



20 YEARS TRANSFORMING STEM

STRATEGIC PLAN



Overview

The National Girls Collaborative Project believes science, technology, engineering, and mathematics (STEM) skills can be acquired by anyone and fostered in everyone. Our initiatives build confidence and create a community of “lifelong STEM activators.” Through the power of collaboration, we spark curiosity and develop a passion for STEM. We also strengthen the capacity of programs by producing and sharing exemplary practices, research, and program models to create STEM experiences as diverse as the world we live in.



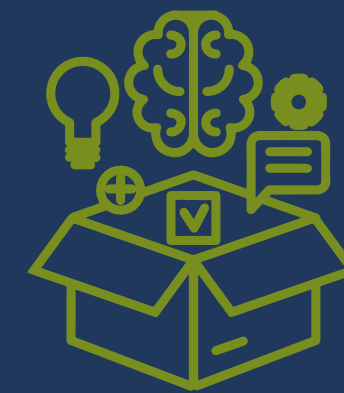
Problems to Solve

We exist because 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. Our National Girls Collaborative Project aims to solve the following:



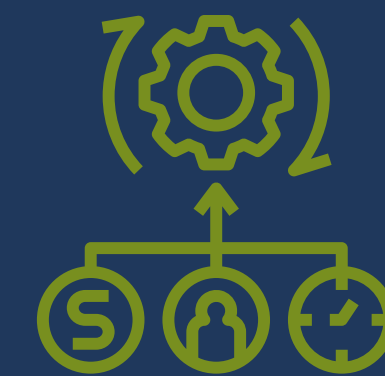
Limited access

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.

Impact

From 2022 to 2027, the National Girls Collaborative Project aims to increase collaborations by **25%**, increasing our reach to over 25 million underserved youth across all U.S. states and territories.



Beneficiaries

National Girls Collaborative Project serves these beneficiaries:

- **Girls and youth who have been historically excluded from STEM** by providing access to those who have experienced systemic barriers to identification with STEM and high-quality, relevant STEM opportunities as part of their lived experiences.
- **STEM program practitioners** by providing exemplary practices, research, program models, and opportunities to connect, create, and collaborate as a community.
- **Local Collaboratives** by providing continued support and resources to create long-term, sustainable change in the communities they serve.



Value Proposition

Connect + Create + Collaborate = STEM Transformation

National Girls Collaborative Project’s initiatives connect, create, and collaborate to transform STEM for all youth.

Outcomes and Outputs

Our National Girls Collaborative Project outcomes are:

- **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.



Goals and Strategies

We will work toward three priority goals to meet the needs of, and achieve outcomes for, our beneficiaries:

1

2

3

Build and sustain a network of advocates to provide equitable and inclusive STEM opportunities.

- Revitalize and energize the Collaborative model to develop and sustain Collaborative Leadership Teams serving the United States and its territories (e.g., through staff time, funding, and resources to develop new Collaboratives; leveraging our assets as trainers, our Collaboration Model, and resources to enhance existing Collaboratives).
- Grow the number of advocates within Collaboratives by strengthening the practices and sustainability of Collaborative Leadership teams (e.g., develop a multipronged approach to capacity-building around equity and inclusion in STEM).
- Build partnerships to co-create, evaluate, and scale equitable and inclusive STEM tools, resources, and programs while building knowledge of exemplary practices (e.g., Leap into Science, Brite, Scale What? conference).



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Catalyze equity in STEM from research to practice by providing actionable knowledge that transforms the STEM experience.

- Create and disseminate high-quality resources and share exemplary practices that foster equity and advocacy in STEM while continuing to grow the reputation of the National Girls Collaborative Project (e.g., The State of Girls and Women in STEM).
- Facilitate meaningful connections across the broader STEM community. Inform and influence policy on gender equity in STEM through strong partnerships with multiple advocacy organizations, such as the Afterschool Alliance, the STEM Coalition, and others with complementary goals.



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Increase our collective impact by strengthening organizational effectiveness and enhancing our fiscal sustainability.

- Build NGCP's internal knowledge in STEM equity and inclusion to advance our organizational mission. Implement processes to ensure a successful future organization (e.g., team learning plan, a leadership succession plan, embedded leadership development program, and healthy workplace environment).
- Establish metrics and proactively measure impact and effectiveness through organization-wide, program-specific, and partner evaluation efforts. Communicate evaluation findings to partners, funders, and investors to demonstrate our impact and accountability.
- Improve foundational financial and programmatic processes by engaging in process improvement. Increase efficiency, strengthen our capacity to adapt to change, and expand our ability to seize opportunities.
- Diversify public-private funding to enhance adaptability, mitigate risk, and increase sustainability (e.g., donor cultivation, major gifts, corporate giving, sponsorships, general operations grants, cause marketing, and innovative funding sources for overhead costs).





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ngcproject.org

Join Us

In advancing strategies to ensure our mission and increase our reach by 5 million youth by 2027. Visit ngcproject.org to learn more.

- Join a local Collaborative
- Contact your elected officials
- Add your program to Connected Girls
- Participate in a national webinar
- Establish a partnership
- Become a donor



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