



2025

# ANNUAL PROGRES AND IMPACT REPORT

Powered by:



BE AN ALLY  
Foundation

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# A PERSONAL NOTE FROM THE FOUNDERS

## Welcome to our Annual Progress and Impact Report for 2025!

If 2024 was a landmark year, 2025 was a year of transformation, validation, and significant "firsts." It was also a year that reminded us (sometimes gently, sometimes forcefully) that progress in gender equality is never linear and never guaranteed. As we look back on the past twelve months, we celebrate not only the expansion of our programs but the deepening of our roots within the educational and social ecosystem of Cyprus and Europe.

Our mission to bridge the gender gap in STEAM has moved to a new level. This year, we officially stepped into the European arena securing four new European funded projects. In a sector where resources are limited, competition is high, and gender equality is often questioned or deprioritised, this felt like both a breakthrough and a responsibility. This momentum was further validated when we were named Finalists in the European Digital Skills Awards (Women in ICT category), a prestigious recognition that places our work among the top initiatives in Europe (and reminds us that small, local efforts can resonate far beyond their starting point!).

Simultaneously, we strengthened our internal foundation; for the first time, the Be an Ally Foundation has moved to employment capacity, ensuring that our leadership can dedicate their undivided energy to our vision. This shift did not come easily; it reflects years of unpaid labour, balancing work with work (yes, this was not an error), and belief that what we do deserves sustainability, care, and professional grounding.

2025 was also the year we expanded our educational pipeline. With the launch of our new ΕΤΟΙΜΕΣ program, we are now supporting not just teenagers, but university students and recent graduates, actively helping them design their transition into the labour market. Inclusivity remained our compass, highlighted by our first-ever bi-communal BridgeSTEAM. Seeing Greek-Cypriot and Turkish-Cypriot girls coding side-by-side proved that science and technology is a universal language that builds bridges.

Beyond empowering girls, we addressed the systemic environment they grow up in. We engaged over 150 educators and career counselors to dismantle gender stereotypes in schools and celebrated the International Day of Women and Girls in Science with the public screening of our documentary, "[Growing up in Cyprus: The Voices of Girls](#)".

But perhaps the most meaningful milestone is the lasting legacy we are building. By the end of 2025, our Alumnae Network grew to 300 girls. For the first time, we looked back to see how far we've come: we conducted a long-term impact survey with graduates from our initial years to track their progress.

The findings have been both humbling and energising, and we proudly present them in this report, confirming that the skills and confidence instilled years ago are actively shaping their academic and career paths today.

None of this would be possible without the trust of our donors, the dedication of our collaborators, and the curiosity and courage of the girls who inspire us daily. Working towards gender equality is often slow, contested, and emotionally demanding but it is also deeply collective. **Thank you for believing in us and for helping us design a future where gender is no barrier to innovation.**

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



# ABOUT US

Girls in STEAM Academy is a nonprofit by Be an Ally Foundation initiative that strives to **close the gap in the underrepresentation of women and girls in STEAM** (Science, Technology, Engineering, Arts and Mathematics) fields. Our vision at Girls in STEAM Academy is to empower girls and women to identify their full potential in STEAM, and become future leaders. We aspire to create a world where women and girls are equally represented in all STEAM industries, and to empower organizations and educators to join us in this mission.

## OUR STRATEGIC PRIORITIES

**Education** — We provide high quality educational resources, training and opportunities to young girls, women, educators, parents and partner organizations ensuring access to comprehensive learning experiences on the topic of inclusion and participation of women in STEAM.

**Networking** — We foster strategic alliances and synergistic partnerships with like-minded organizations and individuals within the STEAM ecosystem to facilitate mentorship and establish extensive networking avenues for our program alumnae and direct stakeholders.

**Awareness** — We conduct research, create awareness on the topic, run impactful advocacy efforts, and active participation in both public and private events.



# OUR ACTIVITIES

## EDUCATION

### ETOIMΕΣ (Ready) program

This year, we launched a hybrid employment readiness and professional empowerment program designed for **university students and recent graduates in STEAM fields** who are preparing to enter the labour market. The program was inspired by WHEN's successful *Ready for Work* program in Greece and it combined interactive **professional development workshops** with a **6-month mentoring program** to build confidence, practical skills, and networks that support participants' transition into employment.

**13** participants from  
Cyprus and abroad

**12** female mentors  
engaged

**21** teaching  
hours

### Impact

#### CV tailoring to job roles

- +1.45 increase — participants gained strong, practical skills to adapt their CVs to specific positions.

#### Interview preparation (common questions & answers) and confidence

- +1.86 increase — the strongest improvement, showing increased readiness and confidence.
- +1.32 increase — participants reported feeling more self-assured and prepared.

#### Job search strategies

- +1.59 increase — participants became more confident navigating job platforms and opportunities.

#### Clear and effective workplace communication

- +1.43 increase — improved ability to communicate professionally and with clarity.

### Testimonials

*"The program gave me the chance to meet others with similar concerns, allowing us to grow and evolve together, each in her own field, by facing and improving our weaknesses. It helped me navigate situations better and look at the bright side of things. Most importantly, it gave me the inspiration and motivation to believe in my potential and set clearer goals for the future."*

*Amazing experience that gives you the opportunity to meet even more amazing people!*

*"Girls in STEAM Academy has done it once again, supporting young women in their first steps & career paths! Creating an incredible community, sharing best practises and giving you an insight to nailing your interview, creating the perfect CV, being able to keep growing and how important networking is! So thank you!!!"*

*"I came with question marks and I'm leaving with exclamation points! A truly fulfilling experience. I feel I've gained so much and, above all, I feel READY!"*

## EDUCATION

### ETOIMΕΣ (Ready) program

*"My experience was extremely positive. I've sorted out my thoughts, realised I'm not as shy as I used to be, and I'm now making the most of the opportunities that come my way. I've improved my CV and, through the 'growth mindset,' I've understood that nothing is set in stone. Through my own actions, I can improve situations and even unlock completely new possibilities!"*



Donor:



Supporters:



### BridgeSTEAM programs

Our flagship program for girls aged 14–16 was offered for the 5<sup>th</sup> consecutive year, **introducing participants to STEAM careers** through women role-model talks, hands-on coding workshops, career counselling, and other experiential learning activities. The two-day program reached four locations:

- February 8 & 9 — TheBase by CyprusInno, Nicosia - for Greek Cypriot and Turkish Cypriot girls
- September 20 & 21 — PwC Cyprus, Limassol - for girls aged 14-16
- October 18 & 19 — PwC Experience Center, Nicosia - for girls aged 14-16
- December 13 & 14 — UCLan Cyprus, Larnaka - for girls aged 14-16

**81** participants  
ages 14-16

**104** applications  
received

**11** women-role models  
as guests

**28** hours of  
coding

**4.6** out of 5 average  
evaluation score

**282** BridgeSTEAM  
alumna since 2021

# EDUCATION

## BridgeSTEAM programs

### Impact

BridgeSTEAM's impact is assessed through pre- and post-program questionnaires which allowed us to capture changes in participants' perceptions, confidence, and interest in STEAM. Key shift observed:

#### Increased awareness of gender stereotypes

- The share of participants who believed that stereotypes don't discourage girls from STEAM careers **dropped from 50% to 20%**, indicating a significant increase in awareness and critical understanding of gender bias.

#### Stronger understanding of STEAM career options

- Understanding of STEAM career pathways **rose from 55% to 92%**, showing clearer visibility of future opportunities.

#### Boost in confidence in coding and technology

- Confidence to participate in coding and technology activities **increased from 66% to 94%**, one of the program's strongest outcomes.

#### Improved access to women role models

- Participants reporting access to female role models in STEAM **increased from 60% to 89%**, reinforcing the value of role-model engagement.

#### Clearer pathways into STEAM

- Knowledge of practical steps to pursue a STEAM career **increased from 50% to 89%**, strengthening participants' sense of direction and agency.



Beyond immediate skill and awareness gains:

- 92% reported a strong increase in interest in STEAM
- 87% are very or somewhat likely to pursue STEAM education or careers
- 100% felt inspired to continue learning about STEAM
- 81% gained new skills or tools they were not familiar with before
- 72% discovered new career paths or study options
- 78% reported a shift in perception, seeing STEAM as **creative and fun!**



# EDUCATION

## BridgeSTEAM programs

### Testimonials

*"It was a really great program that showed me another side of STEAM and inspired me regarding my future studies."* **Participant, BridgeSTEAM Program Larnaca 2025**

*"Taking part was the best decision I ever made!"* **Participant, BridgeSTEAM Program Larnaca 2025**

*"I had an amazing time learning new things that I will definitely need in the future."* **Participant, BridgeSTEAM Program Larnaca 2025**

*"I loved that within just one weekend I expanded my horizons. The most interesting part was the programming language I learned, as well as understanding the way other girls think."* **Participant, BridgeSTEAM Program Limassol 2025**

*"The program helped me significantly. I gained new skills and knowledge that I didn't have before. The organization was excellent and all the trainers were very friendly and supportive. Everything was perfect!!!"* **Participant, BridgeSTEAM Program Nicosia 2025**

### Donors and supporters



## Introduction to the world of coding and electronics

**17 girls** aged 14-17 participated in a **one-day Arduino workshop** at the CYENS Centre of Excellence in Nicosia. Delivered in collaboration with **ROBO Educational & Research Robotics** and **CYENS**, and supported by **Kypruino** and **MetLife**, the workshop combined hands-on technical learning with social impact.

Participants explored the fundamentals of coding and electronics with a specific focus on **inclusion** and **accessibility**. Through hands-on activities, the girls designed and programmed their own "smart gadgets," learning **how technology can be leveraged to create solutions that assist people with disabilities** and make daily life more equitable. The workshop demonstrated that coding is not just a technical skill, but a tool for building a fairer society!



## EDUCATION

### A collaboration with the Cyprus Computer Museum

Our new collaboration with the Cyprus Computer Museum engaged **140+ students from across Cyprus** in an interactive three-hour educational program designed by the Academy's team. Through experiential activities, students explored issues related to gender equality in education and the workplace, reflected on how stereotypes influence study and career choices, and were introduced to influential women in the sciences, with a particular focus on informatics. The programme also highlighted key milestones in the history of computing, emphasising the decisive and often overlooked contributions of women. Girls in STEAM Academy fully subsidized transportation costs for the first 20 participating schools.

## NETWORKING

Networking is a core pillar of our work, enabling us to **bridge the gap between education and the labour market** while supporting our graduates' transition into real-world STEAM environments. Through structured opportunities—such as job shadowing, networking events, and ecosystem-level initiatives—we connect girls and young women with employers, researchers, institutions, and role models. At the same time, **our active participation in sectoral events** allows us to position Girls in STEAM Academy within the national ICT and STEAM ecosystem, build strategic partnerships, and contribute to collective efforts that advance gender equality through collaboration and shared impact.

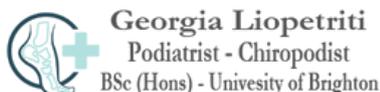
### Job-shadowing program

For a 4<sup>th</sup> consecutive year, Girls in STEAM Academy established collaborations with various companies and educational institutions in Cyprus, which offered several job shadowing opportunities for the alumnae during the summer of 2025.

**15** participants

**16** available positions

#### Collaborators



## NETWORKING

### Job-shadowing program

#### Testimonials

*"During my job-shadowing experience at UNIC, I had the opportunity to go through a unique experience that helped me better understand the world of science and think seriously about my professional future. The job shadowing experience was extremely valuable, it filled me with knowledge and inspiration and helped me take an important step towards choosing the studies and career I want to follow in the future."*  
**Styliani Stella A., job shadowing participant at UNIC School of Life and Health Sciences**



*"I loved learning everything there is to know about microplastics and seeing how AKTI collects the data - I really felt part of the team! Although I don't know much about chemistry, the way the microbes work was explained in a simple way which I could understand, which was really helpful. Finally, I loved getting to meet so many people! Whether they were people who I became friends with, or the experienced people working to make our world more sustainable, it was so much fun being surrounded by such intellectual individuals."*  
**Aanvi T., job shadowing participant at AKTH Project & Research Center**

*"Something I learned and really liked was how changes can be made to DNA so that some hereditary diseases can be avoided and not manifested. The activity was very useful because I met researchers who started from different studies and ended up working in the same field but at the same time doing different or even common experiments."*  
**Anthi N., job shadowing participant at biobank.cy**

*"Through the activity, I learned how AI agents work in practice and how they can be integrated into business solutions. I also became familiar with technologies such as virtual reality (VR) and saw how PwC leverages innovation to deliver modern services. The activity was particularly useful for me, as it gave me a realistic picture of the professional environment, strengthened my interest in technology and helped me better understand my potential in this field."*  
**Marina G., job shadowing participant at PwC Experience Center**

*"Through this experience, I learned how important it is to collaborate with others to achieve a good - and why not, perfect - result. I also understood how much of a difference it makes to truly love what you do and to do it with passion, not because you "have to" or out of necessity. Something that struck me was the role that women have played in the technology field - something that I perhaps hadn't thought about so much before."*  
**Andreana P., job shadowing participant at Cyta**



# NETWORKING

## Empowered futures: Celebrating Girls and Women in STEAM

To mark the **International Day of Women and Girls in STEAM** celebrated on the 11th of February, we organized a landmark event titled *"Empowered Futures: Celebrating Girls and Women in STEAM"* at the University of Cyprus on February 15, 2025. The event served as a vibrant platform to inspire change and foster intergenerational dialogue, successfully bringing together a diverse audience of **70 participants**, including teenage students, educators, and women role models in STEAM and other people interested in bringing about gender equality in STEAM.

A central highlight of the day was the premiere screening of our mini-documentary, *"Growing Up in Cyprus: The Voices of Girls."* This first-of-its-kind production brought the unfiltered perspectives and aspirations of young girls in Cyprus to the forefront, sparking a crucial conversation on the structural barriers they face. The dialogue continued through an inspiring panel discussion featuring Greek Cypriot and Turkish Cypriot women role models (UK alumnae), followed by dynamic, interactive group conversations that bridged the gap between teenage girls and established experts.



### In collaboration with



## Mind the Wiki-Gap

We joined forces with the Wikimedia Community User Group Cyprus for "Mind the WikiGap" and we contributed to an edit-a-thon and panel discussion at the Goethe-Institut Cyprus to address gender bias and improve the visibility of women's achievements on Wikipedia.



## NETWORKING

### Creating Synergies: Promoting Gender Diversity and Inclusion in ICT

This year, we joined the wider tech community at the Digital Security Authority's ICT Academy in Nicosia for *Creating Synergies*, a networking event co-organised by CCS-Women (Cyprus Computer Society) and the Digital Security Authority (NCC-CY). The event aimed to connect and strengthen women-in-tech initiatives across Cyprus.

Girls in STEAM Academy presented its methodology and impact to industry professionals, academics, and advocates, contributing to dialogue on collaboration and collective action. The event marked an important step in ecosystem building, reinforcing the value of partnerships in advancing a more inclusive ICT sector.



### Women in STEAM: Unleashing the Power of Women in Tech



To honor World Telecommunication Day, we joined forces with CYTA, for the conference "Women in STEAM." Against the backdrop of Cyprus's skilled labor shortage, the event highlighted female talent as a critical, yet underutilized, economic resource necessary for the country's digital transformation.



The agenda featured the reveal of the "SheSTEAM" research findings, providing data-driven insights into the local landscape. Our co-founder, Anastasia Liopetriti, served as a key panelist, engaging in high-level dialogue with representatives from the state, academia, and the business world. During the session, she advocated for practical solutions to dismantle barriers in the workplace and education system, sharing insights on how we can better support women in high-demand technical fields.

# AWARENESS

## SheSpeaks Podcast

Our podcast, SheSpeaks, promotes women role models from STEAM fields through conversations led by teenage girls from across Cyprus, who act as the hosts of each episode. Through these interviews, women professionals share their visions, career paths, challenges, and successes, offering relatable and inspiring narratives for young audiences.

In collaboration



In 2025, four SheSpeaks episodes were recorded, each hosted by a different BridgeSTEAM graduate and featuring a woman role model from a STEAM field. The podcast is produced in collaboration with BlackLemonTV.

### Testimonials

*"Girls in STEAM Academy has provided me with so many opportunities to grow my interest in STEM, and hosting this podcast with them has been not only informative, but so much fun! I believe this episode will inspire more young girls to step into the field of STEM with confidence."* **Aanvi T.**



*"Personally, the experience was very enjoyable and fun! It was a great opportunity to step outside my comfort zone and I must say that I felt comfortable speaking on the microphone with the encouragement of the Girls in STEAM Academy team."* **Valeria S.**

*"Hosting an episode of the SheSpeaks podcast was a valuable and eye-opening experience. It allowed me to explore a potential future career path and gain an insight into the real-world challenges and opportunities. This experience helped me strengthen my communication skills."* **Marilia C.**



**850** UNIQUE LISTENERS  
ON SPOTIFY AND  
YOUTUBE IN 2025

## AWARENESS

### Workshop for career counsellors in collaboration with the Ministry of Education, Sports and Youth

Thanks to the invitation by the Counseling and Vocational Training Service at the Ministry of Education, Sports and Youth, we delivered a targeted online workshop to **100+ career counsellors from schools across Cyprus**, titled *"How can we encourage career choices free from gender stereotypes?"* The session focused on identifying and dismantling unconscious biases that often limit students' potential. By equipping these professionals with the tools to offer gender-neutral guidance, we ensure that the advice students receive opens doors rather than closing them. The workshop emphasized that creating a diverse future workforce begins with the very first conversation a student has about their career.

### European Researchers' Night

This year, we joined the scientific community at the State Fair in Nicosia for the European Researchers' Night, the Research and Innovation Foundation's flagship annual event. Surrounded by universities, research centers, and NGOs, our booth became a hub for interactive learning and discovery.

To actively engage the younger generation, we designed a gamified activity titled *"Who invented this?"* aimed at restoring the visibility of women in history. Through this interactive quiz, **more than 200 students** discovered that many daily essentials were invented by women, challenging the stereotype that innovation is a male-dominated field. By combining fun with education, we turned a simple booth visit into a moment of realization about the indispensable contributions of women to science and technology.

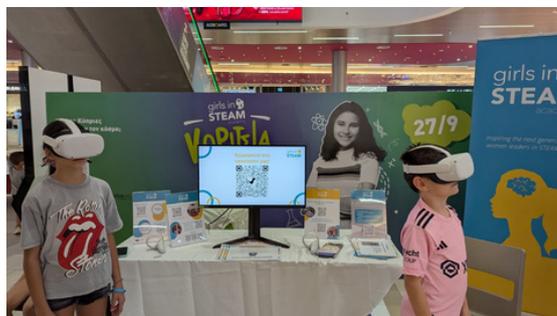


## AWARENESS

### Back to School activity at Nicosia Mall

Kicking off the new academic year with innovation, we took over Nicosia Mall for a unique "Back to School" event! Far from a standard informational booth, this event offered visitors an immersive glimpse into the future of STEAM through Virtual Reality.

In a **strategic collaboration with PwC Cyprus**, we transformed episodes of our "SheSpeaks" podcast into engaging VR clips. Using headsets provided by PwC, teenagers and parents alike were able to "step inside" the stories of female role models, experiencing their advice and inspiration in a completely new dimension. The activation was powered by a strong collaborative ecosystem: **GNOMI Integrated Communications** led the creative campaign, **Nicosia Mall** hosted our presence, and the day was energized by our own alumnae volunteers, who returned to share their experiences with the next generation!



### In collaboration with



### Educators' Day Workshop at Gymnasio Verginas in Larnaca

On the Educators' Day we celebrated the teaching profession by empowering the very people who shape the next generation. We traveled to Gymnasio Verginas in Larnaca to deliver a workshop to **50 dedicated educators**, titled **"Language, Expectations & Behaviour: How Gender Stereotypes Are Reflected in School."** The session moved beyond theory to tackle the "hidden curriculum" of gender bias. We explored how subtle cues, from the adjectives used to praise students to the different behaviours expected of boys and girls, can inadvertently limit a student's self-perception. By focusing on small, conscious shifts in daily language and attitude, we aimed to help educators cultivate a classroom environment where students are defined by their potential, not their gender.

# EUROPEAN FUNDING PROJECTS

2025 was a milestone year in the evolution of Girls in STEAM Academy. This was the year we transitioned from a local initiative to an active partner in the European project ecosystem. Securing our first competitive EU grants is a resounding validation of our methodology, our operational capacity, and the relevance of our mission on an international scale.

Our role in Erasmus+ and CERV programs, both as partners and, for the first time, as project coordinators, enables us to unlock new avenues for sustainability and growth. This strategic expansion allows us to exchange best practices with organisations across Europe, bring innovative educational tools to Cyprus, and ensure that our impact is scalable, sustainable, and connected to the broader European dialogue on gender equality and digital inclusion.



A Mobilising Training  
and Multimedia Platform

## uFemTP - A Mobilising Training and Multimedia Platform

(Project no: 2024-1-EL01-KA220-ADU-000244166)

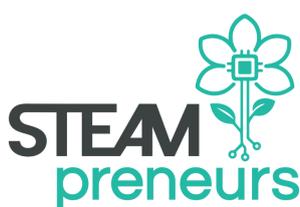
This project examines the manifestations of femininity and gender identities in the field of **urban entertainment and contemporary cultural scenes**. It aims to strengthen gender equality and inclusion through the production of innovative educational materials, the development of digital and multimedia skills and the creation of an interactive multimedia platform. Our primary audience is people who work or are active in entertainment and artistic expression spaces, such as performers, adult educators, artists and cultural professionals.



## pICTUREURpath - Fostering gender balance in pursuing ICT related studies and professions

(Project no: 101195875)

pICTUREURpath aims to identify the **key factors and actors that influence girls' aspirations in pursuing Information and Communications Technology (ICT)** studies and professions in Europe, and will design a pedagogical framework for secondary pre-service and in-service teachers and non-formal educators, but also pilot-experiment an intervention for proposing policy recommendations that have high potential for increasing the number of girls whose career choice or learning pathway leads to an ICT.



## STEAMpreneurs - A gender-responsive approach to promote STEAM & ICT studies and careers

(Project no: 2025-1-CY01-KA210-SCH-000362852)

This project proposes a multilevel **cross border and cross-sectoral approach to increase interest and excellence in STEAM & ICT** studies. With Strong emphasis on gender equality, digital transformation, and innovation in school, it aims to empower teachers, students, parents, non-formal educators and other important stakeholders to overcome gender biases and create inclusive learning environments that foster digital, green, and entrepreneurial skills.

## Reclaim the Feed - Empowering Teen Voices for Equality and Digital Respect

(Project no: To be announced)

The project responds to a critical and growing need: the ever **growing gender divide in digital spaces**, where toxic narratives and harmful stereotypes flourish. The main objective is to empower teenagers of all genders and especially those aged 15-17 to critically reflect on gender roles and online behaviours, develop digital and communication skills, and co-create content that promotes equality and respect. Activities include a mapping exercise, gender-sensitive empowerment workshops, and a joint co-creation lab where teenagers will collaboratively design campaign messages and receive digital training.

# AWARDS & RECOGNITIONS

In 2025, our work in Cyprus began to receive recognition beyond national borders, including acknowledgment from European institutions. This external feedback encouraged us that our approach resonates but also contributes meaningfully to broader conversations on digital inclusion in Europe.

## Finalist: European Digital Skills Awards 2025

We were honoured to be selected as a Finalist in the **European Digital Skills Awards 2025 in the Women in ICT Careers category**. Facilitated by the European Commission's Digital Skills and Jobs Platform, this prestigious distinction places Girls in STEAM Academy among the top initiatives in Europe dedicated to closing the digital gender gap.



European Digital Skills Awards 2025



## Best Practice: Connecting Women in Digital

Further cementing the quality of our educational framework, our flagship BridgeSTEAM program was officially recognized as a **Best Practice by Connecting Women in Digital**. Funded by the EU's DIGITAL Programme, this initiative identifies impactful strategies for bridging the gender gap in the technology sector. This recognition highlights BridgeSTEAM as a scalable, high-quality model for empowering the next generation of women in tech.



# OUR IMPACT

Impact is not only reflected in numbers or indicators, but in the moments when girls and young women we work with speak with more confidence, ask new questions, or begin to imagine futures that once felt distant and unreachable. Throughout 2025, our activities created spaces where curiosity turned into skills, uncertainty into direction, and hesitation into possibility.

Across activities, evaluations and conversations with participants consistently pointed to meaningful change: increased confidence, clearer career awareness, and stronger connections to role models and real-world environments. These outcomes reaffirm our belief that sustained, inclusive interventions, especially for girls from underrepresented contexts, can shift both individual trajectories and broader perceptions of who belongs in STEAM.

## This year, we asked ourselves: where are our 2021–2023 BridgeSTEAM graduates today, and what impact did BridgeSTEAM have on their lives? Let's see.

We asked *“Since participating in the Girls in STEAM Academy, to what extent do you feel the experience has supported you in the following areas?”*

Most frequently selected responses:

- Gaining greater self-confidence to engage with STEAM fields
- Expanding knowledge and/or skills in programming or technology
- Accessing inspiring female role models

We asked *“In what ways, if any, have your perceptions changed since participating in the Girls in STEAM Academy?”*

Most frequently selected responses:

- I believe that gender stereotypes in STEAM careers can be overcome
- I have identified more opportunities within STEAM career pathways

We asked *“Which STEAM-related fields are you currently most interested in?” (Ranked by popularity)*

Most frequently selected responses:

- Artificial Intelligence and/or Machine Learning
- Programming and/or Technology
- Mathematics and/or Statistics
- Engineering / Robotics / Science (e.g. Biology, Chemistry, Physics)

# OUR IMPACT

We asked ***“How has participation in the Girls in STEAM Academy influenced your educational or career-related decisions?”***

Most frequently selected responses:

- **It strengthened my passion for a specific STEAM field**
- **It increased my awareness of available STEAM career options**

## Testimonials

*“I feel particularly grateful that I had the opportunity to participate in the Girls in STEAM Academy. It was an experience that inspired me to believe more in my abilities, to follow my interests without being limited by stereotypes, and it significantly influenced my decision to study electrical engineering. I hope the program continues to inspire more girls, giving them the strength to discover their potential and pursue their dreams in STEAM.”* **2021 participant**

*“Through the program, I discovered TechGirls, which I was not able to attend. However, through this, I learned about the ODYLP programme and was accepted, resulting in my trip to the United States and the experience of that program. In addition, over the past two summers I completed job shadowing at Cyta and PwC, and I feel extremely grateful for these opportunities.”* **2022 participant**

*“The connections I made with other girls and the job-shadowing experiences are two things that definitely helped me a lot in choosing my degree and in developing my knowledge in the STEAM field.”* **2023 participant**

*“I believe that the ‘Public Speaking Skills Development Workshop’ was one of the most helpful elements of the program, as it pushed me to practice skills that are essential for my future career and which I had not been taught at school up to that point.”* **2022 participant**

*“It was a very constructive experience and very different from what public schools in Cyprus usually offer. It was short but truly meaningful, and many of the experiences I had will stay with me. Thank you, even though my path did not ultimately lead me to those fields.”* **2022 participant**

*“For me, the program acted as a positive trigger. After that, I became more involved in various programmes and competitions. As a result, I travelled to the United States for the ODYLP programme, which was an unforgettable experience. I also completed two job-shadowing experiences—last year at Cyta and this year at PwC. These were among my favourite experiences. They gave me confidence and inspired me to become even more hardworking and productive.”* **2022 participant**

# A YEAR IN REVIEW

**295**

GIRLS & WOMEN  
PART OF OUR  
ALUMNAE  
NETWORK

**81**

PARTICIPANTS  
IN 2025

**28**

HOURS OF  
CODING

**81**

WEBSITES  
CREATED BY OUR  
BRIDGESTEAM  
PARTICIPANTS

**12**

TRAINERS

**22**

NEW WOMEN  
ROLE MODELS  
IN OUR NETWORK

**34**

WOMEN ROLE  
MODELS  
VOLUNTEERED IN  
OUR ACTIVITIES

**12**

MENTORING  
COLLABORATIONS  
VIA ETOIMES  
(READY)

**850**

UNIQUE  
LISTENERS ON  
SPOTIFY AND  
YOUTUBE

**140%**

GROWTH IN  
LISTENERS FOR  
THE SHE SPEAKS  
PODCAST

**407**

NEWSLETTER  
SUBSCRIBERS

**23**

PRESS  
PUBLICATIONS

**4**

DONORS

**21**

SUPPORTERS

**41**

COLLABORATIONS

**15**

ALUMNAE PARTICIPATED  
IN THE SUMMER JOB SHADOWING  
2025 PROGRAM

**11**

PRESENTATIONS  
AND PANEL  
PARTICIPATIONS

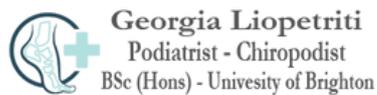
 **2,084**

 **1,607**

 **1,774**

 **11,985**

# OUR COLLABORATORS



# THE TEAM



**Anastasia Liopetriti**  
**Co-founder &**  
**Head of Community and Impact**



**Panagiota Polykarpou**  
**Co-founder &**  
**Head of Strategy and Growth**



**Annita Tsolaki**  
**Project Coordinator**



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