



# ANNUAL IMPACT

REPORT 2023



GirlCode is pleased to present the Annual Impact Report for 2023. This report aims to provide an overview of our organization's activities, programs, impact and future plans.

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# MESSAGE FROM CEO

Dear GirlCode Community,

As we bid farewell to 2023, I am filled with immense pride and gratitude for the journey we have embarked on together. This year has been a tapestry of wins and losses, challenges and triumphs, and most importantly, a testament to our collective commitment to empowering girls in the tech space.

First and foremost, I want to express my heartfelt appreciation to each member of our incredible team. Your dedication and resilience have been the driving force behind our success.

Special commendation goes to those who joined us during a time when I, as the CEO, had to temporarily step away to welcome a new addition to my family—a baby girl. This period, though challenging, revealed the strength and cohesion of our team as you navigated and excelled in executing our mandate.



One of our most significant achievements this year has been securing partnerships that not only sustained us financially but allowed us to be cash flow positive throughout the year. This financial stability is a milestone that positions us for continued growth and amplification of our programs in the years to come.

As we chart the course for 2024, we are eager to share some strategic changes that will further elevate GirlCode's impact. Firstly, we will be registering GirlCode as a Non-Profit Company (NPC), a move that will pave the way for the establishment of a Non-Executive Board. We believe this addition will fortify our organizational structure and enhance our ability to expand our impact across African borders.

Secondly, we are realigning our focus by creating a new entity for our skills programs. This shift allows us to return to our roots, re-emphasizing GirlCode as a movement designed to inspire girls to explore coding, rather than positioning us solely as an educational institution.

Our impact in 2023 has not gone unnoticed, and we are honored to have received industry recognition for our efforts in increasing female representation in the tech space. This has allowed us more brand visibility and as a result have formed new public and private partnerships. This acknowledgment fuels our determination to set audacious goals for the coming year. In 2024, our vision is to reach and inspire 100,000 girls, nurturing the next generation of innovators who will undoubtedly shape the future of our country and continent.

As we reflect on the past year, we extend our deepest gratitude to all our partners who have been instrumental in supporting our mission. Your belief in GirlCode has been the cornerstone of our success, and we eagerly anticipate continued collaboration to create opportunities and open up spaces for 10 million women by 2023.

In closing, let us carry the lessons and challenges of 2023 into the new year, as we remain steadfast in our commitment to fostering diversity and inclusion in the tech world.

# ABOUT GIRLCODE

GirlCode is a registered NPO (158-642) aimed at empowering young girls and women through technology. We believe that the more women get involved with Technology, Design, Development and Leadership, the more successful and diverse companies and their products will be in the future.

## VISION

Our vision is a future where girls have the knowledge, skills and opportunity to shape the digital world, and where the tech industry reflects the diversity and talent of its users and creators.

## MISSION

Our Mission is to empower girls and women by providing high-quality coding education and resources to enable them to contribute towards an inclusive and Innovative Technology Industry.

*"The best time for girls to learn coding was 20 years ago and the next best time is now."*



# AWARDS & RECOGNITION



**EPF Social Impact Award**

"Empower a woman, empower a nation." - this emphasizes the profound impact that empowering and supporting women can have on not only individual lives but also entire communities and societies.

Every award and recognition we receive at GirlCode ZA is more than just a badge of honor; it's a powerful affirmation of our mission and a testament to the incredible impact we've had so far.



**GovTech Digital Woman**



**Telkom top 10 phenomenal women**

# PROGRAMS & IMPACT

## 2612 Girls & Women



### CAREER DAYS

Our Career days are an opportunity to give girls from previously disadvantaged communities a unique experience to learn about careers in technology.

The day is filled with career talk sessions to learn more from the women who work within the tech space about their roles and how technology impacts what they do.

**Total beneficiaries : 1584**  
**Number of partnering organizations: 6**

### SKILLS PROGRAMS

Our MICT SETA Skills programs include a 3 month online bootcamp that focuses on bridging the technical and soft skills needed for unemployed Graduates to succeed in getting their first job. Secondly, our Learnership program focuses on upskilling unemployed women become software developers.

**Total Beneficiaries : 138**  
**Number of partnering organizations: 13**  
**Job placements: 93**



### GIRLCODER CLUBS

GirlCoder clubs are a nationwide network of volunteer-led, after school online and in-person coding clubs designed for primary and high school girls to get them interested in pursuing STEM related careers. GirlCoders learn how to create their own interactive stories, games, and animations and use code to create innovative solutions.

**Total beneficiaries : 353**  
**Number of partnering organizations: 4**

### HACKATHON & MENTORSHIP

GirlCode hosts an annual hackathon which aims to provide young women who are eager to join the software industry with an opportunity to develop some of the real-world skills they need to enter the world of work.

**GirlCode Hackathon: 297**  
**Chenosis Hackathon : 55**  
**Mentorship : 185**



# BENEFICIARY TESTIMONY

My name is Nokuthula Pilane, I'm 20 years old and I was a part of the GirlCode program, class of 2023. This year I was on a gap year, staying home and learning how to breastfeed as a first-time teen mom. September my brother Elisha joined the GirlCode DigiPreneur program, and told me that he joined a computer class and I should come and check it out. My initial thinking was that I would acquire basic knowledge on how to use Microsoft word and excel, maybe add that as a skill on my cv and just try and finesse and take things from there, only to get there and find out it's coding!

The first few sessions, I had no idea what was even being spoken about. However my classmate encouraged me to give myself a chance and see if I like it and if I really don't then I can call it quits. This was the very first time I gave myself a real shot at anything really. I've always been a girly girl and known my skills to lie within somatology career path, but coding? Coding has always been like "a nerd" thing. In high school I.T was only taken by the best of the best, the Einstein's of computers and never really girls like me who liked makeup and shopping.

I never in a million years thought that I WOULD BECOME A CODER, yet alone stand here in front of you all talking about a passion I didn't even know I had in me until GirlCode.

Society has trained girls like me to think because I am interested in makeup, I wouldn't survive within the coding world, but not only did I survive, I thrived, and I excelled.

My facilitator Pearl, who by the way even though she hates being called a teacher she is the best teacher I have ever had in my life. She took the time to catch me up before the next class just to make sure I'm updated with everything. And within these catch up lessons I learned 2 things:

1. never ever take myself for granted by doubting myself and
2. I can do anything I put my mind to.

This type of positive thinking has given me determination and has led me to be motivated and be confident in myself.

Another lesson I learnt was to have the confidence to voice my opinions about coding in a table of men coders which was the best feeling ever as in the past anytime I had anything to say I'd just keep quiet thinking it's not good enough.



**Nokuthula Pilane**

Besides just coding I have acquired skills that has slowly started to build my character as a young woman. Such as perseverance and discipline. I learned to discipline myself by focusing on studies even when I didn't understand, to keep showing up for myself and never giving up. These lessons are something I'll never take for granted.

I am immensely humbled to have received this special certificate from GirlCode. This certificate sincerely acknowledges my effort, time and hard work. I am overjoyed to have received this great honour. This certificate signifies my dedication as an individual and is the beginning to endless opportunities.

It is the printed-out evidence of my endurance and sacrifices, it reminds me to never use my situation as an excuse for anything. It reminds me to never limit myself and it is the stepping stone to my greater success.

As a young mom this certificate means that my son has no excuse to ever be on the streets "hustling" and understand that education is his most powerful weapon. He gets a front row seat to see I didn't let anything stop me from achieving because I understand that am destined for greatness. He will see that I continued to reach out and better myself with programmes such as GirlCode that provide empowerment to the youth and give us a platform to project the greatness in our communities, to create an awareness to the world of our eagerness to better ourselves and the hunger we really have to build ourselves as individuals. I am extremely blessed to have been equipped by GirlCode. And forever grateful for this opportunity

This is the beginning of my success.

This is the beginning of my story.

This is the beginning of her.

I Thank you.

# Our PARTNERS

GirlCode extends heartfelt gratitude to our esteemed partners and sponsors for their unwavering support in 2023. Your commitment to empowering girls and women in technology has been instrumental in fueling our initiatives and driving positive change. Together, we have forged impactful collaborations, creating pathways for skill development and opportunities. Your belief in our mission has not only elevated GirlCode's reach but has also played a crucial role in reshaping the narrative of gender inclusivity in the tech sector.

\*Magic Orange



# THE TEAM

Our dedicated team and passionate volunteers stand as the driving force behind the organization's transformative success in 2023. Spearheaded by a visionary leadership team, GirlCode's internal forces have worked tirelessly to shape the organization, fostering an environment where empowerment and technological proficiency flourish.



Zandile Mkwazi



Tinyiko Simbine



Phindile Mchunu



Thandiwe Nyandeni



Dimakatso Setlhabane



Nelisiwe Nhlapo



Murendeni Mukwevho



Mbali Mngoma



Khutsiso Seboko



Dineo Nyamane



Zinhle Vilakazi



Pearl Mahlangu

# ADVISORY BOARD

The GirlCode Advisory Board stands as a cornerstone in the organization's success story. Their commitment, expertise, and collaborative spirit have been instrumental in shaping GirlCode into a driving force for change in the South African tech sector. As we present this Impact Report, we acknowledge the invaluable contributions of the Advisory Board in empowering girls and women through technology and paving the way for a more equitable and promising future in the tech industry.



Komeshni Patrick



Duduzile Mkhwanazi



Tasania Parsadh



Hilton Warmback



Robyn Farah

# SPECIAL ACKNOWLEDGEMENTS

The heartbeat of GirlCode is undoubtedly our GirlCode community and volunteers who embody the spirit of altruism and dedication. This year, their invaluable contributions have expanded our reach and impact, amplifying our ability to empower girls and women through technology. Through mentorship programs, coding clubs, and outreach events, our volunteers have ignited inspiration, sharing their expertise to cultivate the next generation of female tech leaders.

## **VOLUNTEERS:**

Inayeth Govender  
Jean Mouton  
Kudzanai Gomera  
Lesego Bikitshi  
Mawethu Sidlayi  
Monique Gerber  
Nondzaliseko Ndamase  
Rennay Dorasamy  
Reshelle Naidoo  
Riselle Rawthee  
Satish Ajodha  
Verosha Pillay  
Vincent Dzapasi  
William Ledwaba  
Sasha-Lee Findlay

## **VOLUNTEERS:**

Zina Knoesen  
Ntwanano Rikhotso  
Nompumelelo Pani  
Nokukhanya Nzima  
Lawrence Chibondo  
Bridget Mahlangu  
Pam Sneddon  
Annaclea Moshoeshoe  
Erica Swart  
Tyrol Venturini  
Zwile Nkosi  
Penelope Laubscher  
Letanye Pretorius  
Loraine Gatawa  
Tiyiselani Ngobeni

## **INDIVIDUAL DONORS:**

Reabetswe Keebine  
Laura Madalina  
Victoria Mofokeng  
Thulani Ngomane

## **Corporates:**

Entersect  
EFT  
ITC Infotech  
Colony  
HISP  
Geeks4Learning  
Activ ops  
Easy equities  
Unity Values  
Nedbank  
Fireball

A special Thanks to **Buhle Grobler**, the CEO of JUMO Africa for her continued monthly donations towards GirlCode.

The **For Good Team** who have created an amazing platform that has enabled us to reach many more people who resonate with our mission and have subsequently donated or volunteered to be part of the GirlCode Team.

# 2024 Plans

## 100 000 Girls and Women



### GirlCode Summit

The GirlCode Summit is designed for young women between the ages of 18-35 who aspire to excel in the technology sector. Whether you are a student, a recent graduate, or already working in the tech industry, this summit is for you if you are passionate about technology and eager to grow both personally and professionally.



### GirlCode Hack in 10 Cities

In 2024, GirlCode is organizing an ambitious All Women Hackathon in 10 cities across Africa. This groundbreaking event provides a platform for female innovators to collaborate, ideate, and showcase their coding prowess. Bridging continents, it fosters a united community of women driving technological advancement.

**We cannot achieve  
our mission alone,  
join us in making a  
difference.**

## Contact

 010 109 3148

 [sponsor@girlcode.co.za](mailto:sponsor@girlcode.co.za)

 [www.girlcode.co.za](http://www.girlcode.co.za)

# 2024 PLANS

We will be expanding our mentorship program, connecting 5000 women with industry leaders. This initiative fosters professional growth, offering guidance and support to navigate the tech landscape, empowering women to excel in their careers.

Career Days initiative in 2024 aims to reach 70,000 girls in primary and high schools nationwide. This immersive experience introduces them to diverse tech careers, inspiring the next generation.

GirlCode's online self-paced coding introduction will provide accessible entry points to technology for 15000 women. This initiative equips women with foundational coding skills, fostering independence and building a diverse talent pool.

GirlCode's nationwide tech workshops in 2024 are set to impact 10,000 women. These hands-on sessions offer practical skills and insights, bridging the gender gap in tech by empowering women with the knowledge and confidence to thrive.

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# THANK YOU

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