

Anita Borg Institute for Women and Technology

2004 Executive Summary

Dear Friends and Supporters:

Thank you. Thank you for your support, time, commitment, and passion. Together with all of you, we've had the best year ever at the Anita Borg Institute for Women and Technology. This 2004 Annual Summary is a snapshot of all we accomplished last year. Behind this picture, and what I am most proud of, are the thousands of compelling stories and the focus on changing the lives of women who are choosing technology. 2004 has proven our programs and events illustrate a different face of technology and provide an effective setting for continued growth and impact.

One highlight in 2004 was the Grace Hopper Celebration of Women in Computing held in Chicago. With nearly 900 people, including 400 students, it was the most successful GHC in the 10 year history of the event. Over the years schools and non-profit organizations have seen the conference's benefit to students and this year the academic scholarship program included 33 institutions and supported 169 students with scholarships to attend the conference.

In 2004 we launched TechLeaders, a leadership initiative. Our pilot event in cooperation with the Institute for Pure and Applied Mathematics had 48 leaders in technology in attendance from academia and industry. This was followed by our sold out event the day before the Grace Hopper Conference where many of the most senior women attending the conference came together to envision a different future for themselves and for our community.

The Virtual Development Center continues to invoke passion and incredible grassroots work from its participants around the country. In 2004 the University of Arizona hosted the annual conference where students and faculty gathered to celebrate the accomplishments of the previous year.

Locally, we offered a number of well-attended events both at Google's Mountain View Campus and at The Tech Museum of Innovation in San Jose. These talks and panel provided our local community an opportunity to come together, network and learn from the experts and the experience of many of Silicon Valley's leading women in technology.

2004 also saw the beginning of the new National Center for Women and IT of which the Anita Borg Institute was a co-founder. This large coalition has brought together a diverse community of industry, academia, social scientists and change agents to understand programs that make a difference with women and in creating change within all of these environments.

And what is ahead in 2005 is just as exciting. In May, our TechLeaders series finds itself at Harvard-Radcliffe, at a sold out event. This event includes a dynamite group of today's women leaders who will gather to learn about communication, and to talk about the future of Computing. We will also launch our pilot TechLeaders series of workshops for Aspiring Leaders presented in Silicon Valley.

The first annual Anita Borg Institute Women of Vision awards will be presented on October 18, 2005 in a gala event at the Fairmont Hotel in San Jose. Mark your calendars now! These events and programs are holding us true to our mission to celebrate the women who are changing the face of technology.

Finally as we closeout 2004 and look with anticipation to 2005 and beyond it is clear to us how important our corporate partners are. Hewlett-Packard, Microsoft, and Sun Microsystems are our partners and this year has seen us bring many key members of their workforce into the design of our programs. We welcomed Google as a new sponsor and happily welcomed back IBM as a major Institute sponsor. Cisco also came on board for the first time as a corporate sponsor. Many individuals chose to make us part of their annual giving, and for their support we are extremely grateful. Together with our supporters we are changing people's lives.

Without all of you, the work of the Anita Borg Institute wouldn't be possible. Thank you once again for making 2004 the best year ever and for embracing the vision of "***Changing the World for Women and for Technology***"

Sincerely,



Telle Whitney
President & CEO

OFFICERS

President, Dr. Telle Whitney

Secretary, Catherine S. Kirkman,
Wilson, Sonsini, Goodrich and
Rosati

Treasurer, Shirley Edwards

General Counsel, Catherine
Kirkman

BOARD OF TRUSTEES

Board Chair: Maria Klawe
Ph.D., Dean of Engineering,
Princeton University

Margaret Ashida, Director,
University Talent Programs
IBM

Linda Bernardi, CEO & President,
Connecterra, Inc.

Penny Herscher, President &
CEO, firstRain

Wayne Johnson, Vice President,
University Relations, Hewlett-
Packard

Richard Newton Ph.D.,
Dean of Engineering, University of
California at Berkeley

Greg Papadopoulos Ph.D.,
Executive EVP & CTO, Sun
Microsystems

Rick Rashid Ph.D., Senior VP
and VP Research, Microsoft

Carol Realini, Entrepreneur and
Investor

Jayshree Ullal, Senior VP & GM,
Security Technology Group, Cisco
Systems Inc.

Bill Unger, Partner Emeritus,
Mayfield Fund

Telle Whitney Ph.D., President,
Anita Borg Institute for Women
and Technology

William Wulf Ph.D., President,
National Academy of Engineering

STAFF

Special Project Coordinator: **Annie
Bedichek**

Operations: **Cindy Goral**

Office Manager: **Dianthe Harris**

Development: **Nancy Levitt**

Accounting: **Yvonne Li**

Communications: **Eric Mason**

VDC: **Gloria Montano**

Internet Project Manager: **Erica
Rios**

Executive Assistant: **Rachelle
Siskin**

Executive Summary

The Anita Borg Institute for Women and Technology provides platforms allowing women's voices, ideas and spirits to influence technology. With significant leverage on the lives and careers of women who work in technology fields and those affected by technologies, the participants in the Anita Borg Institute's programs are an unusual mix of academics, industry and government. They include many of the technology thought leaders of today.

The two-halves of the Institute mission; *to increase the impact of women on all aspects of technology and to increase the positive impact of technology on the world's women*, are inextricably linked. As connections between technology and social impact are increasingly demonstrated more women at all levels will be pulled into technology. The Institute accomplishes its mission through programs which celebrate and highlight the success of women in technology, develop new leaders, fostering communities of support and encouragement and lead cutting-edge initiatives on women and technology.

The Anita Borg Institute Programs:

The Systems Online Community for Women in Computing was the first (founded in 1987) and today is the largest online community of women in computing in the world, engaging and supporting nearly 2100 women in 53 countries.

The Grace Hopper Celebration of Women in Computing (GHC) conference is the premier event for technical women in computing. Over the last decade more than 3000 women have attended and more than 500 scholarships awarded to students.

The Virtual Development Center (VDC) is a program aimed at finding new and innovative ways to involve women and girls in all aspects of technology. It involves a unique partnership with ten prominent universities, leading hi-tech companies and numerous local community groups.

TechLeaders is developing an elite network of powerful leaders as well as developing technical leadership in all women, wherever they are in their career.

Women of Vision is a unique venue to honor and tell the stories of women making contributions in technology through innovation, leadership and social impact, incorporating the spirit of innovation that is the essence of Silicon Valley.

In addition, the Anita Borg Institute magnifies its impact through a variety of collaborative partnerships. The Institute is a founding member of the National Center for Women and Information Technology and is spearheading their Industry Report on technical and managerial careers.

Why the Anita Borg Institute?

Women represent half the U.S labor force and more than half of all undergraduates, yet just 18% of scientists and engineers employed in industry are women and only about 20% of students graduating with majors in engineering, physics, computer science, and similar fields are women.

The under representation of 51% of the population in the development of technology has serious and far reaching implications from economics to humanitarian. The Anita Borg Institute's mission, programs and partnerships are critical to increasing the impact (both in numbers and influence) of women on technology and increasing the positive impact of technology on the world. By doing so we guarantee the widest diversity of ideas ensuring that technology is more appropriately designed, more effectively implemented, and even more profitable. Only by increasing the voice of women will we increase the opportunity for finding significant and diverse solutions to the problems of energy, food, illiteracy, clean water, disease control, care for our elderly, the less able-bodied and a host of other issues addressing our society and our world.

This is why the Anita Borg Institute for Women and Technology is committed to *"Changing the World for Women and for Technology"* - Anita Borg 1949 - 2003

Anita Borg Institute Partners



Sponsors



I of Advisors: Chair: Valerie Barr, Ph.D., Chair of Computer Science, Union College ** Frances Allen, Ph.D., IBM Fellow Emerita, IBM ** Denise Brosseau, ja, Brosseau & Associates ** Justine Cassell, Ph.D., Professor, Northwestern University ** Catherine Didion, Principal, the Didion Group ** Carole Dulong, Researcher, Microprocessor Technology Lab, Intel ** Penny Eckert, Ph.D., Professor of Linguistics, Stanford University ** Thelma Estrin, Ph.D., Professor at, UCLA ** Allan Fisher, Ph.D., President & CEO, iCarnegie Inc. ** Moira Gunn, Ph.D., MogoTech Media, Tech Nation ** Denise Gurer, Ph.D. EMD Consulting bin Jeffries, Ph.D., Distinguished Engineer, Sun Microsystems ** Ellen Lapham, Entrepreneur & Designer, Innovation Ventures ** Judith Klavans, Ph.D., or of Research, University of Maryland ** Carol Muller, Ph.D., President and CEO, MentorNet ** Nancy Ramsey, Author, *The Futures of Women: Scenarios for 1st Century* ** Ann Redelfs, Cornell Laboratory of Ornithology ** Kathy Richardson, Ph.D., Consultant ** Ruth Stergiou, Principal, Planning Dynamics, Inc. ** Revi Sterling, Program Manager, University Relation Department, Microsoft ** Janice Stockard, Ph.D., Fairbank Center for East Asian Research, Harvard 'sity

Anita Borg Institute for Women and Technology is a 501(c)(3) non-profit organization, Tax ID 77-0480427. For information on how to make a tax-exempt contribution see us online at www.anitaborg.org or email for more information: info@anitaborg.org.

Board of Trustees:

Board Chair: Maria Klawe Ph.D, Dean of Engineering, Princeton University
Margaret Ashida, Director, University Talent Programs IBM
Linda Bernardi, CEO & President, Connecterra, Inc.
Penny Herscher, President & CEO, firstRain
Wayne Johnson, Vice President, University Relations, Hewlett-Packard
Richard Newton Ph.D, Dean of Engineering, University of California at Berkeley
Greg Papadopoulos Ph.D, Executive EVP & CTO, Sun Microsystems
Rick Rashid Ph.D, Senior VP and VP Research, Microsoft
Carol Realini, Entrepreneur and Investor
Jayshree Ullal, Senior VP & GM, Security Technology Group, Cisco Systems Inc.
Bill Unger, Partner Emeritus, Mayfield Fund
Telle Whitney Ph.D, President, Anita Borg Institute for Women and Technology
William Wulf Ph.D, President, National Academy of Engineering

Board of Advisors:

Chair: Valerie Barr, Ph.D., Chair of Computer Science, Union College
Frances Allen, Ph.D, IBM Fellow Emerita, IBM,
Denise Brosseau, Principal, Brosseau & Associates ,
Justine Cassell, Ph.D, Professor, Northwestern University, Catherine Didion, Principal, the Didion Group , Carole Dulong, Senior Researcher, Microprocessor Technology Lab, Intel , Penny Eckert, Ph.D, Professor of Linguistics, Stanford University, Thelma Estrin, Ph.D, Professor Emerita, UCLA, Allan Fisher, Ph.D, President & CEO, iCarnegie Inc., Moira Gunn, Ph.D, MogoTech Media, Tech Nation, Denise Gurer, Ph.D, EMD Consulting, Robin Jeffries, Ph.D, Distinguished Engineer, Sun Microsystems, Ellen Lapham, Entrepreneur & Designer, Innovation Ventures, Judith Klavans, Ph.D, Director of Research, University of Maryland, Carol Muller, Ph.D, President and CEO, MentorNet, Nancy Ramsey, Author, *The Futures of Women: Scenarios for the 21st Century*, Ann Redelfs, Cornell Laboratory of Ornithology, Kathy Richardson, Ph.D, Consultant, Ruth Stergiou, Principal, Planning Dynamics, Inc., Sarah Revi Sterling, Program Manager, University Relation Department, Microsoft, Janice Stockard, Ph.D, Fairbank Center for East Asian Research, Harvard University

Officers:**President:**

Telle Whitney, Ph.D

Secretary:

Catherine S. Kirkman, Wilson, Sonsini, Goodrich and Rosati

Treasurer:

Shirley Edwards

General Counsel:

Catherine Kirkman

Staff:**President & CEO:**

Telle Whitney, Ph.D

Special Project Coordinator:

Annie Bedichek

Operations:

Cindy Goral

Office Manager:

Dianthe Harris

Development:

Nancy Levitt

Accounting:

Yvonne Li

Communications:

Eric Mason

Virtual Development Center:

Gloria Montano

Internet Project Manager:

Erica Rios

Executive Assistant:

Rachelle Siskin

Volunteers:

Volunteers are key to the work of the Anita Borg Institute. We appreciate everyone's effort enormously. In addition to our Board, Advisors, and the numerous people involved with specific programs and events like the GHC, VDC, Leadership Events, we would like to acknowledge the following.

Asha Devi, Carolyn Emerson, Anoudka Gaillard, Uma Mulukutla, Amy Pearl, Kathy Richardson, Leslie Schwartzman, Amy Wu, Eunice Yan

Anita Borg Awards

Two leaders in technology were honored in 2004 as recipients of the first Anita Borg Awards at the Grace Hopper Celebration of Women in Computing conference Awards Banquet on Thursday, October 7, 2004 in Chicago, IL. The Anita Borg Awards recognize significant and sustained contributions with one award recognizing Technical Leadership and the other Social Impact. Each winner receives a commemorative award and \$10,000.

The Awards are named after Dr. Anita Borg who died in 2003. The Anita Borg Awards were established to recognize outstanding leaders who embrace her lasting vision to change the world for women and for technology. Anita founded the Systems online community in 1987, the Grace Hopper Celebration in Computing in 1994, the Institute for Women and Technology in 1997 to increase the impact of women on all aspects of technology and to increase the positive impact of technology on the world's women.



Dr. Fran Allen, IBM Fellow Emerita, IBM Corporation



Karen Banks, Coordinator, APC Women's Networking Support Program, London, England

Anita Borg Award for Technical Leadership,
(This award is underwritten by Dr. Greg Papadopoulos, in memory of Anita)

Recognizes achievements by an individual or team who has increased the positive impact of technology on the lives of women

Anita Borg Award for Social Impact
(This award is underwritten by Microsoft)

Recognizes a woman technologist for her outstanding technological and social contributions

In addition to the Anita Borg Awards several other awards and scholarships were presented in honor of Anita Borg (1949 – 2003).

2004 Google Anita Borg Memorial Scholarship

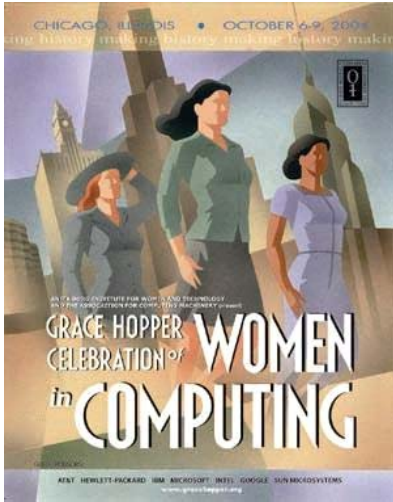
A \$10,000 scholarship given to four undergraduate and four graduate women

Maria Gabriela Aguilera University of Texas at El Paso - Shalaka Bhuskute, University of Wash. - Neha Jain, North Carolina State University - Natasha Mohanty, University of Massachusetts - Ritika Sanghi, Carnegie Mellon University - Clara C. Shih, Stanford University - Kami Vaniea, Oregon State University - Rose Yao, University of Nebraska-Lincoln

CRA-W 2004 Anita Borg Early Career Award

Joanna McGrenere, University of British Columbia

Grace Hopper Celebration of Women in Computing



The Grace Hopper Celebration of Women in Computing was held in Chicago, Illinois, on October 6-9, 2004 and was the most successful Grace Hopper Celebration ever.

Highlights

- Keynotes: Shirley Malcom, AAAS, Lydia Kaviraki, Rice University and Telle Whitney, Anita Borg Institute for Women and Technology
- 169 Students on Scholarships
- A diverse and powerful set of technical presentations, panels, and meetings
- ACM joined us as co-presenters
- We introduced a very successful academic sponsorship for scholarship program

Platinum Sponsors:



Ten Years of Making History

	1994	1997	2000	2002	2004
Location	DC	San Jose	Cape Cod	Vancouver	Chicago
Number Attendess	500	600	550	630	899
Number Students				366	400
Number Scholarships	70	70	77	160	169
Number Sponsors	15	23	18	18	49
Number Academic Sponsors					33

Gold Sponsors:



... congratulations on an outstanding 2004 Grace Hopper Celebration of Women in Computing! I'm a walking testimonial to the value you're bringing to an important and underserved community. I'm delighted as a sponsor (our people had a superb experience), as a panelist and participant, and perhaps most of all as a trustee - this was an incredible affirmation of Institute's vision, mission and value. Thank you for all you are doing - it makes a difference!

Margaret Ashida
IBM Corporate Technology



I can honestly say that this conference changed my outlook about being a woman in computing and I am so grateful for that. I used to think that the goal was to blend in as much as possible with my male counterparts. But after learning about Admiral Grace Hopper and hearing about Anita Borg, I realize that this isn't the goal at all.

Presented by:

The Anita Borg Institute for Women and Technology and the Association of Computing Machinery

Julia Chen
Student, Princeton University

TechLeaders



WHAT PARTICIPANTS ARE SAYING...

"The conversation was meaningful and impactful, helped me clarify my goals for the next phase in my life".

Industry Research Team Leader

"Enjoyed the opportunity to evaluate my goals in a different perspective."

University Research Professor

"Liked the hands on work with the ideas of creating and achieving new visions." University Dean of Sciences

Looking Ahead:

- May 2005 - Senior Leadership Workshop, Harvard-Radcliffe Institute for Advanced Study
- September 2005 – Silicon Valley Leadership Workshop
- November 2005 – Senior Leadership Workshop, Seattle, WA

Leadership Advisory Committee

Dr. Fran Berman, Director of San Diego Supercomputer Center, U.C. San Diego

Dr. Jennifer Chayes, Co-manager of Theory Group, Microsoft Research

Dr. Maria Klawe, Dean of Engineering and Professor of Computer Science, Princeton University

Dr. Sharon Nunes, Vice President, Emerging Business, IBM

The Institute is committed to shaping the leaders of today and tomorrow as it continues a two-decade long mission to support, and develop, women in the high-tech community. TechLeaders, the Institute Leadership Initiative, provides workshops to leaders in academia, industry, and government to assure that they are equipped with necessary leadership skills. TechLeaders has been greeted with rave reviews. Technical women are often isolated and the workshops have been life changing events, empowering women by allowing them to broaden their choices.

Expanding these workshops to include the leaders of tomorrow - many of whom consider leaving technology because of this perceived lack of options – TechLeaders will continue to offer a variety of leadership training for technical women.

Grace Hopper Senior Women Leadership Summit

In October of 2004, a Senior Women Leadership Summit was held the day before the Grace Hopper Celebration. Facilitated by Linda Alepin, CEO of the leadership consulting firm Center for New Futures, women created individual visions, worked on steps to fulfill their visions, and networked with each other. There were 83

The Pilot Program

In January of 2004 The Anita Borg Institute and IPAM (Institute for Pure and Applied Mathematics at UCLA) collaborated on a pilot leadership workshop for women holding senior positions in academia, industry, and government in science and technology. The two-day event provided a confidential setting where they were free to network with each other and had the opportunity to talk about real problems. There were 48 attendees, 67% academia, 21% industry.

Results from the breakout sessions which include challenges and best practices are posted on the Anita Borg website and an article was written by the facilitator, Susan Owicki, in the Spiral Online Newsletter. The overwhelming response was extraordinarily positive.

Virtual Development Center

Overview

The **Virtual Development Center (VDC)** is a collaborative network of ten colleges and universities that draws technical and non-technical women, and their supporters, into technology by making the connection between technology creation and social impact. Guided by a few basic concepts and fresh communication processes, VDC participants create technology-based products that engage and build on women's ideas and vision. In doing so, we amplify the voice and priorities of women, and drive technology development to benefit all people.

A-Year-at-a-Glance

Established in 1999, the VDC operates on a 12-month cycle that runs from July 1 to June 30, in parallel with the academic year. A **Leadership Team** consisting of technical and non-technical faculty, an administration sponsor, an administrative or academic coordinator, and a community representative manages each local development center, called a **VDC Site**. The annual cycle at each VDC Site begins with an Innovation Workshop, inviting women from local community groups to meet with students and faculty to generate ideas for need-based technology products. After completion of the Innovation Workshop, students work with community participants and professionals from other applicable fields to develop appropriate technology-based solutions. Students present the results of their work at the Annual VDC Conference.

Brainstorming Ideas for Need-Based Technology

If the benefits of technology are to extend beyond the technical creators, then those underserved by technology must have a way to effectively communicate their needs. Based on principles of the Thinking Environment™, the **Innovation Workshop** creates a positive space where non-technical people, mostly female, step beyond their disinterest in technology and are encouraged to define what they need and want from technology.

Technical and non-technical students and faculty from the academic institution also attend the workshop to contribute ideas. More importantly, they learn how to help participants express their needs based on the priorities of their individual lives demand and unhampered by the limitations of existing technology.

The results of an Innovation Workshop are ideas for potential technology products, elevated technical literacy of local communities, new methods for team communication, and stronger and more permanent ties between local communities and the academic institution.

Students Projects Create Appropriate Solutions

Starting with ideas generated and priorities expressed during an Innovation Workshop, teams of technical and non-technical students work to create technology-based solutions. This work is part of an academic course and students must meet course requirements to receive credit. Including community-originators of the idea and experts from related fields enhances the student experience, and allows more practical and appropriate implementations to be realized. In addition, technical women from industry provide valuable management experience to the student teams. Together they refine team processes that create a deliberate and inclusive environment that contributes to increasing the retention of women students in computer science and engineering. To date, over 120 need-based technology projects have been completed or are in progress.

Annual Celebration of Results

The **VDC Conference** is a two-day annual gathering to highlight and celebrate the year's successes. The conference brings together students, faculty and community participants from each of the VDC Sites. Corporate sponsors, members of the Institute Board of Trustees, Institute Advisors, and other guests supportive of the mission of the Institute are also invited to attend the Conference. Students present more than just the technical merits of their projects. They offer product enhancements for future teams to address, discuss the challenges they faced in trying to satisfy the needs of the community, describe how the diversity of the teams impacted the goals of the project and outline how Thinking Environment™ techniques were used to enhance the overall team process.

The VDC Network

Notre Dame de Namur University
Purdue University
Santa Clara University
Smith College
Texas A&M University
University of AZ - Tucson
University of CO - Boulder
University of CA - Berkeley
University of TX at El Paso
University of WA - Seattle

Results as of October 2004:

- Ten institutes of higher learning currently partner with the VDC. These include Smith College, the first women's college to establish an engineering program and UTEP, the largest Hispanic-majority university in the U.S.
- 36 Innovation Workshops have been held
- Over 370 students completed VDC-related courses
- Over 120 projects driven by needs from over 30 community groups have been completed
- Over 1500 ideas were generated, ranging from a heated, safe, smart bus shelter to an intelligent web tutorial for seniors to an easy-to-use, automated vacuum cleaner that performs exactly as expected.
- Over \$3M of Hewlett-Packard computer equipment was donated, enriching the technology experience of students and community women.
- Almost 70% of the non-technologist and 40% of the technologist workshop participants reported a more positive perspective on technology.

Non-Technical Women: "I think that there is a fine line between another gadget and coming up with technology that can truly impact in a positive manner – I kept asking myself, 'Would I really buy something?'"

Technical Student: "Women in every situation are in need of technology and I didn't realize how many people were affected by technology."

Technical Women: "I'm used to being the 'implementer. It was nice to be reminded that I can be a 'user'."

Women of Vision



Do you know a *Woman of Vision* who has made significant contributions to technology through innovation, leadership or social impact?

The Anita Borg Institute for Women and Technology is proud to announce the **CALL FOR NOMINATIONS** for the *2005 Women of Vision Awards*. The annual *Women of Vision Awards gala banquet* is the premier event to recognize, highlight and celebrate extraordinary women of technology.

The Women of Vision Awards recognize women making significant contributions to technology who embody the spirit of innovation that is the essence of Silicon Valley.

The three award categories are:

Innovation

recognizes a woman who has contributed significantly to technology innovation. The innovation might be creating unusual and important technology or approaching developing technology in a significantly new and innovative way, such as by bringing diverse people and experiences together in the technology creation process.

Social Impact

recognizes a woman who developed technology with a significant impact on society and/or the community. These people are creating technologies that are changing our world in positive ways.

Leadership

recognizes a woman who has led an important technology development or innovation, made a significant contribution to the technology industry, and someone who inspires others.

The Awards will be presented on October 18, 2005 at a Gala Event at the Fairmont Hotel in San Jose. The *Women of Vision Awards* honors women that embody the Institute's mission to increase the impact of women on all aspects of technology, and to increase the positive impact of technology on the lives of the world's women.

Nominate deserving individuals for the 2005 Women of Vision Award by May 15, 2005 at:
http://www.anitaborg.org/events/wov/awards/nomination_form.htm. Email questions to:
womenofvision@anitaborg.org

Anita Borg Institute Partners



Sponsors



Supporters

Luce Foundation

Underwriters Lab

Individuals:

Major Contributors: \$5000 +

Linda Bernardi, Alan Eustace, Greg Papadopolous, Bill Unger

Major Contributors: \$1000-4,999

Van Davis, Penny Herscher, Maria Klawe, Rich Newton, Amy Pearl, Carol Realini, Anita Jones & Bill Wulf

Major Contributors: \$500 - 999

Helen Bradley, Marie Gini, Robin Jeffries, Wendy Miller, Mary Shaw & Roy Weil, Telle Whitney

Special Contributors: **under \$500**

Amani Ahmed, Sally Ahnger, Kimberly Blessing, Jim Cohoon, Divina Corpuz, Katy Dickinson, Alice DiPace, Margarita Duarte, Ariadna Font-Uitas, Laura James, June Jones, Stans Kleijnen, Nati Malhotsa, Eric Mason, Kathleen McFarland, Chistina Morris, Joann Ordille, Inna Pivkina, Gabriella Poczo, Jennifer Rexford, Tiffanie Shakespeare, Bonnie Sherwood, Barbara Simons, Kari Tornow, Linsay Vega, Lynda Vidot, Katarzyna Wilamowska, Lilian Wu, Alex Yates

Special thanks to the National Science Foundation under Grant No. 0413538 which supports our work with the National Center for Women and Information Technology.

Event Sponsors

Grace Hopper Celebration: Platinum: ACM and the National Science Foundation. **Gold:** AT&T, Cisco Systems, Google, Hewlett Packard, Intel, Microsoft, Sun Microsystems, UC Irvine. **Silver:** Abbott Laboratories; Amazon.com; Apple Computer; National Center for Supercomputing Applications (NCSA); ThoughtWorks; and University of Illinois at Urbana-Champaign. **Bronze:** Argonne National Labs; ChevronTexaco; and Usenix., CRA-W; DePaul University; Georgia Tech Computing, Harvard University, Texas A&M, Toyota Technical Institute at Chicago. **Bronze:** California Institute for Telecommunications and Information Technology; Caltech; Carnegie Mellon School of Computer Science; Indiana University; the National Center for Women and IT (NCWIT); Pittsburgh Supercomputing Center (PSC); Princeton University; Rensselaer Polytechnic Institute's Computer Science Department; Stanford University; UC Berkeley; UCLA; UC Riverside; UC San Diego Jacobs School of Engineering; UC Santa Barbara; UC Santa Cruz; University of Texas Austin; and University of Virginia. **Affiliate:** ATLAS Institute; Ohio Supercomputing Center; National University of Singapore; School of Computer Science and Information Systems, Pace University; Purdue University; and UC Davis. **In-Kind:** ACM Queue Magazine; Tech Nation; Cecil H. and Ida M. Green Institute of Geophysics and Planetary Physics at UCSD; and Slack Barshinger.

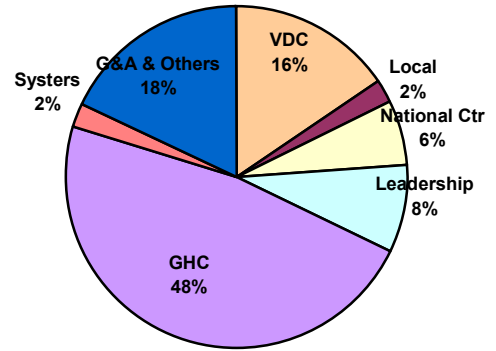
Leadership Workshop: Institute for Pure and Applied Mathematics • **Conversations with Innovative Women in Technology Series:** SAP, Comerica, Cisco, Yahoo • **Virtual Development Center Conference:** AT&T, Hewlett-Packard, Microsoft • **Silicon Valley Lecture Series:** Google

Revenue and support since 1997 exceeded \$11.3 million. This includes significant computing hardware resources, over \$3.4 million, for VDC sites from Hewlett-Packard. Industry partners contributed over \$2.9 million while the Grace Hopper Conference, held every other year, brought in over \$2.2 million. In-kind and Equipment donations were over \$2 million.

In 2004 our expenses were almost \$1.1 million with the Grace Hopper Conference making up almost 48% of that spending, primarily because of its significant scholarship program. We have increased our investment in Development and focused on more program activity including Systems, a new Lecture Series, and the Leadership initiative.

This summary reflects financial positions and results of operations.

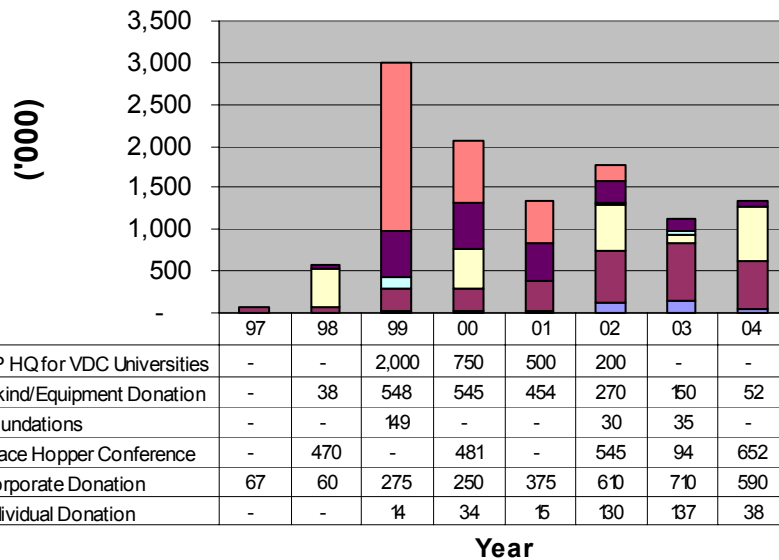
Institute Expenses 2004 (unaudited)



"We appreciate the support of our sponsors—corporate, foundations and individuals! Thank you."

Shirley Edwards,
Treasurer
Anita Borg Institute for Women
and Technology

History of Revenue and Support 1997-2004



Detailed financial statements are available upon request.