

# BUILDING THE NEXT GENERATION OF WOMEN TECH LEADERS



REWRITING  
THE CODE



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TECH IS BETTER WHEN YOU'RE NOT ALONE



# DEAR REWRITING THE CODE MEMBERS, PARTNERS, AND SUPPORTERS,

2025 marks the end of Rewriting the Code's (RTC) ninth year of serving future women leaders in technology. We approach this responsibility with humility and care at a time of lightning-fast advances in technology, alongside setbacks for those who do not fit the historical workforce norm. RTC worked to level the playing field for all women aspiring to pursue and advance in tech careers through community, education, career exploration, and year-round events with tech companies.

RTC's global population increased 18% to over 41,300 members from 180 countries. To scale services and opportunities, RTC embraced AI tools to deliver personalized resume reviews and recruiting feedback. In 2026, we will offer members deeper, more personalized experiences through a new RTC member platform developed with agentic AI. Starting in the fall, members will receive customized educational paths, projects, job opportunities, and mentors based on each member's unique profiles, interests, and career goals.

We continue to listen and learn from RTC members through regular surveys and pulse reports. 44% of RTC students surveyed are eager to build careers in AI, yet 61% report receiving no regular AI training. Only 20% of early-career professional members surveyed report consistently receiving AI training from their employer.

In response, RTC is investing in workforce readiness and long-term economic advancement for members and, in turn, their families and communities. RTC will fill gaps through Rewrite AI in partnership with RTC tech companies. Rewrite AI will tap into the company's educational resources for skill development and certifications, projects to apply newly learned skills, industry AI thought leaders and mentors, and, ultimately, roles for members preparing for future tech careers.

We believe in providing confidence, knowledge, and connection to our members through safe and supportive communities, both in person and online. Members, partners, and supporters can continue to trust RTC's commitment to providing the power to fuel advancement.

Thank you for your support and commitment to those we serve.

Respectfully yours,

**Sue Harnett**  
Founder & CEO  
Rewriting the Code

# OUR MISSION

Rewriting the Code is a 501(c)(3) nonprofit dedicated to empowering university students and early-career women in tech. Through workforce development, talent and community engagement, and insights and innovation, we empower emerging women professionals to thrive in an ever-evolving digital economy and help companies meet their most urgent need: a workforce ready for the future of technology.



# OUR VISION

We envision a world where women in tech lead, innovate, and drive meaningful change across the global economy.

# OUR REACH





# OUR APPROACH

At Rewriting the Code, we believe that increasing women's participation and success in tech takes more than isolated solutions. It requires a holistic approach, one that supports individual women while also transforming the systems and structures that shape the industry.



## Workforce Development

Addressing the greatest needs for university and early-career women in tech so they can navigate barriers, build confidence, and gain the skills needed to thrive in the industry.



## Talent & Community

Disrupting systems-wide models that continue to keep women out of tech roles, and building pathways that aim to make inclusive hiring the industry norm.



## Insights & Innovation

Tackling landscape-wide challenges and identifying next-generation ideas that push the tech ecosystem toward greater opportunity and economic mobility for women.

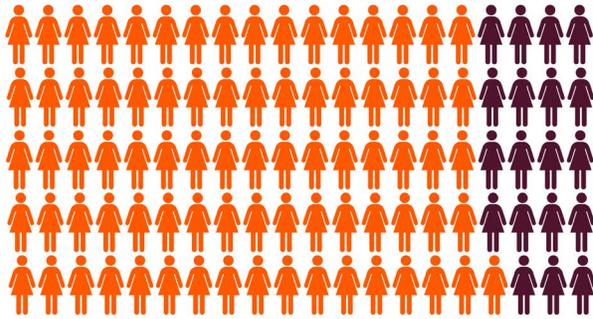


I first discovered the RTC community through a fantastic mentor who was a couple of years older than me in school. She got her job at Adobe after networking with a recruiter at an RTC career fair and said that joining RTC was her main piece of advice for support and job searching after university. Now, about a year later, I completely agree, and RTC is my first recommendation to every woman in tech. In the last few months, I have had so many opportunities to grow through the RTC events. From Mentor Circles to The Download to the virtual career fair prep sessions, the RTC community has really supported me in every way. I have learned how to keep my eyes open for opportunities, how to balance burnout and ambition, and how I can best prepare for the nightmare that is job searching. Finally, just a couple of weeks ago, all of these lessons really paid off for me as I received a dream job offer from a company that I met through an RTC event.

**SEHR MOOSABHOY • MCGILL UNIVERSITY**



# THE LANDSCAPE



**81% of RTC members are eager to build more skills in AI**



**but only 15% of our members report receiving consistent training.**

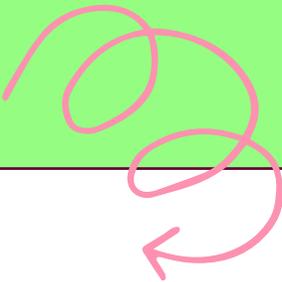
As AI reshapes the workforce, the skills required to succeed are evolving faster than ever. Employers are looking for AI fluency paired with adaptable human skills such as problem-solving, communication, and lifelong learning. Too often, access to that preparation is uneven, creating a gap between potential and readiness among early-career talent.

Left unaddressed, AI will not be an equalizer. It will amplify those who already have access to resources, networks, and opportunities.

RTC exists to close that gap, making sure women technologists are not left behind as the future of work takes shape.



# RTC'S ROLE IN ADDRESSING THESE GAPS



## Rapidly evolving skill demands

As AI and emerging technologies continue to reshape tech roles, early career talent is being asked to adapt faster than ever, often without clear guidance on which skills will matter most or how to build them with confidence.

### HOW RTC RESPONDS

RTC meets members where they are, connecting them to practical, in-demand skills and the support needed to apply those skills in real-world settings. Through hands-on learning, mentorship, programs, and community, members do not just learn new skills; they learn how to turn those skills into forward momentum in their careers.

### IMPACT

87%

of surveyed student members reported that RTC helped them strengthen at least one professional or technical skill, helping them stay competitive and prepared as expectations across the tech workforce continue to evolve.

## Retention of women talent in tech

Many early-career technologists leave the field not because they lack ability, but because they lack sustained support, confidence, or a clear picture of what long-term growth in tech can look like.

### HOW RTC RESPONDS

RTC provides continuous support from school through six plus years into members' careers, offering community, mentorship, and guidance at the moments that matter most. By reinforcing confidence and creating a sense of belonging, RTC helps members stay connected to tech and to their long-term goals within it.

### IMPACT

97%

of respondents said RTC has either strengthened or sustained their pursuit of a career in tech. Today, RTC members span every stage of the early career journey, from students to professionals with six years of industry experience.



# RTC'S ROLE IN ADDRESSING THESE GAPS (CONT.)

## Confidence in navigating the workplace and technical interviews

Even highly capable candidates can struggle to succeed without the confidence, preparation, and support needed to navigate interviews and workplace expectations.

### HOW RTC RESPONDS

Through programs like RISE and tools such as nSpire and NeetCode, RTC helps members build confidence alongside technical ability. Practice, mentorship, and peer support work together to reduce barriers to success and help members show up prepared in high-stakes moments.

### IMPACT

2,403

Members strengthened their technical interview preparation in 2025 through NeetCode and LeetCode and built confidence and career clarity through RISE. RTC meets members at the moments that matter most.



As a graduate MS Information Systems student at Northeastern University in Seattle, I joined Rewriting the Code about 1.5 years ago to find a community. I never imagined that decision would lead me to an AI Engineer Trainee role at GoDaddy. I discovered the opportunity directly through the RTC job board, which turned into an amazing role where I've built agentic AI applications on AWS, RAG systems to surface critical policy information, and automated reporting and workflows for product and leadership teams.

Through the community and leaders like Lucille, whom I met at Grace Hopper Celebration, I felt genuinely seen and supported as a woman and international student transitioning from prior experience in finance into tech. By attending RTC events, I could connect with peers on a similar journey as mine and understand industry expectations. RTC helps you build a career and a strong community you're proud to share.

**EKTA PANT • MS INFORMATION SYSTEMS,  
NORTHEASTERN UNIVERSITY**



# IMPACT HIGHLIGHTS

**98.5%** of women feel certain about pursuing a career in tech by graduation

**93.7%** of students surveyed said RTC positively improved their experience while pursuing their undergraduate or graduate degree

**8,873** new members joined the RTC community worldwide

**77.6%** of members surveyed feel that RTC has positively impacted their student experience or career opportunities

**\$416,427**  
in funds distributed via the RTC Future of Tech Fund

Launched FREE access to an AI career coach specifically for technical roles,

**NSPIRE**



# WORKFORCE DEVELOPMENT

WOW

335

RTC Events Hosted



570+

Resumes Reviewed

338

Mentorship Appointments

170

Future of Tech Fund Recipients

1,024

Neetcode & Leetcode Recipients

\$13,850

Conference Scholarships Awarded



MENTOR CIRCLES:

7

events

384

attendees

# TALENT & COMMUNITY



### Top 5 companies that hire RTC members:

STUDENTS/NEW GRADS	EARLY CAREER
1 Amazon	1 Microsoft
2 Microsoft	2 Amazon
3 Meta	3 Google
4 Capital One	4 Meta
5 J.P. Morgan Chase	5 Apple

72 Event Net Promoter Score



I've been part of RTC since my bachelor's in India, so this community has been with me from the very beginning of my tech journey. When I started planning for my master's in the U.S., I spoke with RTC mentors who were already studying here, and their advice helped me shortlist colleges and understand which locations and programs were the right fit for me. After I joined my university, I found out that one of my seniors was also an RTC member, which made reaching out to her feel very natural — she guided me through course selection, internships, and even on-campus applications. The resources have been incredibly helpful too — LinkedIn Premium, NeetCode Premium, the virtual sessions, resume and interview prep — all of these made me feel much more prepared and confident. RTC hasn't just supported me academically or professionally; it has made me feel like I'm growing with the help of people who genuinely want me to succeed.

NIDHI PRAVIN PARAB • UNIVERSITY AT BUFFALO



# INSIGHTS & INNOVATION

16

RTC surveys/research reports conducted

6

data & insights presentations

“

I graduated with a CS degree from USC in 2020, right in the middle of the pandemic, and like many women in tech, I started my career feeling like I was constantly proving I belonged. RTC supported me in ways that went beyond code reviews or interview prep – it was about real human connection. Early on, I was grinding through LeetCode problems alone in my apartment, failing mock interviews, and doubting if I even deserved the dev role I landed. RTC's resume workshops and mock interview sessions directly helped me prep for my promotion to mid-level engineer. As a woman in tech, belonging isn't a nice-to-have – it's survival. The stats don't lie: women hold only about 25% of computing roles, and we leave the field at higher rates due to isolation, bias, and lack of role models. I've felt it firsthand – walking into meetings where I'm the only one not assumed to be "the designer" or having my ideas credited to a male colleague. Belonging means seeing women like me in leadership panels, hearing engineers share imposter syndrome hacks, and building networks that lead to referrals.

**MAHIMA GUPTA**  
SOFTWARE ENGINEER AT PAYPAL



# IN THE MEDIA



## INDUSTRYWEEK

Women in Tech Need More Support, Not Less

[Read story](#)



## THE CTO CLUB

They Closed the Doors on Women in Tech. We're Coding a Better Future Anyway

[Read story](#)



## CIO

How RTC and Black Wings support women in tech

[Read story](#)



## CANDID.

Philanthropy can help close the tech gender gap with better design, data, and infrastructure.

[Read story](#)



**WORKFORCE DEVELOPMENT**



## Events & Resources

RTC delivers year-round events and resources designed to support members at every stage of their career journey. Through workshops, mentorship, and on-demand tools, members gain practical skills, build confidence, and access guidance tailored to where they are now.

These experiences help close access gaps that women in tech often face. Members leave with clearer career direction, stronger resumes, improved interview skills, and trusted advice they can apply immediately as they navigate internships, full-time roles, and career transitions.



### RISE

A career development series supporting university women from their first year through their first role.

- 12 events
- 1,379 members



### NSPIRE

An AI-powered career platform offering real-time feedback on resumes and interview preparation.

- 1,667 members served



### MENTOR CIRCLES

Small-group conversations where mentors share real career insight and practical guidance on interviews, workplace dynamics, resume reviews, and next career moves.

- 384 attendees
- 7 mentor circle events
- 570+ resumes reviewed

### 25 TO F.I.N.I.S.H (25TF) INSTITUTE

A professionally guided 9-month program centered on financial literacy for Black, Latina, and Native/Indigenous (BLNA) women, helping them build confidence, life skills, and community as they transition into adulthood.

- 80 participants
- 3 hub cities (NYC, DMV, Boston)
- 2 biweekly workshops



Budgeting confidence improved most for non-Top Ranked Computer Science (TRCS) school students. Participants who did not attend TRCS schools increased their budgeting confidence by 25%, compared to 19% for TRCS students.



## WORKFORCE DEVELOPMENT



### Immersive Company Experiences

RTC offers immersive experiences where members step inside partner companies through on-site events, hackathons, summits, and networking opportunities. Through these events, members connect with women engineers, explore real-world problems, and envision themselves thriving at each organization.

These experiences turn curiosity into confidence. Members gain firsthand exposure to company culture, build meaningful professional relationships, and often walk away with tangible outcomes such as job offers, referrals, or a clearer career direction.



#### GSK HACKATHON (LONDON)

- 1-day hackathon focused on real pharmaceutical challenges
- 6 student members participated
- 1 offer extended



#### RTC NETWORKING BREAKFASTS (PHILADELPHIA, HOUSTON, CHICAGO)

- Hosted alongside national conferences
- 117 RTC members connected with 39 partner representatives



#### CAPITAL ONE LEADERSHIP SUMMIT (TYSONS, VA)

- 3-day immersive summit at Capital One HQ
- 9 members supported by 23 Capital One volunteers



#### RTC X GOLDMAN SACHS (DALLAS, TX)

- 2 day, in person event
- 39 members attended



#### PURE ACCELERATE (LAS VEGAS/LONDON)

- 20 members attended in Las Vegas, and 10 attended in London

# WORKFORCE DEVELOPMENT



## Member Financial Support

RTC removes financial barriers that can prevent members from fully participating in academic and professional opportunities. Through targeted financial support, members can access experiences, resources, and tools they might otherwise have to forgo due to cost or limited access.

This support creates stability at critical moments. By easing financial pressure, members can stay focused on their education and career growth, attend industry events, and continue progressing toward their goals without interruption.



### CONFERENCE SCHOLARSHIPS

Financial support enabling members to attend industry conferences and professional events.

- \$13,850 of support
- 6 conferences attended



### RTC FUTURE OF TECH FUND

Emergency financial assistance supports members when unexpected costs threaten their academic or career progress.

- 170 members supported
- \$416,427 in grants funded



A few days before my exams and summative assessment, my personal laptop broke down. I was devastated, especially with my final project, equivalent to a dissertation, just around the corner. One of our RTC leaders encouraged me to apply for the Future of Tech Fund, and I was fortunate to receive the cash support that enabled me to get a new laptop. That gesture meant more than words can express. Today, I'm using that laptop to complete my final project, and I carry with me a renewed sense of purpose.

**OLAYEMI AMUSILE, UNIVERSITY OF BRISTOL**

# TALENT & COMMUNITY



## Networking & Building Connections

Networking and connection-building are core to the RTC experience. RTC ensures members are not only connected through an online community, but also supported by real relationships and in-person connections in the places they live, work, and study.

These experiences help members grow their professional networks in a way that feels accessible and meaningful. Members build community, strengthen confidence, and form connections that often lead to mentorship, career opportunities, and long-term support throughout their tech journey.



### UNITE & IGNITE SUMMIT

A multi-day event with in-person celebrations and a virtual summit highlighting early-career women in tech.

- 700+ summit attendees
- 15 events hosted



### EARLY CAREER TECH HUBS

Led by early-career members, these local hubs create space for members to meet others in their region, especially valuable for those relocating and rebuilding support systems in new cities.

- 66 events
- 662 attendees



### SUMMER TECH HUBS

Opportunities for members to visit partner headquarters and connect with partners in a more relaxed, less formal environment.

- 51 events
- 1,133 attendees



Partnering with RTC has helped us connect with great young women through thoughtfully organized events. The candidates who attended were all eager, engaged, and excited to learn from companies like ours. Every interaction felt intentional! Overall, RTC has made it easy to meet with motivated talent.

SOPHIA LAVALLEE • CAMPUS RECRUITER, DATADOG



TALENT & COMMUNITY



# Hiring & Recruitment

Hiring and recruitment are central to the value Rewriting the Code provides for both members and partners. Through intentional recruiting experiences, partners build genuine relationships with members, creating more human, effective pathways to attract, engage, and hire talented women in tech.

These experiences move beyond transactional recruiting. Members gain access to inclusive employers and clearer insight into open roles, while partners connect with candidates early, build trust, and strengthen their long-term talent pipelines.



### TECHCONNECT

RTC’s first recruiting event of the year, featuring lightning talks and company tables.

- 1,086 members attended



### VIRTUAL CAREER SUMMIT

RTC’s flagship recruiting event, bringing together members and partners for large-scale virtual engagement.

- 2,095 members attended



### UK&I CAREER SUMMIT

An in-person recruiting summit connecting UK and Ireland members with partner companies.

- 89 members attended



For our upcoming intern cohort, we hired five candidates through RTC and were genuinely impressed with the quality of talent. It was especially great to host the event in our office and welcome around 30 RTC members in person — the energy and engagement made for a fantastic turnout. The RTC Virtual Career Summit was also thoughtfully run and impactful. Overall, our experience partnering with RTC has felt seamless, and we’ve really valued the strong pipeline of candidates it’s brought us.

**JANIELLE RODRIGUEZ • TECHNICAL RECRUITER, GUSTO**



# INSIGHTS & INNOVATION



Rewriting the Code research reflects the trust our community places in us. Members share candid, experience-level insights into recruiting, internships, and early-career pathways, creating a dataset that few organizations have access to and that the broader tech ecosystem deeply needs.

These insights drive change beyond RTC. We translate member experiences into actionable guidance for recruiters and company partners, helping them improve hiring practices, strengthen internship programs, and create more equitable experiences for early-career women in tech. Partners receive first access to these findings and can explore the data in depth to inform real, measurable improvements.



## RECRUITING EXPERIENCE REPORT (2025)

Drawing on insights from 3,400 RTC members who participated in the 2024–2025 recruiting cycle, this report revealed how uncertainty, lack of transparency, and inconsistent communication shape candidate behavior and trust throughout the hiring process.

**27%** Only 27% of respondents felt prepared for technical interviews.

## INTERNSHIP EXPERIENCE REPORT (2025)

Drawing on member feedback from internship programs, this report found that mentorship quality, manager support, and project ownership directly affect interns' confidence, performance, and conversion to full-time roles. These insights guide partners in building internship programs that are more inclusive, engaging, and conversion-driven.

**76%** Quality mentorship can make or break a person's confidence in tech. 76% of interns with supportive mentorship were more certain about pursuing a career in tech.



The one thing that sets RTC apart is the data. Like, what do renege rates look like across all of your members? What are the top factors that students are looking for in their internship and new grad roles? That's data that I was actually able to flip really quickly to give to our C-suite executives.

JAYLYN JONES • UNIVERSITY RECRUITER, DUOLINGO



# KARA PRADO

MEMBER SINCE 2024



“ I did not take a traditional path into tech and used to feel behind with a string of "late starts". After high school, I worked full-time in retail and food service and did not begin the bulk of my college education until I was 22. Years later, when I pivoted from staffing into tech at 26, that old feeling of being behind resurfaced. I earned my bachelor's in Business Administration while working full-time at a staffing agency, where I loved helping people land jobs but did not feel energized by the day-to-day operations. Everything shifted when I was introduced to SharePoint at work and volunteered to build a system to better match candidates and clients. I learned the tool through tutorials and mentorship, interviewed stakeholders across departments, and built an internal intranet of organized spreadsheets, landing pages, SOPs, and logic that made the entire process smoother. I would stay up until three in the morning tweaking workflows because I was genuinely excited. I did not yet know the term UX Design, but I knew I had found something that blended creativity, systems thinking, and problem-solving in a way that lit me up.

Once I discovered UX/UI Design, I enrolled in a bootcamp and completed it just days before my wedding, determined not to waste any more time. My background in staffing became one of my greatest strengths. I was already used to balancing business goals with human needs and holding space for competing priorities. I built a career as a UX/UI Designer and expanded into freelance and development projects. As AI rapidly accelerated and reshaped the industry, I pushed myself to keep evolving, but doubt resurfaced. I wondered if I could keep up or if I would fall behind again.

I discovered RTC through a social media post for their virtual Unite & Ignite Summit. I joined, loved the sessions, and was honestly surprised by how high-quality and intentional the panels were. Some topics were beyond my area of expertise, but I wanted to absorb as much as possible because I could feel the landscape changing. I connected one-on-one with one of the speakers, and we ended up talking on LinkedIn about career breaks, pivoting, and personal finance. That kind of real conversation mattered to me, especially since I'd been working remotely since 2020 and lived in a small agricultural town. I had made only a couple of tech connections locally via LinkedIn and meetups, and only one was a woman, who ended up becoming a close friend. RTC felt like a corner of the world I'd been looking for, a place where women were actually showing up, trading advice, sharing wins, and making the journey feel less lonely.

After becoming more involved in the community and contributing to a spotlight blog post about breaking into tech from a nontraditional background, I came across a contract opportunity to help build RTC's custom platform. It felt like a natural alignment of everything I care about: design, product strategy, education, workforce development, and cutting-edge technology. As a Platform Product Specialist, I work with technical leaders to build the platform using modern practices, including evolving approaches to AI. Our work supports members today while also giving them insight into how platform development is changing and how those shifts may impact their roles and career paths."



# JILLIAN TROFTGRUBEN

MEMBER SINCE 2016



“ In high school, I was one of four girls in a computer science class of thirty students. Despite earning an A+, my teacher encouraged me to drop the course. I internalized the message that computer science was not for me. When I arrived at UNC, I planned to major in business, where I knew I could succeed. I was disappointed to learn that it required a computer science course.

Once again, I found myself one of only a few women in the classroom. Yet this time, something shifted. I genuinely enjoyed the work. Still, I questioned whether I belonged. Discovering Rewriting the Code (RTC) changed everything. Through RTC, I realized my doubts were not unique, but part of a broader pattern many women in tech experience.

More importantly, I found a community offering encouragement, practical support, and meaningful opportunities. With their backing, I declared a computer science major. RTC connected me to internship opportunities, including one at Bandwidth. Although I was thrilled to be selected for an interview, my doubts resurfaced. When I struggled with the technical questions, I immediately felt unqualified and withdrew my application. RTC encouraged me to reconsider. With their support, I accepted the internship. That decision transformed my trajectory. I thrived at

Bandwidth and discovered that the possibilities in tech were far greater than I had imagined.

Through mentorship, company visits, and RTC meetups, I steadily built both technical confidence and a strong support network. Serving on the RTC student board became a turning point, helping me see myself not just as a participant in tech but as a leader. RTC later sponsored me to attend Grace Hopper, where I secured a full-time offer from PayPal.

RTC continued to support me after college, providing ongoing networking opportunities at PayPal and in the broader community. At PayPal, I flourished as a Product Manager, growing both professionally and personally. After nearly five years, I joined my husband full-time to expand our business, TheRightOne. I applied my technical and product expertise to launch a new website and scale operations. Today, we are the leading reseller of replacement headphones across major online retailers.

Now back in Chapel Hill, I am proud to provide opportunities for students. As I reconnect with the local RTC community, I will give other women the same opportunities RTC gave me, helping them build the confidence to pursue every possible opportunity.”



# LAUREN FRANK

MEMBER SINCE 2023  
WASHBURN UNIVERSITY



“ When I joined RTC in the fall of 2023, I had just added a major in computer science after taking an Intro to Programming class and loving it. However, I had no idea what the tech industry was like or even what a technical interview was! Nearly  $\frac{3}{4}$  of my classes were men, and I already felt like I didn't fit in, not to mention my first programming class wasn't until my fourth year of college instead of in high school or earlier like some of my classmates. Instead of letting that discourage me, I started looking for resources instead. An internet search led me to RTC, and I realized this was exactly what I was looking for. I started by attending the online webinars and participating in Slack discussions.

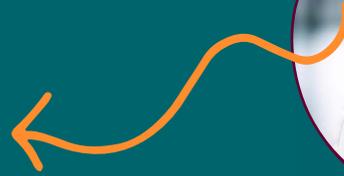
What I found through RTC was so much more than just practical tools; I found my community. I found a group of people who really understood my experience, whether it was talking about struggles with other neurodivergent students or joining in on weekly book chats about what we were reading, whether it was about tech topics or not. I took a chance and attended Harvard WECODE alone, even though I was so scared. I thought a great way for me to meet people was to bring some hand-printed postcards I made with a design about WECODE. I posted them on the RTC Slack, and so many RTC members came up to me asking if they could have one. Funnily enough, the first person who came up to me to talk about it was someone who became one of my best friends. In fact, both of us were invited by RTC to attend the Pure Accelerate conference in Las Vegas in the summer of 2025.

If it weren't for RTC, we wouldn't have met last February, and we certainly wouldn't have been roommates at the RTC conference either!

The most impactful experience I've had with RTC was the fully funded trip to attend Pure Storage's Pure Accelerate Conference. Before I received a LinkedIn message from Dr. Austin, I was starting to struggle again with my confidence in the tech industry. I applied to so many internships and only heard back from one. From that one, I was offered a job, but all the rejections were starting to get to me. I didn't think I'd make it in the tech world, and I even considered quitting my CS degree. However, that opportunity changed everything for me. Dr. Austin was very specific about handpicking each member for the opportunity, but even so, I felt I didn't deserve to be there. I didn't think there was anything that made me special in comparison to everyone else who was chosen. However, at that conference, I met Sue and Kristin, and they made me realize that everyone was chosen for a reason, even if we didn't realize it. That gave me more confidence in myself, and I realized that I belong in a room full of tech professionals for a reason. Whether that's advocating for those with disabilities who can't speak for themselves, like my brother, or representing younger generations I didn't get to see growing up, RTC has helped me realize that my presence in these rooms matters. It's important to have female voices in the conversations about tech, and each one of us has the ability to be a positive influence, whether we realize it or not."

# TEMITOPE ADEYELU

MEMBER SINCE 2024



“ At the time I found RTC, I was really looking for community, and that was exactly what they were offering. I remember travelling down for events all the way from Wolverhampton to London. Back then, most events were held only in London, but every trip was worth it because I got to connect with women in the same boat as me: big dreams and even bigger goals. It was also nice to leave schoolwork for a while and come for yoga classes with the girlies, or have a lovely lunch and chat about our lives. I always looked forward to every RTC event.

Last year's UK&I Ambassadors Program was impactful, reigniting my passion for social impact and teaching me that audacity opens doors. Our RTC staff encouraged us to take initiative. I identified a resource gap in the community, researched an EdTech company, and reached out to my team lead, Blessing (RTC's UK Community Development Manager), who supported my idea. With her help, we secured a partnership that provides \$225,000 in educational resources. I'm grateful to RTC for helping me develop my boldness.

I remember attending my first-ever hackathon, which was organised by HuddleHive in partnership with RTC. I didn't know what to expect, but I tried

to enjoy the experience. My team didn't do really well, and I made the decision that hackathons just weren't for me. A few months down the line, I would attend an outreach at the University of Nottingham with Jess Rush (RTC's Director Of Partner Experience, UK&I) and tell her about my experience. She went out of her way to book a feedback call with her co-founder and asked me how they could improve. That really meant a lot to me. Jess went on to encourage me not to give up on hackathons and to try again. I listened to her, and by my second hackathon attempt, my team won second place. I later won first place at another hackathon I attended in December 2025. My point is that RTC is a community that encourages you and goes out of its way to hold your hand and help you out. I was well on my way to giving up on hackathons, but thankfully, I had RTC to build up that confidence. I'm so glad I found this community, and I'm so thankful to every single person in RTC who works behind the scenes to make this journey of breaking in and thriving in the tech industry just a bit easier for us women."



## How Everpure and Pure Good Foundation Empower Young Women and Advance Their Social Impact Goals with Rewriting the Code

Everpure and the Pure Good Foundation partnered with Rewriting the Code to address persistent gaps in representation, access, and belonging for women in tech by investing in early, experiential workforce development. Through immersive conference experiences, executive and technical mentorship, and sustained employee engagement, the partnership creates authentic on-ramps for emerging talent while strengthening Everpure’s future-ready workforce. RTC members gain confidence, industry exposure, and a sense of belonging that directly shapes their career trajectories, while Everpure employees benefit from fresh perspectives and a deeper connection to the next generation of technologists. Together, the partnership demonstrates how long-term, relationship-driven engagement can drive meaningful social impact while advancing corporate workforce and innovation goals.



The depth of impact we can make with Rewriting the Code is truly exciting—the possibilities are limitless.

**JULIE LATA, DIRECTOR OF SOCIAL IMPACT AT EVERPURE / EXECUTIVE DIRECTOR AT PURE GOOD FOUNDATION**





## How Reddit Expands Representation in Tech With Rewriting the Code

Reddit partnered with Rewriting the Code to strengthen representation in its early talent pipeline and better reflect the diverse communities that power its platform. Through RTC, Reddit expanded access to women candidates at the top of the funnel, particularly for highly technical and niche roles, while engaging talent they might not otherwise reach through traditional campus recruiting. RTC members arrive well-prepared, confident, and excited about Reddit, contributing to strong internship performance, high acceptance of full-time offers, and rapid early-career advancement. The partnership delivers measurable hiring and promotion outcomes while giving Reddit valuable insights into emerging talent trends and inclusive recruiting practices.

**DEITRICK FRANKLIN**  
Lead Program Manager,  
Emerging Talent, Reddit

Watch the video



RTC has really helped us to find exceptional early talent. [...] It's a very strong partnership.

**DEITRICK FRANKLIN,  
LEAD PROGRAM  
MANAGER, EMERGING  
TALENT, REDDIT**



# NETFLIX

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Partnering with Rewriting the Code has been an instrumental part of our mission to build a more inclusive team and a strong pipeline of early-in-career talent. During the 2025 season, we participated in several great programs, including the Recruiting Ramp-Up Series, Resume Review Days, and the 5th Annual Virtual Career Summit. We also co-hosted a bespoke virtual ML/AI Career Pathways for Graduate Students panel, which gave members direct access to our team and a clear path to apply for our intern roles. These connections are already making a difference in our 2026 hiring; we currently have an active pipeline of RTC applicants from this partnership interviewing for our Software Engineering, ML/AI roles, and other intern positions. It's been an incredible way to support the next generation of women in tech while reaching our own hiring goals.

One of the most rewarding moments was co-sponsoring a Women in ML/AI breakfast at the NeurIPS 2025 conference. In partnership with RTC, Netflix sponsored two members with full scholarships to attend the conference with all expenses paid as part of a larger initiative to increase representation in the Machine Learning/ AI space. These deep-touch engagements allowed us to connect authentically with existing RTC members, gave exposure and community to potential new members, and offered mentorship and opportunity in the fast-growing space driven by advancements of ML and AI. Ultimately, our partnership with RTC directly supports our team's outcomes by creating a bridge between community engagement and hiring success, while getting to meet incredible and talented members every step of the way.

We absolutely love this partnership and the incredible energy the RTC members bring to every event. We can't wait to see how these talented women continue to shape the future of tech at Netflix and beyond.”

**KATELYN MCDANIEL**  
TECHNICAL RECRUITER, DATA & INSIGHTS

PLATINUM PARTNERS

GOLD PARTNERS

SILVER PARTNERS

BRONZE PARTNERS

				
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# OUR VISION FOR 2026

Rewriting the Code is focused on one clear outcome: measurable economic mobility for women in tech. **Our goal is to unlock \$5 billion in cumulative wage gains by 2030** by equipping women with the skills, networks, and opportunities that accelerate career progression. This target is grounded in labor market data and powered by the strength of our community, technology infrastructure, and employer partnerships.

In 2026, we will invest in the levers that most directly increase earning power and long-term advancement: AI upskilling, leadership development, retention support, and expanded access to opportunity at scale. Every initiative is designed to move women from participation to persistence to promotion.

A central driver of this strategy is **Rewrite AI**. Built in collaboration with leading technology companies, Rewrite AI prepares women to thrive in AI-enabled workplaces through personalized learning, applied experience, and direct pathways to employment. By combining RTC's trusted, high-engagement community with employer-informed training and real-world projects, Rewrite AI strengthens AI fluency, accelerates role readiness, and expands equitable access to leadership in emerging technical fields.

In 2026, employer partners, including Netflix, NVIDIA, Everpure, FanDuel, and Capital One, will help shape this initiative, define in-demand competencies, and create applied opportunities. This model simultaneously increases member mobility and helps companies meet urgent AI talent needs with a prepared, diverse workforce.

At the core of this strategy is our **custom-built, AI-enabled member platform**. Designed to deliver personalized pathways at scale, the platform matches each member with relevant training, mentors, project experiences, and career opportunities based on her goals, skill level, and readiness. It elevates high-quality resources developed by employers, educational institutions, and industry leaders while maintaining the trust and belonging that define the RTC experience.

By leveraging context-aware AI to recommend individualized development pathways for thousands of members simultaneously, RTC expands access without sacrificing quality. We are building infrastructure that scales opportunity, not just programming.

RTC is preparing women not only to participate in the future of work, but to shape it, lead it, and benefit from its economic upside in measurable, lasting ways.



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# HELP US REWRITE THE FUTURE OF TECH.



## Partner with Rewriting the Code

Partner with us to rewrite the future of tech and connect with top talent. Together, we can fuel the future workforce and ensure women everywhere have a powerful pathway into meaningful, high-growth tech careers.

[Partner with RTC](#)



## 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 our free community](#)



## Fund Programs and Volunteer

Your time, expertise, and funding help fuel lasting change. By donating or volunteering with Rewriting the Code, you help remove barriers, elevate talent, and create long-term impact for women in tech.

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