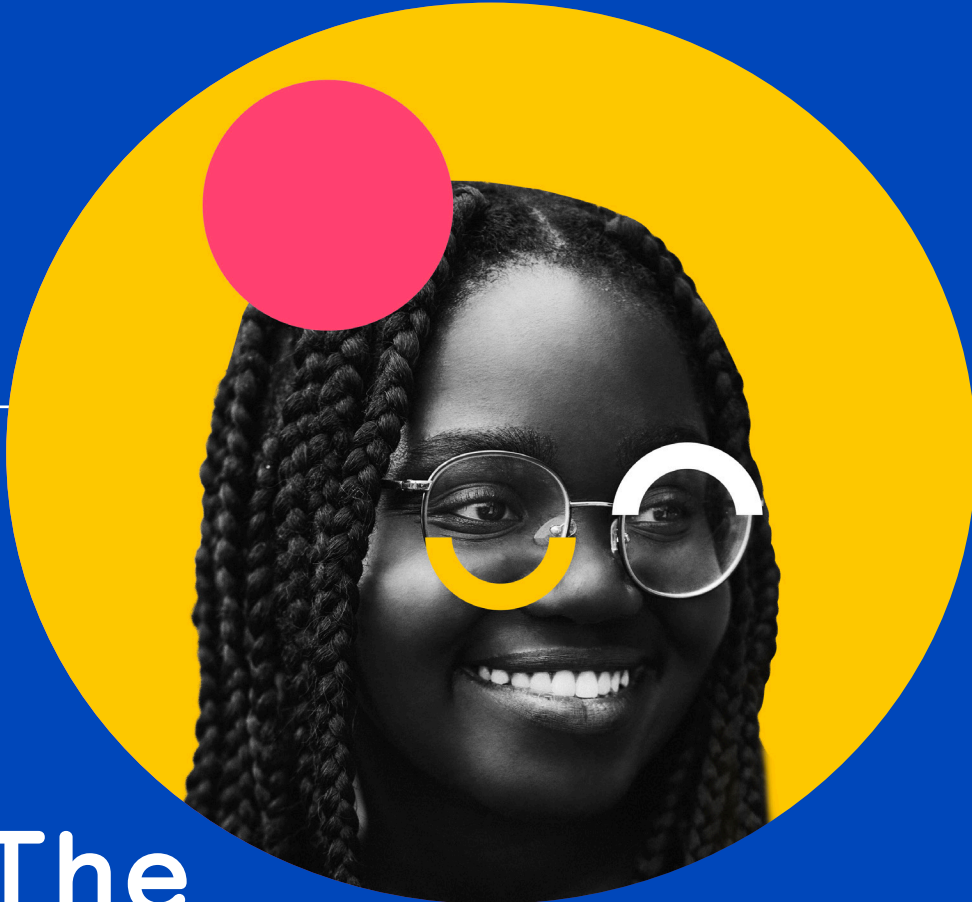


BLACK
GIRLS
CODE

Black Girls Code O O O



The
future looks
like me.

Annual Report 2020-21



We believe

that the technology workforce looks like equal representation.

To change the current view, we are spearheading a global movement.

Across communities, we gather and empower young black and brown girls to become “Tech Divas” by fortifying their self-confidence, exposing them to unseen possibilities in the digital age, and equipping them with the tools and habits of mind required to become tomorrow’s creators, innovators, and leaders.

We inspire underrepresented young women of color to become confident, engaged, and empowered citizens of the digital revolution. Our hope is to grow the number of women of color within the technology industry and give girls of color an opportunity to become future leaders in innovation. Together, we are creating stronger economies and more equitable societies through diversity and inclusion.



Imagine.
Build.
Create.

OUR VISION

Our vision is to train 1 million girls of color to code by the year 2040.

OUR MISSION

Our mission is to empower young women of color between the ages of 7-17 to embrace the current digital marketplace as builders and creators by introducing them to skills in computer programming and technology.

OUR MOVEMENT

Our movement is a confrontation of the global tech industry's urgent need for greater diversity and inclusion, as well as a celebration of black and brown histories — and futures — of creative expression, civic engagement, and self-empowerment.



Letter from Interim Chair, Board of Directors

2020 and 2021 brought challenges at every turn: a pandemic, ongoing wave of racial unrest, unprecedented government actions, a highly polarized U.S. election, and inflation. It has impacted how we operate in many aspects of our lives and reinvigorated our charge to be more creative in how to carry out our mission. Our belief is simple – if more Black girls feel psychologically safe, holistically seen, and intellectually stimulated then more Black girls can power solutions that will help heal the current conditions of our world.

Expanding our program offerings to include virtual synchronous learning allowed us to reach students in and outside our chapter cities, including our international communities. The way our girls diligently sought out and participated in our virtual programming is testament to their insatiable appetite for deep learning and commitment to their own interests. Even as they adjusted to the new norm, they showed up consistently to our technical and enrichment workshops. They asked thoughtful questions, found joy in what they were learning, and performed at record levels.

As we look forward to 2022, we are turning this great challenge into a series of innovations. We are doubling our team in order to increase the quality of our programs and to expand our reach. We are scaling our curriculum to ensure consistency across different modes of facilitation — in-person, synchronous, and asynchronous. We are taking the lessons learned and enhancing program design to engage more communities as effectively and inclusively as possible.

It is a great honor, responsibility, and privilege to serve Black girls. We are excited for what's ahead and we're deeply grateful for every partnership along the way. We look forward to the continued support of a deserving mission.

Onward,



Heather Hiles

Interim Chair, Board of Directors

Programs built for a Tech Diva



Our programs, events, and core workshops provide fun, hands-on, project-based instruction to girls of color ages 7-17.



Girls learn computer science and coding principles alongside others like them and from female mentors they can see themselves becoming.

CORE CURRICULUM PILLARS

- Web-making robotics
- Game development
- Mobile application development

EMERGING TECHNOLOGY OPPORTUNITIES

- Artificial intelligence
- Virtual and augmented reality
- Blockchain

WORKSHOPS



Saturday workshops are a foundational program for Black Girls CODE chapters across the nation. Our local chapters host a minimum of four Saturday workshops per year. The workshops center around our curriculum pillars to provide opportunities for students to receive age-appropriate instruction in a supportive and nurturing environment with a focus on innovative and creative learning practices.

SUMMER CAMP

CAMP HIGHLIGHTS

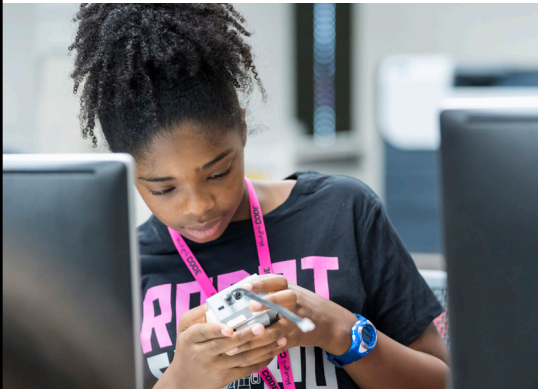
- 10-20 days of hands-on, project-based instruction
- 1 intensive technology topic study
- 5 days a week, 6 hours a day
- Community building
- Field trips
- Life skills lessons including mind, body and soul health
- Lunch & breaks
- Coding, coding, coding!

Day camps provide hands-on, project-based instruction, where our Tech Divas engage in an intensive technology topic study over the course of the summer.



These camps follow a more traditional summer programming schedule and are held Monday through Friday for six hours a day with lunch, breaks, community building, field trips and, of course, coding!

A key and unique element of the Black Girls CODE summer camp experience is the integration of a health and wellness offering which provides additional life skills for our tech divas related to their mental, physical, and spiritual health. We acknowledge that our most successful students learn to incorporate a practice of self-care and respect.



ENRICHMENTS

Enrichment activities are custom one-day experiences which support the career interests of Tech Divas and expose girls to opportunities within the field of technology.

PAST EXAMPLES INCLUDE

- Our 'Women of Color' STEM panel
- Product development focus groups
- Exclusive interactive opportunities

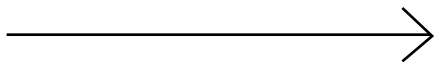
Our students are our story.

The breakthroughs, daily impact, and visionary preparation our students achieve in their lives and communities is proof of the transformative power of diversity in the digital age.



Their capacity for creativity and empathy provide an inspiring look at tomorrow's innovators and leaders. With access to knowledge and opportunities that others might take for granted, our students are changing the face of technology and unlocking the true potential of a more equitable and inclusive society.

Here is one of those world-changing stories



Student
Story

Sydney
Brown



#FutureTechBoss

I was introduced to Black Girls CODE in 2017 by my mother who knew I had a passion for STEM. The first BGC workshop I attended was a Lego robotics workshop and was the first event ever hosted by the Detroit chapter. It was at that workshop where I met BGC instructor Mrs. Carmela. She inspired me to continue to attend BGC events, and as I gained more knowledge about coding, to share it with others. Over the last three years with BGC, I have become fluent in languages like HTML, CSS and Javascript. But the knowledge I've learned goes beyond tech and includes community-building skills.

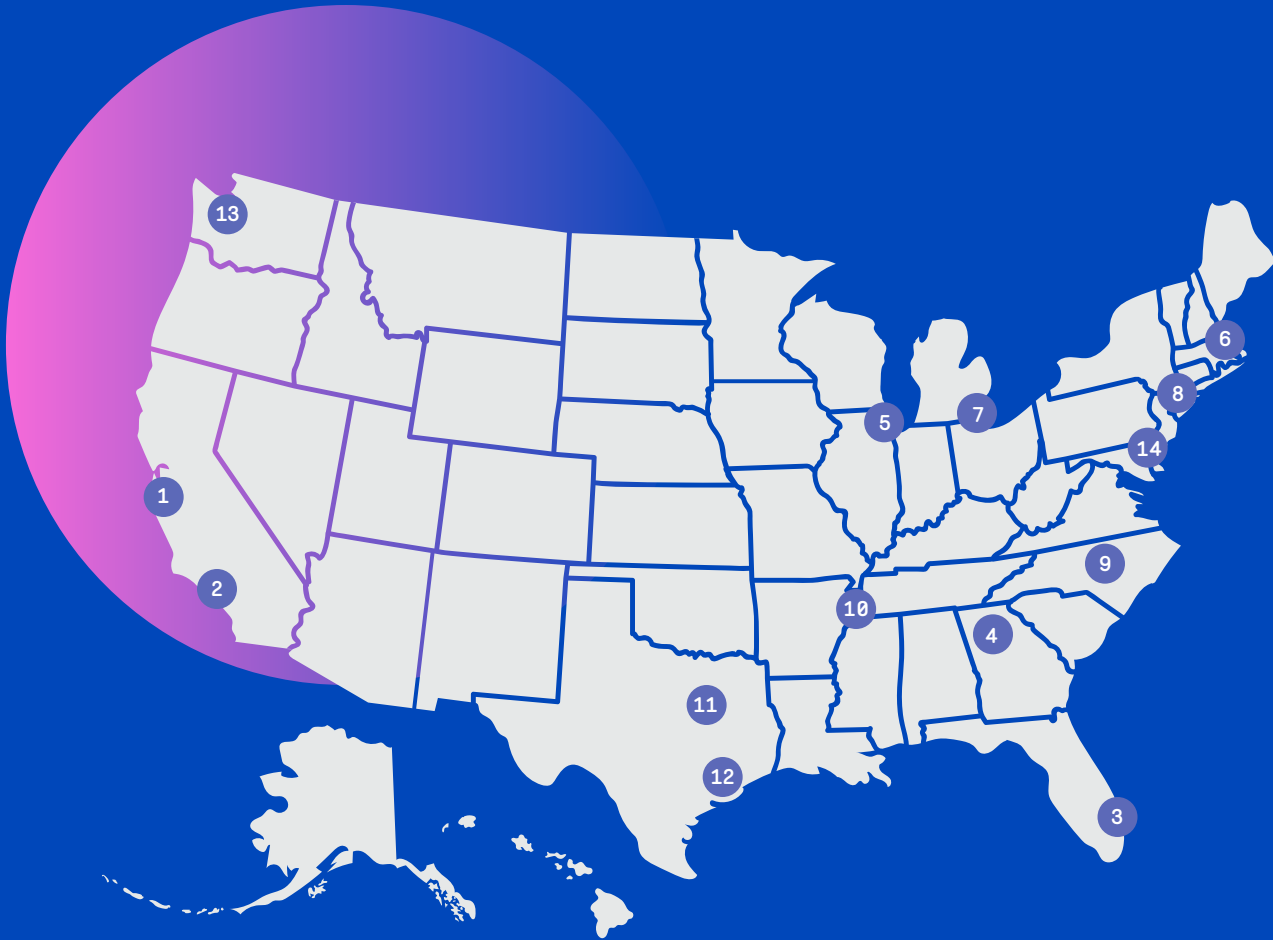
I have so many memorable experiences with BGC but one that stands out is when I participated in the organization's 'Warriors Who CODE' hackathon. It was a great experience because I was able to meet girls from across the country who were just as interested in STEM. In 2019, I began volunteering and teaching with BGC's Detroit chapter. It was an eye-opening experience because I saw many Black girls who were interested in tech at such a young age. One day I was working with a team of girls who were creating a cupcake website and it was the cutest thing ever. At one point they couldn't get their website to respond so we worked together until the problem was finally fixed. They high-fived and cheered. It was heartwarming.

BGC has given me confidence to code with girls and boys my age or older. It has made me more open to opportunities and classes involving technology. It has also given me the skills I need to launch my own business. In November 2018, thanks to all the material I learned over the years at BCG, I launched a web design business called WebWorx, where I create appealing designs for small businesses in the Greater Detroit Area.



Nerdy over numbers

Coding is all about the numbers and so are we. This past year, Black Girls CODE made a quantifiable impact on changing what the STEM industry looks like for underrepresented girls of color – and the world.



Chapter Cities

1 Bay Area, California

2 Los Angeles, California

3 Miami, Florida

4 Atlanta, Georgia

5 Chicago, Illinois

6 Boston, Massachusetts

7 Detroit, Michigan

8 New York, New York

9 Raleigh–Durham, North

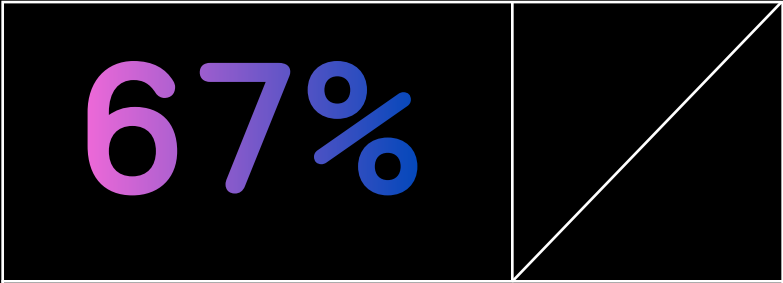
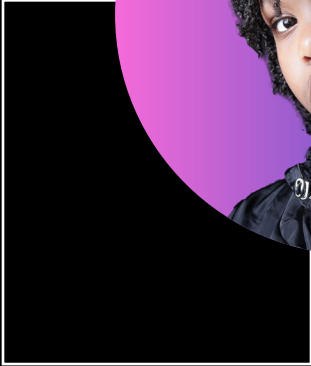
10 Memphis, Tennessee

11 Dallas, Texas

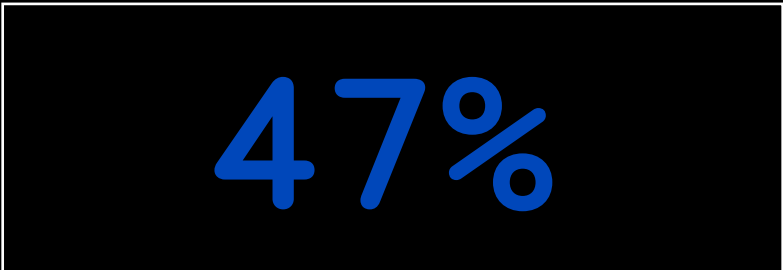
12 Houston, Texas

13 Seattle, Washington

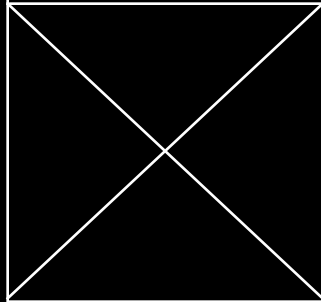
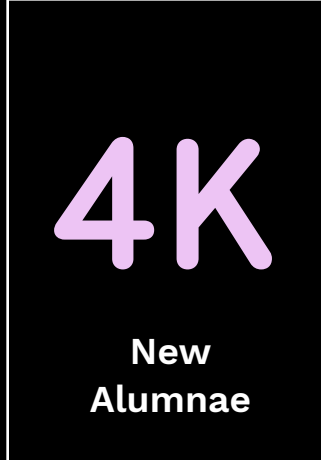
14 Washington, D.C.



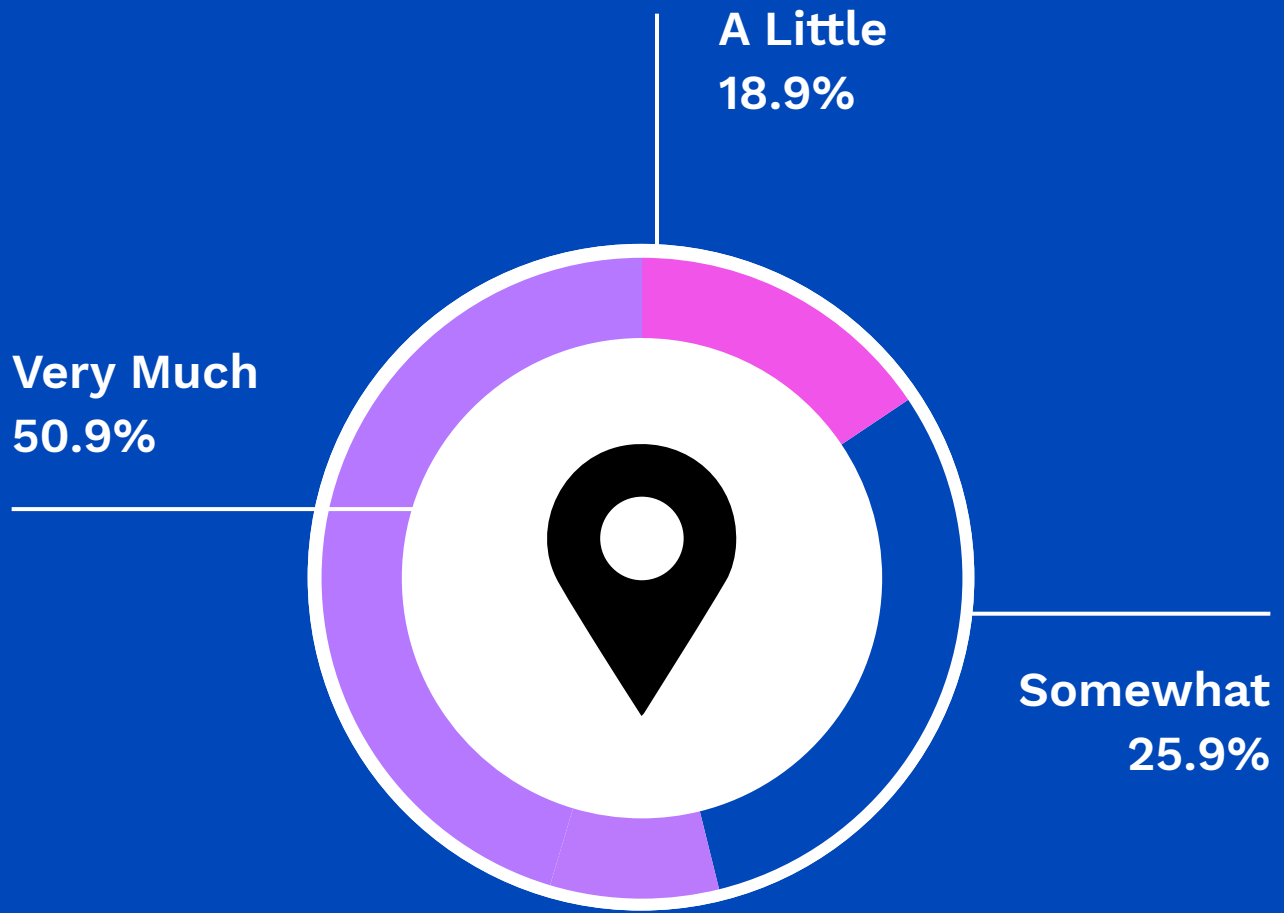
Participants Satisfied With Virtual Programming



Participants Said BGC Influenced Their Career



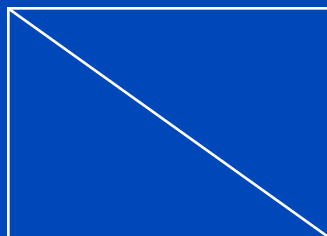
• Findings from Measuring the Impact of Black Girls CODE during a pandemic, organizational change, & racial injustice 2020-2021 Evaluation Report

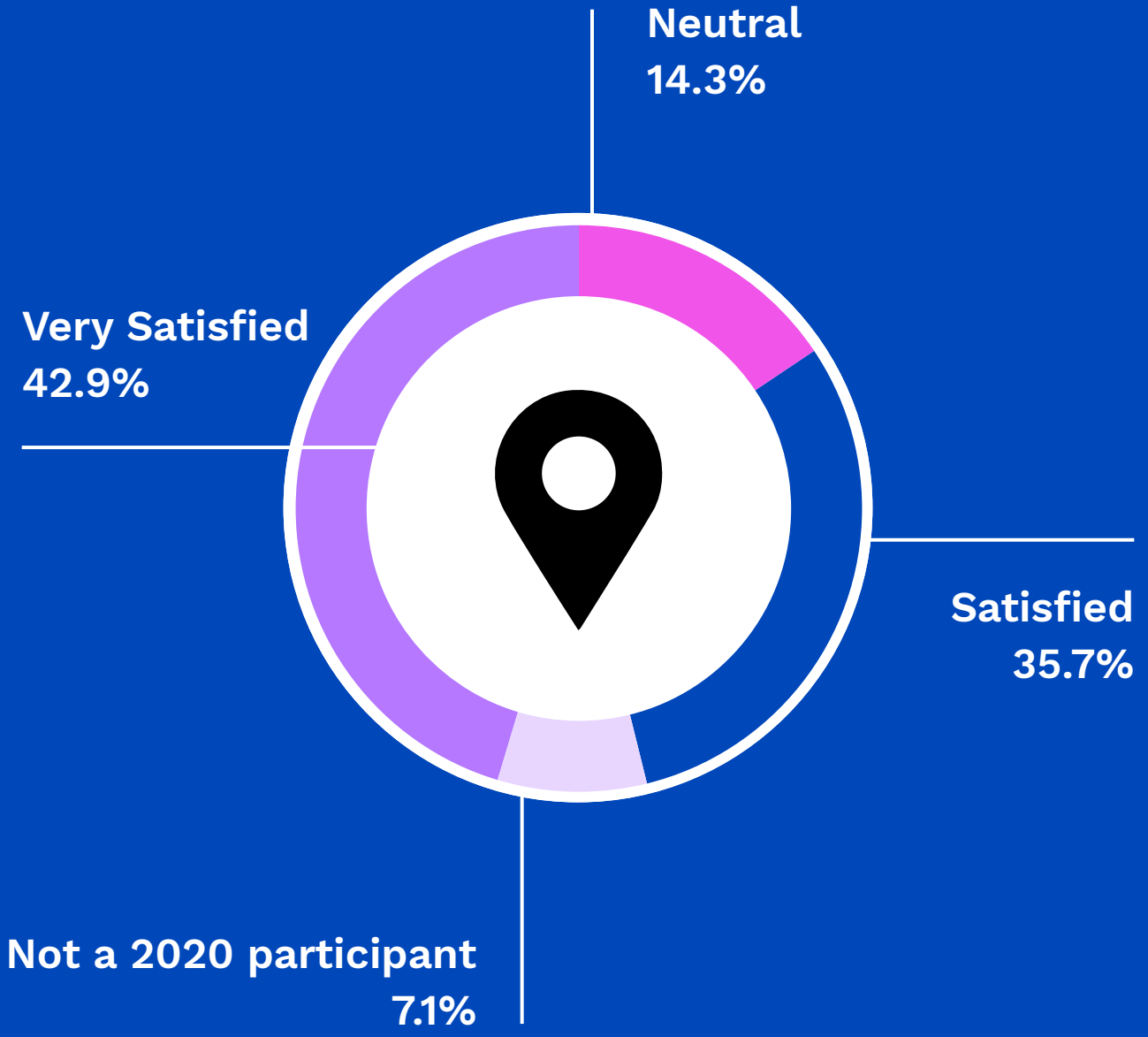


**We Asked Alumnae:
Did participating in Black Girls
CODE increase your confidence
in your ability to learn coding or
computer science?**



• Findings from Measuring the Impact of Black Girls CODE during a pandemic, organizational change, & racial injustice 2020-2021 Evaluation Report

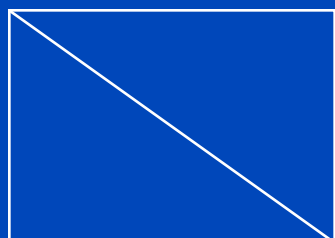




**We Asked Our Alumnae:
How Satisfied Are You
Overall With The Support
You Recieved From BGC?**



• Findings from Measuring the Impact of Black Girls CODE during a pandemic, organizational change, & racial injustice 2020-2021 Evaluation Report





The hardware: Partners, Future, & Financials

Inside every gadget are bits and pieces of hardware that make it run. Without our donors, partners, sponsors, and financial supporters, we are just an idea. Together, we are a force to be reckoned with.

Our partners in code *cont.*

Community Partner Spotlight




“Black Girls CODE is helping to develop the next generation of diverse tech talent to lead our world forward while disrupting the status quo that careers in coding are for the guys.”

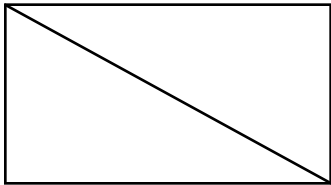
This partnership was established on our shared commitment to increase the long-term pipeline of diverse talent and demystify the perception that tech talent only comes from top tier engineering programs/schools. We’re also proud to see our local and national communities show their support: to date, they’ve donated more than \$600K to Black Girls CODE through our Round Up & Donate program.”

Monica Pointdexter

Head of Inclusion & Diversity, Lyft



To learn more visit:
<https://lft.to/2PzKWfM>





We're rewiring the future

2020 and 2021 brought so many unprecedented challenges, both individually and for the nonprofit sector. In this context, the Black Girls CODE community stepped up like never before.

In the last two years, individuals, companies, and foundations stood in solidarity with our organization and the young women we serve, providing \$41 million in new investments in their future. We are thrilled to share that, collectively, these investments mean that Black Girls CODE is stronger than ever. While we need to continue growing from here, we have the resources to dramatically expand our programs, innovate on top of our proven model, and make our 2040 goal a reality.

Statement of Financial Position

As of December 31, 2021

JAN-DEC 2020

JAN-DEC 2021

Assets

Current Assets

Bank Accounts	\$25,435,105.72	\$37,565,199.53
Accounts Receivable	\$376,206.00	\$113,500.00
Other Current Assets	\$1,334,450.00	\$134,666.34
Total Current Assets	\$27,145,761.72	\$37,813,365.87

Fixed Assets

Other Assets	\$128,319.27	\$79,469.26
TOTAL ASSETS	\$27,287,675.28	\$37,906,429.42

Liabilities & Equity

LIABILITIES

Current Liabilities

Accounts Payable	\$216,441.99	\$81,336.87
Credit Cards	\$1,295.77	\$47,953.44
Other Current Liabilities	\$533,576.93	\$306,289.67
Total Current Liabilities	\$751,314.69	\$435,579.98

Total Liabilities

\$751,314.69 **\$435,579.98**

EQUITY

30000 Opening Balance Equity	1,121,423.31	1,131,444.87
38000 Net Assets With Restrictions		200,000.00
39000 Net Assets Without Restrictions	3,513,916.29	25,214,937.28
Net Revenue	21,901,020.99	10,924,467.29
Total Equity	\$26,536,360.59	\$37,470,849.44

TOTAL LIABILITIES AND EQUITY

\$27,287,675.28 **\$37,906,429.42**

Statement of Activity

Jan 2020 - Dec 2021	JAN-DEC 2020	JAN-DEC 2021	TOTAL
Revenue			
40000 Non-Profit Income	25,277,361.07	15,723,405.63	\$41,000,766.70
47000 Refunds/Discounts	20,847.94	-2,971.73	\$17,876.21
47500 Registration & Other Fee Income	210,591.00	21,405.00	\$231,996.00
Total Revenue	\$25,508,800.01	\$15,741,838.90	\$41,250,638.91
Cost of Goods Sold			
50000 Cost of Goods Sold	44,330.61	15,414.03	\$59,744.64
Total Cost of Goods Sold	\$44,330.61	\$15,414.03	\$59,744.64
GROSS PROFIT	\$25,464,469.40	\$15,726,424.87	\$41,190,894.27
Expenditures			
60000 Payroll Expenditures	1,622,194.26	2,293,520.10	\$3,915,714.36
70000 Operations	1,813,660.48	2,509,719.00	\$4,323,379.48
Total Expenditures	\$3,435,854.74	\$4,803,239.10	\$8,239,093.84
NET OPERATING REVENUE	\$22,028,614.66	\$10,923,185.77	\$32,951,800.43
Other Revenue			
95000 Non Contribution Income	979.36	578,453.65	\$579,433.01
Total Other Revenue	\$979.36	\$578,453.65	\$579,433.01
Other Expenditures			
99000 Other Expenditure	128,573.03	577,172.13	\$705,745.16
Total Other Expenditures	\$128,573.03	\$577,172.13	\$705,745.16
NET OTHER REVENUE	\$ -127,593.67	\$1,281.52	\$ -126,312.15
NET REVENUE	\$21,901,020.99	\$10,924,467.29	\$32,825,488.28



We're movin'
& shakin'

2020, amid the pandemic and racial movement for Black Lives uprisings, 13-year-old Iris Nijbroek spent her entire summer in the kitchen baking sweets to raise money for social justice organizations, including Black Girls CODE!

“This is the first year I’ve really started paying attention to the news. This is something that really could use help so I decided to bake for racial justice.” — Iris Nijbroek



SOURCES:

<https://wsbt.com/news/first-at-4/alexandria-teen-turns-kitchen-into-bakery-to-rise-up-for-racial-justice>

<https://alexandrialivingmagazine.com/people/iris-nijbroek-baking-a-difference-racial-justice-alexandria-va/>

5-year-old Eleanor from Florence, Kentucky took a stand against racial injustice by turning lemons to lemonade. In 2020, she started a lemonade stand to raise money for Black Girls CODE!

“It took a long time to finish the cookies, and we bagged up the cookies, and we put the lemonade in big circle things. I was happy to help people, and it was really fun to see my friends. I don’t want anyone to be treated wrong.” — Eleanor

“It’s a way for women and girls of color to get into heavily-dominated male fields. They encourage programming to bring forward a new generation of coders. It’s just awesome! I really hope that people take away that you can do something. You have a voice and you should use it on behalf of people who aren’t heard.” — Shelby Arens, Eleanor’s Mom

SOURCES:

<https://www.fox19.com/2020/06/15/year-old-nky-girl-turns-lemons-into-lemonade-stand-against-racism/>

Volunteer
Story

Louvere
Walker-
Hannon



Black Girls CODE | Boston Chapter Lead

Based on my own experiences, I thought it was important for me to align myself with an organization like Black Girls CODE to show girls of color that people who look like them are thriving in STEM.

I really wanted to do more tech-focused volunteering for an organization that works with people that look like me. The highlight of my journey with BGC so far has been to see all of the students who have participated. They bring their A game so naturally. It is awesome and amazing to see. Not only are they genuinely interested in the activity, but they are so prepared to troubleshoot, jump in, and learn.

If you want to volunteer with Black Girls CODE, make sure it is a genuine decision. You should be willing to help guide a young person and provide them with insight and guidance. STEM education is important because it helps teach certain skills that people may not have the chance to acquire working in other subject areas. It helps with problem solving and developing critical thinking skills. When STEM-education focused initiatives are introduced to underserved communities, it can be life-changing in so many ways.

2020-2021 Board of Directors

Innovation breeds innovation.

We are proud of the team we've built to lead, grow and execute our vision to teach 1 million girls to code by 2040. Our new board of directors are risk-taking, entrepreneurially-minded, people-serving, powerhouses for change.

Dr. Stephanie Adams

Board Chair, Black Girls CODE & Dean, School of Engineering & Computer Science at University of Texas at Dallas

Stacy Brown-Philpot

CEO, TaskRabbit

Kimberly Bryant

Founder & CEO, Black Girls CODE

Heather Hiles

Treasurer, Black Girls CODE & Managing Partner, Black Ops Ventures

Dr. Robert Simmons

CEO, See Forever Foundation and Maya Angelou Schools

Sebastien Taveau

Technologist, Entrepreneur and Curious Mind

Dr. Sylvia Wilson Thomas


Associate Professor, Electrical Engineering, University of South Florida

Sherman Whites

Director, Ewing Marion Kauffman Foundation



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