

ženský
algorithmus

ANNUAL REPORT 2021

Breaking stereotypes.
Building bridges

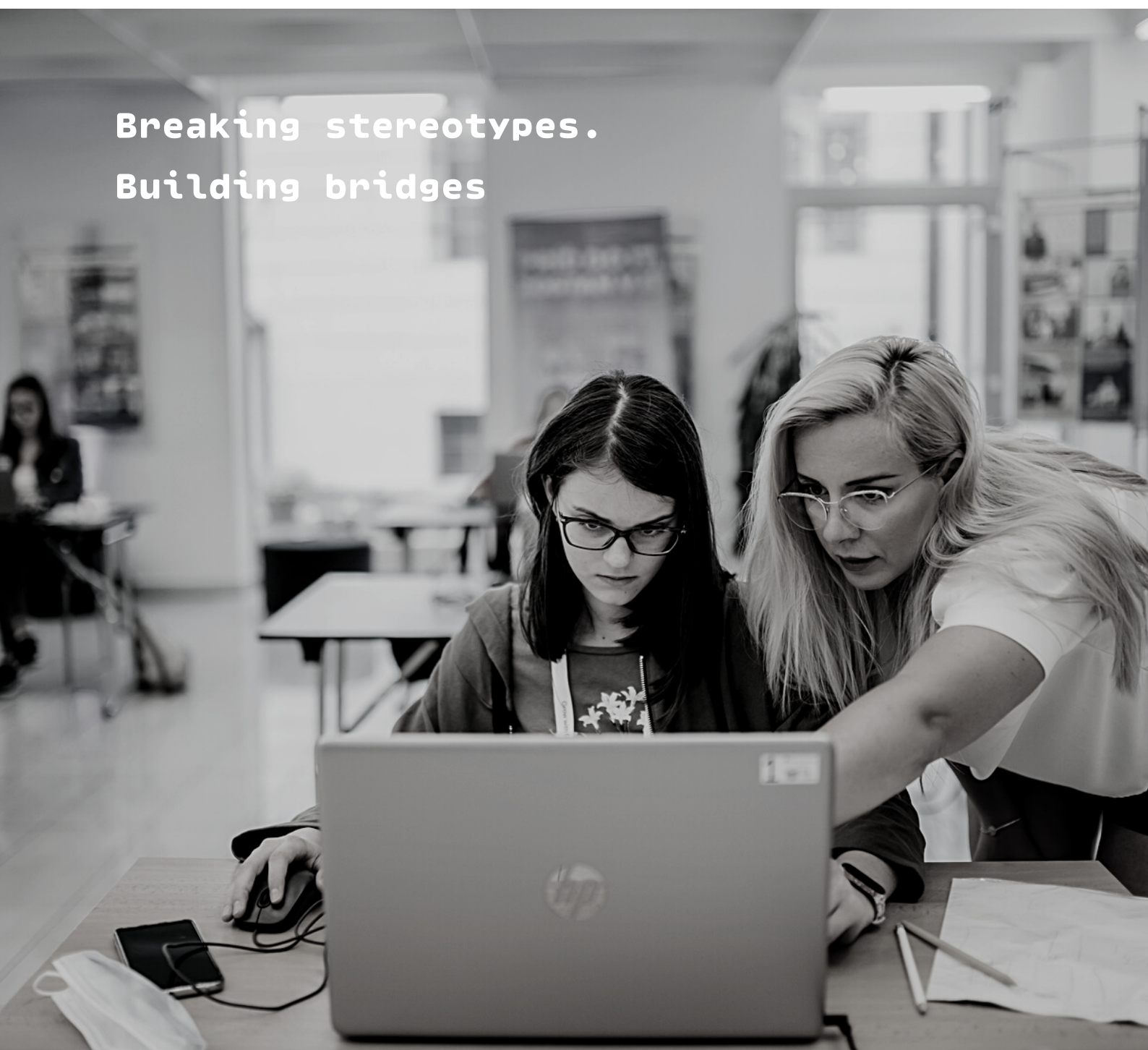


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FOREWORD

"The current situation in the world teaches us that what we are doing as a nonprofit organization for gender equality and digital skills improvement in Slovakia, is not only important but necessary."



The third year of the Lean In Network, Slovakia (Košice, Bratislava) and the second year under the umbrella of the civic association Ženský algoritmus / Female Algorithm is behind us. After 14 years of working in the Tech sphere, I am now wading through the unknown waters of the non-profit sector. I suddenly appreciate everything that I took for granted as an employee and was able to plan in advance as an entrepreneur. My respect goes out to all those who have built successful nonprofits from scratch, as we are trying to do. The pressure of people gets what they have hidden deep inside. We have done more than we believed was possible to consider under the circumstances.

Growth hurts. But we are growing up and becoming more independent. Our team has grown to 19 members, each of whom has either another "job", studies, or young children in addition to working with us. These people are the reason our activities are of such high quality and have such a significant impact on the target group. We do it from the heart. And despite how challenging it has been, especially in times of isolation and negative news, I value attributes like friendship, humanity and trust even more. This year has taught several of us to rise from the ashes. I am grateful for 2021. It has made us stronger and more resilient.

The ongoing pandemic has once again accelerated our activities, especially in the virtual space. In 2021, we were able to organize 108 events with 4,939 attendees/learners, of which 92% were girls and women.

Thank you for your support to all those who help us to create a Slovakia where everyone can be themselves and still – or because of it – succeed.

Lenka Hlinková
founder and director

TEAM

Members of the Board of Directors



Ing. Lenka Hlinková
Executive Director, Statutory



Mgr. Zuzana Sotáková
Operations Manager



Ing. Pavol Hlinka
founding member

Auditor/Economist:

Ing. Renáta Hrabková

Executive Team



Mgr. Alžbeta Palkoci
Community & Partnership
Development Manager



Ing. Simona Šimovičová
Project Manager
Lean In



Mgr. Magdaléna Jurkemíková
Marketing Manager
Lean In



Ing. Gabka Koščová
Marketing Manager
Female Algorithm

Team

Kristína Járayová – Instagram Content Manager
Ing. Miroslava Kul'ková, PhD. – Internal Lecturer
Mgr. Miroslava Süčová Vernarská, PhD. – Data Scientist
Bc. Ivica Šavel – Community Coordinator
Alina Zemančíková – Graphic Designer
Alžbeta Hasajová – Graphic Designer
Kristína Ovčarová – Web Administrator
Mgr. Livia Gal'ová – Presenter
Mgr. Katarína Trnová – Marketing & PR Consultant, Presenter
Mgr. Renáta Dulinová Bzdilová, PhD. – Internal Lecturer
Soňa Augustovičová – Social Media Manager
Bc. Júlia Sabolová – Back Office Manager

VISION, AIM, ATTRIBUTES

REAKING STEREOTYPES

- we innovatively educate women and girls in technology and leadership
- spreading awareness about unconscious bias, the need for diversity and inclusion
- opening social debate on gender issues

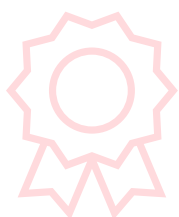
BUILDING BRIDGES

- between women and their ambitions
- building a more inclusive society for all
- connecting the nonprofit sector, private businesses and schools
- connecting generations

GOALS FOR 2025

- Increase the share of women among ICT specialists in Slovakia to 18% (in 2019 it was 14.2%, rising to 15.8% in 2020)
- Increase the share of people employed in the ICT sector in Slovakia to 4.5% (3.7% in 2019, 4.2% in 2020)
- to reduce the gender pay gap to 12% (19.4% in 2019, 15.8% in 2020)
- increase the share of women in executive positions in Slovakia from the current 20% to 25%

OUR ATTRIBUTES



HONESTY – we care about our reputation, we build trust inside and outside the organization, we value honesty, fairness, character, conscientiousness, and we protect authenticity



COOPERATION – our success is a team sport, we value respect and cohesion, we actively build cooperation with organizations and individuals (volunteers) with similar values and goals



TRANSPARENCY – we build radically open relationships, we communicate clearly about how the organization works, we maintain honest relationships within the team, with partners and donors



IMPACT – our activities aim to make positive social change visible, we believe in the strength of the community and we develop human potential, we focus on results and impact

ACTIVITIES AND RESULTS

The main activities of the Female algorithm in 2021 consisted of Lean In Slovakia, Coding Camp, education of companies and the public in the field of diversity, inclusion and unconscious bias and further online education in the area of digital and soft skills. In total, we held 108 events this year (73 last year), attended by 4,939 participants (1,022 last year).

For the third time, we were able to organize a material Christmas collection for the non-profit from Eastern Slovakia, which was dedicated to women experiencing violence, this time for the Archdiocesan Charity in Košice (in 2019 ProgresFem, Poprad, in 2020 Fenestra, Košice).

At the end of the year, we conducted a Women in ICT survey focusing on the Košice region, the results of which we published in a study available free of charge at zenskyalgoritmus.sk/prieskumy.

| Activity Name | Description | Results |
|---|---|--|
| Lean In Slovakia (yearly) | Workshops and webinars, mostly online, on the topics: #IamRemarkable (self-presentation), leadership, business women, emotional intelligence, diversity & inclusion, unconscious bias, critical thinking, design thinking, workplace trends, productivity, digital self-defence, how to set up Lean In Circles. Active blogging. Material Christmas Collection (Archdiocesan Caritas). Free for the public, chargeable for companies within the scope of the association's business activities. | <ul style="list-style-type: none"> • 47 webinars • 2,228 participants • 35 blog articles on the website (22 in 2020) • 1,410 newsletter subscribers (270 in 2020) • 3,019 followers on social media Lean In (1 280 in 2020) |
| H20: You deserve to be pampered, rested and cared for (March 2021) | A 2-day free online event to promote mental health, skill development, and a sustainable lifestyle. 11 events, among the performers also the influencers: Kristína Tormová, Kristiana Kóňa, Zuzana Mračková, Andy Štěch, Karolína Farská. Event financed from own resources and organized on a voluntary basis. www.leanin.sk/h2o | <ul style="list-style-type: none"> • 11 online events • 664 participants • 79 gift packages full of products from Slovak eco-producers sent to the winners |
| Coding Camp (July 2021) | A 5-day free camp for girls aged 11–18 in Košice on web development. Introduction of female role models in Tech, Scrum, self-promotion training. www.zenskyalgoritmus.sk/coding-camp | <ul style="list-style-type: none"> • 110 participants (11–18 yrs) • 100% satisfaction • 90% want to continue studying computer science • 10 donated books Female Algorithm |

ACTIVITIES AND RESULTS

| Activity Name | Description | Results |
|--|---|---|
| Digital security (all year round) | Free online webinars about internet security for students, teachers, women on maternity leave, parents, retirees. | <ul style="list-style-type: none"> • 5 online events • 187 participants • 935 followers in social media Female Algorithm |
| Applause for women in Tech (April 2021) | Free online event on the occasion of International Women's Day in Tech, promoting local female role models in technology, showcasing to girls and women the width of possibilities of work in various positions in Tech through moderated discussions with individual guests in breakout rooms (Zoom). www.leanin.sk/post/spoznaj-svoj-zensky-vzor-v-it . | <ul style="list-style-type: none"> • 101 participants • 8 speakers from different areas of the Information Technology |
| Inclusive Mindset (May - June 2021) | 4-week educational program for the public free of charge: Emotional intelligence, Internet Security, Diversity and Inclusion, Critical Thinking. www.leanin.sk/inclusive-mindset | <ul style="list-style-type: none"> • 47 participants (16-56 years) • 75% attended at least 3 of the 4 events • 18 received a certificate • satisfaction 4.93 of 5 |
| The European Female Leaders Conference (September 2021) | 2-day free European conference for leaders/managers from all over Europe. 12 Slovak and foreign speakers on various current topics, online networking, competition, conducted the survey What obstacles hinder leaders in Europe and what helps them to move forward. | <ul style="list-style-type: none"> • 11 online webinars • 360 participants from more than 18 countries • 1 online networking |
| Women in Technology (September 2021) | Conducted a survey and elaboration of a study with data on employment in Slovakia (TREXIMA), published in Slovak and English language. www.zenskyalgorithmus.sk/prieskumy | <ul style="list-style-type: none"> • Publication of the study in the range of 40 pages in Slovak and English as an e-book and in printed form. Not for sale. |

ACTIVITIES AND RESULTS

| Activity Name | Description | Results |
|--|--|--|
| INclusive Workplace (Sept – Oct 2021) | A series of 6 free educational webinars developed in collaboration with the Norwegian Center for Equality and Inclusion. Successful graduates received a certificate and were able to become Diversity and Inclusion Ambassadors within their own organizations. www.leanin.sk/inkluzivne-pracovisko | <ul style="list-style-type: none"> • 5 educational webinars • 1 panel discussion • 107 participants • 34 ambassadors • 60 received a certificate • other 250 people were trained by ambassadors • e-book in PDF and print |
| More slow, less words (November 2021) | 6 Instagram talks with Slovak influencers on the topics of conscious lifestyle and sustainable consumption. Guests: Martina Dudová (Kvitok), Zuzana Slivenská (SWAP Košice), Dominika Horňáková (Šumné), Michal Szabo, Zuzana Stefanides (ZuzStories), Katarína Peterová (LaFlorita). The project also included a collection for the Archdiocesan Caritas in Košice. www.leanin.sk/viac-slow-menej-slov | <ul style="list-style-type: none"> • 6 Instagram talks still available on our @leaninslovakia Instagram on InstaTV • 1,113 views • 5 bags of clothes, kitchen and hygiene items collected for the Archdiocesan Caritas in Košice |
| Back In Business 1,2 (Apr – June 2021, Nov 2021 – Jan 2022) | A 3-month online training program for mothers returning to work after maternity leave. Interactive online webinars, career coaching, help with CV editing, refreshing lost self-confidence. www.leanin.sk/back-in-business | <ul style="list-style-type: none"> • 52 participants • 49 received a certificate • 6 instructors, 3 coaches • e-book • 14 training sessions • 11 x personal feedback on their CVs |
| Christmas trilogy (December 2021) | Online event "I would like to work in Tech ", organized in cooperation with the Košice IT Valley, consisting of blocks Navigating In Tech World, How to Boost Your CV and Introduction to Canva, panel discussion with the HR managers – the most common mistakes and good practices in Tech interviews. | <ul style="list-style-type: none"> • 70 participants • 20 resumes on which we provided personal feedback, career consultancy |

ACTIVITIES AND RESULTS



"I am very satisfied, the camp exceeded all my expectations. The way the teachers presented was captivating and so informal that I didn't feel like I was listening to a lecture at school."

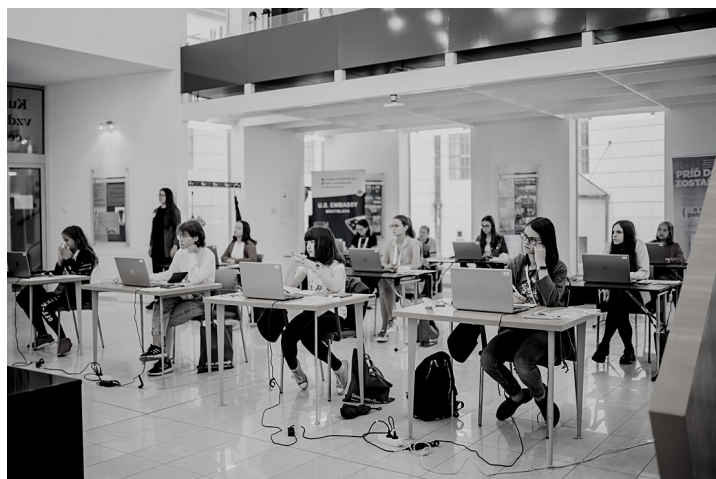
"I liked how everything was explained in a simple and understandable way."

5-day Coding Camp for girls
Summer 2021

"I really liked the introduction to UX and UI, the first presentations and internet security because I could get a basic picture of the website and security and understood everything better."



"I liked HTML and Javascript the most, there was nothing missing, everything was interesting, I would welcome more opportunities to learn - coding club!"



ACTIVITIES AND RESULTS



"You open up topics that our society needs to hear, perceive, understand and digest. And you do it casually, humbly, open to feedback and people. Just keep up your good work!"

anonymous participant in the Inclusive Mindset program

"Thank you for this program! You have helped me mentally to get back into the workforce with lots of practical advice (creating a great resume), model situations during the interview training, exercises in English, improving communication. I will definitely recommend it to my female friends before returning back to work."

Back In Business Program participant Denisa, 35 years old, 2 children



"Your program has been an eye-opener for me, I have found that I have not forgotten everything, that I have something to offer to a new employer. I completely changed my CV for a simple and clear one. I am glad to find women who have the same feelings as I do. Even though we are all different, we face the same challenges and I didn't feel so alone. Talking to the coach was inspiring, it was kind of like a mirror adjustment and a kick-off. I rate the whole program very positively and recommend it for 100%."

Back In Business Program participant Andrea, 36 years old, 1 child



BACK IN BUSINESS

LEAN IN Slovakia

OUR SUPPORTERS

On behalf of our team, the girls and women to whom our activities are primarily directed, we would like to thank everyone who has helped us in any way during the year.

Accenture
Active Citizens Fund
Algoritmus s.r.o.
American Spaces Košice
CEE HER
CIPE – Center for International Private Enterprise
Charta diversity
Globsec
Google Slovakia / Grow With Google
GROWni
indexmag.sk
Infobip
IUVENTA
Kingdom of Netherlands, Slovakia
Košice IT Valley z.o.
LeanIn.org
Lemur s.r.o.
Ministerstvo školstva, vedy, výskumu a športu SR
Nadácia otvorenej spoločnosti
Nadácia Pontis
Nadácia SPP
PwC Slovensko
Resonate Services s.r.o.
Štátna vedecká knižnica Košice
VIA Carpatia
Youth Impact

and others.



FINANCIAL REPORT

Female Algorithm uses the double-entry book-keeping system.

REVENUES 2021

| | | |
|--|------------|-----------------|
| Revenue from sale of services (main non-taxable activity)..... | 43 %..... | 22 908 € |
| Revenue from sale of services (taxable business activity)..... | 7,5 %..... | 3 977 € |
| Donations received..... | 1,5%..... | 730 € |
| Grants obtained..... | 48%..... | 25 642 € |
| TOTAL..... | | 53 257 € |

COSTS 2021

| | | |
|---|-------------|-----------------|
| Material consumption..... | 2,7 %..... | 1 329 € |
| Other services (incl. contractors)..... | 87 %..... | 42 887 € |
| Personal costs (salaries) | 7,9 %..... | 3 909 € |
| Statutory social security and health insurance..... | 2,3%..... | 1 137 € |
| Representation expenses | 0,04 %..... | 58 € |
| Travel costs..... | 0,04 %..... | 55 € |
| Other costs..... | 0,02 %..... | 25 € |
| TOTAL..... | | 49 400 € |

FINANCIAL RESULT 2021

| | |
|---|---------|
| Main activity not taxed (4 744 €) + taxed (-887 €)..... | 3 857 € |
|---|---------|

REVENUE PLAN 2022

| | |
|------------|-----------|
| TOTAL..... | 110 000 € |
|------------|-----------|

EMPLOYEES

2020: 0
 2021: 4 (other team members: 6 volunteers, the rest is contract based)
 2022: 7

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BIC/SWIFT: FIOZSKBAXXX

Nie sme platcami DPH

female algorithm

