

<Hackergal>

Annual Report 2021-2022

MAKING BIG CHANGE THROUGH
COMMUNITY



Who is Hackergal?

Hackergal is a national charity 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 women across Canada.

What Do We Do?

Hackergal empowers girls to lead their own learning journeys, providing access to digital skills training both inside and outside of traditional school settings. Our programming builds capacity in students, teachers, community organizations and parents by introducing girls to computer science in a supportive learning environment that builds their confidence and increases their drive to pursue STEAM subjects in their future.

We have **three** pillars to support our mandate.

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Hackergal Hackathons

Our signature coding program for middle school girls across Canada.



Hackergal Ambassadors

Providing girls in Grades 9 to 12 continued exposure to coding opportunities through mentorships, internships and scholarships.



Hackergal Hub

Our free online learning portal offering interactive computer science education accessible to all girls and educators in Canada.

Hackergal's integrated programming approach ensures that we are not only offering free digital skills education, but that we're also providing girls across the country with a supportive community as they pursue education in the competitive and male-dominated field of computer science. This holistic approach will pave the way for a more equitable Canadian workforce.

To date, Hackergal has impacted over **25,000+ learners** across Canada. In addition, Hackergal has helped over **1,600+ facilitators and educators** to bring computer science and digital skills education into their classrooms and **700+ partner schools and organizations** to implement Hackergal Programming within their communities.

What's Inside



Letter from the Executive Director



Lucy Ho

Founder and Executive Director
Hackergal

Our community is the heart of Hackergal. It is our learners, facilitators, educators, parents, and partners that have made the past year truly impactful. This year, we celebrated the connection between community and technology, it is what kept us thriving during the most challenging times. We invited our learners to reflect on what community means to them and challenged them to consider how technology has made an impact on their everyday lives.

Over 2,528 girls* applied their coding skills to story tell and demonstrate how the power of technology connects us to our communities. We expanded our high school programming to inspire 20 dedicated Ambassadors who led and created their own coding clubs to inspire younger girls to learn how to code. Throughout the year, Hackergal created over 5,000 meaningful training opportunities for facilitators and learners to build their digital skills in-school and at home through Hackergal Hub, our free online learning portal, with the support of Hackergal's team, funders, donors, and community partners.

We made significant strides toward closing Canada's gender gap in technology but we know there is still more to do. I am grateful to Hackergal's Board of Directors for their continued support and

leadership, and incredibly thankful to our partners who make it possible to deliver our programming across Canada. As we head into 2022, the Hackergal team is committed to listening and learning from our communities, building meaningful and mission-aligned partnerships, and delivering valuable and diverse programming so every girl can see herself reflected in Canada's technology landscape.



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 bring equity to the booming industry and ultimately close Canada's gender gap in technology.

*Hackergal uses an inclusive definition of "girls" and "women" and welcomes the participation of all learners who identify as girls. This includes trans girls because we recognize trans girls are girls. We also welcome the participation of gender-fluid, non-binary, and two-spirit learners.

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 Board of Directors



Monique Allen
Executive Vice President,
Data and Technology,
OMERS



Kathryn D'Angelo
Educational Consultant and
Retired Assistant Superintendent,
School District 38 Richmond, BC



Le Ha Hang
Vice President,
Global Security,
CGI



Dr. Mohamed Lachemi
President and Vice-Chancellor,
Toronto Metropolitan University



Nicole MacLaren
Middle School Teacher,
*Ottawa-Carleton District
School Board*



Megan McPhee
Principal,
Kim Spencer McPhee Barristers PC



Jennifer Ocampo-King
Managing Director,
Head of Securities Lending
TD



Ray Sharma
Founder and CEO, Founder &
Board Chair,
Extreme Venture Partners



Peggy Van De Plassche
Managing Partner,
Roar Growth

Our Programming

Hackergal works directly with education systems and organizations across Canada, providing educators, facilitators, and parents with the tools they need to expose 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 STEAM.



Developing the STEAM knowledge, skills, and self-confidence through education for girls Grades 6-12, parents, and teachers to motivate and inspire participation in STEAM subjects in high school and post-secondary studies.

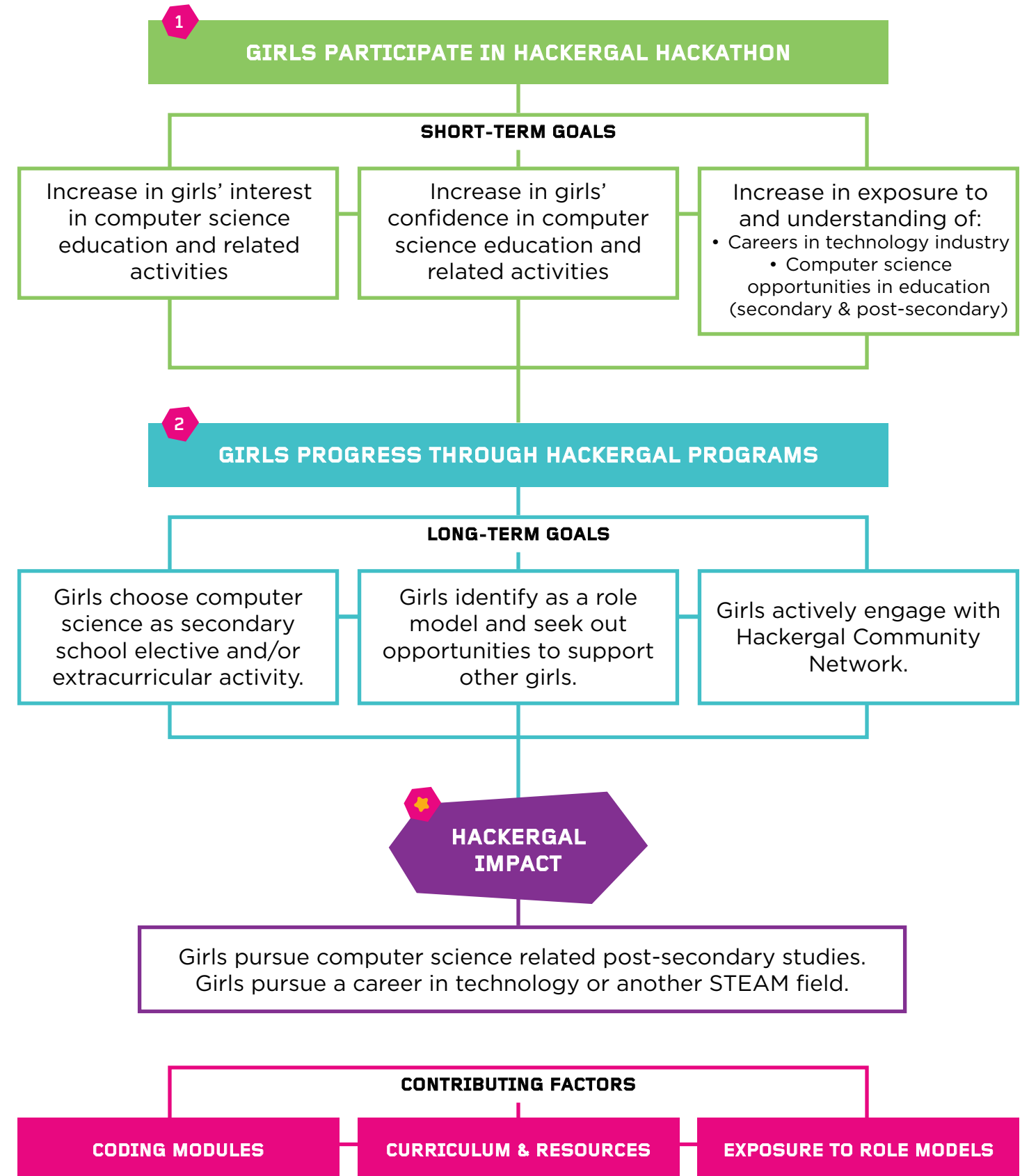


Building partnerships with educational institutions and technology partners to create pathways that help girls navigate from STEAM studies to STEAM work opportunities, deconstructing sector-based gender barriers from the inside-out.



Program Theory of Change

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



Program Pillars

Hackathon Program

The Hackergal Hackathon is our signature program, inviting middle school girls to work in teams to code a visual story or game focused on creating social impact. Hackergal's Hackathons are designed to be year-round, ongoing learning opportunities that culminate in a week-long Hackathon event. Multiple tools and resources are used to engage girls throughout their Hackathon journey. Throughout the school year, facilitators and learners engage in lessons introducing the basics of coding and apply their skills to open-ended creative projects.

Hackergal's customized coding curriculum is available for free on Hackergal Hub. Every year, learners with varying levels of experience and knowledge progress through customized coding curriculum, with lessons and content increasing in difficulty. Lessons focus on exploring relevant topic areas including computer science terminology, women in technology role modeling, and the embedding of multimedia content to support digital skills training.

Hackergal's curriculum is founded in a project-based learning approach which emphasizes learning activities that are long-term, interdisciplinary, and student-centered. Hackergal integrates provincial curriculum standards, providing mapping tools and virtual training to ensure curriculum alignment. These tools provide significant value for teachers as several provinces now include coding as a compulsory aspect of curriculum in Grades 1 through 8.

National Ambassador Program

Hackergal's National Ambassador program is for girls in Grades 9-12 who are passionate about pursuing post-secondary education and future careers in technology. The program focuses on ensuring Canada's future leaders are job ready for the new economy, by providing in-depth digital skills training, networking, mentorship, internship and scholarship opportunities. It is imperative to connect with girls by Grade 9 as they are then equipped to make educated decisions about future electives that can impact what post-secondary programs, and eventual careers, they pursue.

In response to the program's popularity, and to ensure participants continue to be engaged throughout their high school education, Hackergal has created a 4-year programming framework. Each year of the program has an objective that is designed to create a pathway of the skills needed to successfully enter post-secondary in a STEAM field. Year 1 of the program focuses on technical skills, Year 2 is designed to develop leadership skills, Year 3 focuses on identifying a career path and Year 4 is shaped around providing mentorship and real-world opportunities. These experiences, and the confidence that they inspire, supports participants as they pursue ongoing education in the competitive male-dominated field of computer science or in other STEAM fields.

Hackergal Hub

All Hackathon resources are found on Hackergal Hub, our online learning portal that serves as a wrap-around support for all Hackergal programming. It is Hackergal's proprietary technology solution to reduce barriers to coding education, building program sustainability and increasing organizational capacity by making a wide variety of resources available for new communities to leverage.

Hackergal Hub gives learners agency over the pace of their learning as well as the ability to review and revisit learning materials, including videos and sample projects whenever they'd like.

Community Partnerships

As part of our organizational commitment to increasing the digital literacy skills and resilience of girls in underserved communities, Hackergal is growing the programs and resources that ensure barrier-free access to our programming year round.

Hackergal's approach to community collaboration has been designed to not only provide digital skills training but to also act as a pipeline to Hackergal's National Hackathon. By reaching marginalized girls through community programming, we're meeting them where they are and showing them just how empowering coding and computer science can be.

Our Impact in 2021-2022



2,528

Girls participating in Hackergal programming



196

Facilitators delivering code and digital skills training to their communities



86

New schools participating in Hackergal's Hackathon.



12

New community organizations implementing Hackergal programming



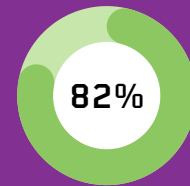
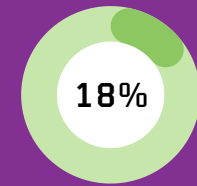
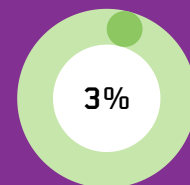
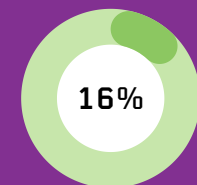
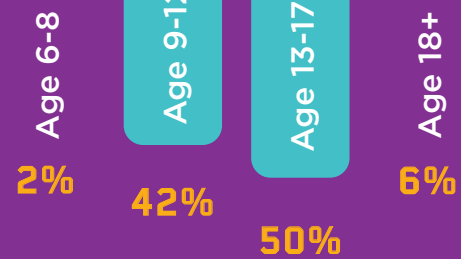
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Provinces represented in Hackergal's National Community

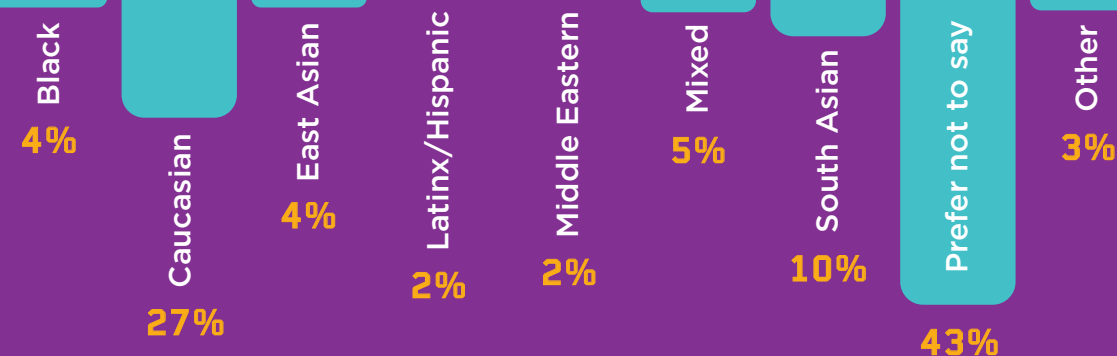
WHO ARE THE GIRLS?



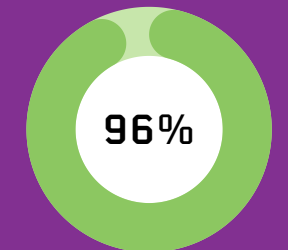
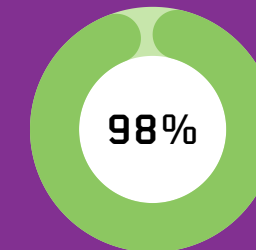
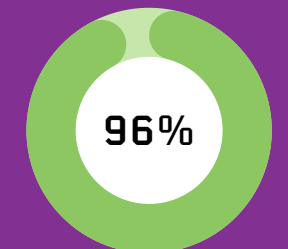
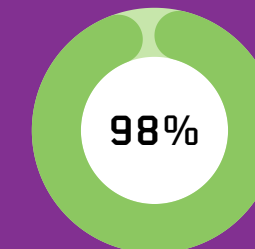
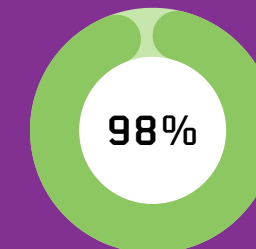
GIRLS BY AGE



GIRLS ETHNIC BACKGROUND



AFTER COMPLETING THE HACKER GAL HACKATHON PROGRAM:



MAKING BIG CHANGE THROUGH COMMUNITY

Community is at the heart of Hackergal - it is not a place, a building, nor an organization. Community is a feeling and a sense of belonging. Hackergal's National Community is brought together by the collective goal to close the gender gap and create equal access to opportunities in technology for girls. Every day small steps and achievements come together to make communities like ours meaningful. This year Hackergal's community was invited to go local and reflect on the neighbourhoods, cities, land and communities, they are apart of. What small, collective steps have they seen make a BIG change?

This theme extended into Hackergal's 11th National Hackathon, where the mission was to reflect on the importance of community through code. Girls coded projects that shared what communities mean to them including how communities have played a role in their life big and small.



Hackergal Day

December 10, 2021

Hackergal Day is a virtual celebration of girls and our community coming together to defy gender stereotypes and champion the inclusion of more girls and women in technology! This year, Hackergal connected hundreds of learners, educators, and parents live to host a day of inspirational and interactive programming including keynote speakers, a panel discussion, and coding webinars!

The annual theme Making BIG Change Through Community was emphasized in all of the events and by speakers. This allowed the girls to think more deeply about their own communities and how their everyday small steps can make a difference and lead to big changes in the world. Deepening the understanding of the theme also prepared girls to participate in Hackergal's 11th National Hackathon providing inspiration for their projects.

Hackergal Day Speakers



Danielle Lapage
Director, Analytics & Insights, Shaw Communications



Hao Lin
Senior Data Scientist, CIBC



Isabelle Bissonnette
VP of Business Architecture, CIBC



Katherine Ebbs
Senior Analyst, CSE



Melanie Kimmett
Senior Marketing Designer, Sago Mini



Nicola Yap
Technical Writer, Google Canada



Nidhi Joshi
Data Engineer, GM



6

Live interactive events celebrating code

13

Engaging speakers including Hackergal Ambassadors

20+

Facilitators joining virtually

220+

Learners across Canada

100%

of speakers would partner with Hackergal again

THE MOST REWARDING THING ABOUT BEING A PRESENTER WAS BEING ABLE TO SHARE MY EXPERIENCES AND CONNECT WITH A NEW GENERATION OF CREATIVE THINKERS AND MAKERS.

- MELANIE KIMMETT, SAGO MINI

SHOUTOUT TO LIBBY FOR BEING SO BRAVE AND SHOWING ME HOW ANYONE CAN MAKE A DIFFERENCE NO MATTER THEIR AGE. SHE ENCOURAGED ME TO APPLY TO BE AN AMBASSADOR NEXT YEAR WHEN I AM IN GRADE 9!

- EMMA V., GRADE 8, ONTARIO

HACKER GAL DAY OPENS UP THE EYES TO STUDENTS WHO DID NOT KNOW THE GENDER GAP IN TECH. THEY WERE AMAZED AT THE POSSIBILITIES.

- SAMANTHA CONLEY, MIDDLE SCHOOL TEACHER, ONTARIO

Hackergal's 11th National Hackathon

May 25 to June 1, 2022

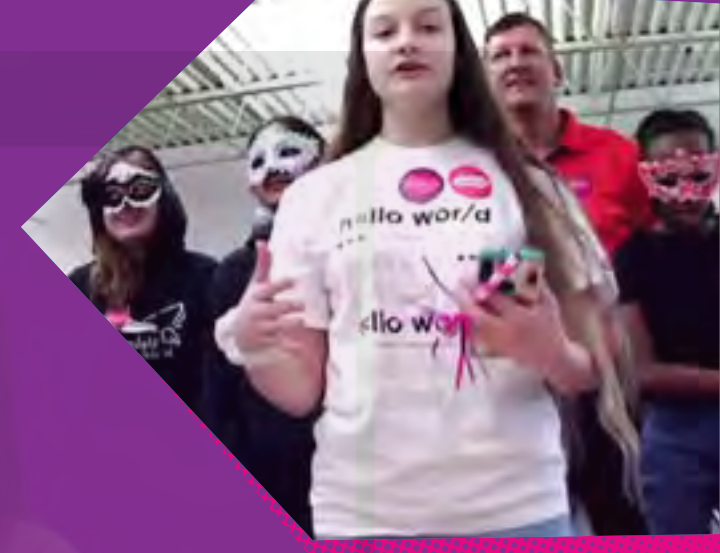
Hackergal's National Hackathon is a cumulative virtual celebration that invites thousands of girls to code a project focused on creating meaningful social impact. By applying their learning and personal interests to the annual theme, girls support and encourage each other, as they code for a better future! Girls can work in teams or on their own to code a visual story or interactive game.

This year's Hackathon reached an exciting new milestone for Hackergal's Franco-Canadian Strategy. The Hackathon Launch Party was a fully bilingual event with a majority of French-speaking hosts which helped our community expand to include more French-speaking communities in Canada. This milestone aligns with our strategic goal of better serving Francophone communities across Canada.

The Hackathon also included community spotlights of teachers and students who represented their schools and provinces as leaders of Hackergal's movement to close the gender gap in technology. These spotlights included two Franco-Canadian communities located in Ontario and Nova Scotia who were onboarded into our program earlier this year. Each Community Spotlight presented live, sharing their passion for coding and inspired hundreds of girls across Canada.

During the week-long Hackathon, 6 women in technology from diverse careers shared their connection to Hackergal's annual theme and mission and explored industry-relevant topics, such as cybersecurity and data. The speakers also shared the small and meaningful actions they took to make a big change in their community and careers.

Over 700 projects were coded by girls across Canada using the annual theme for inspiration. Some projects were submitted to be included in Hackergal's National Project Gallery on Hackergal Hub and will soon be available to all facilitators and learners through Explore.



#IMAHACKERGAL

6

Speakers

6

Live
Community
Spotlights

30+

Facilitators
joining
virtually

700+

Learners
across
Canada

3

Coding and
Graphic Design
Webinars

27

Average learner
club size per
facilitator

I LEARNED SO MANY NEW WAYS TO HELP MY COMMUNITY, I ALSO HAD A GOOD TIME WORKING WITH OTHERS AND MADE FRIENDS WITH NEW PEOPLE

- EVA S., GRADE 8, SASKATCHEWAN

PARTICIPATING IN THE HACKATHON EVENT HAS LEFT A VERY POSITIVE IMPRESSION ON ME. TO KNOW THAT SUCH A LOVELY GROUP OF PEOPLE (WHO ARE INCREDIBLY FRIENDLY!) IS LEADING THE WAY TO PROVIDING OPPORTUNITIES FOR YOUNG GIRLS TO LEARN ABOUT CODING AND DESIGN IS INCREDIBLY INSPIRATIONAL.

- SANDRA KUAN, SENIOR DESIGNER, SAGO MINI

THE HACKATHON HAS IMPACTED ME IN A POSITIVE WAY. IT HAS SHOWN ME THAT CODING ISN'T JUST LETTERS OR NUMBERS BUT ALSO HELPING OTHERS! I WAS ALSO ENCOURAGED TO LOOK INTO MORE STEAM FIELDS.

- ANNA S. GRADE 7, ONTARIO

How Hackergal Collaborates with Facilitators

Facilitators are the heart of the Hackergal Hackathon Program. Hackergal supports facilitators throughout their coding journey to make sure they have a smooth experience from starting the program leading up to the Hackathon.

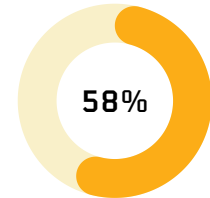
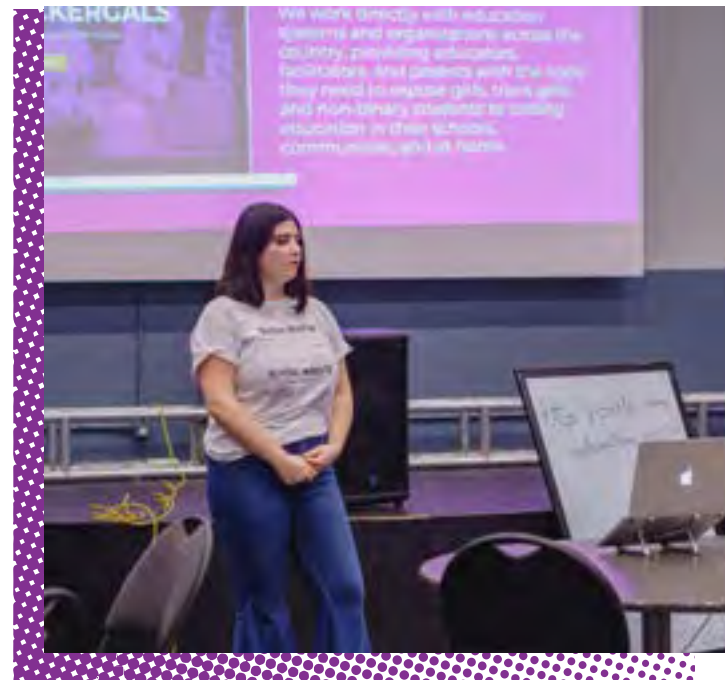
Facilitators lead all-girls coding clubs within their schools and community organizations, using a wide range of tools and resources available through Hackergal Hub. Hackergal Hub provides self-paced lessons using Lynx Coding Platform and wrap-around resources to support facilitators in integrating coding education and digital skills in their classrooms. While the girls are learning to code, facilitators are welcome to schedule live webinars with the Hackergal Team.

Every year, there are many educators who come back and make Hackergal Programming a big exciting annual or bi-annual event for their girls! They continue the coding journey - virtually or in-person, as their learners progress through the coding levels on Hackergal Hub and continually cycle back to participate in Hackergal's annual Hackathons.

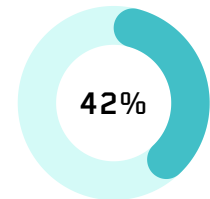
Hackergal loves collaborating with community partners and school boards. These partnerships have helped Hackergal's community expand and reach more girls across Canada.



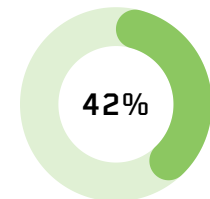
In 2021-2022:



Of all Facilitators were new to Hackergal's Hackathon Program



Regularly incorporated coding and digital skills within their lesson plans



Were confident in their ability to integrate coding into lesson plans



Spotlight on Educators in Our Community

Spotlight #1: Mr. McCreery

Teacher, C.D. Howe Public School, Ontario

Mr. McCreery has been part of the Hackergal community since 2018 when his school and coding club took part in their first Hackergal Hackathon. His club was selected to be one of the presenting live schools this past Hackathon to celebrate the launch of Hackergal's 11th National Hackathon. This was very exciting for the girls and they were honoured to be a small part of the live nationwide event. Mr. McCreery is passionate about teaching coding to girls and running his school club because he wants to open as many doors as possible for the girls, especially in the STEAM fields where it is predominantly male. "Being able to create an environment and club where girls can get together, learn, and grow is amazing", Mr. McCreery said. This is one of the reasons why he loves the Hackergal community.

CONNECTING WITH STUDENTS, TEACHERS, AND THE HACKER GAL TEAM FROM ALL ACROSS CANADA IS INSPIRING. IT SHOWS THAT THESE GIRLS IN SMALL-TOWN NORTHWESTERN ONTARIO AREN'T THE ONLY ONES INTERESTED IN THE STEAM FIELDS, THERE IS A HUGE COMMUNITY OUT THERE CHEERING THEM ON. THERE IS A STUDENT IN OUR CLUB THAT TOOK IN THE HACKER GAL SUMMER PROGRAM LAST SUMMER AND WILL BE STARTING GRADE 7 THIS FALL. SHE IS COUNTING DOWN THE DAYS UNTIL SHE CAN APPLY TO BE A HACKER GAL AMBASSADOR. CREATING A SUPPORTIVE ENVIRONMENT FOR THE GIRLS WAS VERY IMPORTANT. CODING CAN BE SCARY AT FIRST SO WE DO A LOT OF PLAY AND EXPORTATION. I ALSO ALLOW THEM TO CREATE OR MAKE WHATEVER THEY WISH. CODE A GAME, A SIGN, A MAKEYMAKEY, A MOVING POSTER ON LYNX. ONCE WE ARE COMFORTABLE WITH THE BASICS WE TRY MORE COMPLEX TO CODE AND CREATE.

- MR. MCCREERY

Spotlight #2: Mme Caroline

Teacher, École des Beaux-Marais, Nova Scotia

Mme Caroline and 21 girls from Grades 4 to 6 comprising the École des Beaux-Marais Coding Club participated in Hackergal's 11th National Hackathon making a special appearance during the Hackathon Launch Party as Community Spotlight presenters representing Canada's East Coast and the Franco-Canadian communities across Canada. The excitement of speaking live made the event an unforgettable experience and motivated the girls to learn more about code and technology.

In preparation for the Hackathon, École des Beaux-Marais participated in 3 webinars hosted by Hackergal's Programs Team to broaden their coding and digital skills. Hackergal's National Hackathon is an exciting opportunity that helped boost their confidence and knowledge in digital skills and the club can't wait to participate again next year!



BONJOUR, JE M'APPELLE AGATHE, JE N'AI JAMAIS CODÉ AVANT, MAIS J'AI TRÈS HÂTE D'APPRENDRE!

Agathe

JE SUIS CONTENTE QUE NOTRE ÉCOLE PARTICIPE AU HACKATHON DE HACKERGAL!

Anna-Rose

J'AIME LES ARTS ET J'ESPÈRE QUE LE CODAGE VA ME PERMETTRE DE DÉVELOPPER MA CRÉATIVITÉ

Sarah

Spotlight #3: Mrs. Garrioch

Grade 8 Technology Teacher, St. Mary's School, Saskatchewan

Mrs. Garrioch started her first coding club for Grades 4-8 in 2013. This year she led a coding club for 4 weeks with 4 girls in preparation for Hackergal's 11th National Hackathon. She participated as a Community Spotlight presenter during the Hackathon Launch Party, showcasing the excitement and hard work her students put into preparing for this year's Hackathon.

Her girls were given the opportunity to share the inspiring projects they coded, tackling impactful topics such as clean cooling and bus trackers. Her coding club was so proud to represent Saskatchewan at Hackergal's National Hackathon and called themselves the 'Saskatchewan Hackergals'! Their in-person celebration (with treats) culminated in the Hackathon showcasing their hard work, and awarding participants with certificates.

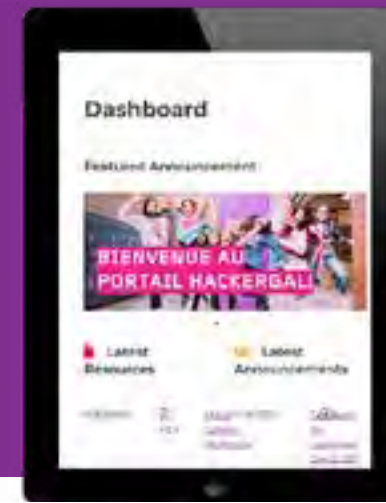
I HAVE ALWAYS BEEN INTERESTED IN COMPUTERS SINCE I WAS A YOUNG PERSON, AND MY MOM WAS ALWAYS TECH SAVVY. I WISH I HAD OPPORTUNITIES TO LEARN HOW TO CODE AS A CHILD, AND THAT IS WHY I LOVE PROVIDING THE HACKERGAL EXPERIENCE FOR MY OWN STUDENTS. I HAVE A DAUGHTER OF MY OWN, AND WANT HER, AND OTHER GIRLS TO FEEL LIKE THERE ARE NO LIMITATIONS ON WHAT THEY CAN BE INTERESTED IN OR ACCOMPLISH! - MRS. GARRIOCH



Hackergal Hub

Hackergal Hub is Hackergal's proprietary free online learning portal, offering interactive computer science education accessible to all girls in Canada.

The platform offers self-directed, student-driven learning and gives girls the ability to learn to code in a way that gives them agency — voice and choice — over their own pace and style. Hackergal Hub serves as a wrap-around support for Hackergal's core programming and also hosts an online community where learners, teachers and parents can connect, collaborate, and integrate STEAM learning into their everyday lives.



Skills for STEAM and Beyond

Hackergal's Hackathon Program is designed to encourage learners to achieve their full potential through Hackergal's 6 Future-Ready Competencies. Learning to code and making a difference through technology goes beyond programming knowledge and skills. That's why these core competencies will equip girls with the ability to meet the complex demands of diverse contexts and be successful in their everyday lives and in their futures.



Learner Projects



The Environment Gallery Project coded using concepts from Hackergal Level 1: Tech Apprentice by Freya M, Grade 7, Ontario



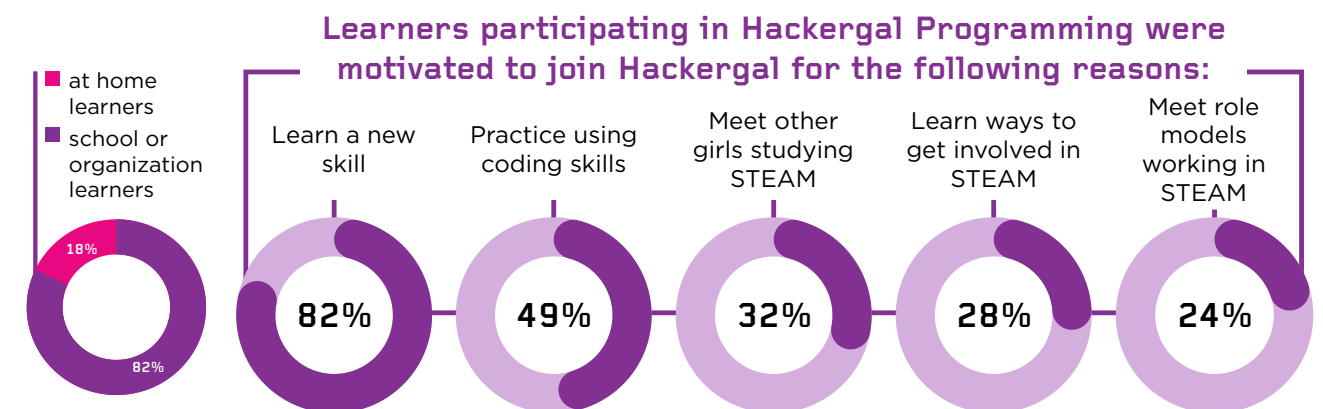
Blueprint Project designed using concepts from Hackergal's Graphic Design with PixLR by Nabiha K, Grade 9, Ontario

Explore on Hackergal Hub

In March 2022, Hackergal Hub expanded to include Explore with over 50+ self-paced customized curricular resources for girls and teachers. Explore is arranged into various categories including Curriculum Resources, Hackathon Toolkits, Hackergal's National Project Gallery, which features projects from girls across Canada, and a Video Hub containing Hackergal's full collection video tutorial series on coding and digital skills.

Hackergal is excited to announce that in the 2022-2023 school year, 2 new categories are set to launch within Explore: Career Connections, focused on showcasing diverse Canadian women-identifying role models in STEAM, and Lite Bytes, quick grab-and-go projects that develop learners coding and digital skills.

Learner Snapshot 2021-2022



150+

Schools and organizations supporting learners across the country

60+

Hours of course content in English and French

40+

Profiles on Canadian STEAM role models

55+

Video tutorials on coding and digital skills

40+

Projects from girls across Canada included in the National Project Gallery

National Ambassador Program

Hackergal's National Ambassador Program is designed to support girl-identified learners in grades 9-12 who are passionate about pursuing post-secondary education and future careers in technology. The program focuses on ensuring Canada's future leaders are job ready for the new economy, by providing in-depth digital skills training, networking, mentorship, internship and scholarship opportunities as well as ongoing support from Hackergal supervisors.

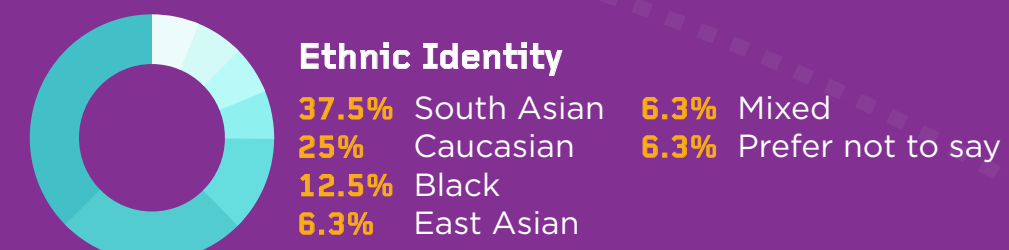
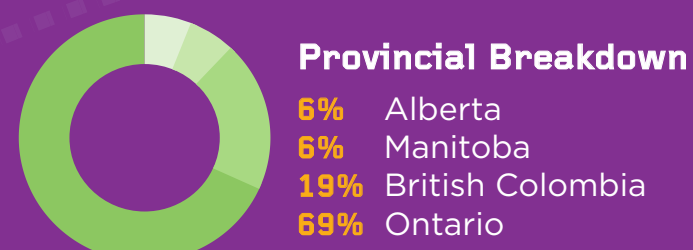
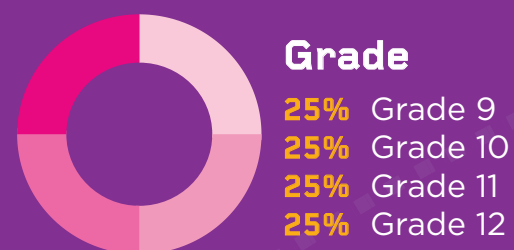
In addition to improving their own coding skills, Hackergal Ambassadors facilitate programming to inspire girls in middle school to consider the possibilities in code, building a pipeline of future female technology leaders.



PROGRAM TIMELINE



WHO ARE THE AMBASSADORS?



Program Impact

This year the Hackergal Ambassador built a strong sense of community and centered the importance of supporting and challenging one another. This came to life through the opportunity for the Ambassadors to lead their own coding clubs in their communities across Canada. The Ambassadors fostered safe spaces for girls to learn how to code and conducted live coding lessons and question/answer sessions to support their learning, helping club participants to overcome coding challenges and gain confidence in their own coding skills and knowledge. Many of these clubs participated in the Hackathon, creating and presenting projects in celebration of their hard work and progress.

11

Coding Clubs in 4 Provinces (Alberta, British Columbia, Manitoba and Ontario)

190

Total girls participating across all Ambassador led Coding Clubs

6+

Weeks of coding and digital skills training leading up to the Hackathon

17

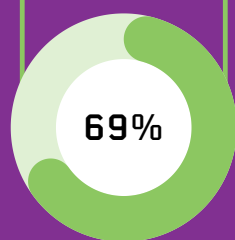
Average number of girls per Coding Club



I AM MOST PROUD OF THE CODING CLUBS. I STARTED A SMALL CLUB WITHIN MY OWN SCHOOL, SO I AM ESPECIALLY PROUD OF MY OWN COMMUNITY. THE LEARNERS HAVE DEMONSTRATED A PASSION FOR CODING AND ARE ALWAYS EAGER TO LEARN MORE. THEY HAVE DECIDED TO CONTINUE TO LEARN EVEN AFTER THE HACKATHON, I AM SO PROUD OF THAT. NOT ONLY THEIR CODING, BUT HOW THEY'VE COME TOGETHER AS FRIENDS.

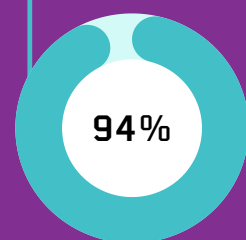
LIBBY P., GRADE 9, ALBERTA

At the beginning of the program

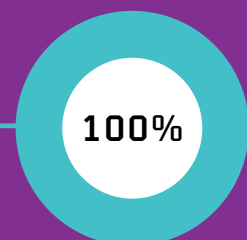


Only 69% of Ambassadors felt confident in their coding and digital skills

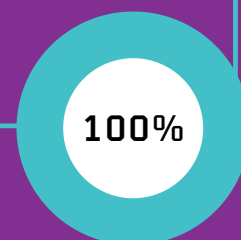
After graduating from the 2021-22 Cohort



94% have an interest in studying STEAM after high school



100% felt knowledgeable in coding and digital skills



100% felt confident in their coding and digital skills

Ambassador Experience



THE HACKER GAL AMBASSADOR PROGRAM SERVES AS A PEEK INTO THE STEAM FIELD. IT INTRODUCES AMBASSADORS TO MANY CURRENTLY WORKING IN TECH BY PROVIDING NUMEROUS Q&A'S - SOMETHING EXTREMELY HELPFUL TO GIRLS EVEN CONSIDERING WORKING IN STEAM. IT ALSO CREATES A SAFE COMMUNITY WHERE EVERYONE IS LEARNING TOGETHER 24/7. WITHOUT THE HACKER GAL AMBASSADOR PROGRAM, I DEFINITELY CAN SAY I WOULD FEEL A LOT LESS CONFIDENT PURSUING STEAM NEXT YEAR AT UNIVERSITY, AND I FEEL SO FORTUNATE TO HAVE BEEN GIVEN THIS AMAZING OPPORTUNITY.

- ALEKSANDRA H., GRADE 12, BRITISH COLUMBIA



JESSICA LOVES HELPING OTHERS. HACKER GAL GAVE HER THE OPPORTUNITY AND SUPPORT TO HELP HER ACHIEVE HER DREAM. THROUGH PARTICIPATING IN THE HACKATHON, BUILDING A CODING CLUB IN SALT SPRING ISLAND AND ARRANGING OTHER EVENTS, JESSICA HAS BECOME A MORE INDEPENDENT PERSON WITH CONFIDENCE.

- ANNIE YOUNG, PARENT OF JESSICA Y., GRADE 10, BRITISH COLUMBIA



I THINK THAT PROGRAMS LIKE HACKER GAL ARE NEEDED FOR GIRLS TO CONSIDER STE(A)M FIELDS BECAUSE SO OFTEN, GIRLS ARE PUT DOWN BY SOCIETY (UNKNOWINGLY OR NOT). HAVING THIS IMPRESSION AS A YOUNG GIRL CAN DEMOTIVATE A GIRL FROM REACHING HER HIGHEST POTENTIAL, AND THAT'S WHY THIS PROGRAM IS SO IMPORTANT. I KNOW A LOT OF GIRLS WHO WEREN'T TOO INTERESTED IN CODING AT THE START OF MY CLUB WHO ARE NOW A LOT MORE CURIOUS ABOUT COMPUTER SCIENCE COURSES AT THEIR LOCAL HIGH SCHOOL. WHILE THESE ARE SMALL STEPS AND SMALL CHANGES, THESE ARE THE CHANGES THAT LEAD TO A BIG AND IMPACTFUL OUTCOME!

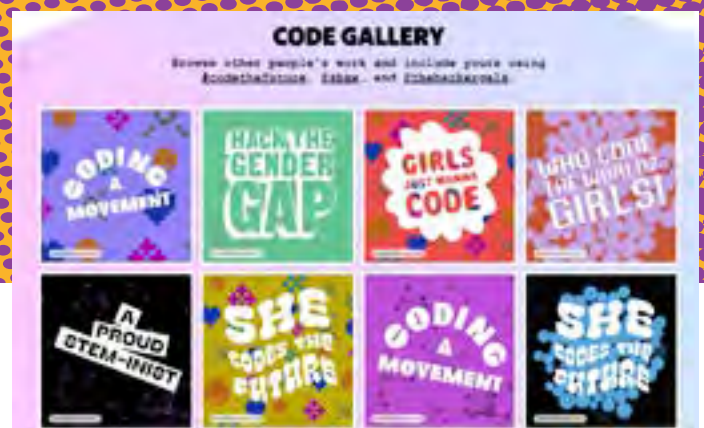
LAKSHMI M., GRADE 11, ONTARIO



THANK YOU SO MUCH FOR THIS INCREDIBLE OPPORTUNITY OF RESOURCES, LEARNING AND CONNECTING WITH OTHER GIRLS AND WOMEN WITHIN THE FIELD. THIS PROGRAM HAS HELPED TO SHAPE OUR DAUGHTER'S FUTURE CAREER AND PROVIDED HER WITH A CHANCE TO GAIN VALUABLE EXPERIENCE, AT A YOUNG AGE (IN GRADE 9), ALONG THE WAY.

- MARSHA HANAK, PARENT OF AUTUMN H., GRADE 9, ONTARIO

Marketing Spotlight



**Women's History Month
IWD 2022 #BreakTheBias!**

**The Code the Future Campaign
Hackergal x Shaw for IWD 2022**



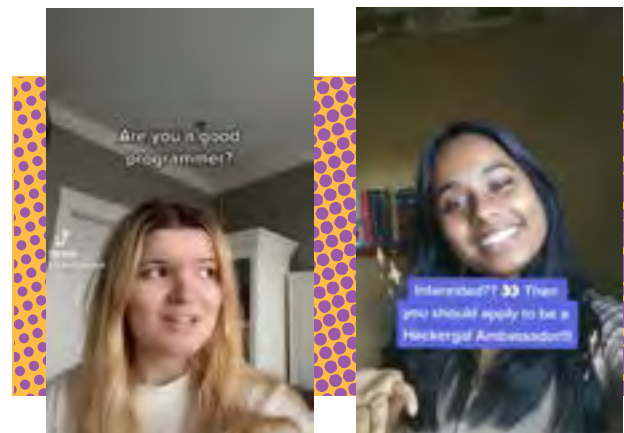
THROUGH THIS INITIATIVE, WE WANT TO HELP INSPIRE MORE YOUNG WOMEN TO GO OUTSIDE OF THEIR COMFORT ZONE, EXPRESS THEMSELVES CREATIVELY, AND SPREAD MESSAGES OF EMPOWERMENT TO CELEBRATE THE WOMEN THAT ARE CLOSING THE GENDER GAP THAT IS STILL SO PREVALENT IN STEAM FIELDS.

- LISA COOKE, VICE PRESIDENT, ADVERTISING, SHAW COMMUNICATIONS



HACKERGAL CONTINUES TO INSPIRE YOUNG GIRLS FROM ACROSS THE COUNTRY TO DREAM BIG AND CHALLENGE THE STATUS QUO. AS PARTNERS, WE ARE HAPPY TO SUPPORT HACKERGAL IN THEIR EFFORTS TO PROVIDE INTERESTING AND ENGAGING MATERIAL TO ENCOURAGE SELF-IDENTIFYING YOUNG GIRLS TO PURSUE CAREERS IN STEAM TO HELP MAKE THE GENDER GAP IN THESE FIELDS A THING OF THE PAST.

- CHETHAN LAKSHMAN, VICE PRESIDENT, EXTERNAL AFFAIRS, SHAW COMMUNICATIONS



**Hackergal Ambassador Videos
Hackergal x 2021-2022 Ambassadors**

The Power of Community



We're proud to partner with The Jean Augustine Center for Young Women (JAC) to deliver various coding workshops to girls in its community. The JAC's Empowerment's programs are designed to empower young women by sparking creativity, encouraging learning and teaching leadership skills, and what is better than code to develop these areas! From virtual to in-person workshops and webinars, from working with younger girls to teaching older girls, the Hackergal x JAC workshops have all been a success! We always have new and returning girls enjoying their time and excited about discovering new coding skills.

Hackergal hosted two hybrid workshops as part of ANIDA's Summer Booktopia on Thursday, August 11th, 2022. ANIDA is an NGO founded 25 years ago that aims to empower underprivileged communities by removing obstacles that prevent children from accessing education and which keep women and their families in poverty. Their mission is to create opportunities through community-based projects, for individuals facing a difficult reality, by providing them with access to education. The mission alignment between ANIDA and Hackergal makes this partnership very valuable.

Hackergal provided coding activities for girls ages 9-14 years of age and 15-18 years of age. The first workshop was about building a simple project with character animation and had 16 girls attending in-person and 4 attending virtually. The second workshop was about to code your own music onto a smartwatch graphic and had 9 girls attending in person and 4 attending virtually.



THE CODING SESSION WITH HACKER GAL WAS ASTONISHING! EVERYBODY LOVED AND ENJOYED IT A LOT. I BELIEVE THAT THESE SESSIONS MADE AN IMPACT ON THE LIVES OF THESE GIRLS. THROUGHOUT THE SESSIONS, I NOTICED THE TEAM'S PASSION FOR EMPOWERING UNDERREPRESENTED YOUNG GIRLS THROUGH EDUCATION AND CODING. IT WAS VERY INFORMATIVE AND SO MUCH FUN FOR THE PARTICIPANTS, ESPECIALLY TO SEE THEM SO ENGAGED IN WHAT THEY WERE MAKING DURING THE WORKSHOPS. USUALLY, HYBRID EVENTS ARE A LITTLE BIT CHALLENGING, HAVING TO PAY ATTENTION TO THE ONLINE AND IN-PERSON PARTICIPANTS AND GIVE THEM THE SAME AMOUNT OF SUPPORT AND ATTENTION. HOWEVER, THEY USED THEIR STRENGTHS AND PUT TOGETHER A SOLID AND SUCCESSFUL WORKSHOP FOR THOSE THAT ATTENDED ONLINE TOO.



- JADE SHORTE, COMMUNITY PROGRAMS COORDINATOR, ANIDA

Letter from Our Board Director

There has been significant changes in education that reflect the needs of our modern society and workplace. Through the years, Hackergal has grown and risen to the challenge of the changing education goals - these changes in teamwork, inquiry, problem solving and computational thinking are reflected in Hackergal's competencies.

The shift for addressing these skills has happened in education systems across this country. But, we need to ask, "are we meeting everyone's needs through traditional education systems?"

As a member of an inclusive school district, I believed that opportunities to learn were taken up by all members of our learning community. However, after we hosted a Hackergal event, I was surprised to learn that the girls in our school district did not feel comfortable learning to code with the boys in their class. The girls reported to us that they felt much more comfortable learning to code with other girls in their peer group. Their parents were grateful that we had offered this opportunity to their children. They saw their children blossom and become much more interested in different ways of learning.

Hackergal not only provided this opportunity to students but they also shifted the way many educators viewed learning opportunities. Providing opportunities to learn in a variety of contexts and with a variety of other learners is important and valued. Hackergal is working to close the gender gap in computer programming and succeeding.



Kathryn D'Angelo

Education Consultant and Retired
Assistant Superintendent,
School District 38 Richmond, BC



Our 2021 Financials



Revenue

- \$444,225 Government Funding
- \$275,177 Sponsorships
- \$67,672 Donations
- \$2,434 Other



Expenses

- \$626,020 Program Delivery
- \$47,161 Program Development
- \$111,806 General Administration

\$4,521* Excess of Revenue over Expenditures

*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 partners. Together, we are increasing the digital literacy skills of Canada's next generation of leaders, building a more diverse and equitable workforce in a very tangible way.

Funded by the
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of Canada

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FONDATION FAMILIALE
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Fondation
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An agency of the Government of Ontario
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TELUS Friendly
Future Foundation

Natural Sciences and Engineering
Research Council of Canada

Conseil de recherches en sciences
naturelles et en génie du Canada

Canada

Tippet Foundation

S.M. Blair Family Foundation

Partnership Spotlights

Sago Mini

Sago Mini is a proudly Canadian company that makes digital and physical toys that kids (and parents) love. The company has a diverse team of developers, designers and artists and counts inclusivity as one of its core company values. Together, Sago Mini and Hackergal are paving the way for a technology industry that is more inclusive of underrepresented groups across Canada.

TC Energy

A pillar of TC Energy's Build Strong program is improving access to STEAM education across Canada. Hackergal is grateful for TC Energy's support as we work together to reach more girls in more places through our National Hackathon program.

TELUS Friendly Future Foundation

With the support of TELUS Friendly Future Foundation, Hackergal is increasing our reach and creating better pathways to bring coding education to girls in underserved communities. Hackergal's community coding workshops build confidence and perseverance for girls as they learn to be creators of code no matter where they live and learn. Hackergal is honoured to be working with TELUS Friendly Future Foundation to break down barriers for girls that will ultimately close the gender gap in technology.



Sago Mini Unity Coding Workshop for girls in Grades 9 to 12 took place in Toronto, Ontario in September 2022.

AS THE WORLD BECOMES PROGRESSIVELY MORE TECH-FOCUSED, PROVIDING CHILDREN AND YOUTH WITH ACCESS TO LEARN NEW SKILLS SUCH AS COMPUTER CODING IS ESSENTIAL TO IMPROVING ECONOMIC SECURITY AND PROSPERITY ACROSS CANADA," SAID SHANAN SPENCER-BROWN, EXECUTIVE DIRECTOR OF TELUS FRIENDLY FUTURE FOUNDATION. "TELUS FRIENDLY FUTURE FOUNDATION IS PROUD TO SUPPORT HACKERGAL TO EVEN THE PLAYING FIELD WHEN IT COMES TO FEMALE REPRESENTATION IN TECHNOLOGY.

- SHANAN SPENCER BROWN, EXECUTIVE DIRECTOR OF TELUS FRIENDLY FUTURE FOUNDATION



<Hackergal>



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75236 3291

