2016/2017 ANNUAL REPORT

Chick TECH

Empowering Women and Girls Through Technology
Dear ChickTech Nation,

This year has been one of achievement and inspiration. We have come a long way since our inception five years ago! More volunteers and participants are engaged in our mission than ever before.

We worked hard to make our goals happen. This included piloting a rural program in Central Oregon, creating a soft circuit kit for middle school and high school girls (chicktech.org/kits), running eight ChickTech: High School programs, and expanding from 12 to 18 chapters. We also provided scholarships with a donation from VSP to 13 young women starting their college tech education this coming fall.

In order to sustain this rapid growth, we continued to build and improve our national infrastructure to better support our amazing volunteers across the country. At the end of our last fiscal year, we had one full-time employee. Now, we have regional directors who guide the chapters, an office manager to give our staff and volunteers more support, and an ACT-W event manager who has facilitated six successful locally-focused ACT-W conferences and is leading our team for our National conference in April 2018. Combined with our volunteers, they have helped to set ChickTech up for success in the coming years through their dedication and passion to the cause.

We are excited to see the impact we’ll have this next year. Our goals are lofty, and we’re committed to making them happen. We will truly make a difference in the overall technology industry and directly impact almost 10,000 women’s and girls’ lives. We hope you’ll join our community and be a part of the solution!

Janice Levenhagen-Seeley
CEO and Founder
Our Vision

We envision a safe inclusive and innovative technology future that includes equal pay, participation and treatment of women.

Our Mission

We are dedicated to retaining women in the technology workforce and increasing the number of women and girls pursuing technology-based careers.
THE HEARTBEAT OF OUR ORGANIZATION

Our volunteers are our champions. Inspired by ChickTech’s mission, our volunteers take an active role in our youth and career programs that impact thousands of girls and women across our nation. They are the women and men who believe that our collective ChickTech vision will empower women in the tech industry.
With the goal of spreading our mission globally, this fiscal year we have grown from 12 US chapters to 18 and will add our first international chapters in 2018.
RALEIGH-DURHAM
MISSOULA
DENVER
ORANGE COUNTY
SALT LAKE CITY
SOUTHEAST MICHIGAN

Raleigh-Durham Chapter Directors at their first event: Jen Albertson (Left), Preethi Thomas (Right).

"Getting the opportunity to work with high school girls and opening technology possibilities for them feels like a great way to change our world. I have a young granddaughter - I want to help create a world where she feels that there are no limits to where she can go and to feel empowered to tackle any challenge." - Jen Albertson
CHAPTER SPOTLIGHT:

ChickTECH AUSTIN

CHICKTECH: HIGH SCHOOL
107 participants, 100 volunteers, 12 workshops

FUNDRAISING
Brains+Brews Fundraiser - 125 attendees, raised over $3,500
Total chapter funds raised: over $54,000

ACT-W AUSTIN AUGUST 2017
300 attendees anticipated
40 workshops and sessions

"For me, ChickTech is everything I didn't have growing up. No one told me about tech as a career and I don't want the next generation to depend on luck like I had to. Seeing the girls' faces when they learn something new, when they create something, is so inspiring to me." - Nicole Engard Chapter Director
VOLUNTEER SPOTLIGHT:
DANIELLE HUBBARD

Portland chapter's Engagement Manager for 3 years.

Led the Portland Middle School Summer Camp program since 2015.

Planned web programming workshops for high school girls in Girl Scouts.

Organized the 'Agile In A Day' workshop in Portland and helped kickstart this workshop for ChickTech: Austin with CDK Global.

"I love sharing my love of STEM and technology with other women. There is nothing better than watching everything click together and seeing a girl fall in love with technology and knowing that you played a part in it." - Danielle
OUR PROGRAMS DRIVE OUR IMPACT

ChickTech: High School
ChickTech: K-8
ChickTech: Rural
ChickTech: Career

731 YOUTH SERVED
4680 ADULTS SERVED
Our flagship program addresses the need for gender diversity in the tech workplace by providing extracurricular technology education for high school girls. This year-long high school program targets underserved communities and girls who have not yet had a technology education.

In cities across the nation, our ChickTech community served girls from all backgrounds and provided 68 technology-focused workshops including robotics, 3D printing, website design and programming. In addition, our mentor program provides a connection with professional men and women in the tech industry who guide girls to their future careers.
PROGRAM RESULTS*

64% reported not having any prior technology creation experience

56% of participants reported feeling they now have a technical community for support gained through the program

67% of participants believe they can be successful in a technology-related career

67% of participants reported that they opted-in to additional STEM opportunities since joining ChickTech

57% of participants reported as minority/non-white with 30% Latina or African American

*2015/2016 program evaluation results
In addition to our signature high school program, volunteers facilitated hands-on, technology education programs for the younger ChickTech generation. The goal of every event: give girls the opportunity to explore technology at an early age. From building robots to mobile app design, girls learned new technology skills while becoming part of a nationwide network invested in each girl’s continued success in STEM.

Our K-8 programs this year included a middle school summer camps, workshops with Girl Scouts, Hour of Code events, and after-school coding programs.
In February 2017, ChickTech hosted its first rural high school program in Oregon at Central Oregon Community College - Madras. This pilot program was used to determine ways we can deliver ChickTech programs to girls not near a major city center.

Volunteers and staff worked together to put on a two-day workshop-focused event for 21 girls who do not have easy access to technology education in an underserved community. This next year we will also be partnering with volunteers to expand our rural program to other parts of Oregon including Bend, Eugene and Medford.
The attrition rate of women in the tech industry is 56% before year 12 of their career--higher than any other STEM industry in the US and over twice as high as men. We believe more women will stay in tech with a solid community to rely on. ChickTech: Career events create community among women and provide them with the support they need, whether it be career-focused, technical, or emotional and social.

This year, ChickTech volunteers hosted 40 networking, skill building, and social events in 13 different cities.
ACT-W is one of our signature adult-focused events. This conference spans 1-2 days and includes mock interviews, hands-on sessions, keynote speakers, and a career fair with local companies. Over 1,300 adults of all genders attended ACT-W conferences in Portland, Bay Area, Chicago, Seattle and New York. Another 500 attendees are anticipated for the first ACT-W conferences in Austin and Boston in August 2017.

ACT-W conferences not only fulfill our mission of retaining women in the tech workforce, but they also provided $282,882 in revenue to support ChickTech's K-12 programs!

Our first annual ACT-W National conference will be held in Phoenix on April 11-13, 2018.
INCOME AND CHAPTER GROWTH

Income and # Chapters over the years from 2012/2013 to 2016/2017.
# Financials

## Revenue

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<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Corporate Sponsorships</td>
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<td>Matching Donations</td>
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<td>Total Corporate Donations</td>
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<td>Financial Grants</td>
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<td>Individual Donations</td>
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<td>Event Admission</td>
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<td>Sales of Product Income Services</td>
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<td>Total Earned Income</td>
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## Expenses

- Dev/Fund $73,103 (10%)
- Admin $143,295 (20%)
- Program $498,120 (70%)

## Key Financials

- **Total Revenue**: $936,881
- **Total Expenses**: $714,518
- **Total Net Operating Income**: $222,363
- **Net Assets Beginning of the Year**: $267,842
- **Net Assets End of the Year**: $490,203
Looking to the Future: Strategic Goals 2017/2018

1. Increase the number of girls served
   2400 girl-identifying participants in ChickTech K-12 programs, including summer camps, our high school program, and partner events; this includes 300 girls served in our rural-focused initiatives.

2. Increase the number of women pursuing technology-based careers
   Connect our high school and adult-focused programs by piloting a College Program that focuses on providing community, networks, and internship opportunities to 50 college students.

3. Increase retention of women in technology-based careers
   Increase the number of adult participants in career events to 6700. Run our first ACT-W National Conference in April 2018.

4. Reach women and girls who are in underserved communities
   Focus high school outreach on Title I schools and solicit 50% of nominations to students who are eligible for free or reduced lunch. Increase the percentage of Black, Latina, and Native youth served from 31% to 35.
From the ChickTech: Board of Directors

We are grateful to all of our volunteers and donors for making the ChickTech community an impactful, welcoming, and inclusive environment. We are continually amazed at the passion and drive you have and are honored to be with you on this journey.

Thank you ChickTech Nation!

Mark Lewis, President
Christine Placek, Secretary
Beena Ammanath, Treasurer
Priya Cloutier
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