REWRITING THE CODE

SHAPING THE FUTURE OF TECH INNOVATION

2024 Impact Report

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LETTER FROM OUR FOUNDER & CEO

Dear Rewriting the Code Members, Partners, and Supporters,

As we close the chapter on an incredible 2024, I can't help but reflect on the power of this community—on the resilience, brilliance, and determination of the women just beginning their technology careers. Last year, we expanded globally, exceeded expectations, and created new opportunities for each other. Every one of you gave to RTC — your time, expertise, stories, vision, and commitment to uplifting RTC members.

What We Built in 2024

● **Bringing People Together:**
This year, RTC hosted countless meetups, conferences, and campus events across the UK, Ireland, Canada, and major U.S. cities like Boston, Charlotte, Chicago, New York City, Seattle, San Francisco, and Washington, DC. These weren't just events. They were spaces where knowledge was shared, mentorship flourished, and young women saw what was possible for their futures.

● **Listening & Learning:**
We spent the year doing what great leaders do—we listened. Through conversations, surveys, and deep discussions with our members and corporate partners, we learned what our women need to thrive in tech. And we turned those insights into action—providing educational opportunities, career guidance, and hands-on support to help our members navigate an ever-changing industry.

● **Expanding Our Circle:**
Change doesn't happen alone. It happens when companies, leaders, and allies step up and commit to doing better. This year, more organizations joined our mission, opening doors for our members, offering mentorship, and providing career opportunities that wouldn't have existed otherwise. We are grateful for these partnerships—but even more excited about what's ahead.

● **Growing Our Team, Growing Our Impact:**
RTC welcomed six new team members in the U.S. and UK—each bringing a wealth of experience, new ideas, and a deep understanding of what it means to support women at the start of their technology careers. With their leadership, we've strengthened our global presence, reaching more women in the UK, Ireland, Canada, and beyond.

● **Reaching New Heights:**
We set out to grow this community to 30,000 members, but we blew past that goal thanks to all of you. Today, 32,500 women are part of RTC— learning, growing, and shaping the future of tech. And this is just the beginning.

REWRITING THE CODE

LETTER FROM OUR FOUNDER & CEO

What's Next for 2025?

Technology is evolving rapidly, and we need to ensure that women aren't just keeping up—we need to ensure they're leading the way. That's why we're doubling down on skill-building in the fields shaping the future, from artificial intelligence to cybersecurity.

We're also strengthening our impact beyond education—deepening our work in workplace retention, corporate social responsibility, and philanthropy. Because this isn't just about getting women in the door—it's about making sure they thrive once they're there. And with that vision in mind, we're setting our sights on an even bigger goal: reaching 40,000 members by the end of 2025.

This Is About All of Us
I hope you take a moment to let the importance of this work sink in—to feel the power of what we've built together. Because none of this would be possible without you. The members who show up, work hard and dream big. The mentors who give their time and wisdom. The partners and supporters who can translate academic frameworks to solutions that provide innovative solutions with technology.

Thank you for everything you do. Thank you for believing in this mission. And thank you for being part of this journey.

With tremendous gratitude,

SUE HARNETT
FOUNDER & CEO

in Sue Harnett

OUR MISSION

Rewriting the Code is a 501(c)(3) nonprofit dedicated to empowering university students and early-career women in tech. Through collaborative learning and career-focused development, we foster belonging, champion opportunity, and equip future innovators with the skills, knowledge, and connections to thrive—reshaping the future of technology.

OUR VISION

We envision a world where women in tech lead, innovate, and drive meaningful change. By preparing them for high-demand technologies, expanding global opportunities, and leveraging data insights, we empower a future-ready workforce. Through career development and a commitment to social impact, we unlock technology's limitless potential.

RTC prepares the next generation of tech talent to learn, innovate, and lead.

OUR VALUES

- **Belonging & Community** - Belonging is our bedrock. Community is our charge.
- **Empowerment** - We lift, lean on, and leverage each other's strengths.
- **Access** - Access should have no admission fee.
- **Impact** - We develop future-ready talent prepared to shape and lead in tech.
- **Representation** - We create mirrors and shatter glass ceilings.

COMMUNITY PROFILE

10,027 undergraduate students

35% first generation students

1,463 graduate students

39% YoY membership growth

21,189 early career members

RTC UK&I

351% YoY membership growth

1,859 early career members

1,881 undergraduate students

362 graduate students

STUDENT COMMUNITY

Top Colleges

- Northeastern University
- Georgia Institute of Technology
- University of Waterloo
- New York University
- Columbia University

Top Summer Cities

- San Francisco
- New York
- Seattle
- Boston
- Washington DC
- Toronto

Top Cities

- Boston
- New York
- San Francisco
- Baltimore/Washington DC
- Los Angeles

EARLY CAREER COMMUNITY

Top 5 Tech Interests

- Software Engineering
- Artificial Intelligence
- Backend Development
- Web Development
- Data Science

Top 5 Job Titles

- Software Developer
- Product Manager
- Researcher
- Data Scientist
- Project Manager

Top Cities

- New York City
- San Francisco
- Seattle
- London
- Boston

HIGHLIGHT: RTC UK
BLACK WINGS LAUNCH

UK Black Wings has launched, creating a dedicated space for Black women in tech to connect, collaborate, and thrive. With Black women making up less than 1% of the UK tech sector, the launch gathered 100+ women for two powerful events featuring industry leaders and community voices. This milestone builds a strong, supportive network to foster connections, career growth, and representation.

With 33% of RTC UK members of Black Heritage, we honored UK Black History Month in October with events that empowered and uplifted our community. Members joined an exclusive networking breakfast at Black Tech Fest and attended Europe's largest tech and culture festival. We also hosted community dinners nationwide, creating welcoming spaces for connection and celebration.

2024 HIGHLIGHTS & ACHIEVEMENTS

95% of women feel certain about pursuing a career in tech by graduation

(2024 RTC Graduation Report)

85.6% of members feel that RTC has positively impacted their student experience or career opportunities

62.1% of respondents said that RTC has positively influenced their pursuit of a career in tech

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

RTC UK celebrated their one-year anniversary!

255 events hosted

8,000+ event attendees

$289,507 in funds distributed via the RTC Future of Tech Fund

REWRITING THE CODE

teamRTC Job Board

- 93,220 job views
- 2,120 job favorites
- 1,636 job applications

Members Served by Program

- RTC Events: 8,000
- Resumes Reviews: 363
- Mentorship Appointments: 432
- Future of Tech Fund Recipients: 108
- Leetcode Premium Recipients: 500
- LinkedIn Premium Recipients: 5,000
- Conference Scholarships: 85

Slack Communities

- 19,142 participants
- 37% engagement rate
- 17,492 posts made
- 28,171 replies
- 87,528 reactions

WHAT DO YOU VALUE MOST ABOUT THE RTC COMMUNITY?

"Absolutely the **community**! It's incredibly supportive, empowering, and uplifting. I wish I had discovered it sooner for the self-confidence and improvement it's allowed me to achieve."

"I love that it's **accessible** to students and is free. I have learned about tech opportunities that I wouldn't have known about otherwise as a first-gen student."

"RTC has given me a lot more **confidence** with my spot in tech. I always thought pre-RTC that I didn't belong or should switch my major. I've gained a lot of confidence because of all the events that RTC has!"

"Being able to see that **success** in tech is possible for me (even from not a Top 10 school)."

RTC IN THE NEWS

Newsweek

Teenage Girls Who Think They Can Get 'Dream Job' Drops

Published Oct 16, 2024 at 8:16 PM EDT | Updated Oct 16, 2024 at 9:33 PM EDT

CNBC

For Black workers, progress in the workplace but still a high hill to climb

PUBLISHED TUE, FEB 27 2024·3:09 PM EST | UPDATED WED, FEB 28 2024·10:15 AM EST

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NBC NEWS

How Indigenous engineers are using AI to preserve their culture

Indigenous languages are rapidly disappearing, and AI could help preserve them, according to Indigenous technologists.

Forbes

Organizations That Support Women In Tech Are Struggling—Here's How That Can Be Reversed

By Sue Harnett, Forbes Councils Member.
for Forbes Nonprofit Council, COUNCIL POST | Membership (fee-based)

Oct 24, 2024, 09:22am EDT

ESSENCE

HOME · MONEY & CAREER

This Streamer Is Working To Ensure Latinx Women Get Access To Tech Gaming Careers

Tech leadership has a diversity problem. Angelica Lozano-Romines is aiming to fix that.

COMMUNITY IMPACT & MEMBER STORIES

CHARIS TRUSTY (Student)

RTC Member since 2024
Drexel University / Computer Engineering

"From an early age, I knew I wanted to be a computer engineer. However, by sophomore year, the lack of diversity in my classes became increasingly apparent. In many of my classes, I distinctly remember looking around the classrooms searching for other women: only to find that I was the only woman in the room. The isolation and absence of representation made it challenging to envision my future in tech.

In 2024, joining Rewriting the Code transformed my experience. I had the opportunity to attend the Goldman Sachs summit with RTC. This summit alone was a pivotal moment for me. I was inspired by successful women in tech, which motivated me to seize every learning opportunity. I saw how their unique journeys had developed them not only on a career level but on a personal level as well. I took their experiences as encouragement.

Throughout the year, I developed a growth mindset and my approach to things. I learned critical skills like networking and self-belief, participated in my first hackathon, attended multiple conferences, completed a successful co-op, and was selected for the Netflix x Formation boot camp program.

RTC provided the community and encouragement I needed. I made meaningful connections with fellow women in tech and gained the confidence to create spaces for myself and others. If I could tell my sophomore-year self one thing, it would be: 'Keep going.'"

LIZZY MAIR Early Career

RTC Member since 2018
Senior Software Engineer

"I joined Rewriting the Code in 2018 as an undergraduate student with no prior work experience in tech. As a first-generation college student with a low-income background, I faced challenges navigating the industry. RTC and its vibrant community have been instrumental in shaping my early career journey. Through RTC, I connected with partner companies that helped me secure both of my full-time jobs. I also had the privilege of meeting and learning from many successful women in tech whose stories and guidance inspired me to persevere. The resources offered by RTC, including events, panels, and career exploration sessions, provided me with critical skills in recruiting, interviewing, negotiating, and self-advocacy. These skills not only helped me land my first promotion but also empowered me to confidently advocate for myself.

Today, I'm an active member of RTC's Early Career group, where I mentor collegiate members and engage in the Slack community. It has been incredibly rewarding to give back by sharing advice and experiences while continuing to learn from others. I've attended numerous virtual events, such as workshops on salary negotiations and self-advocacy, which were transformative for my career development. My experiences with

RTC gave me the confidence to prioritize finding a female senior engineer to be my mentor at Upside. She has been an invaluable guide, and our biweekly check-ins have provided me with both encouragement and actionable insights. Connecting with other senior female leaders, whether engineers or in management, has also been transformative. They helped me realize that I don't have to put my life goals, like being married, on hold, and their guidance has clarified my values in both my career and personal life. Without RTC, many of these connections would have never been made.

My career journey hasn't been without its challenges. I've faced setbacks. Going from a large company to a startup, I had to quickly adapt to using cloud technologies and learning Upside's unique business model. Relocating to Washington, D.C. to be with my partner (now husband), added another layer of adjustment. Despite these hurdles, the support of RTC kept me grounded. Knowing that there is a community cheering me on and showing that the path in tech is accessible and achievable has made all the difference. RTC has not only shaped my career but also reinforced the importance of community and perseverance in the face of challenges."

REGINA OSEI-BONSU

United Kingdom

RTC Member since 2023
Software Engineer

"In 2023, I found myself searching for a new women-in-tech community to join after the dissolution of SheCodes UK. That's when I came across Rewriting The Code through a LinkedIn post by Blessing, who was calling on Black women in tech in the UK to celebrate Black History Month at Enish, a popular Black-owned restaurant.

Since attending that dinner, I've become an active and integral part of RTC, both to learn and to give back. You might wonder, why give back over dinner? Well, that dinner alone allowed me to connect with like-minded people in different areas of tech, which helped me expand my network. Some of those connections have turned into close friendships, others into valuable business relationships, and together we've built a powerful sisterhood.

This sisterhood has been instrumental in helping many of us navigate our biggest challenge: finding a job or a new job in the competitive and often unpredictable tech market. Through upskilling together, studying together, hosting events, and sharing job opportunities, a group of 6–10 of us have successfully landed new roles—often one after another. How? By showing up for each other.

RTC has taught me that it's easier to go farther when you go together. We support one another, and because of that, we all succeed together.

As a result, I've celebrated several personal wins as an RTC member:
- I've made lasting friendships and professional connections.
- Hosted my first Pilates & Brunch event.
- Honed my content creation skills as part of the social media team.
- Had the privilege of speaking at the World Bank Youth Summit in Washington, D.C., on behalf of RTC.
- Finally secured a new job, with the help and support of the community.
- Mentored an RTC member, helping them pass their technical assessment and secure a role.

RTC has been more than just a community for me—it's been a space where I've been able to grow, connect, and thrive."

PROGRAMS AND EVENTS

RTC FUTURE OF TECH FUND

The Future of Tech Fund is a partnership funded by Goldman Sachs that offers financial support to US and UK undergraduate members, helping them overcome urgent financial obstacles. The fund awards support via an abundance, trust-based approach and has provided over $289K in financial support to RTC members. The fund's impact grows as more partners join Goldman Sachs' initial philanthropic investment.

ES **Ellie Sung**

RTC's investment in women like me creates ripple effects that extend far beyond the immediate financial support. It's empowering the next generation of women in tech, and I'm living proof of the impact this support can have on someone's career trajectory.

RISE WITH RTC

RTC's 2024 lineup offered members 30 workshops across our six main educational pillars: Recruiting Success, Interest Exploration, Confidence & Self-Care, Career Acceleration, Tech Trends & Tools, and Financial Literacy. Over 2,000 women in tech engaged and benefitted from attending these programs live throughout the year, providing an average of 9/10 feedback scores!

Why should I network?

- Helps you identify opportunities for professional growth
- Provides you with a group of experts in a particular field
- Allows you to gain helpful knowledge and advice within your industry, identifying latest trends, etc.
- Offers you opportunities to gain professional mentors and sponsors
- Helps you learn about open positions in companies you may be interested in and build business contacts

Technology Early Talent   Confidential & Proprietary – Not for Distribution
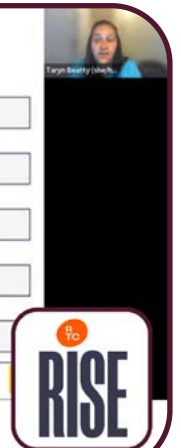
TECHCONNECT - SPRING RECRUITING

The first annual TechConnect event successfully connected RTC members seeking job opportunities with hiring partners. With 457 attendees, including students and early-career professionals, participants engaged in small-group sessions with recruiters. They attended up to six 20-minute sessions to introduce themselves, ask questions, and share their resumes. The event featured over 25 open positions and met the needs of those still searching for opportunities. As a pilot program, TechConnect was successful and set the stage for expansion in 2025.

BLACK WINGS HACKS

More than 450 women participated in nine educational workshops and attended eleven company talks during our annual virtual hackathon. This year, the hackathon attracted 320 hackers, marking a 129% increase from 2023, who worked together to develop 60 projects. The women who attended the event expressed that they felt "empowered," "heard," "powerful," and "supported."

CODEPATH X RTC TECHNICAL INTERVIEW PREP

Powered by Reboot Representation and in partnership with CodePath, Rewriting the Code (RTC) supported a cohort of 73 Black, Latina, and Native/Indigenous undergraduate women in preparing for their tech careers. Participants completed CodePath's 10-week Technical Interview Prep course, complemented by strategic peer support, exclusive in-person events, and dedicated Slack engagement. Notably, 57% of participants identified as first-generation students. The program demonstrated significant outcomes across all learning areas, including HackerRank performance, increased confidence and sense of belonging in tech, and strengthened commitment to pursuing tech careers.

25 TO F.I.N.I.S.H. INSTITUTE

The 25 to F.I.N.I.S.H. Institute guides Black, Latina, and Native/Indigenous computer science women in the Class of 2025 through a senior-year journey that integrates their personal and professional identities, fostering agency, belonging, and persistence in tech. Launched in October 2024, the inaugural program engages 75+ college seniors across New York City, Boston, and Washington, DC. Participants attend bi-monthly virtual and in-person learning experiences focused on the F.I.N.I.S.H. pillars: Financial Knowledge, Identity Exploration, Network Expansion, Inspiration, Software Skills, and Health & Wellness. The program will culminate in an in-person graduation celebration in May 2025.

SUMMER TECH HUBS

With a grant from AffirmCares, Rewriting the Code's Summer Tech Hubs thrived in 2024 across six locations: Bay Area, New York City, and Seattle, and new hubs in Boston, Toronto, and London. RTC Summer Hub leaders organized 32 socials, welcoming about 300 members and fostering community connections for tech interns.

RTC's partners enhanced these efforts with 16 tech crawls and five welcome events, drawing over 1000 attendees. Hosting partners like Bank of America, Liberty Mutual, and others showed commitment to empowering the next generation of women in tech. These events allowed members to cultivate networks, share experiences, and gain insights for their tech careers.

EARLY CAREER PROGRAMS

In 2024, RTC Early Career Tech Hubs energized our mission to support early-career women in tech. Members in Boston, Seattle, and New York City hosted 49 events with nearly 600 attendees. From craft nights to restaurant meet-ups, these gatherings fostered community and connection.

By partnering with dedicated volunteers, RTC is reinforcing ties in these key areas. Through focused programming, we empower early-career women to thrive in tech careers, enhancing their sense of belonging.

Emerging City Socials
RTC expanded outreach to emerging global cities. In 2024, we hosted 13 socials with 115 attendees in Philadelphia, San Francisco, Nashville, Austin, and our early-career community in Nairobi, Kenya. These events show RTC's commitment to fostering connection and growth for our members.

The Download
In May 2024, RTC launched The Download, a monthly virtual series to empower our Early Career community. These engaging sessions covered essential topics for women in tech, including Financial Literacy, "Bridging the Gap from Developer to Program Manager," and "Navigating the Workplace with Confidence." Across six sessions, The Download gathered 304 attendees, fostering conversations and providing actionable insights for their tech journeys.

VIRTUAL CAREER SUMMIT

Over 2,500 women from 400+ colleges worldwide participated in the fifth-annual VCS and InclYOUsion Day events. 100% of the attendees attended without any cost to them. The events were sponsored by 32 companies directly engaging with emerging talent, hiring dozens of women in the following months!

UK CAREER SUMMIT

In November 2024, Rewriting the Code hosted its first UK Career Summit, bringing together 60+ students in London alongside GSK, Palantir, Bank of America, and Visa. RTC supported students traveling from across the UK with financial stipends. The day featured a keynote by Founder & CEO Sue Harnett, upskilling sessions on personal branding and engineering at Palantir, discussions on Data Science careers, and CV reviews. Students connected with employers and each other during networking lunch and celebration drinks.

MEMBER RESEARCH & REPORTING

RTC conducts surveys to better support members and partners. In 2024, we launched the Recruiting and Internship Experience surveys to help guide best practices for recruiting and retaining women, providing valuable data for our partners.

We also run monthly Pulse Surveys for timely feedback, allowing partners to prepare questions about the community, which we turn into actionable insights.

During Spring, Summer, and Fall, we distribute our Graduation Survey to gather employment data and assess RTC's impact on graduates, celebrating their achievements with stoles.

Additionally, we conduct an annual Member Experience Survey to evaluate RTC's impact and inform programming changes.

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 85 members attending 5 of the top professional tech conferences. Support for lodging, travel, meals, and registration fees valued at $55,000 was awarded to members in 2024.

IMMERSIVE COMPANY EXPERIENCES

RTC offers immersive experiences where members visit professional campuses of partner companies, connect with women engineers, and envision how they can add value to each organization.

The Capital One Leadership Retreat brought together RTC's Black Wings, Latinas de RTC, and Tech Natives Leaders for two impactful days at Capital One's McLean, VA headquarters. Participants engaged in strategic planning, educational workshops led by Capital One experts, and leadership development designed to equip them to lead their communities effectively.

The Goldman Sachs x RTC BootCamp Experience included six weekly virtual sessions, culminating in an engaging two-day on-site experience at Goldman Sachs' NYC Headquarters. Participants participated in professional development panels, collaborated in teams to develop app pitches, and presented their innovative ideas to Goldman Sachs executives.

The Palantir visit gave 30+ RTC members an exclusive opportunity to explore cutting-edge advancements in autonomous vehicle technology. Members observed the design, build, and testing processes through behind-the-scenes tours and hands-on technical demonstrations. They gained valuable insights into how drone and autonomous technologies drive innovation across industries.

THE POWER OF PARTNERSHIP

Pivotal Ventures fuels Rewriting the Code's mission

Pivotal Ventures, founded by Melinda French Gates, has deepened its commitment to advancing women in technology by continuing to support Rewriting the Code. As part of Pivotal's $150 million initiative to eliminate workplace barriers, this investment enables RTC to expand its educational programming, enhance member support for women of diverse backgrounds, and strengthen organizational capacity. Since its founding, Pivotal's partnership with RTC has fueled a 30-fold growth in membership, empowering tens of thousands of women worldwide to thrive in their tech careers. With Pivotal's continued financial and strategic backing, RTC is poised to further its mission of creating lasting change in the tech

"

"Women have made large gains in women's power and influence in the workplace; however, our research shows that women are more likely to face barriers and make tough trade-offs when advancing in their careers. We are thrilled to provide the necessary funding to support organizations who are helping to remove those barriers so women can thrive at work."

"

RENEE WITTEMYER
VICE PRESIDENT OF PROGRAM STRATEGY, PIVOTAL

pivotal

THE POWER OF PARTNERSHIP

How Duolingo partners with RTC to increase the diversity of their hiring pipeline

Duolingo needed to increase candidate diversity in their university recruiting pipeline and reach more students year-round. They partnered with Rewriting the Code and used the Virtual Career Summit and other events to connect with candidates and build long-term relationships.

See their results

"With RTC, we've been able to find creative ways to interact and actually build meaningful and trusting relationships with students."

BRITTANY MITLO
DIRECTOR OF UNIVERSITY RECRUITING, DUOLINGO

THE POWER OF PARTNERSHIP

Belvedere Trading is empowering the next gen of Fintech talent

"The biggest benefit of working with Rewriting the Code has been the growth and traction and access to early career talent that we normally wouldn't have."

LAUREN MASUD
TALENT MANANGER, BELVEDERE TRADING

2024 PARTNERING ORGANIZATIONS

Platinum Sponsors

- Bank of America
- Capital One
- Palantir Technologies

Gold Sponsors

- Activision Blizzard King
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- Goldman Sachs
- Liberty Mutual
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- MOLG
- Pure Storage
- Reboot Representation
- Pivotal Ventures

LOOKING AHEAD - OUR VISION FOR 2025 ⚡

At the start of 2025, significant shifts have occurred around RTC; however, our mission, vision, and commitment to our members continue unchanged. As we look towards these next 12 months and beyond, we remain dedicated to equipping them with the technical skills and knowledge essential for success in the technology industry.

In 2025, we are excited to focus on:

● **Tech-forward education in high-growth areas:** We are investing in tech-specific programming designed to expose members to the areas of tech where the future is being shaped. Starting with AI, our programming will bring together members, company partners, and the broader tech ecosystem to foster skill development, technical exposure, and a near-peer community engaged in this exciting area of tech.

● **Career readiness:** We are doubling down on preparing members to join the technical workforce. We are integrating AI-driven tools to enhance and scale the career support, interview prep, and mentorship available to our members, enabling them to best position themselves in today's (and tomorrow's) job market.

● **Global expansion:** With a growing presence in the UK, Ireland, and Canada, we are deepening our international impact, creating more opportunities for our members and partners to connect no matter where they are.

LOOKING AHEAD - OUR VISION FOR 2025

Data insights: Our members provide highly relevant and timely insights year-round, enabling us to derive actionable insights that support our partners and others committed to driving meaningful change in recruitment, retention, and advancement of college and early career women in tech.

Focus on social impact: Everybody benefits when the limitless potential of innovation and technology is unlocked. RTC is working to align itself with partners and funders focused on the social impact of their initiatives, encompassing Environmental, Social and Governance (ESG) and Corporate Social Responsibility (CSR) goals.

With over 32,000 members in 159 countries, RTC's role as a trusted focal point for students and early career women in tech is more crucial than ever. By leaning into the opportunities afforded by technical advances in areas like AI, we are amplifying our efforts to ensure our work continues despite external headwinds. We are shaping a future where women thrive in technology careers by driving global expansion and aligning our initiatives with global sustainability goals.

Join us in being part of the movement driving change in our world. Join us as we continue to rewrite the code.

2024 STAFF, BOARD OF DIRECTORS AND STUDENT LEADERS

LEADERSHIP

Core Staff

Sue Harnett
Founder & CEO

Jessica Furness
Chief Operating Officer

Jade Barricelli
SVP of Member Experience

Kristin Austin, Ed.D.
VP of Culture & Community Impact

Erica Crutch
VP of Partner Experience

Sammi Hermanski
Director of Program & Event
Operations

Lucille Tasker
Sr. Director of Data & Technology

Christy Augsburger
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Nicole Wright
Director Of Partner Experience,
U.S./CAN

Jessica Rush
Director of Partner Experience, UK&I

Jade Wright
Director of Student Experience

Blessing Adogame
RTC UK Community Development
Manager

Angelica Novo
Partner Success Manager

Jessica Sherwood
Sr. Executive Assistant

Angela Smith
Sr. Information Technology Manager

Jasmine Lunceford
Social Media Manager

Sidney Lopez, M.Ed.
Early Career Experience Manager

Jessica Mora
Community Impact Program Manager

Allison Darhun
Content Marketing Specialist

Swadha Rai
Data Analyst 1

LEADERSHIP

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Chief Information Officer, Pearson

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Professor and Director of Women In
Computer Science, University Of Waterloo
Canada

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Technology, Bank of America

Anais Lawson
RTC Early Career Member

Alice Wang
RTC Early Career Member

Sue Harnett
Founder & CEO, Rewriting The Code

Jade Baricelli
SVP of Member Experience

2024-2025 RTC C.E.O. LEADERS

Nyla Crespo
Connection & Belonging Builder
Howard University, Class Of 2027

Layke Jones
Connection & Belonging Builder
North Carolina A&T State University, Class Of 2026

Charis Trusty
Events & Engagement Enthusiast
Drexel University, Class of 2026

Azalea Bolden
Events & Engagement Enthusiast
North Carolina A&T State University, Class of 2026

Angélica Lozano-Romines
Operations & Systems Strategist
Early Career

2024-2025 RTC UK AMBASSADORS

Abigail Wiggett
University Academy 92
Class of 2025

Arin Ososanya
Product Manager

Batul Chehab
Queen Mary of London,
Class of 2025

Emma Unuode
Digital Portfolio Manager

Imisi Fakunle
Product - Senior Analyst

Millennia Severino
Customer Experience
Specialist

Obose Eselebor
Research Software
Technician

Precious Ejiba
Data & Insights Analyst

Regina Osei-Bonsu
Software Engineer

Sayonee Dassani
Software Engineer

Stephanie Gnahore
Software Engineer

Stephanie Sinclair
University of Liverpool,
Class of 2025

REWRITING THE CODE

REWRITING THE CODE PREPARES THE NEXT GENERATION OF TECH TALENT TO LEARN, INNOVATE, AND LEAD.

Join Our Free Community
Are you a student or early-career woman exploring a future in tech? Join our free community for support, networking, and access to career opportunities.

Join

Donate and Volunteer
Your time and resources help us empower women in tech and create transformative opportunities.

Donate

Volunteer

Partner with Rewriting the Code
Are you hiring? We connect businesses with an aggregated pool of skilled talent. Partner with us to engage with a network of over 30,000 women in tech.

Partner

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