



THE POWER OF COMMUNITY

Association for Women in Science
Annual Report 2024



About AWIS

AWIS is a nonprofit, member organization. Our mission is to ensure that all women in science can achieve their full potential. AWIS membership is open to anyone who supports our mission.

People join AWIS for a variety of reasons including to:

- ◆ Develop skills and leadership experience
- ◆ Gain perspective, get inspired, or stay informed
- ◆ Make connections with collaborators and opportunities
- ◆ Get recognized through awards, scholarships, or career spotlights
- ◆ Find answers, encouragement, confidence, and belonging
- ◆ Volunteer and advocate for women in STEM
- ◆ Mentor and support the next generation

AWIS offers group membership discounts to organizations looking to engage existing employees. We also have marketing solutions to position your organization as a thought leader, to recruit high-performing talent, or to connect with STEM students, leaders, and decision-makers.

Learn more about our mission, vision, values, and work at awis.org/about-awis.



Abigail Taylor

VP, Business Operations, Anti-Fraud Analytics, Verisk

Verisk Analytics is pleased to support AWIS' efforts to empower women in pursuit of their passions in the sciences. As a leading data analytics and technology partner to the global insurance industry, with teams across more than 20 countries, we embrace an inclusive, global culture and believe in the power of community to change the world for the better. When our team was looking for organizations with similar values, we were impressed with AWIS'

50-year history of championing women in science so they can reach their full potential. In particular, we wanted to support AWIS' commitment to fostering a sense of belonging, not only as a means to promote inclusion, but also to drive scientific progress forward.

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[Note: This report outlines calendar year 2024 activities and financial information for fiscal year July 1, 2023 through June 30, 2024.]

A Letter from Our Board Chair

The Association for Women in Science (AWIS) was founded in 1971 by a group of 35 women who realized they were facing similar challenges. AWIS quickly became a respected voice championing the interests of women across all fields of science and all employment sectors.

Over the years, AWIS leaders have been invited to speak at the United Nations, U.S. Congress, inaugurations and conferences. We have conducted research, won awards for mentoring and communication, and partnered with dozens of organizations on research and programs that support the advancement of women in science.

Unfortunately, women still face significant obstacles in their careers. Many turn to AWIS for support and inspiration. In the following pages, you'll read about the significant impact that AWIS programs had this past year.

Our primary focus is on women in science, but inclusion initiatives benefit everyone by promoting collaborative and productive STEM environments.

Organizations should always hire based on merit while ensuring that qualified women and historically excluded minorities are not overlooked due to biases or outdated norms. Diverse teams lead to stronger organizations and advance the broader scientific community.

Thank you for supporting AWIS, our accomplishments, and our aspirations.

A handwritten signature in blue ink, appearing to read 'Neelima Rao'.

Neelima Rao

Chair, Association for Women in Science Board of Directors

A Letter from the CEO

AWIS is in the second year of our three-year strategic plan which outlines four strategic priorities: to expand partnerships to amplify impact, to promote equity for all women and girls in STEM, to deepen community and connectivity through diversity and inclusion, and to support chapter leaders. These priorities are driven by our mission, our member needs, and the vision of the board of directors.

Last fall we asked AWIS members “Why (or why not) does DEI matter in the scientific workforce?” Their thoughtful responses clearly described how diversity and inclusion programs drive:

1. **Better innovation and problem solving**
(because all voices are comfortable collaborating and are being heard)
2. **More accurate science which serves broader populations**
(because diverse teams avoid blindspots and ask different questions)
3. **Increased personal growth and tolerance**
(because learning about others helps build empathy)

AWIS will continue to champion the interests of women in science and through advocacy initiatives, programming, and the power of community.

As Margaret Mead said, “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.” AWIS is strong because of members, partners, and supporters like you who value a diverse, equitable, and inclusive STEM workforce.

With gratitude,

A handwritten signature in black ink that reads "Meredith Gibson".

Meredith Gibson

Chief Executive Officer, Association for Women in Science

Advocating for Women in Science

Our community members are passionate students, faculty, or professionals who champion the interests of women in science. They want safe spaces for learning and working. They want women's voices to be heard, valued, and respected. They want women to be compensated, hired, recognized, and advanced fairly.

They know that women scientists:

- ♦ have proven determination in the face of challenges
- ♦ bring fresh perspectives to generate creative solutions
- ♦ are motivated to continue developing themselves

The **AWIS Advocacy Committee** works to ensure organizations and congressional leaders design policies that protect and retain STEM students, faculty, and employees so they can contribute to solving the world's biggest challenges.

In 2024, AWIS establish an **Advocacy Scholars Program** to identify and train students who are passionate about advocacy. AWIS reviewed the applications and selected 2 PhD candidates, Lindsay Tessmer, RN, BSN, and Bailey McLagan as the 2024 advocacy scholars. We then sponsored their trip to attend the AAAS Catalyzing Advocacy in Science and Engineering workshop April 14-17, 2024. While in DC, the two scholars visited legislative offices on Capitol Hill. They are now co-chairing the AWIS Advocacy Committee.

Our members are concerned about the impact that **funding cuts** will have on their research, the patients waiting for a cure, the students eager to join the STEM talent pipeline, and the long-term effects on society. AWIS has urged policymakers to uphold Title IX protections, trust in science, and invest in research which has historically enabled the U.S. to be a global leader.

Empowering Innovation

AWIS remains committed to diversity, equity, inclusion, and belonging. Not only do our mission and members compel this, but we believe the next generation of scientists will choose to work in organizations that embrace these principles. Plus, studies by **McKinsey** and others show that increased gender diversity leads to better organizational performance.

AWIS belongs to **multiple coalitions** who work to ensure all individuals can participate and thrive in an inclusive scientific ecosystem. AWIS is proud to be one of the 200+ cross-sector partners of the STEMM Opportunity Alliance which is committed to diversifying and expanding the STEMM workforce by 2050.

In 2024, we conducted roundtables with DEI professionals to understand their challenges and partnered with Dr. Amanda Felkey to offer a 90-day experiential behavior change program called **The Inclusion Habit®** to both AWIS partners **and individuals**. Arizona State University piloted the program and **demonstrated** increased communication, empathy, and sense of belonging among a cohort of faculty, staff, and students.



Savanah Saldaña-Shumaker, MS

*Chemistry Instructor at the United States Naval Academy (USNA),
Co-Founder of 8 Count Cosmetics, AWIS member since 2022*

Whether leading a team or working on a project, fostering an environment where everyone feels heard and valued leads to better problem-solving and innovation. In my experience in scientific research and entrepreneurship, the best ideas often come from bringing together different viewpoints and empowering each team member to contribute their strengths. Leadership is not about having all the answers but guiding others toward collective success.

The AWIS community, particularly the Greater Baltimore chapter, has been an incredible support system for me over the past few years. AWIS provided invaluable opportunities for me to connect with like-minded individuals, helping me find resources and build meaningful professional relationships [to help launch my business]. I've found it to be a fantastic resource for educational webinars, insightful social media posts, and engaging events that keep me connected with both the local and national AWIS communities. AWIS has helped me navigate changes and growth in my career while fostering a sense of community, making the journey all the more enjoyable!

Fueling Success

For over 50 years, AWIS has worked to advance careers, create a community of people who support each other, and ensure women feel they belong in STEM. AWIS membership grew by 25% in 2024, driven primarily by student members and organizational partners.

AWIS fosters belonging, personal growth, and advancement through:

- ♦ **Funding support.** AWIS National and our chapters awarded a combined \$90,000 in **scholarships** to distinguished scholars, first-generation college students, career returners, and local community members.
- ♦ **Job opportunities.** 392 connections were made between jobseekers and recruiters at AWIS Virtual Career Fairs, and the **AWIS Career Center** logged 350,000 job searches in 2024.
- ♦ **Mentoring and networking.** Over 309 mentees connected with 130 mentors in local chapter mentoring programs. Members can also network at in-person events or search the directory and make connections in our **online community**.
- ♦ **Professional development.** 371 members gained valuable skills in committee or **leadership roles**. Over 2,650 people registered for **national webinars** last year. Members can also access over 50 on demand titles in our webinar library.
- ♦ **Recognition and inspiration.** AWIS **recognized** 9 members for their work building inclusive spaces, spotlighted 54 members on our website, social media, and in our member newsletter, and published 76 articles authored by members in **AWIS Magazine** or **The Nucleus**. AWIS shared 650 stories tracking trends, hot headlines, or celebrating successes of women in STEM in **AWIS News Brief**.





Mina Hemmati, MD student

Los Angeles Downtown Medical Center

AWIS member since 2024

I aspire to become a skilled and compassionate physician who makes a meaningful impact on patients' lives. I aim to specialize in a field where I can engage in research to innovate treatments and mentor future medical professionals. My journey has been shaped by resilience, adaptability, and a deep commitment to lifelong learning.

One of my most significant career achievements to date has been gaining acceptance into medical school and successfully passing the required steps, despite being a second-language student with no prior medical education background in my native language. Beyond academics, my experiences as an educator, researcher, and mentor have strengthened my ability to break down complex concepts and empower others, skills that I carry into my medical training.

Currently, I am completing my clinical rotations, where I have had the opportunity to apply my knowledge in real-world settings, refine my clinical reasoning, and work alongside diverse healthcare teams.

The sense of belonging and support I have found in AWIS has been essential in overcoming obstacles and staying motivated. AWIS has provided a supportive community of like-minded individuals who understand the unique challenges faced by women in STEM. Additionally, it has opened doors to invaluable networking opportunities, allowing me to connect with accomplished women in various scientific fields. Through AWIS, I have access to workshops and seminars focused on career advancement, leadership skills, and the latest scientific research, which continue to inspire and shape my path.

With my background in physics, mathematics, and medical research, I bring a unique analytical perspective to problem-solving in healthcare. I am driven by a desire to integrate scientific innovation into clinical practice while fostering mentorship and collaboration to empower the next generation of medical professionals.

Building Future Leaders

Local **AWIS chapters** give members more opportunities to improve their skills through mentoring circles, by serving on committees, or leading through the executive board. AWIS chapters also enjoy giving back to their communities and often support local activities that assist youth in learning about science and how to pursue science-related education and careers. Some highlights from last year include:

- ♦ **AWIS East Bay** and **AWIS Palo Alto** sponsored a table at the Scientific Adventures for Girls annual family STEM event. They extracted strawberry DNA to engage and inspire students and their parents.
- ♦ **AWIS North Carolina** partnered with local organizations to provide interactive school activities and sponsored the NC 'Young STEM Star' Science Fair Awards to spur and recognize outstanding projects in counties with limited resources.
- ♦ **AWIS Notre Dame** produced a STEMinar Series that showcases cutting-edge research from professors across STEM fields at the university and fosters learning and collaboration across the broader academic community.
- ♦ **AWIS Philadelphia** partnered with Bryn Mawr faculty to support an undergraduate mentoring circle on campus which would give students professional support from senior mentors in academia and industry.
- ♦ **AWIS San Diego** members participated as judges and awarded prizes at the Greater San Diego Science and Engineering Fair and conducted a crime scene investigation lab for K-12 students at a local Expanding Your Horizons Conference.





Dr. Mary Khetani

Professor, Associate Director of Graduate Studies, University of Illinois Chicago, AWIS member since 2018

One of my favorite teachers was my high school chemistry teacher, Maureen Daschel. She modeled high expectations and inspired me to fall in love with chemistry, despite being a lab hazard. As a person living with a physical disability, I felt she understood inclusive excellence. She mentored and sponsored me to apply for advanced coursework and a summer research opportunity, and to pursue honors biology the next year. In my senior year, after a devastating loss in a school competition, she sponsored me to find work providing after-school care to four kids while their mom finished their residency. This exposed me to a clinician scientist trajectory and, in hindsight, helped me to put one foot in front of the other to keep moving forward. I owe a lot of my success to the seeds she planted.



Garima Vyas

*Practice Director at Indigo Beam
AWIS member since 2020*

I aspire to become a CEO who empowers future leaders and champions meaningful change. Great leaders don't just execute strategies, they inspire people to believe in a shared vision and to see possibilities within themselves, even in the face of uncertainty. My proudest milestones aren't projects but moments where people came together and achieved more than they thought possible.

AWIS gave me a platform to lead, mentor, and connect with inspiring women. Serving as AWIS Houston's President was transformative. It gave me a chance to develop as a leader, delegate effectively, and empower others to discover their strengths, take ownership, and exceed their own expectations. Navigating challenges with a diverse team strengthened my ability to inspire collaboration and create impact.

It taught me that collaboration and mentorship are essential for growth and that empowering others not only builds stronger teams but also unlocks limitless potential for growth, collaboration, and innovation in STEM.

Support Our Mission

Become an AWIS Member

We offer reduced dues levels for students and early career professionals. Become an AWIS member at awis.org/join or give a gift membership at awis.org/gift-membership.

You could also become a mentor or volunteer. Helping to pave the way for others is a rewarding experience, and you will enjoy collaborating with exceptional professionals. Getting more involved is also a great way to build your resume and skillsets.

Become a partner

Whether you are a corporation, academic institution, small business, or national lab, AWIS can help y our organization:

- ◆ Find prospective students, faculty, or employees
- ◆ Develop talent and future leaders
- ◆ Give students access to an established network
- ◆ Highlight your organization's initiatives or thought leaders
- ◆ Foster an inclusive culture

Donate to Our Mission

If you would like to make a tax deductible gift, please visit awis.org/donate or mail a check to AWIS Receivables, 6181 Grovedale Ct, Alexandria, VA 22310.

AWIS also accepts donations of stocks, bonds, and mutual funds. Please contact us via email at awis@awis.org or call 202-827-9798.

You may also consider leaving a planned gift if your will, trust, life insurance benefits, or retirement plan. We would be honored to share in your legacy.

Start a Chapter

Launching a chapter requires time and energy, but the opportunities to practice leadership, organization, and engagement skills are incredibly rewarding.

To start a chapter, begin by gathering 20 or more AWIS members. Our Membership Manager will walk you through the next steps of:

- ◆ Obtaining an EIN number
- ◆ Opening a bank account
- ◆ Establishing by-laws
- ◆ Signing a chapter charter agreement
- ◆ Selecting chapter officers



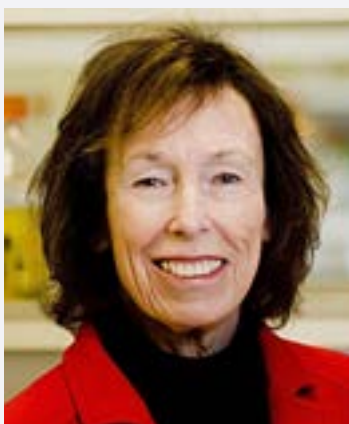
Dr. Jeffery Brown

Professor Emeritus, Seattle University

AWIS member since 1989

"I joined AWIS in 1989 after attending an AWIS meeting to hear a presentation about academic dishonesty. There was an impressively focused and brief business meeting followed by a very good topic presentation. At the conclusion, I went down to the chapter president, checkbook in hand, and said 'If you'll take my money I'll join right now.' I had always been aware of the scarcity of women in my field (astronomy), but I was self-conscious about advocacy - and

I had no interest in joining a man-bashing group. AWIS was highly professional, and I was perfectly comfortable in joining. I even co-chaired a couple of committees over the years. I unreservedly recommend membership in the Association to colleagues and students of all genders.



Dr. Susan Wallace

Distinguished Professor Emerita, University of Vermont

AWIS member since 1972

It has been a privilege for me to have been a member of AWIS for 52 years. When I was studying for my PhD, I was told by my teachers that the only reason a woman got a PhD was to run the lab of a man. I swore I would never do that. When AWIS was established, it gave us statistics as to where women in science were at the time and the difficulties they were encountering. AWIS always provided encouragement and as

well helpful tools for us to overcome barriers. I shall always be grateful to AWIS, and it is an honor for me to now be a member of the **AWIS Loyalty Circle**.

[Editor's Note: In 2024, AWIS established the loyalty circle to recognize individuals with over 40 years of membership in the AWIS community. We are grateful for their commitment to advancing women in science.]

Our Partners and Supporters

As a 501(c)3 nonprofit organization, we depend on the tremendous generosity of members, volunteers, donors, and partners to continue advocating for women's equity in science and STEM. Thank you to all our supporters! In particular, we would like to acknowledge our partners on the following page and the individuals and organizations who gave \$1000 or more to support our mission.

Abraham Charitable Fund

Apogee Therapeutics, Inc.

Dr. Andrew J. Bean

Dr. Karen S. Bjorkman

Dr. Zuzana Brixiova Schwidrowski

Dr. Eleanor M. Brown

Burroughs Wellcome Fund

Cambridge Isotope Separations

Dr. Eleanor Canova-Davis

Merilyn Kirstein Edelman Memorial Fund

Dr. Isabel C. Escobar

Jennifer Francis

Rich Getto & Allison Standley

Meredith Gibson

Gordon-Hering Family Fund

Tasneem Hajara

Hongmei Huang

Drs. Joanne Kamens and Eliahu Niewood

Gregory Kimball

Christopher W. Kurkjian Foundation

Dr. Barbara Mandula

Drs. Pamela Marrone and Michael Rogers

M. McConnell

Medical College of Wisconsin

Dr. Page S. Morahan

Orion Environmental, Inc.

Nichols Consulting Engineers CHTD

Dr. Brittany Parker Kerrigan

Scott and Kathy Rudge

Joyce Scott

Dr. Venkat Sethuraman

Dr. Pamela Surko

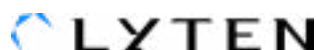
Syner-G BioPharma Group LLC

Department of Biological Sciences,
University of Wisconsin Milwaukee

Verisk Analytics

Dr. Patrice Yarbough

Melora Zaner



Leadership

Board Chair—Neelima Rao, Vice President of Human Resources for Global Oncology R&D and North America Country Lead at AstraZeneca

Past Chair—Dr. Isabel Escobar, Paul W. Chellgren Chair Professor and Professor of Chemical Engineering, Director of the Chellgren Center for Undergraduate Student Excellence, University of Kentucky

Treasurer—Dr. Venkat Sethuraman, Global Head of Data Science and Analytics, Genentech/Roche

Secretary—Dr. Julia Omotade, Senior Science Policy Specialist, Association for American Medical Colleges

Director—Dr. Andrew Bean, Former Academic Dean

Director—Tasneem Hajara, Senior Vice President, Head of Account Lifecycle Management, Wealth Custodied and Direct Business, LPL Financial

Director—Dr. Hongmei Huang, Vice President and Global Head of Digital Strategy and Enablement, Roche Genentech

Director—Dr. Joanne Kamens, Scientist and Inclusion Consultant

Director—Dr. Brittany Parker Kerrigan, Chief Operating Officer, Lindonlight Collective

Director—Karene Richards-Wise, CEO of Fit Hidden Figure and CEO, The Karene Group, LLC

Director—Iris Yuning Ye, Product Manager, Microsoft

Director—Dr. Reem Yunis, Head of Healthcare Partnership Strategy, Vaultree Inc.

Director—Melora Zaner, Chief Design Officer, TIAA



Dr. Julia Omotade

Senior Science Policy Specialist, Association for American Medical Colleges, AWIS Secretary, AWIS member since 2021

It was important for me to join the Board of AWIS because I believe in the power of not only joining community, but building community. AWIS allows me to strategically envision how our unique organization can continue to support women through these uncertain and novel times. During my term, I hope to become a fierce advocate for women in science – addressing the barriers that hold them back in the workplace as well as strategies to promote their success. AWIS is not just community – it's a hub: for belonging, for achievement, and for sponsorship. We welcome all individuals who seek to support the potential of women in driving and advancing human health.

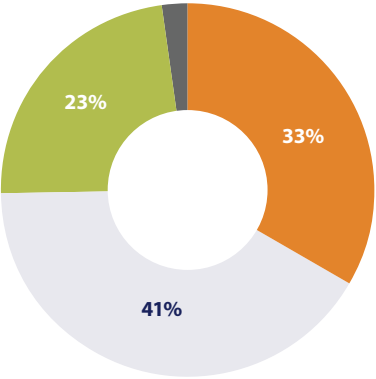
Financial Statement

FY2024 (July 1, 2023—June 30, 2024)

TOTAL REVENUE \$1,158,950.00	Membership dues	\$474,688.00
	Subscriptions	385,890.00
	Contributions and other grants	140,808.00
	In-Kind Services	130,448.00
	Interest and dividends	25,727.00
	Meetings and workshops	1,389.00
TOTAL EXPENSES \$1,152,701.00	Program services	
	Membership	452,311.00
	Education	356,612.00
	Meetings and conferences	68,279.00
	Total programs	\$877,202.00
	Supporting services	
	Management and general	\$263,316.00
	Fundraising	12,183.00
	Total supporting services	\$275,499.00
NON-OPERATING ACTIVITY	Net realized and unrealized gain on investments	138,267.00
CHANGE IN NET ASSETS	Net assets at beginning of year	\$1,268,521.00
	Change in net assets	144,516.00
	Net assets at end of year	\$1,413,037.00

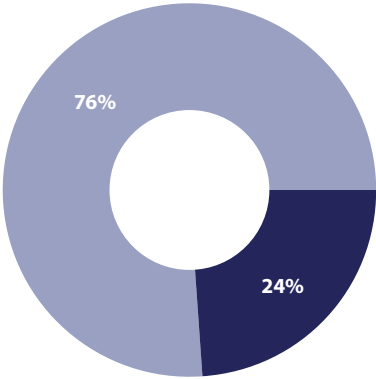
Revenue Sources

- Subscriptions
- Member dues
- Contributions, grants, and in-kind services
- Interest and dividends



Expense Ratio

- Programs
- Supporting services



Core Values

Equity

We strive for fair treatment without discrimination, exclusion, or bias.

Enablement

We strive to promote optimal work/life integration and create opportunities that reflect the dignity of women serving in multiple roles.

Inclusion

We strive to create a culture and sense of welcoming, connection, and belonging that honors intersectionality to ensure support, resources, and access.

Recognition

We strive to acknowledge, promote, amplify, and celebrate the diversity, scientific contributions, and achievements of women.

Transformation

We strive to advocate for innovation and to change beliefs, policies, and systems that create structural barriers and/or disparities.



AWIS
ASSOCIATION FOR WOMEN IN SCIENCE