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Annual Impact Report 20/21  The Year in Numbers

**Who?**

- **52,336** young people reached over seven years since inception in 2013
- 95% Female
- 2% Non-Binary
- 21% of event attendees were on Free School Meals
- 48% didn’t have any parents who work in STEM.
- **2,500** views of our site per month by increasing online content to support events & cohorts.

**What?**

- **15** interventions were run
- **2,326** hours spent in total across interventions
- **3,000+** young people across 16 countries joined STEM Made 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 Stemmilius 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

Engaging all regions across the UK and 12 other countries internationally:
- Bermuda, France, Canada, Czech Republic, India, Mexico, Italy, Kuwait, Lebanon, Malaysia, Nigeria, Spain, USA and Zimbabwe.
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 TeamStemette 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 TeamStemette 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!

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.
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 Stemette (STS)
- **Cohort**
  - More-than-mentoring for over 15s, who gain a personal mentor, career-building opportunities and a strong network.

### 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.

### Leadership Academies
- **Cohort**
  - Participants gain leadership skills with a group of peers and from a series of role models.

### 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.

### STEM Mode In
- **Event**
  - Virtual series of events for 13 weeks in first lockdown (March – June).

### 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.

### Panels
- **Event**
  - Participants meet a panel of STEM role models followed by a Q&A session and speed networking.

### The Stemette 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
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.

“Theirs 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
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
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.
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.

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.
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.

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

Our Valued Partners in 2020:

“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

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- Stemettes Society Member
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