

STEMETTES

STEMETTE
FUTURES

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Annual Impact Report

2024/25



Our Mission

Engage, inform, and connect the next generation of women and non-binary people into Science, Technology, Engineering, Arts, and Maths (STEAM) by showcasing a diversity of people working in STEAM.



Our Vision

All young women & non-binary people can make informed decisions about careers in Science, Technology, Engineering, Arts, and Maths (STEAM) so that women and non-binary people can be proportionally represented in the field.



Our Values

Respect

We are intentionally inclusive.

Youth-centred

Our beneficiaries' voices are central to everything we do.

Future Focused

We engage, inform, and connect our young people today so that they can become our future leaders in STEAM.

Joy

We strive to create happiness, well-being and authenticity.

Supportive

We recognise that it will take all of us, working together, to achieve our vision.

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Letter from the Director

A new year brings with it new opportunities to impact as well as a fresh set of challenges to overcome. The backdrop that 2025 will provide to the Stemettes vision of proportional representation across the Science, Technology, Engineering and Maths (STEM) & wider Science, Technology, Engineering, Arts and Maths (STEAM) fields is a complex one. Progress has been made: some markers across education, industry and entrepreneurship have improved. In 2024, 26% of those working in the core-STEM workforce were women, up from 23% in 2023. Girls outperformed their male counterparts in achieving top grades (7/A and up) in the majority of Core-STEM GCSEs. However, obstacles abound - a receding of support for EDI programmes, policies and practices signal potential seismic shifts backwards for societal equality.

In times like this Stemettes' work, values and community are more important than ever. Our young people need the right environments, connections and access to grow, thrive and solve problems. Social justice and equitable practice ring out loud across our activities - we're proud to have welcomed the second generation of our Stemette Future Youth Board, heralding with them new ways to role model, evolved programmes and new members of the Stemettes community.

The main stars of the show, our beneficiaries, made 2024 a year that was worth all of the effort. Their time at events working on group projects, debating the various options laid out before them and connecting with peers and role models will yield results in years to come. 8743 young people across programmes, events and platforms, 186 connected with professional mentors and 52 gained industry certifications. Our closed network Stemette Society saw 592 engage with peers - for peer mentoring, sharing opportunities and reflections on the state of the STEM & STEAM nation.



Our STEAM and future-focused curation journey continued with the launch of STEAM Seasons - partnerships across industry to produce events, resources and experiences that gave us space to explore all aspects of STEAM and their interconnected nature. 63% noted a better understanding of the link between STEM and the Arts. In 2024, we continued to showcase the importance of skills like creativity, critical thinking and communication with our young people; they were delighted to be able to upskill in this way for future careers. These partnerships allowed us to reach new members of our teacher, career leader and schools community outside of our core delivery - bringing to life the recommendations in our first ever White Paper and embedding Stemette principles even further across the country. In the coming year and beyond, we'll be highlighting the importance of STEAM skills and practice with wider audiences as part of our advocacy work.

Each alumni story, case study and impact report makes me swell with gratitude for our powerful network of partners, funders, donors and volunteers who make it all possible. Despite the decline of volunteerism and harder economic climate, we have amazing individuals who give hours and days to make a difference. I'm thankful for the breadth of support Stemettes' is able to enjoy and how this translates into pivotal moments for our young people. Particular highlights from 2024 are our exclusive evening at the Lightroom opened by the Chair & Vice Chair of our Youth Board; launching the White Paper at the Houses of Parliament featuring our North East Youth Board member on the panel and a private documentary screening at the BBC attended by Youth Board and Junior Board members.

Here's to the realisation of our mission, continued impact on the lives of our young people, those around them and society at large. I can't wait to see where equitable practice, new advocacy work and time spent supporting our beneficiaries allows us to overcome in 2025.

Anne-Marie Inefodan
✍️



2024 in Numbers



Over **73,000** young women and non-binary people have attended our events since we launched in 2013

87433 young people across programmes, events and platforms



2 1 7
Young People participated in our our Mentoring Programmes

30 Active Members of our Youth boards (24 Futures, 6 Juniors)

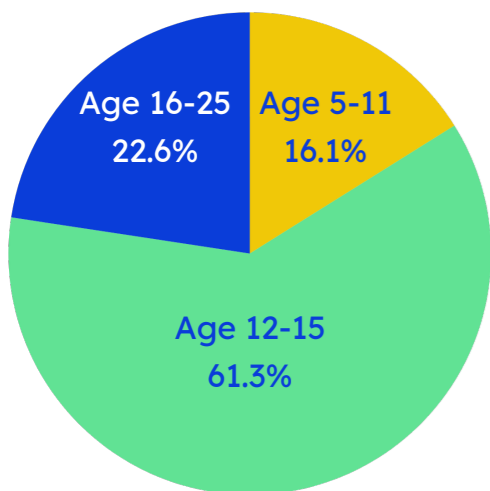
41k Users of Zine (Average 3.7k users per month)

Pronouns
97.2% used She/Her pronouns

2.3% used They/Them pronouns

0.5% preferred not to share

Attendees Age Stream



Ethnic Background

72% of attendees were from historically marginalised ethnic backgrounds

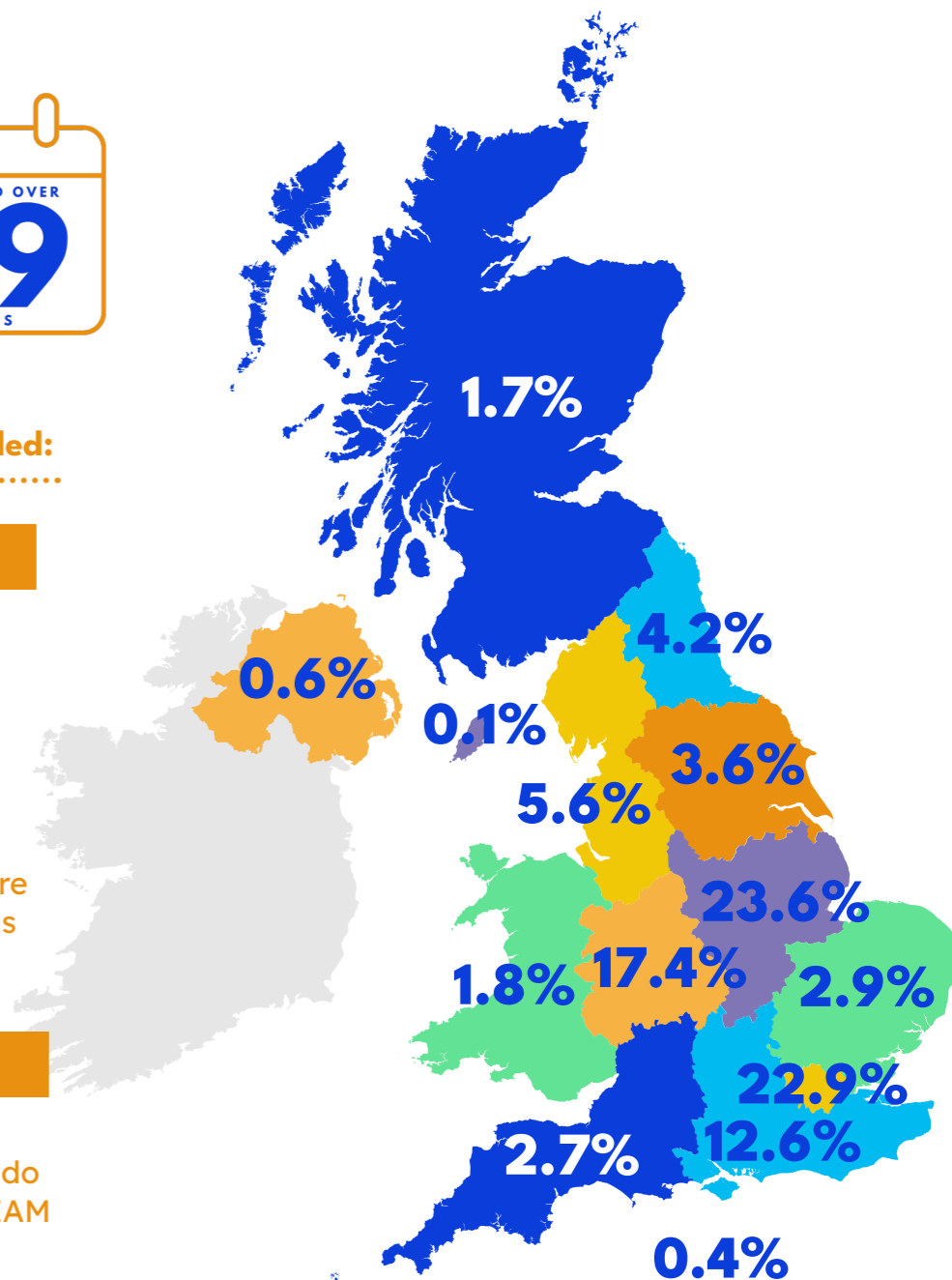
592 Members of Stemettes Society (252 New Members)



Socio-Breakdown of Attended:



of public event attendees were eligible for Free School Meals



East Midlands	23.6%
East of England	2.9%
Isle of Man	0.1%
London	22.9%
North East	4.2%
North West	5.6%
Northern Ireland	0.6%
Outside the UK	0.4%
Scotland	1.7%
South East	12.6%
South West	2.7%
Wales	1.8%
West Midlands	17.4%
Yorkshire and the Humber	3.6%

Our Outcomes

EXPERIENCE

8.8/10 Experience Rating

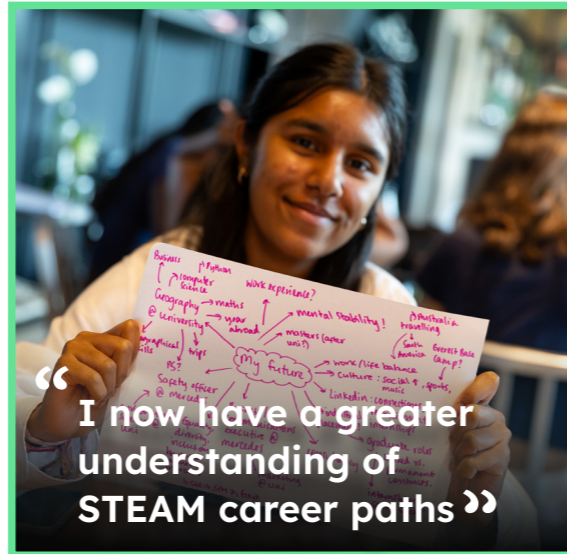
8.6/10 Content Rating

PERCEPTION

85% now see the STEAM field in a better light

AWARENESS

85% have a better awareness and understanding of STEAM career options



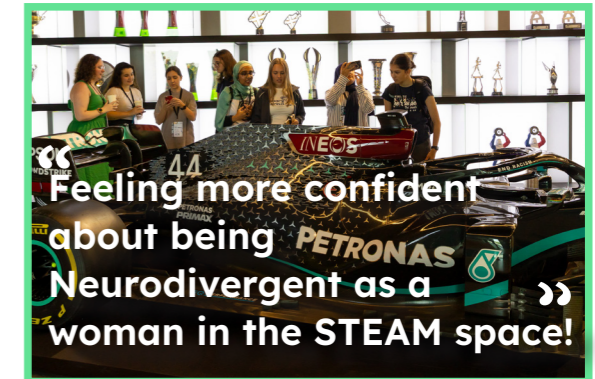
CONFIDENCE

84% feel more confident in their STEAM abilities



WELL-BEING

61% expressed an improvement in their overall Mental Well-being after attending one of our programmes



SELF-CONFIDENCE

62% reported they felt their self-confidence had improved after attending one of our events

“ My self-confidence improved a bit as my team members hyped me up before presenting which really helped. ”

NETWORK

84% now feel better connected to peers & role models in STEAM



KNOWLEDGE

87% learnt something new from the intervention



FUTURE INTENTIONS

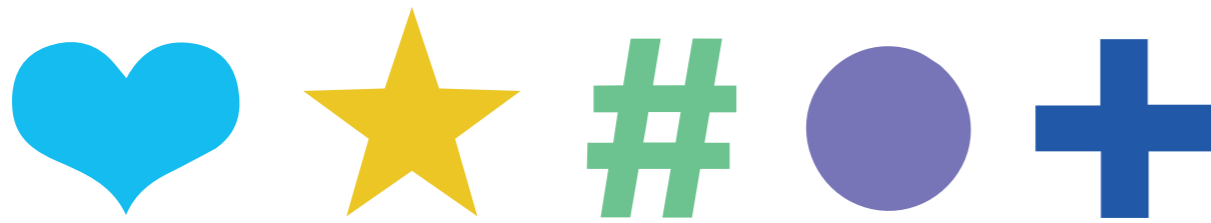
71% of attendees have expressed they would like to study/pursue a subject/career in STEAM after attending one of our events.

“ I realise how the arts can contribute with sciences and make an actual impact in this world. ”



“ There are so many different ventures in STEAM and web/app design ”

Equity in STEAM: A Vision for Change



While engaging and supporting young women and non-binary people is at the core of our work, we understand the need to drive systemic change.

This year we have worked harder than ever to drive equity in STEAM and amplify the voice of young women and non-binary people. In March we launched a White Paper; **Equitable Curriculum Reform: More and Diverse Women and Non-Binary Role Models in the UK GCSE & A-Level STEM Curriculum**, at the House of Commons. Sponsored by Dawn Butler MP, this event brought together leaders, educators, and policymakers to discuss the pressing need for a more inclusive STEM curriculum. Published at the start of the year, the White Paper has since garnered support from many prominent organisations, including The Royal Society, GSK, The Fawcett Society, and Glasgow Caledonian University. These endorsements underscore the growing recognition of our recommendations as vital steps toward a more equitable future.

Stemettes have appeared in national newspapers and STEM-related publications in 2024. These pieces amplified our call for change, highlighting the recommendations outlined in the White Paper and sparking meaningful conversations within the STEAM community. Building on this momentum, we contributed to the Government Curriculum and Assessment Review, ensuring that the voices of young people from our Stemette Society platform were incorporated alongside the paper's proposals. This collaborative approach emphasised the importance of listening to the next generation as we work toward systemic reform.

Throughout the year, we also hosted a series of Lunch and Learn events, designed to inform and inspire. These sessions, held in celebration of key dates such as International Day of Women and Girls in Science, Ada Lovelace Day, and International Women in Engineering Day, explored critical



topics like **“Being an Equitable STEM Role Model,”** **“Early Careers Support,”** and **“LGBTQIA+ Inclusion in the Workplace.”** These gatherings brought together a diverse array of voices, fostering a sense of community and shared purpose.

Finally, we amplified the perspectives of our young people at external events and forums, ensuring their insights shaped broader discussions about diversity and inclusion in STEAM. This included participation in Gender Workshops with BCS, Physics Diversity Network events,

and regular contributions to the Labour Fringe roundtable and WJEC Stakeholder group meetings. Through these engagements, we strengthened our role as a bridge between young people and decision-makers, advocating for a STEAM landscape where everyone has the opportunity to thrive.

As we reflect on the year, our work stands as a testament to the power of collective action and the importance of centring diversity in STEAM. With these achievements as our foundation, we look forward to continuing this vital work in the years ahead.

STEAM through the Seasons



3447

young people participated in our STEAM Seasons activities

8.8/10 Experience Rating

8.6/10 Content Rating

263 Volunteers

24 STEAM Season Events

8 Partners

23%

Our events saw a 23% increase in STEAM as a future pathway for participants.

78%

Our events saw 78% of our young attendees express their desire to explore a subject/career that combined STEM with the Arts.

92%

92% of the attendees who took part in our Ambitions Season events felt that our STEAM Seasons helped them understand how being creative is important in STEAM.

69%

69% of the participants who joined our events perceived STEM and the Arts to have a stronger connection after attending.

What our attendees had to say:

“Hearing from the engineers made me realise more how creativity is involved in not just their designs but also in their strategies and plans.”

“I am more comfortable in pursuing my interests of maths and theatre.”

“It helped me to understand that everything in STEAM is connected to the world, and it exists to find the answers to the problems and develop them.”

“Understanding how creativity fits into STEAM involves recognising how it interplays with Science, Technology, Engineering, Art, and Mathematics. Elements such as problem-solving, innovation, design thinking, and interdisciplinary collaboration are key aspects.”



Progress in Partnerships

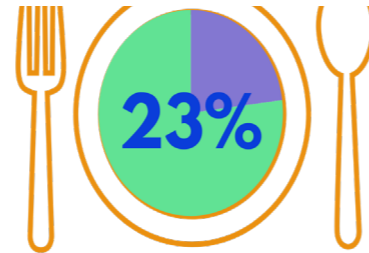
A Celebratory End to the Year at the BBC



©BBC WISTEM

We wrapped the year with a documentary screening event at the BBC, bringing together partners and volunteers for an evening of inspiration, networking, & great conversations. Youth Board enjoyed the visit too.

Private Moonwalkers Screening



We teamed up with Lightroom to celebrate more than a decade of impact with volunteers, partners, friends and the Chair & Vice Chair of our Youth Board at an exclusive Moonwalkers screening. Space met Projection Art - STEAM at it's best.

Thank you to these partners for their support in 2024. Progress is made possible with their partnership.

- Akamai Foundation
- Anglo American
- Bank of America
- Birmingham City University
- Canon
- Capital Group
- Charities Aid Foundation
- Community Foundation Ireland
- Connected Places Catapult
- Department for Transport
- East Coast Skills Fund
- easyJet
- Gentrack
- GSK
- INEOS
- Insight
- Inspiring Women in Construction & Engineering
- IWC Schaffhausen
- Leidos
- Lenovo
- Medik8
- Mercedes-AMG PETRONAS F1
- MI5, MI6 & GCHQ
- Natilik
- NewDay
- Nuclear Grads
- Ørsted
- Pure Storage
- Roke
- Rushmoor Borough Council
- Sage Publishing
- SAP
- Standard Chartered
- Thales
- The PA Foundation
- The Science Museum Group
- UK Shared Prosperity Fund
- Wycombe High School
- XTX Markets
- Yondr Group

A New Partnership with Girlguiding South West England

In October 2024, Girlguiding South West England and Stemettes unveiled their new partnership, joining forces to demonstrate that girls can excel in these areas and to foster a supportive community that encourages exploration and creativity.

A brand-new resource challenge pack will be created between the two organisations in 2025, giving young members in Girlguiding South West England the chance to discover the exciting possibilities within STEAM. Girls will gain valuable insights and complete challenges, helping them to build their confidence and skills. There will also be the chance for 15-25-year-old members to take part in the Stemettes mentoring programme, as well as opportunities for all girls and volunteers to attend Stemettes-led events.



Voices That Inspire: Hear from our Youth Boards

Tosin is the chair of Stemettes Futures Youth Board which forms a valuable part of Stemettes delivery and growth. The board meets monthly and works with staff and trustees to ensure that youth voice is central to our delivery and growth.

Letter from Tosin

The last year has been a great period of development for the youth board. We've contributed to The Stemettes Society and the Stemettes Zine throughout the year, both sharing our knowledge and fostering a sense of community. Additionally, we've produced a series of engaging role model webinars, featuring inspiring women from both traditional and emerging STEM careers.

Our Youth Board has expanded to include more diverse voices especially from regions where we historically have less presence, and our members have had the opportunity to participate in high-profile events such as the Stemettes White Paper launch in the House of Commons, and also be featured in media.

A personal highlight for me has been witnessing the Youth Board's collaboration with TeamStemettes. It's very powerful to see members develop in how they champion the youth voice and how this is shaping the work they do.

As I look ahead, I'm excited to work closer with TeamStemettes and further these co-design practices. My key learning over this past year is the power of nurturing ideas and the level of commitment it takes to bring ideas into reality, but also the sense of achievement you feel after successfully seeing the process through.

Tosin

Soraya is the chair of Stemettes Futures Junior Board (SFJB) and has been attending Stemettes events for years. The Junior Board's first cohort has just concluded and will relaunch in 2025 with a new focus on co-creation.

Letter from Soraya

Hello, my name is Soraya, and I've been a proud Stemettes since 2018, and the Chair of the Junior Board for the last two years. Since joining Stemettes, I've learnt new STEM skills, met inspiring role models who I look up to to this day, and enjoyed every step of the way.

Stemettes Junior Board is a group of six girls under the age of 13 who wanted to contribute their ideas for shaping Stemettes further. I was on the board for around two years, and in that time, we were given the opportunity to help design merchandise, develop icebreakers, and influence ideas for activities that other people our age would enjoy.

Personally, my favourite part of this time was seeing these ideas take shape and knowing that our ideas were valuable to the community. Junior Board and Stemettes in general have also provided me with platforms to speak. For example, I was recently given the chance to speak about my journey with Stemettes at the beginning of an event. This gave me the chance to create my own presentation and speech and deliver it to a large audience, which really helped to boost my confidence and public speaking skills.

I am so grateful for the chance to meet so many inspirational women in STEM at events that, as the chair, I was fortunate enough to be invited to, one of them being the Founder of Stemettes herself, Anne-Marie. She's inspired me ever since I was young and continues to do so! Thank you so much for this amazing opportunity, Stemettes and the SFJB have really shaped me as a person.

Soraya

Case Studies

Case Study

Stemettes at Home

The Power of Community

Stemettes has had a transformative impact on Shanaj's family, fostering a shared love of STEAM and creating ripple effects in their community. As a mother to three daughters – Samiyah, 19, Aiza, 14, and Yusra, 9 – Shanaj describes how Stemettes has enriched their lives. "Our daily routine has been profoundly transformed thanks to Stemettes and the involvement my girls have had thus far," she shares.

Samiyah began her journey with the Stemettes Mentoring programme, Student to Stemette (STS), in 2022 during her A Levels. Aiza actively participates in Stemettes events, bringing friends along, while Yusra, a former Stemettes Futures Junior Board member, passionately shares her experiences with friends, teachers, and neighbours. "Yusra's enthusiasm is infectious, making STEAM more approachable and relevant to everyday life," says Shanaj.

At home, Stemettes has inspired family activities like coding, experimenting with gadgets, and chemistry projects. "We've turned our home into a hub of creativity

and collaboration," Shanaj explains. The family even plans to host local STEAM activities, motivated by Yusra's passion.

Sustainability has also become a key focus for the family. After a Stemettes event exploring recyclable materials, Aiza and Yusra initiated projects at home and school, promoting renewable resources and clean energy. "Stemettes has sparked our interest in sustainability, making it a part of our everyday conversations and actions," Shanaj notes.

For Shanaj's family, Stemettes has turned individual curiosity into collective action. "It's amazing how one person's passion can change perspectives, turning STEAM from a niche interest into a shared community focus."



Stemettes in Schools

Driving Change Through Creative STEAM Projects

We understand the important role teachers have in a young woman or non-binary person's STEAM journey. To support their work in 2024, we provided teachers with STEAM resources and newsletters plus engaging directly with students through school STEAM events, STEAM clubs, and visits to our corporate partners.

Our Stemillions STEAM Club is designed to engage students, spark curiosity, and celebrate diverse role models in STEAM through hands-on activities. Each school receives 10x 1-hour activity sheets along with all the materials for students to tackle



STEAM-related tasks. The activity sheets are mapped to the curriculum and structured like a menu, featuring a “Starter” to introduce a role model, a “Main” with two STEAM activities, and a “Dessert” to reflect on learning outcomes.

At Northgate Primary School, the Stemillions STEAM Club, led by teacher Helen Land, has been a source of pride and inspiration for students and staff alike. Helen shared how much the students enjoyed the practical activities, which allowed them to investigate real-world concepts and build projects using materials provided by Stemettes. They even created a vibrant wall display titled ‘Our Stemillions Science Club for Year 5 Girls, where we are learning about different scientists and their jobs each week.’ This display, featuring images of the students building projects and engaging with activities, captured the excitement and dedication of the club members. Both Helen and the Stemillions club students involved were clearly proud of their work, using the display to showcase their progress and achievements to the wider school community.

Beyond the activities, an unexpected benefit of the club was its impact on social dynamics within the group. Students who were typically quieter found their voices in the smaller, supportive setting. **“The girls worked with different people than usual. Quieter girls were more confident to speak out in the smaller group,”** Helen observed. This boost in confidence and collaboration highlights the broader value of the Stemillions programme beyond academic learning.

The club’s structured yet flexible format also stood out. With teacher’s notes linked to the national curriculum, Helen could easily incorporate activities into her lesson plans. The students embraced the **“fresh and exciting way to explore STEAM”** emphasising how these experiences captured their imaginations, while the certificates and prizes added an extra layer of motivation.

“The girls really enjoyed the special status of the club”

Helen - Teacher

When asked if she would run the club again, Helen’s response was a resounding yes. **“The girls really enjoyed the special status of the club,”** she explained, highlighting the importance of making learning engaging and meaningful, as well as the vital role of teacher collaboration in creating impactful, confidence-boosting STEAM experiences, and leaving a lasting impression on both students and educators. ‘These hands-on projects not only spark creativity but empower young people to see themselves as changemakers in their communities.



Scan here for Primary & Secondary Teaching Resources

Stemettes Online

Overcoming Barriers and Building Pathways to Success

Lenovo's partnership with Stemettes began as a natural alignment with their "Smarter Technology for All" initiative. Recognising Stemettes' Mission of engaging, informing, and connecting young women, and non-binary individuals in STEAM, Lenovo saw an opportunity to make a meaningful contribution toward breaking down systemic barriers in education. "Stemettes' whitepaper, Equitable Curriculum Reform, underscores their dedication to equitable change in STEM representation, making this partnership an ideal match for the Lenovo Foundation," explains Kate from Lenovo.

Over the past three years, the partnership with Lenovo has enabled the running of events across the UK and engaged teachers, young women, and non-binary people from the local communities where Lenovo are based. "These activities inspire young people to see themselves thriving in STEAM careers, and the positive feedback we receive drives us to continue this work."

Lenovo's commitment to CamelCase Diversity, Equity and Inclusion (DEI) is central to its culture, and their engagement with Stemettes has been particularly impactful. "Our Employee Resource Groups (ERGs), like Women in Leadership and Rising Employees at Lenovo, are passionate about driving meaningful change. What makes Stemettes unique is its intersectionality, ensuring inclusivity across gender, heritage, and socio-economic backgrounds."

In 2024, Lenovo donated 40 ThinkPad P14s to Stemettes for use at our sessions, ensuring that all



participants at Stemettes events have access to technology.

"These devices have enabled Stemettes to run their programs nationwide, equipping young participants with the tools they need to explore technology and STEAM subjects. It's about bridging the UK's gender gap in technical fields and fostering a more inclusive future," Kate shares.

Stemettes' effective model lies in its accessibility and adaptability. "Whether through mentorships, remote certifications like IC Agile or PCEP, or hands-on events, Stemettes ensures every participant finds a way to engage that suits them best," says Kate. The organisation's authenticity, championed by role models like Dr Anne-Marie Imafidon, inspires young people to 'walk the talk'.

Through these events, Lenovo's team has gained a deeper understanding of the challenges young people face in STEAM, particularly those from underrepresented backgrounds. "The impact reports provided by Stemettes are invaluable, shining a light on participants' demographics, including heritage, free school meal eligibility, and



parental involvement in STEM. This has made us more empathetic and motivated to create real change."

Looking forward, Lenovo is committed to amplifying this partnership's impact. "Diversity fosters creativity. Diverse teams are more innovative and productive. Together with Stemettes, we aim to normalise these messages and champion inclusivity across education, homes, and workplaces. Safe spaces where everyone can thrive will help us cut ties with stagnation and unlock new potential."

"What makes Stemettes unique is its intersectionality, ensuring inclusivity across gender, heritage and socio-economic backgrounds."

Kate - Lenovo

Case Study

Spotlight on Stemettes Mentoring - 'Student to Stemette'

Stemettes offer participants the opportunity to take part in a 4-month mentoring programme where a young person aged 15-25 years old matches with a role model in STEAM. Over 200 young women and non-binary people took part in this opportunity in 2024 and we aim to increase this in 2025.

Grace saw the benefits of the mentoring programme in 2024 which prepared her for the future job market. Through the events and mentorship, Grace has developed essential skills and built invaluable connections.

"The mentorship programme gave me the confidence to pursue motorsport engineering. My mentor continues to inspire me, the opportunities to visit companies, attend motorsport events, and build my network has opened doors I never thought possible."

Through her mentor's guidance and encouragement, Grace gained invaluable skills and connections that she says will shape her future. **"Speaking with people in STEAM and seeing what they've achieved through sheer determination is something I hope to emulate. I've realised I'm capable of more than I thought, and it reaffirmed my passion for STEAM, giving me confidence moving forward."**

Grace's understanding of STEAM careers has broadened significantly through her work with Stemettes.



"STEAM is an exciting, evolving field where you can make a real impact."

Grace - Mentorship Participant

"It's shown me the huge range of roles out there and the exciting opportunities the field offers. The potential for growth and innovation is incredible." Reflecting on her experiences, Grace finds the most rewarding aspect is seeing how these opportunities have not only helped her but also others. **"Seeing how the opportunities created help others reach their goals, and hearing industry professionals discuss the positive impact on their teams and future talent pipeline, is truly inspiring."**

Her advice to other young people is simple: **"Just go for it. You don't have to be certain—it's about being curious and following your passions. STEAM is an exciting, evolving field where you can make a real impact."**

From mentorship to hands-on opportunities, Grace has connected with inspiring role models, made amazing friends, and built a strong network.



"I've stayed in touch with my mentor, gained work experience with Mercedes, and had the chance to meet incredible people, these experiences continue to inspire me to work hard and achieve my goals."

Case Study

Building Confidence, Shaping Futures

Volunteering with Stemettes has been an incredibly fulfilling experience for Megan, from Thales UK, who discovered the organisation through her company's internal volunteering page. "As a woman in STEAM, I was eager to inspire younger generations and become the role model I wished I had during my school years," she explains. Taking part in a school event at a local Thales site was the perfect opportunity to begin this journey.

What resonated most with Megan was Stemettes' mission to eliminate barriers to STEAM careers for underrepresented groups. "By showcasing a diverse range of engineers, Stemettes demonstrates that anyone can succeed in these fields. This inclusivity is key to changing perceptions and fostering diversity." The supportive atmosphere has also empowered her personally. "Being part of a community that uplifts each other strengthens my confidence as a woman in STEAM and enhances my sense of belonging."

Volunteering with Stemettes has contributed significantly to Megan's professional development. "Speaking to a large audience for the first time at an event improved my public speaking skills and boosted my confidence – a vital skill as I progress in my career." The experience has also helped her overcome imposter syndrome. "By thriving in a male-dominated



environment, I'm paving the way for myself and future women in engineering."

One particularly impactful moment came during a two-day Cybersecurity certification course. "At the end of the event, a participant shared that they had been unsure about their career direction but left inspired to pursue cybersecurity. Knowing we helped empower that decision made my contributions truly rewarding."

Stemettes' inclusive and hands-on approach makes STEAM accessible and engaging. "Watching participants present the apps they'd designed during a school session was unforgettable. Their excitement and sense of achievement reminded me why this work is so important."

To anyone considering volunteering, she says, "It's a fantastic opportunity to make a meaningful impact while developing key skills in an encouraging and dynamic setting." Looking ahead, she hopes Stemettes will expand its outreach. "I'm excited to continue supporting their mission by sharing my experiences and encouraging others to get involved."

Reflecting on the broader impact, Megan believes every young person empowered through Stemettes contributes to a more diverse and innovative future. "By sharing my journey, I'm helping to inspire the next generation and show how diverse perspectives enrich STEAM. That's how we create real change."



“Being part of a community that uplifts each other strengthens my confidence as a woman in STEAM”

Megan - Thales UK

Donate

Stemette Futures works alongside non-profit Stemettes. Do you want to donate your time or space instead? See how you can become a partner.

stemettes.org/donate

Volunteer

Discover the difference you can make - join us in creating positive change through volunteering. Sign up today.

stemettes.org/volunteer

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