



2021
**ANNUAL
REPORT**

Research & Design

**NATIONAL
SCIENCE &
TECHNOLOGY
MEDALS
FOUNDATION**

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TO OUR COMMUNITY:

At the beginning of 2021, we faced unprecedented challenges as an organization and as a people. But in response to existential threats, we took the time to adapt, adjust, and develop our programming to continue to serve the needs of our student community. Even amid a prolonged pandemic, threats to democracy and the safety of minority communities, and the rapid deterioration of our climate, we dug deep into our programs to recognize how we could share our mission effectively and ensure programmatic impact across the country. 2021 was a year of internal research and outward development. We implemented more substantive feedback loops for our inSTEM Scholars, expanded the inSTEM program to UT-Arlington, and most holistically, we re-evaluated the role of all our programming in the context of our mission: to build a more diverse, inclusive, and equitable STEM community. It is because of our willingness to listen, adapt, and change that empowered us to endure as an organization. We are deeply grateful for our supporters, donors, Scholars, mentors, coaches, and partners who were integral in unlocking our vision and expanding the impact of our programming.



Andy Rathmann-Noonan

President

Expansion, development, and successful delivery of our comprehensive mentorship program for students from underrepresented groups in STEM

The inSTEM program launched in 2020 with a 15-Scholar cohort at Howard University. It has now grown into a formidable community of 40+ Scholars with the addition of a new host site at UT-Arlington. inSTEM became our keystone program in 2021 as we sought to retain students from underrepresented communities in STEM majors.

Challenges

The unrelenting obstacles presented by a prolonged COVID-19 pandemic and racially motivated violence required a commitment by our team and the members of our inSTEM community to see that this program continued. In the face of these significant challenges, we pushed forward, delivering on our promise to create support networks for STEM majors most in need of advocates, coaches, mentors, and peers.

Feedback

We recognized that many of our Scholars wanted to be seen and heard in their academic environment. We had a duty to provide space for them to share how the university experience was falling short of their expectations

We recognized that if we could implement substantive feedback loops through Scholar surveys, mentor-mentee action plans, and continual check-ins with our community members, we could demonstrate a sincere interest in delivering on the creation of a community that empowered its Scholars.

Success

In 2021, 100% of our Scholars from Howard returned for the second year of the program. We successfully added Kenyatta Dawson as the newest inSTEM Coach at UT-Arlington. And most importantly 96% of all scholars in the program were retained in their STEM major. We exceeded our goal of 80% retention while also tripling the size of our inSTEM Scholar population. Couple this tremendous statement of success with the expansion of our mentor community to over 50 STEM leaders, we are proud to say that 2021, despite its challenges, was an extremely successful year for the NSTMF's inSTEM program.



IMPACT

The inSTEM community is a vibrant and diverse collective with 80% of Scholars representing multiple intersecting identities and 83% of Scholars identifying as a member of an underrepresented community in STEM



inSTEM Scholars with NSTMF inSTEM Director Dr. Mayowa Awe (second from right)

100%

of Scholars reported using one or more of the skills learned from the inSTEM curriculum

96%

of Scholars were retained in their STEM major

83%

of Scholars reported feeling a greater sense of belonging in STEM

2

Host Sites

3

Faculty Coaches

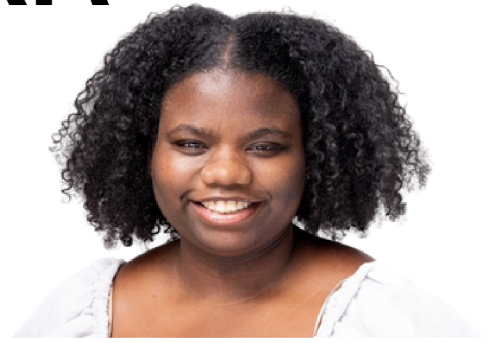
43

Scholars

50

Mentors

inSTEM SCHOLAR SPOTLIGHT



Gabrielle Francis
inSTEM Scholar at Howard University

What drew you to the inSTEM program initially?

What initially drew me into inSTEM was that the program actively sought first-year students. As a discouraged first year, unsure of how to officially start my STEM career path, this specific criterion inSTEM was looking for gave me hope and boosted my confidence. Today, I am a grateful and a little less discouraged.

How has your interest in STEM and/or future outlook on a STEM career changed during your time in the inSTEM program?

inSTEM has influenced my outlook on a STEM career by reminding me of the plethora of options STEM has. This was done by the numerous guest speakers we would have in our meetings and inSTEM providing a personal mentor for us. Both the guest speakers and our mentors gave great advice.

What has been the most valuable experience you've had through, or because of, inSTEM so far?

My most valuable experience at inSTEM was when Dr. Awe treated all the cohorts to Starbucks. All we did was chat, enjoy our treat, and take pictures, but I felt safe, and that's an important feeling to have in the STEM world due to it being so competitive. It felt nice to unwind after a year of hard work.

What are you most looking forward to in your future inSTEM experiences?

I'm looking forward to more opportunities the program will provide for us. I also hope we'll go on educational field trips together this year.

What advice do you have for Scholars in the newest cohorts of inSTEM?

You can take advantage of the opportunities this program provides. Don't just have inSTEM on your resume for decoration and not participate otherwise, you will miss out. You should also take part in the networking opportunities inSTEM provides. Networking is essential for ending up on your desired career path.

How would you differentiate inSTEM from other STEM enrichment programs with which you are familiar?

The difference between inSTEM and other STEM programs is that inSTEM doesn't just provide STEM opportunities but mentorship opportunities. The NSTMF's mission emphasizes uplifting Black and Brown STEM scholars in STEM fields. The NSTMF is aware of how competitive and discriminatory the STEM fields can be and want to encourage us to let obstacles get in our way of our desired STEM career path.

NSTMF TEAM SPOTLIGHT



Dr. Mayowa Awe
Director of inSTEM

What is it about working at the NSTMF that you enjoy the most?

By far, one of the things that I enjoy most about the NSTMF is the work culture. The foundation prioritizes team members' well-being and truly emphasizes work-life balance, which is rare. Furthermore, the camaraderie and teamwork are phenomenal. There is never a moment when I do not feel supported by the team at the NSTMF.

What personal experiences help guide you in your work at the NSTMF?

My experiences as a first-generation African-American STEM undergraduate and graduate student help guide my work with the inSTEM program. I bring various perspectives, having been a student with multiple intersecting identities that are underrepresented in STEM that are relevant to my work. I have also gained valuable insights through participation in the McNair Scholars Program, LSAMP Bridge to Doctorate Program, and NSF GRFP. I know how powerful mentoring and community can be, and want to provide STEM students the support they need to achieve their goals.

What are you most excited about for the inSTEM program and the NSTMF?

I am most excited about the growth of the inSTEM program and the future impact of the NSTMF. It blows my mind that in 2022, inSTEM will have close to 90 students across two institutions and will continue to grow. I am excited to hear about future Scholar successes, scientific contributions, and community involvement.

Do you have any mottos or mantras that help center yourself?

Practicing gratitude in whatever season I am in helps me center myself. It forces me to be present and gives me the confidence to try new things.

What are your favorite hobbies or activities?

I enjoy visiting restaurants and trying foods from different cultures. "Painting with a Twist" style activities are also very relaxing creative outlets for me, and I try to do those whenever possible.

VIRTUAL OFFERINGS

SCIENCE AND INNOVATION UNSCRIPTED

In 2021, we offered virtual Science and Innovation Unscripted events. It was important to us and our community that we continued to convene substantive discussions between undergraduate students and leading minds in STEM fields.

March 4



April 7



April 27



STEM SPOTLIGHT SEASON 2

In the second season of STEM Spotlight, we featured an exceptional group of STEM thought leaders. Although the STEM Spotlight series will not be offered in 2022, we learned invaluable lessons about the importance of producing evergreen, engaging, and digestible virtual content.



Ep. 1
Featuring
Quincy Brown
Grant Warner
Donna Ginther



Ep. 2
Featuring
Ellen Ochoa



Ep. 3
Featuring
Cathy Drennan



Ep. 4
Featuring
Lonnie Thompson
Yessenia Funes

1500+ Live
Viewers

70% of viewers
identified as a
member of an
underrepresented
community in
STEM

12
Featured
Experts

2022 AND BEYOND

The future is bright as we walk the path of inspiring and developing the next generation of vibrant and diverse STEM leaders

The best organizations take pride in their ability to assess their position and make necessary adjustments to their operation in order to better serve their key stakeholders. Despite the challenges of 2021, we discovered an opportunity to position ourselves for continued success in 2022.

Re-orientation

The unrelenting obstacles presented by a prolonged COVID-19 pandemic and racially motivated violence required a commitment by our team and the members of our inSTEM community to see that the inSTEM program continued. In the face of these significant challenges we pushed forward, delivering on our promise to create support networks for STEM majors most in need of advocates, coaches, mentors, and peers.

Reflection

What we recognized was that many of our Scholars wanted to be seen and heard in their academic environment. We had a duty to provide space for them to share how the university experience may be falling short of their expectations.

We recognized that if we could implement substantive feedback loops through Scholar surveys, mentor-mentee action plans, and continual check-ins with our community members, we could demonstrate a sincere interest in building a community that empowered its Scholars.

Delivery

In 2021, 100% of our Scholars from Howard returned for the second year of the program. We successfully added Kenyatta Dawson as the newest inSTEM Coach at UT-Arlington. And perhaps most importantly, 96% of all scholars in the program were retained in their STEM major. We exceeded our goal of 80% retention while also tripling the size of our inSTEM Scholar population. Couple this tremendous statement of success with the expansion of our mentor community to over 50 STEM leaders, we are proud to say that 2021, despite its challenges was an extremely successful year for the NSTMF's inSTEM program



“From our first meeting, my mentor was proactive about stating that she cares about our futures and wants to help any way that she can. I loved hearing about her accomplishments. I told her about my sports medicine dreams and she sent me a list of resources that could help me.”

-Edelyn Valdez
HU-24 inSTEM Scholar

SUPPORTERS

Our donors, partners, and leadership are the chief reason why we can persist through the continual challenges of a prolonged pandemic. We are extremely grateful for their contributions.

BOARD

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Dreamers

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Max Hjelm
Jan LeCocq
Megan Roberts
Corey Stein
Matt Sullivan
Shirley Wu

SUPPORTER SPOTLIGHT



Linda Hosler

**National Outreach Partnerships Manager
United States Patent and Trademark Office**

What do you appreciate the most about your work at the USPTO?

The USPTO is a mission-oriented agency fostering innovation, and my role is to work with national outreach organizations to help the USPTO achieve that mission. Daily, I am inspired by the work our partners do to recognize the world's greatest innovators and inspire the next generation of creative problem-solvers, inventors, and entrepreneurs. I feel lucky that I get to meet inventors who have actually made the world a better place, see that spark of imagination on a child's face, or help tell the story of an entrepreneur who started with nothing but an idea.

What do you enjoy the most about the partnership between the USPTO and the NSTMF?

The Foundation and the USPTO are aligned in the desire to not just celebrate and honor America's greatest innovators, but to build a STEM community that supports the country's next generation of thinkers and builders. It is important to both the USPTO and the Foundation that this next generation is inclusive and representative of all the talent that the United States has to offer.

What value do you and the USPTO see in the inSTEM program?

Over and over in my work, I see and hear about the importance of mentorship. It is one thing to have an idea or a prototype, but it takes a village to get that idea to have impact in the real world. That is where I see mentorship playing an essential role. inSTEM connects young people with mentors at such a critical part of their education and early careers, which can greatly impact the future they envision for themselves. As part of our partnership, USPTO experts share their knowledge about innovation, invention, and entrepreneurship with the mentees, helping build a bridge between that initial idea and a viable product or company.

Personally, I wish that something like this had existed when I was pursuing my STEM degree in college. It's sometimes hard to see the forest for the trees in the midst of classes, exams, and college life. I can see how a program like this gives you a moment to pause, assess where you are, and learn about options for where your path might lead next.

How do you see the work of inSTEM and the NSTMF's mission of building a more diverse, inclusive, and equitable STEM community aligning with the USPTO's goals?

The USPTO's own data as well as other studies have demonstrated the negative economic and social impact of a less diverse innovation ecosystem. Part of my job is to find programs and projects that will help shape an equitable system in a way that USPTO cannot do solely on its own. inSTEM is one such program, building a support network for undergraduate students that is essential to developing an inclusive STEM and innovation community.

What excites you about the future of the partnership?

We are excited to continue our partnership with the Foundation and all the work it does, particularly our new support for the inSTEM program. I look forward to seeing how this program grows and shapes the Scholars, and working with the Foundation to assess the program in both the short and long term. I am also excited about the fascinating programming developed for the Unscripted series. The staff at the Foundation are thoughtful and committed, and it is clear they care about the quality and impact of their work. We are confident that we can keep moving forward together in a way that strengthens the innovation community across the country.

In 2021 the NSTMF raised \$584,326. We are incredibly grateful to our supporters who continue to devote their time and resources as we work to build a more diverse inclusive and equitable STEM community.

The financial snapshot shown here is derived from a May 30, 2022 audit of our 2021 financials. The annual audit received an unmodified opinion from the auditor. The foundation's complete, audited financial statements and corresponding 990 can be obtained by emailing contact@nationalmedals.org

2021

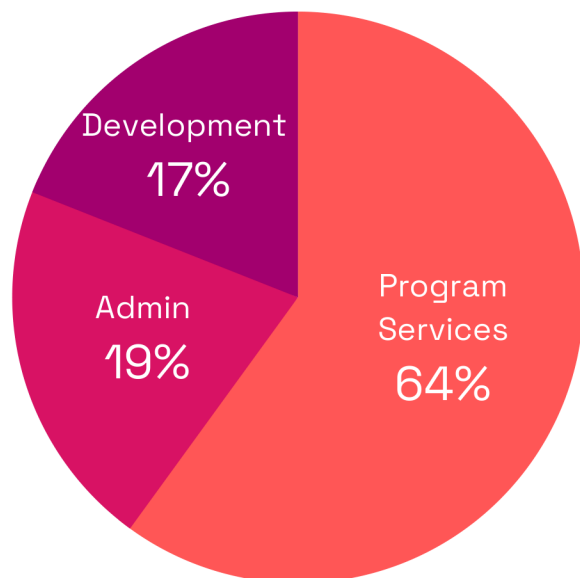
Statement of Financial Position

as of December 31, 2021 & 2020

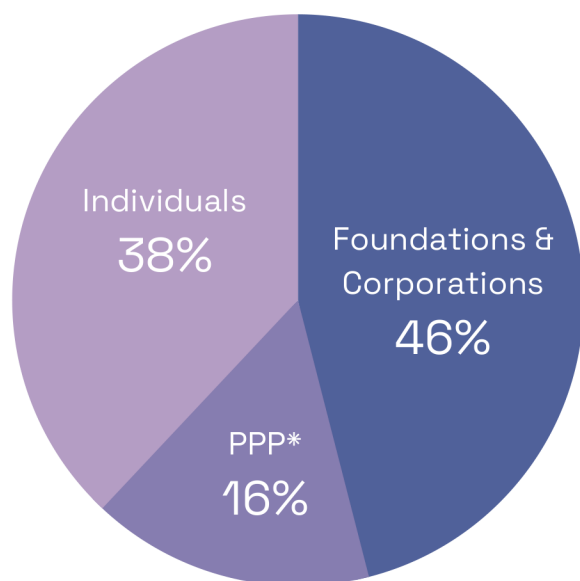
ASSETS	2021	2020
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 375,113	\$ 348,802
Contributions Receivable	-	500,000
Prepaid Expenses	29,702	42,227
Refundable Deposit	1,025	1,025
Total Current Assets	405,840	892,054
FIXED ASSETS		
Computer Equipment	8,068	4,501
Less Accumulated Depreciation	(1,392)	(503)
Total Equipment Assets, Net	6,676	3,998
INTANGIBLE ASSETS		
E-Museum	935,518	935,518
NSTMF Lab	542,380	542,380
Total	1,447,898	1,477,898
Less Amoritization	(298,593)	(197,054)
Total intangible assets, net	1,179,305	1,280,844
TOTAL ASSETS	\$ 1,591,821	\$ 2,176,896
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts Payable	\$ -	\$ 1,040
Accrued Wages	-	-
Deferred Revenue	-	-
Total liabilities	-	1,040
NET ASSETS		
Without donor restrictions	1,446,821	2,175,856
With donor restrictions	125,000	-
Total net assets	1,591,821	2,175,856
TOTAL LIABILITIES & NET ASSETS	\$ 1,591,821	\$ 2,176,896

FINANCIALS

FOUNDATION EXPENSES



REVENUE SOURCES



*The NSTMF received funds from the Paycheck Protection Program

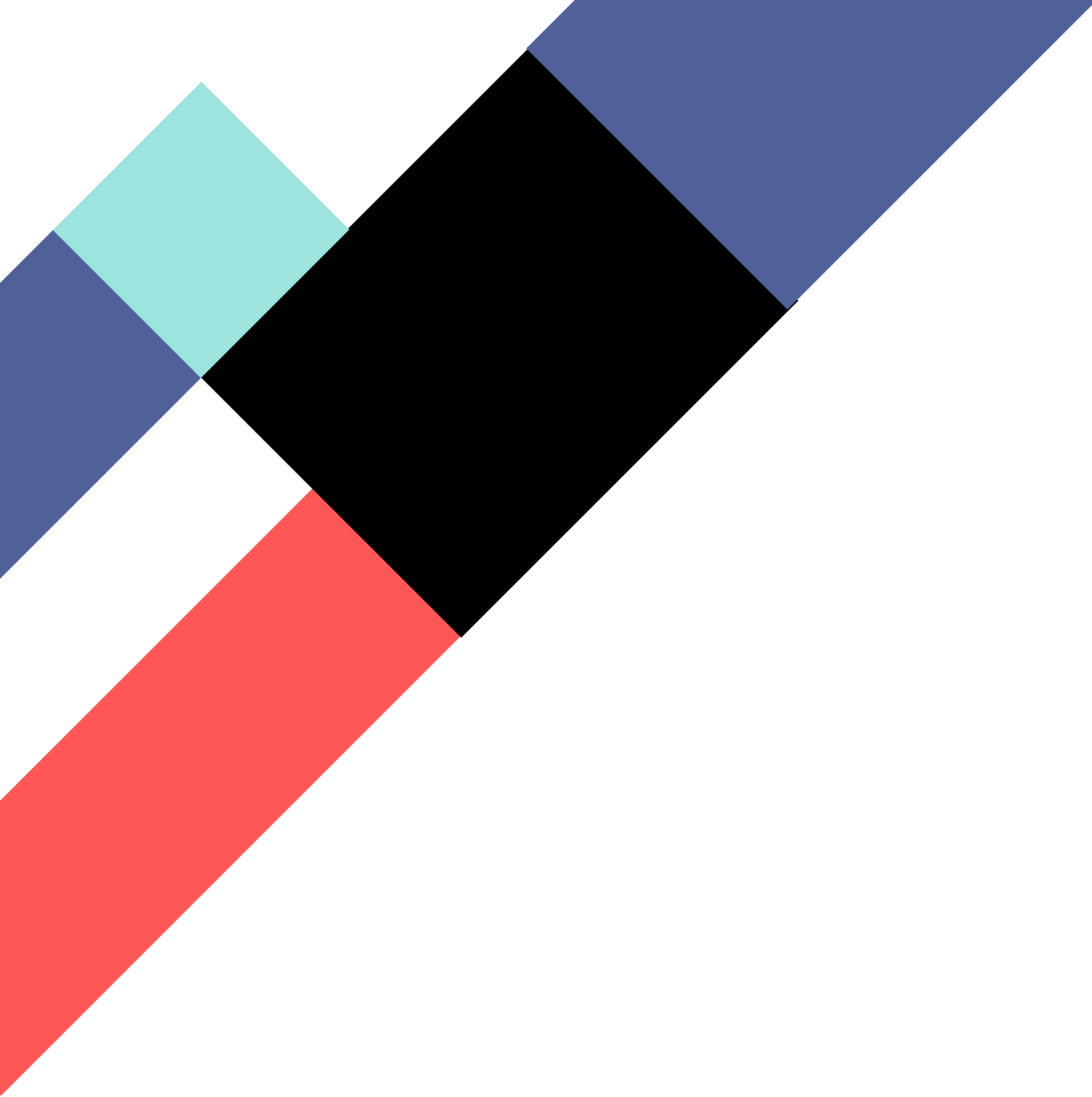
Statement of Activities

for fiscal year ending on December 31, 2021 and 2020

	WITHOUT DONOR RESITRICTIONS	WITH DONOR RESTRICTIONS	2021	2020
REVENUE				
Contributions and Grants	\$ 316,191	\$ 175,000	\$ 491,191	\$ 1,370,240
Sponsorship Income	-	-	-	40,000
Federal Contracts	-	-	-	116,636
Government Grant	93,135	-	93,135	76,496
Dividend & interest income	229	-	229	180
Net assets released - time purpose	50,000	(50,000)		
TOTAL REVENUE	459,555	125,000	584,555	1,603,552
EXPENSES				
Program Services Expenses:				
National Medals Event	-	-	-	-
Unscripted	139,048	-	139,048	169,895
Laureate e-Museum	138,910	-	138,910	63,335
STEM Spotlight	113,483	-	113,483	186,902
inSTEM	315,283	-	315,283	216,473
Expert Connect	50,312	-	50,312	8,320
Total program services expenses	757,037	-	757,037	644,925
Support Services Expenses:				
General Administration	220,805	-	220,805	225,379
Development	191,245	-	191,245	210,874
Total support services expenses	412,050	-	412,050	436,253
TOTAL EXPENSES	1,169,087	-	1,169,087	1,081,178
Change in net assets from operations	(709,532)	125,000	(584,532)	522,374
NONOPERATING ACTIVITIES				
Gain on sale of donated stocks	497		497	2,216
CHANGE IN NET ASSETS	(709,035)	125,000	(584,035)	524,590
Beginning net assets	2,175,856		2,175,856	1,651,266
Prior period adjustment				
NET ASSETS, END OF YEAR	\$ 1,466,821	\$ 125,000	\$ 1,591,821	\$ 2,175,856

It is our core belief that no student should have to choose between advancing their careers and sustaining their lives. Through the NSTMF's effort, we can spur innovation, work to change oppressive systems, and provide an incredible opportunity to undergraduate STEM majors across the country.

NSTMF



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