

Annual Impact Report — 20/21



STEMettes
♡ ★ # +

Contents

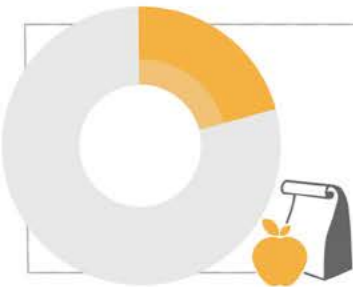


The Year in Numbers 2020

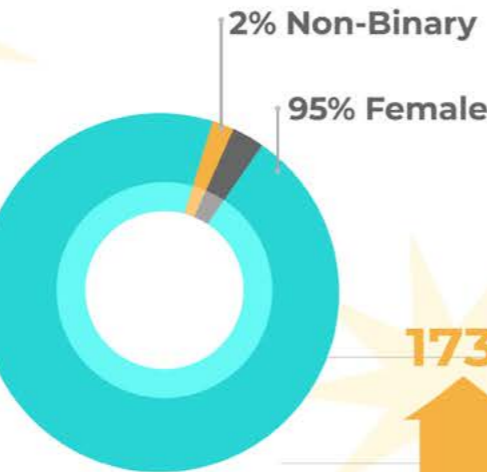
Who?

52,336

Young people reached over seven years since inception in 2013



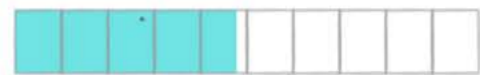
21%
of event attendees were on Free School Meals



7,815
girls and young people attended in 2020, an increase of 173% on 2019



48% didn't have any parents who work in STEM.

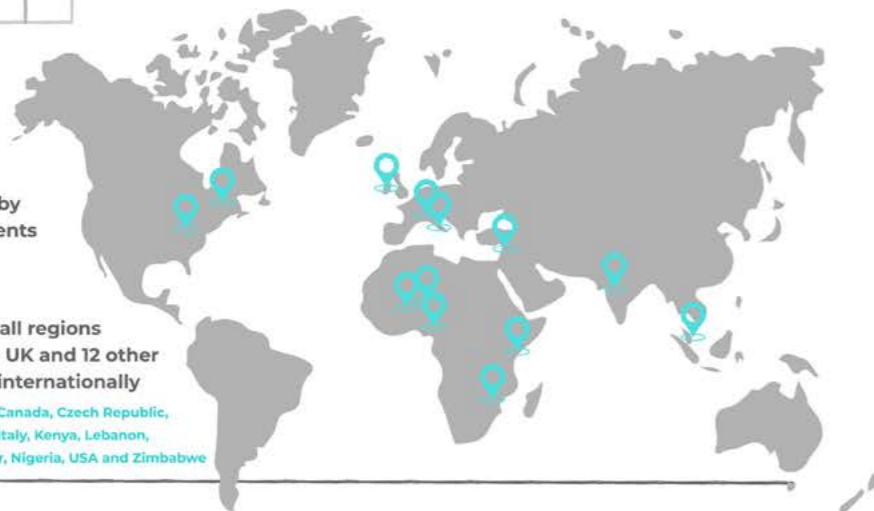


2,500

Over 2,500 views of our zine per month by increasing online content to support events & cohorts



Engaging all regions across the UK and 12 other countries internationally
Burkina Faso, Canada, Czech Republic, India, Ireland, Italy, Kenya, Lebanon, Malaysia, Niger, Nigeria, USA and Zimbabwe



What?

15
Interventions were run

2,326
hours spent in total across interventions

3,000+
young people across 14 countries joined STEM Mode In during initial school closures

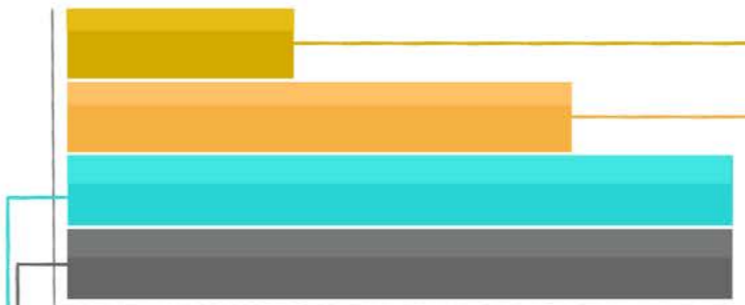
How?

1,310

hours of sponsored mentorship

147
Certificates gained in Agile, Python and Cyber *

Why?



100%
of volunteers said they would volunteer with us again

75%
of Stemettes alumnae have gone into STEM by the age of 26.

100%
of 1,064 young people who participated in Stemillions school clubs felt they better understood STEM career options

34%
of participants changed their minds about their future plans and now want to pursue STEM studies/careers after attending a Stemettes event

13 laptops sent out to those without necessary tech at home



220

Volunteers participated across all intervention events and cohorts, increasing our impact and furthering their own within the STEM community



Letter from the Director

While challenging us on many levels, 2020 opened our horizons. Stemettes pivoted quickly at the start of lockdown to embrace the unexpected. I'm proud that we were able to bring the same quality of opportunity in a new and different format to even more girls and non-binary young people than ever before. Stemettes shifted mode early on, so we now have a track record of delivering fun and impact virtually, as well as in person. We've found, in record time, new ways to build community, both in strength and in numbers.

When traditional education was pushed into homes and exams were completely disrupted, we ramped up our upskilling of the next generation. In-person and then virtually, we delivered several Stemettes Certification Academies with our qualification partners. Giving so many young people industry-recognised training and certifications, for free, has

been a dream come true for me. The joy of achievement and of growth has shone through in each and every 'graduate'. It has been a joy for myself and TeamStemettes to watch.

There has been an unanticipated joy observed too in virtual Stemettes environments which offered a form of respite. Wellbeing and Mental Health was greatly affected in 2020. Strong support provided by peer networks, inspirational role models and TeamStemettes had more of an impact than we'd ever have imagined. Reports of new hope, new networks despite distance and escape despite constraints have kept us more than motivated to deliver.

We've continued to make a concerted effort with the design of our interventions to reach young people from a wide range of cultural, ethnic and socio-economic backgrounds. In the switch to virtual

delivery, this has meant going the extra mile and making resources available for those in need. Laptops and data packages have been sent all over the country. I've also made a few IT Support calls for those adjusting to new platforms! All this has been necessary for redressing imbalances in STEM (and wider society) in order to harness untapped potential.

This annual report draws on impact data we have pulled together across our 2020 activities. Stemettes regularly collects data from each of our participants so that we can act, reflect and adapt. I hope it offers you a glimpse of what we do, how we meet our aims and why our work is important. Take a look at what we have achieved in partnership with some fantastic folks from across STEM industry, academia and entrepreneurship.

Anne-Marie Ineflon
♥*#+



What we do

Interventions

There are three layers to the work of Stemettes, each one with a variety of interventions targeted across our audience of 5 to 25 year old girls and non binary people. Some also incorporate influencers like Parents & Guardians or Teachers. On a beneficiary's journey, we tend to see them begin at the bottom layer, and rise to the top.

Cohorts

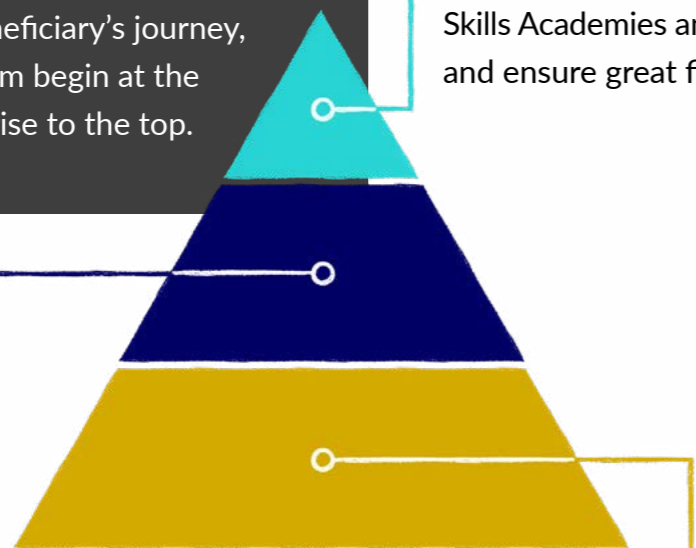
Intersectional Cohorts are our longer term interventions. These run for a minimum of a week, up to a year and keep groups of young people engaged with STEM skills and STEM role models. These include Mentoring, Skills Academies and our STEM clubs, and ensure great first career steps.

Event

Impactful Events are our shorter interventions with a wider reach, lasting from 3 hours to a week. These connect young people with their peers and STEM role models, in a fun and relaxed environment. These include Panels, Hackathons and our Future Summits – to bring inspiration to many.

Content

Inspirational Content refers to all social media channels, Stemettes Zine, newsletters, and a closed social network. With the widest reach, these interventions are available 24 hours a day globally, offering support, advice and profiles aimed at young people, their parents and teachers and influencers.



Glossary

Associates

Cohort

Year-long programme for over 15s comprising one-on-one mentoring and Skills bootcamps across Industry, Academia and Entrepreneurship.

Student to Stemettes (STS)

Cohort

More-than-mentoring for over 15s, who gain a personal mentor, career-building opportunities and a strong network.

Explore

Event

Virtual Programmes during UK half terms, including the opportunity to work in small groups, speed network and learn new STEM knowledge from our role models.

In School Talks

Event

Short sessions hosted in school, or virtually beamed into schools. Featuring role models and Stemettes Alumnae, they are interactive, often involve an activity and an open Q&A session.

Outbox

Cohort

Virtual programme of daily sessions, across 3 age streams for 4 weeks in August.

Certification Academies

Cohort

Participants gain a certification with a group of peers, in Agile, Cyber or Python from one of our partners – QA and the Open University.

STEM Mode In

Event

Virtual series of events for 13 weeks in first lockdown (March – June).

Panels

Event

Participants meet a panel of STEM role models followed by a Q&A session and speed networking.

Stemillions

Cohort

School clubs run from a series of activity packs called 'Meal Plans'. Sessions are led by an adult or a young woman.

Leadership Academies

Cohort

Participants gain leadership skills with a group of peers and from a series of role models.

The Stemettes Society

Content

Closed, moderated & international online peer network to share advice, get support and access exclusive opportunities. Serves as our aftercare platform for over 13s.

Stemettes Zine

Content

Online advice and guidance platform, packed with Role Model profiles, STEM content and replay videos from Stemettes virtual events.



Myself and the girls really enjoyed it. I asked if they would like to work with Stemettes again and they all said a massive “yes”! Sometimes the girls at our school lack confidence and to hear the stories today will have a big impact on them. Even if they don’t move into STEM careers, making their own decisions to do something they want to do and have confidence in themselves is an important lesson to learn and they got that today.

- Teacher

Diary of Events 2020

<p>February</p> <p>QA x Schrodgers Agile Certification Academy</p> <ul style="list-style-type: none"> 🕒 5 Day Event 📍 Agile certification training 	<p>March</p> <p>G-Research IWD Schools Panel</p> <ul style="list-style-type: none"> 🕒 1 Day Event 📍 A celebration with STEM role models 	<p>March</p> <p>Legal & General IWD Panel</p> <ul style="list-style-type: none"> 🕒 1 Day Event 📍 A celebration with STEM role models
<p>May</p> <p>Stemette Society Mindfulness course</p> <ul style="list-style-type: none"> 🕒 5 Day Event 📍 Launched a 5 day course for our closed network members to explore and practice mindfulness. 	<p>March-June</p> <p>STEM Mode In</p> <ul style="list-style-type: none"> 🕒 13-week programme 📍 A series of events on YouTube, Zoom and Instagram. 	<p>June</p> <p>TD Securities Leadership Academy</p> <ul style="list-style-type: none"> 🕒 5 Day Event 📍 Our first virtual Academy for learning to be STEM leaders
<p>July</p> <p>Stemette Society Says</p> <ul style="list-style-type: none"> 🕒 1 Day Event 📍 First Townhall-style event for members of our closed network to meet each other and discuss the future of the network. 	<p>August</p> <p>2020 Outbox</p> <ul style="list-style-type: none"> 🕒 4 Week Programme 📍 Sprint 1: Technology & Engineering (with optional Cybersecurity certification) Sprint 2: Science & Mathematics (with optional Python certification). 	<p>August</p> <p>Student to Stemette mentoring</p> <ul style="list-style-type: none"> 🕒 8 Month Programme 📍 Our largest cohort ever, run virtually for 78 mentee-mentor pairs.
<p>October</p> <p>G-Research Stemettes Future Summit</p> <ul style="list-style-type: none"> 🕒 1 Day Event 📍 A celebration of Ada Lovelace Day, featuring STEMazing Speakers. 	<p>October</p> <p>October Explore</p> <ul style="list-style-type: none"> 🕒 2 Week event, plus 1 Week event (Weeks 1&2) 📍 Half-term Instagram sessions and networking. Week 3 included optional Cyber qualification 	<p>November</p> <p>Zine Issue 30</p> <ul style="list-style-type: none"> 🕒 Every 2 Weeks 📍 30th edition of a fortnightly issue of STEM profiles, advice and knowledge was released.
<p>November</p> <p>Department for Transport Aviation Panel</p> <ul style="list-style-type: none"> 🕒 1 Day Event 📍 A panel with women in the field of aviation 	<p>December</p> <p>Department for Transport In-school talks</p> <ul style="list-style-type: none"> 🕒 1 Day Event 📍 Talks on how to achieve one's dreams 	<p>December</p> <p>December Explore</p> <ul style="list-style-type: none"> 🕒 2 Day Event 📍 End of term sessions and networking on Space and Science

Furthering our Reach

To inspire the next generation of girls and non-binary young people into STEM fields

- Main Aim, Stemettes

Stemettes is building a community of proactive individuals wanting to further their STEM knowledge and build STEM careers. By providing opportunities to these individuals, a ripple occurs, increasing STEM participation and connection. We have an in-built multiplier effect: Stemettes grows more Stemettes, and the STEM talent pool expands.

“There’s absolutely no way I’d have felt the confidence to apply or had the skills I’d needed to get through things like the interviews had it not been for the Stemettes”

- Stemettes Society Member



7,815

participants participated in a Stemettes event in 2020.

A 173% increase

in the number of participants from the previous year.

41%

of participants in 2020 had attended a previous event.



52,336

participants have participated in an event since 2013 when Stemettes began

4%

Identified as Non-Binary



within the Student to Stemettes mentoring programme, and 2% across all attendance

3%

Of participants had a Disability



within the STEMillions Primary School Boxes programme, 2% across all attendance

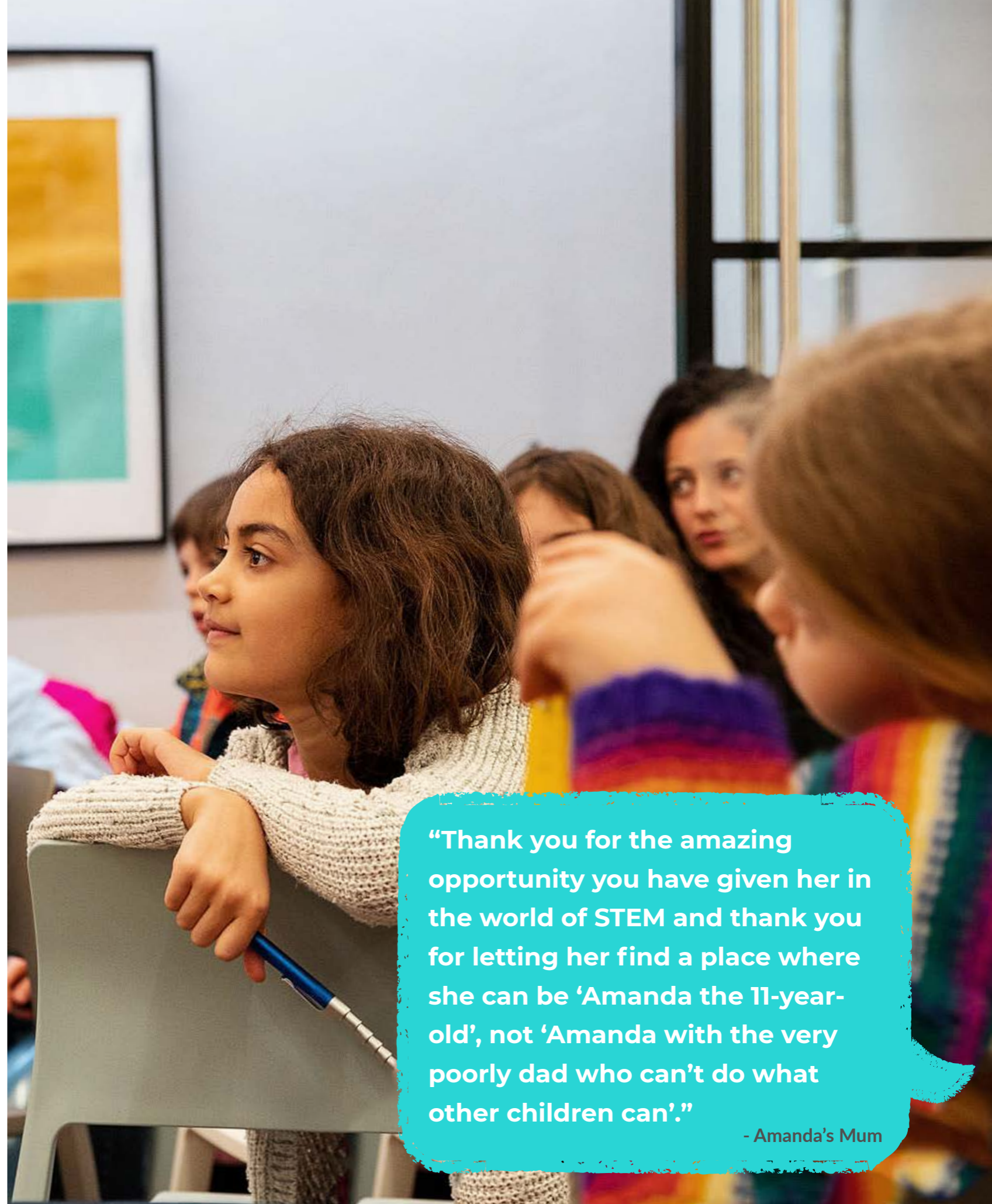
Building Momentum: Amanda's Story

This 11-year-old from Cambridgeshire developed such a passion for STEM after attending a Stemettes programme that she got her 7-year-old little sister to join who became just as passionate. Neither of their parents work in STEM and they attend a state-funded school, but that didn't stop them...

(Amanda*) "...spent all day raving about what she had done and struggling to go to sleep at night because she was so excited about what the next day would bring."

"Her younger sister... has now decided she loves science too now!"

*Amanda's name has been changed to protect her identity.



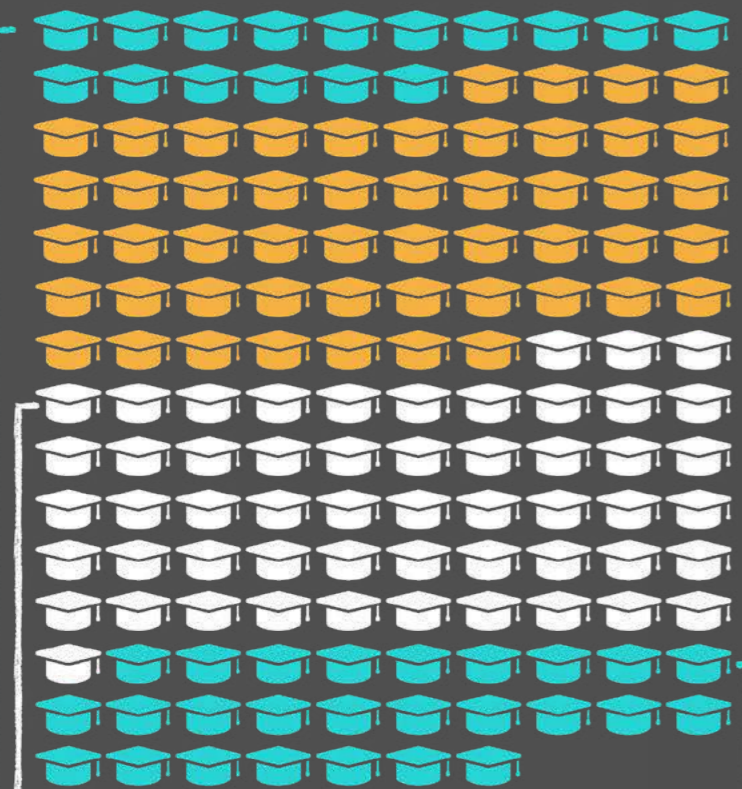
"Thank you for the amazing opportunity you have given her in the world of STEM and thank you for letting her find a place where she can be 'Amanda the 11-year-old', not 'Amanda with the very poorly dad who can't do what other children can'."

- Amanda's Mum

147



Young people became certified in industry recognised qualifications



16

in Agile ICAgile Foundation Certificate

51

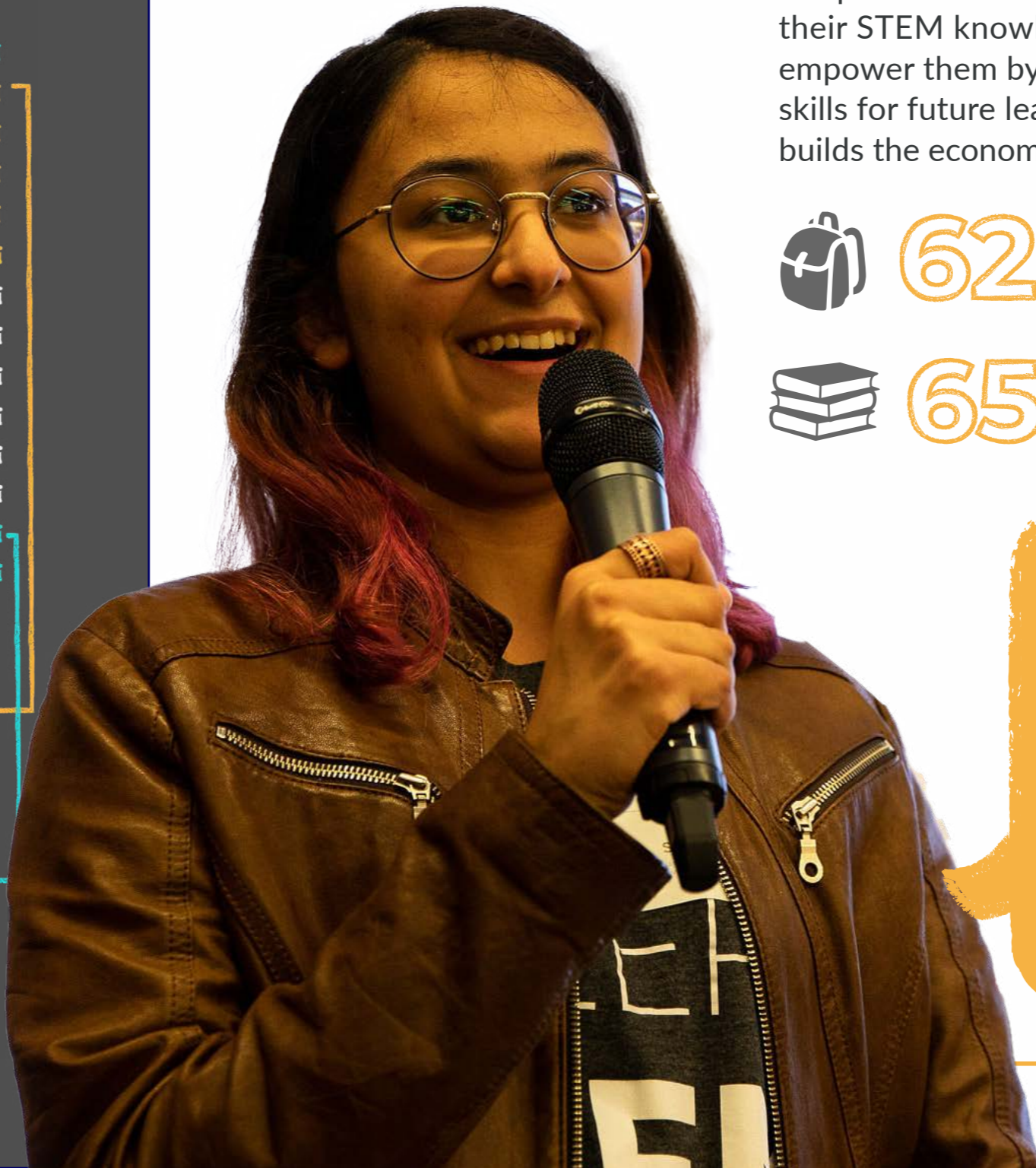
in Cisco Introduction to Cybersecurity

54

in PCEP Certified Entry-Level Python Programmer

26

in Cisco Cybersecurity Essentials



Deepening STEM Knowledge

Stemettes works to ensure that the increased talent pool of girls and non-binary young people have the skills they need to build successful STEM careers. We provide them with opportunities to improve their STEM knowledge and understanding. We empower them by deepening their knowledge and skills for future learning and employment. This builds the economy from the ground up.



62%

of STEMillions Christmas Backpacks went to young people whose parents have not worked in STEM



65%

of participants went to State schools (excluding grammar schools)

“Just wanted to say thank you so much for everything you and Stemettes have done. Over the past year, I’ve gained so much confidence and skills from all the stemettes events, from Agile to DXC, and the mentorship programme. I’m truly grateful. This course has also been really fantastic, and I’m definitely excited to start exploring a career in cyber.”

- Stemettes Society Member

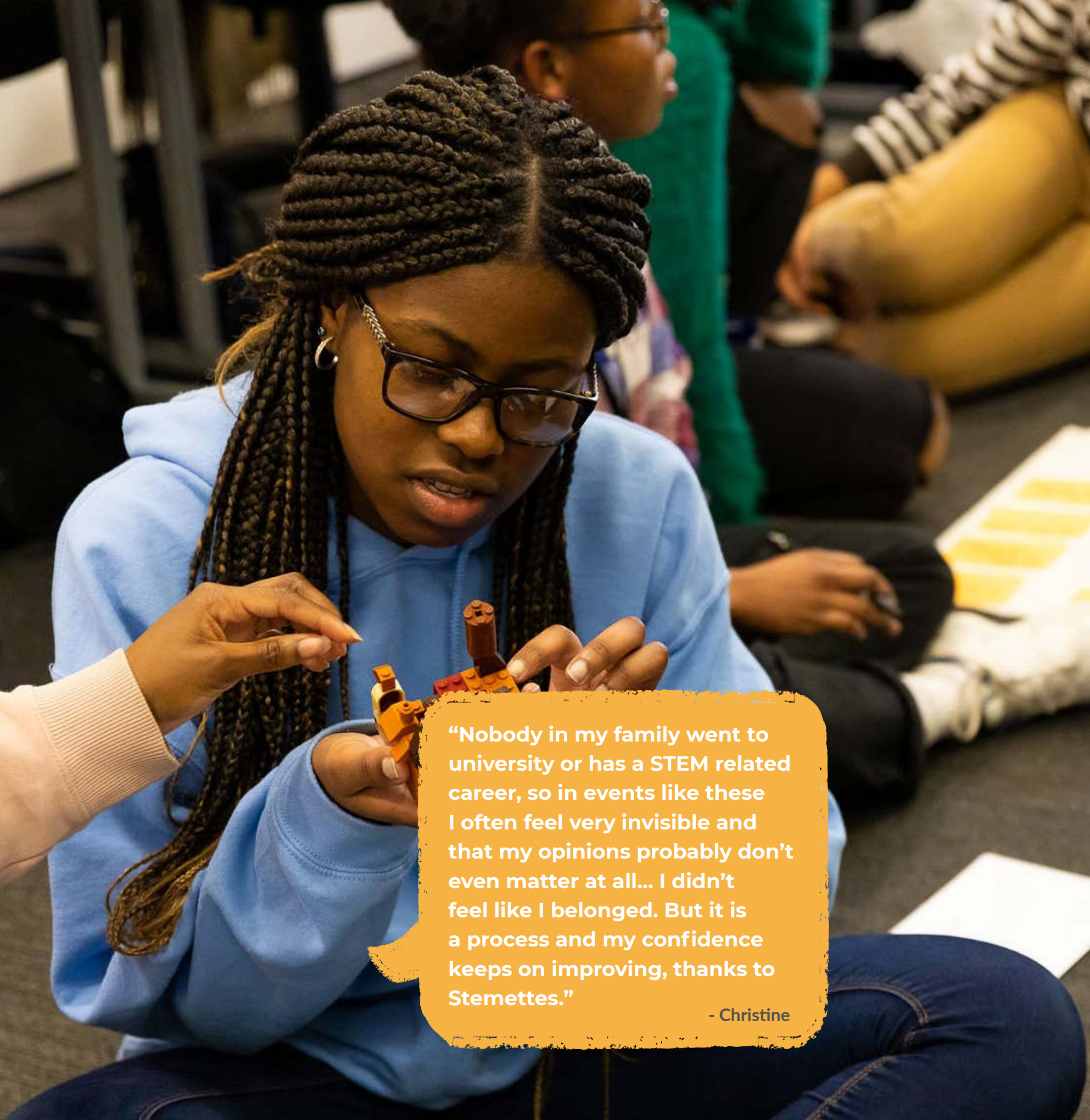
Opening Horizons: Christine's Story

Now 20-years-old and based in Oxfordshire, Christine* had attended a State-funded school and had been eligible for Free School Meals. With parents who neither work in STEM nor went to university, Christine is following her own path, finding her own way into STEM...

“Being quarantined... I have definitely lost all motivation and felt down with all these uncertainties going on in the world. Having the opportunity to connect with such a great community and role models... brought me back so much passion. I am really grateful to be part of this community and I hope to stay for as long as I can.”

“I definitely learnt a lot, and now I feel a bit more confident to explain to someone what I am doing with a code (which is an essential skill to have when it comes to collaboration and commenting in programs).”

*Christine's name has been changed to protect her identity.



“Nobody in my family went to university or has a STEM related career, so in events like these I often feel very invisible and that my opinions probably don't even matter at all... I didn't feel like I belonged. But it is a process and my confidence keeps on improving, thanks to Stemettes.”

- Christine

Focusing on Inclusivity

Stemettes continues to focus on inclusivity, targeting underrepresented groups in STEM to participate in interventions. These are carefully designed with intersectionality in mind, ensuring participation across a variety of demographics. Stemettes provides opportunities for those from across low-income households, who are recipients of Free School Meals, who are state-school educated, and/or have parents who did not attend tertiary education or are employed in STEM.

43%

of STEMillions school club participants were recipients of Free School Meals

33%

of young people across all events had parents who did not attend university

24%

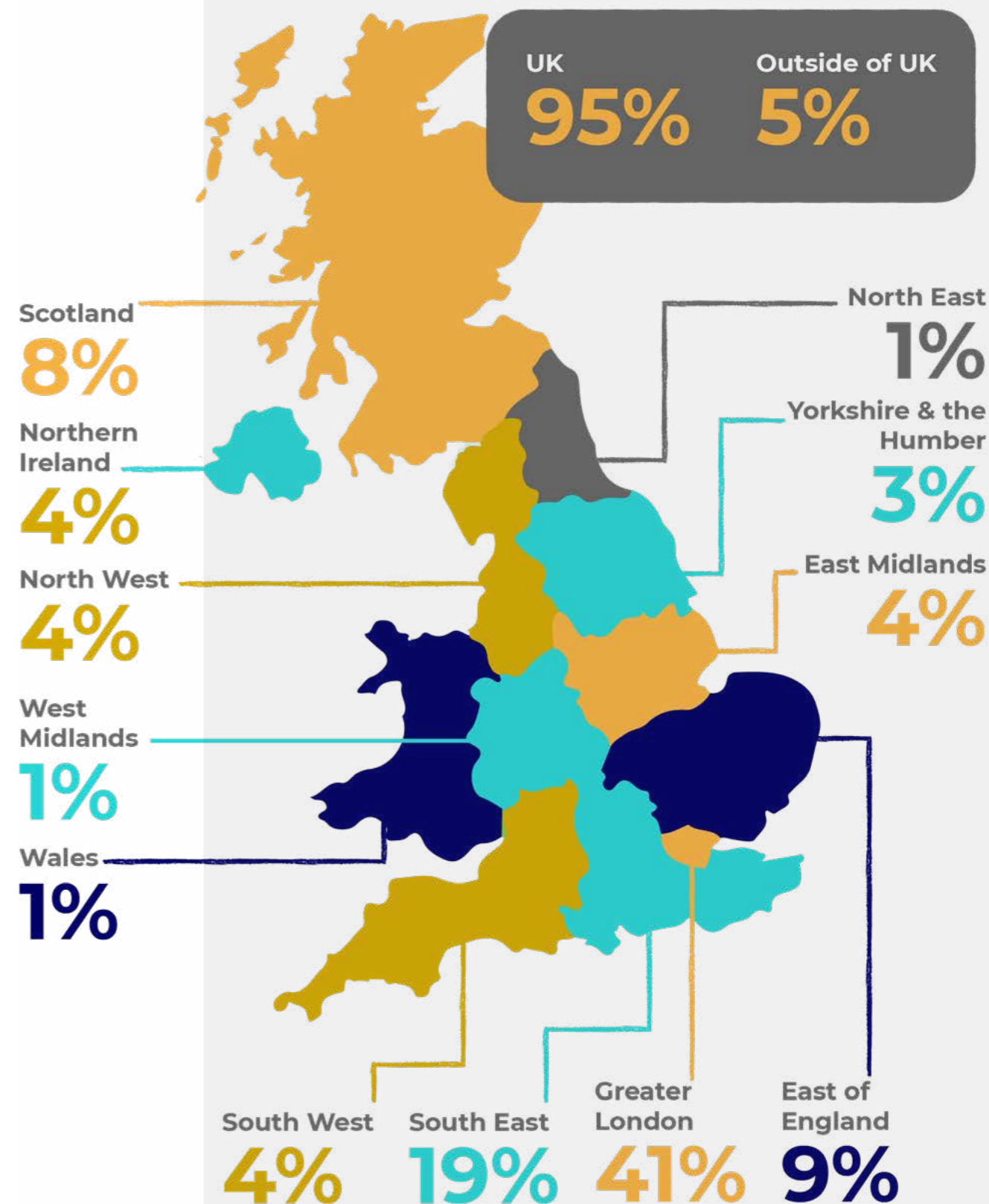
were of Black heritage

28%

were of Asian heritage

Since 2013, Stemettes has been providing IT equipment at interventions for all attendees. In 2020, with digital and device poverty at the fore, 13 laptops were given out to young people who otherwise would not have been able to participate.

Geographical Spread



Engaging with our Partners

Stemettes offers volunteering opportunities across all of our interventions, with priority given to the staff of our partners. In 2020, 220 volunteers from 15 organisations mentored groups of our young people. In response to government guidelines, Stemettes and its volunteers embraced online networking playing an essential role in countering social isolation, in addition to empowering and promoting STEM careers.

 **78** mentees in total in 2020
 **1,248** hours of mentorship

“A door was opened for ... in an industry I never imagined would be for me and I intend to keep that door very much open for many others in whatever way I can. Very excited to see how my journey in tech unfolds”

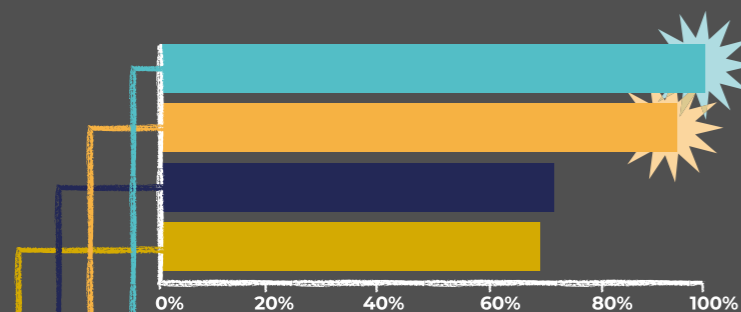
- Stemettes Society Member

After 4 hours of being mentees



felt that they better understood STEM career options and felt better connected to peers & role models in STEM

62 volunteers gave feedback on their volunteering in 2020:



100% would volunteer with us again

95% felt their time volunteering left them feeling inspired

72% felt their time volunteering improved their network

70% felt their time volunteering made them more likely to stay in their industry for at least the next year



We'd like to thank our partners and funders who helped us make this all possible.

Our Valued Partners in 2020:

Department for Transport, G-Research, LGIM, Schroders, TD Securities, GCHQ, Linnean Society, Leidos, Bank of America, Virgin Galactic, CMS, Leask Marine, Deutsche Bank, DXC Technology, Anglo American, Covea Insurance, Vodafone, Paypal, UnLtd, QA & Candy Kittens.

“It’s reassuring to be able to have countless members who are full of knowledge to ask questions. Especially as I don’t have people in my personal life who would be able to do the same. I’ve been to multiple Stemettes society events in person and online- and they have always been insightful and interesting. Lastly, the number of STEM opportunities I’ve found through the society has been astounding- one of the most notable being a work experience at Bank of America. It’s undeniable the positive influence being part of the Stemettes society has had on me.”

- Stemettes Society Member

“A virtual summit for school pupils was never going to be easy, but STEMettes and our recruitment team made it easy and worthwhile for the volunteers, and questions from the audience suggest the girls found it enjoyable and beneficial”

- Technical Solutions Analyst at Fintech Company

“Taking an hour out with 12-15 year olds definitely left me with a renewed perspective. Really enjoyed it.”

- Finance Manager in Mining Company



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