

ANNUAL REPORT 2020-2021

<Hackergal>





Hackergal is a charitable organization founded in 2015 with a mandate to change the face of computer science and pave the way for a technology industry that is diverse and inclusive of underrepresented groups across Canada. We are committed to changing the gender-based narratives in Canada's technology sector that reduce girls' participation in STEM subjects, and limits women from occupying STEM roles.

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A Letter from Our Executive Director

As I reflect on our journey this past year, my main sentiment is pride. I am proud to witness the strength and resilience of every facilitator that dedicated hours to learning code so they can inspire their students to be changemakers. I am proud that in the face of a global pandemic, over 5,000 girls across Canada continue to code for a better future with Hackergal. I am proud that in unprecedented times, Hackergal achieved our most successful year of funding, securing over \$750k to support our mission in 2020. I am proud to be part of an organization that is deeply grounded in the belief that every girl can change the world through technology.

At the core of our operation is the passionate team that worked tirelessly this year to put the needs of our community at the forefront of every decision. This pride was amplified as I witnessed the resilience of our team navigating through ever-changing conditions and strategic pivots to ensure that every girl can learn to code no matter where they live and learn. It was also a year that challenged our community of learners and facilitators in many ways through nation-wide school closures and the need to adapt to new virtual learning environments. These changes impacted our traditional program delivery significantly, but in hindsight, brought to light innovation and scale at Hackergal. Our passion to support our communities and meet their needs challenged us to think outside of the box and develop innovative solutions, and naturally, we relied on technology. Through the development of Hackergal Hub, our online learning portal, we improved the accessibility and depth of Hackergal's programming by supporting remote, in-school, and homeschool learning, and ensured that every girl has access to the tools and resources to take ownership of their own learning.

We proudly launched Hackergal's National Ambassador Program, a new annual program developed in response to the growing demand for Hackergal engagement beyond middle school. This program supports high school girls from across Canada who are passionate about pursuing post-secondary education and future careers in technology. During the last year, the success of this program saw our first cohort of 9 Ambassadors graduate, inspiring girls to build their technology skills and to act as role models for the wider Hackergal community. I am proud to share that Janat Baig, a founding Hackergal Ambassador participated in Google's Computer Science Summer Institute and will be studying computer science at Ryerson University this Fall. Nicole Liu, another founding Hackergal Ambassador was hired as Hackergal's first ever Summer Student where she transferred her leadership skills to prepare Ambassador Kits for the in-coming cohort. Nicole will be starting her first year at Oxford University this Fall.

We built mission-aligned community partnerships to reach more girls in more communities than ever before. We identified allies and partners that shared our motivation to create sustainable, capacity-building programming that allows communities to offer ongoing, accessible coding education. Kumiko, our Director of Education, worked to develop unique program opportunities that supported marginalized girls during the pandemic. We are proud to have partnered with the Jean Augustine Center, Power To Girls, and OuiStem to bring STEM education to their communities. As the next year approaches, we are excited to continue our mission. We are better equipped with innovative technology-driven approaches because we know adaptability and innovation drives change. We are excited to continue growing our nationwide community that is grounded in a commitment to inspire every Canadian girl to see themselves as leaders in technology. We could not be more grateful to our community of supporters that stand in our corner every step of the way. Thank you for your support and dedication to propelling our mission forward. There's more to do and Hackergal is up for the challenge!



Lucy Ho
Hackergal Founder
& Executive Director

Our Board of Directors



Dr. Alec Couros
DIRECTOR, CENTRE FOR
TEACHING AND LEARNING,
UNIVERSITY OF REGINA



Dr. Camille Rutherford
VICE-PROVOST, STRATEGIC
PARTNERSHIPS & INTERNATIONAL,
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Dwayne Matthews
CHIEF INNOVATION EVANGELIST
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Sophie MacRae
LEGAL COUNSEL, SUNNYBROOK
HEALTH SCIENCES CENTRE

A Letter from Our Board Chair

We will forever remember the era of pre and post covid times. Over the last year, I have witnessed how Hackergal transformed from a charitable organization delivering coding education on the ground to an innovative educational institution. 2021 was the year for Hackergal to show off the exceptional nature of its educational model. As schools closed and worked their way through new models of learning, Hackergal was able to share its best practices with hundreds of schools and organizations across the country. There has also been a cultural shift in learning towards the Hackergal methodology. From the beginning of its existence Hackergal has been challenged on running an educational process 100% remotely while monitoring progress, gathering feedback, teaching young minds how to code and all while equipping educators with little to no experience to professionally develop their technical skills and competencies while building their confidence in executing on the curriculum. Now that is something interesting and for years we have been evolving our tactics. The physical experiences of the first several years has helped inform the basis of the next leverage opportunity for the organization which is to take this unique ability and manifest an Edtech platform capable of delivering exceptional educational experiences and measuring impact.

A profound thanks to the entire Hackergal organization both the Board of Directors as well as our most capable team. Our respect for governance is reflected in our exceptional leaders. Let us rally our efforts to drive Hackergal forward into a brand known for breaking down barriers and innovating the future of technology for the next generation of leaders. It's time to level up.



Ray Sharma
CEO of Extreme
Venture Partners
and Hackergal
Board Chair

Our Commitment

Hackergal's mission is to change the face of computer science and pave the way for a technology industry that is diverse and inclusive of underrepresented groups across Canada.

Hackergal's vision is to inspire girls across Canada to explore the opportunities in code. With women vastly underrepresented in the technology industry all over the world, Hackergal strives to inspire a new wave of Canadian female coders to bring equity to the booming industry and ultimately close the gender gap in technology.

Hackergal uses an inclusive definition of "girls" and "female." We welcome the participation of everyone who identifies as girls including trans students, as well as genderqueer, and non-binary students.



Core Values

EQUITY

We are committed to equity.

We know that technology and innovation thrive with diverse representation - and the importance of dismantling barriers to access. We recognize, respect, and honour the strengths and perspectives of all individuals and are committed to fostering safe and inclusive learning environments.

EDUCATION

We change the narrative through education.

We believe education can empower youth to change the world. We are passionate about engaging our community through knowledge sharing, digital skills development, and continuous learning, as technology continues to transform our everyday lives.

COMMUNITY

We believe in the power of community.

We achieve sustainable change through collaboration with learners, educators, facilitators, parents and partners who share our mission. Together we are closing the gender gap and building a community that empowers every girl to see a future in technology.

Our Impact

Hackergal works directly with education systems and organizations across the country, providing educators, facilitators, and parents with the tools they need to expose young girls to coding education in their schools, communities, and at home.

Our program model focuses on three levers to enable this change:

Increasing awareness, interest in, and understanding of computer science studies and the technology industry among girls, parents, and teachers, to foster communities of support and drive new narratives about participation and belonging in STEM.

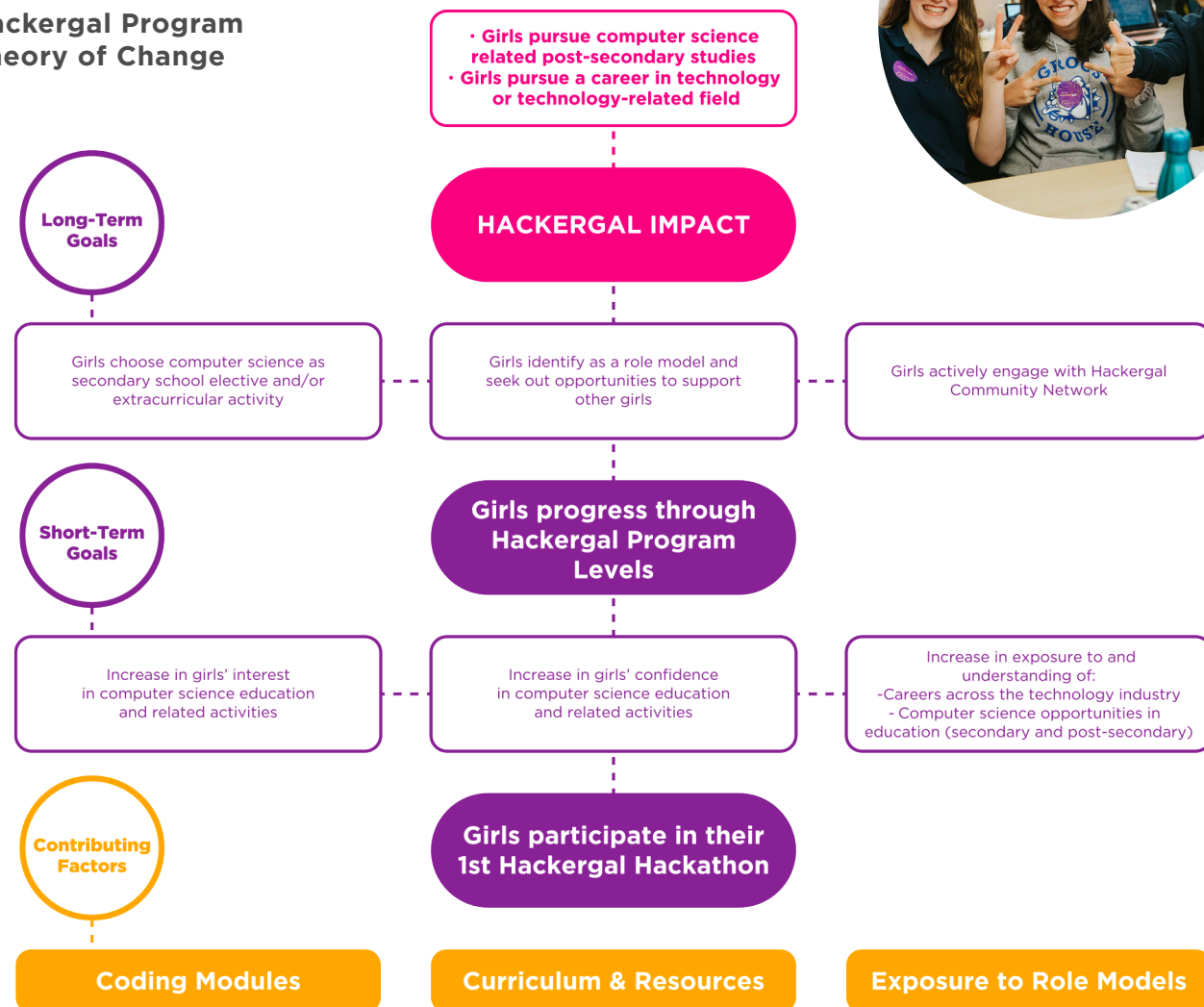
Developing the STEM knowledge, skills, and self-confidence through education for girls ages 9-15, parents, and teachers to motivate and inspire participation in STEM subjects in high school and post-secondary studies.

Building partnerships with educational institutions and tech partners to create pathways that help girls and women navigate from STEM studies to STEM work opportunities, deconstructing sector-based gender barriers from the inside-out.

These three levers form the basis of our Theory of Change and help us measure the impact of our programs toward achieving these goals:



Hackergal Program Theory of Change



Our Program Pillars

Hackathon Program

The Hackergal Hackathon is our signature program, inviting middle school girls across Canada to work in teams to code a visual story or game focused on creating social impact. Our unique grassroots approach introduces facilitators and learners to the unlimited possibilities of code through classroom ready resources and multimedia self-paced coding curriculum. To ensure uninterrupted access to coding education during the pandemic, our Hackathons have gone virtual.

Ambassador Program

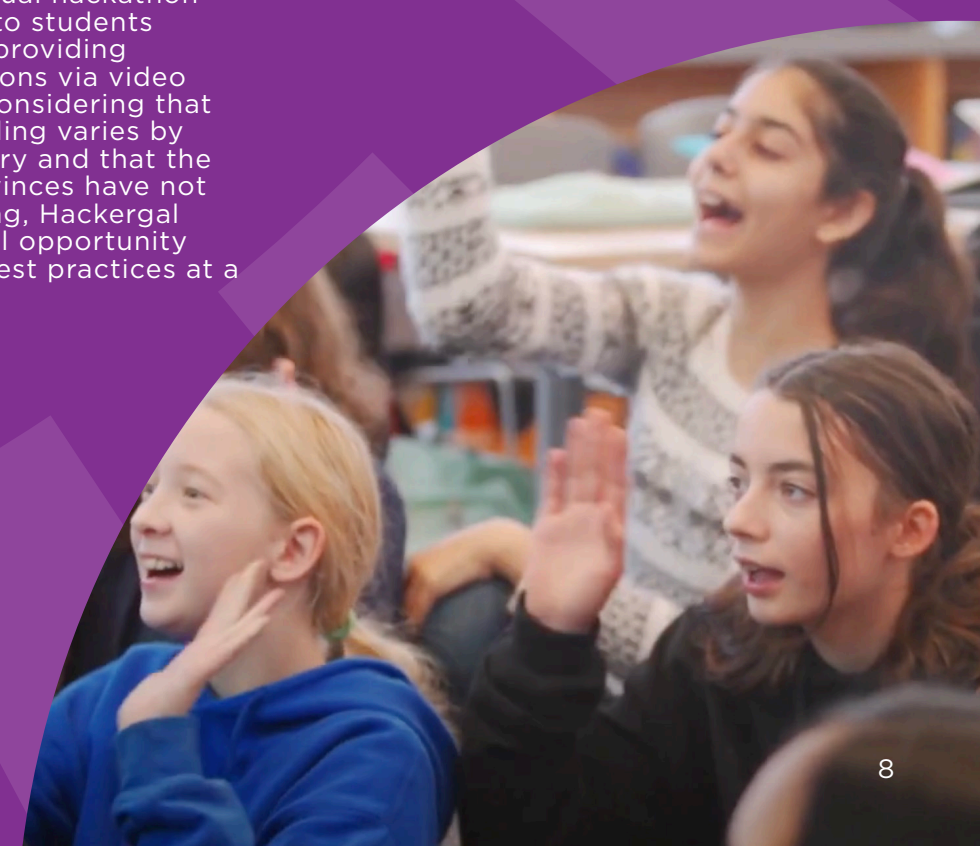
The Hackergal Ambassador Program provides girls in grades 9 to 12 continued exposure to educational and career opportunities in STEM fields, including coding. The Hackergal Ambassador Program is designed to provide keen young coders the opportunity to be mentored by women pursuing STEM-related post-secondary education and careers, and to be candidates for summer internships with businesses that rely on a STEM-literate workforce as well as for scholarships as they seek to advance their post-secondary education in STEM fields.

Hackergal Hub

Hackergal Hub is our very own proprietary, free online learning portal offering interactive computer science education accessible to all girls and facilitators in Canada. The Hub offers coding curriculum through interactive course content, webinars, videos, interviews and blogs featuring Women in Tech role models, and career connections. It also supports Hackergal registered schools that have pivoted to online learning, offering our virtual hackathon coding lessons to students remotely while providing teacher-led lessons via video conferencing. Considering that exposure to coding varies by province/territory and that the majority of provinces have not mandated coding, Hackergal Hub offers equal opportunity and access to best practices at a national level.

Community Partnerships

Hackergal partners with a number of community organizations working with Black, marginalized and Indigenous girls across Canada. Each partnership is tailored to achieve mutually-desired results related to girls' confidence in computer science. Our co-developed programs are designed to introduce Hackergal and computer science education to BIPOC girls, ensuring a safe learning environment for every girl who wants to code with Hackergal.



Our Reach in 2020

5,046

Girls participating in Hackergal Programming including Hackergal Day, Hackergal Hackathons, and the Hackergal National Ambassador Program



392

Facilitators including educators and community leaders sponsoring Hackathons and delivering coding curriculum to their communities



133

Schools participating in Hackathons and coding curriculum



11

Community organizations participating in Hackathons and coding curriculum



400

Parents engaged in Hackergal Programming and Communications



9

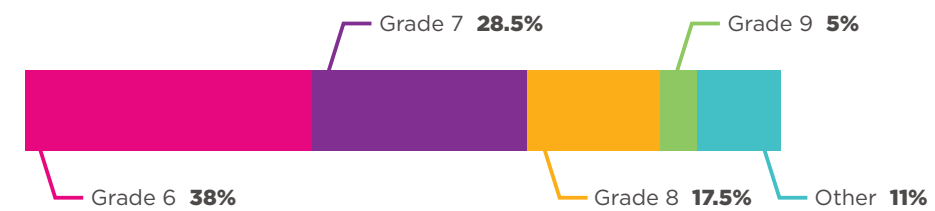
Provinces represented in Hackergal's national community



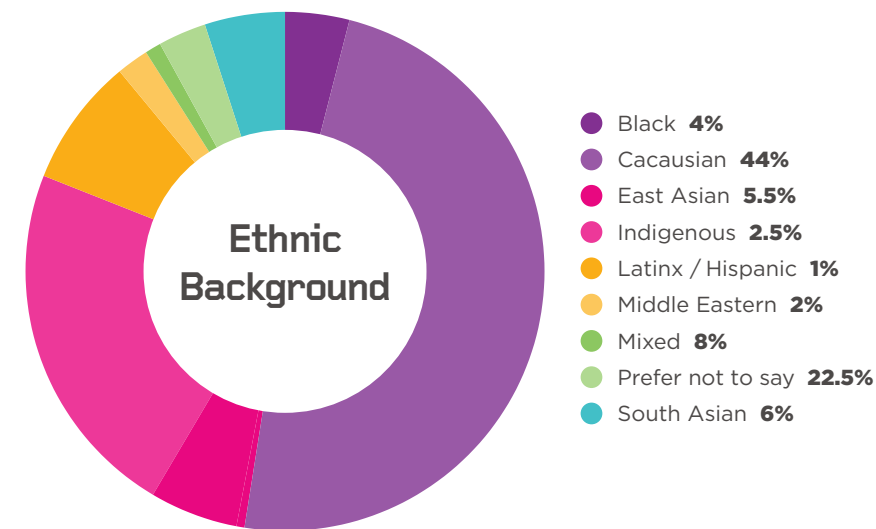
Who are the Girls?

Hackergals come from a wide variety of communities all across the country, united by a shared curiosity and interest in coding.

Hackergal is committed to breaking barriers to STEM access for all girls and women. We recognize that gender is just one of an intersection of identities that can affect access to and participation in STEM education. An important part of our mission is to understand the different ways systemic barriers affect female-identifying students who might also identify as members of other equity-seeking groups. All participant data collected was optional and does not represent the entirety of our programs.



CODING A BETTER PATHWAY FORWARD



2.4% girls self-identified as disabled

12% girls self-identified as minoritized

55% Currently choose to take STEM subjects at school

35% Plan to study STEM after high school

29% Have an interest in working in STEM

27% Know women who work in STEM



THERE IS

POWER IN DIVERSITY



Skills for STEM and Beyond



In addition to developing girls' coding skills, the Hackathon Program contributes to the development of 6 Future-Ready Competencies:

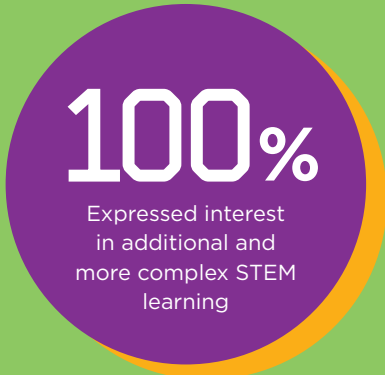


These Future-Ready Competencies (and their lessons) are linked directly to the relevant curriculum (e.g., English Language Arts), created in alignment with provincial curriculum expectations and the pan-Canadian global competencies developed by the Council of Ministers of Education, Canada (CMEC). Additionally, lessons include an Educator Rubric to help educators assess students' development of these FCRs.

Delivering Value

Hackergals gain a variety of benefits from participating in our Hackathons, mini-lessons, and other events, including:

- ✓ Building new skills
- ✓ Improving existing skills
- ✓ Discovering new interests
- ✓ Practical experience with coding
- ✓ Ideas for future career paths and job opportunities
- ✓ Increased confidence
- ✓ A sense of community and belonging



As we plan for 2021-2022 school year, we are using direct feedback from Hackergals centred on what they feel will be most valuable:

- ✓ More hands-on coding experiences
- ✓ Expanded French resources and program offerings
- ✓ Role modeling through our new Career Connections, exclusive profiles on Canadian women in technology
- ✓ Direct connections to mentors and industry knowledge in technology and STEM at every stage



Spotlight on a Hackergal's Journey



Meet Janat Baig, Hackergal Founding Ambassador

Janat became involved with Hackergal by participating in a Hackathon after taking a computer science class in Grade 10. This was her first exposure to coding, and her interest was piqued! This led to Janat completing a Specialist High School Major (SHSM) in Information and Communications Technology in Grade 11, and a co-op education placement with Hackergal (January-June 2020).

To Hackergal...and Beyond!

Janat has used the learning and opportunities gained through Hackergal to pursue further STEM development outside of the program. This includes being accepted into the Ontario Science Centre School Program (one of only 60 high school seniors selected across the province of Ontario!), and into The Knowledge Society (TKS) high school program.

Janat is excited to pursue computer science for her undergraduate at Ryerson University beginning in September 2021!

Supporting Future Hackergals

Janat is a founding member of the Hackergal Ambassador program, playing an integral role in designing its structure to ensure the program was built centering the needs and ideas of high school girls.

Janat is a regular speaker and leader at Hackergal events, using her journey in tech to inspire teachers and other girls, and interviewing local STEM role models about their careers. Janat's ambitions to impact the tech industry are contagious, and we can't wait to see where she goes next!

”
TOO MANY GIRLS DON'T FIND AN INTEREST IN TECH MAINLY BECAUSE THEY HAVEN'T BEEN GIVEN THE OPPORTUNITY TO ENJOY AND EXPLORE IT FOR THEMSELVES. LEARNING CRITICAL TECH SKILLS NOW WILL UNMISTAKABLY HELP GIRLS IMPACT THE TECHNOLOGICAL WORLD THAT IS EXPECTED IN THE FUTURE!

- Janat Baig
Grade 12, Notre Dame High School, Toronto, ON

Spotlight on COVID-19

In the overnight shift to digital caused by the COVID-19 pandemic, Hackergal recognized an opportunity to continue offering support and community to our participants.

Our COVID-19 pivot included creating a 100% virtual version of our semi-annual Hackathon and introduced a new suite of bite-sized offerings to support girls, parents, and educators at home.

2 + 1

Virtual Hackathons +
post-Hackathon Coding Challenge



14

Virtual Community Events



7

New Coding Webinars
offered live and recorded



This virtual pivot introduced new communities and audiences to Hackergal's offerings, expanding our STEM community to actively include parents and a wider variety of educators.



COVID-19 Timeline



2020-2021

March 2020

COVID-19 pandemic closes Hackergal office and in-person programming.



May 2020

Hackergal at Home resources, activities and webinars are launched to support at home learning.

June 2020

Hackergal hosts first ever Hackergal Day, a virtual celebration of girls, trans girls, and non-binary folks in technology across Canada.



July 2020

Hackergal National Ambassador Program, a program designed for high school girls, launches with 9 Founding Ambassadors.

August 2020

Summer Coding Camp and virtual Hackathon hosted in partnership with BeckwithTech, a community-led initiative to support girls in Ottawa Valley, Ontario.



October 2020

Hackergal Hub expands virtual programming to support all learning environments including at home learners.



November 2020

Hackergal hosts virtual Panel Discussion focused on Why Empathy and Inclusion Lead to Better Outcomes in Technology.



March 2021

Hackergal launches new curriculum level Tech Apprenticeship on Hackergal Hub.



December 2020

Hackergal celebrates second Hackergal Day: There is Power in Diversity connecting hundreds of learners, facilitators, and parents across Canada.

January 2021

Hackergal launches first-ever project-based learning challenge, Code for Change, focusing on the theme "Hindsight 20/20: How technology is changing the world."

May 2021

Hackergal and Lynx Coding launch Quick Code, a video tutorial series exploring key commands in English and French.



June 2021

Hackergal Hackathon returns for its 10th National Hackathon: She Codes the Future.

Hackergal National Ambassador Program graduates first cohort of 9 Founding Ambassadors.



August 2021

Hackergal releases its first optional course, Graphic Design with PixLR, on Hackergal Hub.

Hackergal launches Chromebook Loaner Program for girls in need across Canada.

Hackergal prepares for re-opening of offices in Fall 2021

Connecting Communities in Precarious Times



Championing Sector Change



Hackergal at Home

In response to COVID-19, Hackergal quickly pivoted to develop Hackergal at Home, a complete offering of accessible free coding resources for all girls, teachers, and parents online to engage and learn during these challenging times.

The core of Hackergal's mission is community. Hackergal at Home connected our community together during precarious times, building a community of support and inspiration for girls to feel connected while at home.

Desire for community is a significant motivation to become a Hackergal:

21% girls self-identified as enrolled in homeschool

The closure of schools meant a loss of the built-in communities many of our Hackergals rely on. This need prompted us to accelerate the launch of Hackergal Hub to provide access to STEM learning outside the classroom.

Hackergal Hub offers a variety of self-directed and facilitated learning options, including online modules, live and recorded webinars, and even coding activities that can be completed offline!

Resource: [Hackergal Covid-19 Pivot Strategy](#)



Hackergal's Multi-Level Impacts

Hackergal's focus on sector-level change challenges traditional models of evaluating programs integrating STEM education and opportunities at every step of the education lifecycle and changing the narrative about women and STEM at home, at school, and in the media.

Hackergal enables sustainable change by investing in long-term relationships with educators, schools, and parents so that girls have consistent and progressive access to STEM education while building future-ready competencies.



67% participating schools and organizations were new to Hackergal

6 Community partners delivering Hackergal programming

151 Facilitators including educators and community leaders delivered Hackergal programming





Educator Spotlight: A West-Coast Champion

Kate Anthony's Hackergal Journey

Kate is a technology educator that has been part of the Hackergal community for the last two years. As a participant in both in-person and digital Hackathon events, Kate has facilitated a strong partnership between her school and Hackergal. Additionally, Kate made significant contributions to Hackergal's programming, including the creation of an evaluation tool that is now embedded in the Hackathon toolkit (accessible to teachers across Canada!) and providing user experience feedback to support the evolution of Hackergal Hub and the Lynx Coding

Creating pathways for sustained learning beyond!

Hackergal has helped Kate introduce her students to different forms of coding and to create a supportive community that enables her students to keep exploring their coding and STEM interests.

Two of Kate's students, now in high school, were so motivated by their experiences that they continue to support Hackergal Hackathon Programs. This year, they were selected as 2 of just 16 girls across Canada chosen to participate in the year-long Ambassador Program!

Kate and York House School demonstrate how Hackergal's programs create pathways for girls to explore code in a supportive, inspiring environment (via the Hackergal Hackathon and Hub) and how these early experiences motivate the continued pursuit of STEM education (the Ambassador Program).

Kate Anthony
Education Technology Coordinator, JK-7, at York House School in Vancouver, British Columbia

Creating Sustainable Change Through Partnerships

2020-2021 Community Partnership Highlights

Our community and sector partnerships help bridge Hackergal's programs with continued STEM development opportunities in high school, post-secondary, and into the workforce. These pathways are typically disconnected, threatening long-term STEM involvement. By building long-term community relationships, Hackergal is creating a foundation for sustainable sector change.

Prioritizing Mission-Aligned Partners:

- Hackergal increased focus on the development of community partnerships when COVID-19 closed schools across the country.
- Building sustainable relationships with mission-aligned organizations supporting girls, STEM, and/or communities that are traditionally underrepresented in these types of programming.
- These relationships increased our access to new communities of girls who otherwise did not have access to coding and STEM learning opportunities.

Financial Partnerships with Technology Partners to Support Technology Development and Coding:

- Unique workshops for Hackergal Ambassadors.
- Week-long Unity Coding Camp facilitated by Sago Mini's development team where girls explored game making using Unity (popular coding language in the tech industry).

2020-2021 Community Partners



Mission-Aligned Partnership Drives Impact

Jean Augustine Centre for Young Women's Empowerment supports the mental, physical, and social wellbeing of young women and girls between the ages of 7-17 years from across Canada by offering a broad range of programming in academics, STEM, arts, health, life skills, mentorship, peer relations, and more.

At the height of the COVID-19 pandemic, Hackergal partnered with JAC to develop and pilot a new, 6-week coding program and a 2-day coding summer camp program called She Can Code. This co-designed program, delivered by JAC staff (supported by Hackergal-run facilitator workshops) provided access to coding and STEM education for communities of girls previously unreached in the GTA.

More than 70 girls and facilitators participated in the 6-week pilot program, with another 97 girls taking part in the She Can Code summer camp!

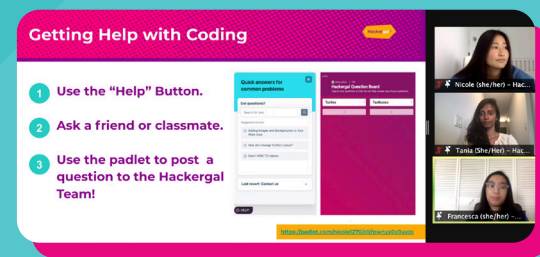
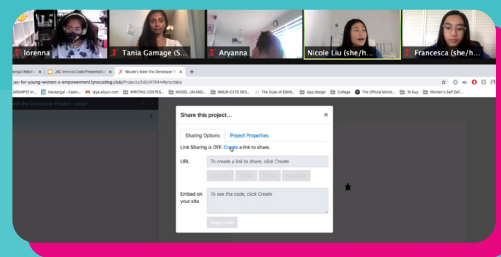
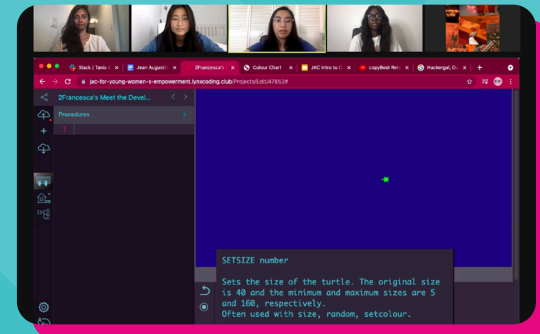
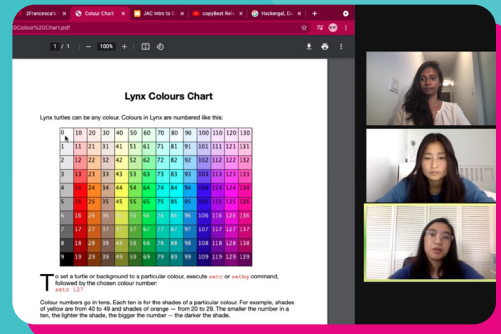
Just The Beginning

This new partnership helped Hackergal and JAC reach a diverse community of girls during the pandemic, and created a strong foundation for future collaborations. Looking to 2022 and beyond, JAC and Hackergal are exploring expanding their collaborations to other non-profit organizations and promote an interdisciplinary lens by integrating STEM education and coding to solve problems in other fields. Stay tuned for more!



THE JEAN AUGUSTINE CENTRE FOR YOUNG WOMEN'S EMPOWERMENT (JAC) IS A PROUD COMMUNITY PARTNER OF HACKER GAL. OVER THE LAST YEAR, HACKER GAL HAS SUPPORTED JAC BY RUNNING ENGAGING CODING-BASED PROGRAMMING FOR OUR PARTICIPANTS. ORGANIZATIONS LIKE HACKER GAL ARE INSTRUMENTAL IN INSPIRING YOUNG WOMEN TO BE EXCITED ABOUT STEM AND BROADEN THEIR HORIZONS IN TERMS OF EDUCATION AND CAREER OPPORTUNITIES.

- Emma Asiedu-Akrofi
Executive Director, Jean Augustine Centre for Young Women's Empowerment



An Impactful Community Leader



Marcia McCurdy-Fagan's Hackergal Journey

Vice-Principal Marcia McCurdy-Fagan brought Hackergal's programs to Thistleown Collegiate Institute (TCI) in 2019. Many students at TCI are members of communities that experience marginalization, often experiencing barriers to accessing exclusive STEM programming. To address these barriers to access, TCI incorporated Hackergal's programming as a class extension project, creating a new space for racialized girls in Grades 9 and 10 to develop their coding skills while sharing community with other like-minded students.

Marcia's leadership empowered the teachers at her school to engage in new professional development opportunities related to STEM, in turn equipping them to become role models for the girls.

The result? TCI's Hackergal program doubled in 2020! And a number of students are pursuing other extracurricular opportunities that will allow them to keep building their coding skills.

From School to School Board

Seeing the impacts of Hackergal's programming at TCI, Marcia expanded her community to include Champion educators in other Toronto high schools.

Additionally, Marcia has created a board-level proposal to make Hackergal's programming more accessible to all high schools in the Toronto District School Board (TDSB).

Pathways for Future Hackergals

One of the students who participated in the early Hackergal programming at TCI is Brianna, a female-identifying student of African descent. In 2020, Brianna was a founding member of Hackergal's Student Ambassador Program, acting as a leader to girls in other school communities and contributing to Hackergal's coding curriculum.



DURING THIS AMBASSADOR PROGRAM I HAVE LEARNED SO MUCH ABOUT MYSELF. MY ADVICE TO OTHER GIRLS IS TO ALWAYS STAY POSITIVE BECAUSE YOU MIGHT FAIL, BUT THAT'S HOW YOU'LL LEARN. BEING AN AMBASSADOR REALLY CHANGED MY LIFE!

Brianna Sewell
Grade 11, Thistleown Collegiate Institute, Toronto, ON

Looking Ahead to 2022

We're expanding our capabilities to deliver measurable impacts that lead to sustainable sector change.

- Expanding post-secondary and tech partnerships to provide post-secondary education and industry experience to Hackergal graduates.

- Expanding the Hackergal Ambassador program to create STEM opportunities for Hackergal graduates.

- Introducing parent resources to educate and support new narratives about STEM.

- Implementing an impact strategy that will provide evidence-based support for current and future Hackergal programming - getting girls the STEM learning they need, when they need it.

- Pioneering sector research to fill the significant gaps in data that perpetuate systemic barriers to STEM access.



Letter from a Director of Our Board

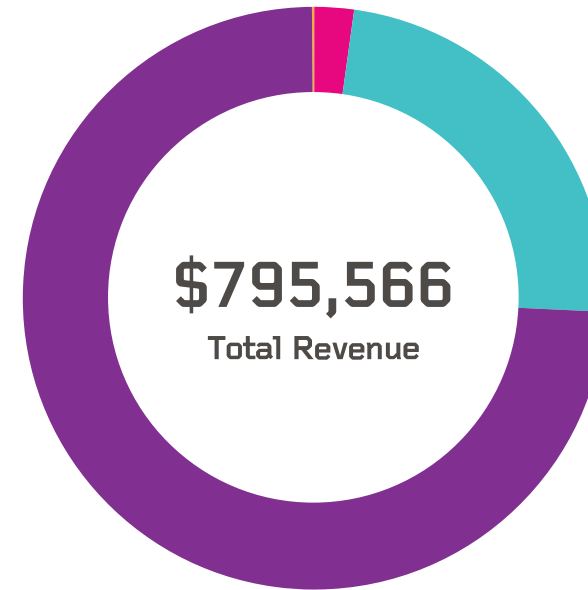
Innovation in education is a key component to the productivity of a country and the quality of life experienced by its citizens. To guide the transformation of an industrial economy to a digitally transformed one, we need to reimagine education and most importantly, empower our future generations to be co-creators of technology. There is a growing need to foster student-led hybrid learning models in order for students to thrive in the 4th industrial revolution.

The transformation in education is an urgent conversation that requires creativity, co-creation, investment and a greater inclusion and focus on equity and diversity. There is currently a significant underrepresentation of girls in the digital technology industry, an industry that will predominantly drive the prosperity of Canada. This inefficiency is a massive opportunity for our country, because increasing female participation in these industries will increase the productivity and overall well being of our country. Hackergal is directly impacting this important movement.

Hackergal has been a symbol and an influencer in the Canadian technology industry. Apart from the mission, Hackergal is exceptionally well run under the leadership of Lucy Ho and her executive team. They have been instrumental in the wildly successful impact Hackergal has on the education and technology sector in Canada. It has been an absolute pleasure serving on the board of Hackergal. After the opportunity to witness first hand the impact of Hackergal's programs and what they have planned for the future, I am radically optimistic about my daughter's future.

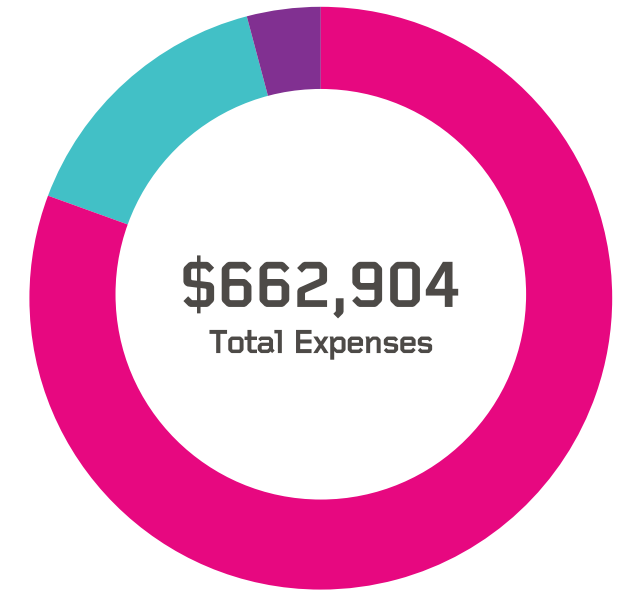
- **Dwayne Matthews**
Future of Education Strategist and Hackergal Board Director

Our Financials 2020



Revenue

- Government Funding **\$589,251**
- Sponsorships **\$185,979**
- Donations **\$19,246**
- Other **\$1,090**



Expenses

- Program Delivery **\$532,064**
- General and Administration **\$101,914**
- Program Development **\$28,926**

Excess of Revenue **\$132,662***

*Excess of Revenue is intended to support the sustainability of the organization and has been allocated to a Reserve Fund.



Our Supporters and Donors



Hackergal's important work would not be possible without the support of our generous donors.* To our dedicated supporters and donors, thank you for sharing our mission to close Canada's gender gap in technology.



Communications Security Establishment Centre de la sécurité des télécommunications



FASKEN

Shaw)

SAGO mini

Ontario Trillium Foundation Fondation Trillium de l'Ontario
An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



S.M Blair Family Foundation



Wawanesa Insurance

*Sponsors and donors highlighted are from September 2020 to August 2021

Sponsor Highlight: Communications Security Establishment

The Communications Security Establishment (CSE) is Canada's national signals intelligence agency for foreign intelligence and the technical authority for cybersecurity and information assurance. Giving back and being involved in the community has been a big part of CSE's culture and values for more than 75 years. We are a skilled, dedicated workforce, and are fortunate to work where we do. Our employees care about building and enhancing our community and want to share their time and knowledge with those who can benefit from it.



Since 2017, CSE has been proudly supporting Hackergal and their commitment to learning, growth, and supporting diversity in computer science and technology. The success of Hackergal's program is evident in their rapid expansion, enabling them to reach more and more young women and girls across the country each year.

We at CSE have been grateful for the opportunity to have our own female employees work with and help challenge and motivate the participants, showing them that a successful career in tech is possible for anyone who puts their mind to it, regardless of gender, race, religion or sexual orientation. It's crucial that we bring women's ideas and their approaches to problem-solving to computer science. The industry can only benefit from more female voices and perspectives, and that's empowering for us all.

- Shelly Bruce
Chief of The Communications Security Establishment



hackergal.org @thehackergals

10 Dundas Street East, Suite 600. Toronto, ON M5B
Charitable Registration Number: 75236 3291