# 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.

**60+**
Workshops

**20+**
Instructors & Mentors

**300+**
Students

# As Raparigas do Código.
## This is who we are.

**We work 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. We cherish the freedom of being authentic and we value all backgrounds and walks of life.

**We believe in the power of education**
We are passionate to share what we know. We support each other through the rough bits of life. We take joy in seeing others learn and grow.

**We are brave, wholehearted people**
We are resourceful, grateful, creative and resilient. We do the best we can with what we have. Working day by day to make the world a better place.

**We work with a purpose**
We work to create a real impact in other people's lives. We listen to our community needs and we work hard to give them the opportunity to achieve their goals.

# 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.
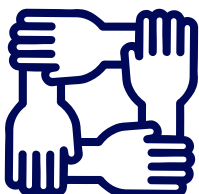
### Mentoring and Networking
Our community is a place to network, share job applications and learning opportunities, ask questions on any topic, share opinions and experiences, and get expert help. If we can't help you ourselves, we'll connect you to someone who can.

### 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.

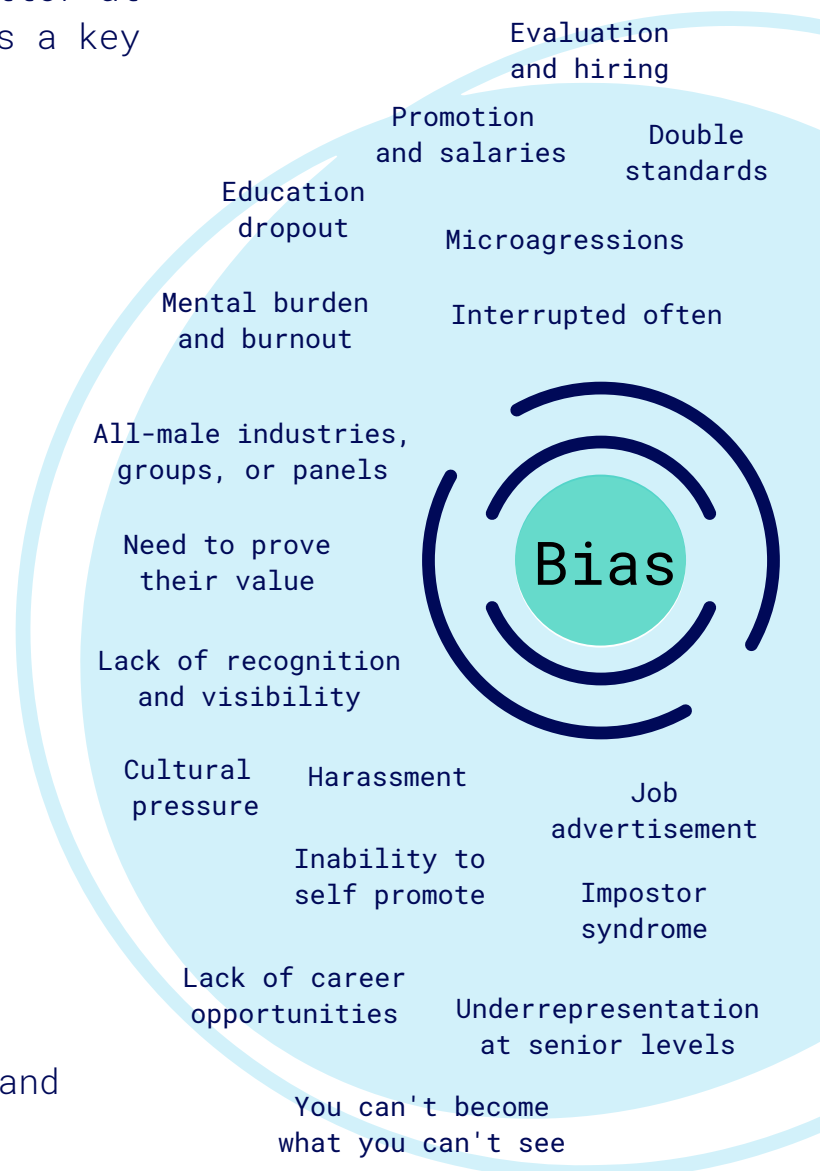**Women deserve a seat at the table.**

## 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.

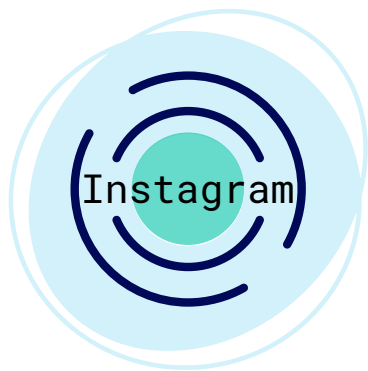**People create culture, not the other way around.**

Evaluation and hiring

Promotion and salaries

Double standards

Education dropout

Microagressions

Mental burden and burnout

Interrupted often

All-male industries, groups, or panels

Need to prove their value

Bias

Lack of recognition and visibility

Cultural pressure

Harassment

Job advertisement

Inability to self promote

Impostor syndrome

Lack of career opportunities

Underrepresentation at senior levels

You can't become what you can't see

# As Raparigas do Código.
# This is our digital impact.

### Discord

**300+ members**

**Hot Topics**
Career Management, Outsystems,
Data Science, Backend
Development, Frontend Development

### Instagram

**2000+ followers**

**6000+ users reached**

Growth Rate +4%

### Linkedin

**1500+ followers**

2500+ unique visits in 2022

7500+ page views in 2022

## Become a digital leader in Portugal

Our vision aligns with the Portuguese government's policy to enhance digital competencies, and the activities we develop can be integrated in the 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. Educate your company on best practices against unconscious bias. Create a safe and nurturing environment 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, and clients 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.

# As Raparigas do Código.
# This is what you can do.

## Sponsor workshops and other activities
If you embrace our vision and believe in our work consider become a partner of our project. It will help us develop more and better activities, reach a larger number of girls and women while keeping all the bureaucratic stuff running smoothly.

## Patronise scholarships
Outstanding people deserve outstanding support. We want to help empower girls and women through education and help them achieve world-class careers in IT and IT related areas.

## Become a team member
Not only from IT people is our team made. If you have experience in accounting, marketing and design or any other area you think may be relevant to our project just send us an email. We will be glad to hear from you!

## Become a friend
Spread the word through social media, inside your company, among your friends, in your children school. Open the doors of your company to our community. Be a volunteer trainer in one of our workshops. Invite us to be part of your company events and initiatives.

# We're As Raparigas do Código.

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