

BLACK
GIRLS
CODE

Annual Report
2022

A LETTER FROM HEATHER AND SOFIA

Dear **Supporters**,

We are proud to share with you the enclosed report highlighting some of our achievements last year. Even in the face of challenges, Black Girls CODE (BGC) remains firmly committed to advancing our mission to create pathways for Black girls to enter the tech space.

2022 was a year of significant transition for BGC, marking our first official return to in-person programming since the pandemic. We began by hosting more than 200 girls at Summer Camp. In the fall, our CODE Clubs and Chapters also returned to in-person activities. We were also thrilled to relaunch our international Chapter in South Africa after pausing in-person sessions for two years. It was inspiring to see our girls interacting with our staff, volunteers, and each other — and experiencing JOY!

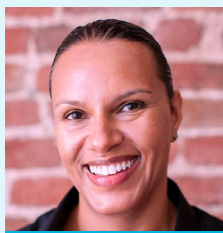
Internally, BGC spent 2022 reviewing our programming and investing in our team and infrastructure. As we adjust to our new reality and respond to the inequity laid bare by the pandemic, our team has examined our priorities, our operations, and our impact.

One of the most exciting BGC accomplishments of 2022 was **developing our own courseware and instructional materials**. Creating and producing our own curricular content means offering a uniquely holistic approach to our programming that is pedagogically strong and culturally relevant to our girls. It allows us to talk about Black history, culture, wellness, and more — while giving the girls an opportunity to see themselves represented in the world of technology. **Thanks to support from donors like you**, we were able to make these investments and are stronger and better positioned to impact and inspire Black and brown girls and prepare them to lead and make decisions in the tech field.

As you review the impact you helped make possible, I hope you are as inspired as we are by the young women and girls we are honored to serve.

Thank you for joining Black Girls CODE on our journey.

Sincerely,



Heather Hiles
Chair, Board of Directors

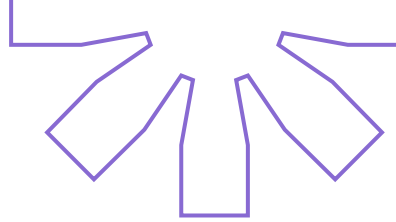
A handwritten signature in black ink that reads "Heather Hiles".



Sofia Mohammed
Interim CEO

A handwritten signature in black ink that reads "Sofia Mohammed".

OUR IMPACT



We welcomed **104** volunteers in 2022 to assist with program execution



We served **4,317** girls in 2022



78% of students surveyed became interested in exploring a career as a computer programmer after attending BGC Summer Camp



97% of students indicated that Black Girls CODE staff and mentors provided support and encouragement



93% of students surveyed would attend a future BGC event



98% of parents surveyed would recommend BGC programs to others



98% of parents surveyed believe their child learned new, or enhanced, her coding and technical skills

“I absolutely loved working with the students and my teammates! Seeing their faces when they understood coding languages and seeing them work together to come up with ideas was priceless. I was so happy to see the students collaborating and having fun while also learning such an important skill!”

BGC Camp Staff Member

ABOUT BLACK GIRLS CODE

Our mission is to provide Black girls access to engaging computer programming education that sparks their interest in technology, unlocks their potential, and leads to more equitable communities.

History

Launched in 2011, **Black Girls CODE (BGC)** is devoted to showing the world that Black girls can code and do so much more. By reaching out to the community through workshops, hackathons, and after-school programs, BGC introduces computer programming in areas such as web design, robotics, gaming, app development, and more to girls from underrepresented communities.

By cultivating the next generation of developers, we aim to grow the number of women of color in technology and give underrepresented girls a chance to become future leaders.

Black Girls CODE has been recognized as a transformative global movement. Across 15 Chapter cities in the U.S. and abroad, BGC has reached more than 30,000 Black girls - in person, many of whom are from lower-income families. Through innovative new curriculum, community building, and partnerships, we are sparking an interest in learning and equipping Black girls with the technical skills and building the confidence they'll need to compete in the tech marketplace.

Overview

Through our Chapters, In-School Programs, Virtual Programs, and more, Black Girls CODE has changed the face of tech. The last two years have been a crucial part of our evolution. We have experienced remarkable growth and the opportunity to serve more young women and girls than ever before.

We have made tremendous investments in our program infrastructure and team. These advancements are critical steps towards broadening our reach and deepening our impact on our students, communities, and the tech field at large.



PARTICIPANT SPOTLIGHT



Ayani's student portrait created during Summer Camp 2022



Ayani L.

“Working with people that look like me makes me happy, because I know that they can relate to the same things I can. It also just makes me happy that I know there are other Black girls who are interested.”

Ayani L. of Northern California took her first class with **Black Girls CODE** about two years ago. She's now a 14-year-old ninth grader, and has participated in several Black Girls CODE programs including a Code A Hip-Hop Beat workshop, a Lululemon-sponsored class focused on exercise and goal setting, and Summer Camp. **“The Lululemon-sponsored class and Summer Camp were my favorites,”** says Ayani.

She was interested in tech and had previously taken some coding classes but participating in the Black Girls CODE programs sparked more interest in STEM.

“I think that it's just all the things I can do,” says Ayani. **“Technology is just so cool. I can watch movies, play games, do homework. Using technology is something I do all the time. So, it kind of just grew on me.”**

Ayani's mom, Shenai, had the opportunity to serve as site director for Summer Camp last year. In that role, she coordinated meals and other logistics, prepped computers, made sure necessary forms were completed, helped coordinate drop off and pick up of campers, and assisted with anything else Black Girls CODE instructors and campers needed.

When asked how she first heard about Black Girls CODE, Shenai says, **“I used to work in Oakland some years ago, and I saw a sign for a Black Girls CODE program when I was walking down the**

street one day. I had wanted to get Ayani involved in BGC for a while.”

Shenai works for a technology company - although not in a tech-focused role - and says she sees **“people all day working in tech and none of them look like me.”** Shenai supports her daughter, whether or not she decides to pursue a STEM-focused career, and loves that Black Girls CODE is **“increasing Ayani's options for later on.”**

Ayani has made friends through Black Girls CODE. **“I'm still friends with a couple of the girls I met there at Summer Camp, and I keep in contact with one of my instructors.”**

She adds, **“Working with people that look like me makes me happy because I know that they can relate to the same things I can. It also just makes me happy that I know there are other Black girls who are interested. I have talked about BGC with some friends at school and a few asked me how they can join.”**

Right now, Ayani's career goal is to become a traveling nurse practitioner and midwife after attending either Clark Atlanta University or Spelman College. **“I really want to be a nurse and I love traveling. I really love just seeing new things or seeing things I don't get to see at home.”**

She concludes, **“I think that BGC is something that every Black girl should do, especially if they like using technology.”**

OUR PROGRAMS



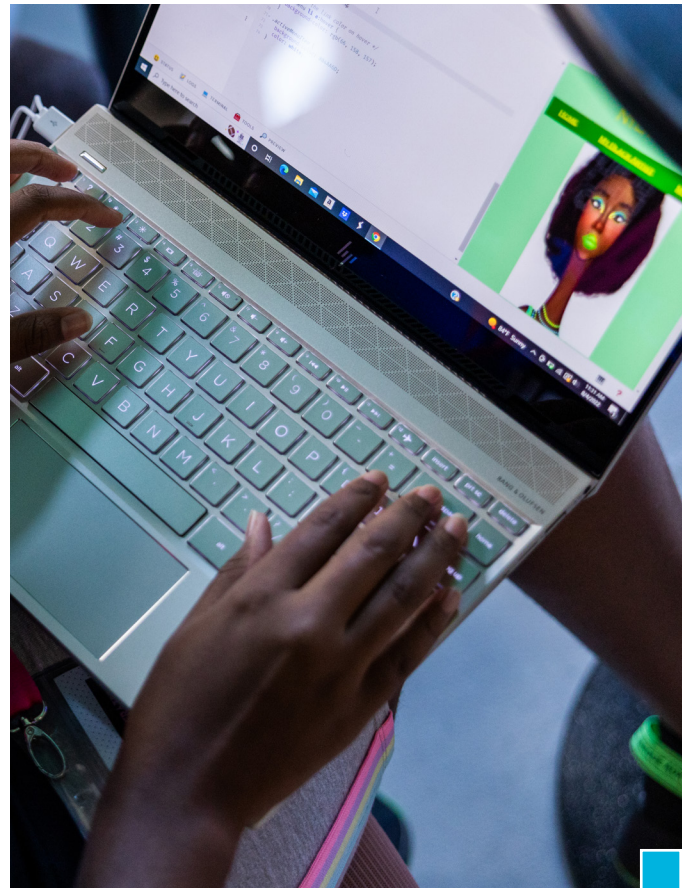
Our **Chapter Programs** currently operate in 14 cities in the U.S. and one Chapter in South Africa. Chapters meet throughout the year to learn and grow together around a tech-based enrichment event. These can include workshops, panels, film screenings, tours, and more.

Chapter Programs are initiated by community members who serve as dynamic volunteers under the guidance of our national team. This allows us to maintain engagement with our BGC members and grow relationships within their communities.

In-School & Community-Based Partnerships allow us to team up with community-based organizations like universities and K-12 schools, and offer our most intensive and progressive programs. Via our After-School CODE Clubs, Summer Camp, and In-Person workshop opportunities, we offer Discovery and Expert Programming to our students. This programming is intended to go beyond exposure and to help our girls develop the skills and confidence to pursue a career in technology.

Virtual Programs are a critical part of delivering on our mission and making our work as accessible as possible. Technical Workshops and Enrichment Activities are similar to our Chapter offerings, though they are abbreviated to align with attention spans of the age group. Throughout the year, BGC offers structured digital engagement via a virtual platform that varies from:

- Special one-time technical coding workshops
- Specialized series of technical workshops that we call Expert Courses
- Enrichment activities to support soft skills and leadership development for girls and young women who would not otherwise have access to our programming





The Alumnae Program is designed to connect girls ages 18 years or older to tech-related opportunities. Alumnae will have access to strategic career growth and development opportunities throughout their post-secondary journeys. We aim to offer services such as:

- Internships
- Mentorship and networking
- Academic support services
- Scholarships and professional development

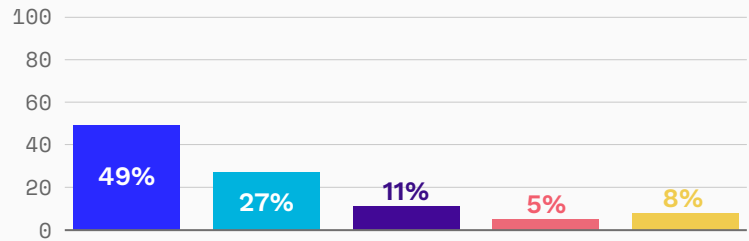
Held annually, the **Alumnae Summit** is a two-day event packed with career development workshops, networking, and more — all to help with the transition from our academic support into adulthood.



WHO WE SERVE

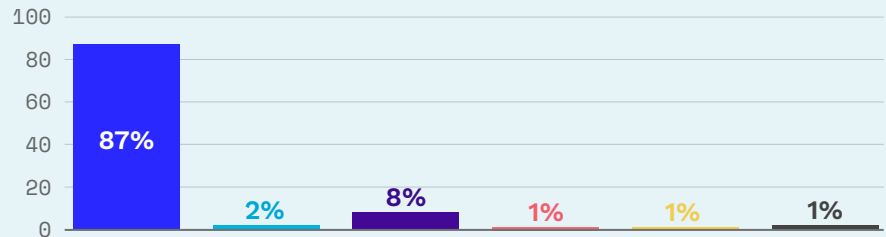
AGE

- * 49% ages 10-13
- * 27% ages 14-17
- * 11% ages 7-9
- * 5% 18+ girls in our Alumnae Program
- * 8% age not specified



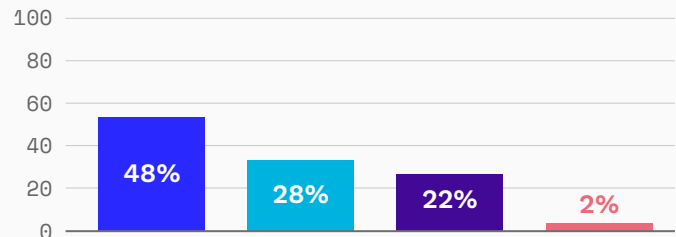
RACE

- * 87% Black/African-American
- * 2% Latino/a
- * 8% Multi-Racial
- * 1% White
- * 1% Asian & Pacific Islander
- * 1% Prefer not to answer



EXPERIENCE LEVEL

- * 48% of participants are beginner level
- * 28% of participants have no prior experience
- * 22% of participants are intermediate level
- * 2% of participants are at advanced level



FINANCIALS

Revenue

	FY21	FY22
Grants and Contributions	\$5,324,876	\$2,626,813
Contributions - Individuals	\$10,970,482	\$4,137,992
In-Kind Donations	\$2,760,590	\$0
Program Fees	\$3,308	\$0
Investments	\$0	\$(\$66,731)
Total Revenue	\$19,059,256	\$6,698,074

Expenses

Program services

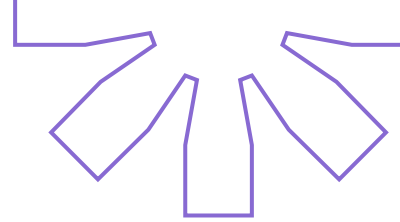
	FY21	FY22
Alumnae	\$356,445	\$426,666
Chapters	\$856,433	\$789,982
Education/Curriculum	\$696,465	\$1,440,418
In School/Code Clubs	\$614,219	\$1,555,344
Virtual	\$813,104	\$622,887
Total Program Services	\$3,336,666	\$4,835,297

Support services

	FY21	FY22
Management and General	\$1,475,292	\$5,933,491
Fundraising	\$1,194,719	\$1,429,057
Total Support Services	\$2,670,011	\$7,362,548
Total Functional Expenses	\$6,006,677	\$12,197,845

Net Assets

	FY21	FY22
Beginning of Year	\$26,536,360	\$40,167,393
End of Year	\$40,167,393	\$34,667,622
Change in Net Assets	\$13,631,033	\$5,499,771



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Individuals

* Donor listings reflect donations made between January 1, 2022 - December 31, 2022

\$25,000 +

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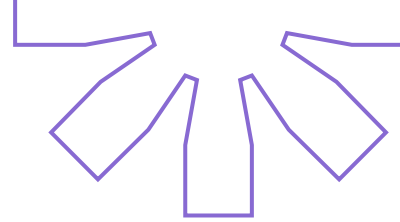
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* Donor listings reflect donations made between January 1, 2022 - December 31, 2022

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WAYS TO SUPPORT

Since our founding in 2011, Black Girls CODE has remained true to its mission of creating pathways for young women of color to enter the tech space. We are taking radical action to close the opportunity gap for Black and brown girls. That's why Black Girls CODE is devoted to showing the world that Black girls can code, lead, innovate, and engineer their own futures.

You can help us continue our mission by:

Becoming a monthly **Black Girls CODE** donor

Including **Black Girls CODE** in your estate planning

Volunteering with **Black Girls CODE**



To learn more, visit wearebgc.org/donate
or contact Jackie Garcia at jackie@wearebgc.org

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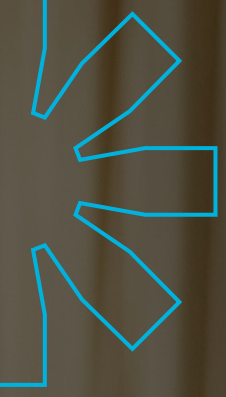
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BLACK GIRLS CODE

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