

ANNUAL IMPACT & PROGRESS REPORT

20
22



CONTENTS

INTRODUCTION	3
WHO WE ARE	4
OUR ACTIVITIES	5
DETAILS ON THE ACTIVITIES	6
OUR IMPACT	10
TESTIMONIALS	12
ALUMNI SUCCESS STORIES	14
OUR DONORS & SUPPORTERS	19
THE TEAM	20



INTRODUCTION

Welcome to the Girls in STEAM Academy Annual Impact and Progress Report! We are so proud to present the achievements and progress of our organization over the past year.

As the founders of Girls in STEAM Academy, we are deeply committed to empowering and supporting young girls in the fields of Science, Technology, Engineering, Art, and Math (STEAM). We strongly believe that it is vital to provide girls with equal opportunities to learn, grow, and succeed in these fields, and we are dedicated to breaking down the barriers that have traditionally kept girls from pursuing careers in STEAM.

Over the past year, our second year of activities, we have made significant strides in our mission to increase the participation and success of girls in STEAM. We have provided numerous educational programs and activities to help girls develop their skills and interests in STEAM, and we have seen many of our participants spreading their wings and taking on other STEAM-related activities outside our initiative.

One of the most exciting highlights of the past year was the series of four BridgeSTEAM Programs in three cities. This BridgeSTEAM Program provides girls with the opportunity to explore a wide range of STEAM subjects through interactive discussion with women-role models, programming workshops and many more, in a supportive and collaborative environment. Our second year of activities was a huge success, with over 100 girls joining our Alumni Network and many of them expressing the desire to continue engaging with our activities in the future.

We are also proud of the new partnerships and collaborations we have formed in 2022. These partnerships have allowed us to provide even more girls with access to STEAM education and to make a bigger difference in their lives.

As we look to the future, we are excited about the potential for even greater impact. We have big plans for the coming year and beyond, and we are confident that with the support of our donors, partners, and volunteers, we will be able to make a lasting difference on the lives of girls and young women everywhere.

Thank you for your support and for joining us on this journey. We hope you will continue to be a part of Girls in STEAM Academy as we work to inspire and empower the next generation of girls in STEAM.

With gratitude,
Anastasia Liopetri & Panagiota Polykarpou
Founders of Girls in STEAM Academy



WHO WE ARE

Girls in STEAM Academy is a nonprofit initiative that aims to **inspire young girls** to follow a career in Science, Technology, Engineering, Arts, and Mathematics. Women still hold only 26% of STEAM jobs and that's why our program aims to **break the barriers** that typically hold young girls back from developing an interest in careers in STEAM.

Through fun, hands-on activities and challenges that will **excite and expose girls to the fields of STEAM**, we aim to **introduce them to STEAM careers** and give families the tools to **continue to pursue further opportunities to develop a STEAM identity** for their daughters.

Our mission is to **empower, support, and inspire** girls to pursue a career in STEAM and to **become the world leaders of the future** by providing them with the right tools, opportunities and hands-on activities through our free educational programs.



OUR STRATEGIC PRIORITIES

Education - Provide high-quality educational resources and opportunities to young girls, and foster a culture of lifelong learning within the organization and the girls we serve, encouraging them to pursue continuing education and professional development.

Networking - Develop partnerships and collaborations with like-minded organizations and individuals in the STEAM industry to provide mentorship and networking opportunities for our alumni.

Empowerment - Equip the participants with confidence and support to take ownership of their own development and advocate for their own needs in the STEAM industry.

OUR ACTIVITIES

BridgeSTEAM Program

Girls in STEAM Academy launched in 2021, with the first programs named BridgeSTEAM aiming to bridge the gap of girls following careers in STEAM fields. The first two weekend-programs were addressed to girls aged 14-16 years old, and took place in December 2021, in Limassol and Larnaka.

The second cycle of programs ran from September to December 2022 as follows:

- 17 & 18 September, 2022 - PwC Experience Center, Nicosia - for girls 14-16
- 15 & 16 October, 2022 - CYENS Centre of Excellence, Nicosia - for girls 17-18
- 12 & 13 November, 2022 - antwork, Limassol - for girls 14-16
- 3 & 4 December, 2022 - Youth Makerspace, Larnaka - for girls 14-16



99

APPLICATIONS
RECEIVED FOR
BridgeSTEAM
2022 PROGRAMS

68

PARTICIPANTS
IN BridgeSTEAM
2022 PROGRAMS

100+

GIRLS PART OF
OUR ALUMNI
NETWORK

Watch our 2022 Highlight Video [here!](#)

DETAILS ON THE ACTIVITIES

CODING WORKSHOPS

The main focus of the BridgeSTEAM 2022 programs was to cultivate coding skills for the participants. **As such, a 7-hour workshop was offered by a team of trainers focused on programming.** The trainers considered the zero experience of the participants with coding, and started the workshop with a fun way to visualize how websites and programming works, some basic elements of HTML and CSS, and moved on with hands-on **training on building their own website** throughout the weekend with the support of the trainers.

This year's program focused on coding, as it is a fundamental skill that improves a range of other skills such as problem-solving, creativity, innovation and more. A tailor-made curriculum was designed for the purpose of the workshops offered.



6

TRAINERS

43

HOURS OF
CODING

68

WEBSITES
CREATED



DISCUSSIONS WITH WOMEN ROLE MODELS

A total of 16 women role models were part of the BridgeSTEAM 2022 Programs. Each role model shared details of her academic and professional background with the participants, discussed her duties and responsibilities at her current position, shared any challenges she faced during her journey with the **ultimate goal of inspiring the girls and most importantly to make them more familiar with careers that are considered “male-dominated”**.

Through the discussions/presentations, the participants were informed about career alternatives for the STEAM fields and expressed their interest by asking questions and clarifications. **After the presentations, the participants had the opportunity to further network with the speakers by asking more questions about their career.** The participation of women role-models was voluntary.

16

WOMEN ROLE MODELS PARTICIPATED IN BRIDGESTEAM 2022

33

WOMEN ROLE MODELS VOLUNTEERED IN OUR ACTIVITIES IN 2021/22

A TOTAL OF 16 WOMEN ROLE MODELS WERE PART OF THE BRIDGESTEAM 2022 PROGRAMS



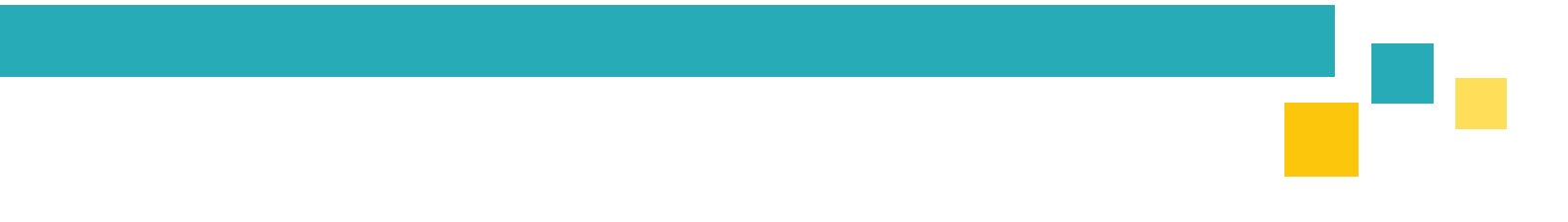
WORKSHOP FOR THE 17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS

A 1.5-hour workshop was offered on the 17 Sustainable Development Goals of the United Nations. The participants were informed about the SDGs and their objectives, and have worked in teams on analyzing innovative inventions that tackle one global challenge.



CAREER COUNSELING AND OPPORTUNITIES IN STEAM FIELDS

The 3 BridgeSTEAM programs that addressed girls aged 14-16 included a 1.5-hour workshop titled **Academic studies' options and career prospects in STEAM fields**. The workshop was led by Marigiorgia Voskaridou, a licensed career counselor, and its goal was to empower the girls on their future options by analysing the most prominent fears about their futures and helping them decide what they want to follow by having a growth-mindset approach.



PUBLIC SPEAKING SKILLS

Similarly, the program that addressed girls aged 17-18 years old included a 1.5-hour workshop titled **Development of Public Speaking Skills** led by Leonidas Alexandrou, a life coach and youth mentor. The workshop aimed to unlock the potential of participants in developing their presentation and public speaking skills, especially considering that they are at a stage before or starting their academic studies for which these skills are crucial.



DISCUSSION ON GENDER EQUALITY



Finally, at the end of each 2-day program, the co-founders Panagiota Polykarpou and Anastasia Liopetriti initiated a conversation focusing on **Goal #5 - Gender Equality** and invited the participants to engage in a constructive, safe and judgment-free discussion around the topic. The discussion focused on topics such as gender and equality issues, empowerment, as well as some powerful initiatives in Cyprus that promote this goal, with the support of educational videos.

OUR IMPACT

100+

GIRLS PART OF
OUR ALUMNI
NETWORK

68

PARTICIPANTS
IN 2022

43

HOURS OF
CODING

68

WEBSITES
CREATED

6

TRAINERS

16

WOMEN ROLE
MODELS
PARTICIPATED IN
BRIDGESTEAM
2022

33

WOMEN ROLE
MODELS
VOLUNTEERED IN
OUR ACTIVITIES

17

PRESS
PUBLICATIONS

5

DONORS

4

SUPPORTERS

66.67%

DONORS
GROWTH RATE

140%

DONATION
GROWTH RATE

7

SHE SPEAKS
PODCAST
EPISODES

200+

UNIQUE
LISTENERS ON
SPOTIFY AND
YOUTUBE

7

ALUMNI
PARTICIPATED
IN THE PILOT
SUMMER JOB
SHADOWING
PROGRAM IN
2021, IN CYPRUS

10

GIRLS TRAVELED
ABROAD FOR
TRAINING AND
JOB
SHADOWING
OPPORTUNITIES

25

GIRLS HAVE
LEVERAGED
ALUMNI
BENEFITS

5

PRESENTATIONS
/TRAININGS
OFFERED IN 2022



OUR IMPACT

1,312



528



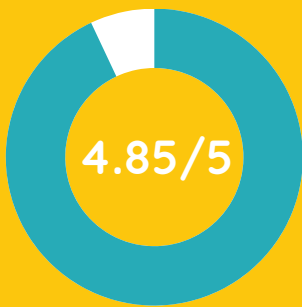
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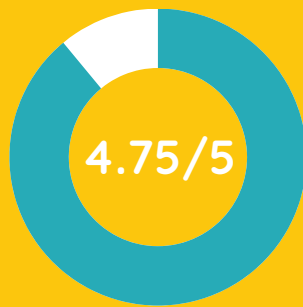
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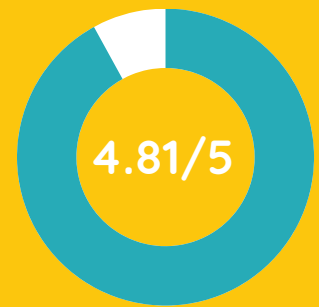
SATISFACTORY RATE 2022



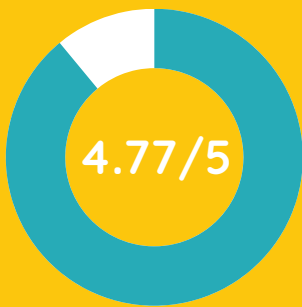
BridgeSTEAM 2022
Nicosia



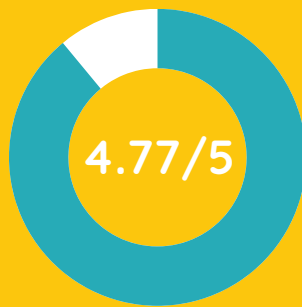
BridgeSTEAM 2022
Nicosia



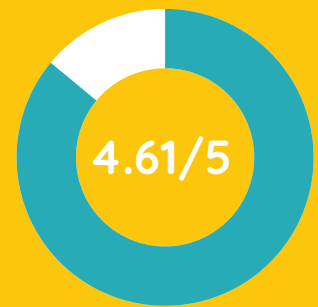
BridgeSTEAM 2022
Limassol



BridgeSTEAM 2022
Larnaka



BridgeSTEAM 2021
Limassol



BridgeSTEAM 2021
Larnaka



TESTIMONIALS

“The program was amazing. By being a part of it, I feel like I have become more open-minded and have acquired lots of useful knowledge.”

Participant, Limassol, 2022

“The most interesting aspect of the program was the discussion with the women role-models, because listening to their personal stories has helped me understand a lot and has put me in the right path of thinking.”

Participant, Larnaka, 2022

“It was very interesting that we had the opportunity to build our own website from zero, without any prior knowledge about coding.”

Participant, Nicosia, 2022

“It was a fantastic experience with a lot of positive social lessons!”

Participant, Nicosia, 2022

“It was a great and productive weekend. It inspired me to learn and become more engaged in the topics discussed throughout the whole program.”

Participant, Nicosia, 2022

“Incredible organization and implementation of the program.”

Participant, Larnaka, 2022



“The coding workshops were PERFECT!”

Participant, Larnaka, 2022

“Undoubtedly, all the workshops were remarkable but my personal favorite was the development of public speaking skills workshop since it really helped me get out of my comfort zone.”

Participant, Nicosia, 2022

“The discussions with the women role-models were a huge inspiration and helped me in putting even more effort into my career goals.”

Participant, Nicosia, 2022

“I feel very grateful that I was given such a unique opportunity to learn more about STEAM fields, about career counseling and learn how to code.”

Participant, Limassol, 2022



TESTIMONIALS

“The program has definitely met my expectations. I didn’t expect I would have such a good time - thanks a lot!”

Participant, Larnaka, 2022

“The program has exceeded my expectations and it was such a unique experience.”

Participant, Larnaka, 2022

“The discussions with women role-models were definitely unforgettable experiences for me. They gave me inspiration, courage, and strength to become like them one day and build a career by doing what I love.”

Participant, Larnaka, 2022



ALUMNI SUCCESS STORIES

2022 was an important year, not only because of the four new BridgeSTEAM programs implemented, but also because it was the year that followed the completion of the two pilot BridgeSTEAM programs in 2021 that took place in November and December 2021.

Throughout the whole year, the co-founders have been working relentlessly to collect **opportunities for the alumni that would keep them engaged in STEAM-related activities** even after the completion of the programs.

Below, we present what our 2021 alumnus have been up to throughout 2022.

sCYence Fair 2022

On the 16th of April 2022, a group of 2021 Alumni visited the “sCYence Fair” in Nicosia and had the opportunity to explore scientific and technological advancements in an entertaining, innovative and interactive manner with free hands-on activities.



PwC Experience Center tour

On the 18th of April 2022, Girls in STEAM Academy organized a tour to the PwC Experience Center with BridgeSTEAM graduates. The tour was led by Dr. Maria Solomou, Manager at the PwC Experience Center. The girls experienced the demonstration of the hologram and learned how it works, learned more about augmented reality and had the opportunity to experience it, and were informed about all the innovative and exciting things that happen at the Experience Center.



SheSpeaks Podcast by Girls in STEAM Academy

In 2022, the Podcast of Girls in STEAM Academy was launched, named SheSpeaks, and a total of seven episodes were recorded and published. Each episode presented by a different BridgeSTEAM graduate and hosted a different woman role-model in STEAM. Below we present the testimonials of the girls that were part of the podcast and some pictures from the recordings.



“Not only did I participate in a podcast for the first time, but I met and learned more about a female role model, Myrto Skourupathi, and her field, environmental engineering. It was truly an unforgettable experience!”

Chara Alkmini Alvanitopoulou, Alumni 2021

“Through the Girls in STEAM Academy program I was given the opportunity to be a part of the She Speaks podcast, as a presenter. It is my great pleasure to have had the opportunity to learn about the tasks, vision and challenges faced by women in these industries, while at the same time contributing to this great initiative to inspire young girls to pursue similar careers.”

Nicoletta Matheou, Alumni 2021



“I am grateful to have had the opportunity to experience the role of a podcast host for the first time. I was able to ask a few questions I really wanted answered and learn a lot about the wonderful guest I had. The talk with the female role model I had as a guest inspired me not to give up and to always work on what I want.” - Alisa Smirnova

Alisa Smirnova, Alumni 2021

“My participation in the podcast was a unique experience that will not be forgotten! It gave us the opportunity to see for ourselves where we can go by pursuing the STEAM disciplines.”

Chara Patatakou, Alumni 2021



Job shadowing activities in Cyprus

Girls in STEAM Academy managed to establish collaborations with various companies and educational institutions in Cyprus, which offered several job shadowing opportunities for alumns during the summer of 2022.

Our partners

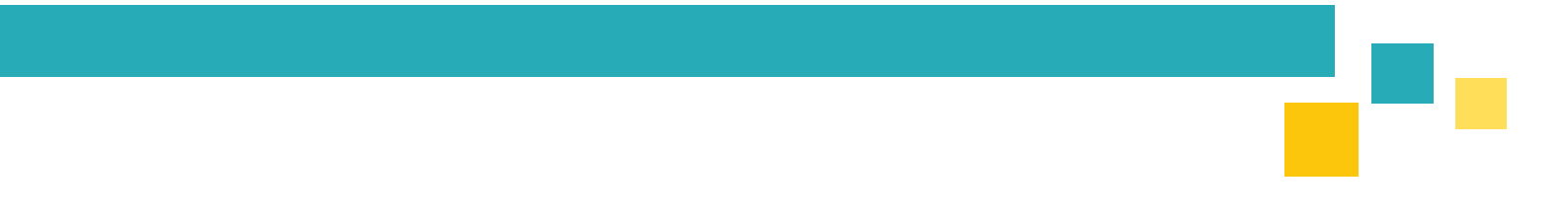
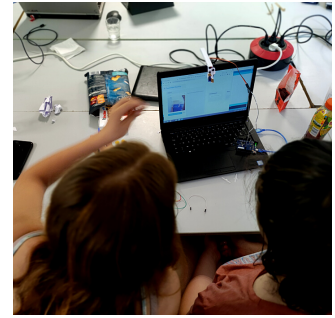
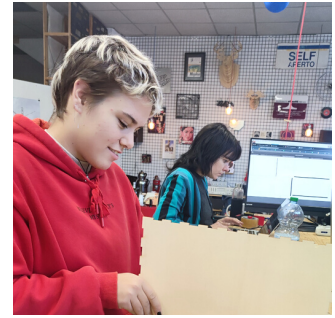


A graduate takes part in the job shadowing activity at UNIC Biology lab with Dr. Myrtani Pieri, where they learn how to extract their own DNA. June 2022.



Job Shadowing activities abroad

Girls in STEAM Academy partnered up with Citizens in Power for the Erasmus+ project Jobs of the Future. In the context of this project, **eight alumni have taken part in three job-shadowing activities abroad**. The first was implemented in France in June 2022, the second one in Romania in September 2022 and the third one in Italy in November 2022.



TechGirls Program

Antrea Ktori and Antrea Kokkinou, 2021 and 2022 alumni respectively, were two out of three girls that were chosen to represent Cyprus to the TechGirls program in the United States, in the summer of 2022. It was the first time that girls from Cyprus were eligible to participate. Over 100 girls from various countries all over the world spent two weeks in the United States, in partnership with Virginia Tech University. Participants engaged in an interactive technology and computer camp among other things like study visits to NASA. The program is funded by the U.S. Department of State, Bureau of Educational and Cultural Affairs.

Antrea Ktori attended the first BridgeSTEAM program 2022 in Nicosia, where she presented her experience to the program participants and inspired them to apply for next year's program as well.



OUR 2022 DONORS & SUPPORTERS

SPONSORS



SUPPORTERS



AN INITIATIVE BY



THE TEAM



Panagiota Polykarpou
Co-Founder



Anastasia Liopetriti
Co-Founder





www.steamacademycy.org



Girls in STEAM academy



@steamacademycy



Girls in STEAM Acadeym



hello@steamacademycy.org



+357 99 426929 / +357 99 169053

