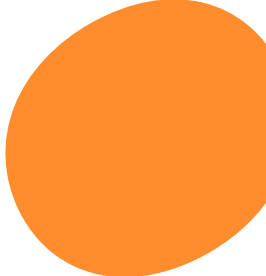
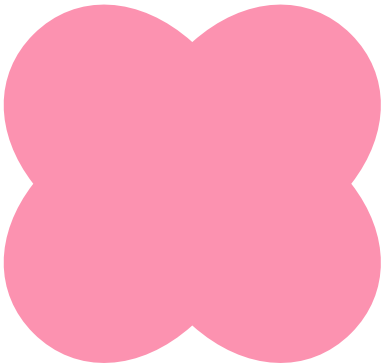
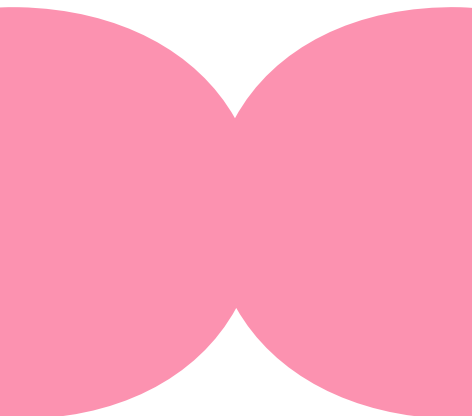


# Catalyzing Growth and Impact for Women in Tech

● 2023 Impact Report



**REWRITING  
THE CODE**



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# Dear Rewriting the Code Members, Partners, and Supporters,

As I reflect on the past year, I address each of you with a deep sense of pride and gratitude, who have contributed immensely to our mission of advancing university and early-career women in technology. This year has been monumental for RTC, not just in our achievements but also in our significant strides towards creating a more equitable future for women in tech globally.

Our collective efforts have illuminated the path for countless women, helping them navigate the challenges and triumphs of a career in technology. Your unwavering support, dedication, and belief in our mission have been the cornerstone of our success. Together, we've built a community that not only supports but empowers women to excel and lead in their respective fields.

In an ambitious move to expand our impact beyond the shores of the United States and Canada, we've taken a bold stand to address equity challenges for women across the globe. This year marked a significant milestone in our journey by opening our first international office in London. This new base serves as a beacon for our UK community, promising to offer the same support, opportunities, and network that has been instrumental in the success of our members in North America.

Equally important has been our initiative to identify and support Native American women in tech intentionally. By empowering student leaders, connecting members to Native American role models, and fostering connections among members who share a similar identity, we've taken another step towards inclusivity and representation in the tech industry. This initiative reflects our commitment to not only



address the gender gap in tech but also to ensure that our efforts are inclusive and representative of all women.

To our members, your enthusiasm, talent, and resilience inspire us daily. Your achievements are a testament to the potential that lies in a supportive and inclusive tech community. To our partners and supporters, your generous contributions and unwavering belief in our mission fuel our progress. Together, we are not just rewriting the code; we are redefining the future of technology to be more inclusive, equitable, and diverse.

As we look forward to the year ahead, we are filled with hope and excitement for what we can achieve together. Our work is far from over, and we invite you to continue this remarkable journey with us. Let's keep pushing boundaries, challenging norms, and creating opportunities for women in tech across the globe.

Thank you for your continued support, dedication, and belief in Rewriting the Code. Here's to another year of impact, growth, and empowerment.

With heartfelt gratitude,

Sue Harnett  
Founder & CEO

# Expanding Our Impact Globally



2023 marked a milestone year for Rewriting the Code as we took a bold step beyond our US borders, launching our presence in the United Kingdom. This exciting expansion is part of our ongoing commitment to foster diversity and inclusivity in the tech world on a global scale.

Our President and CEO, Sue Harnett, shares her enthusiasm: "Our venture into the UK is more than just a geographical expansion – it's about intensifying our efforts to empower women in technology. We're bringing our rich resources, industry connections, and a nurturing community to support university students and early-career professionals in the UK's dynamic tech sector."

Leading our UK initiatives is Jessica Furness, who was appointed as the UK Director. Jessica's profound understanding of the UK's tech and recruitment landscape is key to developing meaningful partnerships with universities, tech companies, and organizations focused on diversity, equity, and inclusion.

Jessica reflects on this new journey: "Being part of the global Rewriting the Code community has always been about inclusivity and support. We're taking a step further to engage directly with our UK members. The tech industry here is booming, but ensuring women are integral to this growth is crucial. Our holistic approach supports women at every stage of their tech journey, contributing to a more balanced and inclusive industry."

## 2023 UK Highlights

- London Summer Celebration event for UK interns & new grads hosted at Palantir
- 3 Black History Month Program events
- Events and engagement with 8 Women in STEM societies on campus
- UK-specific programming and events to support members' job-seeking
- Supported 25 members to attend in-person conferences free of charge

We also welcomed Blessing Adogame as our UK Community Development Manager. A former RTC student member, Blessing's journey with us has come full circle. She brings her experience with RTC and a passion for guiding students towards achieving their career aspirations.

This expansion into the UK couldn't be more timely. The tech industry's call for diversity and representation is loud and clear. Our UK initiative aims to equip women with the necessary tools, support, and opportunities to excel in their tech careers while aiding UK tech companies in achieving their diversity and inclusion objectives.

Here's to a future where the tech industry's diversity mirrors the world it serves, and Rewriting the Code is at the forefront of this transformative journey.

1,000+  
Members

35%  
First  
Generation  
Students

70  
Universities  
Represented

26%  
Black  
Heritage



# Our Community



**7,624**  
undergraduate  
students

**1,126**  
graduate  
students



**28%**  
YoY membership  
growth



**4,500**  
BLNA  
members

**14,284**  
early career  
members





## Student Community

### Top Colleges

- University of California-Berkeley
- Duke University
- Northeastern University
- Cornell University
- New York University
- Carnegie Mellon University
- Georgia Institute of Technology
- University of California-Los Angeles
- University of Pennsylvania

### Top Summer Cities

- New York
- San Francisco
- Seattle

### Top College Cities

- New York
- Boston
- San Francisco
- Philadelphia
- Atlanta

## Early Career Community

### Top 5 Tech Interests

- Artificial Intelligence
- Data Science
- Machine Learning
- Backend Development
- Big Data

### Top 5 Job Titles

- Software Engineer (39% of community)
- Product Manager
- Data Scientist/Data Manager
- Web Development
- Cybersecurity

### Top Early Career Cities

- New York
- San Francisco
- London
- Seattle
- Toronto

## BLNA Community



**3,000+** members

**300+** colleges + universities



**1,300+** members

**250+** colleges + universities



**100+** members

**24+** colleges + universities

# Member Spotlight

## Layke Jones

- RTC Black Wings 2023-2024 Leader
- North Carolina A&T State University
- Computer Graphics Technology Major
- Class of 2026



From a young age, I've always known that I wanted to pursue a career in tech. However, given that the only DEI representation in STEM I ever witnessed was 'Doc McStuffins,' I assumed my chances of success were nonexistent. After joining Rewriting The Code, I quickly realized that constantly searching for depictions of minorities in tech was never the answer. Instead, I could become the representation I sought for all those years.

Over the course of 2023, I've interned at my local Chamber of Commerce, volunteered for multiple organizations dedicated to uplifting children in STEM, and represented Black Queer bodies at the O4U Engineering Conference. I've been invited to several distinguished summits and events, selected to lead Black Wings as an RTC student leader, and much more.

There is no community I love more than the one that has been built at Rewriting the Code. Here, I don't have to seek representation; all I have to do is open my eyes, and it's all around me!"





# 2023 Impact

**89%**  
of members said RTC has positively impacted their career or life

**\$515,000**  
in funds distributed via the RTC Women in Tech Fund

**75%**  
of RISE attendees feel more favorably about a company sponsor after attending one of their RISE sessions

**79%**  
of Spring 2023 grads secured a full-time job (of those who reported)

**60%**  
of new RTC members feel very certain they will pursue a tech career. By 90 days into their membership, **71% of RTC members** feel very certain they will pursue a tech career (of those who reported)



## TEAMRTC

(Data from 8/31/23 - 12/31/23)

**32,963** platform job views

**1,185** platform job favorites

**846** platform job applications

## SLACK COMMUNITIES

**10,466**  
members

**38%**  
engagement rate

**9,333**  
posts made

**16,739**  
replies

**35,858**  
reactions

## MEMBERS SERVED BY PROGRAM

**7,170**  
RTC Events

**1,466**  
RISE live events

**363**  
Resumes Reviewed

**229**  
Mentorship Matches


**119**  
Women in Tech Fund  
Recipients

**95**  
Conference Scholarships


**91**  
Brilliant Black Minds  
Participants



# What members say about the RTC community



"As a woman in tech attending a school not known for its computing program, I see RTC as the career center + community that I always wanted."



"It's a great space where you can connect with other women in tech no matter what part of your journey you're on!"

"RTC is a community like no other where you truly feel a sense of belonging and motivation to pursue a career in tech."

"This is a great community of super supportive and encouraging women who can really help you learn more about what you can do in the tech space!"

"RTC has been instrumental in my career and journey as a young woman in tech. RTC consistently provides opportunities for women to gain access to the support and materials needed for success. I can always rely on the RTC community to connect with other women."

"If you hope to find a safe space to be authentically yourself while doing what you love, RTC is the place for you."

# 2023 Milestones



RTC welcomed five new core staff members!

- Nicole Wright, Director of Partner Engagement
- Jessica Furness, Director of RTC UK
- Victoria Ewing, VP of Business Development
- Blessing Adogame, UK Community Development Manager
- Sidney Lopez, Member Programs & Leadership Manager



Launched a new website celebrating the unique paths RTC women take toward their careers in tech



Launched the **Tech Natives** community, creating a safe space for Indigenous and Native women as they navigate the tech industry



Launched conference scholarships to help make attendance more accessible for our BLNA community



Launched the RTC community in the UK, growing from 120 members to over 700 within six months

Launched an enhanced version of our private platform, **teamRTC**, for members and partners, with an improved job board, mentorship module, and direct communication between recruiters and members



# Programs and Events

## ● RTC Women in Tech Fund

The **Women in Tech Fund** is a partnership funded by Goldman Sachs that offers financial support to undergraduate members, helping them overcome urgent financial obstacles. The fund awards support via an abundance, trust-based approach and has provided over \$515k in financial support to more than 119 RTC members. The fund's impact grows as more partners join Goldman Sachs' initial philanthropic investment.

## ● RISE with RTC

RTC's 2023 holistic educational program offered 70 workshops across our 6 main educational pillars: Recruiting Success, Interest Exploration, Confidence & Self-Care, Career Acceleration, Tech Trends & Tools, and Financial Literacy. Over 1,400 women in tech engaged and benefitted from attending these programs live throughout the year, providing an average of 9/10 feedback scores!

## ● Black Wings Hacks

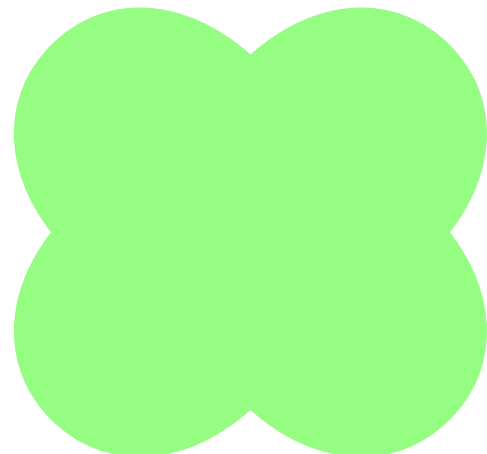
More than 200 women participated in 12 educational workshops during our annual virtual **hackathon**. The hackathon saw 140 hackers develop 26 projects, with 22 teams winning prizes sponsored by RTC partners. Women who attended the event described feeling "empowered," "valuable," "powerful," and "seen."

## ● RTC Rising Leaders Institute

The Rising Leader Institute enlisted 32 community members to strengthen our peer-to-peer programming and engagement. As a result, Rising Leaders supported programming efforts across 6 interest groups, contributed to ongoing conversations in our Slack community, and enhanced engagement opportunities at conferences and virtually during monthly member hangouts. Leaders also received a full menu of professional development opportunities to elevate their skills throughout their tenure.

## ● Summer Tech Hubs

RTC women in San Francisco Bay, Silicon Valley, Seattle, and New York City hosted 26 in-person events throughout the summer. Over 600 members attended meet-ups and company-hosted socials, cultivating community and creating belonging for these interns and new grads.



## Virtual Career Summit

Over 2,000 women from 450+ colleges and 15+ countries participated in the fourth-annual **VCS and InClYOUsion Day** events. Over two-thirds of the attendees attended without any cost. The events were sponsored by 31 companies directly engaging with emerging talent, hiring dozens of women in the following months!

## Member Surveys

RTC surveys our members to help us best support our members and partners. In 2023, we ran Recruiting Experience and Internship Experience surveys that help RTC guide our company partners on best practices for recruiting and retaining women and give our members the data they need to make the best decisions for their career goals. RTC also runs monthly Pulse Surveys that have helped us deliver timely feedback to members and partners.

## Immersive Company Experiences

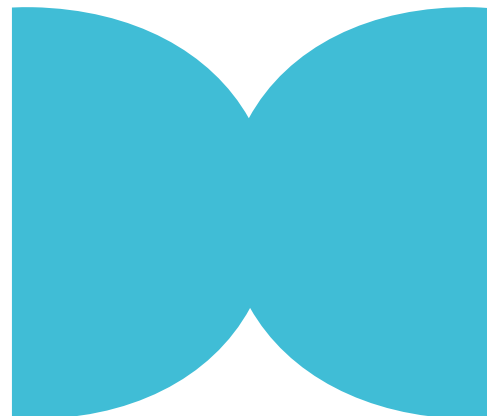
RTC offers immersive company experiences where women visit professional campuses of company partners, connect with women engineers, and envision themselves adding value to each company.

The **Capital One Leadership Retreat** empowered RTC's Black Wings, Latinas de RTC, and Tech Natives Leaders to unite over 2 days at Capital One's McLean, VA headquarters to engage in strategic planning and learning. Student Leaders participated in educational workshops hosted by Capital One experts and honed the leadership skills necessary to lead their respective communities effectively.

The **Goldman Sachs x RTC BootCamp Experience** consisted of 6 weekly virtual sessions, culminating in a 2-day on-site experience at the Goldman Sachs NYC Headquarters. There, participants participated in personal and professional development panels and worked at the desk with Goldman Sachs engineers.

## Conference Scholarships

Attending a professional technology conference remains one of the top goals expressed by RTC women. Unfortunately, with average conference costs exceeding \$1,200 per person, attending a professional conference is often out-of-reach. RTC was proud to support over 80 members attending 7 of the top professional tech conferences. Support for lodging, travel, meals, and registration fees valued at \$55,000 was awarded to members in 2023.



# Partners

Our partners make our impact possible.  
We are grateful for their generous support.

## Platinum Sponsors



## Gold Sponsors



## Silver Sponsors



## Bronze Sponsors



\* Outline indicates new partnerships in 2023

# Partner Spotlight

REWRITING  
THE CODE



“

In our journey toward fostering a diverse and inclusive workforce, Capital One's partnership with Rewriting the Code (RTC) stands as a testament to our commitment to social responsibility, creating a workforce that reflects the rich tapestry of our communities and driving innovations from diverse perspectives.

At Capital One, we understand that a diverse talent pool is essential for creating transformative solutions that meet the evolving needs of our customers. Our partnership with RTC has been instrumental in enabling us to connect with a host of highly skilled and motivated individuals passionate about careers in technology.

Through tailored sponsorship opportunities and events, we've engaged with RTC candidates, fostering meaningful relationships and providing them with exclusive insights into our culture and opportunities. These relationships resulted in nearly 35 RTC participants joining Capital One as interns and full-time associates. Our support extends beyond recruitment. It encompasses empowering RTC students through programs like Black Wings Hacks, RTC Leadership Planning Retreat, IncluYOUsion Day and Kickback and the RTC Virtual Career Summit. By investing in these personal connections, we gain invaluable insights into the future workforce while fortifying our ability to retain exceptional women in tech. Together with RTC, we're driving meaningful change and shaping a more inclusive future for the tech industry.

Our partnership with RTC aligns seamlessly with our commitment to social impact and diversity. Together, we're not only shaping the future of the tech industry but also fostering an environment where every voice is valued and every talent is nurtured.”

— Chiara Barden - Program Lead for Students and Grads National Partnerships for Capital One



# Our Vision for 2024

Heading into 2024, Rewriting the Code (RTC) is set to significantly scale our impact, building on seven years of dedication to enhancing the experiences of young women in technology. Our strategy encompasses:

- **Broadening Membership:** We're extending our reach to support women technologists in the first six years of their careers, recognizing the critical early stages of professional development.
- **Global Expansion:** After our successful launch in the UK and Ireland, we're leveraging our insights to support our members internationally.
- **Data Insights and Sharing:** By analyzing and sharing member and company data, we aim to provide deeper insights into trends, challenges, and opportunities in the tech landscape.
- **Diverse Industry Partnerships:** We're expanding our collaborations across sectors like healthcare, mobility, and entertainment, enriching our members' exploration and opportunities.
- **Deepening Equity Work:** Our initiatives now include ESG, CSR, and philanthropy efforts within partner companies, aligning with our mission to foster equity in tech.

With over 24,000 members from 110 countries, RTC is a trusted partner in women's career journeys in tech. Our work is supported by a network of tech companies, educational institutions, and organizations committed to dismantling gender inequality in the tech ecosystem.

Launching our UK community and expanding partnerships signify our commitment to creating opportunities and fostering a supportive environment for women in tech globally. Our focus on sharing data insights and highlighting successful case studies aims to inform and inspire our community and partners.

Looking ahead, we're poised to grow our community to 30,000 members by the end of 2024. Our initiatives, from [mentorship](#) to the Women in Tech Fund, are designed to support women at various stages of their tech journey, addressing the critical need for increased representation and retention in the field.

As we embark on this ambitious path, we invite our members, partners, and the broader community to join us in our commitment to equity in technology. Together, we can create a more inclusive and diverse tech industry.





# Core Staff



**Jade Barricelli**

SVP, Community +  
Partner Programs



**Kristin Austin, Ed.D.**

VP of Inclusion, Diversity,  
Equity + Access



**Erica Crutch**

VP of Partner Engagement



**Victoria Ewing**

VP of Business  
Development



**Sammi Hermanski**

Director of Member  
Programs + Events



**Lucille Tasker**

Sr. Director of Data  
+ Technology



**Christy Augsburger**

Sr. Director of Marketing



**Nicole Wright**

Director of Partner  
Engagement



**Jessica Furness**

Director of RTC UK



**Blessing Adogame**

RTC UK Community  
Development Manager



**Jessica Sherwood**

Sr. Executive Assistant



**Angela Smith**

Sr. Information Technology  
Manager



**Jasmine Lunceford**

Social Media +  
Community Specialist



**Sidney Lopez**

Member Programs &  
Leadership Manager

# 2023 - 2024 Board of Directors



**Roz Francuz-Harris**  
Vice President of Talent Acquisition,  
Zillow



**Tracy Doaks**  
President and Chief Executive Officer,  
MCNC



**Dr. Leah D. Houde**  
U.S. Chief Learning Officer,  
PwC



**Marykay Wells**  
Chief Information Officer,  
Pearson



**Peter Lange**  
Provost Emeritus and Professor,  
Duke University



**Anais Lawson**  
RTC Student Member



**Owen Astrachan**  
Professor of Computer Science,  
Duke University



**Alice Wang**  
RTC Student Member



**Myra Gupta**  
Forward Deployed Engineer,  
Palantir



**Sue Harnett**  
Founder & President,  
Rewriting The Code



**Robert (Rob) Fuentes**  
Managing Director, CDIO Group  
Functions, Eng Lead HR, Comms &  
Branding, Legal & Corporate Services  
UBS



**Jade Barricelli**  
Senior Vice-President, Community &  
Partner Programs, Rewriting The Code

# Student Leadership

2023-2024 RTC Black Wings Leaders

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**Grace Coleman**

University of North Carolina  
At Chapel Hill



**Layke Jones**

North Carolina A&T  
State University



**Ibukunoluwa Adeloye**

Howard University



**Leesel Fraser**

The City University of  
New York



# Student Leadership

2023-2024 Latinas de RTC Leaders

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**Nara Valera-Simeon**  
University of North Carolina



**Hailey Garcia**  
University of California,  
Berkeley



**Suli Caceres Ranilla**  
Columbia University



**Christina Valtierra**  
University of Texas at El  
Paso



# Student Leadership

2023-2024 RTC Tech Natives

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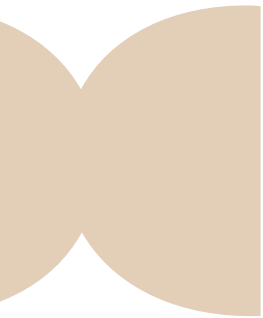
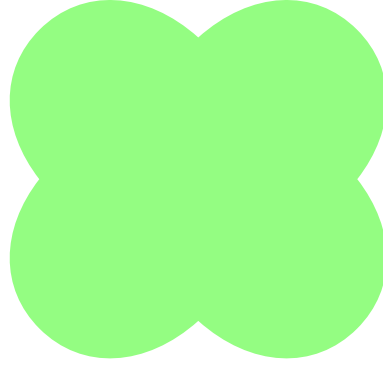


**Kyra Kaya**  
Yale University



**Madeline Gupta**  
Yale University





# Help Us Right the Ratio

[Become a Member](#)

[Partner with Rewriting the Code](#)

[Donate](#)

