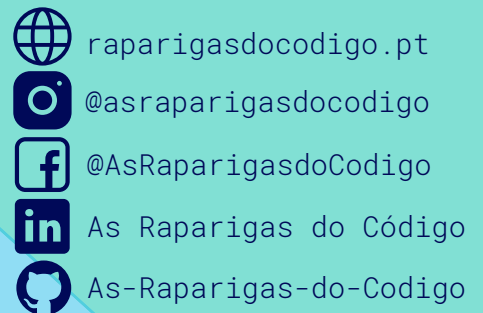




# We're As Raparigas do Código.

A Portuguese tech community focused on promoting digital inclusion by organizing technology and programming activities, for girls and women.



## 01. A COMMUNITY FOR DIGITAL INCLUSION

Since our creation in 2020, we have held cycles of workshops associated with the development of digital skills, namely teaching programming.

We have held 3 editions of Web Technologies, 2 editions of Python Programming, and several individual workshops on Git, GitHub, and LinkedIn workshops.

The work we do is free and voluntary.

## 02. WINNERS OF PWIT AWARDS 2021

In 2021, we won the Portuguese Women in Tech Awards 2021, in the category of "Best Digital Inclusion Project Started by a Woman".

## 03. CREATORS OF "CAREERS FOR EQUALITY" GAME

We developed the "Careers for Equality" Game, deconstructing prejudices and showing that careers do not have a gender.

**6 0 +**

Workshops

**2 0 +**

Instructors & Mentors

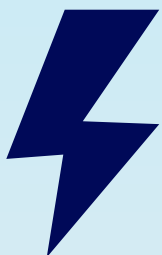
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Students



# As Raparigas do Código.

This is **who we are**.



## **We fight to inspire and empower women**

We envision a world where women are inspired to follow and excel in tech careers. No stereotypes, no boys club, no side-eye, no naysayers, no gender gap.



## **We champion diversity and inclusion**

We care about equal rights and opportunities, regardless of gender, race, sexual orientation, age, or any other dimensions of difference. We cherish the freedom of being authentic and we value all backgrounds and walks of life.



## **We admire those willing to learn and teach**

We are passionate to learn and share what we know. We support each other through the rough bits of life (tech and otherwise). We take joy in seeing others succeed and knowing we had some part in it, however small.



## **We are brave, wholehearted people**

We choose self-compassion over perfectionism. We make mistakes and learn from them. We are resourceful, grateful, creative, and resilient. We do the best we can with what we have, and we let go of self-doubt or other people's opinion.



## **We work with a purpose**

We work to create a real impact in other people's lives. We listen to our student's needs and we work hard to give them the opportunity to achieve their goals. We're not in this for profit or for status. We willingly give our time to make real change happen.



# As Raparigas do Código. This is what we do.

## Courses and workshops

We want our legacy to be free education. We organize several editions of technology and programming courses and workshops throughout the year. These include Web Programming, Python Programming, Data Science, Git & GitHub, and LinkedIn and Career Management. We support our students end-to-end.

## Mentoring and Networking

From the moment a student joins our community, she can connect with all of the mentors of the project in one click. Our community is a place to network, share job applications and learning opportunities, ask questions on any topic, share opinions and experiences, and get expert help. If we can't help you ourselves, we'll connect you to someone who can.

## Talks and Events

We love to share our passion for tech, diversity, and inclusion. We're available for talks and events, anywhere, anytime (just be kind with office hours, we kinda still have day jobs, oops).

## Collaboration

We support great initiatives, regardless of whose idea it was. If it creates a real impact, kudos to you. We'll do everything we can to collaborate.





# As Raparigas do Código. This is **why we matter**.

## Because diversity matters

Diversity fosters creativity and innovation. Diverse groups have more collective intelligence and are better at solving complex problems. Gender is a key aspect of diversity.

**Women deserve a seat at the table.**

## Because inclusion matters

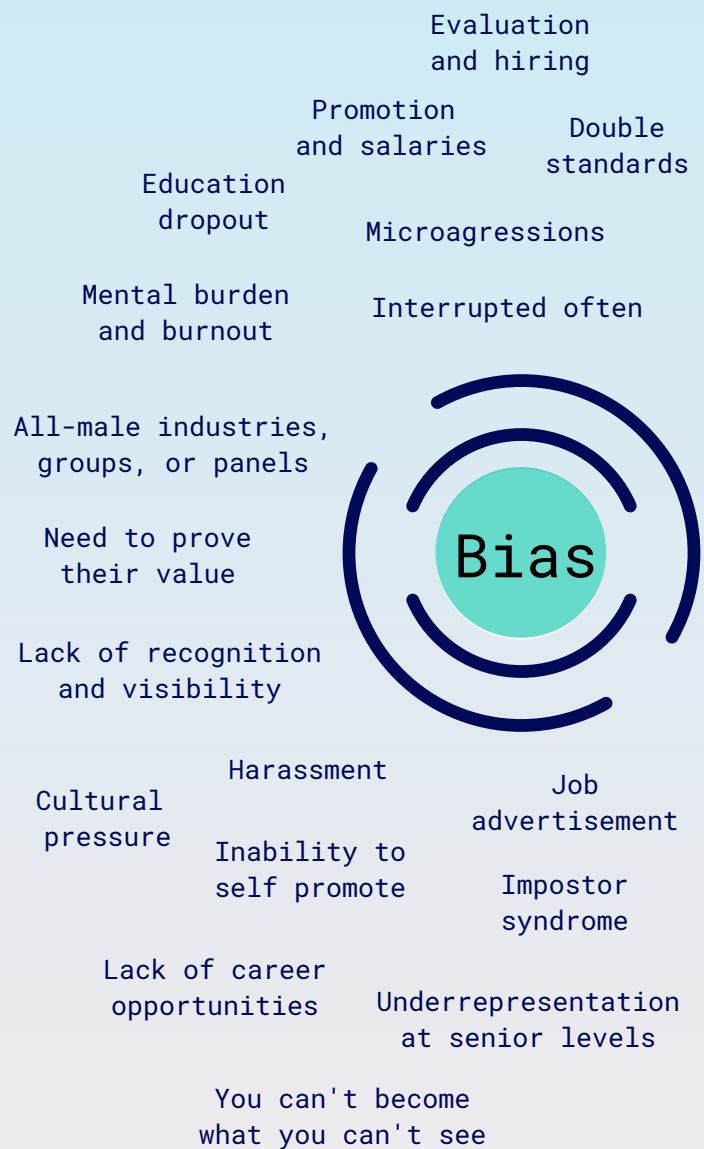
As women become underrepresented in tech ecosystems, bias creates a ripple effect in their lives.

**Women deserve their voices to be heard and equally valued.**

## Because culture matters

Culture changes through awareness, when we face our cognitive biases and create habits of inclusion and supportive structures.

**People create culture, not the other way around.**





# As Raparigas do Código.

## This is **what we offer.**

### **Become a digital leader in Portugal**

Our vision is aligned with the Portuguese government's policy to enhance digital competencies, and the activities we develop can be integrated into three main lines of action of INCoDE.2030: Education and Training, Qualification and Requalification, and Inclusion. Join us in the task of fostering digital literacy and gender equality in Portugal, starting with the deconstructions of stereotypes in the IT sector, promoting contact with mentors and role models in tech, and bringing free education to all girls and women in Portugal.

### **Support initiatives that create a real impact**

Education creates a real impact, and this is what we want our legacy to be. Support the qualification and upskilling of students and young professionals in tech, and the reskilling of professionals in STEM or other walks of life to the IT sector. Join us to find a community eager to learn and improve their technical skills, and support them through opportunity and education.

### **Access a diverse talent pool and enrich the tech ecosystem**

Diversity promotes innovation and the development of more competitive teams, products, services, and solutions. Different ages, backgrounds, skills, experiences, and perspectives foster new and creative ways of thinking. Join us and access a diverse tech-talent pool.

### **Become a D&I Advocate and drive change from within**

Stand up for diversity, inclusion, and belonging, and educate your company on best practices against unconscious bias. Create a safe and nurturing environment for your team by fostering and supporting D&I initiatives and programs. Grow your community, incorporate D&I principles in your brand awareness strategy, and ensure your collaborators, partners, clients, and customers feel truly seen, heard, valued, and respected by your brand.

### **Join a movement and a community**

Find a platform where you can network, share experiences and job opportunities, and ask for help on any topic. Join a community where you can learn, discuss and collaborate with other students and professionals, in a safe and inclusive manner. Access exclusive opportunities for training, talks, mentoring, and events.