



ANNUAL REPORT

2020



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LETTER FROM THE EXECUTIVE LEADERSHIP

This year, we celebrated the four year anniversary of our 2016 pledge affirming our commitment to build a more inclusive society and scientific enterprise on the heels of the November 2016 U.S. Presidential election. In that time, we have grown into a global community of women and gender minorities in science, technology, engineering, mathematics, and medicine (STEMM). Along the way, we've evolved in our understanding of the systems of oppression that maintain structural inequities in and out of science. As we've grown, so has our mission, which today is to make science open, inclusive, and accessible by fighting racism, patriarchy, and oppressive societal norms. **To commemorate our evolution as an organization, we launched [a new logo and design](#) to mark the next phase of our work together.**

Amidst a global pandemic that has laid bare the gaps and cracks in our society and a reckoning with a history of white supremacy and violence, we continue to hold strong in our conviction that we must work to dismantle systemic inequities that have kept science from truly benefiting all. We have leveraged our global network of Pods, our local chapters, to amplify calls to action to promote equity — both in STEMM and in our communities — and organize campaigns that counteract structural barriers and improve access to STEMM. We also laid the foundation for what will soon become [500 Women Scientists Black Women's Collective](#) to better harness our organization's power and ensure that we honestly and earnestly live up to our mission to transform society.

The impact of our programs has been amplified through strategic partnerships with mission-aligned organizations and further enabled through generous donations and support from foundations and businesses. Our SciMom Journeys team has sounded the alarm around the impact of the pandemic on caregivers in STEMM, while our Reproductive Justice Initiative provided our members with a framework for how to reimagine best practices and future directions for science and research. Our Fellows for the Future have adapted their projects to better meet the needs of their communities and we are excited to launch our next cohort in 2021.

We have continued to change the face of science through our Request a Woman in STEMM directory, which will be rebranded as Gage in 2021 with a new and improved design and language that is more inclusive of gender minorities. We have also carried on our work to make the Internet less sexist, while celebrating the achievements of women and gender minorities in STEMM by scaling out our Wikipedia Edit-a-thon programs across virtual formats.

In 2021, we look forward to working with a new administration in the United States — and holding them accountable when they fall short of our vision of a more open, inclusive, and equitable scientific ecosystem.

OUR YEAR IN REVIEW

January

In Jan 2020, we launched our first cohort of [Fellows for the Future](#) - a fellowship to recognize and amplify the crucial role women of color in science, technology, engineering, math and medicine (STEMM) play in making science inclusive and accessible.



May

Partnered with Wiki Education to create our 500 Women Scientists Wiki course to train people on how to create and improve biographies for women and gender minorities in STEMM.



June

We launched our new brand design with Teal Media.



November

Grew our [Request a Woman in STEMM \(now gage\)](#) directory membership to over 14,000 women and gender minorities from over 140 countries



WHERE WE WORK

Our global network of Pods, or local chapters, spans 92 countries across six continents. Our members range across Science, Technology, Engineering, Mathematics, and Medicine (STEMM) professions and work in sectors from government to industry, higher education to community organizing, and beyond.



Map of our international network of Pods, taken in May 2021

OUR IMPACT

In 2020, our international presence grew to 496 International Pods, including 24 new Pods in and 84 outside the United States. In December, our gage platform (formerly known as Request a Woman in STEMM) reached 14,000 members, establishing it as the world's largest directory of women and gender minorities in STEMM. Amidst the pandemic, we've brought our members together to **advance racial equity and combat anti-Black racism, advocate for caretakers in STEMM whose careers have been disproportionately impacted by the pandemic, and get out the vote in the run up to the United States election.** Our global network of Pods hosted letter writing campaigns, virtual events, and partnerships with their local communities to advance our mission of making science open, inclusive, and accessible by combating racism, patriarchy, and oppressive social norms.

496

international pods

14,000

gage members

PARTNERSHIPS

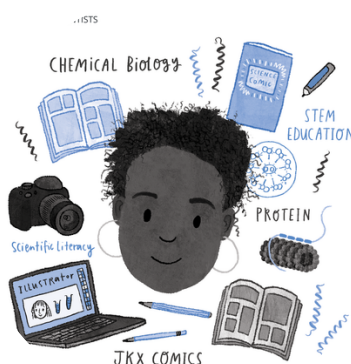
Partnerships have been instrumental in helping us reach a broader audience and amplify the work of other mission-aligned organizations.

In 2020, we partnered with the Society for the Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS), the team behind Picture a Scientist, Lifeology, Vote Forward, and Mothers in Science.

Our partnership with SACNAS enabled us to co-create programming to serve the 500 Women Scientists and SACNAS communities. Together, we hosted a webinar on how to combat the career penalty that mothers and other caregivers in STEM have faced — and continue to face — during the COVID-19 pandemic. The event centered on how to push scientific institutions to ensure caregiver scientists can thrive at work during the pandemic and beyond. We also co-hosted a Wikipedia Edit-a-thon aimed at increasing representation for women and non-binary scientists of color. Over the course of one day, 139 editors from our collective communities created and edited 200 articles, which have since been viewed over four million times.

2020 PARTNERS

SACNAS
Picture a Scientist
Lifeology
Vote Forward
Mothers in Science



Lifeology cards for Fellows for the Future (left to right) Rose Bear Don't Walk, Kelly Montgomery and Seanna Leath.

In collaboration with Lifeology, we've co-designed a deck of cards highlighting women in Science, Technology, Engineering, Art, Mathematics, and Medicine (STEAMM) who inspire us. The cards spotlight members of our gage search platform, further demonstrating its power to discover women and non-binary experts leading in their fields. New cards are added every month.

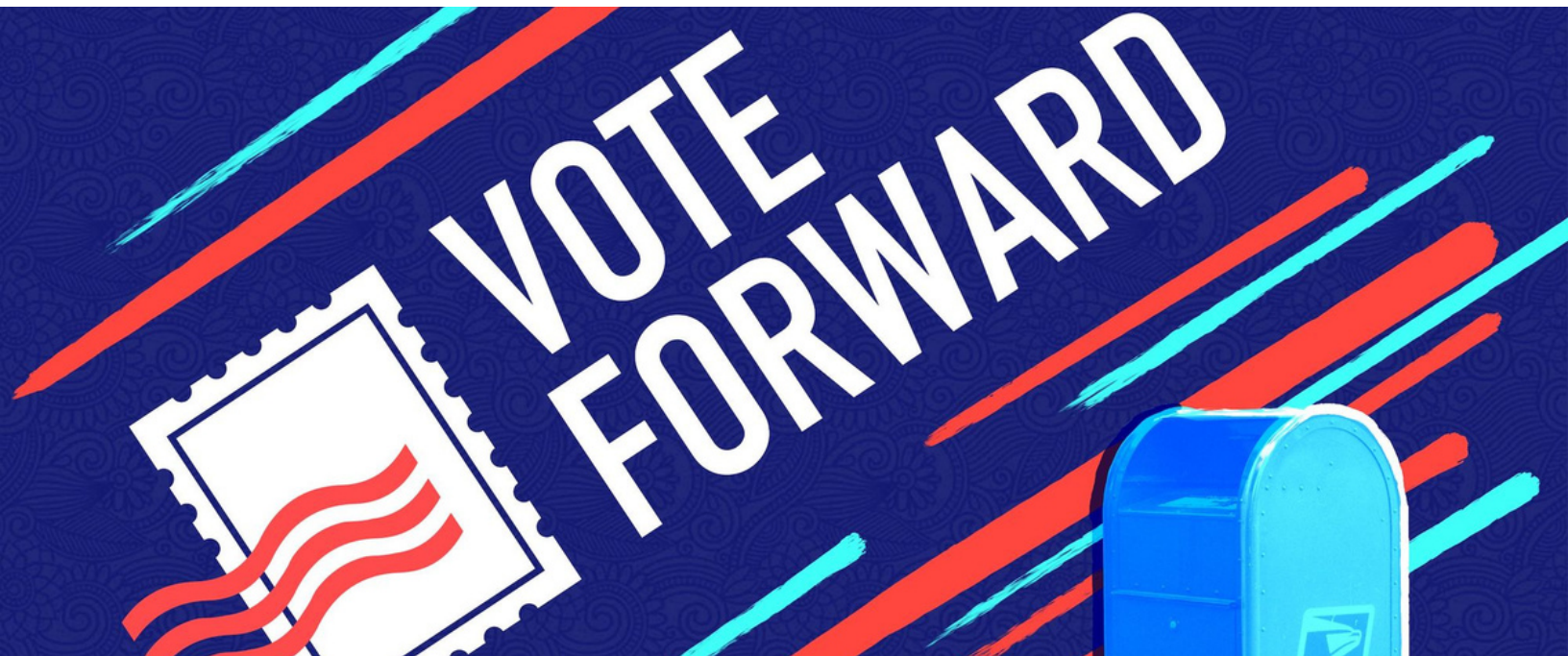
We partnered with the filmmakers of the documentary [Picture a Scientist](#) to host a weekend-long virtual film screening in September of 2020. The documentary follows the stories of three women scientists, shining a light on the obstacles they have encountered in their careers, including cases of discrimination and harassment. Over 3,000 people world-wide registered to watch the film in our private screening rooms over the same weekend and over 40 of our Pods hosted virtual local film screenings and discussions in 5 continents over the month of October. We also hosted a complimentary [virtual panel](#) centered on discussing harassment in STEMM and solutions to address this systemic issue along with a Wikipedia Edit-a-thon, creating and editing over 200 pages for women and gender minorities in STEMM that have since been viewed 42 thousand times.

Wikipedia Edit-A-thons

200 pages
> 42,000 views

Picture a Scientist Film Screening

5 continents
> 3000 viewers



In October 2020, as part of our Get Out the Vote efforts, we partnered with the filmmakers of the documentary [Storm the Gates](#) and hosted a week-long USA-wide virtual screening. On the last day of the screening, we organized a postcard-writing campaign with [Vote Forward](#) to remind voters about the upcoming election. 500 Women Scientists members wrote nearly 3,300 postcards to help get out the vote.

In 2021, we have exciting partnerships underway, including collaborations with [Science Friday](#) and the [National Center for Faculty Development and Diversity](#).

Programs and Initiatives

CHANGING THE FACE OF SCIENCE

Fellowship For the Future

Gage

Sci Mom Journeys

Reproductive Justice

Wikipedia Edit-A-Thons



FELLOWSHIP FOR THE FUTURE

In December 2018, we launched our first fundraising campaign for the [Fellowship for the Future](#) — a two year leadership program to help redress historical and current inequities in how diversity work is valued in STEM by honoring, centering, and paying women scientists of color for the work they do to build more inclusive and equitable communities. We officially welcomed our first cohort of four Fellows for the Future in January 2020 that commenced with a summit in New York City! Fellows and our fellowship team spent 3 days together celebrating the launch of the fellowship, preparing for their community-based projects, and attending a branding workshop hosted by If/Then Ambassador [Tiffany Kelly](#).

Shortly after our first cohort launched, the COVID-19 pandemic began its profound impacts on our world. As we all hunkered down to care for ourselves and our loved ones, we quickly realized the need to shift our primary focus from supporting the fellows' projects to supporting the fellows themselves.



We made space for fellows to adapt or even delay their projects to meet the emerging needs of their families and communities, and we continue to support their ideas for restructuring their projects as we navigate the pandemic. For example, Rose Bear Don't Walk started a newsletter called the Flathead Forager that details the availability, usage, and cultural significance of traditional Salish food plants, and we were able to provide funding to assist her with sending medicinal care packages to tribal community members in Montana.

The Fellowship for the Future Team transitioned leadership in 2020, as we welcomed **Lauren Edwards as Fellowship Director in May and Cicely Paine as Fellowship Program Manager in October. We are also supported by volunteers Stefanie Bodison and Ugbaad Kosar.** In 2020, we also launched a monthly donor program for the Fellowship and are receiving approximately \$630 per month from nearly 25 sustaining donors. We received grant funding for 2021 from The Simons Foundation Science Sandbox for \$100,000 and from the New England Biolabs Social Justice Philanthropy for \$13,500 to support the part-time Director position, fellows' workshops, and welcoming a second Fellowship cohort in April 2021.

GAGE (REQUEST A WOMAN IN STEMM)

[Gage](#), formerly Request a Woman in STEMM, is a global search platform where journalists, media outlets, conference planners and others seeking science expertise can discover women and gender minorities in science, technology, engineering, mathematics and medicine (STEMM). In 2020, we rebuilt, redesigned and rebranded Request a Woman in STEMM to [gage](#) - a sleeker, smarter and more inclusive platform that launched in January 2021.

Gage has the same backbone and mission as Request, but updated with a more inclusive name and language for gender minorities as well as making the platform available in six languages to make it easier to expand our reach globally. [Gage is named after suffragette Matilda Gage](#) after whom the Matilda Effect is dubbed. The Matilda Effect refers to the tendency to overlook the roles, contributions and achievements of women in scientific progress, innovation, and invention.



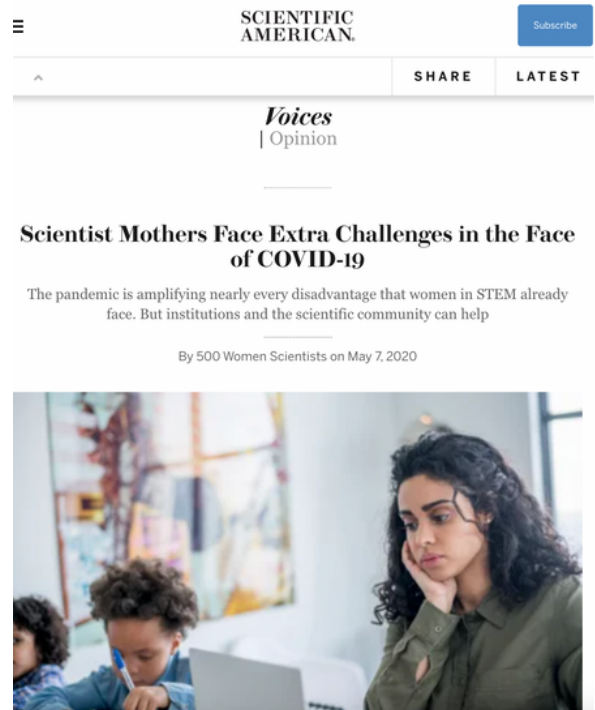
The [gage](#) platform eliminates any excuse for falling into the Matilda Effect and we think it is a perfect homage to a woman who was overlooked for her contributions and advocacy for the rights of women, Black and Native Americans.

Gage is now a website that includes more than a search feature - it features different scientists, has a [media page](#) to highlight instances when members of the platform are contacted by the media, and a newsletter focused on our global community of [gage](#) members. With >14,700 individuals from over 140 countries and territories, we have been able to expand and improve [gage](#) with generous support from the Simons Foundation Science Sandbox and Lyda Hill Philanthropies, working with [Critigen](#) and [Samuel](#) to design and implement new functionality. In 2021, we plan to grow and deepen [gage](#)'s reach and engagement through strategic marketing campaigns and improved functionality.

SCI MOM JOURNEYS & REPRODUCTIVE JUSTICE

In 2020, the [SciMom Journeys](#) Team expanded a series of [opinion pieces in Scientific American](#), wrote new [policy positions](#), and helped launch a [global survey on gender](#), parenthood and career advancement in STEMM. We also partnered with mission-aligned organizations like SACNAS and [Mothers in Science](#).

In spring 2020, when it was clear that the pandemic threatened the hard-fought career gains for women, especially women of color, in STEMM fields, sprang into action. As one of the first to sound the alarm on the pandemic's impacts on women in STEMM, we penned a [Scientific American op-ed](#) raising the issue and demanding that institutions take steps to mitigate the impacts. In the summer, we launched a [campaign to fight the "mom penalty"](#) for women in STEMM during COVID and beyond. The campaign included an [open letter to the leadership of the National Science Foundation](#) urging them to extend their NSF CAREER Award solicitation to ensure early career women scientists who had been disproportionately impacted by the pandemic had the opportunity to apply. In addition, we created [a template letter](#) our members could send to their institutions urging them to better accommodate parents and caregivers during the pandemic and beyond.



Screenshot of OpEd in Scientific American

We also launched a four-part webinar series to delve into the [Reproductive Justice](#) framework, which was facilitated by Jalessah Jackson, an [Educational Equity and Anti-Oppression Consultant](#). The series covered an introduction to reproductive justice, the intersection of reproductive justice and the LGBTQIA+ community, environmental reproductive justice and the impact of COVID-19, and the history of science and reproductive justice. Gretchen Goldman wrote a [piece for ScaryMommy.com](#) detailing the need for white women to show up in support of reproductive justice. Furthermore, our team wrote a [Take Action](#) post to hold Johnson&Johnson responsible for suppressing science and harming women, with an emphasis on targeting Black Americans with its marketing.



Participants from our virtual July Wikipedia Edit-a-thon in collaboration with SACNAS.

Wikipedia is the fifth most highly trafficked website in the world, but less than one-fifth of English-language biographies are about women. To ensure the achievements of women in STEMM are reflected on Wikipedia's pages, we have continued our campaign of Wikipedia Edit-a-thons to increase representation of women and gender minorities in STEMM online.

In 2020, we led and supported 15 edit-a-thons, creating 200 pages and editing over 2,000 for women and gender minorities leading STEMM fields. These pages have since been viewed over 45.2 million times.

In 2020, we continued to scale the impact of our Wikipedia editing programs, partnering with Wiki Education to launch a six-week long [500 Wiki Women Scientists](#) course to train cohorts of 20 editors from our network of Pods on how to create and improve biographies for women and gender minorities in STEMM. We have run two iterations of the program, one of which was run with the support of AAAS IF/THEN Ambassador Nicole Jackson. Wiki trainees then go on to support and run edit-a-thons of their own in collaboration with their local Pods or institutions. We are continuing this work into 2021, now with support from the Lyda Hill Philanthropies to fund our training programs and edit-a-thons.



Programs and Initiatives

BUILDING COLLECTIVE POWER

Photo by Alex Radelich on Unsplash

PODS & COMMUNITY ENGAGEMENT

Our Pods network continues to expand globally and Pods are catalyzing changes in their local communities. In 2020, 108 Pods were started all over the world, bringing our total Pods to 496. Our Pods are what truly make 500 Women Scientists a grassroots organization, as they advocate for science and for women's place in science in their local communities.

Pods have adapted to the virtual environment necessitated by the pandemic, hosting local Wikipedia Edit-a-thons, science communication events like trivia nights, book clubs, and virtual film screening parties, as well as writing blogs and op-eds and engaging their local policy makers to advocate for changes. Highlights from the Pods include:

- The Panama Pod organized two webinars in Spanish, open to the general public about the COVID-19 pandemic, sharing their expertise with their community. The first webinar was on the Virology and Diagnostics of Coronavirus, presented by Dr. Sandra López-Verges, and the second was on the Infectious Dynamics, Management, and Prevention of COVID-19, presented by Dr. Xavier Sáez-Llorens. Each webinar was attended by around 200 participants.
- Brazil Pod member Mariina Ribeiro organized a Justice, Equity, Diversity, and Inclusion (JEDI) book club for the Brazilian pods, selecting copyright-free or open-access texts to read and discuss. The New York Pod similarly launched an Anti-Racism book club and the Guelph Pod has begun meeting every other week for anti-racism discussions centered on various texts.
- The Bozeman, Montana, Denver, and Boulder, CO Pods have been hosting virtual science trivia nights.
- Leading to the 2020 United States General Election, Pod members across the United States joined our [2020 Election Initiative](#), which was run in partnership with Vote Forward, and sent over three thousand letters to get out the vote. They also hosted virtual screening parties for the film Storm the Gates.

Pod coordinators from around the world also communicate regularly through a shared Slack channel. In addition, we host monthly “happy hours” for Pod coordinators to meet through Zoom and exchange ideas. The Pods publish quarterly newsletters; in 2020 our newsletters were released in [January](#), [April](#), and [November](#) with help from pod members Emily Lescak, Rowshanak Hashemiyoan, Jeanette Shakalli, Sheeba Pathak, and our national leadership team members. These newsletters are written by Pod members, for Pod members, sharing their work and inspiring other Pods around the world.



Boulder, CO Pod members at their first ‘Meet the Pod’ event in August 2020.

2020 ELECTION INITIATIVE

In the leadup to the 2020 Presidential elections, 500 Women Scientists worked with Pods and national organizations to plug into voter registration efforts on campuses and in communities all over the US, including writing letters to voters through a partnership with Vote Forward, an organization that helps boost turnout among under-represented people, including people of color, younger voters and unmarried women. **Overall, more than 100,500 Women Scientists volunteers wrote 3,085 letters to potential voters.**

These non-partisan activities help us improve voter turnout and engage with our communities on issues that advance science, justice and equity. **Right now, only 46.4% of undergraduate STEM majors vote compared to 53.5% of education majors.** We can help close this gap and boost voter turnout among our peers through in-person canvassing and peer-to-peer digital organizing.



NOTABLE WRITING & PRESS

Photo Credit: Clay Banks on Unsplash; Alex Radelich on Unsplash

Our press coverage and social media reach has grown tremendously since 2016. In 2020, we leveraged the collective scientific expertise of our members and our unified commitment to advancing equity and justice in STEMM to author a number of opinion pieces in various outlets. We celebrated our four-year anniversary and the dawn of a new U.S. administration in November 2020 in [an article in Scientific American](#), the outlet in which we published our 2016 pledge that launched 500 Women Scientists as an organization. Following the 2020 election, we authored a piece for Scientific American, highlighting [nine outstanding women](#) #ScienceSquad who should have key roles in the Biden administration, including now Secretary of Interior Deb Haaland and Senior Director for Environmental Justice Cecilia Martinez.

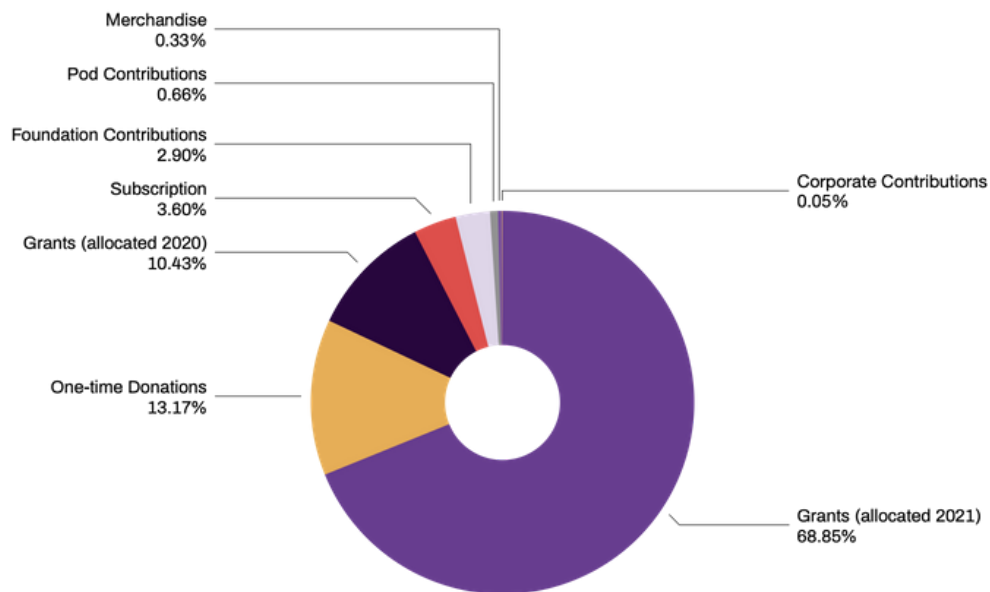


We call on scientists and supporters across the world to join us. We seek transformation of our societal and institutional norms, and it will take time and collective effort—four years ago, we joined a lifelong fight for justice and our vision remains the same.

In light of the pandemic and its disproportionate impact on the careers of caregivers in STEMM, our SciMom Journeys team sounded the alarm through various op-eds over the course of the year. We also used our platform [to advocate for racial justice and combat anti-Black racism](#) within our institutions and our society at large. In solidarity with the demonstrations that took place in the wake of the murders of Breonna Taylor, George Floyd, and Tony McDade, we penned an [op-ed in Scientific American](#) reiterating that silence — and science — are never neutral, calling on our community to acknowledge its history of white supremacy and violence and take concrete actions to move towards justice.

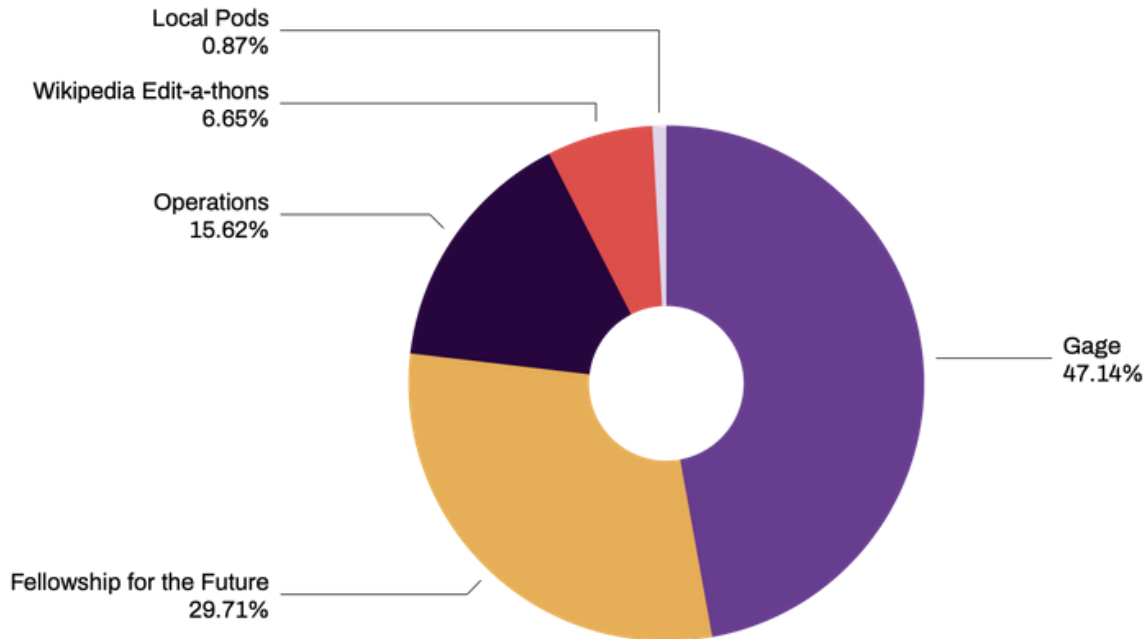
Financial Standing

Our accomplishments would not have been possible without the support of over 1,200 individual donors, as well as from foundations and corporate donors. In 2020, we raised over \$500,000, including \$350,000 allocated to 2021, which makes it possible for us to grow our programs and launch new initiatives. These funds have also enabled us to take a large step as an organization to finally hire dedicated staff, including our first full time position, our Interim Executive Director Lauren Edwards. Over the last year, we have received \$66,949 from one-time donations and \$18,297.00 from our subscription program. We continued to receive funding from Science Sandbox, an initiative of the Simons Foundation, and If/Then, an initiative of the Lyda Hill Philanthropies to support our Request a Woman in STEMM directory, which in 2021 will be rebranded as gage. We have also received grant funding to support our Fellowship for the Future through Science Sandbox and the New England Biolabs Social Justice Philanthropy, which has enabled us to hire a part-time Director for the program. Thank you to our donors and funders! We are committed to transparency and have detailed how we put your donations to work.



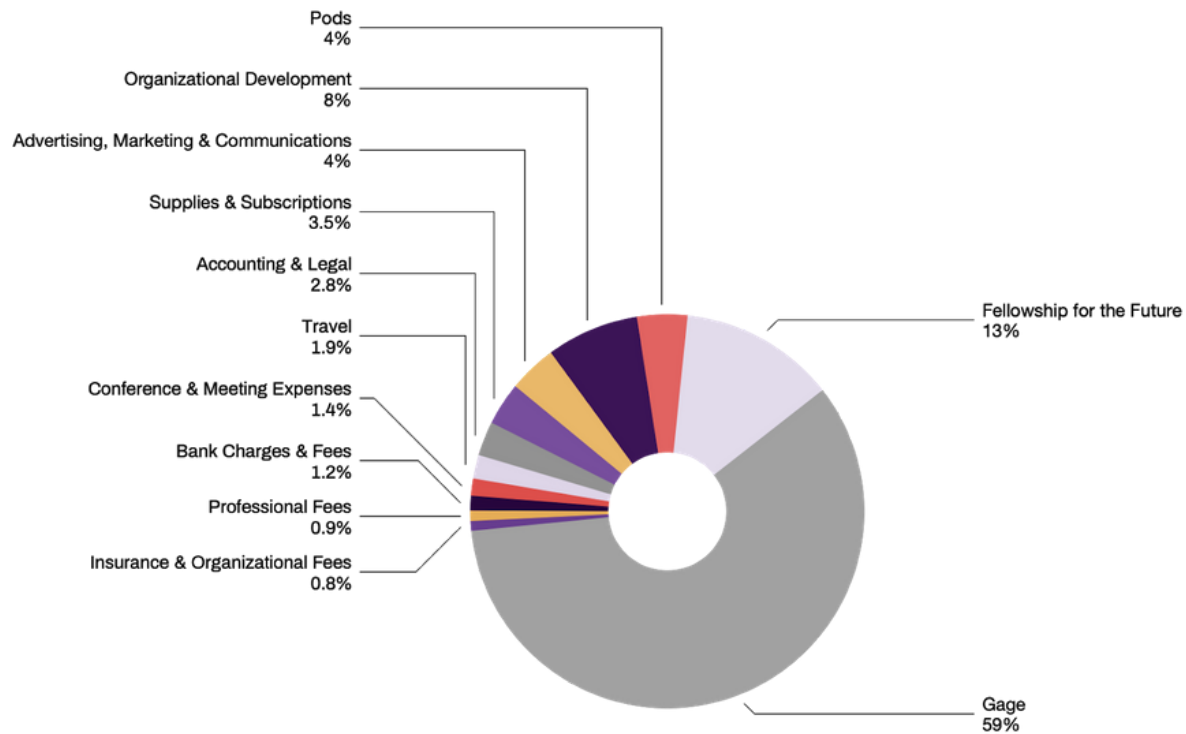
FUNDING SOURCES IN 2020	
Grants (allocated 2020)	\$ 53,000.00
Grants (allocated 2021)	\$ 350,000.00
One-time Donations	\$ 66,949.00
Subscription	\$ 18,297.00
Foundation Contributions	\$ 14,763.00
Pod Contributions	\$ 3,369.00
Merchandise	\$ 1,688.00
Corporate Contributions	\$ 250.00
TOTAL FUNDRAISING INCOME	\$ 508,316.00

FUNDS GOING INTO 2021 (BY PROGRAM)



PROGRAM FUNDS GOING INTO 2021	
Gage	\$ 212,550.00
Fellowship for the Future	\$ 133,955.00
Operations	\$ 70,438.00
Wikipedia Edit-a-thons	\$ 30,000.00
Foundation Contributions	\$ 14,763.00
Local Pods	\$ 3,925.00
TOTAL FUNDS RAISED	\$ 450,868.00

EXPENDITURES



		FUNDING SOURCES IN 2020	
Programs	Gage (Request a Woman in STEMM)	\$	152,516.00
	Fellowship for the Future	\$	33,098.00
	Pods	\$	10,680.00
	Leadership Meetings	\$	18,277.00
	Organizational Development	\$	19,628.00
	Advertising, Marketing & Communications	\$	10,240.00
	Supplies & Subscriptions	\$	9,122.00
	Accounting & Legal	\$.	7,280.00
	Travel	\$	5,023.00
	Conferences & Meeting Expenses	\$	3,642.00
	Bank Charges & Fees	\$	3,083.00
	Professional Fees	\$	2,250.00
	Insurance & Organizational Fees	\$.	2,039.00
	TOTAL 2020 EXPENSES	\$	258,591.00

NEW INITIATIVES ON DECK 2021

In 2021, we are launching revamped and new initiatives to continue expanding on our mission:

Gage: Discover Brilliance

In January 2021, we kicked off the new year with the launch of gage, the world's largest directory of brilliant women and gender minority STEMM experts. Gage has the same backbone and mission as Request a Woman in STEMM, but updated with more inclusive language for gender minorities. It also sports a sleeker design and highlights the different existing and

Fix the Gap: Crowdsourcing STEMM Speaking Engagement Fees

In March 2021, we launched a survey to crowd-source speaking fees and honoraria from across STEMM disciplines, career stages, geographies, and contexts. Our goal is to create a transparent, public-facing resource that will make it easy for anyone giving an invited talk to seek compensation and point to a resource to justify their "ask."

Black Women's Collective

Black women of the 500WS leadership team wrote an [open letter](#) to our fellow Black women members in response to the lack of justice in the murder of Breonna Taylor. Black women must have a dedicated space and voice to: (a) embrace culture and identity as a Black woman in STEMM; (b) voice their thoughts and opinions without judgement; (c) highlight the amazing achievements that Black women have done in STEMM.

Orca - Pod Management Platform

In Spring 2021, we launched the Orca platform to make it easier to find and connect with fellow women and gender minority scientists in local communities by facilitating easier discovery of Pods in your area. The platform will also allow Pod coordinators to manage their Pods, as well as enabling Pods and Pod members to connect with others around the world.

Lift Up Others: an Awards Portal

An [academic award or prize](#) can have a significant impact on self-confidence and work wonders for resumés. It is one of the notoriety requirements in Wikipedia and one that is used to remove pages created for women scientists because many women have not received prestigious awards. To reduce the large gender gap in awards, we plan on creating a database of awards, honors and fellowships to encourage the nomination of more women, people of colour and LGBTQ+ scientists for prestigious awards.

JEDI Training

In the 2nd half of the year, we are launching a training for our members in core justice, equity, diversity, and inclusion (JEDI) concepts and strategies to continue to inform our work and improve our practices to ensure they truly align with our values.

In addition, we are continuing to build out and advance our programming:

Fellowship for the Future

We launched the second Fellowship for the Future Fellows cohort in April 2021, this time with five Fellows

Pods - Local Chapters

We're continuing to work to better support our international Pods, both by expanding our Pods Mentorship Program to international Pods in 2021 and developing our International Pods steering committee.

Welcoming new staff

In 2021, we will be welcoming our first Executive Director, as well as hiring a Director of Outreach, a Director of Communications, and a Pods Associate. These four positions mark our first hires of full time staff dedicated to advancing our mission and vision.

Wikipedia Edit-a-thons

Indicated funding for our Wikipedia Edit-a-thon programs has enabled us to scale out our programs through a partnership with Wikipedia Education to conduct three "train the trainers" on how to improve and create pages for women in science on the encyclopedia.

Sci Mom Journeys

In We have partnered with Mothers in Science to support their international research project aimed at understanding how parenthood affects the career advancement of people working in STEMM fields. The survey results will enable us to create long-term, evidence-based policies and interventions to increase the retention of caregivers in STEMM fields, while also raising awareness of the current challenges they face.

As always, this is your organization. We cannot wait to see what 2021 has in store for us!

— Your 500 Women Scientists Leadership Team