It’s been a tough year. But tough times show you what people are made of. Your team here at Girlstart has been working hard, especially this year, to show you how committed we are to our mission. As we ask girls to be brave, creative, and curious, to persevere, and develop resilience, I hope that we have shown you that we strive to embody those principles, too.

Despite the challenges of the year, we have continued to reach girls where they are with high-quality, deeply engaging, hands-on STEM. This year, we’ve stretched to reach girls in new places, but we’ve also expanded the way that we think about meeting girls where they are to include STEM supplies and materials, inclusive of technology, delivered to every girl. This ensures that every girl we serve is able to fully participate, and that parents do not need to worry about the expense (or trouble) of sourcing materials. More than ever before, we aim to be a relevant, meaningful, and ready resource for girls and their families.

Because of you, our ability to redefine paradigms for learning is possible. Since March, we have redoubled—retripped?—our commitment to serving girls. That commitment grows day by day as the pandemic continues to disrupt learning. We are a science-centered organization, and while we must respect the deep challenges that the pandemic presents, we will not compromise on the fact that girls need access to hands-on STEM activities. We’re brave, creative, and curious, and we are able to persevere through these times, because of you. Thank you!

Tamara Hudgins, Ph.D.
Executive Director
tamara@girlstart.org
WHAT DOES IT MEAN TO BE PART OF GIRLSTART?

“My daughter is pretty shy. I was working in the same room as her virtual camp. And she was volunteering her ideas and thoughts over the video call and I was thrilled that she was in a comfortable environment to speak. I thought this camp was wonderful. She loved sharing the things she had done.”

—Summer Camp at Home Parent
**WHAT IS GIRLSTART’S IMPACT?**

Girlstart’s high-quality, evidence-based informal STEM education programming for girls during the critical 4th-8th grades provides the encouragement, confidence, awareness, and hands-on experiences girls need to be prepared to engage in STEM opportunities. Girlstart’s unique approach opens the door and keeps it open for girls to pursue STEM interests in elementary and middle school and beyond. Through Girlstart, more girls develop skills, confidence, and STEM acumen that allow them to take action towards their aspirations in STEM. As a result, more girls are STEM-ready and better prepared to eventually join a workforce that increasingly demands STEM abilities.

**Girlstart girls…**
- Participate in vanguard and unique hands-on STEM activities.
- Build STEM awareness, knowledge, and skills.
- Understand STEM principles, pathways, majors, and careers.
- Earn higher test scores in math and science.
- Take more advanced math and science classes, which helps them be STEM-ready for college.

**More importantly, they...**
- Build ‘soft’ skills alongside the ‘hard’ ones.
- Support one another during challenges and successes.
- Believe in their own resilience, and
- Plan for their success for middle school, high school, college, and beyond.

**STEM CREW...**
- Support and nurture girls as they try something new.
- Engage girls in exciting and fun STEM activities.
- Encourage girls to see themselves as future college students.
- Inspire girls to explore a range of STEM college majors and careers.

**Women in STEM...**
- Personalize STEM work and make it meaningful for girls.
- Resonate with our mission and enhance our ability to sustain and grow.
- Show girls what their life will be like as a STEM professional.
- Share a wide diversity of STEM professions and walks of life.

“**My 2 daughters had already participated in Girlstart After School at their campus, and they’ve enjoyed it. They enjoyed the summer camp even more because I got to do the activities with them and explain each project in great detail, so they got more out of it than just rushing through it like sometimes happens at school. I learned a lot, too! We loved every bit of this program and would 100% do it again! This has really amped up their interest and understanding in science, which for me is a huge blessing. Thanks to you guys!”**

—After School and Summer Camp at Home Parent
INNOVATING AND ADAPTING

How has Girlstart been responsive during the Covid-19 pandemic?

In 2020, Girlstart identified new methods and processes for engaged virtual learning.

The pandemic not just encouraged, but mandated that we learn new things. We saw too well how ‘distance learning’ was failing students, educators, and families alike. Girlstart’s work is interpersonally intensive. Adapting to a new medium is not simply a matter of presenting information through a screen: it also requires deep thinking about how to build engaging educational interactions ‘despite the screen’. These innovations have strategic implications; Girlstart now aspires to expand these virtual programs as a way to reach girls that live in remote or rural areas, who otherwise might not have any access to Girlstart programming.

In March 2020, all Girlstart After School partner schools closed. In response, Girlstart piloted virtual programs with girls at our partner schools in the spring, reaching 280 girls. This pilot was vital proving ground. A completely new program, Summer Camp at Home, was developed. It leveraged existing curricula and successful strategies in traditional Summer Camps, but augmented other strategies, such as social-emotional learning (SEL). These programs brought hands-on STEM learning to girls that did not require their parents to source materials (including a technology device/hotspot) or to facilitate the program. Girls were able to independently participate in Summer Camp at Home. Overall, 1,029 girls were reached across 16 states in summer 2020.

“Participant and parent feedback was resounding: Summer Camp at Home was an exceptional experience.”

Following summer 2020’s success, Girlstart After School at Home replaced in-person programming in fall 2020. Much like Summer Camp at Home, all participants from our partner schools received their After School at Home boxes to continue their hands-on STEM learning.

What Girlstart has developed might be a way to meet rural and remote school districts with high-quality STEM. This is strategically important for Girlstart as it may be for these school districts; the wait list for Girlstart programs exceeds our capacity. We believe, given these innovations, that we have the acumen and experience to expand this program to reach girls in locations not currently served by Girlstart (with a dedicated effort to serve girls who live in rural or remote locations). While we will go back to delivering in-person programming as soon as it is safe, we may also continue expanding these virtual programs to serve more girls.
I can't wait to #GirlstartSummerCamp

I launched a rocket from my sofa

I loved making this DNA strand

I learned how parachutes work

This is my LED light up artwork

I built and tested an all-terrain rover

I learned how to suture

I learned about genetics with DNA

I will remember to “Always Be Inspired”

I am proud of my DNA model

I created a mechanical hand that works!

I built my own parachute

I have the Courage to Create #Girlstart

I programmed an Ozobot

I learned about dinosaur DNA

I love Summer Camp

I loved saving animals lives

I learned how electric current works

STEM Power!

I want to be a vet one day

I learned how to suture

DNA is awesome

I have the Courage to Create #Girlstart

I love Summer Camp

I want to go to space
Dear friends:

2020 has been a year of challenges, but we also have much to celebrate. Thanks to you, Girlstart has been able to continue providing girls with high-quality STEM. Now, more than ever, we believe that Girlstart’s effort to sustain girls’ learning in STEM is vital to combating education inequities and, particularly, Covid-related learning slide. Your contributions and support to Girlstart makes that possible.

This year, in addition to addressing the challenges of Covid-19, we completed our 2018-2020 strategic plan. We also built a new plan for 2021-2023. This plan is ambitious, but recognizes that returning to ‘normal’ may take some time. In the plan, we have also comprehended potential strategic opportunities over the past year, namely, Girlstart’s meaningful response to ensuring that girls stay engaged in STEM, regardless of the pandemic.

We are eager to return to in-person programming as soon as it is safe to do so. Until then, Girlstart will continue to innovate in the virtual space, meeting girls where they are with hands-on STEM. Thank you for joining us in this work!

—Janet Cinfio, Board Chair
CHRISTA COOK
Girlstart Summer Camp Alumna, After School Alumna, Girls in STEM Conference Alumna, and STEM CREW Alumna
Department of State Health Services - Epidemiologist
The University of Texas at Austin - BS in Microbiology
The University of Texas Health Science Center - Master of Public Health in Epidemiology

What do you remember most about your time at Girlstart?
I am a Girlstart after school alumni, so I’ve been involved with Girlstart for quite a while! I went on to sporadically work for Girlstart during my undergraduate and graduate degrees. Currently, I help by volunteering at events or doing little interviews such as these to support the organization. Through each of these different phases of my life and involvement with Girlstart, the thing I remember most about Girlstart is the environment - a positive, safe place for girls to explore many different aspects of STEM.

Why do you think the work Girlstart is doing is important?
Girlstart creates that safe environment to explore STEM, to make mistakes and learn from them instead of - for example, getting a bad grade in school for choosing the wrong answer on a science test. It gives girls room to experiment and hypothesize without that added academic pressure. Having that safe space is so important as girls find their strengths and search for their future career options.

How are you still involved in supporting girls’ STEM education?
I am still friends with many of the Girlstart staff and love learning about their next STEM event, camp or project! I support and volunteer whenever I have free time.

How have your experiences at Girlstart shaped who you are today?
It allowed me to explore STEM careers in a fun way. That exposure at a young age, helped plant a seed that science is exciting and a career in science is attainable for me. I think it provided that extra boost of confidence and familiarity when I started my college studies.

What is your favorite Girlstart memory?
I love looking back on my time as a Girlstart summer camp counselor. I feel like I learned just as much as the campers, had SO much fun and made wonderful, lasting friendships with the other counselors. I saw similar experiences reflected back in the campers, and it was so rewarding to be a part of.

What encouraging words would you like to share?
Have fun, experiment with different STEM subjects and don’t be afraid to make mistakes! Each experience brings you closer to understanding yourself & your strengths and finding your unique path for the future.

DANIELLE BROWN
Girlstart Summer Camp Alumna
Dell Technologies - Advisor, Services Project/Program Management
Texas Tech University - Industrial Engineering and Minor in General Business

What do you remember most about your time at Girlstart?
That everyone was so friendly and we had lots of fun learning!

Why do you think the work Girlstart is doing is important?
I think the work they do is important because we need more young women in STEM-related careers as we are still the minority.

How are you still involved in supporting girls’ STEM education?
I volunteer at their weekend events, their monthly Starry nights and I’m on the Girlstart Central Texas Council.

How have your experiences at Girlstart shaped who you are today?
They were among my first introductions to STEM and I think helped me choose this as a career path.

What is your favorite Girlstart memory?
Attending CSI Camp when I was in middle school. I remember seeing an outline and learning the forensics and processes behind solving a criminal investigation.

What encouraging words would you share with a Girlstart girl?
To not allow anyone to discourage you away from what interests you. Don’t be afraid to stand out and be different. We need you.
VOLUNTEER SPOTLIGHT

“I enjoy volunteering with Girlstart because they stand out with their fun spin. I love the focus on teaching technical STEM concepts but also the added positive values for girls that are taught like curiosity, confidence, and resilience. None of these were resources and programs I had at my age while I was going through school and love that girls have access to Girlstart programs to build their exposure to STEM much earlier than I did.”

—Meha Jha, Emerson

VOLUNTEERS

1044
TOGETHER, WE ARE GIRLSTART

The following pages are a celebration of our generous community and their dedicated support to girls access to STEM education. Thank you for leading the way and for being a part of the Girlstart community.

“My daughter lights up when she tries to explain the things she’s learned. She’s always been creative so when she tries new ideas and makes them work, it builds her confidence. She has a lot of fun. Having it be all girls builds self esteem and lets them know they can do anything.”

—After School Parent

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Lori Strong
Lu Ann Howell
Lulu Mire
Lydia Riley
Lyndsey Baldwin
Lynn Nakamura
Madeline Myers
Mae Tobin-Hochstadt
Magdalena Regalado
Mallory Cox
Mamiko Tsai
Manuel Flores
Marcia Hunt
Margaret Kranik
Maria Cooper
Maria Rios
Marilyn Cosentino
Mario champion
Marisol Gamboa
Marissa Erhart
Maritza Price
Mark and Katie Adams
Mark Mallett
Mark Neuenschwander
Marquel DeJesus
Mary Ahlquist
Mary Pustejovsky
Mary-Ellen Barrett
Mary-Ellen Chilton
Matthew Guzenda
Matthew Hansen
Matthew Markowski
Matthew Smith
Maureen Moore Scheevel
Meagan Fenisey-Copes
Meera Venkataraman Angus
and AJ Angus
Mei Yen Wong
Mel Turner
Melanie Corbman
Melanie Flowers
Melanie Laporte
Melba Lopez
Melissa Abell-Bardsley
Melissa Bates
Melissa Bixby
Melissa Gerhart
Melissa Mayhew
Melissa Silva
Melissa Tester
Meng Sui
Michael Bowman
Michael Lachance
Michael Linder
Michela Pippin
Michelle Guzman
Michelle and Stephen Roebuck
Michelle Beeman
Michelle Ewton
Michelle Kristjanson
Michelle Long
Michelle Lubrano
Michelle Lynn-Sachs and
Steve Sachs
Michelle Mallinson
Michelle Teakell
Monica and Carl de Leon
Monica Jacobs
Monica James
## CELEBRATING OUR INDIVIDUAL SUPPORTERS

January 2020 - December 2020

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Morgan Pitts</td>
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<tr>
<td>Moriah Jirik</td>
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Thank you all so much for providing students with pathways to discover their passion in STEM!”

—Cheryl Jordan
Superintendent, Milpitas USD