



ANNUAL REPORT :: 2022



TABLE OF CONTENTS

04	2022 STEM For Her Day
06	Why We Do What We Do
07	The Solution
08	STEM for Her Programs
09	Our Impact
10	Financial Summary
11	Corporate Partners
13	Advisory Council and Board of Directors





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.



STEM FOR HER DAY

DECEMBER 12, 2022

GEORGE MASON UNIVERSITY -
ARLINGTON CAMPUS

Breaking Barriers in STEM

With just 35 percent of the STEM workforce represented by women, *STEM for Her* continued its relentless pursuit of introducing girls and young women to opportunities in the STEM field. In 2022, we planned and hosted our first *STEM for Her Day*, "Breaking Barriers in STEM."

Designed as a hands-on, experiential, conference-style day of STEM-focused activities, 325 students from 17 local high schools representing Virginia, Maryland, and D.C. attended, where they met industry professionals, learned about career opportunities, and dug deeply into university options through robust programming, intimate discussion, competitions, networking, and more. *STEM for Her Day* offered four tracks that students could follow throughout the day – science, technology, engineering, and math – and presenters and supporters were encouraged to think critically about the inequities that girls and women, particularly those of color, face in the STEM world and how we can work together and empower each other to eradicate these inequalities.



"I was filled with a sense of comfort when I saw the panel members who looked like me because I have never been exposed to women of color in STEM like that before. This event truly inspired me to become just like the wonderful STEM doctors who were on the panel!" ~ **Arielle M.**

OVERALL RATING OF
2022 SFHDAY:

4.49/5



CHECK OUT THE
HIGHLIGHTS
VIDEOS HERE!



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

- Behind the Scenes of a Visual Effects Studio
- Smart about Sharks: Diving into the science and technology used by marine biologists studying sharks
- Repair, Refuel, Replace: Space robots extending satellite lifespans
- Broadcast Meteorology: More than just what you see on TV
- Emerging Techniques for Fast Value in software development
- Vibe Check: using Twitter's API and sentiment analysis to understand what's the what on the Internet
- "Missed Messages" – the technology of NASA space communications
- How to Get into Cyber Security: Hackers, defenders, and compliance
- To Crash or not to Crash: Engineering in automotive safety
- Accelerating Science around the World
- Crafting Climate Solutions: Science in action
- Project DREAM (Diversity Recruited into Engineering through Advanced Making)
- NASA Quiz Contests
- Cryptocurrency, Web3, and Machine Learning
- User Experience Design and Design Thinking
- Explore Solar Systems and Beyond: NASA's James Webb Space Telescope
- Our Journey as two Latinas in Science: The importance of mentoring and embracing our culture
- Medical Career Track Preparation
- Artificial Intelligence, Machine Learning, and Automation Technologies.

Featured Speakers Included:

Toni Townes-Whitley, CEO of SAIC and *STEM for Her Woman of the Year*; **Victoria Herrmann**, Ph.D., assistant research professor of Georgetown University and National Geographic Explorer; **Lataisia Jones**, Ph.D., neuroscientist; **Aisha Lawrey**, Global Education Programs Ambassador/Training and Certification, Amazon Web Services (AWS); and **Angela Ramirez**, Deputy Chief of Staff U.S. Department of Health and Human Services.

WOMEN IN STEM

ENGINEERING
MAJORS

21%

COMPUTER
SCIENCE MAJORS

19%

MINORITY
WOMEN
ENGINEERING
MAJORS

1.6%

MINORITY WOMEN
COMPUTER
SCIENCE
MAJORS

3%

FEMALE STEM
INDUSTRY
CEOS

3%

WOMEN OF
COLOR STEM
BACHELOR DEGREES

14.1%

THANK YOU TO OUR SPONSORS

Gold

Booz Allen | Foundation

**CDM
Smith**

Deloitte.

Silver

EMERGENT™

**Emmes
cares**

GANNETT

Peraton

**PILLOT
COMPANY**

Bronze

PillowtalkDerm
BY DR. SHEREENE IDRIS

Unanet

Friend

OWI
FOR 10 YEARS

HIGHLIGHT
AN EMPLOYEE-OWNED COMPANY

WT
WOMEN IN TECHNOLOGY

WHY WE DO WHAT WE DO

CHALLENGES

WOMEN EARN HALF OF SCIENCE AND ENGINEERING BACHELOR'S DEGREES (50%) AND ASSOCIATES DEGREES (49%) BUT ONLY REPRESENT ONE-THIRD OF THE STEM WORKFORCE (35%), and their wages are consistently lower than men's. Underrepresented minority groups fare even worse, representing only 24% of all STEM workers. Hispanic, Black, American Indian, and Alaska Native STEM workers also have lower median earnings than white or Asian STEM workers.

Source: National Center for Science and Engineering Statistics

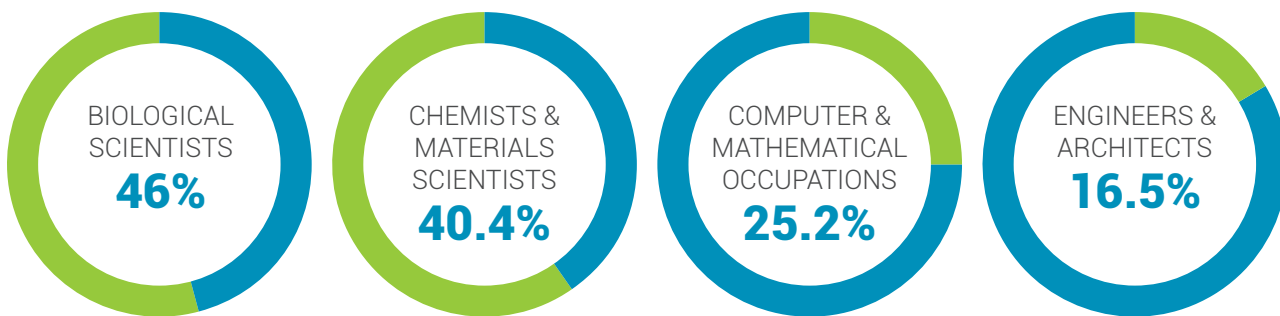
ENGINEERING AND COMPUTER SCIENCE — TWO OF THE MOST LUCRATIVE STEM FIELDS — REMAIN HEAVILY MALE DOMINATED, with only 21% of engineering majors and 19% of computer science majors represented by women.

Girls have fewer role models to inspire their interest in these fields, seeing limited examples of female scientists and engineers in books, media and popular culture. There are even fewer Black women role models in math and science.

NEARLY 80% OF THE HEALTH CARE WORKFORCE ARE WOMEN, BUT ONLY ABOUT 21% OF HEALTH EXECUTIVES AND BOARD MEMBERS ARE WOMEN, and only about a third of doctors are women. And, women are more highly represented in lower-paying fields, such as home health workers, nurses, and lower-paying specialties such as pediatricians.

Source of above three: AAUW: The STEM Gap

WOMEN IN STEM OCCUPATIONS



Source of above three: U.S. Bureau of Labor Statistics, "Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity," Labor Force Statistics from the Current Population Survey, Table 11, 2020.



"I still remember asking my high school guidance teacher to take a second year of algebra instead of a fifth year of Latin. She looked down her nose at me and sneered, 'What lady would take mathematics instead of Latin?'"

~ Nancy Grace Roman, AAUW member and "Mother of the Hubble Telescope"



THE SOLUTION

STEM FOR HER IS ...

- bridging the gender gap by creating a stronger, more diverse, equitable, inclusive and productive future workforce. By creating and providing programs, offering mentoring opportunities, growing our awards and scholarship program, and supporting school-sponsored and community-based programs, we foster distinct STEM interest in girls and young women ages 12–25.
- enabling girls and young women to envision the path to an education and a career in STEM.
- sparking interest and providing avenues – including awards – for girls to pursue their dreams through hands-on activities, resume writing, access to leaders, networking, online resources, programs and frequent interaction.

SHARING WISDOM, PROVIDING SUPPORT

The benefits of mentorship are many – for both mentor and mentee. In the STEM sector, mentorships can mean the difference between opening doors to opportunities they may have never known existed.

MENTORING:

- Helps girls grow stronger through learning flexibility.
- Opens girls' eyes to the many paths toward success.
- Fuels passion for STEM.
- Nurtures overarching skills that will support girls no matter which mix of STEM letters they choose.
- Provides opportunities to hear and interact with leaders in the STEM career streams, particularly with women mentors who will provide advice, offer feedback, share hardships, and help girls see their future selves and what they can be.

Source: *Can Mentorships Get More Girls Into STEM Subjects?* Edsurge, Bridget McCrea, 4/3/2019

STEM FOR HER PROGRAMS

In 2022, *STEM for Her* continued to focus our funding on broader content and programming of our own, expanding the breadth and depth of STEM resources developed for girls and young women – especially for under-resourced and underserved populations. With both in-person and virtual programming, we once again were able to connect with industry leaders and reach far beyond our Washington, D.C., roots for an international audience.

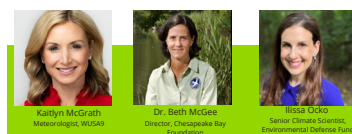
EARTH DAY

Hosted by WUSA Meteorologist Kaitlyn McGrath, *STEM for Her* addressed Climate Change and the Chesapeake Bay, with McGrath providing a backstage tour of her workplace and sharing her STEM career path. Dr. Beth McGee, director of the Chesapeake Bay Foundation, and Ilissa Ocko, senior climate scientist with the Environmental Defense Fund, also discussed how climate change has affected the region's beloved Bay, including impacts on the water, wildlife, and watershed. With an eye toward making positive change, Ocko addressed how to effectively communicate findings in an understandable and visual way. Through an optional Earth Day Challenge and essay, *STEM for Her* awarded prizes and scholarships up to \$1500 for students in middle and high school, as well as in college.

CELEBRATE EARTH DAY WITH 

hosted by WUSA Channel 9's Kaitlyn McGrath.

Climate Change and the Chesapeake Bay
April 22, 2022 at 4:00PM



CHALLENGE

STEM for Her will be shipping "seeding" projects to those that would like to participate in our Earth Day Challenge.

How to participate:
Post and tag on Instagram and/or answer essay question.
Deadline: June 15, 2022

Win prizes!

SCHOLARSHIP

Complete the challenge and answer the essay question.
First prize is a \$1,500 scholarship!



Visit <https://sfh-earth-day-2022.funraise.org/> for more information and to register



DRIVE LIKE A GIRL

Now in its seventh year, teams of girls from high schools in the Washington, D.C., metro area competed in an engineering innovation contest, sponsored by Audi and in partnership with *STEM for Her*. With women making up just 27 percent of workers in the automotive industry, DRIVE Like a Girl inspired 5 teams of four girls to identify and design a five-week project that focused on the automobile transportation industry. At the end of the session, the teams competed in an event at *STEM for Her* Day, judged by a panel of Audi engineers and executives.

Projects focused on sustainability, with topics including surmounting barriers to purchasing electric vehicles (EVs) and EV resources and education; best practices and solutions for charging facilities; and how Audi as a company could become more "green" in its value chain.

EXPLORING BIOSCIENCES OPPORTUNITIES (EBO)

Brand new in Fall 2022, EBO sought to spark interest in the biosciences in the DC metro area and learn how to pursue a career on this expanding area of science. A partnership program with Bristol Myers Squibbs, Merz Aesthetics, and AstraZeneca for high school girls and young women, the three-part program offered an in-person "Day in the Life" panel discussion with women biopharma professionals, interactive sessions with leading biopharma professionals in an online format; and cash awards totaling \$3,000.



OUR IMPACT

STEM for Her more than doubled its scholarship awards, from \$10,000 in 2021, to \$25,000 in 2022. Since 2013, we've grown our total scholarship fund to nearly \$100,000.

In 2022, SFH served 1,200 girls through 22 scholarships worth \$100,000, 16 programs, and one unforgettable *STEM For Her Day*.

STEM FOR HER MENTOR PROGRAM

Another major new program in 2022 was the launch of a Mentorship program that paired college-aged women interested in STEM careers with diverse STEM professionals. The 12-week program allowed mentees and mentors to engage, develop rapport, set and work to attain mentees' goals, and attend program events. Thirty-seven pairs of mentor-mentees took part in our inaugural year, with special interest in several major STEM categories represented, including civil, aerospace, bio, molecular and battery engineering; technology, internet infrastructure and telecommunications; chemistry and physics; data science; and product management.

STEM FOR HER PROGRAMS

- GEM Hunt
- SFH Scholarships
- STEM competitions – DRIVE Like a Girl

WE ARE UNIQUE:

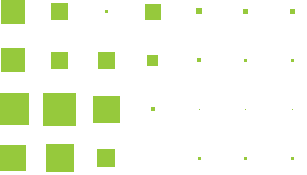
STEM for Her works with a very specific population of girls aged 12-25, in the Washington, D.C., area, largely from under-resourced and under-served populations.

- Our programming encourages girls to consider STEM career options, fosters a growth mind-set and empowers girls to embrace challenges.
- Our programming builds confidence, develops career opportunities, propels peer networks, drives collaboration, and allows each participant to build her personal brand.
- No other non-profit has our unique focus.

STEM FOR HER PROGRAM OUTCOMES, WE HAVE:

- Challenged girls to explore innovation and creativity within STEM fields.
- Created networking opportunities in the STEM fields, helping girls discover the power and importance of developing and maintaining professional networks.
- Taught girls about teamwork and problem-solving.
- Showed girls how to apply STEM to help an industry with a problem, to better our society and to move the industry into the future.
- Opened the door to internship opportunities or a career that girls may not have thought of before.
- Developed confidence, leadership, presentation, research, and STEM skills.





FINANCIAL SUMMARY

INCOME STATEMENT

REVENUE AND SUPPORT	JAN-DEC 2022	JAN-DEC 2021
Direct public support	451,683	378,618
Special events	132,992	94,153
Interest	1,133	320
Total revenue and support	585,808	473,091
EXPENSE		
Programs	328,795	215,528
Fundraising expense	26,742	23,817
Management and general	144,741	124,108
Total expense	500,278	363,453
Beginning cash	346,431	236,793
Ending cash	431,961	346,431



2022 CORPORATE SUPPORTERS

\$25,000 - \$50,000

- 100 Women in Finance
- Booz Allen Foundation
- CDM Smith
- Deloitte Foundation
- AstraZeneca

\$10,000 - \$24,999

- Amazon Web Services
- AOL
- Audi
- Emergent BioSolutions
- Emmes Cares
- Gannett Foundation
- Infolock
- LMI
- Merz
- Morgan Stanley
- NASCIO
- Peraton
- Pilot Travel Centers
- PillowTalkDerm
- SAP
- Unanet
- WIT

\$5,000 - \$9,999

- Agile Defense
- Arcadia
- Digital Realty
- Highlight Technologies
- JMI
- Lockton
- Collins Aerospace
- SIM
- SWIFT

2022 ADVISORY COUNCIL



Alison Banzinger

xScion

Nicole Bradley

Amazon Web Services (AWS)

Padma Chitrapu

TransUnion

Heather Combs

StraighterLine

Fran Craig

Unanet

Tori Draude

Varada Consulting

Kristie Grinnell

DXC Technology

Abbie Herzig

Sarah Lawrence College

Amy Holcomb

Deloitte

Gretchen Larsen Idsinga

University of the District of
Columbia, School of Law

Kathryn Lawson

Nestle

Sandy Lee

Google

Lisa Mayr

Marigold

Marian McKee

Eurofins

Kathy McNeill

CareFirst BlueCross BlueShield

Danielle Meyer

Audi of America

Angela Leimkuhler Moran

Engineering Educator

Chaitali Patel

EVERGOOD

Samantha Rupdolph

SAP

Nanci Schimizzi

Fair Oaks Strategies, LLC

Liz Seegers

KPMG

Lori Sher

Morgan Stanley

Jesse Sun

Salesforce

Jennifer Taylor

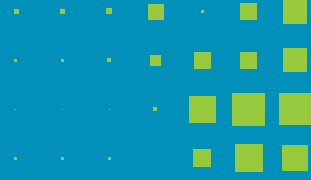
Northern Virginia
Technology Council

Jason Whitesell

BDO

April Young

Hercules Capital



2022 BOARD OF DIRECTORS

Audrey Baker
Bank of America

Jaye Campbell
AARP

Carole Davis
Mobius

Cristine Gollayan
SONY

Margo Gorra-Stockman
EY

Amber Hart
The Pulse of Government
Contracting

Denise Hart
O2 Lab

Jennifer Hayne
Recipharm

Helle Huxley
The Cadmus Group

Lucia Jarrett
IBM

Meg Klekner
International Monetary Fund

Lang Ly
Appian

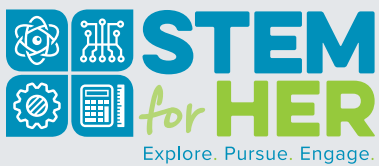
Kaitlyn McGrath
WUSA9

Vivian Spies
Goldman Sachs & Co.

Audra Upchurch
LMI

Daphne Wortherspoon
Akkidos

"I think it's important for women
to feel included and for them to be
in an environment where they feel
comfortable and like they belong."



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

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

STEMforHer.org