



National Girls
Collaborative
Project

2024 Annual Report



LETTER FROM **ANDREA**

Dear Friends, Supporters, and Collaborators,

WELCOME TO OUR 22ND YEAR OF IMPACT! Can you believe we've seen women earning 50% of bachelor's degrees in science and engineering, the number of girls of color doubling over the past six years, and the STEM workforce consistently growing, with women now making up 35% of it? The past year has been amazing for NGCP. While we've made some great progress toward gender parity in STEM, there's still a lot of work to do, and our wins in 2024 show we're heading in the right direction.

First up, our Corporate Leadership Council. We created this space to bring together top industry leaders who are pushing for real change in gender equity and getting more girls involved in STEM. It's inspiring to see that almost half of our council members are from Fortune 500 companies based in the U.S. These big players collectively represent a whopping \$4,807 billion in market capitalization. Our vision is simple: we want to build a world where every girl feels empowered to dive into STEM fields and pursue their dreams without any barriers. With the support from these corporate leaders, we're making strides toward that goal.

Next, our National Science Foundation (NSF) grants. This year, we've been teaming up with partners on innovative projects to boost STEM programs. These grants allowed us to bring together educators and teen girls to identify the impacts of STEM careers exposure, role models, access to relevant resources, and a supportive network to make decisions about STEM and their futures. It's at the pivotal moment in a girl's life when she starts to opt in or out of taking on a career in STEM as she heads toward college. As we continue to research this in our current NSF-funded Brite Project, with Florida State University and Smart Girls HQ, we look forward to sharing the lessons learned and findings with our vast network of practitioners, researchers, and funders to make lasting change on the future of innovation across America.

Lastly, our Youth Advisory Board (YAB). We know that the future of STEM hinges on the strength, passion, and insight of our youth. Their participation in our programs is the foundation of everything



we do. In 2024, we focused on strengthening that foundation, knowing that it will help NGCP grow and thrive in this new phase of tech advancement. Our YAB students have pursued STEM studies at prestigious universities such as Caltech, Stanford, and other notable institutions.

Here's the impact: by joining forces with these corporate leaders, government grants, key partners, and remarkable youth, we're not just breaking down doors—we're throwing them wide open. Millions of girls now have access to opportunities they never dreamed of, and we're helping shape a future where the STEM workforce is diverse and inclusive. That's the real power of our collaboration.

None of this would be possible without your dedication. Your strength, passion, and insight are a driving force, and we are focused on strengthening this foundation, knowing that it will help our organization grow and thrive. You are the reason we are proud to be part of NGCP, and why we're excited to embark on another year of learning, listening, and providing members of our community with the tools they need to succeed.

Thank you for your continued support and dedication to our mission. Together, we'll keep inspiring and empowering the next generation of STEM leaders.

Here's to another amazing year ahead!

ANDREA BROOKE
Board Chair

LETTER FROM **KAREN**

Dear Collaborators,

I WRITE THIS IN MAY OF 2025, TRYING TO REFLECT ON OUR NUMEROUS ACHIEVEMENTS IN 2024; however, this reflection is a struggle due to recent events, the actions attempting to crowd out the impact, the collaborations, and services we provided to the programs in our network. Much has changed in our world, **and** the National Girls Collaborative Project continues to grow as a positive, ongoing force for equity and collaboration, striving to be bold, committed to our core values.

In 2024, we made significant progress on our strategic priorities. The national convening we held in September of 2023, which identified exemplary programs and key challenges to increasing the engagement of girls and women in STEM activities and careers, continued to guide our actions. We delivered a robust calendar of webinars, workshops, and presentations to strengthen STEM practitioner capacity, and we distributed our monthly newsletter and resource collections, ensuring continuous dissemination of research, best practices, and success stories.

Our Partners

Our partnerships are a powerful engine for advancing gender equity in STEM. Here's how they make a tangible difference:

- **Expanding Access and Opportunity.** Our collaborative networks connect over 42,500 organizations, enabling all youth, especially those in underserved areas, to access high-quality STEM programs. Partners like the Career Girls, Engineer Girl, and the Society of Women Engineers provide role models and mentorship, helping girls envision themselves in STEM careers.
- **Sharing Resources and Best Practices.** NGCP facilitates **resource sharing** across its network, reducing duplication and increasing access. Co-creation and shared leadership with partners such as ASTC, EDC, STEM Next and The Franklin Institute delivers meaningful programs for youth across the United States.
- **Building Capacity and Sustainability.** Through mini-grants and professional development, NGCP strengthens the capacity of local programs to deliver impactful, research-based STEM education. Corporate and institutional partners



contribute funding, expertise, and visibility, ensuring long term sustainability.

- **Driving Systemic Change.** NGCP's collective impact model fosters policy influence and systemic reform, amplifying the voices of girls and women in STEM at national and local levels. Our annual [State of Girls and Women in STEM](#) report informs stakeholders and shapes strategic priorities.

These partnerships don't just support programs, they **transform ecosystems.**

Looking Ahead

In the coming year, we will be welcoming new Collaborative leadership teams which will expand our state networks, providing opportunities for more young people to engage in STEM. Our Corporate Leadership Council will be developing effective ways to recognize the corporate Champions who are supporting youth in their local communities.

If this is your first connection with the National Girls Collaborative, we are a private, nonprofit 501(c)(3) educational organization dedicated to sparking curiosity and passion for science, technology, engineering, and mathematics (STEM) by supporting educators who are working directly with young people. I hope you will join us as we continue to use the power of collaboration to ignite curiosity, creativity, and passion for STEM!

Thank you for your continued support.

Sincerely,

KAREN PETERSON

Founder & Chief Executive Officer



TABLE OF CONTENTS

- 7 NGCP Vision, Mission, Values, Goals**
- 9 About Us**
- 10 How We Collaborate**
 - 10 NGCP Collaboratives
 - 11 Youth Advisory Board
 - 12 NGCP National Webinars
 - 13 State of Girls in STEM Convening
 - 14 IF/THEN® Collection and Champions Network
 - 15 Science Near Me
 - 15 Collective for Youth Empowerment in STEM & Society
 - 16 Building Equity for Aerospace Training
 - 17 QuantumGirls
- 18 How We Connect**
 - 18 Connected Girls
 - 19 Moonshot Ohio
 - 20 Girls Design for Good and The STEMINIST Fest
 - 21 Wesco Event
 - 22 NGCP Corporate Leadership Council
 - 23 NGCP on the Road in 2024
- 24 How We Create**
 - 24 Advancing the Conversation on Scaling National Informal STEM Programs
 - 25 Brite
 - 26 Million Girls Moonshot
 - 26 Girls STEAM Ahead with NASA
 - 27 GSK Science in the Summer™
 - 28 Libraries as Community Hubs for Citizen Science
 - 28 Einstein's Incredible Universe
- 29 Our Strategic Direction**
- 30 Social Media Strategy**
 - 30 STEM Together
 - 30 Advocacy Blog Series
- 31 NGCP National Champions Board**
- 32 Donors and Key Partners**
- 34 Board of Directors**
- 35 Financials**



VISION STATEMENT

STEM EXPERIENCES are as DIVERSE as the world we live in.

MISSION STATEMENT

CONNECT, CREATE, and COLLABORATE to transform STEM for all youth.

OUR VALUES

Purposeful Passion

Working at the intersection of compassion and action; understanding and incorporating diverse perspectives and experiences

Collaboration

Listen more than we talk and never work alone

Empowerment

Having the confidence to take bold action and supporting our partners to do the same

Flexibility

Focusing on scalable, portable, and flexible solutions

Problem Solving

Agilely solve problems through iteration

Respect

Being kind, having empathy, and doing good

Growth & Learning

Learning towards innovation incorporating research and best practices



OUR GOALS

1

Build and sustain a network of advocates to provide equitable and inclusive STEM opportunities.

2

Catalyze equity in STEM from research to practice by providing actionable knowledge that transforms the STEM experience.

3

Increase our collective impact by strengthening organizational effectiveness and enhancing our fiscal sustainability.

CONNECT + CREATE + COLLABORATE =

STEM Transformation



ABOUT US

The National Girls Collaborative Project (NGCP) brings together organizations committed to informing and encouraging girls to pursue careers in science, technology, engineering, and mathematics (STEM). NGCP connects, creates, and collaborates with advocates for transformative change to advance the agenda in gender equity and expand girls' participation in STEM. For more than 22 years, we have been transforming STEM.

The National Girls Collaborative Project is a network of networks. While NGCP programs and partners are in every state, we have 33 Collaborative Leadership Teams in 41 states, which facilitate collaboration between more than 42,500 organizations that serve over 20.2 million girls and 10 million boys. Local Collaboratives have an extensive network of organizations and individuals engaged in pursuing this common goal to share with and learn from each other. Collaboratives

vary in focus areas and populations served, and include higher education institutions, community-based organizations, and private nonprofits, but all work to increase gender equity in STEM fields. Each Collaborative has a defined region, acting as a hub for local programs to coordinate resources and reach girl-serving STEM programs in the community.

NGCP operates on a global basis as the Global Girls Collaborative. The Global Girls Collaborative acts as a resource for organizations to advance gender equality in STEM fields, including by providing resources on engaging girls in STEM, collaboration, and evaluation and assessment available on our website, and through our Global Girls Newsletter, which provides a listing of events, resources, and other relevant news on a quarterly basis.



The Youth Advisory Board (YAB) had an extraordinary 2024, marked by remarkable achievements and impactful experiences. We proudly celebrated the graduation of 11 members, each embarking on exciting new journeys at prestigious institutions such as Bard College, Harvard University, Caltech, Carnegie Mellon University, and Stanford University, among others. These young leaders are taking their next steps toward building a bright future.

In April, we hosted our annual Town Hall meeting in conjunction with STEM Week, delving into the topic of cybersecurity. Esteemed panelists Laurie Kirk and Anne Etienne from Microsoft shared their expertise, captivating and inspiring our members with their insights on safeguarding the digital world.

Throughout the year, YAB members participated in exclusive focus groups, contributing their valuable perspectives on various STEM-related initiatives. In March, the Smithsonian Science for Global Goals team invited members to review and provide feedback on their innovative climate change curriculum. In August, the New York Hall of Science conducted a workshop on public health, engaging YAB members in discussions on this essential topic. October brought a professional development workshop by UBS Bank, where employees shared their career journeys in technology and delivered a compelling presentation on crafting standout resumes.

As we reflect on 2024, the Youth Advisory Board has grown in strength, knowledge, and impact. These experiences have not only prepared our members for future opportunities but also positioned them as changemakers in STEM and beyond. We look forward to continuing this journey of empowerment and innovation in the coming year.

“Being on the Youth Advisory Board (YAB) has given me tremendous opportunities I would not have otherwise had. Collaborating with members from across the country, speaking at conferences and seminars representing YAB, and planning monthly meetings have helped me prepare for the future. I am so grateful for YAB!”

—Melissa L., Youth Advisory Board Co-Chair



HOW WE COLLABORATE

The reach of NGCP programs and partners spreads across the country. We have 33 Collaborative Leadership Teams in 41 states, which facilitate partnerships between 42,500 organizations that serve 20.2 million girls and 10 million boys. State Collaboratives have an extensive network of organizations and individuals engaged in pursuing this common goal and the opportunity to share with and learn from each other.

The states exhibit diversity in their focus areas and the populations they serve, encompassing community-based organizations, higher education institutions, and nonprofits, all dedicated to advancing gender equity in STEM fields. Each Collaborative designates a specific region to coordinate resources, aiming to support STEM programs for girls within their local communities. The Texas Girls Collaborative

has effectively established regional hubs across the state to enhance community service. NGCP is exploring the replication of this model to other geographically expansive states to better cater to the needs of larger states and facilitate resource sharing within local communities.

Collaboratives serve and connect local girl-serving STEM programs by holding hybrid, virtual, and in-person events, distributing regional newsletters, and increasing awareness of local resources. In each state, the NGCP model creates a diverse network of professionals, researchers, and practitioners, facilitating collaboration and delivering high-quality research-based professional development. We strengthen the capacity of projects by sharing relevant research-based exemplary practices, program models, and databases.

“Thanks for all you do. The NGCP model is an amazing one. We need to continue inspiring the new generation, shifting some mindsets, and continuing the great work by enhancing opportunities and recreating the model in each state.”

—NGCP Collaborative Leadership Team Survey Respondent

NGCP NATIONAL WEBINARS



National Webinars and other [online events](#) are offered frequently by NGCP on a variety of topics designed to help our network grow and thrive. These events feature diverse speakers from a range of backgrounds, including educators, researchers, authors, professors, and STEM professionals. In 2024, NGCP hosted fifteen online events, taking the form of webinars, panels, and interactive town halls. These events covered a range of timely and critical topics such as exploring [issues of equity in artificial intelligence](#), [scaling STEM equitably](#), and understanding [cyber-rights](#). Webinars offered in 2024 featured distinguished speakers from organizations like the WGBH Education Foundation, the AI Governance Lab at the Center for Democracy & Technology, the Center for Astrophysics | Harvard & Smithsonian, and more. On average, NGCP's National Webinars have 71 registrations, with many more individuals accessing the recordings after the live events.

NGCP also creates a variety of digital resources to accompany the topics explored in our National Webinars. In the past year, these resources have included:

- 📎 **Practical Tip-Sheets** (e.g., [4 Ways to Support Girls in STEM in 2024](#))
- 📎 **Informative Guides** (e.g., [A Guide to STEM Gifts and Toys for Girls](#))
- 📎 **Short Blog Posts** (e.g., [Engaging Girls in Community Science](#))

These resources, along with the webinars themselves, are freely available to the public and designed to be accessible to a wide audience, regardless of prior knowledge of the topics presented. Feedback on the webinars has been overwhelmingly positive. One 2024 webinar participant shared, "I learned a lot and am excited for future engagement in this topic."

“I learned a lot and am excited for future engagement in this topic.”

—NGCP Webinar Participant



STATE OF GIRLS IN STEM CONVENING

The National Girls Collaborative Project (NGCP) organized and held a national convening in Fall 2023 to bring together thought leaders for a candid conversation on the persistent issues facing girls and women in STEM. The convening aimed to create an action agenda for accelerating solutions to make real progress related to girls' and women's representation and experiences in STEM. In 2024, NGCP developed a report on the convening and resulting recommendations.

The following recommendations are based on the actionable goals suggested by the panelists and conversations throughout The State of Girls in STEM event. The panel presentations, small group conversations, and large group discussions confirm that while there are a significant number of activities, programs, and initiatives focused on increasing girls' and women's participation in the STEM workforce, we have yet to see a significant shift in the landscape.

Recommendations:

1. Create a program to acknowledge corporations that support girls and women in STEM.
2. Build the capacity of corporations to collaborate with and support K-12 STEM education efforts.
3. Develop a new model for illustrating the complex influences on girls and women in STEM.
4. Develop and disseminate a comprehensive report on the state of girls and young women in STEM.
5. Create an online clearinghouse focused on gender equity and STEM initiatives and resources.

NGCP has begun work to address these recommendations and will continue to do so, including convening a Corporate Leadership Council to provide guidance on Recommendations #1 and #2, reviewing the literature related to Recommendations #3 and #4, and seeking funding to support all recommendations.

To learn more about key themes and ideas, recommendations, and read the complete report, visit: <https://ngcproject.org/action>.



IF/THEN[®] Collection

The [IF/THEN[®] Collection](#) continues to highlight a diverse group of women STEM innovators through photos, videos, posters, activities, and other assets. Created in partnership with Lyda Hill Philanthropies and the Association of Science and Technology Centers (ASTC), the IF/THEN[®] Collection is a free digital library available for educational and other non-commercial use. Rooted in a firm belief that there is no better time to highlight positive and successful women professional role models, IF/THEN[®] is designed to activate a culture shift among young girls to open their eyes to STEM careers. NGCP boosts the use of Collection assets by leveraging our network of individual girl-serving programs and STEM-equity organizations, in addition to managing day-to-day operations and supporting ASTC grantee needs.



IF/THEN[®] CHAMPIONS NETWORK

[IF/THEN[®] Champions Network](#): In collaboration with the Association of Science and Technology Centers (ASTC), NGCP helped launch the IF/THEN[®] Champions Network, a community of over 200 members representing 92 organizations dedicated to advancing gender equity in STEM through informal science learning. Supported by Lyda Hill Philanthropies, the initiative empowers museums, science centers, nonprofits, and individuals to inspire the next generation of women innovators by integrating the IF/THEN[®] Collection into their programming and exhibits. The network connects members with tools, funding opportunities, free exhibit kits, and best practices to challenge stereotypes, amplify representation, and create inclusive environments for STEM engagement. NGCP enhances this work by leading webinars and collaborative learning sessions, fostering a space for members to share insights and strategies that drive impact. Through this collaboration, ASTC and NGCP are activating a vibrant network of museums, institutions, and individuals united in their commitment to supporting gender equity within the field.

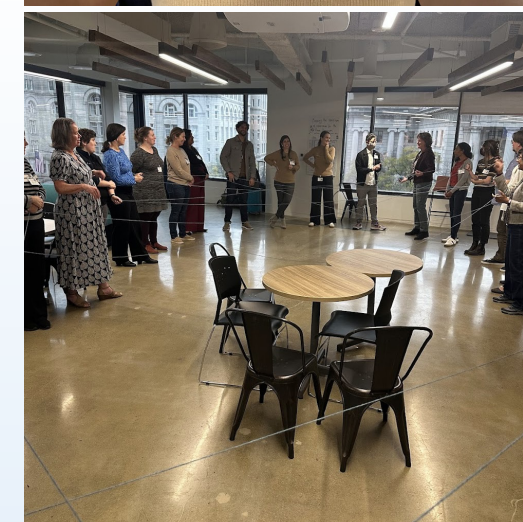


NGCP continues to support the provider community for [Science Near Me](#), a National Science Foundation-funded initiative that offers a free digital tool to help the public find STEM events, projects, and programs. The platform also supports researchers studying STEM learning and works to identify and address barriers to participation by mapping engagement opportunities. Science Near Me was developed in partnership between SciStarter, Oregon State University's STEM Research Center, COSI's Center for Research and Evaluation, the Association of Science and Technology Centers, the Science Festival Alliance, National Girls Collaborative Project, Discover Magazine, and the American Association for the Advancement of Science.



COLLECTIVE FOR YOUTH EMPOWERMENT IN STEM & SOCIETY

NGCP has been partnering with the [Afterschool Alliance](#) to support the Alliance's [Collective for Youth Empowerment in STEM & Society \(CYESS\)](#) and [Afterschool STEM Hub](#) initiatives and research. NGCP is an active member of the [CYESS Community of Practice](#), which connects individuals from organizations working at the intersection of STEM, teen leadership, and civic engagement. Throughout 2024, NGCP representatives attended monthly virtual CYESS Community of Practice meetings and contributed to the planning of the first-ever CYESS in-person convening, which took place in November 2024 in Washington, D.C. Three NGCP staff members attended and participated in this exciting two-day workshop that brought together leaders from afterschool STEM and youth-serving organizations nationwide to share their ideas, hopes, and visions for the future of STEM learning, youth leadership, and community engagement.





QUANTUMGIRLS

[QuantumGirls](#) provides an engaging, hands-on STEM curriculum for middle school self-identifying girls and gender-expansive youth (ages 11–14), aiming to spark interest in quantum science, introduce quantum-related careers, and foster a strong STEM identity. The curriculum comprises ten one-hour modules that offer opportunities to explore quantum-related concepts, engage in discussions, collaborate on projects, and learn about women contributing to quantum-related fields. NGCP hosted virtual training on the curriculum for participating educators from four OST sites across Montana and programming began in Fall 2024.

BUILDING EQUITY FOR AEROSPACE TRAINING

Aerospace companies in the state of Washington have struggled to meet existing needs for skilled technical workers and this gap between industry needs and qualified candidates is expected to grow. This need is particularly critical in jobs related to air passenger safety. The number of technicians needed to do aircraft inspections, preventative and routine maintenance, and repairs greatly exceeds the number of students who choose an education in avionics and aviation maintenance. At the same time, young women in high school continue to be less likely than young men to choose to enter or to stay in career and technical education classes tied to these careers. The Building Equity in Aerospace Training project is helping to meet the need for aerospace technicians by broadening participation in aerospace technician education. Everett Community College and specifically the Center for Excellence for Aerospace & Advanced Manufacturing worked with regional aerospace companies, local schools, and the National Girls Collaborative Project to train teachers and counselors with strategies to equally encourage all students along an aerospace education pathway. The project supported partnerships between Everett Community College, aerospace companies (Boeing, Delta Airlines, and Glasair Aviation), middle and high schools (Everett Public School District, Marysville Public School District, and Mukilteo Public School District), and the National Girls Collaborative Project, which is dedicated to advancing best practices for engaging females in STEM-related careers. Female role models in aerospace careers engaged with girls directly via Girls in Aviation events in 2022, 2023, and 2024

This project worked through many challenges caused by the COVID-19 pandemic and was still able to bring the aviation industry to youth and education professionals. By providing this introduction, we have inspired girls to consider aerospace as a career and provided educators with important information they can utilize to help encourage the youth they serve.





HOW WE CONNECT



[Connected Girls](#) is a free, curated directory of STEAM opportunities focused on opportunities and events that are designed for K–12 girls and other groups that have been historically excluded, as well as professional development opportunities related to gender equity and STEM. This focus supports our strategic plan and allows us to promote opportunities from trusted organizations working to provide equitable STEM experiences. NGCP runs Connected Girls in partnership with Science Near Me, an NSF-funded resource with the goal of helping anyone, anywhere in the U.S., participate in engaging science, technology, engineering, and math that matters.



Moonshot Ohio Team—Sheila James, Michele Ritchlin, and Emily Morgan—with Moonshot Ohio partner, Chad Johnson, Diversity and Inclusion Director at Intel Corporation.

OHIO GIRLS COLLABORATIVE HOSTS INAUGURAL STATE OF GIRLS IN STEM EVENT

In September 2024, the [Ohio Girls Collaborative](#) held its first-ever State of Girls in STEM event in Columbus—a milestone that energized the movement for gender equity in STEM across the state and beyond. This dynamic convening, hosted in partnership with the Ohio Afterschool Network’s Moonshot Ohio Initiative, drew together a vibrant coalition of educators, industry leaders, youth, government agencies, and community organizations, all united by a shared mission: to assess the current landscape for girls in STEM and design actionable strategies for a more inclusive future.

The day began with a powerful panel, “In Their Own Words: What Girls and Young Women Say About STEM,” moderated by Eva Bradshaw from the National Center for Women & Information Technology (NCWIT). The authentic voices and stories of the panelists set an inspiring tone, reminding all present of the importance of listening to girls’ lived experiences as we shape the STEM pipeline.

Throughout the event, speakers from the National Girls Collaborative, Jacobs, ROX (Ruling Our eXperiences), and Intel Corporation addressed the persistent gender gaps in STEM fields. They shared innovative approaches to breaking down barriers, from early exposure to hands-on STEM experiences to the critical role of visible, relatable role models. Their messages resonated with a clear call to action: equity in STEM is not just a goal, but an urgent imperative.

Beyond the panels and presentations, the State of Girls in STEM event served as a powerful networking platform, sparking new partnerships among educators, industry professionals, government representatives, and community organizations. Collaborative working groups identified priorities and mapped out next steps, ensuring that the momentum generated will translate into lasting impact for girls across Ohio.



GIRLS DESIGN FOR GOOD AND THE STEMINIST FEST

The [Louisiana Girls Collaborative](#) relaunched in January 2024. It has piloted two programs--Girls Design for Good and The STEMINIST Fest, both providing Louisiana youth with opportunities to learn and solve problems through STEM. Cathi Cox-Boniol, the Collaborative Lead, cites persistence as the Collaborative's greatest accomplishment. "I think my proudest moments came when I saw other Louisiana STEM (LASTEM) Centers posting or sharing our newsletter and knew they found value in it as well."



CORPORATE COMMUNITY ENGAGEMENT

NGCP partnered with Wesco on two corporate events for girls and historically excluded youth in 2024 by connecting Wesco and their corporate partners with girl-serving organizations in Chicago and Pittsburgh. These events provided youth with an inside look into the energy industry and many diverse STEM career pathways in their local communities.

In October, NGCP collaborated with Wesco and their partner S&C Electric by connecting them with the Illinois Afterschool Network, Act Now Illinois, to bring approximately 40 middle school youth to S&C Electric's Chicago plant. Youth learned about STEM-based careers at the plant from engineers and manufacturers and participated in a tour, featuring robots and a smart grid demo.

In December, NGCP collaborated with Wesco and their partner Eaton by connecting them with the YWCA Greater Pittsburgh to bring 35 middle school girls from the Pittsburgh Public School District to Eaton's Experience Center in Pittsburgh. Girls participated in an interactive tour featuring a lightning and tree demo and an expulsion fuse demo. Girls also had the opportunity to connect with Wesco and Eaton employees to learn more about diverse STEM careers with both companies.

For both events, NGCP collaborated with Wesco and its partners by connecting them with girl-serving organizations near each site and by providing logistical support throughout the planning process. In 2025, NGCP looks forward to continued corporate partnerships to bring more interactive STEM experiences to girls and historically excluded youth.

“Students explored the power of S&C Electric products through engaging in augmented reality and hands-on activities. They met real-life engineers and manufacturers, exploring the variety of career paths available to them in their own backyards!”

—Naomi Oster, Educator, Act Now Illinois

NGCP CORPORATE LEADERSHIP COUNCIL

The leaders on the [Corporate Leadership Council](#) play a pivotal role in advising NGCP, providing opportunities for programs in the NGCP network to connect with local businesses, and engaging adult volunteers as STEM role models.

ALICE CHAN

Chan & Grant, LLP, Partner

CYNTHIA CHAPPLE

Black Girls Do STEM, Founder

ALYSON FREEMAN, PH.D.

Dell, Sustainability & ESG

PAULA GOLDEN

Broadcom, Foundation President

MALIKA GRAYSON, PH.D.

Northrop Grumman, System Engineering Manager

KAREN KIRWAN

Publicis Sapient, Senior Client Partner

JENNY MOJICA

previously at NI, Director of Global Culture and Employee Connection Programs

MARY WIN MURRIN

Chevron, Corporate Affairs Advisor (Co-Chair)

ESTHER OWOLABI

Google, Education Partnerships Manager (Co-Chair)

ANNE SAWYER

EY, CSR Director

GWEN SNYDER

USAID, Senior Advisor

SARA SPIVEY

GWI, Director

TIFFANI TEACHEY

Westinghouse Electric Company, Sr. Mechanical Engineer

SHALINI THYAGARAJA

Microsoft, Director of Strategic Programs and Transformation, Cloud Operations and Innovations

ORIIETTA VERDUGO

Intel, Director of Philanthropy

KEYA WONDWOSSEN

Dell Technologies, Community Impact Advisor

JENNEFER WITTER

The Boreland Group Inc., CEO/ Founder



NGCP ON THE ROAD

In 2024, NGCP hit the road to share resources, strategies, and inspiration, connecting with communities nationwide to catalyze equity in STEM. Each stop was a step toward creating STEM experiences that are as diverse as the world we live in.

National Afterschool Association Convention: Be You. Be Here. Belong.™, Dallas, TX

National Science Teaching Association Conference: Spark Creativity in Science and STEM Education, Denver, CO

Afterschool STEM Hub & STEM Congressional Briefing: The Importance of Afterschool STEM Programs for Older Youth, Washington D.C.

U.S. Department of Education You Belong in STEM Convening, Washington D.C.

BOOST (Best of Out-Of-School Time) Conference: Inspire Youth. Inspire Learning. Inspire Change, Palm Springs, CA

ASTC (Association of Science and Technology Centers) Conference, New Frontiers: Equitable Goals and Inclusive Approaches, Chicago, IL

Arizona Center for Afterschool Excellence Conference: School's Out, Make It Count, Phoenix, AZ

Grace Hopper Celebration: ME + WE, Philadelphia, PA

NCWIT (National Center for Women & Information Technology) Summit: The Future of Tech, Kansas City, KS

Girls Build Solutions, San Diego, CA

New Hampshire Out-of-School Time Convention: Inspire, Lead, Thrive., Waterville Valley, NH

New Jersey Conference on Afterschool and Out-of-School Time: Celebrating Long-Term Success in the Ever-Changing Landscape of Afterschool, S.T.E.A.M., and Expanded Learning, Princeton, NJ

National Space Council Space4ALL Outreach and Engagement Forum, Washington D.C.

Collective for Youth Empowerment in STEM and Society (CYESS) Convening, Washington D.C.

DiscoverE Coalition Convening: Scaling Impact, Washington D.C.

Ohio Afterschool Network Conference: Ignite, Inspire, Innovate: Transforming Futures Through Out-of-School Time, Columbus, OH

Geena Davis Institute Portray Her 2.0: An Analysis of 15 Years of Women in STEM On-Screen, 2007–2022, Los Angeles, CA

California Girls Collaborative Meeting, San Francisco, CA

NASA SciAct STEM Ecosystems Community Meeting, Tempe, AZ

Afterschool for All Challenge, Washington D.C.

Equity, Innovation, and STEAM Convening, Houston, TX

Annual LASTEM Summit: Unlocking Potential, Launching Success, Lafayette, LA





HOW WE CREATE



Girls Online STEM Practices: Building Relevance and Identity to Transform Experiences is a Research in Service to Practice National Science Foundation Grant led by Florida State University in partnership with NGCP and Smart Girls HQ. The goal of the Brite program is to strengthen participating girls' STEM identities through community building, hands-on activities, and learning with diverse women role models. Each week focused on the interdisciplinary fields of computer science, engineering, and physical sciences. In 2024, the project team implemented Brite for approximately 200 self-identifying girls across 17 program sites for three weeks in July.

Rooted in Year 1 evaluation and preliminary research learnings, NGCP's scope of work in Year 2 centered on managing and adapting program design and implementation. Year 2 revisions included developing additional opportunities for community building, the recruitment of eight new participating programs, the training of 50+ educators and nine women STEM role models, and revisions to resources and training for educators and role models.

ADVANCING THE CONVERSATION ON SCALING NATIONAL INFORMAL STEM PROGRAMS

In 2022, NGCP and long-time collaborators at the Education Development Center (EDC) secured a two-year, \$245,000 grant from the National Science Foundation to lead an ambitious initiative: *Advancing the Conversation on Scaling National Informal STEM Programs* (NSF #221449). This dynamic knowledge-building conference, held in May 2023, brought together researchers, evaluators, funders, and practitioners to reimagine the future of scaling informal STEM education. Participants shared insights, challenged assumptions, and brainstormed bold, equity-centered approaches to scaling STEM programs.

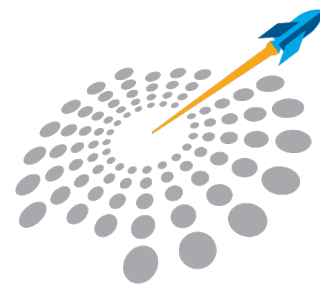
But the work didn't stop there. Following the conference, a dedicated team of participants co-created two transformative resources to help the field adopt more equitable scaling practices.

- [Guidelines for Equitably Scaling Informal STEM Programs](#) tackle the unique challenges of scaling STEM initiatives by providing a practitioner focused model, six actionable guidelines, and blueprint for decision-making processes that center equity.
- [Collaborative Decision-Making Tool for Equitably Scaling Informal STEM Programs](#) complements the *Guidelines* by offering a step-by-step framework for practitioners to begin applying these principles in their work, fostering collaboration and inclusivity. These new resources were officially launched in May 2024 through NGCP and EDC's social media platforms and a national webinar. They are now available for download at ngcproject.org/ScalingInformalSTEMPrograms.

“The Brite experience has been memorable throughout the 3 weeks, and I met some really nice people. People with diverse backgrounds, and I don't think I'm gonna forget this experience. I really enjoyed meeting different girls who enjoy the STEM because growing up I didn't have a lot of girlfriends who liked STEM. And I wasn't sure if I liked, or if I was thinking the right things or liking the right things. But I felt a real strong sense of belonging since I met all these really cool and nice girls who support each other in the STEM field. So, I'm always gonna remember Brite.”

—Euan, Brite Participantt





MILLION GIRLS MOONSHOT

MILLION GIRLS MOONSHOT

NGCP is an implementation partner of the [Million Girls Moonshot](#) (MGM), a movement striving to inspire and prepare the next generation of innovators by engaging one million more girls in STEM learning through afterschool and summer programs. Through this partnership, NGCP focuses on building the capacity of statewide afterschool networks and programs to provide equitable and inclusive STEM learning opportunities. The Million Girls Moonshot is funded by the STEM Next Opportunity Fund.

During 2024, NGCP provided 18 professional development workshops for statewide afterschool networks and programs across the U.S., presenting research-based strategies and resources related to creating a meaningful role model experience, supporting young people's STEM career awareness, breaking STEM stereotypes, encouraging youth voice, and utilizing the [Access to STEM Framework](#) (a framework developed by NGCP in collaboration with STEM Next). These workshops included both in-person and virtual sessions.



GIRLS STEAM AHEAD WITH NASA

NGCP partners with [NASA's Universe of Learning](#) on Girls STEAM Ahead with NASA (GSAWN), a nationwide project to engage girls in authentic and experiential STEM experiences and current NASA science. Over the past eight years, NGCP has supported 42 organizations to receive implementation stipends to plan and lead GSAWN events in their communities. This year, organizations in Pennsylvania, Tennessee, and Vermont received stipends to host GSAWN programs over the summer for girls and their families.



GSK SCIENCE IN THE SUMMER™

NGCP partners with The Franklin Institute on [GSK Science in the Summer™](#), a free summer education program that aims to inspire the next generation of scientists by providing children in grades 2-6 with opportunities to embody science careers, think scientifically, and have fun! The goal of Science in the Summer is to increase children's interest and confidence in doing science and pursuing STEM careers, especially for children from backgrounds currently underrepresented in STEM fields. NGCP leads the [national network](#), supporting partner organizations in integrating the program into their existing structures and enhancing educators' skills and confidence to lead high-quality STEM programming. The program collectively reaches more than 29,000 children each summer.





LIBRARIES AS COMMUNITY HUBS FOR CITIZEN SCIENCE

Since 2021, NGCP has proudly partnered with Arizona State University and SciStarter, an online hub for citizen science, on an innovative Institute of Museum and Library Services and Moore Foundation-funded project: *Libraries as Community Hubs for Citizen Science*.

Through this collaboration, NGCP leads the development and [Citizen and Community Science Library Network](#), a dynamic community of libraries and other community-based organizations across the globe that are supporting public engagement in scientific research. Since its launch, the Library Network has grown to include over 1,000 members spanning the US, Europe, Asia, and South America, creating a worldwide movement!

This year, NGCP expanded partnership activities to include the development and launch of the [SciStarter Ambassador Program](#). This new volunteer training program equips individuals from diverse backgrounds and experience levels to inspire and support their communities to engage in participatory research. Check out the database of SciStarter Ambassadors on [SciStarter.org/ambassadors-directory](#).



EINSTEIN'S INCREDIBLE UNIVERSE

NGCP partnered with [Cosmic Picture](#) in 2024 on Einstein's Incredible Universe, a media and engagement program funded by the National Science Foundation designed to catalyze interest in space science and spark scientific curiosity in learners, especially young women.

The project included an opportunity for girl-serving organizations to participate in the [Dynamic Eclipse Broadcast \(DEB\) Initiative](#), a nationwide citizen science project that equipped participants with the technology and resources to capture and broadcast solar images during the 2024 total solar eclipse. NGCP recruited and supported nineteen girl-serving organizations across the path of totality to engage girls in this rare and impactful opportunity and shared stories of participating educators and girls via a national webinar.

The project also includes an all-new 3D/2D film for giant screen theaters and planetariums (projected to be released in 2025/2026), featuring the great discoveries of Albert Einstein and contemporary female astrophysicists who are putting his groundbreaking theories on space, time, and gravity to the test.



OUR STRATEGIC DIRECTION

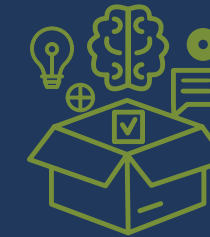
PROBLEMS TO SOLVE

Today's STEM experiences lack diversity and do not reflect lived experiences and individual differences. Entire groups of today's youth do not identify with or have not had access (e.g., internet, tools, role models, culturally relevant curriculum) to STEM fields. To change this dynamic, we need to increase support and build capacity among providers. NGCP aims to solve the following:



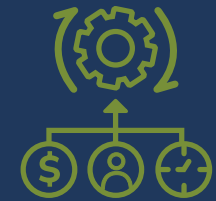
Limited access

Economic, geographic, and systemic barriers restrict equitable access.



Siloed resources

Proprietary mindsets hinder the sharing of knowledge and exemplary practices.



Lack of capacity

Limited resources and financial support curtail the efficacy of providers.

OUTCOMES AND OUTPUTS

From 2022 to 2027, NGCP aims to increase collaborations by 25%, increasing our reach to over 25 million underserved youth across all U.S. states and territories. By connecting, creating, and collaborating to transform STEM for all youth, we will continue to achieve these outcomes and outputs:

- **STEM identity and efficacy:** Develop STEM confidence, knowledge, and sense of belonging in youth to foster continued participation in and identification with STEM.
- **Equitable STEM experiences:** Equip practitioners with exemplary practices to improve program diversity and scale equitable, effective STEM programming.
- **Build trust and reputation:** Establish National Girls Collaborative Project as a recognized thought leader driving equity in STEM through research-based programs and initiatives.
- **Use of data and evaluation:** Use data and evaluation findings to continuously improve our programming and practice, both as an organization and in our work with partners.

NGCP'S PRIORITY GOALS

1. Build and sustain a network of advocates to provide equitable and inclusive STEM opportunities.
2. Catalyze equity in STEM from research to practice by providing actionable knowledge that transforms the STEM experience.
3. Increase our collective impact by strengthening organizational effectiveness and enhancing our fiscal sustainability.

Learn more about NGCP's impact and take an in-depth look at the strategies we will use to achieve our three priority goals by reading the [NGCP Strategic Plan](#).

NGCP SOCIAL MEDIA STRATEGY

The NGCP’s social media strategy is designed to amplify our vision of a diverse STEM landscape and our mission to transform STEM experiences for all youth. To increase awareness, we’ll utilize targeted social media campaigns to share compelling stories and high-quality visuals highlighting NGCP’s role as a thought leader in promoting diversity in STEM. To advocate for gender equity, we will spotlight success stories, share exemplary practices and resources, and highlight initiatives that support equitable STEM opportunities. Collaboration will be fostered through active engagement with partner organizations, leveraging our social platforms to create a network of advocates for shared goals. Finally, we’ll provide a steady stream of valuable STEM-related content and events to educate and inform, including educational resources, webinars, expert insights, and best practices to empower educators, program leaders, and youth. Our approach is to be intentional and strategic in our content creation, ensuring that each post moves us closer to a world where STEM experiences are as inclusive as the communities we serve.

Reach	Engagements	Audience
292,545	16,923	28,540



SOCIAL MEDIA HIGHLIGHTS

STEM Together—In May 2024 NGCP launched the “STEM Together” campaign—an initiative dedicated to raising awareness about the challenges girls and women face in STEM and mobilized our community to act. The campaign urged individuals and organizations to pledge as allies, committing to support and advance gender equity in STEM.

By standing together, we can break down barriers and create a more inclusive environment where all aspiring scientists, technologists, engineers, and mathematicians can thrive. Participants were invited to take the pledge and post a digital badge on social media. The campaign generated over 11,000 impressions and 2,000 engagements across NGCP’s social media platforms. Join us today and take the [#STEMTogether Pledge](#).

Advocacy Blog Series—In 2024, the National Girls Collaborative Project (NGCP) launched a new [Advocacy Blog Series](#) aimed at amplifying diverse voices and perspectives within the STEM field. Each month, guest contributors explored themes such as mentoring, the role of girls in engineering, male allyship, STEMInist action, and breaking stereotypes in STEM. This series sparked meaningful dialogue and reached a broad audience, generating over 30,000 impressions and over 15,000 engagements across NGCP’s social media platforms. The blog not only deepened our connection with the community but also expanded our impact by promoting inclusive storytelling and advocacy in STEM.

NGCP NATIONAL CHAMPIONS BOARD

NGCP is “championed” by a prestigious group of professionals invested in closing the gender gap in STEM at all levels. This diverse team of leaders includes industry representatives, informal learning educators, gender equity experts, STEM education representatives, and educational policy experts. [Champions Board members](#) connect NGCP on a national level to opportunities that benefit the organization, spread the word about NGCP activities in their realms, and support NGCP within their own organizations.

JOHN BAEK
Senior Education Evaluator
NOAA Office of Education

MELISSA BALLARD
Director of Programs
Association of Science and Technology Centers

JAKE BASKIN
Executive Director
Computer Science Teachers Association

JENN BEHRENS
Partner
EVP Privacy KUMA

JENNIFER BRESLIN
Executive Director and Founder
KUMA

JENNIFER BRESLIN
Executive Director and Founder
Futuristas

TIFFANY BROWN
Executive Director
NOMA

DR. ANDREA BROWN-THIRSTON
CEO/Founder
Optimal Learning Solutions, LLC

TERRI BURNS
Principal
GV (Google Ventures)

KENDRICK DAVIS
Chief Research Officer & Associate Professor of Research
University of Southern California

SARAH ECHOHAWK
Chief Executive Officer
American Indian Science and Engineering Society (AISES)

MO-YUN LEI FONG
Executive Director
Stanford Technology Ventures Program

PARIS FOREST
Senior Director of IT
The Boeing Company

BARBARA GAULT
President
Social Equity Strategies

OLIVIA PAVCO-GIACCIA
Founder
LabCandy

BRITTANY GREER
Executive Director
Rosie Riveters

HEIDI HAM
Chief Operating Officer
National AfterSchool Association

JENNIFER L. HARDY
Sr. Business Development Manager
EDR/LightBox

DANIEL HATCHER
Director, Community Partnerships
Alliance for a Healthier Generation

KELLY HYDER
Senior Program Manager
Amazon

MARY ANNE JEFFERS
Analytics and Modeling
Senior Manager
Accenture Federal Services

LALITHA KRISHNAMOORTHY, PH.D.
CEO and Founder
Open Source Professional Network

CAELEY LOONEY
CEO and Founder
Reinvented Magazine

MEGAN MURPHY
Executive Director
National Coalition of Girls' Schools

CHRIS NEITZEY
Director of STEM Initiatives
Afterschool Alliance

ILLANA RAIJA
Founder & CEO
Eregirls.com

LISA REGALLA
CEO
Regallium Consulting, LLC

TERE RILEY
Sr. Manager Brand Strategy
Redwire Space

STEPHANIE RODRIGUEZ
Workforce and Training Fellow
STEM NEXT

LUCY SANDERS
CEO and Co-Founder
National Center for Women & Information Technology

JESSI SMITH
Associate Vice Chancellor for Research, Professor of Psychology
University of Colorado, Colorado Springs

RUTH SWEETSER
Immediate Past President
American Association of University Women (AAUW)

JOSE ANTONIO TIJERINO
President and CEO
Hispanic Heritage Foundation

SAMANTHA WALTERS
VP of Online Strategies
Colocation America

CARI WARNOCK
Education Ambassador
K-12 Scale CDW

THANK YOU

to our Donors
and Key Partners

“ This is for all of the wonderful women
in STEM! Your future is waiting! ”

—NGCP Donor

“ We’re making this donation on behalf of
our customers, in place of a Christmas gift.
Such a great cause. ” —NGCP Donor



Allan Family Foundation

Gorman Family Fund

Morgan Chinski

Patricia MacGowan

Van Aken
Family Foundation

Christopher W Kurkjian
Charitable Giving Foundation



“ I really appreciate that NGCP supports girls
in STEM both through research and action. ”

—NGCP Donor

“ So happy to be able to support your work in a
small way with unrestricted funding. ”

—NGCP Donor

BOARD OF DIRECTORS 2024



ANDREA BROOKE
Chair



JANET CINFIO
Board Member



SIOBAHN DAY GRADY
Treasurer



GABRIELA A. GONZÁLEZ
Board Member



ANITA KRISHNAMURTHI
Board Member



MARY MURRIN
Board Member



MADELEINE NG
Board Member



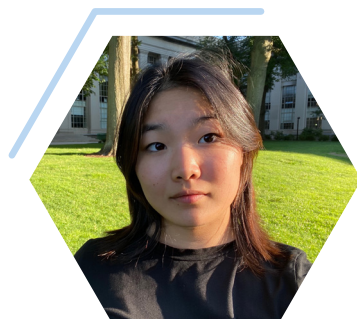
KAREN PETERSON
Ex Officio



SHIHADAH SALEEM
Board Member



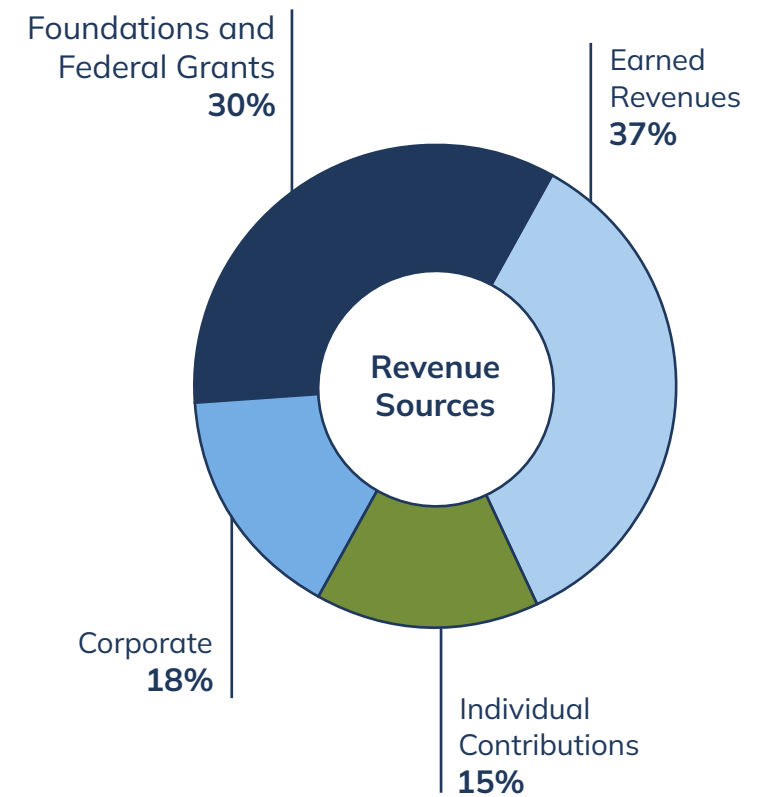
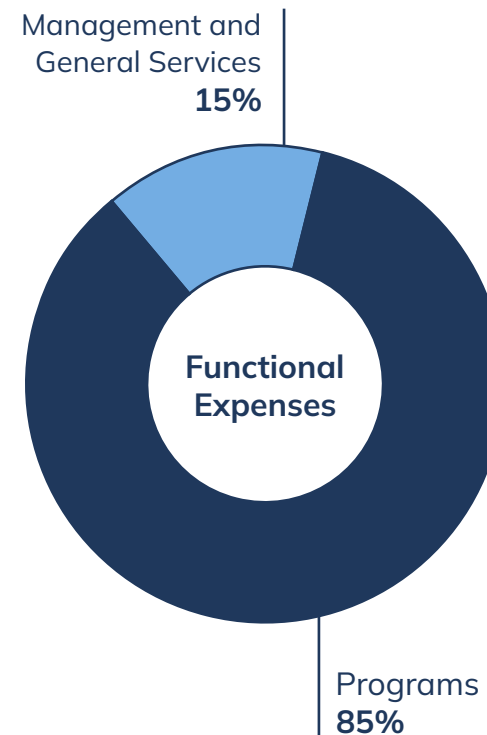
MICHAEL D. SMITH
Secretary



ALEXANDRA YANG
Board Member



FINANCIALS





CREATE + CONNECT = COLLABORATE

Visit Our Website to Learn
How to Get Involved ngcproject.org

