

# Welcome!

## NGCP National Webinar:

# Leveraging Collective Impact to Support STEM Programs and Resources

Please respond to the poll on your screen



National Girls  
Collaborative Project







# Leveraging Collective Impact to Support STEM Programs and Resources

September 29, 2022



# NGCP Vision

The vision of the National Girls Collaborative Project is to **support and create STEM experiences** that are as **diverse as the world we live in.**





# Our Goals

Connect + Create + Collaborate

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.



# Defining Collective Impact

Collective impact is a network of community members, organizations, and institutions who advance equity by learning together, aligning, and integrating their actions to achieve change.





# Speakers



**Dr. Michael D. Smith**

NGCP Board Member  
The PEER Group



**Alyssa Na'im**

Education Development Center (EDC)



**Evangeline Ambat**

Education Development Center (EDC)



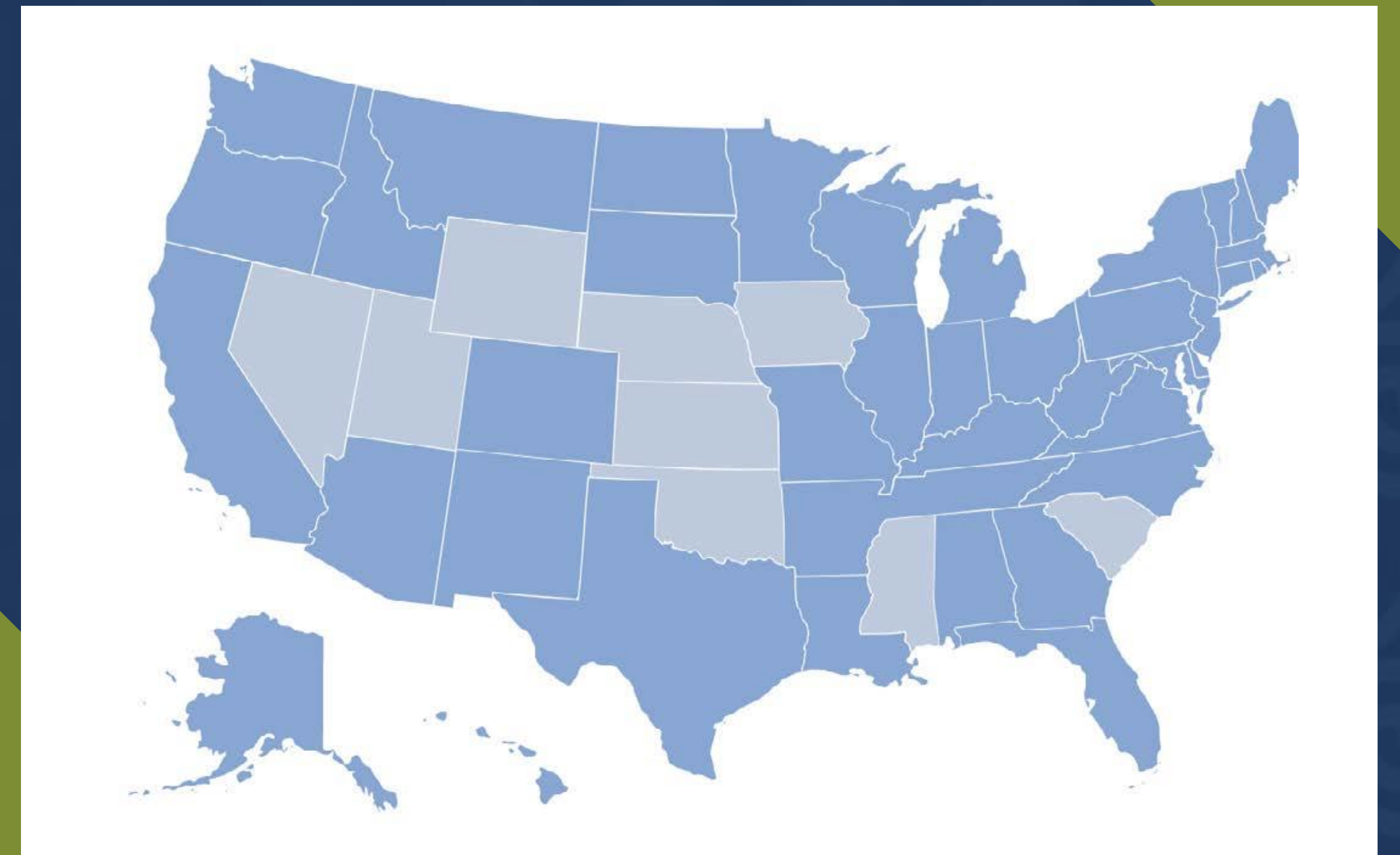
**Brittany Brady**

National Alliance for Partnerships in Equity



# A National Network Of Collaborative Teams

- NGCP programs and partners are in every state
- With 33 Collaboratives that support 41 states
- Together, we facilitate collaboration across 42,500 organizations
- Serving 20.2 million girls and 10 million boys





# Connect + Create + Collaborate

Collective impact brings people together in a structured way to achieve significant and lasting social change.

- Government
- Business
- Philanthropy
- Non-profit organizations
- Citizens (Volunteers)





# Connect + Create + Collaborate

## Introduce a Girl to Engineering Day

- *DiscoverE*
- *Congressional Women in STEM Caucus*
- *Girl Scouts of the USA*
- *Coalition Members and Sponsors (Nationwide)*



DISCOVER  
GIRL DAY  
FEBRUARY 23, 2023





# Connect + Create + Collaborate



 National Girls  
Collaborative  
Project







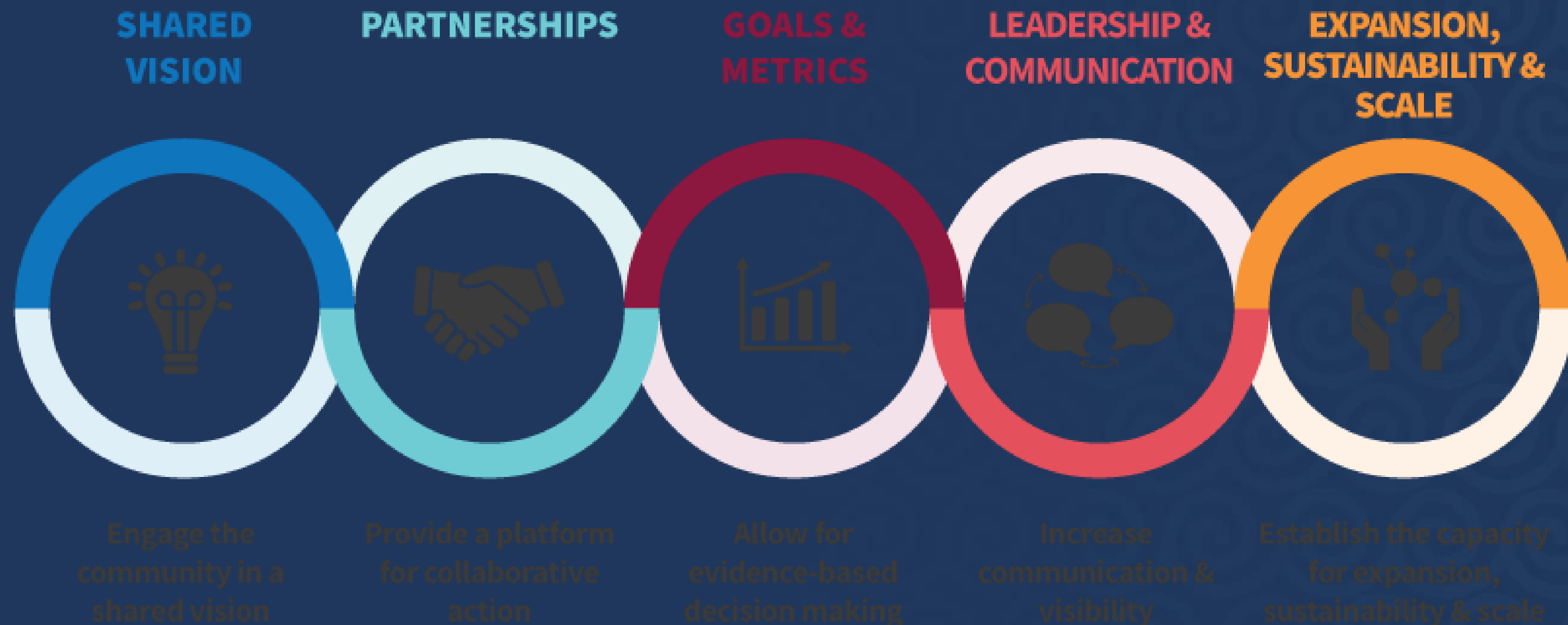
# NSF INCLUDES Initiative

- One of NSF's 10 Big Ideas
- Networks and partnerships strengthen broadening participation
- Catalyze the STEM enterprise to work collaboratively for inclusive change
- Increase participation of those who have been historically excluded and/or under-served in STEM





# NSF INCLUDES Five Design Elements of Collaborative Infrastructure





# Overlap of Elements of Collaborative Infrastructure and Network Model Distinctions


<b>Elements of Collaborative Infrastructure</b>	<b>Collective Impact</b> (Kania & Kramer, 2011)	<b>Network Improvement Communities</b> (Bryk, Gomez, & Grunow, 2011)	<b>Network Functions</b> (Hearn & Mendizabal, 2011)	<b>Network Capacities</b> (Collective Mind, 2019)
<p><b>Vision:</b> Creating a common understanding, agenda, and future in addressing the challenges of broadening participation.</p>	<p><b>Common Agenda:</b> Collective impact requires all participants to have a shared vision for change, one that includes a common understanding of the problem and a joint approach to solving it through agreed upon actions.</p>	<p><b>Forming a Shared Language Community:</b> A common language is organized for the diverse efforts occurring within a design and development community. Highly independent activities may occur across time and space, but the overall endeavor now coheres.</p>	<p><b>Community Building:</b> Enables networks to build shared visions among diverse stakeholders, play a role in building cohesive, mutually supportive communities characterized by strong ties, set and diffuse norms and standards and encourage participation by increasing trust among members.</p>	<p><b>Shared Purpose:</b> The visionary goal around which strategies are defined, people are mobilized, and activities are established and harmonized.</p> <p><b>Culture:</b> The network's operating philosophy including shared values, norms, attitudes, and practices of both individuals and groups.</p>

NSF INCLUDES National Network [includesnetwork.org](http://includesnetwork.org)

NSF INCLUDES Coordination Hub

**RESEARCH**

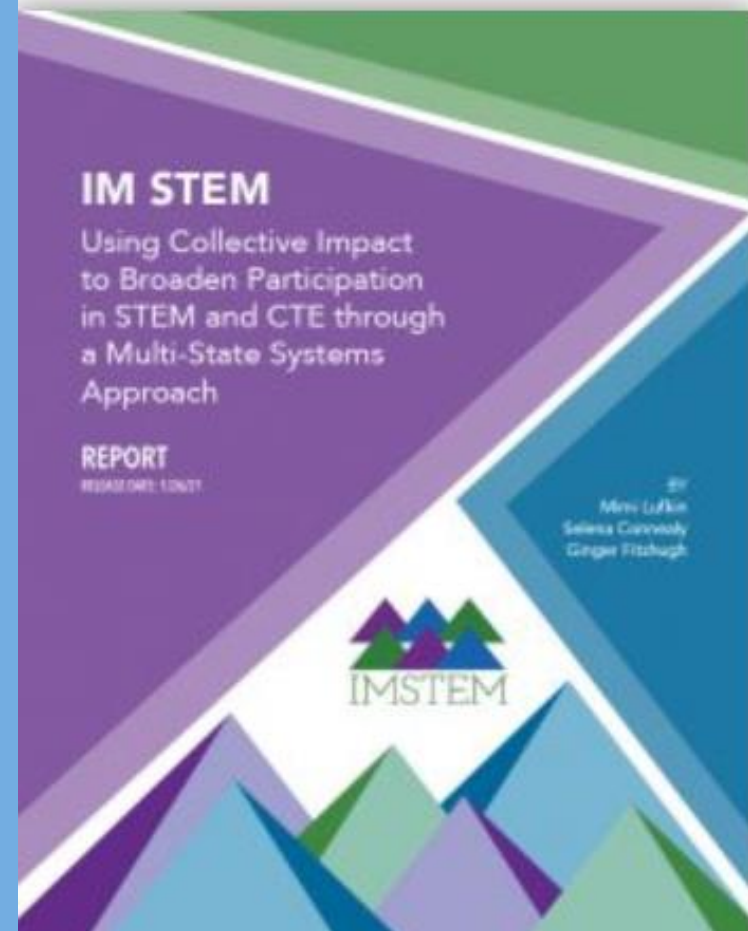
**Mapping the Common Collaborative Change Models to the NSF INCLUDES Five Elements of Collaborative Infrastructure**



NGCP

Icons: magnifying glass, atom, DNA helix, triangle, funnel





# IM STEM: Using Collective Impact to Broaden Participation in STEM and CTE through a Multi-State Systems Approach

This report shares the experiences of the members of the IM STEM network as they piloted the use of collective impact as a model for creating state level systems change to impact equity gaps in STEM and CTE. The authors share the success, challenges and recommendations for those who would want to consider implementing a similar model.

[Learn more](#)



## Don't boil the ocean

It is important that as part of the collective impact process to identify very specific outcomes the partners want to achieve. Although it is tempting to change the world, trying to take on an agenda that is too broad can damper enthusiasm and cause partners to wonder what is in it for them. Keep outcomes focused and achievable and be sure that everyone is committed to them. The best way to do this is to revisit the goals often, report progress at regular intervals, and hold everyone accountable.



## Commit adequate resources to support the backbone

Ensuring that your collective impact work continues to make progress requires the support of a backbone entity who can serve as convener, provide staff, and collect and report results. Attempting to do meaningful and significant collective impact work with only volunteer partners can result in uneven effort, disappointed partners, and missed opportunity.



## Get it right from the beginning

The collective impact process requires that all stakeholders contribute to the development of a common agenda and strategic plan. If your collective impact work is started in response to a funding solicitation that requires a complete plan, it should be revisited once the partners are in place. Don't assume that everyone owns the plan if they were not involved in creating it. If possible, secure a planning grant to initiate your collective impact project.



## Build on the strengths of the partners

Take time up front to understand the assets that each of the partners bring to the table and how these assets can be leveraged to support your collective impact work. Make an asset inventory part of your planning efforts and have partners formally commit to having these assets available. Revisit the inventory often and update when new partners join or leave the network. This will help ensure that the right people and organizations are at the table and that they bring more than a passion for the common agenda. Be sure that all partners have a meaningful role to play and are responsible for some aspect of the work to give them ownership and a reason to be engaged.



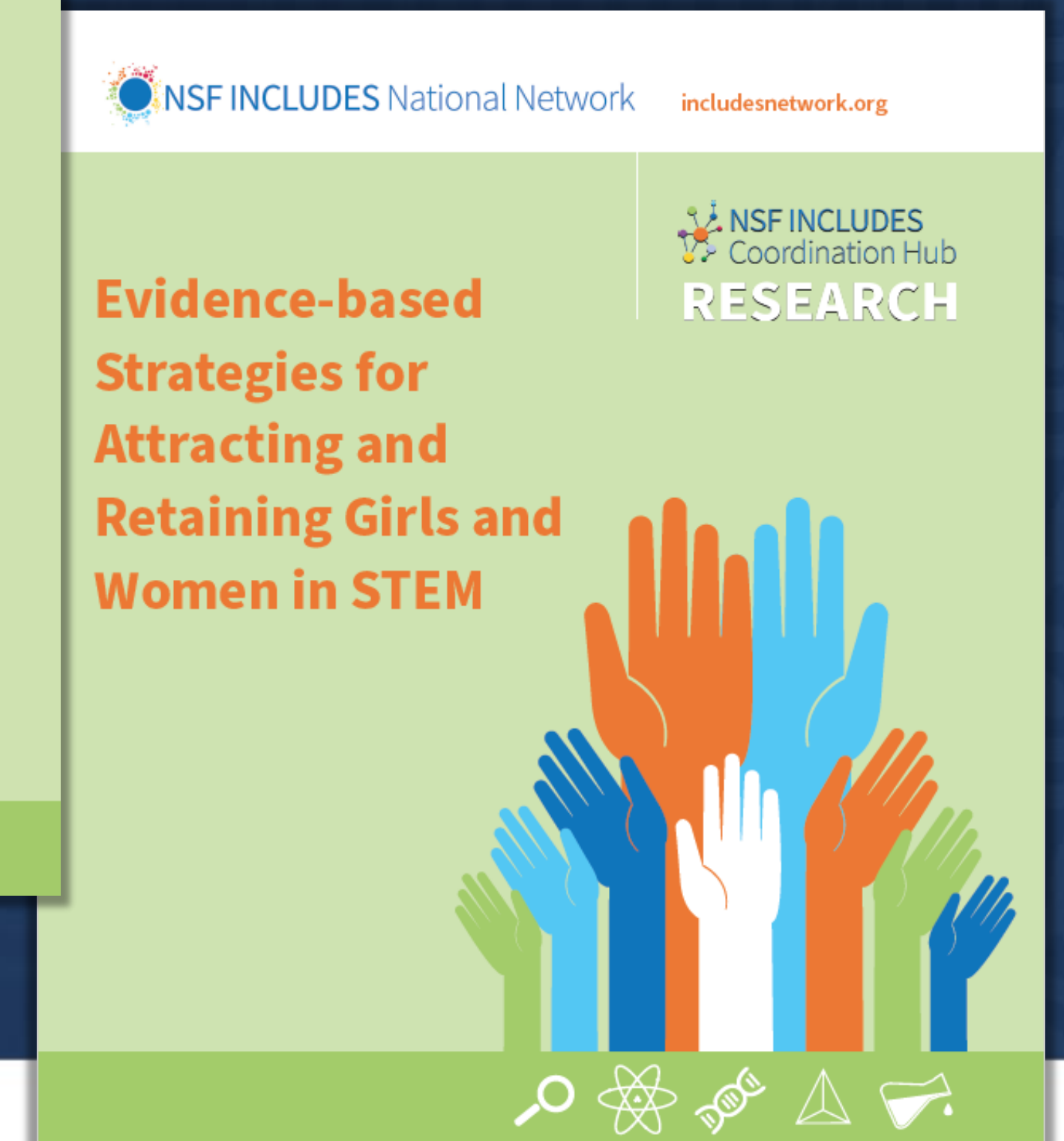
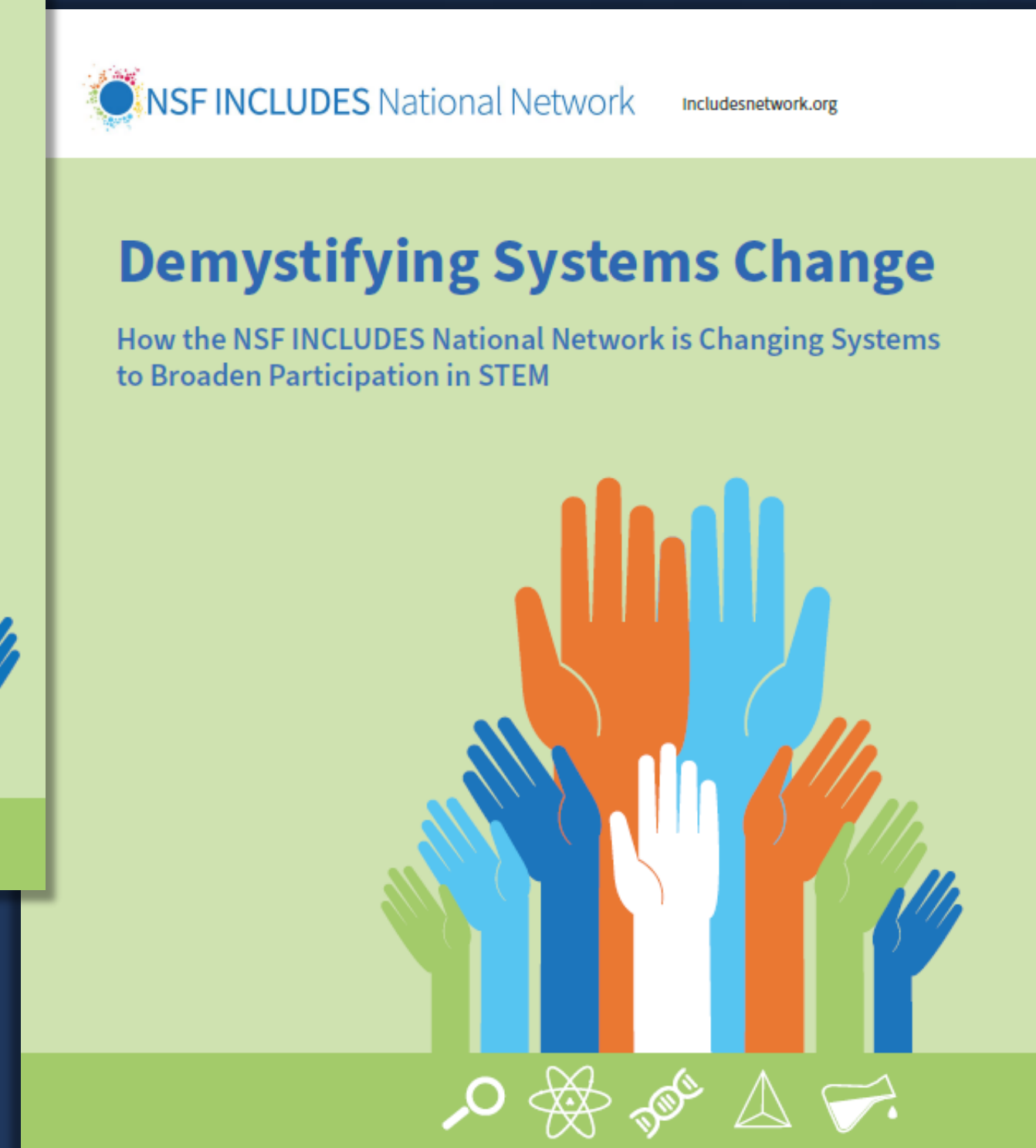
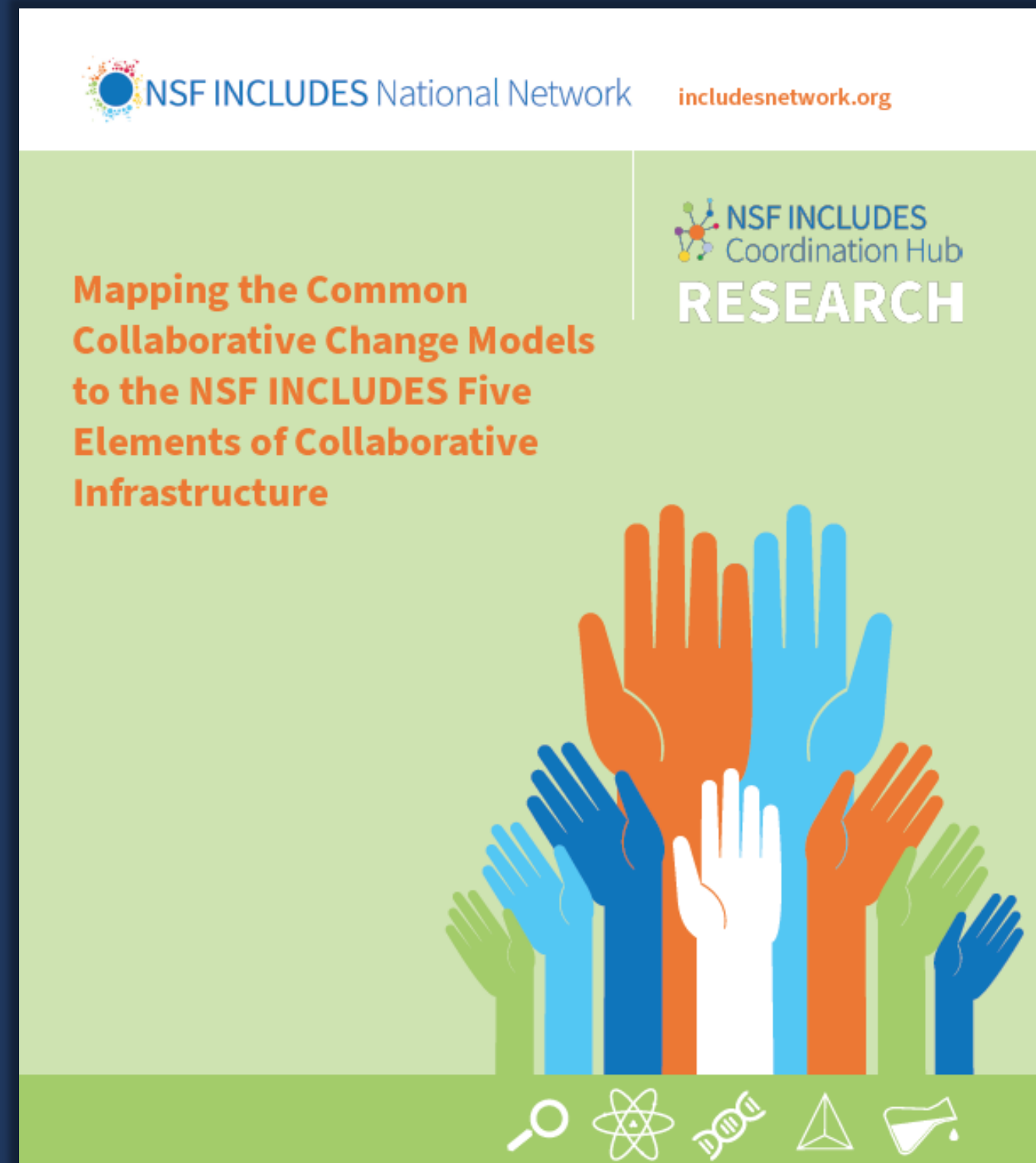
## Stay true to your common agenda

Once a common agenda has been set by the partners, take the time to revisit it regularly to ensure that the partners reinforce their commitment to it. Revisiting your agenda will also provide an opportunity to determine if it still fits the partners that are engaged. Having diverse partners with different areas of expertise and perspective can be valuable for bringing creative solutions to the table, but it can also increase the possibility that your agenda may shift or broaden. Be sure that all activities of the network align with the common agenda and support the network's vision.

## Take time to do this work – Be patient



# Useful Resources





**Thank you!**

***Connect with the NSF INCLUDES National Network!***

Join and Explore: [www.includesnetwork.org](http://www.includesnetwork.org)

Follow Us on Twitter: [@NSFINCLUDESHub](https://twitter.com/NSFINCLUDESHub)

Questions? Email the NSF INCLUDES Coordination Hub:  
[nsfincludeshub@sri.com](mailto:nsfincludeshub@sri.com)



# Leveraging Collective Impact to Support STEM Programs and Resources

Brittany H. Brady, Ed.M., CAP®  
September 29, 2022



**National Alliance for Partnerships in Equity**  
Napequity.org



# Our Focus for Today



**Leveraging collective impact** to maintain **interest and participation of girls in STEM** through **collaboration**.

## **For Your Reflection:**

What does collaboration mean to you? What words come to mind when you think of the word collaboration?

# THE OPPORTUNITY AND NEED

These gaps persist across race and socioeconomic status.

## Women are underrepresented among graduates in math, physical science, engineering and computer science

% of degree recipients at each level who are women

	Bachelor's	CHANGE SINCE 2014	Master's	Research doctorate	Professional doctorate
All degrees	58%	+1 pt	63	55	55
STEM degrees	53	+1	60	48	58
Health-related	85	0	83	77	58
Life science	61	+4	58	53	
Mathematics	42	-1	36	25	
Physical science	40	+1	37	36	
Engineering	22	+2	27	28	
Computer science	19	+1	29	23	

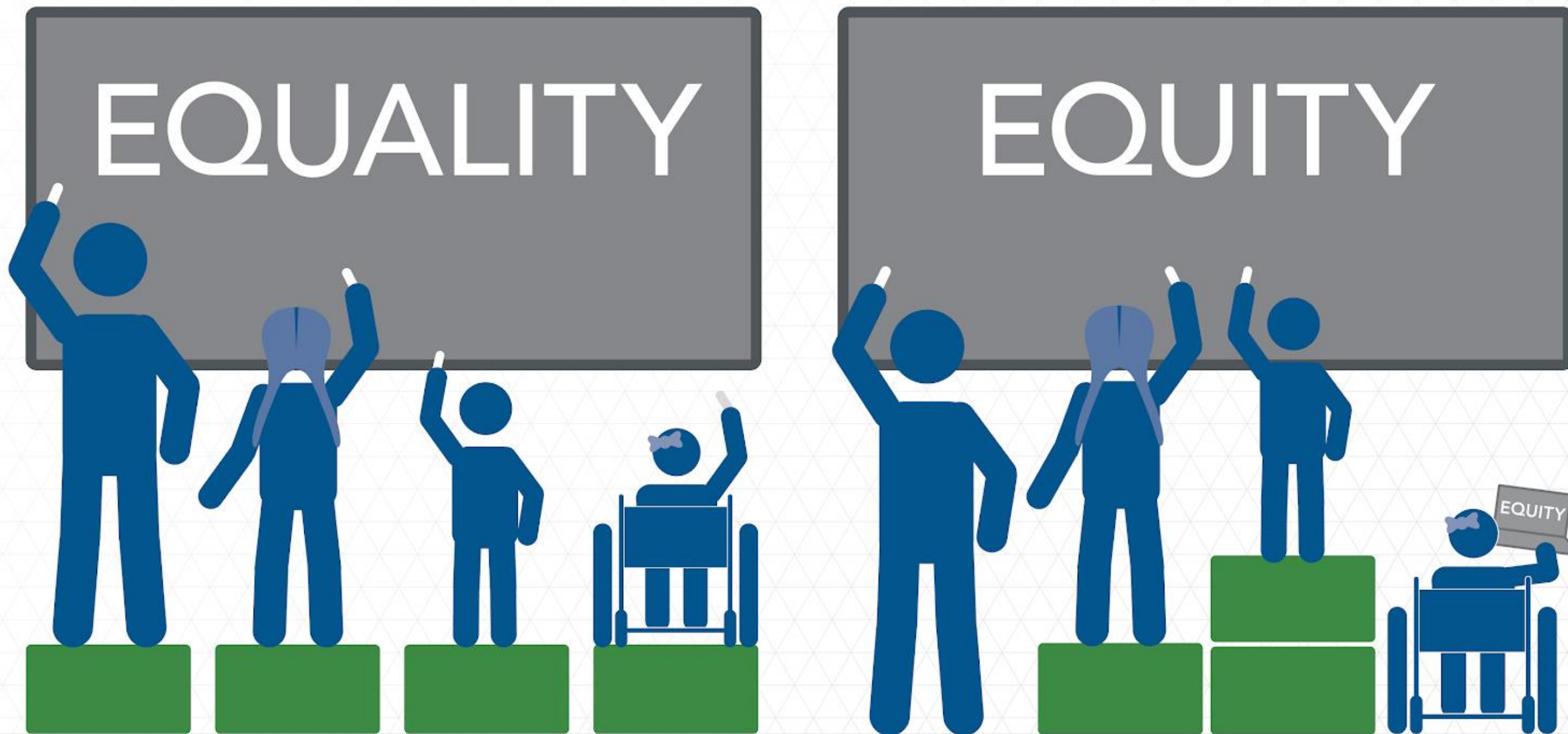
Note: Degrees awarded for all fields and science, technology, engineering and math fields (STEM) based on U.S. citizens and permanent residents. Engineering includes architecture.  
 Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System analyzed using the National Center for Science and Engineering Statistics Interactive Data Tool, 2017-18 school year.  
 "STEM Jobs See Uneven Progress in Increasing Gender, Racial and Ethnic Diversity"

PEW RESEARCH CENTER



# What does this require?

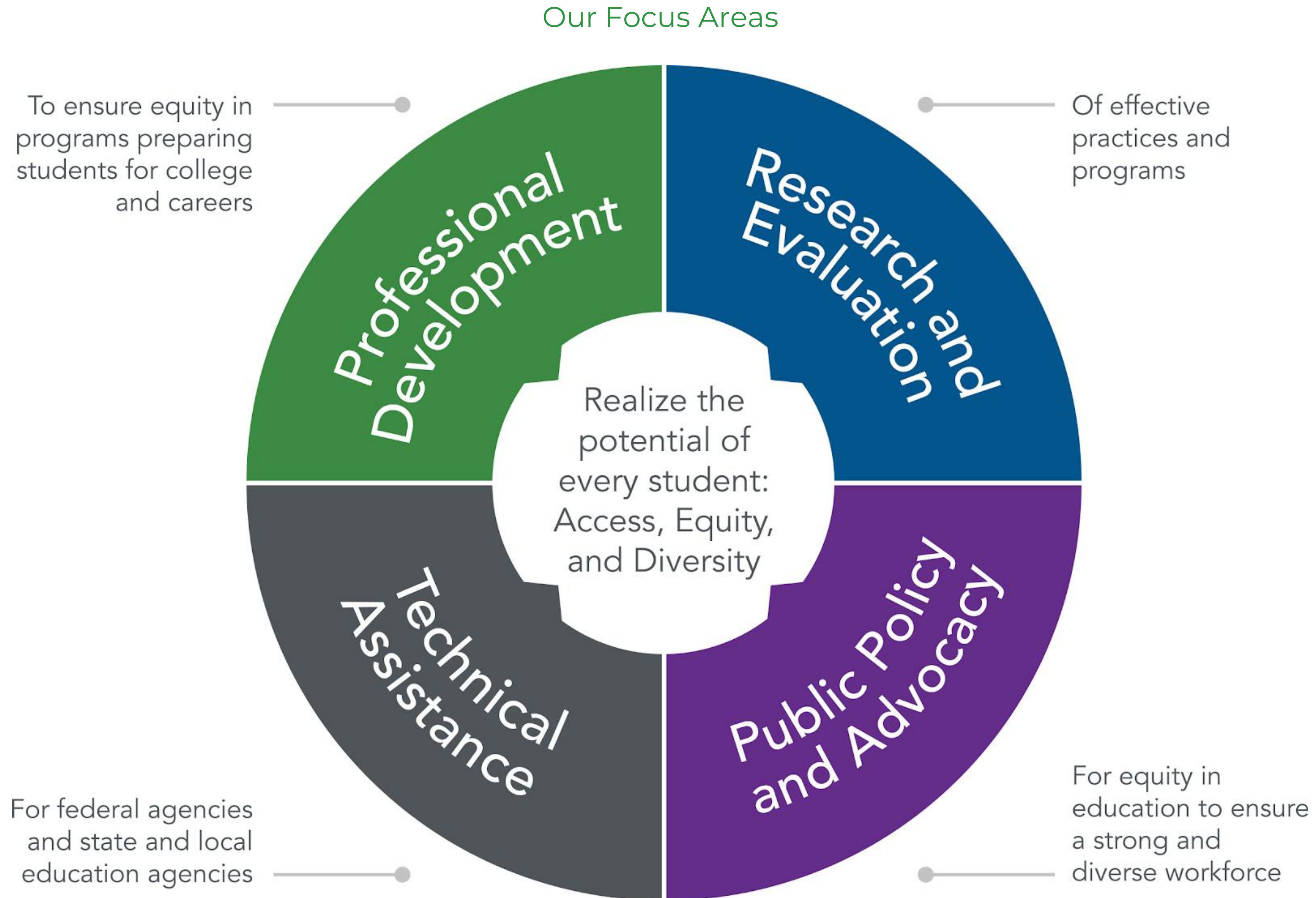
Equity is when every student has what they need to succeed.



National Alliance For Partnerships In Equity | [www.napequity.org](http://www.napequity.org)  
DESIGN BASED ON ILLUSTRATION BY AUDREY AND AUBREY SELDEN



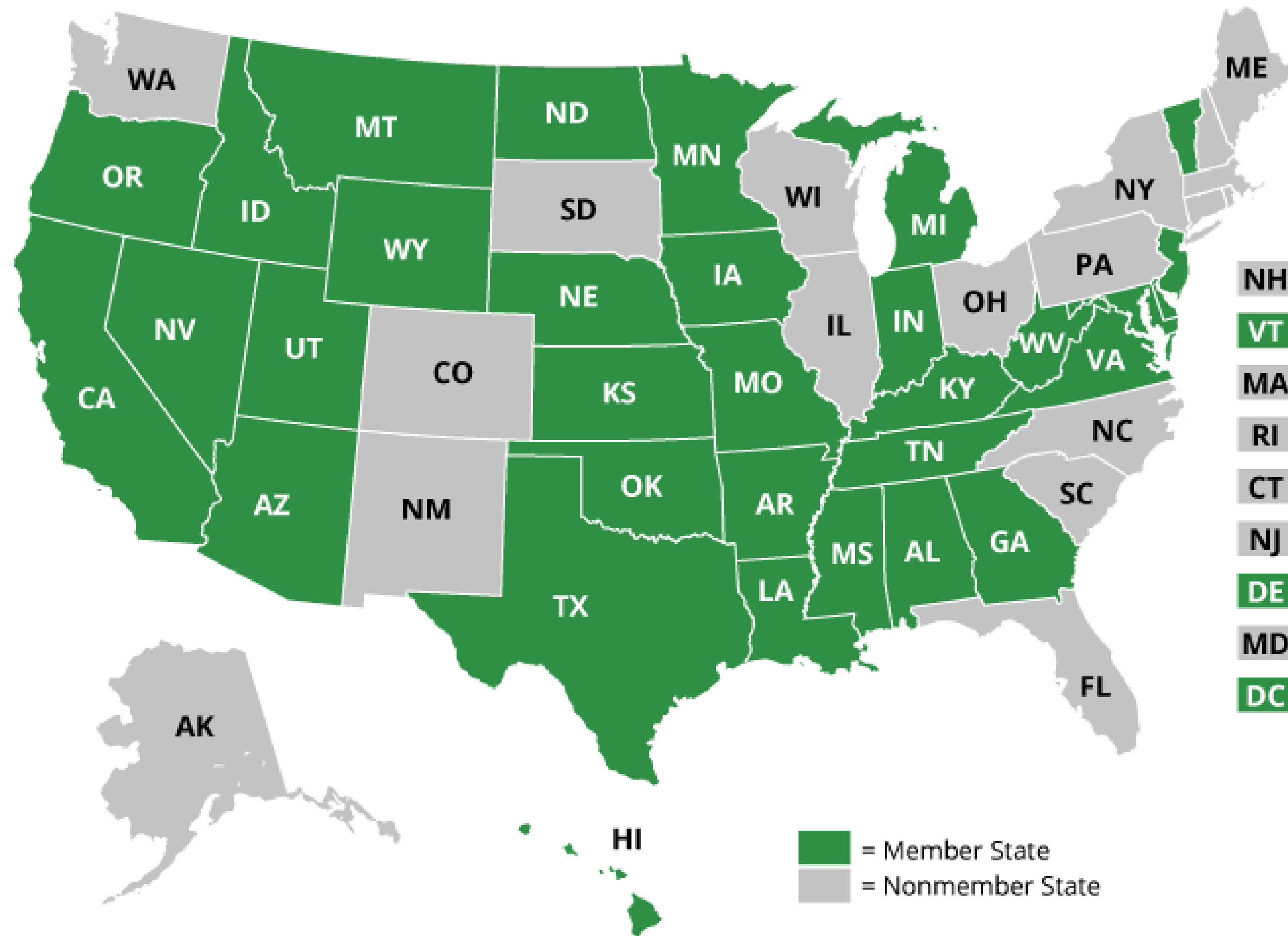
# How does NAPE make an impact?





# Coalition-building Across the Nation

NAPE Members





# Moving This Conversation Forward

## Find Your Entry Point

–How can you collaborate within your role or within your life to increase the number of girls in STEM? Who can you connect? Who can you give to in terms of time, talent, or treasure?

## Learn

–Visit the QR code to learn more about professional development NAPE offers



### Address

320 Commons Drive Suite 324  
Parkesburg, PA 19365



### Tel

717-407-5118



### Web

[Napequity.org](http://Napequity.org)



# THANK YOU



**National Alliance for Partnerships in Equity**  
Napequity.org



# Q & A

We'll take questions from the chat and from people using the 'hand raise' function.



# Upcoming NGCP Events

## Webinar Series: Addressing STEM Stereotypes

- **Addressing STEM Stereotypes with Youth and Young Adults** – Thursday October 13th, 2022 at 11am Pacific / 2pm Eastern
- **Addressing STEM Stereotypes with Young Children** – Thursday October 20th, 2022 at 11am Pacific / 2pm Eastern







**20 YEARS** OF TRANSFORMING STEM

Learn more at [ngcproject.org](https://ngcproject.org)

Contact: [kpetererson@ngcproject.org](mailto:kpetererson@ngcproject.org)