2018 SUMMARY & 2019 GOALS

Prepared By

Ananya Asthana
Founder and President of WiSTEM
I founded WiSTEM in 2017, as a high school club with the goal of increasing the number of girls in higher-level STEM classes. We have stayed true to this core mission of mine over the last year and a half, even as we have grown from a 10-person club at my school into a national organization now with nearly 500 girls across 18 chapters and 9 states.

We want to make an impact by working with young women, empowering them to pursue their passion and laying the foundation for equity in the future. We are taking a unique approach to this: we are building a social network for high school girls. These girls serve as mentors for elementary school girls, and are mentees themselves learning by connecting with university students and professors. We are privileged to be guided by a National Advisory Council made up of leading women in the field who have generously donated their time and judgment to guide our growth.

As research on gender disparity in STEM emerges, it is clear that the gap is not driven by the intrinsics of young women, but by social expectations, lack of role models and inspirational stories. I sincerely hope that with the work we’ve done and will continue to do, we have created a movement for girls of all ages to realize their untapped potential.

Ananya Asthana
FOUNDER/PRESIDENT
Women in STEM, in its first complete year, expanded significantly. In this summary, we have included the main areas of our growth and are looking ahead to what we aim to accomplish in 2019.

**National Expansion**
There are now 18 WiSTEM chapters encouraging high school girls nationally to pursue STEM.

**Chapter Initiatives**
Chapters held over 70 events in 2018, including mentorship meet & greets, networking events, and outreach demos.

**Recognition and Social Media**
WiSTEM developed a website and a social media platform on Facebook & Instagram. We were recognized by World Business Chicago.

**Fundraising and Partnerships**
Chapters raised money and corporations demonstrated interest in sponsorship.

**2019 Goals**
We will focus on expanding our reach, analyzing our impact, and building institutional partnerships.
NATIONAL EXPANSION

18 high school chapters
463 members across the country
9 states

Alpharetta HS (GA)
Bronxville HS (NY)
Culver Academy (IN)
De LaSalle HS (IL)
Dwight-Englewood (NJ)
Eagan HS (MN)
Kenwood HS (IL)
Latin School (IL)
Los Altos (CA)
Lyons Township (IL)
Parker (IL)
Phoenixville HS (PA)
Radnor HS (PA)
San Diego HS (CA)
St. Ignatius (IL)
Thayer Academy (MA)
UChicago Lab (IL)
Walter Payton (IL)
IMPACT

Our progress by the numbers – looking at chapters created, events held, and followers gained to measure how we’ve scaled our efforts and create impact.

2x+

Growth from 2017 to 2018 - going from 8 to 18 chapters in a year. We also expanded our reach from 5 to 9 states.

202

Participants in our mentorship program. We pair high school girls with university mentors based on matching interests to foster individual inspiration.

71

Events held in 2018, including outreach to elementary schools, attending panels, mentorship meet & greets, and more.

635

Followers on our social media. We developed a digital presence through social media platforms and a website at womeninstem.org.
CHAPTER AMBASSADORS

Ambassadors, the leaders of individual chapters, are the core team that work together to create an effective and sustainable leadership structure.

#MEETAMEMBER

Every week, we feature a chapter ambassador or WiSTEM member with the #MeetAMemberMonday. Our individual chapter ambassadors work to run WiSTEM clubs at their schools with unparalleled enthusiasm and dedication. Each ambassador also submits Chapter Updates every 6-8 weeks, which allows the executive board to respond to new challenges and goals as quickly as possible. With open communication, frequent check-ins, and strong leadership on all levels, we are able to ensure the effectiveness of all our initiatives.

Isa Kessinger  
Alpharetta HS (GA)

Isabella Dibbini  
Bronxville HS (NY)

Sherry Xie  
Culver Academy (IN)

Alexandra Brist  
De LaSalle HS (IL)

Linda Chen  
Dwight-Englewood (NJ)

Rani Shah  
Eagan HS (MN)

Caroline Conforti  
F.W. Parker (IL)

Antoinette Raggs  
Kenwood HS (IL)

Hannah Davis, Jessica Flohr  
Latin School (IL)

May Jiang  
Los Altos (CA)

Mimi Goodridge  
Lyons Township (IL)

Penelope Pappas  
Phoenixville HS (PA)

Anika Jaswal  
Radnor HS (PA)

Hannah May, Sonia Redon  
San Diego HS (CA)

Rhiannon O’Keefe  
St. Ignatius (IL)

Sophia Ubertalli  
Thayer Academy (MA)

Ananya Asthana  
UChicago Lab (IL)

Ema Takahashi  
Walter Payton (IL)
We want to thank our National Advisory Council for serving as an external body of expertise and guiding WiSTEM’s charter and progress.

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Maryam Zaringhalam</td>
<td>500 Women Scientists</td>
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<tr>
<td>Auden Ehringer</td>
<td>Amazon Lab126</td>
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<tr>
<td>Miranda Swanson</td>
<td>Cornell University</td>
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<tr>
<td>Melissa Franklin</td>
<td>Harvard University</td>
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<tr>
<td>Sarah Rugheimer</td>
<td>Harvard University, University of St. Andrews</td>
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<tr>
<td>Jolena Zabel</td>
<td>Kakenya's Dream</td>
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<td>Amy Iler</td>
<td>Northwestern University</td>
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<td>Emily Easton</td>
<td>University of Chicago</td>
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<td>Young-Kee Kim</td>
<td>University of Chicago</td>
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<tr>
<td>Veronica Galvin</td>
<td>Women in Science at Yale</td>
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Our National Advisory Council features successful female professors, professionals, and graduate students that are committed to improving WiSTEM. We look to them for guidance and are incredibly lucky to have them as a guiding force as we build our organization. The affiliated institutions include Harvard University, Amazon Lab126, and 500 Women Scientists among other fantastic universities and organizations striving to achieve diversity and equity. We are looking forward to learning even more from them in 2019 as we expand our reach.
CORE INITIATIVES

Our chapters all participate in our three main initiatives: outreach, mentorship, and networking. These three initiatives connect high school girls to different stages of the "leaky pipeline," from elementary school to the workplace.

OUTREACH

Experimenting with her slime, a third-grader shows other attendees of WiSTEM's first Science Saturday in Chicago a way to make it stretchier. Science Saturday and other similar outreach events foster an excitement for discovery at an early stage. Through hosting demonstrations and workshops, we offer opportunities for interacting and engaging with scientific material without the fear of failure. These initiatives promote persistence when problem solving and promote STEM as an accessible topic for lower and middle school students.

MENTORSHIP

Discussing possible internship opportunities, a high school sophomore, Kaley Qin, connects with her mentor, Melis Ozkan, from the University of Chicago. Our mentorship program builds a bridge between high school and university students to guide our members and empower them to pursue STEM in college. By outlining the steps they took, mentors are able to advise their mentees on the best ways to balance work, face sexism, and more through their multiple quarterly meetings. Our mentorship program works with six universities nationally.

NETWORKING

Visiting the Thornton Tomasetti construction site in New Jersey, the Dwight-Englewood chapter, led by Linda Chen, poses for a picture with the civic engineers who made the project possible. This was a fantastic opportunity for young women to see STEM applied in the professional world, especially as they also engaged in design challenges during the field trip. Building relationships with successful women in the professional world allows for us to showcase role models in various STEM-related fields and industries.
FEATURED CHAPTER EVENTS

A collection from chapter events we hosted over the past year. Our three main initiatives: outreach, mentorship, and networking were explored by all the chapters. All our events aim to make STEM more approachable, build a social network, or spark interest in new fields.
CHICAGO SISTER CITIES PRESENTATION

Speaking at the Motorola Solutions Office in Chicago, Ambassadors Antoinette Raggs, Ema Takahashi, and Ananya Asthana (left to right) present Women in STEM to 26 young global female ambassadors (aged 14-16) from 18 different countries on July 24, 2018. As a program sponsored by Chicago Sister Cities, Global Youth Ambassadors promotes feminism and leadership for a one-week summer program. WiSTEM representatives spoke about their mission and initiatives to demonstrate how they translated a passion for advocacy into concrete change.

CASE STUDY:
FULL STEAM AHEAD

"CSC’s Global Youth Ambassadors Leadership Summit is something I’ll cherish forever and constantly be inspired by. It showed me what it meant to be connected to other girls with diverse experiences and motivated me to build relationships. I was inspired to make a difference and take a social, community-based approach.”

Ananya Asthana
Founder, Women in STEM
Student, University of Chicago Laboratory Schools

WORLD BUSINESS CHICAGO ANNUAL REPORT

Women in STEM was featured in World Business Chicago’s 2018 Annual Report as a Case Study (p.29) for successful young female leadership with a focus on our founder, Ananya Asthana. World Business Chicago is a non-profit that drives inclusive growth and promotes Chicago as a leading global city. WBC’s lead sponsors include JPMorgan Chase, Microsoft, United Airlines, University of Chicago, and more. This Annual Report was distributed to their sponsors, Board of Directors, and other affiliated groups and partners.

RECOGNITION

We were also featured by Million Women Mentors and chapter school newspapers. Moving forward, we’re hoping to expand our reach to different communities through additional speaking engagements and opportunities to spread the word.
UNIVERSITY AND CORPORATE PARTNERS

Without support from universities and corporations, WiSTEM would be unable to successfully implement its initiatives. For our mentorship program, we have partnered with six universities: University of Chicago, Northwestern University, UC San Diego, Notre Dame, Columbia University, and University of Illinois at Chicago. We have also looked to corporations for guidance as we created our initiatives.
TOP 9 OF INSTAGRAM

Our most liked pictures on Instagram. Our posts featured mentorship events, guest speakers, #MeetAMemberMonday posts, and club advertisements, spreading the word of WiSTEM’s mission and events.
2019 GOALS

Looking ahead, WiSTEM has three main goals that we would like to achieve: impact research, non-profit grants and sponsorships, and network expansion. Accomplishing these objectives in the coming year will allow us to improve our initiatives and expand our reach.

IMPACT RESEARCH

As WiSTEM expands further, it’s imperative that we analyze the effectiveness of our program. This year, we will survey our chapters to see what has proven to be successful and what we can improve. Gathering and analyzing the impact data will inform our current practices and improvement efforts. It will allow us to demonstrate that early-stage interventions can make a difference in encouraging young women to pursue fields that they had not previously considered.

NON-PROFIT GRANTS AND SPONSORSHIPS

Fundraising for nearly 500 girls can be difficult to do on an individual-school basis, which is why WiSTEM wants to incorporate as a non-profit. With this as a goal, we have formalized a leadership structure for the organization. Centralized funding for our initiatives will enable us to host larger-scale events. Additionally, we hope to apply for grants from foundations, seek corporate sponsorships, and build university partnerships to create a stronger network and galvanize more support for our organization.

NETWORK EXPANSION

This past year, we were able to speak to a group of young global female leaders, and we realized that tackling a global issue requires diverse perspectives from beyond the United States. We are working on going global by setting up chapters in Birmingham, UK and Shanghai, China. Along with this, we would love to reach as many schools as possible through more speaking engagements and publicity efforts in order to magnify our impact.