The Grace Hopper Celebration of Women in Computing (GHC) is the world’s leading gathering of women technologists. Women come from all around the globe to learn, exchange ideas and be inspired. Produced by the Anita Borg Institute (ABI) in partnership with the Association for Computing Machinery (ACM), GHC brings together the best minds in the field.

11,702 ATTENDEES
a 50% increase from 2014

1,352 ORGANIZATIONS
a 69% increase from 2014

63 COUNTRIES
including Cyprus, Malawi and Palestine

15 YEARS
inspiring women technologists since 1994
GHC is the leading place to connect with women technologists

Attendees represent a diverse range of skills, perspectives and career goals

I attend #GHC15 to honor all the women who paved the way for me; and pave the way for others #WhyIAttendGHC

CHRIS GEORGE

Attendance grew 50% from 2014 — and 24-fold since the first GHC in 1994

Organizations should have programs specifically focused on hiring, retaining or advancing women

I am committed to my chosen field

I feel inspired about the career opportunities ahead of me

I feel satisfied in my current job

I have developed a strong professional network

ATTENDEES BY INDUSTRY

ACADEMIC INSTITUTIONS

INDUSTRY/NONPROFIT ORGANIZATIONS

GOVERNMENT AND NATIONAL LABS

622 attendees identified as other/unaffiliated

ATTENDEES BY CAREER STAGE

STUDENT

EARLY CAREER

MID CAREER

SR. LEVEL

EXECUTIVE

OTHER

33% 17% 27% 17% 4% 2%
GHC is built around diversity and inclusion

ABI strives to create a safe and supportive experience for all

GHC 2015 saw renewed efforts to make the conference more diverse and inclusive, including:

- A welcome speech from Houston Mayor Annise Parker, the first openly gay mayor of a major city
- A plenary session on the importance of diversity in the tech industry
- Non-binary bathrooms located throughout the conference venues

ATTENDEES CAME FROM ALL OVER THE WORLD

They flew in from 63 countries across the globe including Cyprus, Malawi and Palestine

Our diversity is our biggest asset #GHC15

ERIN SODERBERG

RACE

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>40%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>42%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>5%</td>
</tr>
<tr>
<td>African American</td>
<td>5%</td>
</tr>
<tr>
<td>Native American</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
</tbody>
</table>

Nonbinary, other and transgender consisted of <1% of attendees

GENDER

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>97%</td>
</tr>
<tr>
<td>Male</td>
<td>3%</td>
</tr>
</tbody>
</table>

UNITED STATES
UNITED KINGDOM
INDIA
AUSTRALIA
CHINA
SWITZERLAND
GERMANY
IRELAND
ISRAEL
BRAZIL
JAPAN
SWEDEN
NORWAY
NETHERLANDS
CHILE
SOUTH AFRICA
ARGENTINA
RUSSIAN FEDERATION
POLAND
NIGERIA
SINGAPORE
UGANDA
FINLAND
FRANCE
LUXEMBOURG
MEXICO
NEW ZEALAND
UNITED ARAB EMIRATES
ALGERIA
BANGLADESH
COSTA RICA
CZECH REPUBLIC
PALESTINE
ROMANIA
RWANDA
SERBIA
TAIWAN
TURKEY
BELGIUM
CAMEROON
EGYPT
HONG KONG
QATAR
SPAIN
TUNISIA
AUSTRIA
COLOMBIA
CYPRUS
INDONESIA
KAZAKHSTAN
KENYA
SOUTH KOREA
MALAWI
MOROCCO
NEPAL
PAKISTAN
PUERTO RICO
SAUDI ARABIA
SLOVAKIA
TANZANIA
THAILAND
GHC draws esteemed speakers and offers engaging sessions

Attendees choose from over 200 sessions and nearly 700 speakers

**KEYNOTES & OTHER PROMINENT SPEAKERS**

Hilary Mason  
Susan Wojcicki  
Manuela Veloso  
Blake Irving  
Clara Shih  
Megan Smith  
Sheryl Sandberg  
Janet George

**TRACKS**  
13

**SESSIONS**  
218

**SPEAKERS**  
697

**POSTERS**  
164

**VOLUNTEERS**  
1,573

GHC offered tracks on technical and professional development topics, and 3 new tracks: Open Source, Productization and Organizational Transformation.

A wide range of speakers offered diverse perspectives.

GHC is an important source of posters for ACM’s Student Research Competition.

Volunteers reviewed CFP submissions, scholarship apps, and provided event support.

---

**How are GHC sessions chosen?**

1. Most GHC content is gathered through the Call for Participation (CFP) process.
2. All proposals undergo a rigorous review process by a team of volunteer subject matter experts.
3. Volunteers come from diverse backgrounds, including corporations, government, academia, startups and nonprofits.

---

**THE TECHNICAL EXECUTIVE FORUM**

This exclusive event for senior technical executives from ABI’s Partner companies connects and empowers leaders committed to diversifying their workplace.

---

**CALL FOR PARTICIPATION SUBMISSIONS**

32% increase in submissions from 2014.

1,377

---

"It was awesome and thought provoking to meet and work with tech industry leaders on the very critical issues around gender diversity that hamstring innovation."

— INDUSTRY EXECUTIVE

"I learned more in a day than I did in the past decade."

— INDUSTRY ATTENDEE
By all measures, GHC 2015 is a success

The conference is a rich, inspiring experience for professionals, students, speakers and sponsors

GENERAL CONFERENCE RATINGS (OVERALL QUALITY)*

<table>
<thead>
<tr>
<th>RATINGS</th>
<th>% SATISFIED</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL EXPERIENCE</td>
<td>60%</td>
</tr>
<tr>
<td>CAREER FAIR</td>
<td>65%</td>
</tr>
</tbody>
</table>

*NOTE: The post-event survey had a high response rate of 47%. Survey respondents were representative of conference attendees overall. These numbers exclude nulls and not applicables.

CAREER OPPORTUNITIES

Almost all survey respondents were inspired about career opportunities ahead

76% More than three quarters of survey respondents felt like they developed a strong professional network

CAREER FAIR HIGHLIGHTS

TIME SPENT AT FAIR

35% On average, respondents spent over a third of their time at the career fair

RESUMES SUBMITTED

4,361 TOTAL up 96% from 2,224 in 2014

THE GHC EFFECT

Many attendees are motivated to join and/or start groups in their communities after experiencing GHC

31% plan to join/start diversity initiative

28% plan to join Systers or join/start ABI.Local

MORE THAN HALF OF ATTENDEES ARE LIKELY TO RETURN FOR GHC 2016

52% of survey respondents are likely to attend GHC 2016, while 42% aren’t sure yet

About 25% of respondents attended a previous GHC

"No greater feeling than to be surrounded by 12,000 smart beautiful tech women for 3 whole days!! Thank you @ anitaborg_org #GHC15 #girlpower"

COURTNEY BOHRER

Anita Borg Institute for Women and Technology

GHC 2015 IMPACT REPORT #OurTimeToLead ©2015
Students gain confidence—and jobs—at GHC

Nearly all students leave inspired and committed to pursuing tech careers—some with offers in hand

GHC was a life changing event and I barely touched the surface. One thing I really loved was the Student Opportunity Lab. The speakers were very knowledgeable and informative.

STUDENT ATTENDEE

**STUDENTS**

**Attendee Profile**

<table>
<thead>
<tr>
<th>DEGREE</th>
<th>73%</th>
<th>MAJOR</th>
<th>67%</th>
<th>Business</th>
<th>6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s Degree</td>
<td></td>
<td>Computer Science &amp; Engineering</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>14%</td>
<td>Other</td>
<td>11%</td>
<td>Liberal Arts</td>
<td>6%</td>
</tr>
<tr>
<td>Ph. D.</td>
<td>13%</td>
<td>Other Engineering</td>
<td>7%</td>
<td>Mathematics</td>
<td>3%</td>
</tr>
</tbody>
</table>

**Overall Experience**

<table>
<thead>
<tr>
<th>OVERALL EXPERIENCE</th>
<th>69%</th>
<th>% SATISFIED</th>
<th>96%</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAREER FAIR</td>
<td>77%</td>
<td>20%</td>
<td>97%</td>
</tr>
</tbody>
</table>

**Providing Inspiration**

95% of student respondents felt inspired about career opportunities ahead of them

Most student respondents felt committed to their chosen field

Nearly three-quarters of student respondents developed a strong professional network

**Unparalleled Opportunities**

GHC hosts the industry’s largest career fair for women in computing

<table>
<thead>
<tr>
<th>INTERVIEWS</th>
<th>48%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Nearly half of student respondents who submitted resumes received interviews at the career fair

499 Students attended thanks to a GHC scholarship

Applications increased 25% from 2014
Industry professionals are inspired and re-energized

Professional women gain new tools and renew their commitment to their careers

ATTENDEE SENTIMENT
% OF RESPONDANTS WHO AGREED

PROVIDING INSPIRATION

88%

88% of professional attendees felt inspired about their future career opportunities

COMMITMENT TO CHOSEN FIELD

91%

91% of professional attendees felt committed to their chosen field

93%

93% of professional attendees agreed that organizations should have programs specifically focused on hiring, retaining or advancing women

79%

79% of industry attendees developed a strong professional network

REPRESENTATION OF WOMEN ON THEIR TEAMS

Women compared to men in department

6% reported the same number of women as men, 9% reported more women than men, and 3% responded not applicable

82%

FEWER WOMEN THAN MEN

BREAKDOWN OF FIELD*

<table>
<thead>
<tr>
<th>Field</th>
<th>% Responded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering/Programming/R&amp;D</td>
<td>46%</td>
</tr>
<tr>
<td>Technical Management and Leadership</td>
<td>23%</td>
</tr>
<tr>
<td>Human Resources/Diversity/Recruiting</td>
<td>7%</td>
</tr>
<tr>
<td>IT</td>
<td>13%</td>
</tr>
<tr>
<td>Tech Sales/Services</td>
<td>3%</td>
</tr>
</tbody>
</table>

*Excluding academic/student

PROFESSIONAL RATINGS OF THE GHC EXPERIENCE**

<table>
<thead>
<tr>
<th>Category</th>
<th>% Very Satisfied</th>
<th>% Somewhat Satisfied</th>
<th>% Somewhat Dissatisfied</th>
<th>% Very Dissatisfied</th>
<th>Total % Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL EXPERIENCE</td>
<td>55%</td>
<td>39%</td>
<td>5%</td>
<td></td>
<td>94%</td>
</tr>
<tr>
<td>CAREER FAIR</td>
<td>57%</td>
<td>38%</td>
<td>4%</td>
<td></td>
<td>95%</td>
</tr>
</tbody>
</table>

**Excluding nulls and not applicable responses

"I loved it - and I’m still processing. I took two of our lead engineers to the conference. It was an amazing experience for them too. They now belong to an incredible community. I want to see many more women from our organization attend next year.
INDUSTRY ATTENDEE"
GHC shapes the conversation about women technologists

Press coverage of the conference doubles and social media engagement surges

GHC 2015 IN THE PRESS

Attention toward diversity in technology companies has never been more intense. And perhaps nowhere are technology companies’ efforts to address part of this problem—their low numbers of women—more visible than at Grace Hopper...The conference is so much the center of the women in tech discussion that when companies outline their diversity efforts on promotional websites, it often gets a specific mention.

SARAH KESSLER, FAST COMPANY, "TECH’S BIG GENDER DIVERSITY PUSH, ONE YEAR IN"

SELECTED COVERAGE

Tech’s Big Gender Diversity Push, One Year In Fast Company, Sarah Kessler NOV. 18, 2015

YouTube CEO: How to get girls excited about tech careers Fortune, Heather Clancy OCT. 16, 2015

US CTO Megan Smith tackles the digital divide CNBC, Julia Boorstin OCT. 15, 2015

Want that raise? YouTube CEO has some advice for women CNBC, Katie Little OCT. 15, 2015

More than 10,000 women in tech gather in Houston USA Today, Elizabeth Weise OCT. 15, 2015

GoDaddy reveals gender pay gaps at Grace Hopper Celebration WIRED, Davey Alba OCT. 14, 2015

Google backs groups that help women network in tech WIRED, Davey Alba OCT. 14, 2015

Shedding its racy past, GoDaddy issues tech challenge CNBC, Katie Little OCT. 14, 2015

Women celebrate ‘Our time to lead’ at Grace Hopper event CIO.com, Sharon Florentine OCT. 12, 2015

TRENDING: #GHC15*

IMPRESSIONS

4.76M

NEW AUDIENCE

12,017

ENGAGEMENT

33,429

ABI and GHC original content was viewed nearly 5 million times

Instagram grew by 34.5% from 2014

Medium gained 3,400 followers

26% increase in likes, comments, shares and other forms of social engagement

POPULAR TOPICS:

Sheryl Sandberg
Blake Irving/GoDaddy Pay Gaps/Parity
Diversity/Race
Susan Wojcicki

78 articles on GHC published - year over year coverage doubled from 2014

*Social media data gathered 2 weeks prior and 2 weeks following GHC.
Join us October 19-21 in Houston, TX for the 2016 Grace Hopper Celebration!

The Grace Hopper Celebration of Women in Computing (GHC), founded in 1994, brings together the best minds in computing and increases visibility for the contributions of women to technology. It is produced by the Anita Borg Institute (ABI) and co-presented by the Association of Computing Machinery (ACM).

Email us at contact@anitaborg.org for inquiries

MORE AT GHC.ANITABORG.ORG

The Anita Borg Institute (ABI) is a nonprofit social enterprise that connects, inspires and guides women in computing and organizations that view technology innovation as a strategic imperative. Founded in 1997, ABI’s reach extends to more than 65 countries. www.anitaborg.org