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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.
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.
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 Hermann, 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.
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

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.

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.

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

**OUR IMPACT**

**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**

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<th>JAN-DEC 2022</th>
<th>JAN-DEC 2021</th>
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<tr>
<td>Direct public support</td>
<td>451,683</td>
<td>378,618</td>
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<tr>
<td>Special events</td>
<td>132,992</td>
<td>94,153</td>
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<tr>
<td>Interest</td>
<td>1,133</td>
<td>320</td>
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<td><strong>Total revenue and support</strong></td>
<td><strong>585,808</strong></td>
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**Expense**

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<td>Programs</td>
<td>328,795</td>
<td>215,528</td>
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<td>Fundraising expense</td>
<td>26,742</td>
<td>23,817</td>
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<td>Management and general</td>
<td>144,741</td>
<td>124,108</td>
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<td><strong>Total expense</strong></td>
<td><strong>500,278</strong></td>
<td><strong>363,453</strong></td>
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**Beginning cash**

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<td>346,431</td>
<td>236,793</td>
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**Ending cash**

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<tr>
<td></td>
<td>431,961</td>
<td>346,431</td>
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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

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April Young  
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Denise Hart
O2 Lab

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Helle Huxley
The Cadmus Group

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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.”