mcwt
michigan council of women
in technology foundation

EDUCATE
ENGAGE
EMPOWER

2018 ANNUAL REPORT

Dear Partners, Members and Friends of MCWT Foundation,

As this year draws to a close, my strongest desire is to thank you for the honor, privilege, and joy of serving as the president of this wonderful organization.

Our time is now.

Businesses are in urgent need of STEM talent while increasing workforce diversity. Your hard work and commitment has guaranteed that as they search for talent, they will find the MCWT. Our extensive network of programs, inspiring girls and women in the technology field has helped make our state an example to the rest of the country. Michigan is at the epicenter of innovation and automation. Industries and products are being reimagined and transformed before our eyes to improve lives. We have the talent. The mentors. The thriving companies. The MCWT is at the perfect place at the perfect time.

In 2018, MCWT adopted a strategic plan to guide us as we continue our work making Michigan the No. 1 state for women in technology. We are focused and ready to fully realize our vision through three key elements: Education, Engagement and Empowerment.

EDUCATION

This next generation, MCWT and everyone in our network has the power to fix the gender disparity gap in IT. We start by reaching out and talking to girls. Educating them on the incredible career opportunities that are available in the industry. We support higher education through scholarships and internships creating a path to success for young women. We provide networking and learning opportunities for career professionals. Our life cycle approach is unique and necessary to get the results we are moving toward.

ENGAGEMENT

Our strategy is to engage people so they feel ownership of the mission and empower them to see their individual role in bringing it to life. We hosted over 60 experiences for girls, women and technology professionals that were each supported by volunteers and dedicated individuals who are passionate about our mission. These experiences ranged from camps for middle and high school girls, professional development events, networking opportunities, panel discussions, and of course, the Golf Classic, Executive Connection Summit and Gala.

EMPOWERMENT

We all have a stake in ensuring Michigan's technology workforce represents our community. We have so many more girls and women to reach, but we continue along this path for all the benefits – people's lives positively impacted, businesses strengthened, and an economy made more resilient.

We've had an amazing year and I so look forward to what's to come. Thank you for your support and dedication.

As leaders, staff, and volunteers of the MCWT, we must always remember that we are the "Keepers of the Why" for these young women. Having fought the battles, it is incumbent upon us to keep the message clear and pristine and to deliver it to these women with all the passion and truth it deserves. The Why - The accumulated wisdom that only experience provides - is our greatest tool, and you possess it. Our challenge, the challenge of the MCWT, is to share it.

Sincerely,

Jane Sydlowski

Jane Sydlowski
President, MCWT Foundation

Results-Driven Programming - Designed to Inspire

A core strategy of the MCWT Foundation is to deliver programs that inspire girls from a young age to pursue technology. We do this by making technology education accessible and positively impacting girls and women from grade school to post-university life stages.

Programming includes summer technology camps, Girl Scouts collaborations, high school IT clubs, website design competitions, robotics programs, scholarships, internships, mentoring and networking. All of this is executed with a small staff and hundreds of skilled volunteers who believe in the Foundation's vision of making Michigan the No. 1 state for women in IT.

787 MEMBERS

380 VOLUNTEERS

103 PARTNER COMPANIES

MCWT's network is united through a mission to inspire and grow girls and women in technology.

Girls GET IT Clubs

Working with school districts and educators, MCWT hosts weekly during- and after-school technology programs in a friendly environment. These Girls Exploring Together Information Technology (GET-IT) clubs provide hands-on learning activities in computer science, organize offsite field trips to partner companies, and encourage the girls to explore the possibilities of technology careers.

The program engages the girls throughout the school year in technology education, offering structured hands-on learning activities through a comprehensive technology-focused curriculum. Established in 2005, the program has supported 81 clubs involving 1,056 middle and high school students.

18 CLUBS

231 GIRLS

During the 2017-2018 school year, MCWT supported 18 clubs in which 231 girls participated.

GET IT Day

Hundreds of girls in grades 4 through 12 explore facets of computer science at GET IT Day. In 2018, MCWT partnered with Wayne State University and the WSU Society of Women Engineers to bring a group of 440 girls from 15 Detroit-area middle schools and high schools to spend a day immersing themselves in the world of IT.

"Hosting this event at a college was perfect; the girls walked away confident, excited about the possibilities and eager to learn more. It's an opportunity to show them how fun a technology career can be beyond what is covered in school textbooks. Through women IT professionals and hands-on learning, we want to pique their interest and keep them engaged throughout the year." – Chris Rydzewski, Executive Director MCWT Foundation

The girls worked with mini robots, experienced a roller coaster through virtual reality goggles, used Bluetooth to control a basketball, and learned about design thinking and digital footprints. 2,082 girls have participated since the program started in 2014.

Girls Solve IT – Powered by Ford

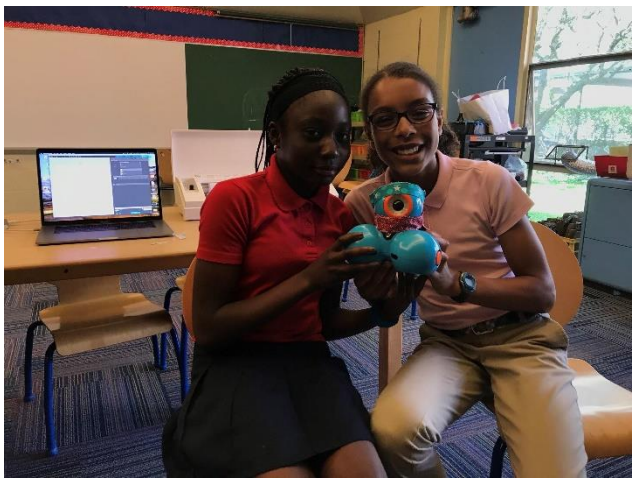
In 2018, MCWT partnered with Ford to launch an interactive, state-wide competition. Girls Solve IT, Powered by Ford is a competition for girls in grades 5-8 in Michigan. In 2018, teams were given three Michigan-inspired technology quests to complete in a given timeframe that qualified them for the state-wide competition, cash prizes and awards.

The top three teams were invited to attend the Scholarship Recognition and Girls Solve IT Awards in June at Silver Gardens Events Center in Southfield, where MCWT members and leaders from the Ford Girls Solve IT team congratulated the participants on their achievements.

150 GIRLS

37 TEAMS

Girls Solve IT impacted girls throughout Michigan in cities such as Kalamazoo, Detroit, Muskegon, and Saginaw.



Website Design Competition

MCWT provides an opportunity for one- or two-girl teams to showcase their web design skills and knowledge of HTML. During the three-month-long competition complete with training sessions, girls demonstrate their web designs to industry experts. The 2018 theme was "My Week Without Technology" and finalists in the advanced group were invited to compete in an in-person judging event.

This annual competition is an excellent way for students to combine creative expression with technology while gaining HTML skills and confidence.

"I had the opportunity to learn coding and in the future I want to consider it as a profession. I was able to do two things I never thought I could: Go through a week without technology and make a website and upload it at the age of 12." – Maisha Hossain, Detroit International Academy for Young Women

162 COMPETITORS

73 TEAMS

MCWT hosted 162 competitors from 73 teams in 2018. This popular program has drawn 1,211 girls to compete since its inception in 2006.

"Designing our website was an amazing experience and our favorite part was being able to see our website's progress from what started off as a blank page to what you see here," said Claire Yang during her presentation. "We encountered several obstacles along the way, but overcoming these is what made this experience so much more rewarding. We've both always been really passionate about engineering and doing this competition only strengthened that interest."

Camp Infinity

"Seeing other women in the industry has made me realize that engineering and computer technology isn't just something I can do with a degree, but it's a way to see the world and make an impact." - Nicole Nelson, Camp Infinity volunteer and 2018 MCWT scholarship recipient

Camp Infinity

Summer technology camps provide girls in grades 5 through 8 the opportunity to continue challenging themselves in computer science while school is out of session. MCWT Foundation provides weeklong camp experiences for girls entering grades 5 to 12. In 2018, this engaging program expanded into Mid-Michigan and Grand Rapids with the support of partner companies such as Ford, GM and Dow Chemical.

Camp participants design websites, use mobile apps to create video games and stories, and program robots. The program began in 2004 with one camp and in 2018, MCWT's 10 camps impacted 380 girls.

10 CAMPS

380 PARTICIPANTS

Since 2004, Camp Infinity has grown from one camp with 34 participants to 10 camps with 380 participants.

Scholarships

Retention of women in technology majors in college is below 10 percent; among MCWT scholarship recipients, that rate is over 90 percent.

MCWT knows the importance of higher-education when it comes to careers in technology, and through its scholarship program, is able to make a financial difference in the lives of women in IT.

MCWT awards these scholarships to women with the interest, aptitude and potential for a successful career in computer science.

19 RECIPIENTS

$115,000 AWARDED

Since 2006, we have provided 164 women totaling more than $1,167,455.

Internships

The Early College Internship Program provides MCWT partner companies access to a talent pipeline and matches candidates with mutually beneficial placements.

Internship positions help to shape the career aspirations of the participants and are focused on undergraduate-level students who are enrolled full-time in courses for the upcoming school year at a Michigan college or university.

"The more I engaged in STEM activities, the stronger I became academically and the more certain I became that an engineering career is in my future. I attribute my success to the Michigan Council of Women in Technology. I became involved in MCWT for STEM advancement and am now ready to take on the world." - Chelsea Carter, MCWT scholarship winner and internship participant

"MCWT is helping girls like me get a jump start by exposing us to opportunities that we may not have access to otherwise, and creating a support network of wonderful women." - Sonia Bhakkad, 2018 MCWT scholarship recipient

Building a Foundation for Success in IT

Everything we do centers on inspiring and growing women in technology. That's why MCWT is on a mission to help women consider, advance and stay in IT. We accomplish this by working to broadly reach young girls to get them to consider technology and deeply connect with women who choose the IT path.

MCWT has programs that support women working in technology here in Michigan. Through these programs, we provide resources, encouragement and a thriving community to support women as they navigate the IT industry. Our work is helping to increase the number of women entering the workforce and staying in IT throughout their careers, ultimately contributing to a more diverse and inclusive workplace.

1,233 LINKEDIN GROUP

1,920 TWITTER FOLLOWERS

2,652 FACEBOOK FOLLOWERS

We stay in touch with our members, partners and stakeholders and make valuable connections through social media and email updates.

With a combination of thought leadership, networking, professional development and engaging formats, MCWT draws the best and brightest to industry-focused events throughout the year, including executive breakfast events, ConnectNet forums and socials, and the annual Executive Connection Summit.

Executive Breakfast

MCWT hosts two Executive Breakfast events each spring, where CIOs and technology leaders learn about our programs and initiatives, as well as enjoy powerful networking opportunities. Last year, 203 technology leaders attended the events held in Birmingham and Grand Rapids.

ConnectNet

ConnectNet forums and socials provide insight into exciting advances in technology and offer networking opportunities for IT professionals. We held 2018 ConnectNet events in Southeast Michigan and West Michigan focused on topics such as FinTech, emerging technologies, cyber security, and career development. Six ConnectNet events in 2018 drew 437 individuals.

Executive Connection Summit

More than 800 technology professionals met at the Detroit Marriott at the Renaissance Center for the sixth annual Executive Connection Summit hosted by MCWT and sponsored by FCA US LLC, Ford Motor Company and General Motors.

Business leaders discussed artificial intelligence and how it will affect IT careers, the way we do business, and how we work together. The summit also explored how leading from an innovation mindset can be a driver of organizational success.

Black and White Ball

Hosted by General Motors and sponsored by Fujitsu and TD Ameritrade, the event raised a record $460,000 in gross revenue for programs that help inspire and grow girls and women in technology. MCWT held the black-tie affair at the Royal Park Hotel in Rochester, which featured an evening of networking, fundraising, casino games and celebration. More than 44 companies sponsored the event and over 550 professionals attended.

"MCWT's partners and community stakeholders share our motivation to build a diverse technology talent pipeline, and this was apparent at our Gala fundraiser. Together our programs and powerful collaborations will make Michigan the place to be for women in IT." – Rebecca Bray, President MCWT Foundation 2018

Golf Classic

The 2018 Golf Classic welcomed over 250 golfers who enjoyed the 36 holes of golf at Indianwood Golf and Country Club in Lake Orion. Over 30 sponsors supported the event, including 20 companies who are new to MCWT. The organization received help from over 35 volunteers who assisted in the planning and executing. The successful fundraiser resulted in $188,000 raised to support MCWT's programming.

"In 2018, we grew over 5% and raised a total of $188,000. It is extraordinary to see what is possible when so many generous people come together. I am amazed and I want to thank each of our stakeholders for their generosity." – John Bonapace, 2018 MCWT Advisory Board Co-Chair and golf event lead

$460,000 RAISED AT GALA

$188,000 RAISED AT GOLF

Contributions made at fundraising events directly impact programs that support girls and women in technology.

Mentoring

Women working in IT may face obstacles as they move through their careers. To help provide navigation on their journey, MCWT offers its members access to the Ignite! mentoring program, which is designed to help early- to mid-career professionals develop leadership skills and provide access to important networks of women in IT. Last year, 36 women participated. MCWT mentoring has enriched the lives of 258 women since its launch in 2007.

Woman of the Year in Technology

The Woman of the Year in Technology award is given to a woman in Michigan who is leading or driving change for women in information technology careers or fields of study. MCWT reviews the award nominations and identifies the woman who best personifies its mission of inspiring and growing women in IT.

MCWT presented its 2018 Woman of the Year in Technology award to Judy Asher. Asher is manager, Cyber Security Governance, Risk & Compliance and Security & Controls Compliance at Ford Motor Company. She has been engaged with MCWT for the past decade and is the chief mission officer for university programs. MCWT scholarships, technology camps and programs like Girls Solve IT have all gained momentum as a result of her dedication and mentoring.

"I am excited to continue to contribute to the state of Michigan becoming the place where women in technology can thrive." – Judy Asher, 2018 Woman of the Year in Technology

Working Together to Support Girls and Women in Technology

MCWT's network brings together a diverse group of stakeholders who understand that creating opportunities for women in the field of technology, as well as increasing the number of women in IT, strengthens competitiveness in Michigan's growing IT sector and contributes to the state's success.

Volunteering

We thrive because of our generous volunteers who are committed to supporting our mission. Volunteers support programs, events, marketing, partnerships, project planning and so much more. In 2018, over 500 volunteers supported MCWT programs and events.

Chief Mission Officers

K-8 – May Russell
High School – Megan Giammarusti
University – Judy Asher
Early Career – Michelle Langston and Maureen Beirne
Mid to Late Career – Maru Flores

Infrastructure Leads

Membership – Ellece Campbell
Marketing and Communications – Becky Price
Partner Engagement – Carey Pachla and Jill Maiorano
Metrics – Paula Walworth and Rajani Sinha
West Michigan – Rob Geer, Tari Pearce and Diane Taylor

MCWT Furthers Its Mission In West Michigan

Grand Rapids, Kalamazoo and Benton Harbor are among many cities in West Michigan that boast a diverse business community and strong technology presence. MCWT is proud to have members, volunteers and dedicated partners in this region who are supporting our mission and moving the ball forward for girls and women in technology.

In 2018, we grew our K-12 programming in West Michigan by adding Camp Infinity sessions in Holland and Grand Rapids and providing the Girls Rock IT program for local Girl Scouts. Several teams participated in the inaugural Girls Solve IT competition and the middle school team from Caledonia took home first place and the $1,000 prize.

We also hosted professional networking events where West Michigan technology professionals provided insight into various aspects of their business, and met with business leaders at our executive breakfast.

The Ignite! mentoring program, MCWT's free career mentoring program designed to help early-to mid-career IT professionals develop leadership skills and network with other IT professionals, has a presence in this region and had 29 participants in the program in 2018.

The relationships we are building with IT leaders, professionals and corporate partners in West Michigan will help us make an even bigger impact in the years to come.

2018 Corporate Partnership

DIAMOND ELITE

Dow Chemical
Epitec
Ford Motor Company
General Motors

DIAMOND

Ally
Consumers Energy
FCA US LLC
Fujitsu
Intel
Microsoft
TD Ameritrade

EMERALD

Accenture
AT&T
Blue Cross Blue Shield of Michigan
Cisco
Credit Acceptance
Dell Technologies
Deloitte
Fast Switch
KLA Laboratories
Lear Corporation
Magna
Meijer
NITS Solutions
Nutanix
ServiceNow
ThirdWare
ZF

PLATINUM

AMI Strategies
AppDynamics
Aptiv
Axway
Chrysalis Global
Dynatrace
Harman
Integral
Lawrence Technological University
Mercedes-Benz Financial Services
Oracle
Perficient
Salesforce
Splunk
TEKSystems
University of Detroit Mercy
Vertiv Liebert
Wayne County Community College District
Wayne State University

GOLD

Access
Acro
Blue Care Network of Michigan
Ciber
Comerica Bank
Covisint
Etiquette University
Executive Search Partners
Fishtech Group
HermanMiller Cares
IHS Markit
Information Builders
ITC
Lila Today
Masco
NASCO
NetApp
Nexcess
NSK Green Construction
Oakland University
Okta
Plante Moran
Quicken Loans
Red Level
Ricoh
Secure-24
Slalom
STG
Tanium
V2Soft
VisionPro
VMWare
Whirlpool

BRONZE

Ahead
Baker College
Cherwell
Citrix
Cloudera
Code42
Compuware
Davenport University
Ernst and Young
Grand Circus
JDM
Logicalis
OtterBase
Randstad
Saginaw Valley State University
SIM Detroit
Softura
SoftwareOne
Steelcase
Technosoft Corporation
US Signal
Virtual Instruments
ZScaler

"General Motors is proud to align with MCWT's core mission in supporting girls and women in reaching their full potential through STEM education and in achieving success in high-tech fields." - Stacy Lynett, CIO, GM Global Corporate Functions

2018 Financials

Current Assets

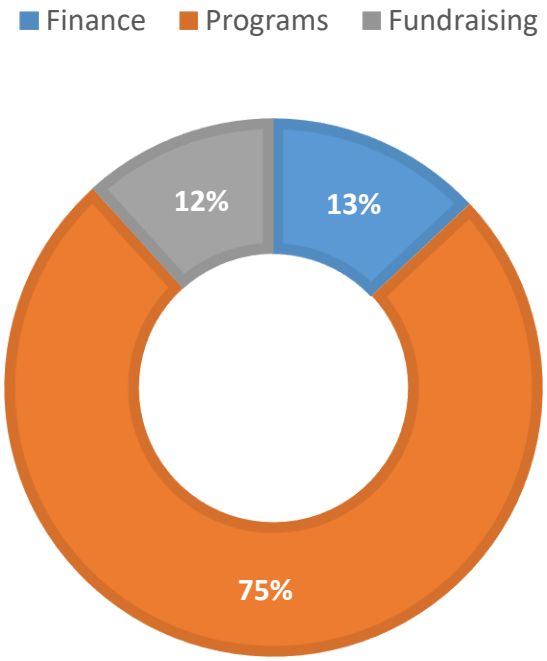
	2018	2017
Cash and cash Equivalents	$499,861	$1,034,473
Investments	$558,504	$ --
Contributions receivable	$74,830	$69,500
Prepaid expenses	$22,303	$11,026
TOTAL CURRENT ASSETS	$1,155,498	$1,114,999
Fixed assets:		
Computers	$8,347	$5,969
Furniture and fixtures	$5,450	$7,500
Leasehold improvements	$0	$1,494
Less: accumulated depreciation	($9,724)	($8,808)
TOTAL FIXED ASSETS	$4,073	$6,155
Other assets:		
Deferred expense – long-term scholarships	$132,500	$140,000
TOTAL ASSETS	$1,292,071	$1,261,154

Liabilities and Net Assets

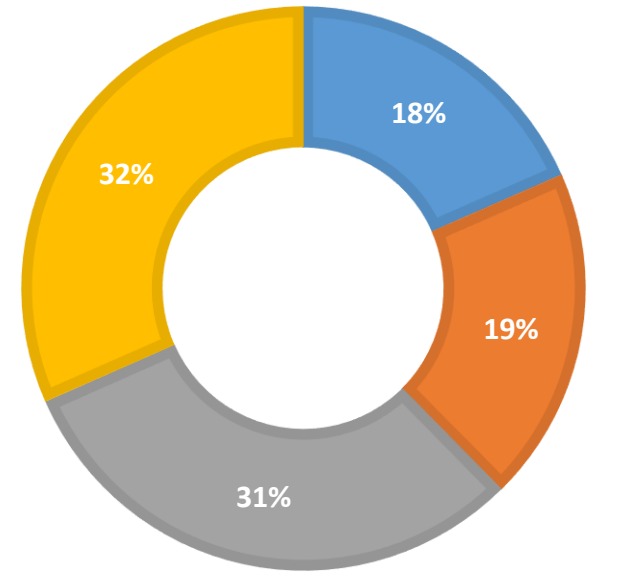
CURRENT LIABILITIES		
Accounts payable	$3,877	$7,486
Accrued expenses	$10,074	$16,444
Scholarships payable	$85,000	$72,500
TOTAL CURRENT LIABILITIES	$98,951	$96,430
NET ASSETS		
Unrestricted	$965,369	$994,751
Temporarily restricted	$180,224	$102,473
TOTAL NET ASSETS	$1,145,620	$1,097,224
TOTAL LIABILITIES AND NET ASSETS	$1,292,071	$1,261,154

2018 Financials

2018 Expense Allocation



2018 Program Spending



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