

girls who
code



ANNUAL REPORT 2024

LETTER FROM OUR CEO

2024 was a year defined by change. The rise of artificial intelligence marked a pivotal moment in the trajectory of the tech industry, unlocking new opportunities and reshaping career paths. At Girls Who Code, we embraced this dynamic landscape as an opportunity to serve as a force for good for our students, doubling down on our core value of sisterhood. We stepped up to ensure our students would not just adapt to these changes, but would help lead them.

We launched the Cyber Education Alliance, leading a coalition of 21 organizations committed to safeguarding kids and students online. Our #GetCyberSmart initiative became a rallying point for digital safety, providing thousands of K-12 students, parents, and educators with interactive games, lesson plans, videos, and career exploration opportunities that made cybersecurity both accessible and engaging.

In March, I had the honor of joining New York's Emerging Technology Advisory Board (ETAB) as co-chair with IBM CEO Arvind Krishna. Working directly with Governor Hochul and numerous industry leaders across public and private sectors, we worked on making New York the capital of responsible tech and AI development.

With the rapid rise of emerging technologies, Girls Who Code dedicated this year to developing an AI curriculum that prepares our students for the jobs of tomorrow. Through our summer programs, we provided over 8,000 high school students with hands-on access to AI tools as they explored emerging topics in AI, machine learning, game design, cybersecurity, data science, web design, and more.



Our Clubs program continued to flourish and College Loops grew considerably, expanding to 300 campuses nationwide. We also introduced Hiring Season, a series of events that provide personalized support to students and alumni through multi-day Hiring Summits, workshops, training opportunities, and other career-related programming.

Throughout this year of rapid change, we remained steadfast in our commitment to our community of girls, women, and nonbinary individuals who are underrepresented in tech. As the industry continues to evolve, it's even more critical that Girls Who Code continues to be a leader in guiding young people to successful pathways in tech.

We are grateful to our students and alumni, whose resilience and ambition inspire everything we do, and to our industry partners and supporters, who make this work possible. Our community is what makes me so proud to lead Girls Who Code, and keeps me energized about the future of tech.

In sisterhood,

A stylized, handwritten signature in black ink, consisting of a large, sweeping 'T' followed by a series of connected loops and a horizontal line.

Dr. Tarika Barrett



BY THE NUMBERS



14.9B

Our marketing efforts continued to spark culture change, generating 14.9B engagements globally.



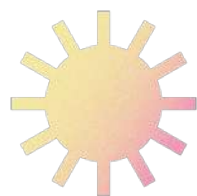
760K

Our programs have served 760,000 girls, women, and nonbinary individuals globally.



>50%

Over half of the students served by Girls Who Code are from historically underrepresented groups in tech.



330K

In 2024, 330,000 Girls Who Code alumni were college-aged or post-college-aged.



5x

Girls Who Code alumni are earning computer science and related degrees at 5X the national average.



2030

Girls Who Code is on track to achieve gender parity in new, entry-level tech jobs by 2030.



8000+

Girls Who Code provided over 8,000 students with access to AI tools to code and learn about AI, game design, cybersecurity, data science, and web design in our 2024 Summer Programs.

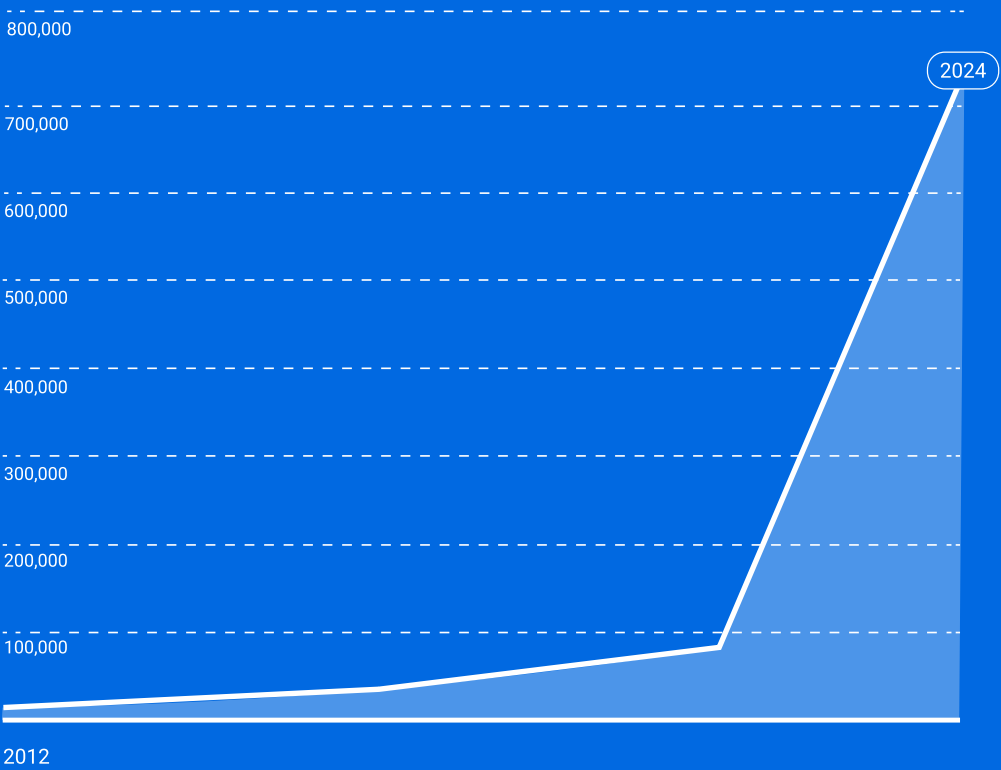


OUR PROGRAMMATIC WORK

Over the past 13 years, Girls Who Code has served 760,000 students around the world. Our Clubs and Summer Programs are designed to spark an early interest in tech, while programs for older students like College Loops, Work Prep, Leadership Academy, Technical Interview Prep, Mentoring Corps, and Hiring Season support participants in their journey to build thriving careers in tech.



CUMULATIVE PARTICIPANTS, BY SCHOOL YEAR



2012: 20
2013: 775
2014: 4,150
2015: 13,300
2016: 30,900
2017: 90,000
2018: 185,000
2019: 300,000
2020: 400,000
2021: 500,000
2022: 580,000
2023: 670,000
2024: 760,000

Our programs continue to grow and serve students all along the tech pipeline.

3RD-12TH GRADE PROGRAMMING



CLUBS

Clubs continued to thrive in 2024 with over 5,700 programs across all 50 states. We introduced 12 new short-form activities focused on Creative Coding, Cybersecurity, and Web Development, creating new educational opportunities for our 3rd-12th grade students. We also established a Student Leadership Council, and organized 15 in-person Tech Tours.

CURRICULUM SPOTLIGHT: EMERGING TECH ZINE VOLUME 1: WHAT IS AI?

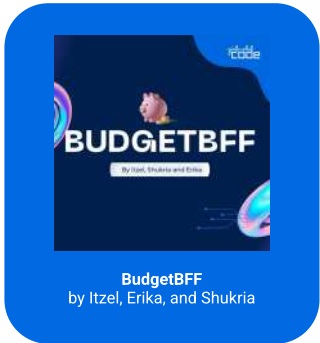


We launched The Emerging Tech Zine, a biannual zine series introducing our younger Clubs members to current topics in emerging technologies like AI, cybersecurity, quantum computing, and more. Our first issue addressed the biggest theme in tech today, artificial intelligence, and guided students on a journey to explore AI through hands-on activities, playful stories, and real-world examples.



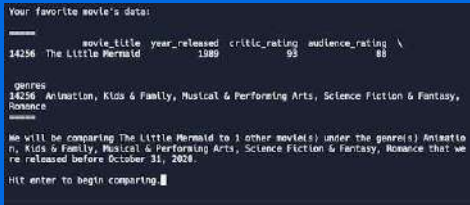
GWC CHALLENGE 2023-24: AI4FINANCIALGOOD

The AI4FinancialGood Challenge tasked our middle school, high school, and college communities to imagine a tool that uses AI to help people make better decisions with their money. We received 156 unique submissions, each one offering creative solutions to real-world problems. The first place winner of our College Loops division developed AIFinTech, an app that helps immigrant families manage their personal finances.





SPP STUDENT PROJECTS



Data Science/AI: Talking Data

Jahnavi

This project searches a data set for any movie released before October 31, 2020, and compares it to other movies in the same genre.



Homelessness in America. It's Everywhere.

Jaimin L.

In this Activist Toolkit project, Jaimin coded a website to share information about homelessness in America and how you can take action.

SUMMER IMMERSION PROGRAM (SIP) AND SELF-PACED PROGRAM (SPP)

We served 8,584 students through our Summer Programs and 1,347 more in our Fall Self-Paced Program. We developed new curriculum to reflect the industry's shift to AI—students completed nearly 2,000 AI courses including Intro to Machine Learning, Basic Neural Nets, and more. Through engagements with our 43 corporate partners who supported our Summer Immersion Program and Self-Paced Programs, our students also learned about different roles in tech, met role models who helped them envision themselves in those roles, and applied their learnings to real-world challenges.

"I loved how different the partner volunteers' stories were, and how everyone had a distinct story with tech. It was indeed inspiring and so encouraging, I find myself now more and more interested in pursuing the tech field."

SIP Student

"My favorite sisterhood moment was meeting a diverse range of people from all over the world who shared the similar passions in technology as I do. Having a community which encourages you to keep going is a great thing to have!"

SPP Student



INDUSTRY IMMERSION DAYS

After the success of our inaugural Industry Immersion Day events in 2023, we added more opportunities for students to meet in person, explore tech careers, network with Partner volunteers, find mentors, and work on hands-on projects with their peers. We hosted four immersive events, growing attendance by 55% and helping over 200 students explore new career pathways in tech.

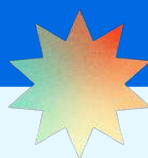
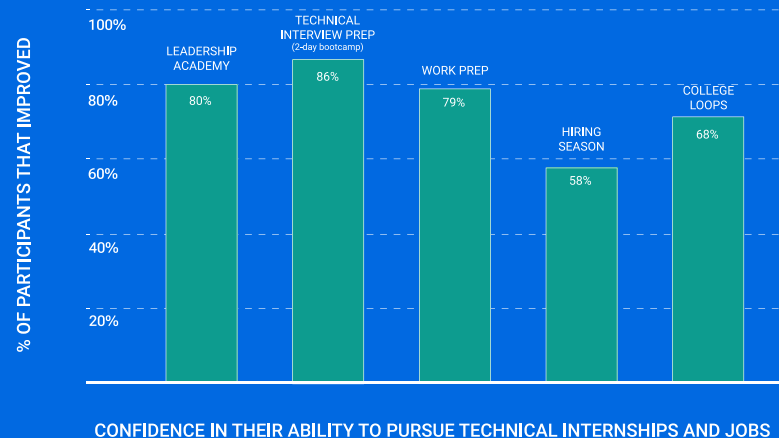
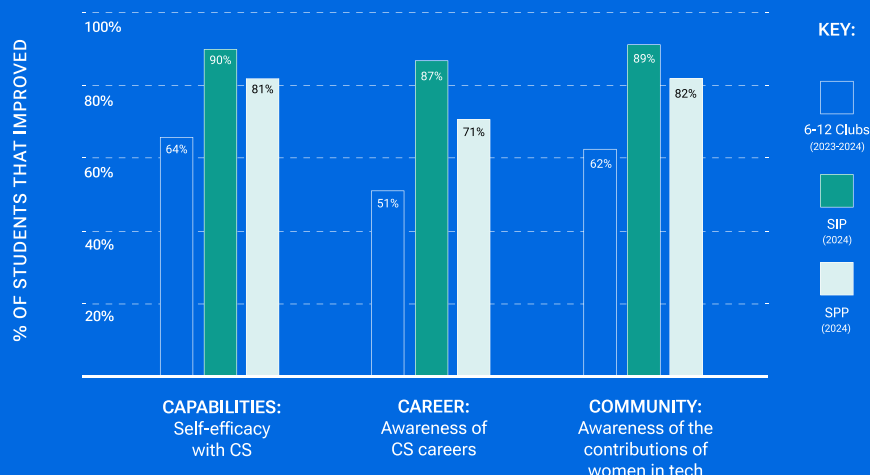




SHORT-TERM OUTCOMES

The majority of Clubs and Summer Program students made gains on outcomes associated with persistence in computer science.

The majority of College and Career program participants became more confident in their ability to pursue technical internships and jobs as a result of participating.



SPOTLIGHT: NEW CURRICULUM IN THE SELF-PACED PROGRAM

AI Reflection

As part of a research collaboration with the UCLA CS Equity Project, 360 students in our Self-Paced Program completed a short course articulating their vision of AI's future impact through a creative project. Using diverse mediums, students synthesized their technical learning with broader societal implications, reinforcing the connection between technology and community impact.

Building upon our 2023 Self-Paced Program, we also introduced two new advanced courses in AI and machine learning in 2024.

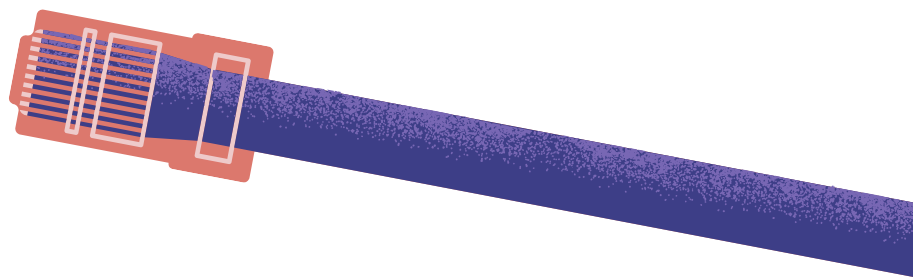
INTRO TO MACHINE LEARNING

In this course, students learned fundamental AI concepts while exploring how machine learning (ML) can be used in healthcare applications. Over the course of Summer and Fall, 1,171 students discovered how computers optimize decisions through ML algorithms, learned about data bias, and used a real-world dataset to predict the likelihood of heart disease.

BASIC NEURAL NETS

Building on the Intro to Machine Learning course, this project-based course guided students through neural network construction and model improvement, all while engaging in authentic reflections on responsible AI development. Students applied their learnings to tackle a real-world challenge, developing a neural network designed to recognize ASL fingerspelling images.

COLLEGE AND CAREER PROGRAMMING



COLLEGE LOOPS

We expanded our College Loops program to 300 campuses around the country—from local colleges to large state universities—providing over 5,600 students with the resources needed to succeed in their degrees. 2024 was also our first year hosting Campus Connect, a College Loops meetup at Girls Who Code's NYC headquarters. Campus Connect had 40 attendees across seven NYC-area colleges. College Loop members enjoyed a keynote from CEO Dr. Tarika Barrett, connected over speed networking, and learned about 18+ Girls Who Code programs.



WORK PREP

In 2024, over 270 students participated in Work Prep. The impact of the program was significant, with 79% of students reporting that it increased their confidence in applying to technical roles and inspired them to pursue a career in technology. Our partners, including Accenture, athenahealth, Bank of America, Danaher Foundation, and Pluralsight, worked directly with college-aged students to introduce them to career pathways in technology, connect them with mentors, and develop their networking skills.





HIRING SEASON

This year, we introduced our first ever Hiring Season, supporting over 3,000 women and nonbinary participants in their tech career journey. The event built on the structure of our Hiring Summit and featured five workshops, one round of Resume Review, one round of Speed Networking, a two-day Hiring Summit, and one Technical Interview Prep Day.



LEADERSHIP ACADEMY

Our third and final year of Leadership Academy, offered in partnership with RTX, grew by 40% to approximately 200 students. Participants spent four months working with advisors to build technical and professional skills. At the end of the program, all students developed Give Back Projects grounded in our organizational values: Bravery, Sisterhood, and Activism.



STUDENT PROJECTS



EQUITY IN EDUCATION

by Vidhi Sapru, Tiffany Ng, Clarissa Chong, Sabiha Yeasmin, Tumi Fadare

Project Goal: Spread information about inequality in education and what factors may contribute to this issue.

Audience: Individuals in underserved communities

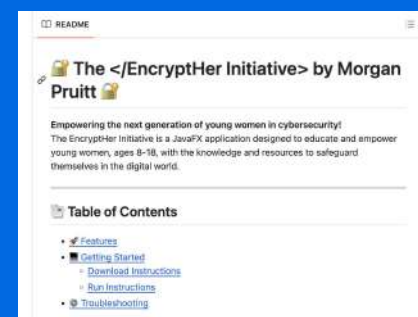


GENTRIFICATION TRENDS ON NYC HOUSING AFFORDABILITY

by Melina Yang, Phillyscia Stanley, Anika Bansal

Project Goal: Inform NYC residents of areas where housing affordability is constantly changing.

Audience: 8 million residents of Manhattan



THE </ENCRYPTHER INITIATIVE>

by Morgan Pruitt

Project Goal: To educate and empower young women with the knowledge to safeguard themselves in our digital world through cybersecurity.

Audience: Girls and teens between ages 8-18



TECHNICAL INTERVIEW PREP

2024 was our third year providing Technical Interview Prep Bootcamps. Over the course of the year, we ran five Bootcamps and Practice Days, giving over 500 participants the skills and confidence needed to succeed in technical interviews through real-world prompts, live feedback from corporate volunteers, and more. We could not have done this without the generous support of our partners: Apollo Opportunity Foundation, Autodesk, Danaher Foundation, Duck Creek Technologies, Mondelēz International, ServiceNow, Inc., and U.S. Bank.



MENTORING CORPS

Created in partnership with MetLife and MetLife Foundation, Mentoring Corps matched high school Clubs students with nearby College Loops students to explore coding projects, college life, and tech careers. College students, in turn, developed their leadership skills and received targeted training and job readiness. In 2024, Mentoring Corps grew to reach over 440 college students and 550 Clubs students across the country.



ALUMNI ADVISORY COUNCIL (AAC)

The Alumni Advisory Council (AAC) is a diverse group of Girls Who Code students and young professionals who offer firsthand perspectives on issues facing computer science students, the process of finding internships and jobs, and life in the workforce. This cohort of 25 Girls Who Code alumni has played a critical role in our programming, ensuring that our efforts align with the evolving needs of our students in today's fast-changing landscape.

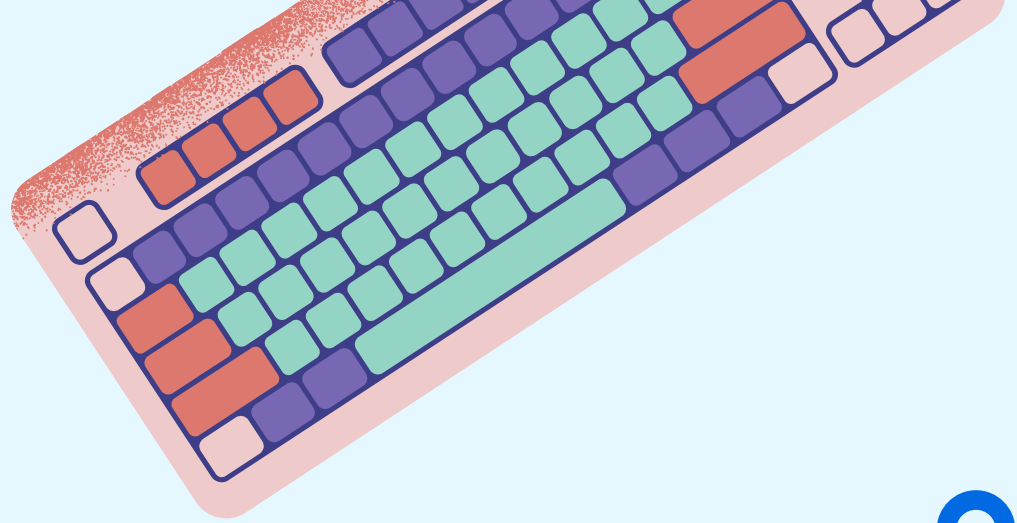
2024 council members served as event leaders, speakers, mentors, and organizers, representing Girls Who Code in-person, online, and even at the White House.

THOUGHT LEADERSHIP

CYBER EDUCATION ALLIANCE

We partnered with Craig Newmark Philanthropies to launch the Cyber Education Alliance, a network of 21 organizations committed to safeguarding young people online. Our [#GetCyberSmart](#) campaign continues to offer a variety of educational resources and activities for both K-12 students and college and career-age individuals.

We would like to thank our Cyber Education Alliance members for their commitment to keeping young people around the world safe online: Black Girls Hack, Black Girls in Cyber, CodeHS, Code.org, Common Sense Media, CYBER.ORG, CyberTorial, the Cybersecurity and Infrastructure Security Agency (CISA), Empow(H)er Cybersecurity, the Geena Davis Institute, Girl Scouts of Greater NY, Girl Security, Girls Who Hack, Raíces Cyber Organization, Startfield, Inc., The Accelerated Training Program (T-ATP), The Diana Initiative, Women in CyberSecurity (WiCyS), Women in Security and Privacy (WISP), and the Women's Society of Cyberjutsu (WSC).



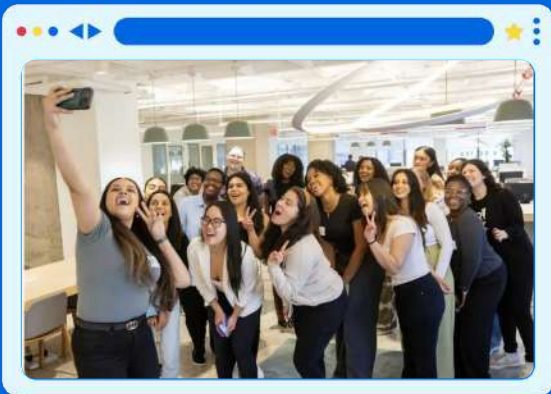
EMERGING TECHNOLOGY ADVISORY BOARD

In 2024, Girls Who Code's CEO Dr. Tarika Barrett was appointed co-chair of New York Governor Kathy Hochul's Emerging Technology Advisory Board (ETAB), serving alongside IBM CEO Arvind Krishna.

ETAB was an independent body of approximately 20 top leaders from both the public and private sectors, formed to help shape a thriving emerging technology ecosystem across New York State. The board was established to advance Governor Hochul's bold vision of positioning New York as a leading hub for cutting-edge research and innovation in artificial intelligence.



GIRLS WHO CODE IN THE MEDIA



FORBES

How To Grow Agency
In AI Hype



PIX11 NEWS

Closing the Gender Gap in Tech



POLITICS NY

2024 Nonprofit Power Players



THE DAILY TEXAN

UT Girls Who Code chapter
promotes sisterhood in tech



CRAIN'S NEW YORK BUSINESS

Hochul names tech CEOs
to AI task force

VISION FOR 2025

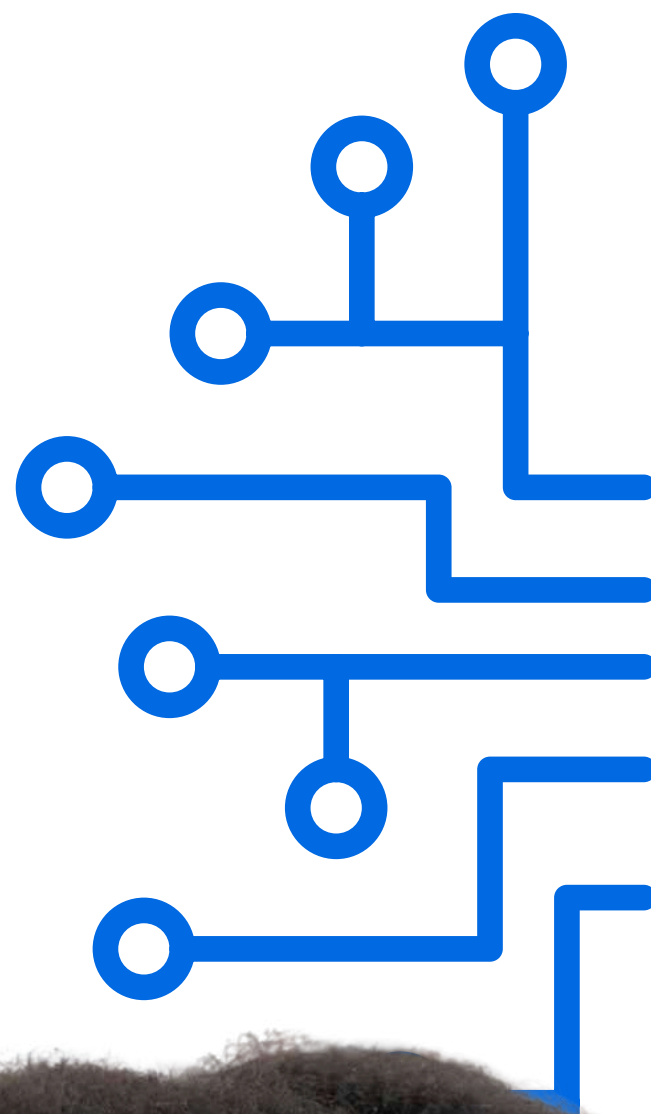
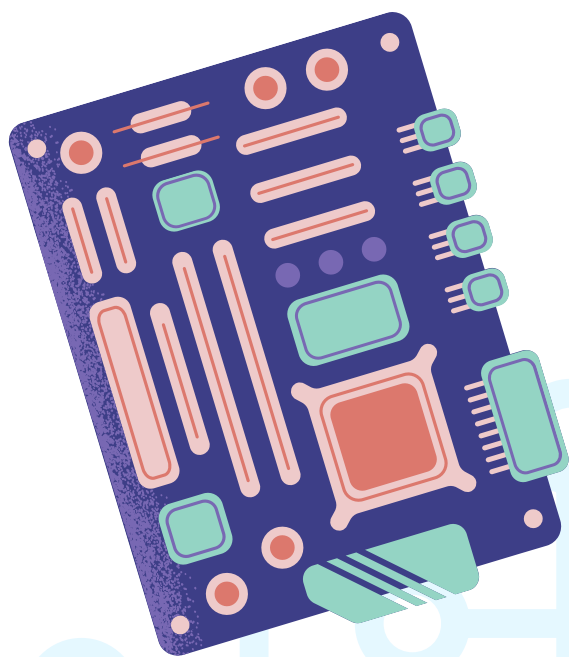
2024 was a year of technological innovation—and AI is just the tip of the iceberg. If we want to prepare our students for what the future holds for tech, we must evolve alongside emerging technologies.

Over the last 13 years, Girls Who Code has worked hard to prepare 760,000 girls, women, and nonbinary individuals to succeed in tech. Now, it's time for something more audacious.

Five by Five is Girls Who Code's bold new plan to reach five million girls, women, and nonbinary individuals by 2030. We are dedicating the next five years to strategically scaling our impact and expanding student programs to match the demands of a dynamic industry.

We are introducing new opportunities to learn and build with AI and other cutting-edge technology, and giving students more opportunities to apply their skills to real-world challenges. And finally, we are focusing our efforts on the thing that makes all of this possible—sisterhood. Our community is what enables our students to pursue paths in tech with confidence and support.

In 2025, we pledge to stay true to our mission and continue to support our community in preparing for careers in tech, and working with our alumni to adapt, advance, and lead the tech of tomorrow.



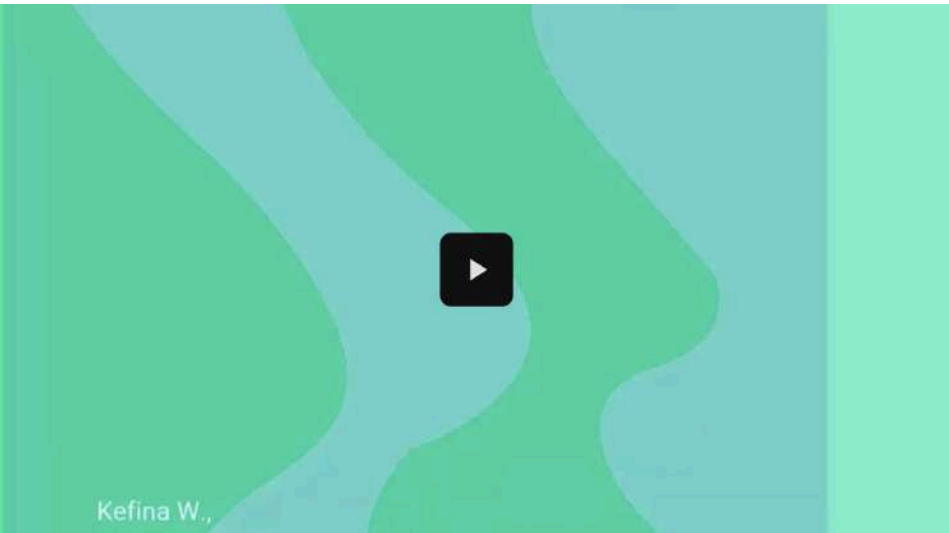
HEAR FROM
OUR STUDENTS



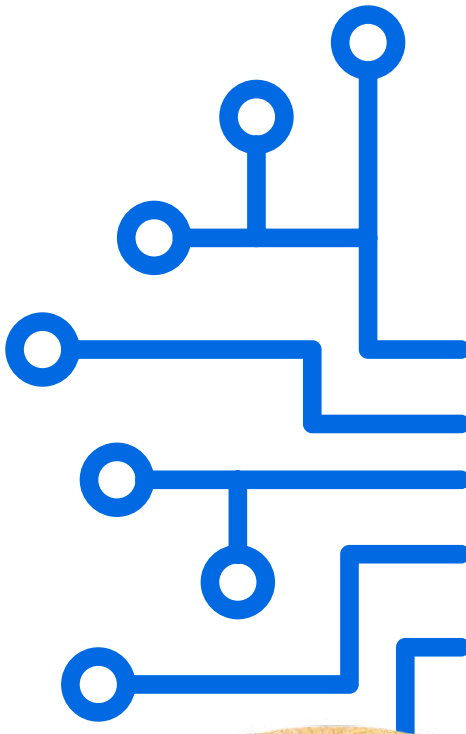
MORGAN Y.



ARIA S.



KEFINA W.



FROM OUR PARTNERS



"Supporting Girls Who Code's Cyber Education Alliance has been an important step towards empowering the next generation with the tools and awareness they need to stay safe in today's digital world. The Alliance plays a key role in making cybersecurity education accessible and relatable to young people."

Craig Newmark
Founder of craigslist



"I am extremely passionate about helping to expand opportunity in the technology field to ensure everyone has the same access, mentorship and opportunities needed to develop and succeed. I'm excited to support GWC's mission and work alongside such a dedicated community. My involvement will build off my work on an Apollo Opportunity Foundation (AOF) Deal Team, which aims to expand access to career education, workforce development, and economic empowerment in the communities in which we live and work."

Jason D'Silva
Managing Director in the Global Engineering Group,
Apollo Global Management, Inc.



"Synchrony is proud to partner with Girls Who Code to empower the next generation of technology leaders. We're passionate about creating opportunities for all students to thrive in STEM fields, and we're excited to continue supporting Girls Who Code programs that foster innovation, build confidence, and shape the future of this industry."

Joy Bowling
SVP, Technology Leader - Home & Auto at Synchrony



"As AI continues to transform the way we live and work, it's essential that we prepare today's students to become tomorrow's leaders in this space. Our collaboration with Girls Who Code reflects IBM's commitment to providing access to AI education and resources that go beyond the classroom, offering students hands-on opportunities to explore, build, and grow with AI. Through IBM SkillsBuild, we aim to equip the next generation with the knowledge, skills, and confidence they need to shape the future of technology."

Justina Nixon-Saintil
Vice President & Chief Impact Officer, IBM

OUR PARTNERS

\$1M+

Apollo Opportunity Foundation
Bank of America
IBM
Logitech
MetLife and MetLife Foundation
Microsoft Advertising
Oak Foundation
RTX
S&P Global Foundation
Synchrony

\$500K-\$999K

Accenture
AT&T
Craig Newmark Philanthropies
Kareem S. Loutfy-El-Sayed
LSEG Foundation
Morgan Stanley
Volvo Cars

\$250K-\$499K

Danaher Foundation
Electronic Arts
Humble Bundle
Intel
Lilly Endowment Inc.
Lyda Hill Philanthropies
Pluralsight
State Farm(R)
Stellantis
The Melvyn B. Krauss Trust

\$150K-\$249K

ADP Foundation
Anonymous
BlackRock
Chuck Lorre Family Foundation
Cognex Corporation
Discover Financial Services
JPMorgan Chase & Co.
Meijer
Rockstar Games Inc.
The Depository Trust and Clearing Corporation (DTCC)
The Donley Foundation
The Wenig Family Charitable Fund
U.S. Bank
UScellular

\$75K-\$149K

Anonymous
Ansys
athenahealth
Cadence Design Systems, Inc.
Capital Fund Management (CFM)
Capital One
Citizens
CLEAR
CNA Insurance
Cox Enterprises
Duck Creek Technologies
Ford Innovation & Research Center
Hearst Foundations
Henry Luce Foundation
Hobson/Lucas Family Foundation
IndexIQ, a New York Life Investments company
Insight Enterprises
Intuit
Jacqueline Saleem
Johnson & Johnson
Lenovo Foundation
Match Group
New York City Council
New York Life Insurance Company
News Corp
P&G
Paramount
Pentair Foundation
Pfizer Inc.
ServiceNow, Inc.
Sheetz, Inc.
Software.org: the BSA Foundation
Target Circle
The Travelers Companies, Inc.
Vodafone Americas Foundation
Vonage Foundation
Wells Fargo
Zscaler

\$25K-\$74K

Adore Me
 Advanced Micro Devices
 Aflac
 Akkodis
 American Girl
 Appstle Inc
 Arconic Foundation
 Autodesk
 Baxter International Foundation
 Betterment
 Carol Donovan Juel
 Carolyn Stone-Lilien
 Cars.com
 CAVU Securities
 CDW
 Crowe LLP
 Databricks
 Dolby Laboratories, Inc
 Edgerton Fund for Youth Math & Science Education
 Experian PLC
 Genesis Motor America
 Genpact
 Google
 Gravity Forms
 Infoblox
 Kraft Heinz
 L'Occitane en Provence
 L'Oréal
 MarketAxess Charitable Foundation
 Maxar Foundation
 Medidata, a Dassault Systèmes Company
 Mondelēz International
 NBCUniversal
 Oak Street Health
 Paylocity Corporation
 Perforce Software
 Priceline
 RocketGenius
 SAP
 Schwartz Foundation
 SiriusXM
 State Street
 Stuart Foundation
 Synopsys Foundation
 Syntax
 Tech DNA
 The Capital Group
 The Guardian Life Insurance Company of America Inc.
 The TJX Companies
 The Trade Desk
 Thoma Bravo
 TRAC Intermodal
 Underwood Foundation
 Zayo

\$10K-\$24K

ACI Worldwide
 Actian
 Albany International Corp.
 Alice Fricke
 Alvarez & Marsal
 Amazon Web Services
 American Industries, Inc
 American Tower Foundation
 AMETEK
 Anonymous
 Arden Coaching
 Arrowstreet Capital, LP
 Balazs Family Giving Fund
 Baranay Family Foundation
 BitSight
 Braze
 Brides for a Cause
 Bristlecone
 Brown-Forman Corporation
 Businessolver
 Chegg
 Chicago Trading Company (CTC)
 Code Ninjas
 Crusoe Energy
 Doppler
 Enlight
 ExtraHop
 Foot Locker
 Foundation@ Cross River
 Frank J Morgan Family Fund
 Franklin Templeton and Fiduciary Trust International
 Frontier Communications
 G2.com, Inc.
 Genmab US
 Givsky
 GlobalLogic
 Good Loop
 Gregory Simpson
 Heidi Chao
 Howmet Aerospace Foundation
 IDEXX
 Infineon Technologies Americas Corp.
 Invesco
 Juniper Networks
 KLA Foundation
 KPMG LLP
 Liberty Mutual Insurance
 LoveShackFancy
 Maravai Foundation
 Marianne & Patrick Brown
 Mediavine Inc.
 Morrison Foerster Foundation
 mParticle
 N1234
 Northern Trust
 Northrop Grumman Foundation
 OneMain Financial
 Opus Solutions
 Palo Alto Networks

PanAgora Asset Management
 Paramark.com
 Parsons Corporation
 Pluribus Digital
 PwC Charitable Foundation
 Qualcomm
 R. Seelaus & Co
 Rhianon Jones
 Saint-Gobain North America Foundation
 Schulte, Roth, & Zabel, LLP
 Sid W. Richardson Foundation
 Singal Family Foundation
 SolarWinds
 SpaceX
 Stephanie and Keerat Sharma
 Symetra
 TD Securities
 Tektronix Foundation
 The D.E. Shaw Group
 The Fine and Greenwald Foundation, Inc.
 Tower Research Capital
 Tucker Family Foundation
 Two Sigma
 Valor Management
 Virtusa
 West Monroe Community Impact Fund
 Weyerhaeuser
 Zappos

\$5K-\$9.99K

5Y Technology
 Adanedi Foundation
 ADLUGO
 ADT Security
 Aidan Sherr
 Aiven
 Anju Nohria
 Anonymous
 Atherton Family Foundation
 Austin Community Foundation
 B Capital Group
 Bharat Anand
 Burns and McDonnell Foundation
 Cardinal Blue Software, Inc.
 Charles and Angela Sunderland
 Charles Hazlehurst Moura Family Foundation
 Clé de Peau Beauté
 CoBank
 Datadog
 Deed
 Enbridge
 First Tech Credit Union
 Flow Traders
 FORTRA LLC
 Fuego Holdings LLC
 Greg Gunn and Lisette Nieves
 Hari Gopalkrishnan
 iCapital

Intigriti
 Janes & Frances Stein Foundation
 Jared Crooks
 Joan Herman and Richard Rasiej
 Johnny Clean Car Wash
 Koch - Spain Family Foundation
 Lafayette Group, Inc.
 Lanx Management
 Link Logistics
 Melissa Huyter
 MFA Financial, Inc.
 Otis Elevator Co.
 PagerDuty.org Fund
 Pam Rodgers
 PENNYMAC
 Peterson Family Fund
 Portia King
 Premium Retail Services
 QuestionPro, Inc.
 Rebecca Biler
 Regal Rexnord
 Reshma Saujani
 Robert Andrews
 Roy Maute
 RPX Corporation
 S Foundation
 Sami Inkinen
 SentinelOne
 SitusAMC
 Skyscanner
 Tango Card, Inc.
 Teradata
 The Linux Foundation
 Try Hack Me
 Veracode
 Wealthfront Corp
 York County Community Foundation

FINANCIAL STATEMENT

STATEMENT OF FINANCIAL POSITION

ASSETS	2024	2023
Cash	2,499,939	1,203,266
Receivables	16,530,916	14,876,559
Investments	54,874,613	49,138,763
Other Assets	8,108,120	10,585,518
Total Assets	82,013,588	75,804,106

LIABILITIES	2024	2023
Payables/Accrued Exp/Other	6,057,579	3,986,998
Deferred Revenue/Leases	6,678,622	8,685,745
Total Liabilities	12,736,201	12,672,743

NET ASSETS	2024	2023
Total Net Assets	69,277,387	63,131,363

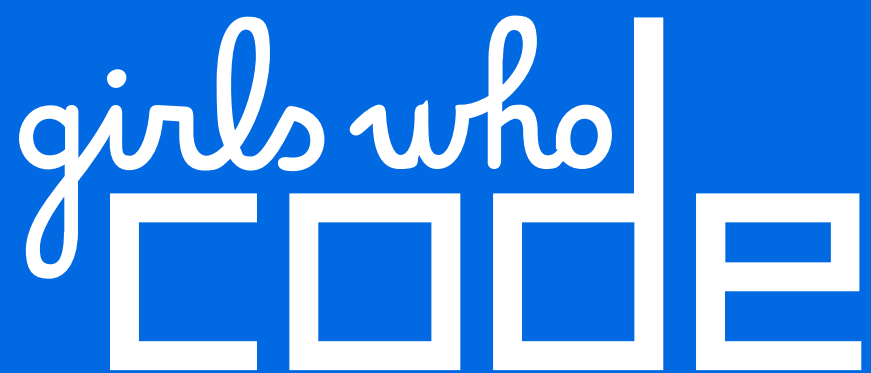
TOTAL LIABILITIES AND NET ASSETS	82,013,588	75,804,106
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STATEMENT OF ACTIVITIES

REVENUE + SUPPORT	2024	2023
Contributions	22,503,295	22,815,306
Other Revenue	5,127,002	3,617,699
Total Revenue	27,630,297	26,443,005

EXPENSES	2024	2023
Total Programs	16,014,650	16,356,393
Management and General	3,608,697	3,586,761
Fundraising	2,508,480	3,189,727
Total Expenses	22,131,827	23,132,881

Change in Net Assets	6,146,024	3,300,124
Net Assets - Beginning of year	63,131,363	59,831,239
Net Assets - End of year	69,277,387	63,131,363



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