Contents

About AWIS.................................................. 3
Letter from Board Chair ......................... 4
Letter from Interim CEO ....................... 5
Advancing Women in Science ............... 6
Illuminating Women’s Contributions ....... 10
Developing Skilled Professionals .......... 12
Supporting Local STEM Communities .... 14
Get Involved.............................................. 16
Our Supporters and Partners ............... 18
Financial Statement......................... 20
Leadership............................................ 22
About AWIS

Since our founding in 1971, our mission has been to champion the interests of women in science across all disciplines and employment sectors. Working for positive system transformation, the Association for Women in Science strives to ensure that all women in these fields can achieve their full potential.

Our vision is to see women in STEM:

- Compensated fairly and without discrimination
- Advanced equitably and without bias
- Respected and recognized for their scientific achievements
- Exposed to successful role models in leadership positions
- Able to achieve optimum work/life integration

Learn more about our mission, vision, and work at awis.org.
I’m thrilled to introduce our annual report for 2021. This report outlines calendar year 2021 activities and financial information for fiscal year July 1, 2020 through June 30, 2021.

When I first became a member of my local chapter of the Association for Women in Science, I felt in my very first meeting that I was in a safe space. I had been holding my breath for years, but I didn’t know it. There, in that meeting, I could exhale. I feel honored to enter this new role as board president and support even more women in the sciences who need inclusive spaces.

This year, we celebrated our 50th anniversary as a nonprofit membership organization for women in science. Due to complications caused by the COVID-19 pandemic, we decided to commemorate this milestone virtually through a web-based anniversary celebration.

During the event, our former CEO, Sandra W. Roberts, reminded us why AWIS’ mission is still relevant and so important to the scientific community.

We were honored to hear our keynote speaker, Dr. Marie Bernard, the Chief Officer for Scientific Workforce Diversity at the National Institutes of Health, share an inspirational message about the importance of fully utilizing our nation’s diverse pool of talent in the sciences.

In this annual report, I’m excited for you to learn more about the great milestones AWIS accomplished in our 50th year. I also want to thank you—our members, donors, and advocates—for empowering AWIS to continue the important work of championing women in the sciences.

Isabel Escobar, PhD
Chair, Association for Women in Science Board of Directors
Professor of Chemical and Materials Engineering,
University of Kentucky
Letter from Our Interim CEO

In 2021, the Association for Women in Science celebrated our 50th anniversary and some exciting new transitions.

This year, we demonstrated our continued commitment to advancing women in science by developing a more equitable dues structure for our members. By providing discounts to students and women early in their careers, we make professional support more accessible and inclusive.

We also added more features to our AWIS Career Center to promote equitable advancement for women in science who use our job search features. Last year, there were over 429,000 job views in our Career Center. By sharing internship opportunities and insights about different career paths, we can better equip women in STEM to map out their professional journeys and advocate for themselves at work.

Additionally, we carried on our traditions of awarding scholarships to women at different stages in their science careers; engaging our members in relevant educational and training webinars; keeping our members informed of important STEM news and updates; and increasing recognition of the contributions of women in science through our content channels.

After six years of serving as the Chief Operating Officer of AWIS, I’m incredibly humbled and delighted to enter the role of Interim Chief Executive Officer. I’m also pleased to welcome Dr. Isabel Escobar, a fourteen-year member of our organization, as the new Chair of our board of directors.

The future of AWIS is bright. I can’t thank you, our supporters, enough for helping us enable women in science to Discover What’s Next.

Meredith Gibson
Interim Chief Executive Officer, Association for Women in Science
Advancing Women in Science

Continuing Challenges

Although we’ve made great strides in advancing women in science over the past five decades, there is still much work to be done to ensure equity for women working in STEM careers.

Disparities between men and women in the sciences are found at every level:

- Although women make up half of the US college-educated workforce, they represent only 28% of the science and engineering workforce (NSF, 2018).
- Women publish only about 35% of STEM research publications (Machado et. al., 2020).
- Less than 13% of US inventors receiving patents are women (USPTO.gov).
- 71% of women have experienced sexual harassment, and 26% of women have experienced sexual assault (PLOS ONE, 2014).
- 44% of mothers say their competence was questioned after becoming a parent, which is nearly four times the rate of fathers (MothersInSci).

Women in traditionally underserved populations, including BIPOC, LGBTQIA+, and the disabled community, face even more challenges in their career journeys.
Career Support and Advancement

We’re committed to equitable advancement of all women in STEM, at every level of their careers.

This year, we made significant updates to our AWIS Career Center which supports professionals at every career stage. For the first time, companies and institutions can engage in internship recruiting through our network. This important feature allows job seekers to try out various career opportunities before committing to a particular path.

Additionally, anyone can use our new Career Insights feature to learn about industry trends, including average salary for a particular role, skills and abilities needed, and more. By equipping professionals with this information, we empower women to negotiate for fair compensation and plan their career paths which align with their goals, skills, and interests.

AWIS hosts two virtual career fairs each year to connect job seekers with recruiters. We also offer a complimentary résumé critique service, where members can have their resume or CV reviewed by a certified resume writer.

Dr. Maria Qadri
Director of Operations for Journal of Science Policy & Governance

I tried out the resume review through the AWIS Career Center. It was really great. The advice was specific and clear. I was a little hesitant at first, because I was so wedded to what I already put down on my resume. I don’t know if it was the timing or the way the messaging was delivered, but I was like “Oh! This makes sense. I can change these things.” I only tried it once and was successful in my transition!
2021 Scholarship Award Winners

This year, we awarded four scholarships totaling $17,000 to deserving AWIS members to support their professional growth:

- The Distinguished Doctoral Research Scholarship was awarded to Sarah A. Berlinger

- The Kirsten R. Lorentzen Award was awarded to Makyla Boyd

- Two Career Re-Entry Scholarships were awarded to Drs. Janet Guss Darwich and Natalia Misunou

Sarah A. Berlinger, PhD
Postdoctoral Researcher, Chemical Engineering Department, University of California Berkeley

I was honestly so surprised to win this. Like many in academia, I suffer from imposter syndrome. Not only was I honored to receive this award, but it also helped me realize that I am on the right career path. It has been very motivating, encouraging, and empowering to be part of such a supportive network of women. AWIS and this award have helped give me confidence to pursue a career path in academia.

Makyla Boyd
Senior Physics Major, Coe College

Growing up, I was always interested in science and wanted to pursue engineering. I decided to major in physics as a college student while taking time to figure out which engineering discipline I wanted to pursue in graduate school. I was super happy to have received the Kirsten R. Lorentzen award. My parents work hard to help put me through school so it was awesome to be able to give them a break and pay for my last year myself. This award gave me the financial freedom to break generational cycles and pursue this next phase in my life. I will be able to continue my education and give back to other aspiring women like myself. I now want to obtain a PhD in mechanical engineering.
Janet Guss Darwich, PhD  
*Visiting Scholar, Reed College*

The AWIS re-entry scholarship gave me the confidence I needed to put my career back on track! I used the AWIS award to become a member of the International Society for Neuroscience and present my research to colleagues. AWIS helped me recognize that I still have much to offer the scientific community and that my contributions matter! I am forever grateful for your support!

Natalia Misunou, PhD  
*Staff Scientist at the European Molecular Biology Laboratory*

I was thrilled to receive an award from an organization that champions women in STEM careers. The award came at a time when there was a real lull in my job applications. I was feeling quite discouraged. The award gave me a boost of confidence and recharged me. I used the award to pay for my son’s daycare, which was needed so I could have proper time to apply for jobs. The award enriched my CV.

The annual scholarship application period runs from January 1—February 28. The 2022 winners will be announced in June and listed on awis.org/scholarships.
Bias and Other Barriers

Women in science have made great strides over the past five decades, but we still have so much work to do. Our members continue to report stories of discrimination in school and in the workplace; cases of sexual harassment and assault; lack of equitable pay based on their gender, race, and abilities; and many other unjust, exclusionary practices.

AWIS offers numerous, unique opportunities for women in STEM to receive the recognition they’ve earned for their career accomplishments.

Shining a Spotlight on Women in Science

This year, we awarded the AWIS Leadership Award to Dr. Maria Belen Carrillo-Rivas for her vital role in submitting the Pfizer vaccine for authorized use to prevent COVID-19; her work developing partnerships between 23andme and doctors to improve medical treatments; and her continued dedication to developing treatments for patients in need.

In our quarterly, members-only AWIS Magazine, we highlight women members and STEM leaders to raise awareness about their important contributions to the sciences. For example, in July 2021, the magazine featured a cover story on AWIS member Dr. Fatma Kaplan, CEO and Co-Founder of Pheronym. Her agtech startup produces biopesticides that use pheromones to control pests—a more ecofriendly and sustainable solution. The theme of the issue was Innovation and Sustainability and also highlighted the work of AWIS members Christina Buffington, Elena Sparrow, Dr. Jennifer Vanos, and Dr. Kathryn Williamson.
We also created The Nucleus, a public repository for AWIS articles, blogs, press releases, webinars, videos, and newsletters as well as curated content for women in science and STEM. Any member of the public can search this platform and subscribe to our weekly News Briefs to stay informed about issues related to women in science.

Also in 2021, we introduced our new database Celebrating Pioneering Women in Science to help women in STEM become household names like Charles Darwin, Albert Einstein, and Stephen Hawking.

Joyner Eke, PhD
Research & Development Scientist at Thermofisher Scientific

I left my country as a young lady and ventured into a new environment and acquired a doctorate in chemical engineering. Currently I carry out research activities in the downstream bioprocessing industry where I develop novel purification platforms like chromatographic resins and membranes. These materials are being used to improve the downstream processing of various vaccine modalities.

I feel very fulfilled because I’m part of a team that’s helping change lives. And I’m blessed to have been a student of Dr. Isabel Escobar, Chair of the AWIS National Governing Board. She introduced me to AWIS.

AWIS has provided a safe space for me. Seeing successful people with similar challenges and experiences share their success stories has been inspiring. Knowing that I have a network of strong, brilliant, and amazing women cheering me on as I make headway in my career is really reassuring. My career journey is just getting started.
Developing Skilled Professionals

Professional Learning Opportunities

A key component of the Association for Women in Science’s mission is providing professional development to support AWIS members along their career paths. Every month, we host webinars that help members develop networking, resilience, leadership, and other professional skills.

For example, in January, Minda Harts shared insights on *Navigating Professional Spaces as a Woman of Color* based on her bestselling book *The Memo*. Our July webinar titled *How Can I Lead in My Career and My Industry?* walked members through the process of developing a plan to grow into a leader and identify specific steps they can take to be recognized among colleagues and peers.

In September, we hosted *Hidden Strengths: Disabilities Make Better Scientists*, a panel of women in STEM led by Jesse Shanahan to share insights about ways to support colleagues with disabilities, how members can check their internal biases, and how science can be more inclusive. Similarly, we offered a screening of the documentary *Coded Bias* and hosted Cathy O'Neil to discuss how poorly designed algorithms can increase inequality.

Volunteer and Leadership Experiences

Additionally, our organization continues to offer leadership and volunteering opportunities for members at the national and local chapter levels. Through AWIS National, members can join our national governing board, Chapter Advisory Committee, and other volunteer committees. Each local chapter also offers five or more volunteer board positions including President, Secretary, Treasurer, and committee head positions.
I love being part of AWIS’ Seattle chapter. I took on the role of Technology Officer with the local AWIS chapter because at the time, they had an old website they’d been kind of taping together for 10 years. It was really inaccessible.

I thought, “This is a good opportunity to leverage what I’ve been learning at work and give it back in a useful way.” And it’s been very rewarding to rebuild the website from the ground up. It’s nice knowing that everyone can now access what AWIS’ Seattle chapter has to offer.

Later, I started writing for AWIS Magazine. I’m dyslexic and I wanted an opportunity to practice communicating through the written word.

When I first started, I wrote these small, digestible summaries of articles. Then I transitioned to writing longer format pieces for AWIS Magazine. It was a great opportunity for me to practice something I’m very self-conscious about. Being able to write at that level and be featured for my writing feels really good to me.
The Value of AWIS Chapters

AWIS represents current and aspiring women in science all over the country. One medium that allows us to stay connected with regional STEM communities is our local chapters. Each chapter has its own volunteer leadership team and locally-focused initiatives.

For example, in 2021, our AWIS Massachusetts Chapter (Boston) reached out to senators and representatives to advocate for the Wage Transparency Bill (H.3963) in their state legislature. The bill allows current employees and job applicants to request the salary range for a position.

Additionally, most mentorships between AWIS members form at the local chapter level. Two of our chapters, Chicago and Sacramento, each mentored over 30 participants last year.

Inspiring Future Women in Science

Many of AWIS’ local chapters engage with their K-12 educational communities, especially through science fairs, to inspire our next generation of women scientists. For instance, in 2021:

- AWIS Gulf Coast Houston Chapter members volunteered the judge the Science and Engineering Fair of Houston;
- AWIS Seattle Chapter introduced middle school girls to careers in the sciences at their annual Girls in Engineering, Math, and Science (GEMS) event; and
- AWIS Notre Dame Chapter stepped up to support 7th and 8th graders when their annual Expanding Your Horizons conference had to be canceled due to the pandemic by preparing over 300 science project kits for students.

These are only a few of the many examples of our members empowering girls to pursue careers in the sciences.
How to Start a Chapter

Establishing a local AWIS chapter is a big project that requires time and energy, but it has such amazing outcomes. You and your peers can hone your leadership and organization skills while deepening your engagement with the community.

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

Contact Abby Swett, our Membership Manager, at swett@awis.org to get started.

Since childhood, I have been very curious and passionate about science. I wanted my talent and passion to be useful for the betterment of the world. I had a hard journey to prove myself but had excellent teachers whose guidance and support helped me.

I wanted to join my local AWIS chapter but discovered there wasn’t one. Being in a state with top universities, research institutions, and companies in Research Triangle Park, I thought of all the women in STEM in North Carolina that were missing the incredible benefits of AWIS…the networking opportunities across the state in different sectors of STEM, the opportunity to build their leadership skills, as well as to advocate and advance their careers. So, I decided to (re)establish a North Carolina chapter.

Fortunately, one of my friends Dr. Snehalata Kadam was an AWIS chapter president in Central Massachusetts. She encouraged and guided me. Dr. Allyn Howlett was very proactive as soon as I told her this idea. She volunteered to be our chapter treasurer and helped me to spread the word and successfully establish our chapter. A big thanks to them both!
Get Involved

Become an AWIS Member

AWIS members are women and allies who share support, advocate for equity, and grow professionally together. Become a member to enjoy benefits including:

- Professional and personal development opportunities
- Networking and community building
- Access to research, news, and insights about women in STEM
- Opportunities for recognition, scholarships and leadership

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.
Donate to Our Mission

As a 501c3 nonprofit organization, we depend on your generosity to continue advocating for women’s equity in science and STEM. Here are a few ways to make a tax-deductible gift:

- **Donate Now**—Donate via credit card at [awis.org/donate](http://awis.org/donate) or donate via check mailed to AWIS, 1629 K Street, Suite 300, Washington, DC 20006.

- **In-Kind Gifts**—Donate stock, bonds, mutual funds, or exchange traded funds by contacting us via email at [awis@awis.org](mailto:awis@awis.org) or via phone at 202-827-9798.

- **Leave a Legacy**—Leave a planned gift in your will, trust, life insurance benefits, or retirement plan assets by contacting us via email at [awis@awis.org](mailto:awis@awis.org) or via phone at 202-827-9798.

Visit [awis.org/why-donate](http://awis.org/why-donate) to learn how your donation supports women in science.

---

**Have Your Donation Doubled!**

Did you know your employer may want to double your donation? Visit [awis.org/matching-gifts](http://awis.org/matching-gifts) to find out if your company participates in a matching gift program, or ask your supervisor.
Our Supporters and Partners

We are incredibly grateful to our members, volunteers, donors, and partners who enable AWIS to continue advocating for gender equity. Our programs and initiatives would not be possible without their generous support. In particular, AWIS would like to acknowledge the individuals who gave more than $1,000 and our partner organizations that support women in science.

I am delighted for Middle Tennessee State University to be an AWIS partner. I was a chemistry undergraduate when a faculty mentor invited me to attend an AWIS meeting in Bethesda Maryland, in the late 70’s. Seeing several women in STEM at that point in my education and as a non-traditional student made a difference to me. I felt that I could succeed in STEM.

As a longtime member of AWIS, Co-Resident of the AWIS Tennessee Chapter, and the Director of the Women In STEM (WISTEM) Center, I promote our collaboration with AWIS on campus, in middle Tennessee, and across the state. Partnering with AWIS allows WISTEM to help more women realize their intellectual potential in STEM education and careers. We need more women STEM professionals in Tennessee and across the South!

AWIS provides many resources to support our women students, faculty and staff who work in STEM disciplines. I like the AWIS webinars that focus on leadership and mentoring. We need more mentors for our students. As a professor of chemistry, I appreciate the scholarships and grants. During these past two years, students need all the support that we can give them. I also enjoy opportunities to collaborate with other women STEM professionals and future STEM students.

Judith Iriarte-Gross, PhD
Professor of Chemistry
Director, Women In STEM Center
Middle Tennessee State University
Activate
Adirondack Trust Company
American Association of University Women—Gloucester County Area
Argonne National Laboratory
AstraZeneca
Berkeley Lab
Bruce B. Bon
The Estate of Dr. Mary Clutter
Cornell University
Corteva Agriscience
Creed Family Foundation, a Donor Advised Fund of U.S. Charitable Gift Trust
Denise (DeeDee) DeMan
Allison Donahue
Duke University
Emory University
Dr. Isabel C. Escobar
Dr. Ann Fallon
Florida Atlantic University
Genentech
Gongos, Inc.
Gordon-Hering Family Fund
Dr. Suzanne Gronemeyer
Drs. Beverly Karplus & Frederick Hartline
Howard Hughes Medical Institute
Indiana University School of Public Health
Dr. Brittany Parker Kerrigan
Drs. Katy and David Korsmeyer
Kurkjian Charitable Giving Foundation
Lawrence Livermore National Laboratory
Dr. Pamela Marrone
Massachusetts Institute of Technology
Middle Tennessee State University
Dr. Page S. Morahan
Dr. Armaghan (Rumi) Naik
Progress Software Company
Sandra W. Robert, CAE
Dr. Harry Michael Rosenberg
Dr. Pamela Surko
Stanford University
Towson University
Tufts University
The University of Alabama in Huntsville
University of California Berkeley
University of California Irvine
University of Colorado Boulder
University of Houston
University of Maryland Baltimore
University of Nebraska Lincoln
The University of Southern Mississippi
The University of Texas Health Science Center at Houston
Washington State University
Dr. Sue Windham-Bannister
# Financial Statement

**FY2021 (July 1, 2020—June 30, 2021)**

## TOTAL REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal grants</td>
<td>$401,610.00</td>
</tr>
<tr>
<td>Membership dues</td>
<td>$227,970.00</td>
</tr>
<tr>
<td>Contributions and other grants</td>
<td>$447,257.00</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>$16,878.00</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>$347,420.00</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$1,441,135.00</strong></td>
</tr>
</tbody>
</table>

## TOTAL EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>$1,142,767.00</td>
</tr>
<tr>
<td>Advance Resource and Coordination Network*</td>
<td>$424,615.70</td>
</tr>
<tr>
<td>Membership programs</td>
<td>$433,468.30</td>
</tr>
<tr>
<td>Education and scholarships</td>
<td>$226,385.00</td>
</tr>
<tr>
<td>Meetings and conferences</td>
<td>$58,298.00</td>
</tr>
<tr>
<td><strong>Total programs</strong></td>
<td><strong>$1,142,767.00</strong></td>
</tr>
<tr>
<td>Supporting services</td>
<td>$268,006.00</td>
</tr>
<tr>
<td>Management and general</td>
<td>$209,167.00</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$58,839.00</td>
</tr>
<tr>
<td><strong>Total supporting services</strong></td>
<td><strong>$268,006.00</strong></td>
</tr>
</tbody>
</table>

## NON-OPERATING ACTIVITY

<table>
<thead>
<tr>
<th>Activity</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net realized and unrealized gain on investments</td>
<td>$192,145.00</td>
</tr>
<tr>
<td>Loss on sale of assets</td>
<td>(4,200.00)</td>
</tr>
</tbody>
</table>

## CHANGE IN NET ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets at beginning of year</td>
<td>$824,035.00</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$218,307.00</td>
</tr>
<tr>
<td>Net assets at end of year</td>
<td>$1,042,342.00</td>
</tr>
</tbody>
</table>

*Advance Resource and Coordination Network strives to advance STEM equity in academia by convening diverse audiences to collaborate, share, and implement the best practices and tools shown to effect change. Learn more at [equityinstem.org](http://equityinstem.org). This program is funded by an NSF grant which was transferred to Women in Engineering ProActive Network (WEPAN) in February 2021.
Revenue Sources by Percentage

- Contributions and other grants: 31%
- Federal grants: 28%
- Subscriptions: 24%
- Member dues: 16%
- Interest and dividends: 1%

Expense Ratio

- Programs: 81%
- Supporting services: 19%
Leadership

- **Board Chair**—Isabel Escobar, PhD, Professor of Chemical and Materials Engineering, University of Kentucky

- **Past Chair**—Sue Windham-Bannister, PhD, President and CEO, Biomedical Growth Strategies, LLC

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

- **Secretary**—Brittany Parker Kerrigan, PhD, Associate Director of Research Planning and Development of the Brain Tumor Center at MD Anderson Cancer Center

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

- **Director**—Andrew Bean, PhD, Dean of the Graduate College and Interim Vice Provost for Research, Rush University in Chicago

- **Director**—Karen Bjorkman, PhD, Provost and Executive Vice President for Academic Affairs, University of Toledo

- **Director**—Tasneem Hajara, Managing Director, TIAA

- **Director**—Joanne Kamens, PhD, Interim Executive Director, The Gloria Cordes Larson Center for Women and Business at Bentley University

- **Director**—Pam Marrone, PhD, CEO and Founder, Chestnut Bio Advisors, and Founder and Director Marrone Bio Innovations, Inc.

- **Director**—Venkat Sethuraman, PhD, Senior Vice President, Global Biometrics and Data Sciences, Bristol-Myers Squibb

- **Director**—Patrice Yarbough, PhD, Retired Senior Scientist, NASA

- **Director**—Reem Yunis, PhD, Vice President, Digital Clinical Measures, Medable, Inc.
What AWIS is doing for women and girls—providing them the resources, expertise, and CONFIDENCE to know that they should never give up their dreams—makes me proud to be part of this organization. AWIS has propelled my own career forward in the form of mentorships and sponsorships. I am very grateful for that.

I started off as a member, volunteered to chair a committee, and eventually became the AWIS Gulf Coast/Houston Chapter President. From there, I joined the AWIS Chapter Advisory Committee where I had the opportunity to work on a national scale. When I became the Chair of that committee, I was invited to attend national board meetings. The energy and passion in those meetings was exhilarating!

Serving at every level, I have a broad perspective of the organization and am excited to contribute to the AWIS mission and help grow, retain, and elevate talented women in the scientific workforce.

Brittany Parker Kerrigan, PhD
Associate Director of Research Planning and Development of the Brain Tumor Center, MD Anderson Cancer Center