

2014

Annual Report



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1/ Presentation and Context



Girls in Tech (GIT) Luxembourg is a non profit organisation initiated in Luxembourg in 2013 and officially founded in 2014. GIT Luxembourg is managed by volunteers and is the local branch of a global organization founded in the US in 2007. The latter can count with 44 chapters in the world.

Girls in Tech Luxembourg's mission is to allow more women to have access to digital-related opportunities and give more visibility to those women. The under-representation of women in the digital business world is an important issue both at an economic and a social level, especially in Luxembourg where the ICT sector is strategic.

Supporting more women in the ICT sector would help reduce the worrying skills deficit existing in the IT sector in Europe. According to figures from the European Commission, one million positions are available in the IT sector in 2015.

In Luxembourg, like anywhere else, being a frequent internet user doesn't mean having the skills required in the business world. The Eskills activity index is 2.9/6 when this of network reaches 5.6/6.

In addition, half of the companies and organizations based in Luxembourg recruit at least one IT professional per year (Europe's highest rate) and half of them state they have difficulties providing these positions.

Including women in the ICT sector provides leverage for business and employment creation, providing that more women activate their innovation potential and pursue their economic rights.

2/ Mission and Activities

Girls in Tech Luxembourg's actions enable women to develop at three different levels:

- **network**
- **competences**
- **self-confidence**

The organization, officially launched in Luxembourg in early 2014, started its activities in 2013 with two main action types aiming to a wide audience:

- Conferences with speakers, role models and networking
- workshops, more practical and orientated towards skills acquisition

Women are usually a minority when it comes to events related to the ICT sector in Luxembourg. Girls in Tech reverses the trend by giving visibility to women on stage and by encouraging them to join them in a more beneficial and attractive environment. The activities proposed by GIT Luxembourg are also open to men, although attendance is generally composed of 90% women and 10% men. Another goal of GIT Luxembourg is to put forward those women who have succeeded in the sector (role models). Thanks to their testimonial, they inspire other women to pursue professional projects or business creation in the field of new technologies (startups).

The association is furthermore actively contributing to projects linked with the European Commission. A pledge for our activities development has been filed and accepted by the European Commission as part of the Digital Agenda for Digital Jobs.

GIT Luxembourg and its members also represent Luxembourg on events at a European level (Girls in Tech LadyPitch Night in Paris, Action Days in Brussels, Euromed Empower Women seminar in Istanbul- Youth in Action).

The association also has a community management activity to broadcast information on the themes of diversity and new technologies.

GIT Luxembourg activities since its creation:

- Organisation of the first “Coding classes for women” in Luxembourg from Fall 2013 on within the EU Code Week. This action was mentioned and photographed in the NY Times International in december 2013

In this context, Marina Thiriet, GIT Luxembourg’s co-managing director, became Luxembourg’s ambassador for the EU Code Week (initiative supported by the European Commission/GD CONNECT) in order to raise awareness among European citizens to computer programming and coding.



- Organisation of the official organization launch event in march 2014
With Virginie Simon’s intervention, MyScienceWork founder, and Viviane Reding’s intervention through a video specially recorded for the occasion.

- Partnership for the 1st Rail Girls in Luxembourg in May 2014, co-organized by the Impactory and the SMC (Media and Communication Services)- State Ministry. 40 participants (from 15 to 59 years old) met to learn the Ruby on Rails programming basis, with the help of 14 multilingual coaches



- GIT Luxembourg was present an entire afternoon at the ICT Spring Europe trade show in July 2014. The association, with the support of the Ministry of Equal Opportunities, organized a roundtable on "Women in Digital" and a workshop entitled "Try coding".

The event brought together more than 70 women women that mostly came for conference. It was followed by a cocktail dinner.

- The association organized different workshops such as "Safety and Security" and "Introduction to Machine Learning", in order for women to easily discover technologies in a motivating environment

GIT Luxembourg also organized various events on other topics such as communication (Toast Master with the Elevator Pitch workshop in october 2014), governance (IT Governance in december 2013) or feminine entrepreneurship (Mumpreneurs in november 2014)

- GIT Luxembourg has also committed in the context of Digital Agenda for Digital Jobs launched by the European Commission

- In coordination with Girls in Tech Paris, GIT Luxembourg participated to the Lady Pich Night in September 2014. The event brought together several Luxembourgish startups, after a call for applications initiated by GIT Luxembourg. GIT Luxembourg also had the opportunity to offer to its members GIT reduction codes to attend different IT events accross Europe (TechCrunch Disrupt Europe 2014 in London, Le WEB in Paris, #Gen2 in Metz).
- Participation to the EU CODE WEEK in october 2014. This is a Neelie Kroes Young Advisors initiative. Marina Thiriet, our co-managing director, proudly represented Luxembourg during the EU Code Week Ambassadors Meeting in Brussels to discuss projects with Members States' ambassadors.

GIT Luxembourg organized two workshops within the EU Code Week. 30 participants attended for the discovery of programming and web design basics.

- in november 2014, GIT Luxembourg, in partnership with BGL and Lux Future Lab, organized a “Winter networking cocktail”. The event took place in Lux Future Lab locals in Hamilius. Around 70 people participated to the event. The pictures where published in the Paperjam picture report.

Anne Beffort Prize 2014: Recognition for Girls in Tech Luxembourg

In november 2014, the non-profit organization Girls in Tech Luxembourg was honored by the City of Luxembourg for its work in the field of gender equality within the City of Luxembourg. Education was the theme of the 2014 Anne Beffort Prize. It rewarded the commitment of the association in the field of digital education. Together with the prize 2500 euros were granted to the association by the City of Luxembourg.

3/Partners

Partnership are key elements in the development of GIT Luxembourg's activities.
We are proud to count among our partners:

- The Impactory
- Ministère de l'Égalité des Chances - MEGA
- Service des Médias et des Communication - Ministère d'Etat
- Ville de Luxembourg
- ICT One – Farvest
- BGL BNP Paribas
- SOGETI
- Annoncé pour 2015: Amazon Luxembourg



MINISTÈRE DE L'ÉGALITÉ
DES CHANCES



4/ Board of Directors and Financial Situation

Girls in Tech is made up of an entirely volunteer team.

Girls in Tech Luxembourg's management team consists of 2 managing directors. They hold the chapter's responsibility and they provide leadership to the local team.

Girls in Tech global (HQ in the US) assigns the *Girls in Tech* licence and the use of the brand to the managing director (they share the roles of president and vice-president):

- Marie-Adelaïde Gervis, Co-Managing Director
- Marina Thiriet-Andrieu, Co-Managing Director

For the year 2014, the association's board of directors also counted with :

- Laurence Bianchini: Treasurer
- Kasia Kolodziejczyk: Secretary
- Adina Pasa: Board member

In addition, Annabelle Buffart joined the team as IT Manager in charge of the website and the Web communication tools.

For the year 2014, the revenues of the association are the followings:

- membership fees
- subsidy received from the Ministry of Equal Opportunities

the amount received with the Anne Beffort Prize (to be received in 2015)

5/ Prospects 2015: the Managing Directors' word



*Marie-Adelaïde GERVIS and Marina THIRIET
receiving the Anne Beffort Prize at the City Hall in November 2014*

The enthusiasm and interest for Girls in Tech Luxembourg strongly encourage us to intensify our efforts for 2015 and prepare the future in a development perspective.

Nevertheless, we realize the need to structure our action to create a strong and lasting impact.

The priorities for 2015 are:

- Build lasting partnerships with public and private partners and play complementarities.
- Strengthen our resources, especially financial and organizational ones, in order to provide answers to many solicitations received and sustain the action of the association.

- Organize volunteers' work, who are every time more eager to engage with us. An application was filed late 2014 to ask for a young volunteer doing its civic service. Hosting a young volunteer would help us support our activities including social networking activities, communication and events.
- Maintain our programming to a steady place.
- Actively contribute to the attractiveness of the new technologies sector for the country, at a national and an international level.
- Become a leading interlocutor in diversity-related issues in new technologies and in topics related to digital education

6/ Impact & Key numbers:

- over 400 people attended our events in 2014
- over 100 people registered for our launch event in March 2014
- 12 events and workshops organized in 2014
- Over 100 women initiated to coding thanks to GIT Luxembourg
- a rate of 80 to 90% of women on our GIT Luxembourg events
- over 700 subscribers on our social networks
- over 700 tweets in 2014 from the association's account
- 1 award: the Anne Beffort Prize 2014

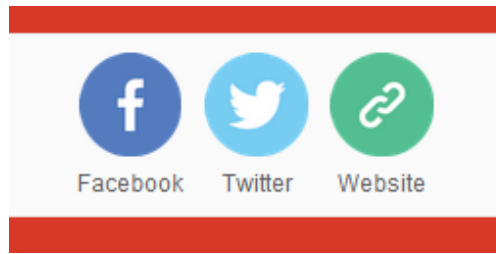
Today, after the association's one year of existence, we wish to confirm our actions around the following missions:

- Enhance women's visibility in new technologies' sector
- Give an easy access to digital literacy for every women, and demystify use of new technologies to allow citizenship and employability development.
- Engage in education, especially aiming at a younger audience and pursuing an inclusive approach.
- Continue to encourage entrepreneurship among women, using new technologies as a lever.

Contact & information

Find us on our website: www.luxembourg.girlsintech.org

and on social networks:



Facebook : <https://www.facebook.com/git.luxembourg?fref=ts>

Twitter: <https://twitter.com/gitlux>

LinkedIn:

https://www.linkedin.com/groups?home=&gid=8234128&trk=anet_ug_hm

Or contact us directly via email:

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