

Intersectionality in STEM: Resources from the IF/THEN® Collection and Beyond

July 16, 2025

IF/THEN®

CHAMPIONS NETWORK

The background is a solid teal color. It is decorated with various abstract geometric elements in a darker teal and a light olive green. These elements include straight lines, curved lines, and small circular dots, some of which are connected to form larger shapes or paths. The overall aesthetic is clean and modern, with a focus on geometric patterns.

Welcome!

Share three words that describe you in the chat!
Example: Lifelong learner, STEM educator, advocate



Agenda

- Introductions
- Network Welcome & Goals
- Network Structure & Activities
- Overview of Intersectionality & Lens on Girls and STEM
- Using the Collection + Ambassador Examples
- Other Resources
- Upcoming Network Opportunities



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Senior Program Manager



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**Director of Research and
Evaluation**



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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.**

NGCP Resources:

- National Webinars
- Monthly Newsletter
- Website featuring research and statistics related to girls and women in STEM
- Partner Projects



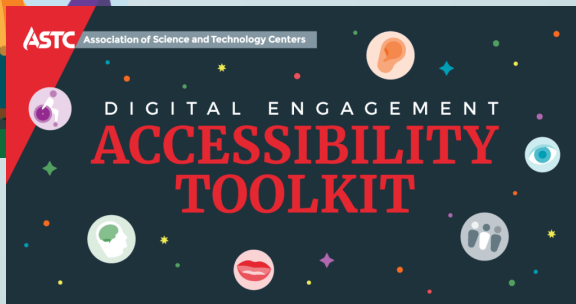
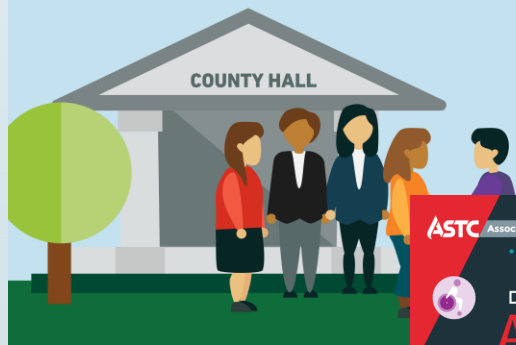


Amanda Fisher
Assistant Director of Programs

ASTC **creates strategic opportunities, develops intellectual capital, and assembles resources** to support our members in realizing their missions and engaging their communities.

CIVIC ENGAGEMENT AND POLICY MAKING

- Funding opportunities
- Annual conference and convenings
- Professional learning & development





IF/THEN® Champions Network

Goals

Join a growing movement of institutions and individuals **committed to advancing gender equity within STEM fields** via the IF/THEN® Collection.

The network goals are to **activate and grow a network** of museums and individual members that will champion gender equity work, support the overall goals of the IF/THEN® initiative, provide mutual support, and act as institutional resources for others.



The **IF/THEN® Collection** is the largest free resource of its kind dedicated to increasing access to authentic and relatable images of real women in STEM.

The Collection is part of the [IF/THEN®](#) Initiative, a national effort sponsored by [Lyda Hill Philanthropies®](#) to inspire young girls to pursue STEM careers while creating a culture shift in how the world perceives women in STEM.



Membership Levels

Individual



For **educators, exhibit developers, and others** who support the IF/THEN® initiative but may not be housed within an organization or who have not yet obtained an organizational commitment.

Individual members do not need to belong to an ASTC member organization or be in the United States to join.

Organizational



For **ASTC member organizations** in the US, including museums, science centers, and allied members.

Organizational members are required to complete the organizational commitment form. This is a high-level commitment that acknowledges the specific requirements that accompany organizational membership.



Member Activities

Quarterly Webinars & Meetups

- October 2025 – Meetup + Webinar (more in 2026)
- PD, guest speakers

Suite of Resources

- IF/THEN® Collection, Project Library, Gender Equity Toolkit
- Media Toolkit
- LinkedIn Group

ASTC Annual Conference

- September 6-9, 2025, in San Francisco, CA
- Hosting preconference session, booth, and reception

Email Communications

- Network updates
- IF/THEN® Collection highlights and updates
- Engagement opportunities





Intersectionality & IF/THEN® Collection and Beyond

Intersectionality

A lens and analytical tool for investigating how overlapping power relations produce divisions and inequities.

- Categories including gender, race, ethnicity, ability, and class function as intersecting power relations
- Influence social relations and individual experiences
- Produce divisions and inequities across time and place



IF/THEN®

CHAMPIONS

NETWORK

Intersectional Lens on Girls and STEM

Girls' multiple identities are influenced by:

- Practices: Stereotypes, norms
- Structures: Education system, media
- Systems: Systemic racism, patriarchy

These practices, structures, and systems influence:

- Girls' perceptions of STEM people, careers, and skills
- The interactions girls have with STEM
- Access to STEM learning experiences



Intersectional Lens on Girls and STEM

Makes experiences of and inequities against girls and women in STEM spaces visible and nuanced:

- Afterschool programming that comes with a fee and provides no transportation may not be accessible to girls from a lower socioeconomic status living in a rural community.
- Curriculum at a science center that lacks collaborative activities may prevent girls who connect with the social components of learning from identifying with STEM.
- Images on a museum's website that show only male and white-presenting youth in a summer aerospace program, may prevent girls of color from participating in the program.

Reflection & Discussion

- What are some ways you have showcased the diverse identities and experiences of girls and women in STEM in your outreach and programming?



Using the Collection

The IF/THEN® Collection is a key resource for integrating an intersectional lens into programming to:

- Showcase the diversity of STEM professionals, their lived experiences, and various career pathways
- Break stereotypes about STEM people and careers
- Highlight and celebrate diverse groups of STEM professionals



Intersectional Identities



Dana Bolles, Spaceflight Engineer

- **Self-identifiers:** Asian, Hispanic, Latinx, White, Physical Disability, LGBTQIA+, First Generation College Student



Jessica Esquivel, Associate Scientist and Co-founder, Oyanova Enterprises

- **Self-identifiers:** Black, Afrolatinx, Lesbian

Intersectional Identities



Burçin Mutlu-Pakdil, Assistant Professor of Physics and Astronomy

- **Self-Identifiers:** Muslim, Immigrant



Ahna Skop, Professor of Genetics and Science Artist

- **Self-Identifiers:** American Indian / Alaska Native, White, Physical Disability, Learning Mental Disability, Low Income



Intersectional Identities



Arlyne Simon, Biomedical Engineer, inventor, and children's book author

- **Self-identifiers:** Black, African American, Immigrant, first-generation college student



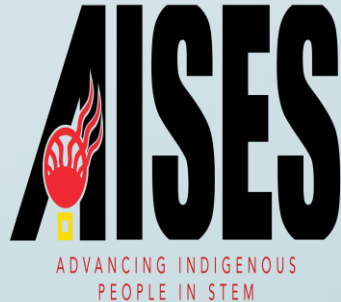
Tiffany Panko, Deaf Health Lab Director and Women's Health Researcher

- **Self-identifiers:** White, Physical Disability, Deaf

Indigenous Peoples and STEM Resources

AISES: Nonprofit focused on increasing the representation of Indigenous peoples of North America and the Pacific Islands in STEM studies and careers.

AWIS Celebrating Pioneering Women in Science: Search by race and ethnicity to learn about diverse women in science, including indigenous women.



LGBTQIA+ and STEM Resources

Oyanova Enterprises: Committed to fostering the capacity of Black and Brown peoples to thrive through care, culture, education, growth, and liberation.

Pride in STEM: A charity run by LGBTQIA+ scientists & engineers from around the world, striving to showcase and support all LGBTQIA+ people in STEM fields.



People with Disabilities and STEM Resources

Making STEM More Inclusive of People with Disabilities: Report by the National Academies detailing the underrepresentation of people with disabilities in the STEM workforce.

URU The Right To Be: Fosters communication and understanding among diverse people by utilizing, discovering, and applying tangible multimedia solutions at the intersection of the arts, humanities, science, and technology.



People with Disabilities and STEM Resources

DO-IT: The Disabilities, Opportunities, Internetworking, and Technology Center is dedicated to empowering people with disabilities through technology and education.

STEMIE: Elevates early childhood professionals, faculty, and families' competence and confidence in early STEM learning for young children with and without disabilities.



Women in the Trades Resources

[A Future Worth Building](#): Report on women in the trades by the Institute for Women's Policy Research.

SciGirls Role Model Videos featuring women in the trades: Denise Bailey: [Welder / Instructor: Denise](#) and Cynthia Aguilera: [Journeyman Carpenter: Cynthia](#)



Women in the Trades Resources

Her Own Words - Women in Nontraditional

Careers: Library of posters, career cards, resource guides, and media programs effective for widening the scope of career choices for women and girls.

Princesses with Powertools: Reinvented's program helps young girls get hands-on with STEM, and students are taught by their favorite princesses.





Opportunities For Organizational Members

Opportunities for Organizational Members

Welcome Kits



Kit 1: This is What a Scientist Looks Like

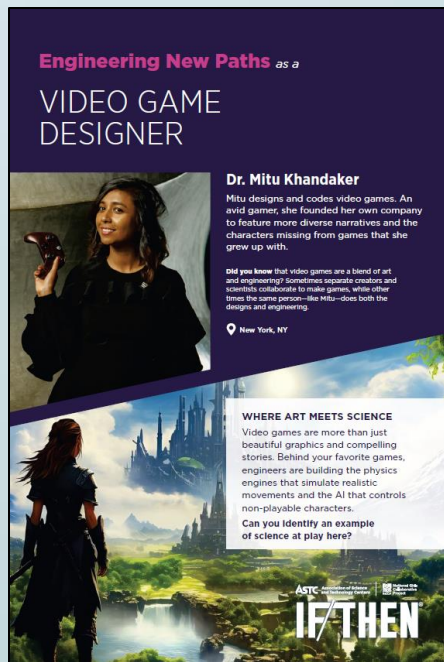


Exhibit Kit 1: This is What a Scientist Looks Like

- Select a **format** (pop-up banners, metal prints, foam core posters)
- Select **content themes** (Marine Biology, Ecology, Aerospace, Engineering, or Planetary Health)
- We print and ship directly to you
- Submit your request anytime this year. Requests processed within 3 - 4 weeks.



Program & Events Stipends

- Request one **stipend of up to \$750**
- Use funds to **showcase IF/THEN® Ambassadors through your programs, events, or spaces**
- **Submit your request** during one of these open cycles:
 - Cycle 3: Due August 1, 2025
 - Cycle 4: Opens August 1, 2025, closes September 30, 2025



Opportunities for Organizational Members

Opportunity	Request by/Due
Welcome Kits	Anytime
Kit 1: This is What a Scientist Looks Like	Anytime
Program Stipend \$750	Anytime
Organizational Planning Sessions	Anytime, registration required

Reach out to ifthen@astc.org with questions!





Resources and Upcoming Activities

Resources

Access resources at: <https://ngcproject.org/ifthen-champions-network>

- Links to IF/THEN® Initiative and Collection resources
- Instructions for requesting and downloading assets
- Media and branding guide
- Link to join the LinkedIn Group
- Details about upcoming webinars and an archive of past webinar recordings
- Details about network communications and an archive of past email communications



Upcoming Activities

■ 2025 Network Webinar Schedule

- October 22, 2025 (topic TBD)
- All webinars are 11 AM PT / 12 PM MT / 1:00 PM CT / 2:00 PM ET

■ 2025 Virtual Meetups – informal networking

- October 1, 2025

■ 2025 Annual ASTC Conference: September 5-8, 2025, in the San Francisco Bay Area

- reconference Session on Friday
- Booth in the Exhibit Hall on Saturday and Sunday
- Reception on Sunday, 12:45-1:45 PM



Questions?

You can also email questions to
Emily Early at early@ngcproject.org

