



National Girls
Collaborative
Project

2025 Annual Report



LETTER FROM **GABRIELA**

Dear Friends, Supporters, and Collaborators,

2025 was a year of challenge, growth, and unwavering purpose.

As we reflect on the past year, I am reminded that the strength of the National Girls Collaborative Project (NGCP) is measured not only by our programs and partnerships, but by our resilience. Nonprofit organizations across the country navigated a complex and demanding landscape marked by rising operational costs, shifts in philanthropic giving, and increased demand for services. Despite these headwinds, NGCP continued to grow, adapt, and deliver on our mission with determination and clarity. At a time when access and opportunity were more essential than ever, our signature programs and initiatives continued to reach communities across the country.

NGCP surveyed organizations focused on STEM education to better understand how funding and policy shifts are affecting their work. While many other networks have faced significant challenges, this effort reinforced the importance of collaboration, shared learning, and resource alignment. NGCP remains committed to fostering partnerships that strengthen the broader ecosystem and advance equity in STEM fields.

Programs like BRITE provided young women with access to role models who reflect their identities, experiences, and aspirations. In a year marked by uncertainty, these connections offered encouragement and affirmation, reinforcing that STEM pathways are open to every girl. Youth voice remained central to our work. The Youth Advisory Board (YAB) continued to play a meaningful role in shaping NGCP's programs and priorities. NGCP partnered with the National Fluid Power Association to host a Town Hall facilitated by YAB members. Their leadership and insights helped ensure our work remains aligned with the issues and opportunities that matter most to young people. We also saw strong engagement through our national webinar series, which created accessible and inclusive spaces for learning and connection. These sessions allowed participants to share strategies, elevate equity-centered practices, and strengthen their capacity to serve their communities.



Our national and regional convenings offered additional moments of connection and inspiration. Leaders, practitioners, researchers, and educators came together to exchange ideas, share promising practices, and reaffirm a collective commitment to STEM education for all. These gatherings reflected the strength of our collaborative model: when we pool our experiences and expertise, we are better equipped to meet both present challenges and future opportunities.

Looking ahead to 2026, the lessons of this past year inform our path forward.

We will continue to strengthen the programs, initiatives, and collaborations that anchor our mission while advancing strategies that support long-term sustainability and impact. Our focus remains on deepening cross-sector partnerships, expanding mentorship and youth leadership opportunities, and supporting organizations that serve communities most effectively. Every day, we see young people who are curious, courageous, and ready to lead. Our responsibility is to ensure that financial barriers, systemic inequities, and societal expectations do not stand in their way.

Thank you for standing with us during a year of challenge and growth. Your support, trust, and partnership make this work not only possible, but powerful. Together, we will continue building a future where every young person has the opportunity to pursue their interests, follow their ambitions, and make a meaningful impact on the world!

A handwritten signature in cursive script that reads "Gabriela González".

DR. GABRIELA A. GONZÁLEZ

Board Chair

LETTER FROM **KAREN**

Dear Collaborators,

In 2025, the National Girls Collaborative Project (NGCP) sharpened its focus on measurable outcomes and field-level impact. As funding tightened and demand for equitable STEM learning continued to rise, NGCP prioritized strategies that extend reach, strengthen organizational capacity, and maximize return on investment across the STEM education ecosystem.

Collaboration was central to our success in 2025. NGCP worked intentionally to increase connectivity among organizations and communities, recognizing that lasting change requires coordinated effort. Our collaboration model functions as shared infrastructure—convening and aligning national, state, and local partners so knowledge, resources, and effective practices move efficiently across the field. Rather than duplicating programs, NGCP elevates what works, supports adaptation to local contexts, and helps partners learn from one another. This approach delivers both scale and efficiency, ensuring that funder investments are leveraged across multiple partners and geographies, extending impact well beyond any single initiative.

Partnership remains a powerful force multiplier. By coordinating across sectors and levels, NGCP increases scale, consistency, and sustainability without increasing overhead. Investments in NGCP support not only individual programs, but the connective infrastructure that enables durable, system-wide progress. In 2025, NGCP advanced outcomes for educators and organizations through professional learning and resource dissemination. Our national webinar series translated research into actionable strategies, equipping participants with tools they could implement immediately. These efforts strengthened organizational capacity, improved program quality, and expanded equity-centered practices during a period of significant operational constraint.



We are deeply grateful to the many partners who make this work possible—our funding partners, collaborators, advisors, and the organizations working every day in communities across the country. Your trust, generosity, and shared commitment allow NGCP to steward resources responsibly, respond to emerging needs, and strengthen the field at a time when collaboration matters more than ever.

As we look ahead to 2026, NGCP will continue deepening partnerships, and advancing strategies that deliver equitable access to high-quality STEM learning. Together, we are building the conditions for lasting, scalable impact—ensuring more youth see themselves in STEM and have the support they need to pursue those pathways with confidence.

Sincerely,

A handwritten signature in cursive script that reads "Karen Peterson".

KAREN PETERSON

Founder & Chief Executive Officer



TABLE OF CONTENTS

7 NGCP Vision, Mission, Values, Goals

9 About Us

10 How We Collaborate

10 NGCP Collaboratives

11 Youth Advisory Board

12 NGCP National Webinars

13 Beyond Individual Impacts: Identifying Characteristics of Youth STEM Programs that Yield Community-Level Impacts

14 IF/THEN® Champions Network

15 Supporting Youth Program Outreach for the Museum of Flight

15 QuantumGirls

15 Building Knowledge in Computing through Early Literacy Strategies

16 Wesco Corporate Community Engagement

17 Citizens Enterprise Technology & Security Charity Golf Scramble

18 How We Connect

18 Connected Girls

19 NGCP Corporate Leadership Council

20 NGCP on the Road in 2025

21 How We Create

21 Brite

22 STEM Next Professional Development Workshops

23 GSK Science in the Summer

24 Our Strategic Direction

25 Voices from the Field: Impacts of funding and policy change on STEM equity efforts

26 Social Media Strategy

27 NGCP National Champions Board

28 Spotlight: Microsoft Partnership in Action

30 Donors and Key Partners

32 Board of Directors

33 Financials



VISION STATEMENT

STEM EXPERIENCES are as DIVERSE as the world we live in.

MISSION STATEMENT

CONNECT, CREATE, and COLLABORATE to transform STEM for all youth.

OUR VALUES

Purposeful Passion

Working at the intersection of compassion and action; understanding and incorporating diverse perspectives and experiences

Collaboration

Listen more than we talk and never work alone

Empowerment

Having the confidence to take bold action and supporting our partners to do the same

Flexibility

Focusing on scalable, portable, and flexible solutions

Problem Solving

Agilely solve problems through iteration

Respect

Being kind, having empathy, and doing good

Growth & Learning

Learning towards innovation incorporating research and best practices



OUR GOALS

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.



ABOUT US

For more than 23 years, the National Girls Collaborative Project (NGCP) has been transforming science, technology, engineering, and mathematics (STEM) by advancing gender equity and expanding opportunities for youth. Guided by our vision, that STEM experiences are as diverse as the world we live in, we unite organizations, educators, and advocates to build a more inclusive future.

NGCP is a **network of networks**, connecting more than 42,500 organizations across the United States and beyond. Through 33 Collaborative Leadership Teams in 41 states, we serve as hubs for innovation

and resource-sharing, reaching over 20.2 million girls and 14 million boys. While our primary focus is on increasing opportunities for girls, our mission is to connect, create, and collaborate to transform STEM for *all* youth, ensuring every young person has the chance to thrive.

Globally, NGCP extends its reach through the **Global Girls Collaborative**, offering resources, evaluation tools, and a quarterly newsletter that links advocates worldwide. Together, we are building a STEM ecosystem where diversity drives discovery and equity fuels innovation.



The Youth Advisory Board (YAB) plays a vital role in shaping NGCP's work by offering feedback on current initiatives, contributing to programs and events, and helping define our future direction. Through their participation, YAB members build leadership, communication, and collaboration skills while deepening their STEM interests and accessing unique learning opportunities.

In 2025, YAB members strengthened connections with peers through quarterly meetings, engaged with YAB alumni, and participated in strategic planning sessions to envision deeper engagement and priority activities for 2026. A highlight of the year was a YAB-led Town Hall in partnership with the National Fluid Power Association, featuring women engineers Ada Leung, Cindy Cookson, and Sharvari Divey Teal. Designed for middle school, high school, and college- and career-bound youth, the event explored how creativity, collaboration, and problem-solving power innovative STEM careers. YAB members facilitated the panel, guiding a dynamic conversation as panelists shared their journeys and insights.

As we reflect on 2025, the Youth Advisory Board has grown in strength, confidence, and impact. These experiences have prepared members for future opportunities while positioning them as emerging changemakers in STEM and beyond. We look forward to continuing this journey of youth leadership, empowerment, and innovation in the year ahead.

“The National Fluid Power Association Town Hall introduced me to a career pathway I had never considered before. Hearing from professionals about the role of fluid power in sustainability, AI, and emerging technologies was eye-opening for me, and I’m sure it was just as engaging for the other attendees!”

—Melissa L., Youth Advisory Board Co-Chair



HOW WE COLLABORATE

NGCP Collaboratives

The National Girls Collaborative Project (NGCP) reaches across the country through 33 Collaborative Leadership Teams in 41 states. Together, these Collaboratives connect more than 42,500 organizations, serving over 30 million youth, including 20.2 million girls and 14 million boys. Each Collaborative acts as a hub, bringing together community-based organizations, higher education institutions, and nonprofits to share resources, exchange ideas, and increase access to science, technology, engineering, and mathematics (STEM) learning and experiences.

Collaboratives reflect the diversity of their regions, tailoring efforts to local needs while contributing to a national movement. For

example, the Texas Girls Collaborative has established regional hubs across the state to strengthen community connections, a model NGCP is exploring for other geographically expansive states to better serve local communities.

Through hybrid, virtual, and in-person events, regional newsletters, and resource-sharing, Collaboratives create vibrant networks of professionals, researchers, and practitioners. They strengthen the capacity of STEM programs by amplifying exemplary practices, program models, and research-based tools. By fostering collaboration at every level, NGCP ensures that youth across the country have access to high-quality STEM experiences.

“Thank you for all you do! The resources and community here are fantastic, and we’re so happy to be included.”

—NGCP Collaborative Leadership Team Survey Respondent

NGCP NATIONAL WEBINARS



National Webinars and other [online events](#) are offered frequently by NGCP on a variety of topics designed to help our network grow and thrive. These events feature diverse speakers from a range of backgrounds, including educators, researchers, authors, professors, and STEM professionals. In 2025, NGCP hosted eight online events, taking the form of webinars, panels, and interactive town halls. These events covered a range of timely and critical topics such as the [future of support for girls in STEM](#), [Artificial Intelligence \(AI\)](#), [quantum science](#), and [play-based approaches to early childhood STEM learning](#). Webinars offered in 2025 featured distinguished speakers from organizations like Technovation, the MIT Media Lab, and more. In 2025, NGCP's webinars had an average of 100 registrations per event, with some of the most popular webinars gathering 150-250 registrations each. Webinars are recorded, with many more individuals accessing the recordings after the live events.

NGCP also creates a variety of digital resources to accompany the topics explored in our National Webinars. In the past year, these resources have included:

- 🌀 **Practical Tip-Sheets** (e.g., [4 Ways to Support Girls' STEAM Learning through Play](#))
- 🌀 **Informative Guides** (e.g., [How Montessori Materials Help Lay the Foundation for Girls in STEM](#))
- 🌀 **Interviews with Experts** (e.g., [A Strengths-Based Approach to STEAM: Interview with Dr. Yvette Meré-Cook](#))

These resources, along with recordings of the webinars themselves, are freely available to the public on [NGCP's resources page](#). They are designed to be accessible to a wide audience, regardless of prior knowledge of the topics presented, making them a useful resource for educators, program directors, and caregivers.

“The gathering of great minds was what was most helpful. Not just the panelists, but also the participants offering advice, suggestions, and insights. The community I felt was amazing!”

—NGCP Webinar Participant



Photo Credit: Afterschool Alliance

BEYOND INDIVIDUAL IMPACTS

Identifying Characteristics of Youth STEM Programs that Yield Community-Level Impacts

The Afterschool Alliance, in partnership with NGCP and the University of Washington, launched work on the National Science Foundation (NSF)-funded project “Beyond Individual Impacts: Identifying Characteristics of Youth STEM Programs that Yield Community-Level Impacts” in the fall of 2025 (Grant No. DRL-2517238). This study investigates programs operating at the intersection of afterschool STEM learning, youth leadership, and community engagement. Our central goal is to document the systemic and community-level impacts of these programs, demonstrating societal benefits that extend beyond the individual student outcomes commonly measured. By the

end of this multi-year project, we will design a user-friendly documentation framework that programs can use to capture these broader impacts. The framework is envisioned to support young people in authentic, community-engaged, transformative work.

NGCP's scope of work in the first year of this project includes participating in leadership team activities, organizing meetings and regular updates with the project's Advisory Board, supporting the dissemination of a field survey, and conducting a landscape review of existing frameworks. You can learn more by reading the [public abstract](#) for this project on the NSF website.



IF/THEN®
CHAMPIONS NETWORK

In its second year, the [IF/THEN® Champions Network](#) has grown into a community of more than 300 members representing 153 organizations. Managed by NGCP in partnership with the [Association of Science and Technology Centers](#) and supported by [Lyda Hill Philanthropies](#), the Network is dedicated to empowering girls to envision and pursue their own futures in STEM by helping museums, science centers, nonprofits, and individuals integrate the [IF/THEN® Collection](#) into their work. Members gain access to webinars, programming stipends, exhibit kits, and shared best practices that strengthen representation and inclusion in STEM. This year, NGCP and ASTC offered new opportunities for connection through virtual meetups and by bringing members together at the 2025 ASTC Annual Conference for a preconference session and networking reception. Together, ASTC and NGCP continue to cultivate a vibrant community committed to inspiring the next generation of women innovators.



“The Champions Network sessions were particularly impactful—they deepened my understanding of how to embed equity principles not only into programming, but also into internal training and communication practices. Through collaborative discussions and shared resources, I was able to bring back practical tools that directly informed the design of our Girls in STEM events, including more intentional mentorship structures and pathways for young participants to visualize themselves in STEM careers.”

—Network Member, about their participation in the ASTC Annual Conference



SUPPORTING YOUTH PROGRAM OUTREACH FOR THE MUSEUM OF FLIGHT

NGCP partnered with the [Museum of Flight](#) in Seattle to strengthen equitable outreach and programming across the Museum’s aerospace education initiatives. NGCP conducted a comprehensive review of the Museum’s recruitment, outreach, and programmatic digital and print materials, identifying key themes and actionable recommendations for five aerospace and aeronautical programs. Findings were shared with the Museum’s educational leadership team to inform ongoing improvement efforts.

Building on this work, NGCP led a three-hour, in-person professional learning session in Seattle focused on designing and facilitating equitable, youth-centered STEM programs, with a particular emphasis on aerospace education. The training integrated research-based strategies, interactive activities, and collaborative planning to support staff in creating more inclusive STEM learning experiences.

 **QuantumGIRLS**

In partnership with Montana State University, and funded by the U.S. Air Force Research Laboratory, NGCP developed a first-of-its kind quantum-focused program designed to inform and inspire middle school girls (ages 11–14). The 10-module [QuantumGirls](#) curriculum provides an engaging introduction to the cutting-edge field of quantum science in an approachable and hands-on way to spark interest in quantum science, introduce quantum-related careers, and foster a strong STEM identity. Educators implemented QuantumGirls in Out-of-School Time settings across Montana and reported that their students learned about and gained interest in quantum science and became excited to share that knowledge with others.



NGCP, in partnership with the Institute for Advancing Computing Education (IACE) and Minnesota State University, Mankato, began work on the National Science Foundation-funded project “Building Knowledge in Computing through Early Literacy Strategies” in the fall of 2025 (Grant No. DRL-2524330). Through this project,

we will collaborate with teachers and students in Louisiana to co-design a series of picture books for K-2nd-grade students that will integrate computer science (CS)/computational thinking (CT) concepts with English language arts (ELA) concepts that align with educational standards in an enjoyable and compelling format. Our research will explore the potential of this integration to develop K-2nd grade student interest in and knowledge of CS, as well as teachers’ self-efficacy in teaching CS to K-2nd-grade students.

NGCP’s scope of work in the first year of this project includes participating in leadership team activities, coordinating with our Steering Committee of Louisiana teachers, and supporting the research and development of the first prototypes of the book series.



WESCO CORPORATE COMMUNITY ENGAGEMENT

NGCP collaborated with [Wesco](#) and its partners on a Global Philanthropic Event Series that engaged girls and historically excluded youth through three immersive STEM experiences in the United Kingdom, Canada, and the United States. These events offered participants an inside look at the energy and power industries, highlighting diverse STEM career pathways in manufacturing, technology, engineering, and technical fields within their local communities.

In the UK, NGCP partnered with [Wesco Anixter](#) and the [Chesterfield FC Community Trust](#) to host 14 high school students at the Bolsover facility. In Canada, NGCP collaborated with [Wesco](#) and [S&C Electric](#) to deliver a STEM Day for 14 students from the [Toronto STEM School](#) at the S&C Electric Toronto-based plant. In the U.S., NGCP worked with [Wesco](#) and [Eaton](#), in partnership with [YWCA Greater Pittsburgh](#), to bring 18 high school students from Pittsburgh Public Schools to Eaton's Experience Center.

Across all locations, youth participated in behind-the-scenes facility tours, engaged with industry professionals through panel discussions, and explored hands-on STEM activities. Shared meals further supported relationship-building among youth and employees. NGCP supported each event by connecting corporate partners with local youth-serving organizations and providing logistical guidance throughout the planning process.

Looking ahead to 2026, NGCP is excited to continue expanding corporate partnerships to create more interactive, career-connected STEM experiences for girls and youth from under-resourced communities.



Left to right: Gabriela A. González, Donata Martin, Amanda Sullivan



CITIZENS ENTERPRISE TECHNOLOGY & SECURITY (ET&S) CHARITY GOLF SCRAMBLE

On September 8, 2025, the [Citizens Enterprise Technology & Security \(ET&S\)](#) team hosted a Charity Golf Scramble at [TPC Boston](#) to benefit a fantastic cause: supporting NGCP's work empowering girls and women in STEM. This exciting event brought together Citizens employees, their families, and vendors from across the United States to participate. The event was not just about golf; it was a powerful display of community and corporate social responsibility. Approximately \$70,000 was raised to support NGCP's vital work. The funds raised will have a lasting impact on the lives of countless girls and women, helping to build a more diverse and inclusive future in STEM.

“Today wasn't just about golf, even though the golf was terrific! This event was to support our mission, to give us the power to change lives.”

—Dr. Gabriela González, NGCP Board Chair



HOW WE CONNECT

NGCP CORPORATE LEADERSHIP COUNCIL

The leaders on the [Corporate Leadership Council](#) play a pivotal role in advising NGCP, providing opportunities for programs in the NGCP network to connect with local businesses, and engaging adult volunteers as STEM role models.

ALICE CHAN

Chan & Grant, LLP, Partner

CYNTHIA CHAPPLE

Black Girls Do STEM, Founder

ALYSON FREEMAN, PH.D.

Dell, Sustainability & ESG

PAULA GOLDEN

Broadcom, Foundation President

MALIKA GRAYSON, PH.D.

Northrop Grumman, System Engineering Manager

KAREN KIRWAN

Publicis Sapient, Senior Client Partner

JENNY MOJICA

previously at NI, Director of Global Culture and Employee Connection Programs

MARY WIN MURRIN

Chevron, Corporate Affairs Advisor (Co-Chair)

ESTHER OWOLABI

Google, Education Partnerships Manager (Co-Chair)

ANNE SAWYER

EY, CSR Director

GWEN SNYDER

USAID, Senior Advisor

SARA SPIVEY

GWJ, Director

TIFFANI TEACHEY

Westinghouse Electric Company, Sr. Mechanical Engineer

SHALINI THYAGARAJA

Microsoft, Director of Strategic Programs and Transformation, Cloud Operations and Innovations

ORIETTA VERDUGO

Intel, Director of Philanthropy

KEYA WONDWOSSEN

Dell Technologies, Community Impact Advisor

JENNEFER WITTER

The Boreland Group Inc., CEO/ Founder



Connected Girls was a free, curated directory of science, technology, engineering, art, and mathematics (STEAM) opportunities designed for K–12 girls and other groups historically excluded from STEM, as well as professional development opportunities for educators. This focus supported NGCP’s strategic plan and amplified programs from trusted organizations committed to expanding access to meaningful STEM experiences. NGCP operated Connected Girls in partnership with Science Near Me, an NSF-funded resource helping people across the U.S. engage in STEAM that matters. Connected Girls served as a trusted, equity-centered directory throughout 2025. As NGCP evolves its digital engagement strategy, the directory will sunset in early 2026 to make space for new approaches to connecting youth with STEM opportunities.





NGCP ON THE ROAD IN 2025

In 2025, NGCP hit the road to share resources, strategies, and inspiration, connecting with communities nationwide. Each stop was a step toward creating STEM experiences that are as diverse as the world we live in.

Girls in Aviation and STEM Day at the National Museum of the United States Air Force, Dayton, OH

Ohio Afterschool Network Annual Conference: Ignite, Inspire, Innovate, Columbus, OH

Alabama Community Education Association Conference, The ART of Afterschool: Creating Synergy, Mobile, AL

Beyond 100K Annual Partner Summit: Cartographies of Imagination, Chicago, IL

InventEd Pre-Convening: Building Bridges Across Educational Networks, Portland, OR

Association of Science and Technology Centers (ASTC) Annual Conference: Connectivity, San Francisco, CA

Montana STEM Summit: Growing STEM Learning Across the Big Sky, Helena, MT

The Citizens Enterprise Technology & Security (ET&S) Charity Golf Scramble, Norton, MA

The Cool Science National Showcase, Salt Lake City, UT

California STEM Network and Bay Area STEM Ecosystem Convening, San Mateo, CA

Congressional, Legislative and Governor Meetings, Sacramento, CA

New Jersey's Annual Conference on Afterschool and Out-of-school Time 2025, Princeton, NJ

SXSW EDU, Austin, TX

Convocation on the Status of Informal Science and Engineering Education, Washington D.C.

New Mexico Women in STEM Summit, Albuquerque, NM

South Dakota Child Care Task Force, Chamberlain, SD

Microsoft Global Nonprofit Leaders Summit, Bellevue, WA

World Affairs Council: Advancing STEM, Seattle, WA

STEMM Opportunity Alliance: STEMM Learning and Engagement Experiences In and Out of School Workshop, Dallas, TX

STEM Learning Ecosystems Community Partnership Meeting, Minneapolis, MN

Elevate Washington, Redmond, WA

STEM Ecosystems Convening, Washington D.C.

Career Connected Learning Coalition Convening, Tysons, VA

HOW WE CREATE



NGCP implemented **Brite Summer 2025**, an online science, technology, engineering, art, and mathematics (STEAM) program for youth entering 7th-10th grade, with funding from The Volgenau Foundation, in partnership with [Smart Girls HQ](#) (now called Ingenia Learning). Brite was designed to spark curiosity, foster creativity, and build an online community through hands-on STEAM projects and learning with women STEAM role models. The 2025 program built off past [research](#)

[and evaluation](#) learnings from BRITE Girls Online STEM Practices: Building Relevance and Identity to Transform Experiences, a National Science Foundation-funded grant led by Florida State University in partnership with NGCP and Smart Girls HQ.

The one-week program, which ran for three hours each day from July 21 to 25, 2025, reached approximately 70 youth, mostly self-identifying girls. The theme was Explore STEAM: Creativity and Curiosity. Throughout the week, young people engaged in collaborative and hands-on activities and spoke with role models who had unique, interdisciplinary career pathways. Youth met four role models on Zoom during the program, including Beata Mierzwa, Molecular Biologist and Science Artist; Caeley Looney, Aerospace Engineer and CEO & Editor in Chief, Reinvented Magazine; Safoura Seddighin, Co-Founder, Fabinnov Fab Lab; and Jessica Hua, Ecologist and Science Communicator.

NGCP recruited seven informal STEAM education programs to participate as our cohort of "Brite Groups" in 2025, including Girls Empowered for More Society, Inc., Koinonia Community Solutions, NC State Imhotep Academy, Priestley Forsyth Memorial Library, STEAM Street, The

New Tenth Foundation, and Yes Girls Create Inc. Brite Groups facilitated the daily icebreakers and hands-on activities for their group. Educators from each group participated in an online training and received the Brite Educator Guide, a curricular resource for implementing all Brite activities and discussions, developed by NGCP.

During Brite, youth demonstrated their creative thinking skills through icebreakers, such as a technology scavenger hunt, where they identified and reflected on technology they could not live without. Young people also worked on hands-on STEAM projects, such as designing a science-inspired fashion item and creating a graphic novel to communicate STEAM concepts. Young people shared their work via a video or image on the Interactive Project Gallery on the Brite Platform.

To celebrate the week, youth shared their learnings and projects during “Brite Fest,” a youth-led project showcase held at the end of the week on Zoom. Each Brite Group made a slide to highlight their favorite projects and moments from the week, and a few volunteers shared on behalf of their group.

Brite Summer 2025 was a week for youth to connect with STEAM and each other in an online community, showcase creativity and self-expression, and learn about and with diverse STEAM role models.

“My takeaways are that I can be anything I please in STEM, like a Food Scientist, Fashion Scientist, or a Sci-fi Architect.”

—Brite Participant

“My highlight is getting to see and meet many people in different careers and the journeys they took.”

—Brite Participant

STEM NEXT PROFESSIONAL DEVELOPMENT WORKSHOPS

NGCP is an implementation partner of [STEM Next](#), working to build the capacity of Out-of-School Time educators to inspire and prepare young people in science, technology, engineering, and mathematics (STEM). During 2025, NGCP provided seven professional development workshops for statewide afterschool networks and programs across the U.S., presenting research-based strategies and resources related to engaging young people in STEM, creating a meaningful role model experience, supporting young people’s STEM career awareness, and utilizing the [Access to STEM Framework](#) (a framework developed by NGCP in collaboration with STEM Next).



NGCP partners with [The Franklin Institute](#) on [GSK Science in the Summer™](#), a free summer education program that aims to inspire the next generation of scientists by providing youth in grades 2-6 with opportunities to embody science careers, think scientifically, and have fun! The goal of Science in the Summer™ is to increase youth’s interest and confidence in doing science and pursuing STEM careers, especially for youth in under-resourced communities. In 2025, the curriculum theme was [Be a Health Scientist!](#) which invited participants to step into the roles of athletic trainer, cardiologist, dietitian, epidemiologist, and orthopedic doctor as they explored the world of health science. NGCP manages the [national network](#), supporting partner organizations in leading the program locally and enhancing educators’ skills and confidence to deliver high-quality STEM programming. Each summer, the program collectively reaches more than 25,000 youth.



OUR STRATEGIC DIRECTION

PROBLEMS TO SOLVE

Today's STEM experiences lack diversity and do not reflect lived experiences and individual differences. Entire groups of today's youth do not identify with or have not had access (e.g., internet, tools, role models, culturally relevant curriculum) to STEM fields. To change this dynamic, we need to increase support and build capacity among providers. NGCP aims to solve the following:



Limited access

Economic, geographic, and systemic barriers restrict equitable access.



Siloed resources

Proprietary mindsets hinder the sharing of knowledge and exemplary practices.



Lack of capacity

Limited resources and financial support curtail the efficacy of providers.

OUTCOMES AND OUTPUTS

From 2022 to 2027, NGCP aims to increase collaborations by 25%, increasing our reach to over 25 million underserved youth across all U.S. states and territories. By connecting, creating, and collaborating to transform STEM for all youth, we will continue to achieve these outcomes and outputs:

- **STEM identity and efficacy:** Develop STEM confidence, knowledge, and sense of belonging in youth to foster continued participation in and identification with STEM.
- **Equitable STEM experiences:** Equip practitioners with exemplary practices to improve program diversity and scale equitable, effective STEM programming.
- **Build trust and reputation:** Establish National Girls Collaborative Project as a recognized thought leader driving equity in STEM through research-based programs and initiatives.
- **Use of data and evaluation:** Use data and evaluation findings to continuously improve our programming and practice, both as an organization and in our work with partners.

NGCP'S PRIORITY GOALS

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.

Learn more about NGCP's impact and take an in-depth look at the strategies we will use to achieve our three priority goals by reading the [NGCP Strategic Plan](#).

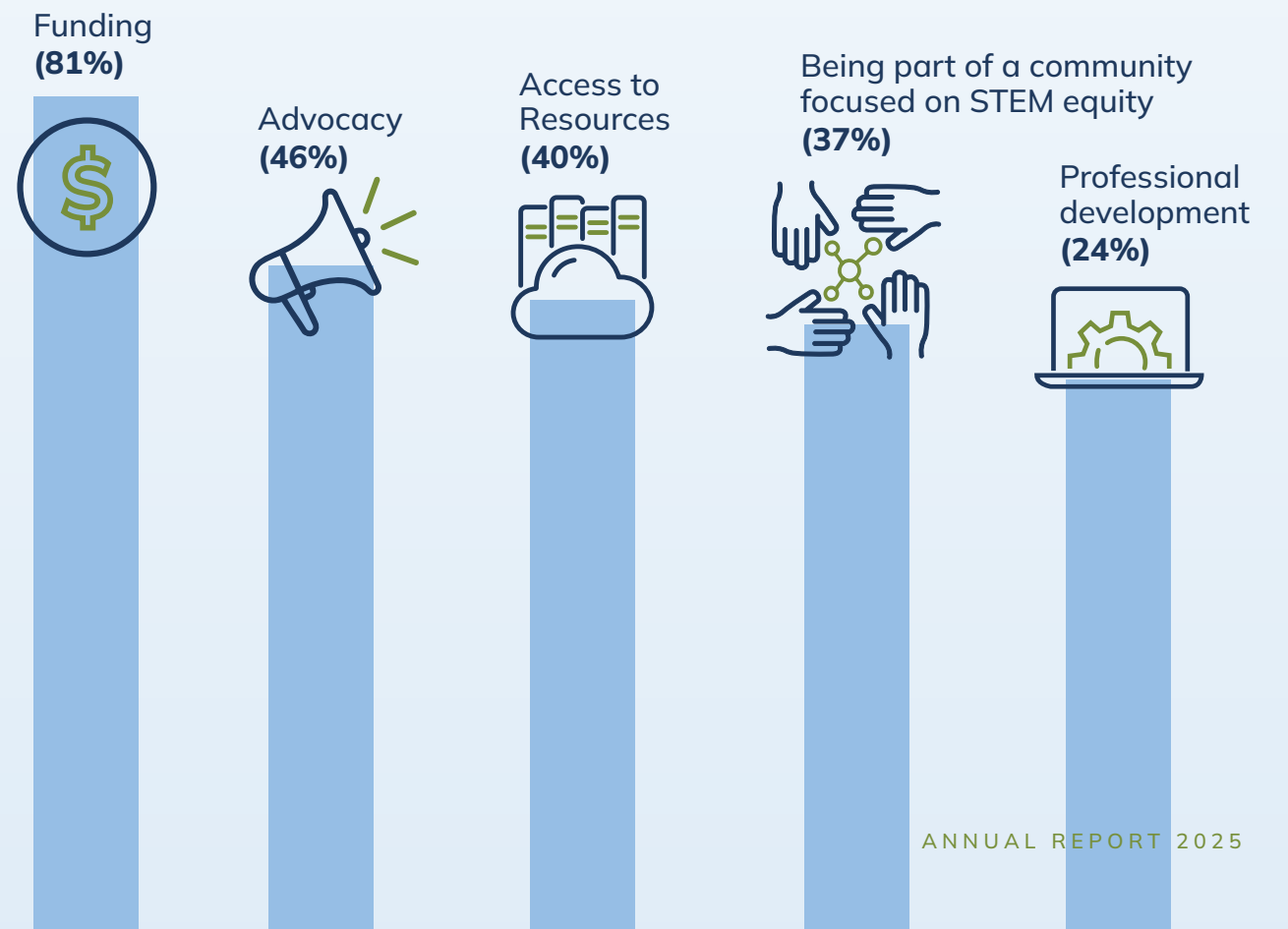
VOICES FROM THE FIELD

Impacts of funding and policy change on STEM equity efforts across the United States

During 2025, the NGCP surveyed programs and organizations across the United States working to increase equity in STEM education to assess the impact of recent funding and policy changes on their efforts. We developed and shared a summary of the results, [Voices from the Field](#), with our network and the broader public. An overwhelming majority of programs and organizations report being impacted by shifts in the policy and funding landscape and these impacts are having serious consequences across the STEM education community: many programs have lost funding, which has led to reduced services, staff layoffs, and limited capacity to serve youth. Despite these setbacks, organizations remain committed to their mission. NGCP is encouraging collaboration and offering support through resources, webinars, and networking opportunities. The message is clear, continued support and partnership are essential to keep inclusive STEM efforts moving forward.

NEEDS

What would be helpful for you/your program/organization related to your STEM equity efforts at this time?



NGCP SOCIAL MEDIA STRATEGY

NGCP's social media strategy is designed to amplify our vision of a diverse STEM landscape and our mission to transform STEM experiences for all youth. To increase awareness, we utilized targeted social media campaigns to share compelling stories and high-quality visuals highlighting NGCP's role as a thought leader in promoting diversity in STEM. Collaboration is fostered through active engagement with partner organizations, leveraging our social platforms to create a network of advocates for shared goals. We provided a steady stream of valuable STEM-related content and events to educate and inform, including educational resources, webinars, expert insights, and best practices to empower educators, program leaders, and youth.



SOCIAL MEDIA HIGHLIGHTS



Expanded visibility of NGCP leadership and staff through conference and event coverage.

Published 11 resource-rich STEM articles supporting youth, educators, and program leaders.

Enhanced digital storytelling to strengthen NGCP's brand and highlight STEM opportunities and impact.

Maintained audience growth and steady engagement despite reduced posting frequency.

NGCP CHAMPIONS BOARD

NGCP is "championed" by a prestigious group of professionals invested in closing the gender gap in STEM at all levels. This diverse team of leaders includes industry representatives, informal learning educators, STEM education representatives, and educational policy experts. [Champions Board members](#) connect NGCP on a national level to opportunities that benefit the organization, spread the word about NGCP activities in their realms, and support NGCP within their own organizations.

JOHN BAEK
Senior Education Evaluator
NOAA Office of Education

TOM BAKER
Education Manager
Industry Solutions
Esri, Inc.

MELISSA BALLARD
Director of Programs
Association of Science
and Technology Centers

JAKE BASKIN
Executive Director
Computer Science
Teachers Association

**JENN (BEHRENS)
JOHNSON**
Partner
EVP of Privacy & Security
KUMA

**JACOB CLARK
BLICKENSTAFF**
Consultant

JENNIFER BRESLIN
Executive Director
and Founder
Futuristas

TIFFANY BROWN
Executive Director
NOMA

**DR. ANDREA
BROWN-THIRSTON**
CEO/Founder
Optimal Learning
Solutions, LLC

TERRI BURNS
Founder and
General Partner
Type Capital

KENDRICK DAVIS
Professor of Research
University of
Southern California

SARAH ECHOHAWK
President
American Indian Science
and Engineering Society
(AISES)

MO-YUN LEI FONG
Executive Director
Stanford Technology
Ventures Program

PARIS FOREST
Senior Director Global
Employee Experience
The Boeing Company

BARBARA GAULT
President
Social Equity Strategies

OLIVIA PAVCO-GIACCIA
Strategic Projects Lead,
Education
OpenAI

BRITTANY GREER
Executive Director
Rosie Riveters

HEIDI HAM
Chief Operating Officer
National AfterSchool
Association

JENNIFER L. HARDY
Sr. Business
Development Manager
EDR/LightBox

DANIEL HATCHER
Senior Director, Strategic
Partnerships
Alliance for a
Healthier Generation

KELLY HYDER
Senior Program Manager
Strategy and
Analytics Amazon

MARY ANNE JEFFERS
Senior Program Manager
Steampunk Inc.

**LALITHA
KRISHNAMOORTHY,
PH.D.**
CEO and Founder
Open Source
Professional Network

CAELEY LOONEY
CEO and Founder
Reinvented Magazine

MEGAN MURPHY
Global Executive Director
National Coalition of
Girls' Schools

CAMSIE MCADAMS
Director
Institute for a STEM Ready
America STEM Next

ILLANA RAI
Founder & CEO
Être Girls

LISA REGALLA
CEO
Regallium Consulting, LLC

TERE RILEY
Director, Marketing
and Communications
Redwire Space

STEPHANIE RODRIGUEZ
Director
STEMM
Opportunity Alliance

LUCY SANDERS
Co-Founder
National Center for Women
& Information Technology

MALINI SHARMA
Managing Director,
Cloud Solutions
Architecture - Security
Microsoft

JESSI SMITH
Vice Provost & Associate
Vice Chancellor for
Research, Research
Integrity Officer, and
Professor of Psychology
University of Colorado,
Colorado Springs

RUTH SWEETSER
Past President
American Association of
University Women (AAUW)

**JOSE ANTONIO
TIJERINO**
President and CEO
Hispanic Heritage
Foundation

SAMANTHA WALTERS
Chief Executive Officer
Colocation America

CARI WARNOCK
Education Ambassador
K-12 Scale CDW

SPOTLIGHT: MICROSOFT PARTNERSHIP IN ACTION



In 2025, NGCP was honored to deepen our partnership with Microsoft through two powerful employee engagement events that celebrated creativity, community, and collective action in support of youth in STEM.

CPI GIVING EVENT | SEPTEMBER 2025

NGCP joined Microsoft employees from around the world at a Corporate Philanthropies Initiatives (CPI) Giving Event in Redmond, where teams gathered for an in-person convening focused on service and impact. We were invited to share our mission and lead a hands-on volunteer activity that encouraged employees to write personalized messages of support for girls pursuing STEM.

The response was heartfelt and immediate. Employees paused between sessions to reflect on their own journeys into technology, connect with colleagues, and craft notes filled with hope, affirmation, and curiosity. These messages will be shared with young people across the country through NGCP programs and partners, small sparks of possibility that carry enormous meaning.



OCTOBER GIVING CAMPAIGN | OCTOBER 2025

The momentum continued through Microsoft's annual October Giving Campaign, where NGCP participated as a featured nonprofit partner through the Benevity Cause Portal. One of the most popular volunteer activities invited employees to "Encourage a girl to pursue a STEM career by sending a virtual card." Using Copilot, teams designed vibrant, personalized cards that blended creativity with purpose.

Hundreds of employees signed up, attended virtual presentations, and shared their enthusiasm:

“It was an absolute hit! Everyone felt how fun and inspiring the activity was and how relevant it felt to our field.”

“Thank you for all the incredible work you do to support and empower the next generation of STEM leaders.”

To extend the impact, NGCP invited girl-serving STEM organizations in our network to apply to receive curated sets of these cards. In January 2026, during National Mentoring Month, we will distribute them to programs nationwide, ensuring that youth received these messages of encouragement right when they needed them most.

Together, these events demonstrate what's possible when mission meets momentum. We're proud to feature a selection of the cards in this report as a testament to Microsoft employees' creativity, generosity, and commitment to advancing equity in STEM.



THANK YOU

to our Donors
and Key Partners



Allan Family Foundation



Gorman Family Fund

Andrea Brooke

James Mitcheson

Anita Krishnamurthi

Nicholas Manzione

Patricia MacGowan

John and Theresa Lawson

Mary Murrin

Michael Bocian

Gabriela A. González

BOARD OF DIRECTORS 2025



ANDREA BROOKE
Board Member



JANET CINFIO
Board Member



SIOBAHN DAY GRADY
Board Member



GABRIELA A. GONZÁLEZ
Chair



ANITA KRISHNAMURTHI
Board Member



MARY MURRIN
Board Member



MADELEINE NG
Board Member



KAREN PETERSON
Ex Officio



SHIHADAH SALEEM
Secretary



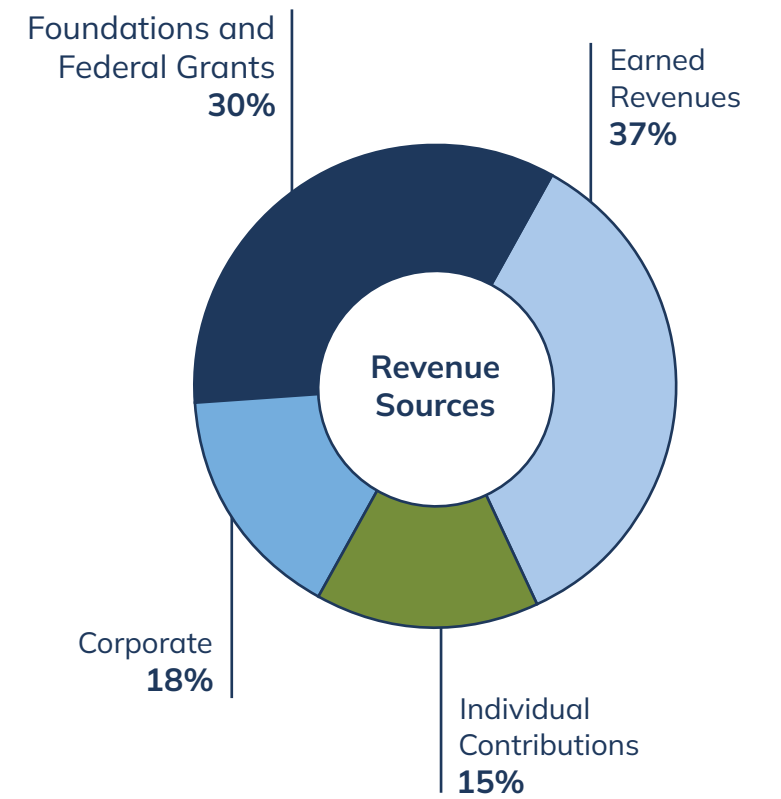
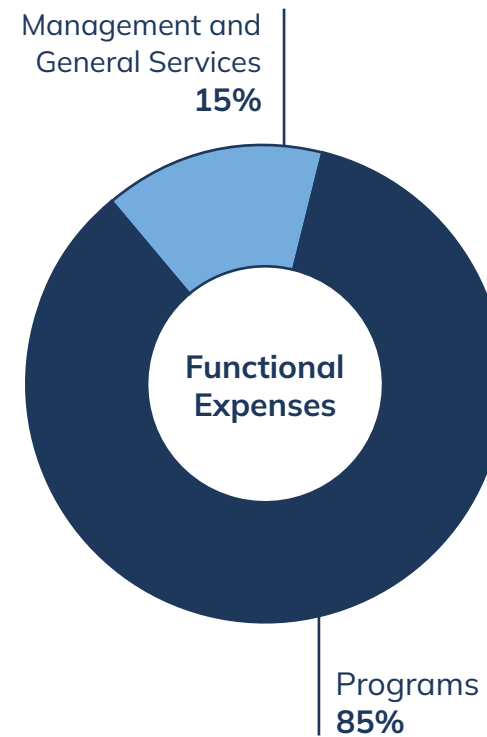
MICHAEL D. SMITH
Treasurer



ALEXANDRA YANG
Board Member



FINANCIALS





CREATE + CONNECT = COLLABORATE

Visit Our Website to Learn
How to Get Involved ngcproject.org

