



2017

ANNUAL REPORT

techbridge girls™



LETTER FROM NIKOLE

CEO, TECHBRIDGE GIRLS

At Techbridge Girls, we know firsthand what it means to be a girl, to be marginalized and to work twice as hard to get half as far. Many of us share the same path and life experiences as our girls. That's why, in 2017, our team stood united and committed to disrupt and broaden the narrative of girls from low-income communities in STEM education.

Today, we are a proud champion for equity in STEM and advocate for economic prosperity for all girls, no exceptions.

That means that we're committed to centering the needs and experiences of the most marginalized girls—girls from low-income communities, girls of color and immigrant girls—because they stand to gain the most from quality STEM education. By prioritizing them, we've made our programs more impactful, more just and more inclusive of all girls.

What exactly did we do this year? We laser focused our mission on equity and fair access to economic opportunity for girls from low-income communities. We revamped our elementary, middle and high school programs to ensure that our girls remain engaged and are equipped to progress through each developmental stage to college, career or credentials in STEM. And we built strong internal systems—we eliminated our deficit, recruited new funding partners, hired incredible new staff and brought on five new board members—to support this visionary work.

It's not easy forging a new path, but it's where we thrive. Thank you for trusting and believing in us. We have only just begun...

Nikole Collins-Puri

OUR PURPOSE

We envision a world in which all girls contribute, lead and thrive in Science, Technology, Engineering and Math (STEM).

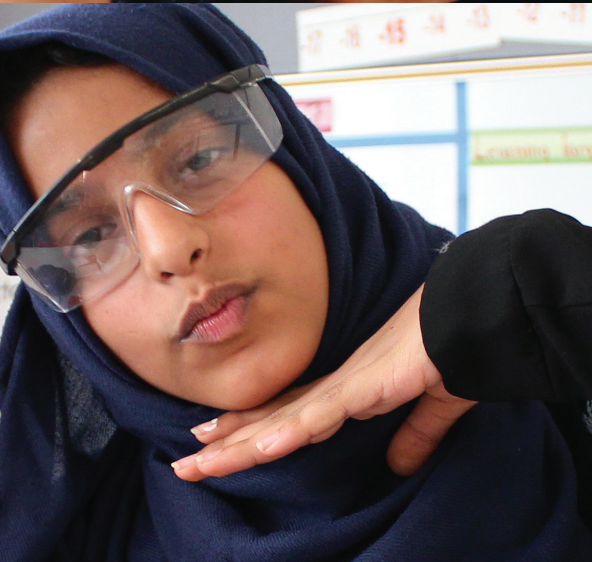
Our Mission

We deliver the highest quality STEM programs to girls from low-income communities. We excite, educate and equip girls to pursue STEM careers, and achieve economic mobility and better life chance.

Our Promise to Our Girls

We champion equity in STEM education and economic opportunity for all girls, no exceptions.





THE PROBLEM

19%

of U.S. girls are
living in poverty

50%

of low-wage workers
are women of color

30%

of STEM degrees are
earned by women

11%

of STEM jobs are held
by women of color

Millions of girls in the U.S. don't have access to quality STEM education and are excluded from STEM careers. These are girls who are growing up in low-income communities and attending high-poverty schools. They're predominantly girls of color and immigrant girls. The causes for this gap in STEM are many and systemic, but at Techbridge Girls we focus on one—the STEM pipeline, or the lack thereof.

Nationwide, about three-quarters of both African-American and Hispanic students, compared to one-third of white students, are attending high-poverty schools. These schools have fewer resources like computer labs, fewer parents with college degrees and a harder time attracting the best teachers. A third of these schools don't even offer calculus. The lack of access and resources prevents too many girls from pursuing STEM careers.

But STEM careers could be the ticket out of poverty and into economic security for hundreds of thousands of girls because they're significantly higher paying professions. On average, STEM workers earn 30 percent more than similarly educated non-STEM workers.

This is a vicious cycle: Because of their low-income backgrounds, girls end up receiving low-quality STEM education and are not prepared to pursue high-paying STEM careers. Many enter low-wage professions and the cycle repeats with the next generation.

OUR SOLUTION

It's up to us to break the cycle. At Techbridge Girls, we give access to high-quality STEM enrichment and a pathway toward economic opportunity to girls from low-income communities. Though they're attending high-poverty schools, in our programs, they're receiving high-quality, hands-on STEM education that can lead to rewarding futures in STEM.

ESSENTIAL ELEMENTS

Guiding Principles for High-Quality,
Equitable STEM Programs for Girls

INCLUSIVE AND ACCESSIBLE PROGRAMS

Programs foster a sense of belonging and enable all girls to meaningfully participate and feel valued for who they are.

EXTENSIVE CAREER EXPLORATION

Role models, career visits to STEM companies and hands-on STEM activities expose girls to a wide variety of careers.

1

GENDER- AND CULTURALLY- RESPONSIVE STEM PROGRAMMING

Girls have hands-on, minds-on opportunities to experience STEM that reflect girls' diverse communities.

2



3



4



5

OPPORTUNITIES FOR YOUTH EMPOWERMENT

A youth development approach empowers girls by building leadership and strong social and emotional skills.

BROAD NETWORK OF SUPPORT

Programs develop a network of support for girls' STEM interest that includes educators, families, STEM workplaces, role models and organizations.



HOW WE DO IT

ROAD TO EQUITY AND ECONOMIC
FREEDOM FOR GIRLS FROM
LOW-INCOME COMMUNITIES

ELEMENTARY SCHOOL

- Inspire™ -



* SCHOOLS WITH A HIGH PERCENTAGE
OF LOW-INCOME STUDENTS

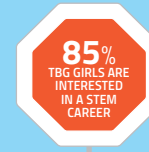


"A month ago, I didn't
know what electrical
engineering was, but
now I'm going to do it
when I grow up!"

ASIA, DC METRO REGION

MIDDLE SCHOOL

- ChangeMakers™ -



"I didn't like science
before but now
I want to do it
24/7."

AMAYA, CALIFORNIA

EXCITE

EDUCATE

807

FAMILY MEMBERS ENGAGED VIA
RESOURCES AND SHOWCASES

340

SIBLINGS OF STUDENTS ENGAGED

FAMILY MEMBERS



"I loved Techbridge
Girls for my daughter
because it's not only
coding but spans the
spectrum of STEM."

ERIC, PACIFIC NORTHWEST

56

SCHOOLS INCREASED THEIR
EDUCATOR STEM CAPACITY

67

EDUCATORS TRAINED

EDUCATORS



"Because of the
support I get from TBG,
I am a more patient,
more creative and more
prepared teacher"

KATRYN, PACIFIC NORTHWEST

HIGH SCHOOL

- Achievers™ -
under construction

2
TITLE 1
SCHOOLS
SERVED

(STARTING 2019)

90
HOURS OF
PROGRAMMING
PER YEAR

(STARTING 2019)

85%
TBG GIRLS INTEND
TO PURSUE STEM
MAJORS OR
CAREERS

(OUR GOAL)



"TBG opened my eyes
to a world I never knew
existed. I even completed
a STEM internship
this summer."

VALERIA, PACIFIC NORTHWEST

ALUMNI



"I grew up in a
community where we're
not exposed to careers in
STEM. I am where I am
today because of TBG."

AILEEN, CALIFORNIA

Aileen now works at Chevron
as a data analyst!

EQUIP

Girls in STEM

ECONOMIC FREEDOM

203

ROLE MODELS TRAINED

400

HOURS SPENT TRAINING ROLE MODELS



"I loved the idea of giving
back to girls who may
not see a woman of
color, or women period,
in a technical role."

JOSETTA, CALIFORNIA



ROLE MODELS

990

HOURS VOLUNTEERED TO TBG

223

COMPANY EMPLOYEES ENGAGED
IN OUR VOLUNTEER DAYS



"Boeing is committed
to inspiring young girls
to embrace STEM and
creating environments
that equip them to
work in this field."

BOEING, DC METRO REGION

EMPLOYERS





OUR ACCOMPLISHMENTS



1 WE REDESIGNED OUR THREE AFTER-SCHOOL PROGRAMS

ACCESS: We created a continuum of STEM experiences for our girls to better prepare them for STEM credentials and careers. We are now able to reach more girls and exponentially open more pathways to STEM careers.



2 WE ESTABLISHED 50 NEW PARTNERSHIPS

GROW: Our expanded partnerships accelerated our growth and allowed us to serve more educators, secure new and extended funding and increase our visibility all towards a shared goal of broadening better life choices and economic mobility for our girls.



3 WE INCREASED OUR NATIONAL AND REGIONAL VISIBILITY

DISRUPT: We redefined the narrative of what it means to be a girl in STEM, amplified the voices of our girls and brought attention to their needs. We have been heard and were recognized on MSNBC, POLITICO, Scientific American, Forbes and NPR.



4 WE GREW OUR FUNDING PIPELINE

DIVERSIFY: We diversified our revenue to include partners in environmental education, professional sports, workforce development, community centers and youth development organizations thereby broadening our base so that we may serve 1 million girls by 2030.



5 WE BUILT OUR DREAM TEAM

CHAMPION: We restructured our organization to meet the needs of our new vision, increase our impact in the community and grow our circle of advocates dedicated to equity in STEM education.

WHAT'S AHEAD

1 MILLION GIRLS BY 2030

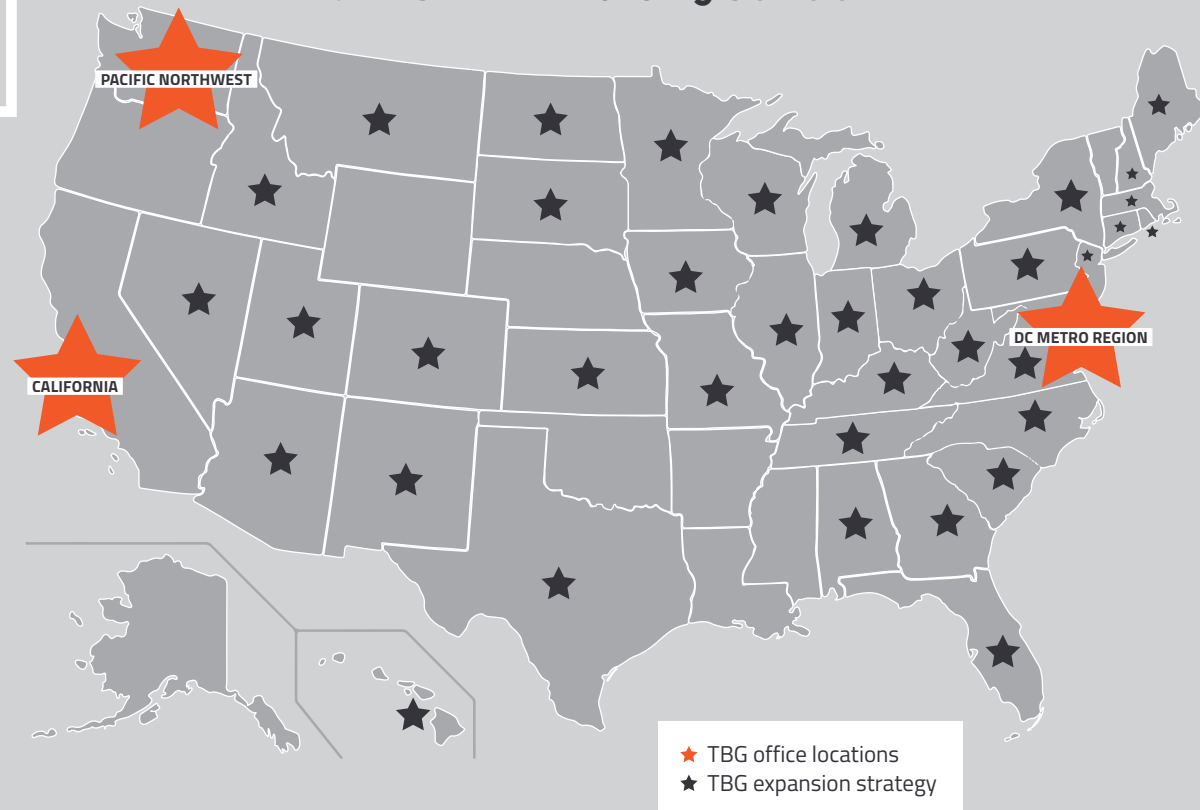
WE'LL CHAMPION EQUITY IN STEM EDUCATION

We want girls from low-income communities to sign up for and persist in STEM majors and careers, but we can't do it alone. We'll expand our reach and impact by training our partners to create high-quality culturally responsive STEM lessons and learning environments. We'll focus on educators and administrators in schools and after-school programs.

WE'LL LEAD AND INFORM THE FIELD THROUGH PRACTICE-DRIVEN RESEARCH

Our programs have been rigorously evaluated since their inception 18 years ago. We'll create engaging materials to share our evaluation results and our lessons learned to captivate girls and youth from low-income communities. We'll also create resources for STEM employers looking to host career exploration visits, for families wanting to encourage their girls' positive STEM identities, and for educators looking to support all youth through STEM education.

WE'RE EXCITED TO SERVE OVER 25K GIRLS IN THE 2018-19 SCHOOL YEAR.



WE'LL PROPEL STEM ROLE MODELS' EFFECTIVENESS

We know that exposure to women working in STEM fields is critical to girls' persistence in STEM. That's why role models and mentors have always been integral to our program design. Role models need *intentional* training if they're to effectively engage girls and inspire them to pursue a STEM career. We'll take our award-winning curriculum to the next level by making it accessible to STEM professionals through new venues and mediums.

Techbridge Girls relies on the generous donations of individuals, foundations, corporations and the local community so that we may champion equity in STEM education and economic opportunity for all girls, no exceptions!

TBG SUPPORTERS

\$300,000+

Chevron Corporation
Samsung Group

\$150,000-299,999

The Boeing Company
King County Government
San Francisco Department of Children,
Youth, and Families

\$50,000-\$149,999

Bayer AG
The General Motors Foundation
James M. Lea Foundation
Pisces Foundation
Puget Sound Educational Service District
SAP SE
Washington State Office of
Superintendent of Public Instruction
United Airlines, Inc.
Verizon Wireless

\$10,000-49,999

Adobe Systems Incorporated
AT&T Inc.
Bay Area Community Resources
Best Buy Co., Inc
Bill & Melinda Gates Foundation
Capital One Financial Corporation
Cargill, Incorporated
The Clorox Company
Gannett Foundation
Genentech, Inc.
How Women Lead
Anonymous
Leidos
Lockheed Martin

Miranda Lux Foundation
Motorola, Inc.
New York Life Insurance Company
Anonymous
Oracle Corporation
STEM for Her Foundation
STEM Next Opportunity Fund
The Paul Scammell Foundation
TJ Long Foundation
United Way of King County
Golden State Warriors Community Foundation
Washington Area Women's Foundation

Individuals
Kim Ondreck Carim

\$5,000-9,999

Autodesk, Inc.
Cisco Systems, Inc.
First Foundation, Inc.
Google LLC
IBM
Microsoft Corporation
Oakland A's Community Fund
Oakland Public Education Fund
SeaChange Capital Partners
TATA Group
Washington STEM

Individuals
Cameron Geddes
Maria Kaval
Jane Machin
Rhonda Morris
Chuan Nguyen in memory of Stella Jacobs
Erik Verbeek
Erica Yamamoto

\$1,001-4,999

49ers Foundation
7 Pointe Planning, Inc.

AshBritt Environmental
Bates White LLC.
Coupa Software
DocuSign
Eagle Village Community Center
Youth and Family Services
F5 Networks, Inc.
Kapor Center for Social Impact
Marin Community Foundation
Port of Oakland
SAP Concur
School's Out Washington (SOWA)
Simply Measured, Inc.
Smith College
Tableau Software
The Ford Motor Company Fund
Wilsonwest, Inc.
Women's Funding Alliance

Individuals
Sara Ali
Anonymous
Marc Casale
Michael Clarke
Nikole Collins-Puri
Jeremy Doig
Michelle Duffy and Andrew Murphy
Audra Eng and Joseph Thoennes
Lyn Gomes
Josetta Jones
Julie Packard
Srilakshmi Remala
Cara Ryan
Alyssa Sayavedra
James Wagoner

\$500 - 1,000

Bassetti Architects
Blackrock Inc.
Brereton Architects
Emerson-Griffin-Toring Private Foundation
Foster Pepper PLLC
Method Products

Ohlone Community College
Pacific Gas & Electric Company
Raiders Foundation
Salesforce.com, Inc.
Social Venture Partners
William & Flora Hewlett
Foundation

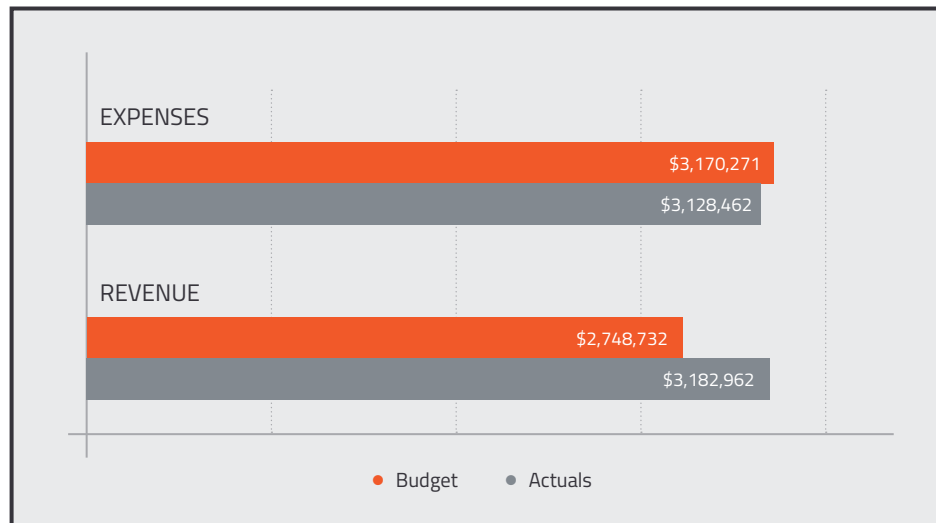
Individuals
Marie Beichert
Jeffrey Brennan
Alexander Castellanos
Benjamin Cattell Noll
Jamila Conley
Kristi Davis
Anonymous
Rita El-khoury
Jason Fowler
Hervi Icban
Ursulla Johnson
Linda Kekelis
Mary Ku
Carolyn Lee
Natalie Lin
Jane MacKenzie
Tim Moser
Holly Nguyen
Ken Pacquer
Christy Pope
Joan Roberts
Natasha Rosenblatt
Jens Scheffler
Kerri Scott
Meeta Sharma-Holt
Diane Shortsleeve
Ambika Singh
Ashley Stroup
Deanna Toy
Thomas Van Doren
Michael and Whitney
Waite
Jennifer Wei
Tonia Winchester
John Zook

FINANCIAL REPORT

Techbridge Girls has been fortunate to receive the support of philanthropic and collaborative partners who have made—and continue to make—significant contributions to the success, sustainability and impact of the Techbridge Girls network.

TECHBRIDGE GIRLS BUDGET VS. ACTUALS

JULY 2017 - JUNE 2018



WE EXCEEDED OUR EXPECTATIONS! HOW DID WE DO IT?

We entered the year with three specific strategies:

- Maintain “flat” expenses
- Grow and diversify our revenue pipeline
- Streamline and strengthen our programs

STATEMENT OF ACTIVITIES

REVENUE AND SUPPORT

Contributions	\$2,203,072
Government	\$730,382
Program	\$211,212
Event	\$38,296
Total	\$3,182,962

EXPENSES

Personnel	\$1,908,560
Professional Services	\$651,679
Program Expenses	\$252,220
Business Expenses	\$181,475
Occupancy	\$134,528
Total	\$3,128,462

* These are our unaudited financials. Our audited financials will be available starting December 2019. Please email info@techbridgegirls.org to request them.

DONATE

Help us keep our programs low to no cost for our girls and educators.

BECOME A ROLE MODEL

Transform a girl's life. Ignite her love for STEM.

HOST A CAREER EXPLORATION VISIT

Expose girls from low-income communities to careers in STEM.

JOIN A REGIONAL ADVISORY COUNCIL

Invest your passion and expertise in our organization.

BECOME A VOLUNTEER

Support our mission by lending a hand and sharing your wisdom.



National Headquarters: 114 Linden Street, Oakland, CA 94607

California: 114 Linden Street, Oakland, CA 94607

Pacific Northwest: 15111 8th Avenue SW, Suite 304, Burien, WA 98166

Washington, DC Metro Region: 800 Main Avenue SW, Suite 200, Washington, DC 20024



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