
 Peter Levenstrong
 Levin Family Fund
 Lipcon / Sithanant Charitable Fund
 Luchuang Mary Lee Hope Fund
 Robert Lyon
 Kimberly Mach-Jones
 Andrew McCaskill
 Bridget MCGovern
 Leah McGowen-Hare
 Monique McIntosh
 Candy McKnight
 Diane Miller
 Doug Moran
 William Morgan
 Michael Morton
 Cheryl Murray
 Maina Musa
 Cierra Nease
 Colleen Nelson

Alexander Ng
 James Pekarek
 Louisa Philipp
 Hannah Pileggi
 Nathaniel Poor
 Pratt Family Fund
 Lisa Proctor Hawkins
 Arthur Rangel & Robin
 Kokemor Rangel
 Andres Ravinet
 Wendy Rentschler
 William Reubel
 Abigail Rindo
 Rob and Karen Hale Charitable Fund
 Dani Robb
 Brian Rogers
 Caitlin C. Ross
 Christian Roth
 Diane Russell & Ward Supplee
 Daniel Ryave
 Andy Samberg
 Coy Sanders
 Kirvin Satterwhite & George R. Tucker
 Jeffery Schiller
 Eric Schoeffler
 Ryan Schroeder
 Benjamin Sharpe
 Maisha Smart
 Amy Smidutz
 Nicholas Snyder
 Kelly Sparks
 Felicia Sparks
 Mark Stallings
 Patrick Starrin
 Courtney Stone
 Michael Sugarman
 Sundar Dinesh Sundaram
 The Donnley-Evans Family Fund
 The Guy and Barbara Steele
 Charitable Grants Fund
 The John and Colleen Rust
 Charitable Fund
 The Lalazarian Truman Family
 Philanthropic Fund
 The Matrilineal Fund
 The Meier and Berlinghof
 Families Fund
 The Treaster Fund
 Thomas Zimmermann Giving Fund
 Robert Thornton
 Wyatt Tigert
 Annette Torrence
 Abraham Usher
 Dustin Vannoy
 Zachary VanSomeren
 Steven Vaughn

Lindsay Verola
 Matthew Viggiano
 Steven Vittner
 Michael Vogelsong
 Andrew Warden
 Elizabeth Watty
 Rebecca Weinreich
 Sam & Rachel Weissman-Hohler
 Crystal White
 Lauren Wilbanks
 Cassandra Wilson
 Julia Wolfe
 Thomas Woolway
 Damier Xandrine
 Po-Chen Yang
 Ben Yip
 Tiffany McLean & Taotao Zhang

FINANCIALS

| | FY 22 | FY 23 |
|----------------------------------|---------------------|---------------------|
| Revenue | | |
| Grants and Contributions | \$2,626,813 | \$2,837,000 |
| Contributions - Individuals | \$4,137,992 | \$3,434,225 |
| In-Kind Donations | \$0 | \$0 |
| Program Fees | \$0 | \$0 |
| Investments | (\$66,731) | \$2,119,458 |
| Total Revenue | \$6,698,074 | \$8,390,683 |
| Expenses | | |
| Program Services | | |
| Alumnae | \$426,666 | \$682,735 |
| Chapters | \$789,982 | \$1,007,414 |
| Education/Curriculum | \$1,440,418 | \$1,912,592 |
| In School/Code Clubs | \$1,555,344 | \$1,646,618 |
| Virtual | \$622,887 | \$695,125 |
| Total Program Services | \$4,835,297 | \$5,944,484 |
| Support services | | |
| Management and General | \$5,933,491 | \$4,957,737 |
| Fundraising | \$1,429,057 | \$1,425,180 |
| Total Support Services | \$7,362,548 | \$6,382,917 |
| Total Functional Expenses | \$12,197,845 | \$12,327,401 |
| Net Assets | | |
| Beginning of Year | \$40,167,393 | \$34,667,622 |
| End of Year | \$34,667,622 | \$30,730,904 |
| Change in Net Assets | \$5,499,771 | \$3,936,718 |

WAYS TO SUPPORT

Since 2011, BGC has remained steadfast in its promise to equip Black girls to succeed in tech so they can build fulfilling careers and drive innovation in the industry.

But change on this scale takes a village. We're grateful for your investment in our vision of an equitable tech world in 2023, and invite you to continue supporting our work in 2024.

- Become a monthly BGC donor
- Include BGC in your estate planning
- Give the gift of crypto
- Become a partner
- Volunteer your time

Learn more at
www.wearebgc.org/donate

Contact us at
fundraising@wearebgc.org