Welcome!

NGCP National Webinar:
Leveraging Collective Impact to Support STEM Programs and Resources

Please respond to the poll on your screen
Leveraging Collective Impact to Support STEM Programs and Resources

September 29, 2022
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

Leveraging Collective Impact to Support STEM Programs and Resources
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)
Connect + Create + Collaborate

Leveraging Collective Impact to Support STEM Programs and Resources
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

- **SHARED VISION**: Engage the community in a shared vision
- **PARTNERSHIPS**: Provide a platform for collaborative action
- **GOALS & METRICS**: Allow for evidence-based decision making
- **LEADERSHIP & COMMUNICATION**: Increase communication & visibility
- **EXPANSION, SUSTAINABILITY & SCALE**: Establish the capacity for expansion, sustainability & scale
### Overlap of Elements of Collaborative Infrastructure and Network Model Distinctions

<table>
<thead>
<tr>
<th>Elements of Collaborative Infrastructure</th>
<th>Collective Impact</th>
<th>Network Improvement Communities</th>
<th>Network Functions</th>
<th>Network Capacities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision:</td>
<td>Common Agenda:</td>
<td>Forming a Shared Language Community:</td>
<td>Community Building:</td>
<td>Shared Purpose:</td>
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<tr>
<td>Creating a common understanding, agenda, and future in addressing the challenges of broadening participation.</td>
<td>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.</td>
<td>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.</td>
<td>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.</td>
<td>The visionary goal around which strategies are defined, people are mobilized, and activities are established and harmonized.</td>
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<td></td>
<td>Culture:</td>
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<td>The network’s operating philosophy including shared values, norms, attitudes, and practices of both individuals and groups.</td>
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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.

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 dampen 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 all 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

This may take more time than expected, so it is important to have planning and implementation strategies in place that allow for a steady and continuous improvement.
Useful Resources

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

Demystifying Systems Change: How the NSF INCLUDES National Network is Changing Systems to Broaden Participation in STEM

Evidence-based Strategies for Attracting and Retaining Girls and Women in STEM
Thank you!

Connect with the NSF INCLUDES National Network!

Join and Explore: www.includesnetwork.org

Follow Us on Twitter: @NSFINCLUDESHub

Questions? Email the NSF INCLUDES Coordination Hub: nsfincludeshub@sri.com
Leveraging Collective Impact to Support STEM Programs and Resources

Brittany H. Brady, Ed.M., CAP®
September 29, 2022
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.
What does this require?

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

EQUALITY

EQUITY

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How does NAPE make an impact?

Our Focus Areas

Professional Development: To ensure equity in programs preparing students for college and careers

Research and Evaluation: Realize the potential of every student: Access, Equity, and Diversity

Technical Assistance: For federal agencies and state and local education agencies

Public Policy and Advocacy: For equity in education to ensure a strong and diverse workforce
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

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THANK YOU

National Alliance for Partnerships in Equity
Napecquity.org
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
Leveraging Collective Impact to Support STEM Programs and Resources

Learn more at ngcproject.org

Contact: kpeterson@ngcproject.org