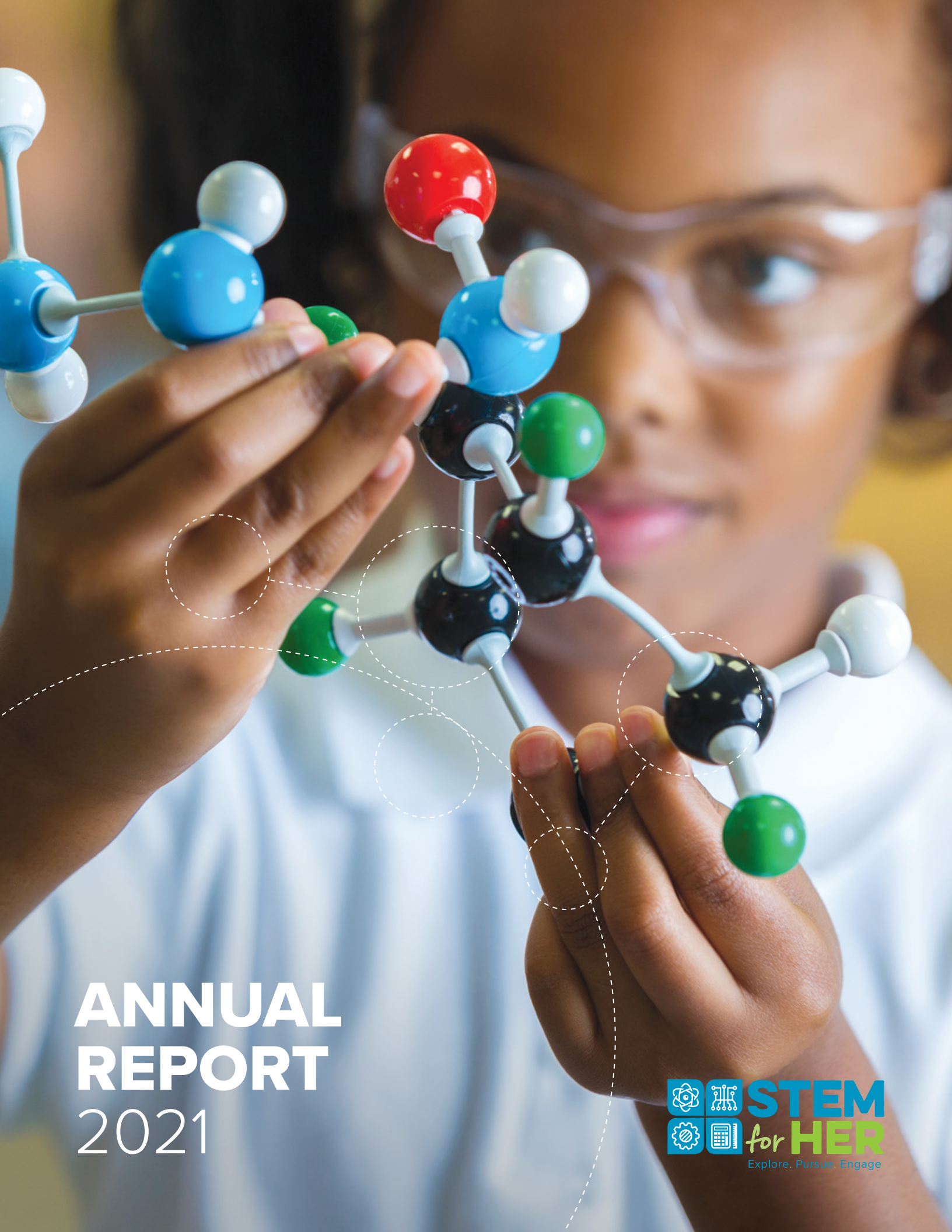




ANNUAL REPORT 2021



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The background features several thin, dashed blue lines that curve across the page, creating a sense of movement and connection. A large, solid green circle is positioned in the lower-middle section, serving as a focal point for the text.

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.



WHY WE DO WHAT WE DO

CHALLENGES

THE US RANKS 51ST IN GENDER EQUALITY, AND THE GAP IS WIDENING

According to the World Economic Forum's (WEF) 2019 Gender Gap Index – a measure of gender equality that takes into account women's access to resources and political empowerment – the U.S. ranks 51st out of the 149 countries evaluated. Even though some countries are on track to narrow or even close the gender gap within our lifetimes, **it will take the U.S. 208 years to close the gender gap at the current rate of change.**

Women make

74 CENTS

for every \$1 made by a man
in STEM career streams.

FEMALE, BLACK AND HISPANIC WORKERS IN THE U.S. ARE UNDERREPRESENTED IN STEM FIELDS.

Black and Hispanic workers remain underrepresented in the STEM workforce compared with their share of all workers, including in computing jobs, which have seen considerable growth in recent years.

A majority of Black Americans say having more examples of Black high achievers in STEM would encourage more young Black people to pursue training in these fields. The lack of representation, in fact, was at the center of doubts expressed by some focus group participants about the openness of science-related professions to Black people.

PAY GAPS AMONG U.S. STEM WORKERS AREN'T CLOSING, AND WOMEN EARN JUST 74 CENTS FOR EVERY \$1 EARNED BY A MAN IN THE STEM CAREER STREAMS.

(Pew Research Center, April 2021 study)

SOLUTIONS

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 and scholarship opportunities, 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 for girls to pursue their dreams through hands-on activities, resume writing, access to leaders, online resources, programs and frequent interaction.

...building resilience and teaching soft skills – such as speaking, leadership and networking – that will benefit girls and young women in the future, no matter what track they ultimately choose.

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)





The American Association for the Advancement of Science (AAAS) and Lyda Hill Philanthropies partnered to help address the lack of visibility of women in STEM by creating opportunities for people of all genders and ages to see women in science by developing this special traveling exhibit.

LETTER FROM THE CHAIR

In fall 2021, the Lyda Hill Philanthropies' IF/THEN® Initiative presented *IfThenSheCan*, an exhibit of 120 3D printed statues that celebrated contemporary women innovators in STEM and represented the most statues of real women ever assembled together. When the exhibit opened at the Smithsonian in Washington, D.C., and we stood in a sea of glowing orange figures, I could feel the excitement – the kind you had as a child when you couldn't wait another minute for the adventure to begin.

Many of the featured STEM women were in attendance with me, standing right next to their orange life-size statues that embodied the very vision of IF girls – tweens and teens especially – could see more often, and in more ways, women in science, THEN they could envision themselves as a scientist, which is the essential first step to becoming one!

The exhibit struck to the heart of why we all care deeply about *STEM for Her*, which felt especially important in the midst of an ongoing pandemic that so significantly disrupted education for our young people. And, as I stood with so many women from so many backgrounds, I couldn't help but think of what we as an organization stand for:

EXPAND STEM FOR HER PROGRAMMING:

- in ways that deepen the impact on participants choosing STEM-related careers.
- with an emphasis on increasing *STEM for Her's* reach and engagement among under-resourced and underserved girls and young women of color.

INCREASE FUNDING TO \$1 MILLION BY 2022

As you review our 2021 Annual Report, I hope you will recall when you first felt a spark of intrigue in your area of passion and how that experience guided and elevated your life and career. That's the feeling we're looking for at *STEM for Her* – we want our STEM passion ignited and passed on to the next generation of girls and young women in an environment where gender equity, representation of all and a sustainable workforce can be a reality.

WHAT HAVE WE ACCOMPLISHED?

It's Been a Year! We diversified and streamlined our very hardworking Board to create a more sustainable support structure that can meet our audacious growth goals.

Virtual is "So 2020". We found that as in-person school resumed in many districts during spring 2021 and by all in fall 2021, the desire to sit in front of a screen evaporated. Getting back to in-person and expanding our reach became critical in 2021, particularly after engaging with and reaching over 1,000 girls/young women through a variety of platforms as COVID protocols shifted.

Our First Executive Director Leads the Charge! High energy would be an understatement for what Jennifer Fortney brings to our team. Her knowledge, wisdom and passion are undeniable, and we are so fortunate to have her at the helm.

Community Voices Grow Our Profile. Thanks to the amazing support of our STEM advocate, Kaitlyn McGrath at WUSA9, we elevated our media profile in the Washington metropolitan area. Kaitlyn developed a hybrid Earth Day program, bringing industry expert voices to the discussion on climate change and its local impact. Offered in a virtual format, we sponsored viewing parties at schools and guided conversations with girls during the event.

Scholarships Fuel Dreams. Since 2013, we have provided \$65,000 in scholarships for girls, an essential component for enabling under-resourced and underserved populations to pursue education in STEM.

A Tireless Advisory Council is Key. *STEM for Her's* Advisory Council plays a critical role internally and externally, as they guide our Board, collaborate in our development objectives, and advocate for donors, sponsors and volunteers.

What Should You Expect From Us Going Forward?

Undeniable passion for pushing equity along with representation and inclusion for *STEM for Her*. We need your support, sponsorships, partnerships and engagement to succeed, so if you have ideas, suggestions or interest in becoming involved, please reach out.

MEG KLEKNER

Chair@stemforher.org
703-794-2125

STEM FOR HER **PROGRAM DETAILS**



“The accessibility of the event to the community and communication available was incredibly insightful and constructive.”

— Alexandra M., Washington, D.C.

Since our founding in 2003, *STEM for Her* has provided critical funding for programs that foster STEM interests in girls and young women through the sponsorship of events, field trips, speakers, virtual programs, and curriculum development, as well as contributions for STEM-focused clubs and after-school groups in the Washington, D.C., metropolitan area. It's a mission and goal from which we will not waver, but as we've grown, *STEM for Her* was able to grow in 2021 to not only help develop STEM focused programs in partnership with like-minded organizations but to also expand our independently created and funded programming. We continue to focus on girls and young women, striving to give them access to a field of study predominantly dominated by males, and we're now dedicating more resources to reach girls in more diverse, under-resourced and underserved populations.

In 2021, we discovered a unique opportunity afforded by COVID to reach these twin objectives of expanding our depth and breadth: With 24/7 access to online learning, along with an abundance of volunteers from the professional world who had more time, we created STEM

programming adapted to an online learning platform. Girls from all backgrounds and physical locations – who hadn't previously been able to pursue interests in STEM due to after-school or family commitments – suddenly were participating online and tapping into a wider community of women in STEM roles from all over the world, many of whom, for the first time, looked just like them.

Whether produced by *STEM for Her* or the result of our collaboration and funding, all programming enables girls to explore STEM topics they might not otherwise have an opportunity to discover, as well as take advantage of scholarships for summer programs and college tuition they could not otherwise afford. We've helped thousands of girls and women in the metropolitan D.C. area learn about exciting opportunities available to them in STEM-related careers, and we are committed to helping more young women consider and flourish in STEM-related educational and career paths. Further funding will help *STEM for Her* broaden programs across all demographics in the region.

2021 SUMMARY

STEM FOR HER PROGRAMS

CORPORATE AND *STEM FOR HER*

- Audi Drive: Like a Girl
- Amazon Web Services: Artificial Intelligence Workshop
- Ford Motors, Argo AI: Self-driving Cars
- Sunpower: Solar Energy
- GDIT: Robotics
- Vector Solutions, Neustar, Unanet, Fannie Mae, Mars: Resume Writing, Interview Skills, Professional Social Media presence
- GEM Hunt
- SFH Scholarships

Middle School through College

- STEM competitions
- STEM workshops
- Career building sessions with diverse role-models

GRANTS

- PLEN: Women in STEM program
- Techbridge Girls
- YWCA
- Boolean Girls
- Girl Scouts of the Nations Capital
- Girls Inspired and Ready to Lead
- Capitol City Robotics
- SheSoft
- ARCS Foundation
- Girls In Technology

Middle School to High School

- Hands on coding activities
- Robotics competitions
- Career awareness sessions
- Cyber security workshop
- Drones workshop

OUR **IMPACT**

In 2021, SFH served more than 1,000 girls through 32 programs.

In 2021, *STEM for Her* awarded \$10,000 in scholarships, growing our total scholarship fund since 2013 to more than \$74,000.

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 mindset 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.
- Prepared girls for further education, college and/or STEM careers by developing professionalism and critical thinking skills.
- 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.

STEM FOR HER PROGRAMS

In 2021, *STEM for Her* was able to expand our development and funding to provide 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. In response to the unique learning environment created by the global COVID pandemic, we produced multiple free online programs that filled a historic gap in extracurricular growth for girls and young women, provided direct access to industry leaders and allowed us to reach far beyond our Washington, D.C., roots and reach an international audience.

WORKSHOP SERIES

LAND YOUR DREAM JOB

A three-part workshop that helped high school girls and college students develop skills to obtain an internship or first job. Through these hands-on workshops, students were coached on developing a professional social media presence and a professional resume, as well as on their interviewing skills.

CELEBRATE PI DAY

LEARN ABOUT SELF-DRIVING VEHICLE DEVELOPMENT IN D.C.

STEM for Her partnered with Ford Motor Company and the technology company Argo AI, to share insights about how they are working together to build a self-driving service for ride-hailing and goods delivery in Washington, D.C. Students learned how the self-driving vehicle operates and received advice tailored to young women interested in pursuing a career in the self-driving industry.

SECRETS OF THE SURFACE

THE MATHEMATICAL VISION OF MARYAM MIRZAKHANI

STEM for Her presented a screening of *Secrets of the Surface* and a post-screening conversation focused on women in STEM. Filmed in Canada, Iran and the U.S., *Secrets of the Surface: The Mathematical Vision of Maryam Mirzakhani* examines the life and mathematical work of Maryam Mirzakhani, an Iranian immigrant to the U.S. who became a superstar in her field. In 2014, she was both the first woman and the first Iranian to be honored with mathematics' highest prize, the Fields Medal.

WOMEN IN STEM HISTORY

LOOKING TO THE PAST TO INSPIRE THE FUTURE

STEM for Her brought together an inspiring group of women who represent the full spectrum of STEM careers. Panelists had a chance to interact with participants in interactive, small-group breakouts with a fun Women in STEM history trivia game, career exploration questions, and opportunities to access advice and guidance for girls.

BECOME AN AWS DEEPRACER

AN AI-DRIVEN VIRTUAL CAR RACE!

Deep racer is a fully autonomous 1/18th scale race car driven by reinforcement learning, a 3D racing simulator and a global racing league. This two-day event leveraged accounts provided by AWS. The program exposed girls 14 years and older to technology and machine learning and culminated in a race of their AI-driven virtual car.

DISCOVERING SCIENCE NOT IN TEXTBOOKS

BECOMING A SCIENTIST, ENGINEER OR DOCTOR, PUTTING YOUR STEM DEGREE TO USE!

STEM for Her partnered with ARCS Foundation Metro Washington Chapter to host two fireside chats on Careers in STEM. The interactive programs had a number of professional women sharing their career journeys and providing valuable insight to our STEM students.

DRIVE: LIKE A GIRL

In our program's sixth year, teams of girls from high schools in the Washington, D.C., metro area competed in an innovation contest, sponsored by Audi in partnership with *STEM for Her*. Four teams designed a six-week project that focused on the automobile transportation industry. At the end of the session, the teams competed in an event virtually, judged by a panel of Audi executives and *STEM for Her* Board Members. Competing high schools were awarded funds to support their STEM programs.

GIRLS EMPOWERED BY MATH (GEM) - GEM HUNT

GEM Hunt began in 2019 and was conceived by two seniors from Winston Churchill High School in Potomac, MD, with attendees coming from D.C.-area high schools. In 2021, *STEM for Her* offered a week-long event attended by more than 150 girls. Meeting with STEM leaders, girls participated in problem-solving workshops around human error modeling, safety and reliability in complex engineering systems, solar technology, statistical analysis, biosystems engineering and cybersecurity. Invited speakers were represented by the University of Maryland, SunPower, Georgetown University and the National Security Agency.



COMMUNITY COLLABORATION

STEM for Her provides funding to a variety of local organizations whose programs align with our mission and vision. Preference is given to programs with outreach to underserved and/or underprivileged girls who may not have been exposed to the broad variety of opportunities available in STEM fields. In addition to financial support, our Board Members and volunteers actively engage with these organizations, serving as panelists, providing technical expertise, volunteer resources, and program content.

GIRLS IN TECHNOLOGY (GIT)

Girls in Technology (GIT) is a committee of *STEM for Her's* founding organization, Women in Technology. During 2021, GIT offered all programs in virtual format, including “Mentor Protégé,” a mentorship program that introduces high school girls to STEM-focused leadership development, networking and public speaking activities. In 2021, the program topics included a panel on exploring STEM careers, personal career journeys, design thinking activities, embracing fear and learning to fail, and speaking with confidence. *STEM for Her* also funded GIT Higher Education scholarships and STEM Experience awards for GIT girls in 2021.

SHARING OUR SUCCESS (SOS)

This GIT program for girls in grades 6-12 generates awareness and nurtures girls' interest in STEM. Students hear from professional women in successful STEM careers and participate in panel discussions and interactive STEM activities. During 2021, GIT hosted a program on designing and coding games using Minecraft and a panel discussion on “Big Cheers for STEM Careers.”

GIT.CONNECT

Introduced during 2021 to expand exposure to STEM topics of interest, evening and Saturday sessions typically include networking, relevant topics (women business owners, internships, career paths, etc.) and interactive exchanges between participants and presenters or STEM experiences. The first GIT.Connect program was a Python Programming Workshop during which each girl learned to program their own ImagiLabs “smart accessory” charm.

ALUMNAE NETWORK

GIT launched this program in 2021 to enable high school GIT program graduates who are not yet working full-time in STEM to stay connected, engage with and mentor younger girls, and continue their professional and personal growth. The Network started with 22 young women attending 15 universities across the U.S.

SCHOLARSHIPS AND AWARDS

STEM for Her funds scholarships for GIT Girls to help enrich their lives and reduce financial barriers to participate in STEM-related activities. In 2021, we awarded eight STEM Experience awards for girls in grades 9-11 and four Higher Education Scholarships for girls in grade 12.



YWCA NATIONAL CAPITAL AREA

SUMMER EMPOWERSTEAM CAMP

EmpowerSTEAM helps prepare middle- and high school-aged girls from underserved D.C. communities to develop new skills, abilities and knowledge needed to compete and succeed in a STEAM (Science, Technology, Engineering, Arts and Mathematics) workforce through a five-week immersive summer program. Offered free of charge to underserved/low-income girls ages 11-17 from D.C. and Maryland, the camp provides a broad range of hands-on experiences across the STEAM disciplines. In 2021, the program was held virtually and involved content provided by the Center for Technology Access and Training (CTAT), Drobots, and Science Explorers.

TECHBRIDGE GIRLS

CAREER EXPLORATION TOUR AND CHANGE MAKERS

Techbridge Girls and *STEM for Her* share a deep commitment to building a more diverse STEM workforce and opening doors to STEM careers for underserved populations. In response to the pandemic, Techbridge Girls, with funding from *STEM for Her*, created Techbridge Girls@Home. During the fall of 2021, programming served approximately 500 girls in Title-I schools across the country, with a third in the Washington, D.C., metro area. Programming included physical STEM kits with materials for hands-on STEM instruction, which were delivered to individual students or sites as needed.

PUBLIC LEADERSHIP

EDUCATION NETWORK (PLEN)

WOMEN IN STEM PUBLIC POLICY PROGRAM

STEM for Her has supported this PLEN program since 2013, as its Women in STEM Policy program serves to increase the number of women pursuing careers in STEM-related policy fields. Each year, PLEN brings together between 45-50 college women from around the country to D.C. for a five-day seminar to discuss current issues in the field, build professional skills, and hear from women leaders on the front lines of policy making in science, technology, engineering, and mathematics

“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.

COMMUNITY COLLABORATION

“I loved that I was able to get to know the variety of jobs just within STEM that I may have not known of before.”

— Hannah J. Brookeville, MD

SHESOFT CONFERENCE

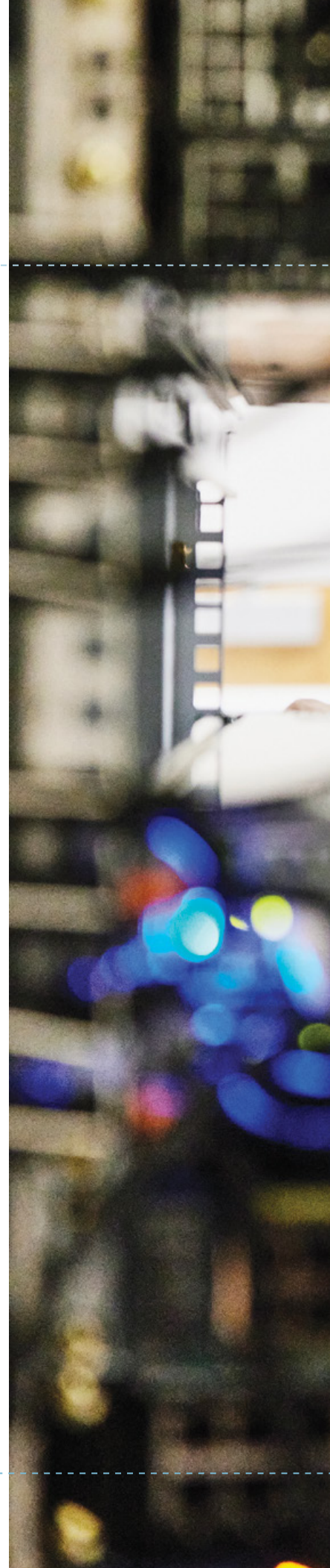
SheSoft organizes an annual software application championship for middle school girls culminating in an annual conference. *STEM for Her* provided financial support, speakers, panelists and volunteer resources for the 2021 Conference, which recognized and showcased “apps” developed by girls.

CAPITOL CITY ROBOTICS

Capitol City Robotics (CCR) seeks to provide underrepresented students with STEM access and education through robotics engineering and computer science via robotics competitions, specifically VEX IQ Challenge and FIRST LEGO League. In 2021, *STEM for Her* sponsored all-girl teams who participated in the VEX IQ World Championships.

GIRL SCOUTS NATIONAL CAPITAL AREA

STEM for Her supported the Girls Scouts STEM initiatives in 2021 through their Personal Journeys and their virtual STEM badge programming. *STEM for Her* provided female experts who served as guest speakers to Girl Scouts virtual program: Justice (It’s Your Planet, Love It!) for Senior and Ambassador high school girls.



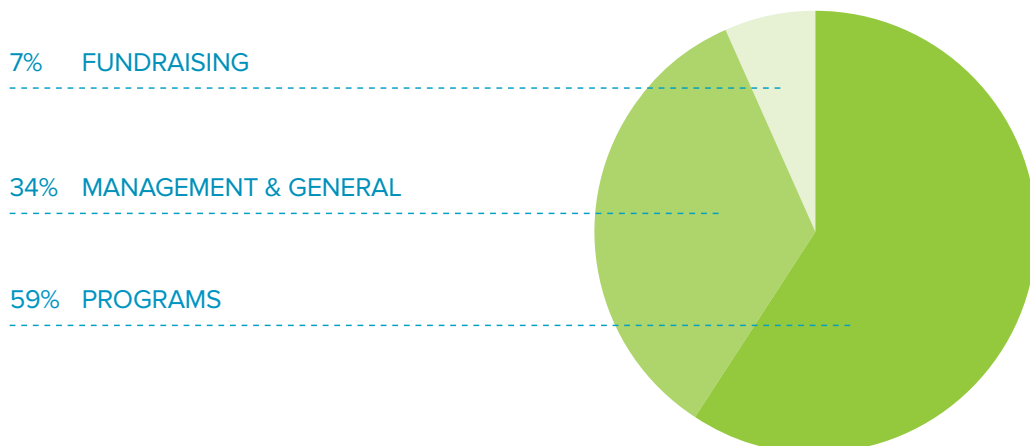


FINANCIAL SUMMARY

INCOME STATEMENT

	JAN-DEC 2021	JAN-DEC 2020
REVENUE AND SUPPORT		
Direct public support	\$472,771	\$253,653
Interest	320	282
Total revenue and support	473,091	253,935
EXPENSE		
Programs	215,528	181,781
Fundraising expense	23,817	22,738
Management and general	124,108	65,475
Total expense	363,453	269,994
Beginning cash	302,187	307,650
Change in unrestricted net assets	109,638	-16,058
Change in working capital	(61,012)	10,595
Ending cash	\$350,813	\$302,187

2021 ANALYSIS: EXPENSES



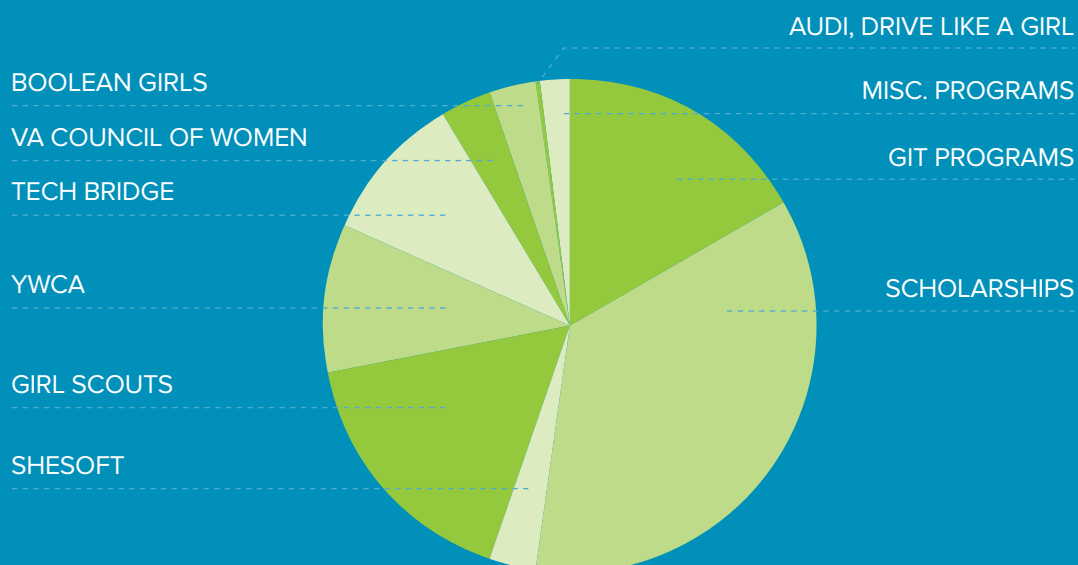
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2021 PROGRAM SPENDING



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* 2021
+ 2022



“I loved the fact that I got to meet women who are strongly interested in STEM and pursuing their dreams. This showed me that sure, life is not easy, but that I can persevere and achieve my goals just like they did and still are.”

— *STEM for Her* Program Participant

