

2024 Annual Report



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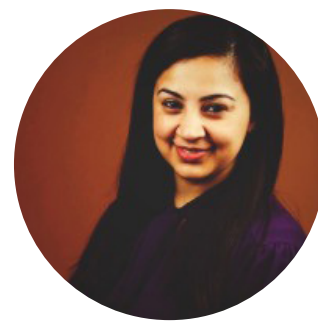
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Our Focus

Through direct exposure to hands-on experiences, mentors, and role models, we connect girls and young women to a community of STEM (Science, Technology, Engineering, and Mathematics) women and other girls, enabling them to envision the path to an education and a career in STEM.

Letter from the Chair

It has been a high-impact year at *STEM For Her*. In 2024, we grew our staff to roll out more programs and expand our important work in the Washington, D.C., area. As you know, *STEM For Her* exposes high school-aged girls to various STEM careers. We offer them scholarships to support their college education and pair them with a woman in the industry to serve as their mentor. Our organization does a highly effective job supporting participants throughout their journey.



I am grateful to you - our sponsors, donors, Board of Directors, members of the Advisory Council, and our staff - for supporting these girls through our programs and scholarships under the leadership of our executive director, Jennifer Fortney.

With this group of committed individuals, we were able to:

- **Host more than 300 girls** at our flagship program, *STEM For Her* Day, at the IMF headquarters
- **Grant \$108,500** in scholarships
- **Receive recognition** from Monumental Sports, WUSA9, NBC4, and Telemundo
- **Match over 60 female college students** with mentors from the industry
- **Execute over 15 programs and events**, including the Earth Day Innovation Contest, Exploring Biosciences Opportunities, and Girls Empowered by Math (GEM)
- **Establish the Student Advisory Council with 27 students** from seven different schools.

I had a conversation with a high schooler at *STEM For Her* Day, who told me,

"In my high school class, I am the only girl who likes math and science. My friends think I'm weird. But then I came today, and I met 300 girls who are just like me. I met a woman neuroscientist. I met a female astronaut. I met a bunch of technology executives. And now I'm thinking, I'm not weird. I just need new friends."

There are many more similar testimonials from girls who attend our events, along with notes of gratitude that we receive from scholarship recipients - especially from those who are the first in their families to attend college.

But the truth is, we're barely scratching the surface here in the D.C. area. For every girl who gets to attend our flagship *STEM For Her* Day, there are five more on the waiting list who we couldn't accommodate. For every scholarship recipient, there are three more who we weren't able to financially support. It's not that there aren't enough girls interested in STEM - it's that we can't help them all.

And what's preventing us from helping them all?

Capacity. Together, we must work to build and fund the programs needed to ensure these girls, plus the hundreds and thousands more we're not yet able to reach, get the support they need and deserve.

Together, we will support this next generation of girls as they take their place in the world!

Mahwish Hamrani

Chair, *STEM For Her* Board of Directors



STEM for Her Day 2024

November 15, 2024

International Monetary Fund

Washington, D.C.

Just two years after launching our first *STEM For Her Day*, more than 300 high school students from area high schools attended our 2024 event - with a stunning 1,000 more girls on the waitlist. The demand for STEM programming and the need to scale further to meet demand fuels *STEM For Her's* commitment to prepare girls and young women for careers in STEM. Women continue to be underrepresented in STEM fields, comprising just 34 percent of the STEM workforce, compared to 50 percent of the non-STEM workforce. And, according to a study by Space4All, there will be a shortfall of 3.9 million STEM workers in 2025 and not enough talent in the pipeline to close this gap.

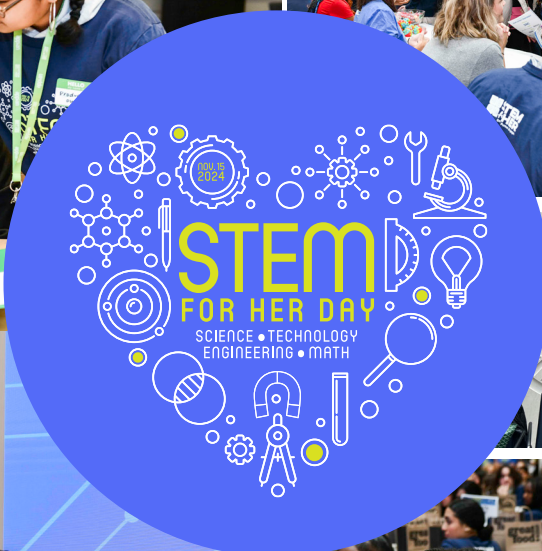
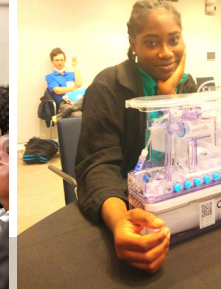
To answer the call, the 2024 *STEM For Her Day* featured 22 breakout sessions and experiential workshops, conference-style presentations, competitions, and networking opportunities. We welcomed more than 80 local and national industry professionals in STEM to present, exhibit, and mentor, giving students direct insights into career paths and opportunities, as well as a firsthand look at some of our partner companies' newest initiatives.

With students attending from 13 high schools in Virginia, Maryland, and Washington, D.C., 75 percent of which are Title 1 schools, attendees were encouraged to believe in themselves and their place in STEM, while presenters and supporters actively sought to think critically about inequities in the field and work to eradicate them through strategy and empowerment.



"Going to *STEM for Her Day* opened my eyes to realizing that I can pursue many different paths within my life. Seeing how many companies, organizations, and people came out for us was really special to me. I felt seen and connected."

~ Lehiem S., Wakefield High School



2024 STEM For Her Workshops

Students chose from a variety of session tracks, with topics as wide-ranging as:

- Developments in the Role of Artificial Intelligence and Machine Learning in Medicine: Addressing Bias and Associated Healthcare and Global Implications
- How to Get into Cyber Security: Hackers, Defenders and Compliance
- Empowering Future Leaders: Harnessing AI and Modern Work Solutions in the Age of Tech with Microsoft and KPMG
- Brain Waves & Body Signals: A Dynamic AR Journey Through Brain Communication
- AI Unleashed: Create, Innovate, and Rock with AWS PartyRock
- Crypto Investigations
- Pocket AI and IoT, or How to be a Data Scientist Using Your Mobile Device
- Covering Climate: Reporting on the Story of Our Generation
- The Future of Cybersecurity: Emerging Technologies and National Security
- Robotic Servicing in Space: the Era of One & Done Is Over
- Designing the Future: A Hands-On Workshop on Product Innovation in FinTech
- How a Lesson in Marine Biology Led Me on a Path to Success
- Saving Lives: Medical Devices and Outreach
- Crime Lab: The Microbial Investigation Experience
- Mastering the Mess: Challenges in Software Development
- Identifying Cancer Cells
- Combatting Disease-X: An Interactive Scenario Game
- Reaching for the Stars: How Amazon's Project Kuiper is Connecting the World
- Steel Toes & Stilettos: An Introduction to Construction Management
- The Intersection of Minds, Machines, and Law: Shaping the Future of Aviation and Space
- Turning Your Own Immune Cells Into Powerful Cancer Killers: Applying STEM Principles to Build Cell Therapies
- Are You Ready to Take Charge of Your Future and Land Your Dream Job or Get Into the College of Your Choice?

At STEM for Her Day, I attended this session featuring Project Engineer Ashley Purcella from The Whiting Turner Company. I was so intrigued by Ashley's story that I wanted to learn more. Recalling Aisha's parting words to 'never be afraid of asking,' I emailed Ashley asking if I could shadow her for a day [and] was ecstatic when she agreed! My experience helped me learn so much more about the management side of construction."

~ Dayana P., Yorktown High School



Featured Speaker



Aisha Bowe

*Founder & CEO of STEMBoard,
STEM for Her Woman of the Year*

Aisha Bowe, an accomplished aerospace engineer, former NASA rocket scientist, global motivational speaker, and entrepreneur, shared her remarkable career journey with a rapt audience, beginning with her early fascination with space to her groundbreaking work in the tech industry. With a focus on overcoming challenges and breaking barriers, Aisha highlighted the importance of perseverance, resilience, and embracing diversity in STEM fields. Three student interviewers and questions from the audience provided all in attendance with relevant advice for their own paths, inspiration, and insights into how a trailblazer redefined what's possible.

"As one of the few girls in my computer science classes, I was motivated to use my voice to encourage more girls to explore STEM. Listening to Aisha Bowe speak at STEM for Her Day was a pivotal moment for me. Hearing her share how she overcame challenges and found success in aerospace engineering inspired me to pursue my own dreams in computer engineering. Her journey made me realize that if she could do it, so could I."

~ Indira O., Oxon Hill High School

Science Applications International Corporation (SAIC) Guest Speaker



Bridget L. Chatman

*Vice President, Business Development Transformation, SAIC
Chair of the Board, Women in Aerospace
National Space Council User Advisory Group*

Bridget Chatham, a vice president at SAIC, helps advance the power of technology and innovation to serve and protect our world through cloud, digital engineering, operational AI, and secure data analytics. She shared her early upbringing in inner-city Chicago and in Mississippi, crediting her mother for introducing her to science and technology through reading and going to the Museum of Science and Industry in Chicago. She urged attendees to believe that they belong in STEM, and to "seriously think about a STEM career. It will change the trajectory of your life with great-paying jobs."

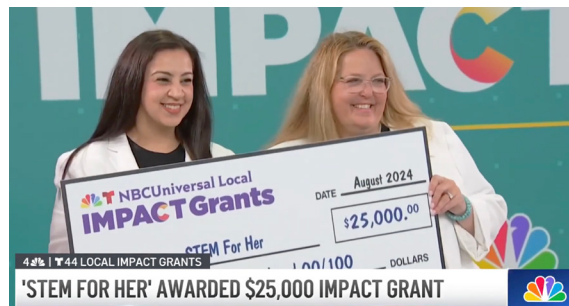
"Women bring perspectives shaped by lived realities," she added, "that enrich problem-solving processes and generate creative and adaptive solutions."

STEM For Her Day in the News

With hundreds of local girls streaming to *STEM For Her Day*, major media outlets both participated in and covered the event, featuring interviews with Executive Director Jennifer Fortney and participating students, as well as helping educate the public on the gaps in opportunity for women in the STEM workforce.

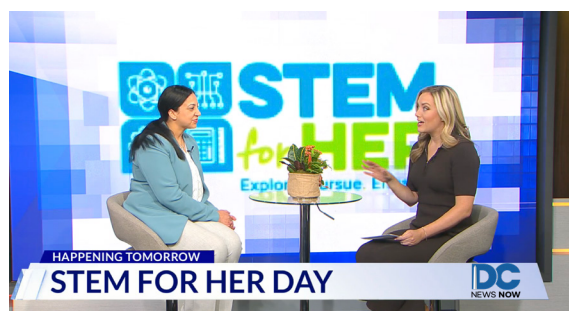
'STEM for Her' empowers high school girls to work in STEM

News4's Molette Green talks to *STEM For Her* Executive Director Jennifer Fortney about how being a recipient of the \$25,000 NBC4 Telemundo44 Local Impact grant will help them achieve their goal of inspiring girls to pursue a career in STEM.



STEM For Her Day in DC hopes to inspire young girls

DC New Now sat down with Mahwish Hamrani, this year's *STEM For Her* chair, who shared her excitement for this year's event and the guest speakers: "The girls will get to attend all types of sessions - everything from artificial intelligence to medicine. They'll meet NASA astronauts and industry leaders, will discuss topics as varied as 'what do we do' in case of a future pandemic to the forensics of a cyber security breach. It's an exciting day where, most importantly, attendees get to meet other girls who are interested in STEM and who are also local to the area."



Kaitlin McGrath, meteorologist, led a *STEM For Her Day* session on climate communications, discussing how we can effectively and accurately make the link between climate change and weather impacts. Later, she shared what her experience was like as she worked with students interested in learning about different STEM career opportunities.



"Figuring out your career in STEM can feel overwhelming. Believing that you can be successful in certain fields in STEM is hard. But being able to interact and connect with women who went through the process, overcame the obstacles, and provided insight and advice motivates me."

~ Elizabeth A., Charles Herbert Flowers High School

Why We Do What We Do

By 2025, the U.S. will be short 3.5 million STEM workers.

Source: <https://space4all.us/>

Female scientists and engineers are concentrated in different occupations than are men, with relatively high shares of women in the social sciences (65%) and life sciences (48%) and relatively low shares in physical sciences (25%), computer and mathematical sciences (26%), and engineering (15%).

Source: <https://ngcproject.org/resources/stem-statistics-workforce>



"The benefits of gender diversity are kind of hidden, and because they're hidden, they've been underutilized. People are not taking advantage of this potential approach to doing better science."

~ Brian Uzzi, Richard L. Thomas
Professor of Leadership and Organizational Change; Professor of Management and Organizations,
Northwestern U, Kellogg School of Management

Source: <https://insight.kellogg.northwestern.edu/article/gender-diversity-successful-teams>

A typical STEM worker earns two-thirds more than those employed in other fields.

Source: Pew Research Center

Twenty-eight percent of young women report aspiring to a STEM career compared to 65% of young men.

Source: Student Research Foundation <https://www.studentresearchfoundation.org/research/stem/>

Mixed-gender teams produce more novel and impactful scientific research than teams made up of only men or only women.

The Solution

STEM for Her ...

- **Bridges the gender gap** by creating a stronger, more diverse, equitable, inclusive, and productive future workforce.
- **Sparks interest in STEM** and enables girls and young women ages 12-25 to envision the path to an education and a career in STEM.
- **Creates and provides programs**, offers mentoring opportunities, and supports school-sponsored and community-based programs.
- **Provides avenues – including awards and scholarships** – for girls to pursue their dreams through hands-on activities, resume writing, access to leaders, networking, online resources, programs and frequent interaction.

Scholarships

STEM For Her continued our commitment to serving high school and college women who demonstrate a passion for pursuing a STEM-related career, awarding \$108,500 in scholarships to 41 students in 2024. With a focus on supporting applicants who express clarity in future goals and preference given to those with a demonstrated financial need, applicants again rose to the challenge of sharing how their STEM interest was first sparked, what drives their desire to pursue a STEM field, and what challenges they've overcome in their journey.



With an intention of awarding \$120,000 in scholarships annually, *STEM For Her* further seeks to support a wide variety of studies:

4-year institutions:
scholarships up to
\$5,000
per awardee

2-year institutions:
scholarships up to
\$2,500
per awardee

**Technical/Trade
School programs:**
scholarships up to
\$2,500
per awardee

Congratulations to the student recipients of the following scholarships in 2024!



Louise Peabody Memorial Scholarship

As the first woman partner at a Tysons Corner accounting firm, Louise was committed to her community through her work with Women in Technology, where she served as Treasurer and Special Interest Group Chair. Louise then served as *STEM for Her* Treasurer, and, more recently, she was devoted to building *STEM for Her* programs and mentoring young women to develop skills and a love for tech and education.

Dede Haskins Memorial Scholarship

With a 25-year career in technology, Dede was recognized as an influential businesswoman in the D.C. area. She was president of Women in Technology and a founding member and board chair of *STEM for Her*, where she focused on bridging the gender gap to create a more diverse and productive workforce.



***STEM for Her* Empowerment Scholarship**

Recognizes the immense potential and talent that girls possess in STEM fields and seeks to provide them with the necessary resources and encouragement to succeed. By offering financial assistance, this scholarship program aims to inspire and empower young women to become leaders in their respective STEM disciplines.

***STEM for Her* Achievement Award**

The *STEM For Her* Achievement Award recognizes exceptional dedication, creativity, and excellence in STEM. This award highlights the applicant's remarkable accomplishments, celebrating their hard work, innovative spirit, and commitment to making an impact in STEM fields.

Looking ahead, we will continue to offer past scholarship recipients the option of reapplying for continued support, as we recognize that many students face ongoing financial challenges throughout their academic journeys. We will pursue external funding sources and targeted grant applications specifically designed to bolster and expand our scholarship fund, as well as continue our dedicated fundraising campaign at the Annual Gala, with a portion of the event designated exclusively for scholarships and ensuring that every dollar raised during that segment is allocated directly to the scholarship fund. Together, we can empower talented students to pursue their STEM dreams without financial barriers!

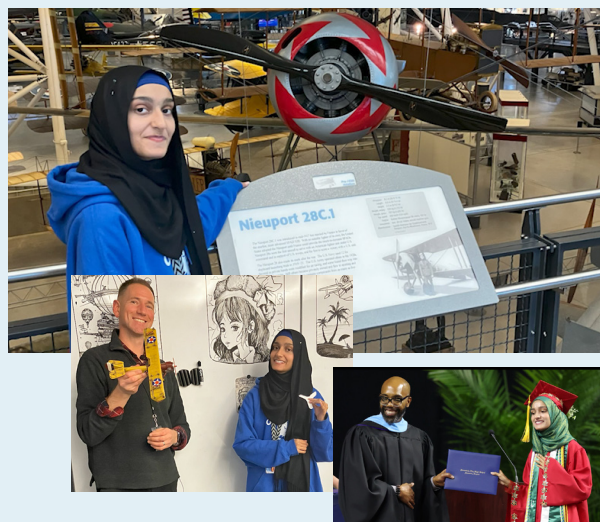
Scholarship Recipients



Sehar Saba, a 2024 award recipient, is one such example of a young woman breaking the gender gap by pursuing aerospace engineering.

"I've spent my childhood constructing radio-controlled planes, tetrahedral kites, rockets, and more. Even though I got into competitive colleges that provided me with great opportunities, I couldn't afford them, and for a moment, I feared I wouldn't be able to attend college at all.

But then, I received the great news that I had been awarded a *STEM For Her* scholarship. I'm now a freshman at Northern Virginia Community College and plan to transfer to a four-year college after I finish my associate's degree."



The cause, the challenges, and the long journey ahead sometimes make you question whether you are on the right path, but support like this scholarship reminds me that I deserve to follow my goals, and my passion for helping others is worth investing in. This scholarship affirms that young women like me—first-generation students with big aspirations—deserve a seat at the table in science and medicine. It's a boost of motivation and a sign that even a small encouragement can make a huge impact."

~ Husna Basiri, George Washington University

STEM For Her Programs

In 2024, *STEM For Her* continued creating content and expanded the breadth and depth of STEM resources developed for girls and young women, especially for under-resourced and underserved populations. We made major strides forward in our commitment to never let transportation be a barrier to involvement by providing transportation to nearly 350 girls. We also provided meals for food-insecure students, a benefit accessed by 442 students, 63 percent of our overall participants.

Student Advisory Council (SAC)

STEM For Her launched a Student Advisory Council (SAC) in 2024, inviting students from area high schools to meet monthly in order to advise us on our programming and further develop their leadership skills. As part of their involvement, SAC members were invited to offer their feedback on presentation proposals to help tailor sessions to high school students; provide program feedback for ongoing improvements and relevance; lead panel discussions; participate in leadership, public speaking, STEM advocacy, and career workshops; represent *STEM for Her* at community outreach events to encourage girls to engage in STEM during high school years; and plan and promote school visits and field trips, which drives up participation from their peers.

IMPACT:

27 students
representing 7 public high schools in the DC, MD, and VA area.

"*STEM For Her* has shown me that I have the potential to pursue a career in the medical field. Engaging with accomplished women in careers I aspire to has given me the confidence to excel in my own path. More importantly, it reinforced that my career should align with my passions, even if they evolve over time. *STEM For Her* wasn't just a program—it was the push I needed to believe in my ability to achieve my goals. *STEM For Her* transformed my high school experience, providing a community of women I didn't know I needed."

- **Hana L.**, Alexandria City High School,
SAC member



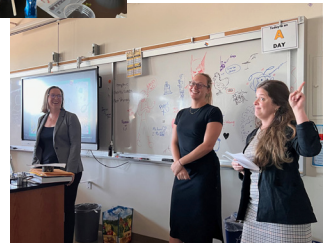
Exploring Biosciences Program

STEM For Her launched the 2023-2024 Exploring Biosciences Opportunities (EBO) program in September at Alexandria City High School with Edvotek, where students participated in an Electrophoresis Lab to compare the separation of colors in common food dye.

Next, at Oxon Hill High School with BARDA in October, students extracted DNA from strawberries and engaged in a career panel with women who followed different paths yet advanced their careers in the field of biosciences.

Our largest event was held at AstraZeneca in October, with 60 students engaging in rotating stations and activities to learn about the nuances of biopharmaceutical development, with a particular focus on bio safety and equipment.

Finally, the EBO program concluded at STEM For Her Day - open to attendees from 15 area high schools - with a session titled *Turning Your Own Immune Cells Into Powerful Cancer Killers: Applying STEM Principles to Build Cell Therapies*.



IMPACT:

- 120 girls from the DC/MD/VA area participated overall, with over half of the students coming from Title 1 schools.
- 50 girls received extended exposure and hands-on experience with a biosciences career
- 3 biosciences careers were highlighted, with volunteer participation from 30 professional women from all aspects of biopharma.
- Transportation was provided for 72 girls, ensuring their ability to participate.

IMS2024 Radiate with Microwaves & Radio Frequency

On June 4, 2024, STEM For Her invited high school girls to the International Microwave Symposium (IMS), the largest event dedicated to the radio frequency and microwave industry. Hosted by the Institute of Electrical and Electronics Engineers (IEEE), highlights included a visit to the exposition, where they viewed the latest advancements in RF and microwave technology; a hands-on experience where they learned to build a 1940s-style "foxhole" radio receiver using a coil of wire, a pencil, a piece of metal, and a cardboard tube; and a demo of the IEEE MOVE Truck, which assists victims of natural disasters with short-term communications, technology, and power solutions.



IMPACT:

29 students

GEM

Every year, *STEM For Her* sponsors Girls Empowered by Math (GEM), a group that organizes monthly activities with elementary students in under-resourced schools and organizes an annual competition for high school students. In March, GEM held the annual GEM Hunt, a math competition designed by our guest speakers across a variety of subjects, including data sciences, cryophysics, environmental engineering, and atmospheric and oceanic science. The competition included lectures and problems posed by four speakers:

- **Dr. Natasha Andrade**, Associate Chair for Undergraduate Programs, Civil and Environmental Engineering Department, University of Maryland, A. James Clark School of Engineering
- **Dr. Linette Boisvert**, Sea Ice Scientist, Assistant Lab Chief, Deputy Project Scientist for Aqua Cryospheric Sciences Lab, NASA Goddard Space Flight Center
- **Dr. Purna Gamage**, Assistant Teaching Professor and Director of Data Science and Analytics Program, Georgetown University
- **Dr. Maria Molina**, Assistant Professor, Department of Atmospheric and Oceanic Science, University of Maryland Institute for Advanced Computer Studies, University of Maryland at College Park.



The interesting and engaging three-hour event featured panel discussions along with individual lectures on topics specific to each speaker's field. Many thanks to *STEM For Her* volunteers Ana Echemendia, who serves on the *STEM For Her* Board of Directors, and Julia Zaskorski, who serves on the Program Committee, for helping make GEM 2024 possible!



IMPACT:

20 students from Montgomery County high schools attended GEM Hunt.
30 students participated in GEM Journeys from local elementary schools.

International Women's Day

In March, Appian and *STEM For Her* co-hosted International Women's Day, where participants were greeted by women speakers and mentors, who shared anecdotes about their career paths that led them to Appian, talked about their experiences there, and answered questions about what it's like to work in the industry. Participants were also invited to develop and present concepts for apps, with awards presented to winning teams.

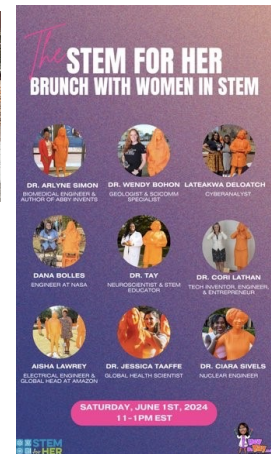


IMPACT:

55 girls working with 20 Appian women volunteers
3 area schools represented
Transportation was provided for 42 girls, ensuring their ability to participate.

Trailblazers Brunch

At the *STEM For Her* Brunch With Women in STEM, students enjoyed an intimate two-hour meal with 15 mentors. Nine of these mentors were featured in the #IfThenSheCan orange statue exhibit, a monumental exhibit of 120 3-D printed statues that celebrated contemporary women innovators in STEM. This exhibit featured the most statues of real women ever assembled. Girls had the opportunity to ask questions and enjoy a firsthand look at these leaders' journeys in STEM.



IMPACT:

20 students

Library of Congress National Book Festival

One of our largest events took place on August 24, when the Library of Congress's National Book Festival attracted 30,000 people to the Walter E. Washington Convention Center. *STEM For Her* hosted a 30-minute presentation about the STEM that goes into programming the Mars Rover and the challenges that scientists face in planning missions. We also hosted an information booth and an interactive expo at the fair. Nine volunteers handled large groups and long lines of people interested in trying out our Spheros programmable robots and "on-the-spot" coding while also spreading awareness and education about our mission.



IMPACT:

Thousands attended *STEM For Her* programming and stopped by our booth, with many learning about the organization for the first time.

Earth Day 2024

STEM For Her celebrated Earth Day in 2024 with a new Innovation Contest, challenging female high school students to create an innovative solution to address a pressing environmental issue. Samarah J. submitted the winning entry and focused on improving battery recycling rates. She placed battery collection bins around her school, which she then took to her local transfer station for proper disposal. She has plans to expand the program. Sage N., runner-up, addressed the issue of oil spills and how they can be cleaned up more efficiently, with detailed and impressive research to back her proposed solution. Both girls were interviewed by Meteorologist Kaitlyn McGrath and featured on WUSA9, and were awarded gift cards of \$250 and \$100, respectively.



By asking students to identify a real-world environmental issue and design a solution, the contest challenged them to become active problem-solvers, while the open-ended nature of the challenge invited students to think creatively, test ideas, and develop solutions. For students who decided to work in a group, they learned important collaboration skills throughout the research, design, and presentation phases of the contest.



IMPACT:

Open to female high-school students within a 60-mile radius of Washington, D.C., from both public and private schools.

Mentorship Program Connects, Inspires, and Advances

Mentor Program Goals:

- Focusing on career choices
- Driving involvement in a field of choice through competitions, internships, or publishing research
- Navigating the industry at a younger age
- Standing out in interviews without job experience
- Expanding networks for informational discussions

Since 2022, we've paired more than 165 college-aged young women interested in STEM careers with diverse STEM professionals through our spring and fall semester, 12-week mentorship programs. In 2024, we invested in "Chronus," a mentoring software platform that allowed us to scale the program and impact even more young women through professional connections, access to early-career opportunities, and goal setting. In fact, 100 percent of mentees enrolled in the 2024 Fall program reported being satisfied or very satisfied with their mentorship, and 100 percent also said they'd achieved all or most of their goals.



In addition to many returning mentors, we welcomed new mentors to the program with each cohort, including Zoey Kline, an IRTA Postbac Fellow at the National Institute of Allergy and Infectious Diseases at the National Institutes of Health, where she researches CD4+ T cell development and function. She earned her B.A. from the University of Pennsylvania in 2024, with a major in molecular and cell biology and minors in chemistry and Japanese, and plans to work toward her Ph.D. in immunology to become a professor and lead her own lab.

We sat down with Zoey to discover what inspired her to serve as a mentor and help others advance in their early careers.

Q: Why do you feel compelled to help your peers and young colleagues through mentorship?

A: I'm from a rural farm town, and I didn't have much access to STEM or research. When I got to Penn, I had amazing mentors who introduced me to STEM opportunities and walked me through the research process. Through them, I became aware of so many opportunities that I never knew existed, and I wanted

to make STEM, and especially research, feel accessible and enjoyable for all. Outside of my own experience, I've come to realize that other students can feel overwhelmed by the choices they discover at college, while others - who may be at smaller universities - feel they need to search for opportunities off-campus.

Q: What did you enjoy most about the *STEM For Her* mentor experience?

A: I enjoyed the Chronus platform; it's easy to use, the format made it so flexible, and its design is goal-oriented. We were able to keep track of and visualize tasks and goals, write down the necessary steps needed, and track accomplishments. It worked so well for my mentees and me.

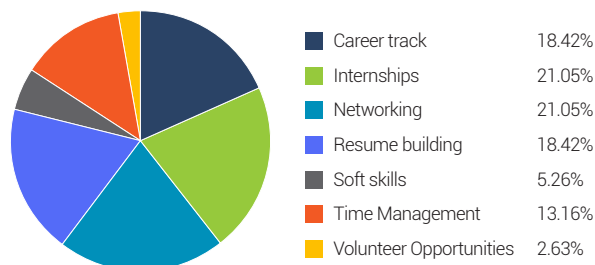
Q: Why is mentoring 'worth it' to you?

A: Being able to help my mentees achieve their goals is extremely rewarding, and the joy and appreciation from mentees fuels my motivation to continue. I'm passionate about teaching and mentoring, and I want to make resources more accessible to students. Mentoring is a stepping stone toward my goal of becoming a professor one day.

Q: From your perspective, how can mentees get the most out of their experience?

A: Come in with questions. Identify what you want out of the relationship. That could be anything from scholarship or research opportunities they want to apply for; feedback on how to write effective email queries; help with resumes; or maybe they need help getting started and need to talk through their interests with someone to hone in on a major.

Which have you improved upon because of this mentorship?



STEM for Her by the Numbers - 2024

Program Reach & Growth



700+ high school girls and post-secondary young women served

16 programs delivered

Accessibility



Provided transportation for **49%** of participants of our programs, including bus transportation and Metro cards when schools and venues were Metro-accessible. *STEM For Her* provided those same benefits to teachers and chaperones, ensuring accessibility for all.

Scholarship Impact



\$108,500 awarded in scholarships

25 new scholarships awarded

16 ongoing support scholarships awarded - building on our pivotal decision in 2022 to allow scholarship recipients to reapply for support each year of their post-secondary education. This change recognized that the financial barriers girls face don't end after freshman year. By extending our commitment, we're not just opening doors—we're walking alongside them, year after year, as they work toward their STEM dreams.

History of scholarships

2021: 2 scholarships, \$10,000

2022: 6 scholarships, \$25,000

2023: 21 scholarships, \$82,500

Flagship Event Impact: STEM for Her Day



300+ students attended *STEM For Her Day*
Represented **13** High Schools (**75%** Title 1)
10/10 would recommend *STEM For Her Day*.

Mentorship Program



Hosted **87** mentees and **56** mentors (spring and fall cohorts combined)
Since 2022, have supported a total of **6** mentorship cohorts, supporting over **169** mentees.

Industry and Community Engagement



70+ industry partners
300+ volunteers and professionals supported our students.

Financial Summary

REVENUE AND SUPPORT

JAN-DEC 2024

Direct public support	505,731
Special events	84,513
Interest	5,282
Total revenue and support	595,526

EXPENSE

Programs	436,242
Fundraising expense	74,600
Management and general	102,634
Total expense	613,476

Beginning cash	411,044
Ending cash	387,011

Our Supporters

STEM for Her thanks the many individuals whose generosity fuels our mission. We gratefully acknowledge all donors, including those who prefer anonymity or are not listed here by name. Every gift, whether through direct support, gala participation, or auction contributions, helps us open doors for girls and young women to pursue their passions in STEM.

Individual Donors

Trailblazers' Circle (\$10,000+)

Fran Craig

\$5000-\$9999

Lisa Mayr
Carley Salmon

\$2500-4999

Jaye Campbell
Sandra Dorsey

Elizabeth Seegers
Audra Upchurch

\$1000-2499

Judith Apshago
Michelle Baker-Crail
Padma Chitrapu
Kathleen Hanrahan

Brandt Haring
Amy Holcomb
Lucia Jarrett
Gretchen Larsen Idsinga
Pat & Molly O'Boyle

Melina Scotto
Julia Staats
Nancy Staats

Corporate and Foundation Support

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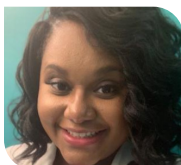
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200 Little Falls Street, Suite 205
Falls Church, VA 22046

T: 703 794 2125
E: info@STEMforHer.org

STEMforHer.org