2023 YEAR IN REVIEW
What is BGH?

BlackGirlsHack Foundation (BGH Foundation) is a 501(c)(3) organization created to bring awareness and provide knowledge and resources to help increase the diversity and representation in Cyber Security. We are a community of women, men, and children who are working towards a more diverse cybersecurity landscape. We provide training, mentoring, resume reviews, career services, and study groups to help our members upskill and reskill in cybersecurity in a free/low cost environment.

Our vision has always been to promote a diverse and inclusive cyber industry where Black women are represented in all levels of cybersecurity, but our organization and programming is open to all.

2023 Marked BGH’s 4th year as a nonprofit! BGH Foundation celebrated 4 years of providing hands-on training and certifications and launched our inaugural conference SquadCon this year. We’ve trained thousands of people and helped hundreds get certifications to obtain jobs, reskill and upskill in cybersecurity.
## Who are our members?

### Gender

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>78%</td>
<td>Female</td>
</tr>
<tr>
<td>20%</td>
<td>Male</td>
</tr>
<tr>
<td>2%</td>
<td>Non Binary, Bi-Gender or Other</td>
</tr>
</tbody>
</table>

### Location

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>88%</td>
<td>U.S.</td>
</tr>
<tr>
<td>5%</td>
<td>Africa</td>
</tr>
<tr>
<td>2%</td>
<td>Canada</td>
</tr>
<tr>
<td>5%</td>
<td>Worldwide</td>
</tr>
</tbody>
</table>
### Who are our members?

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black or AA</td>
<td>80%</td>
</tr>
<tr>
<td>Multi-Racial or other</td>
<td>6%</td>
</tr>
<tr>
<td>White</td>
<td>5%</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>5%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ages</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-25</td>
<td>20%</td>
</tr>
<tr>
<td>26-40</td>
<td>60%</td>
</tr>
<tr>
<td>41-60</td>
<td>18%</td>
</tr>
<tr>
<td>&lt; 18 or &gt; 60</td>
<td>2%</td>
</tr>
</tbody>
</table>
What Do We Do?

- Provide training and skills in ethical hacking
- Provide mentoring to people in varying stages of their career
- Provide resume and LinkedIn reviews
- Provide educational training programs to help reduce overhead cost associated with cyber certifications
- Provide study groups to help reinforce information learned in the educational training programs
- BGH Cloud Labs (Virtualization Program) to help provide a lab environment for exercising lab skills
- Increase accessibility of cyber security conferences
What Do We Do?

- Provide exposure to K-6, secondary, and high school students to STEM and cyber careers
- Increase partnerships with industry leaders, companies and interested parties to improve the ecosystem of cybersecurity promoting job security, placement, and equality.
- Community Outreach to develop strategic programs designed to target areas where people do not have access to STEM based programs, job related skills, and certifications
Our Impact

2000+ Members

3000+ Volunteer hours

300+ Conference Tickets Sold

300+ Events

200+ Grow with Google
Our Impact

70+ Training Certifications
30 Hands-On Workshops
50+ Resumes Reviewed

15 Training Programs
73+ Exam Passing Rate(%)
50+ Mentors Matched
Our Impact

2023 Budget
Revenue: $538,153
Expenditures: $477,332

2023 SquadCon Budget
Revenue: $235,000 in 3 months
SC Revenue for Scholarships: $34,800
Our BGH Partnerships

Google
SANS
TCM Security
PentesterLab
Microsoft
ISC2
amazon
CompTIA
ThriveDX
MASTERFULLY
Our SquadCon Partnerships
Our BGH Leadership Team
Partner Opportunities

BGH Red Team Training Program
BGH Practical Skills Labs
BGH Blue Team Training Program
BGH Cloud Security Training Program
BGH GRC Training Program
We Got Next Cyber - HS
PNPT Accelerator Program
BGH Sponsorship Opportunities

BGH 2024 Sponsorship Kit is available for more details!
### SC Sponsorship Opportunities

SquadCon 2024 Sponsorship Kit is available for more details!

<table>
<thead>
<tr>
<th></th>
<th>MARQUEE</th>
<th>DIAMOND</th>
<th>PLATINUM</th>
<th>GOLD</th>
<th>SILVER</th>
<th>IN KIND</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount</td>
<td>150K</td>
<td>100K</td>
<td>75K</td>
<td>50K</td>
<td>20K</td>
<td>Any</td>
</tr>
</tbody>
</table>
Let’s Connect

Website
www.blackgirlshack.org
www.wegotnextcyber.com
www.girlshackvillage.com
www.squadcon.me

Twitter
@blackgirlshack
@wegotnextcyber
@_squadcon
@xblackmenhack
@blackkidshack

Email
info@blackgirlshack.org
info@girlshackvillage.com
partnerships@blackgirlshack.org
info@squadcon.me
Let’s Connect

**Instagram**

@blackgirlshack
@_squadcon
@wegotnextcyber
@blackmenhack

**LinkedIn**

linkedin.com/company/blackgirlshack/
linkedin.com/company/girlshackvillage/
Testimonials

“This is the most at home I've felt at any organization”

“I love that you folks are everywhere”

“A space that provided a feeling of safety, welcome, and acceptance was so incredibly important for me. It's like a spring of water in a parched desert”

“Great experience and overall phenomenal conference”

“You all helped me get a job”

“I appreciate the opportunity to attend these conferences and network with professionals in the cyber community”

“I love the mission and the fact it’s focused on our community. We need this”