

Role Models Matter

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Why The Work is Important

Equity Mandate

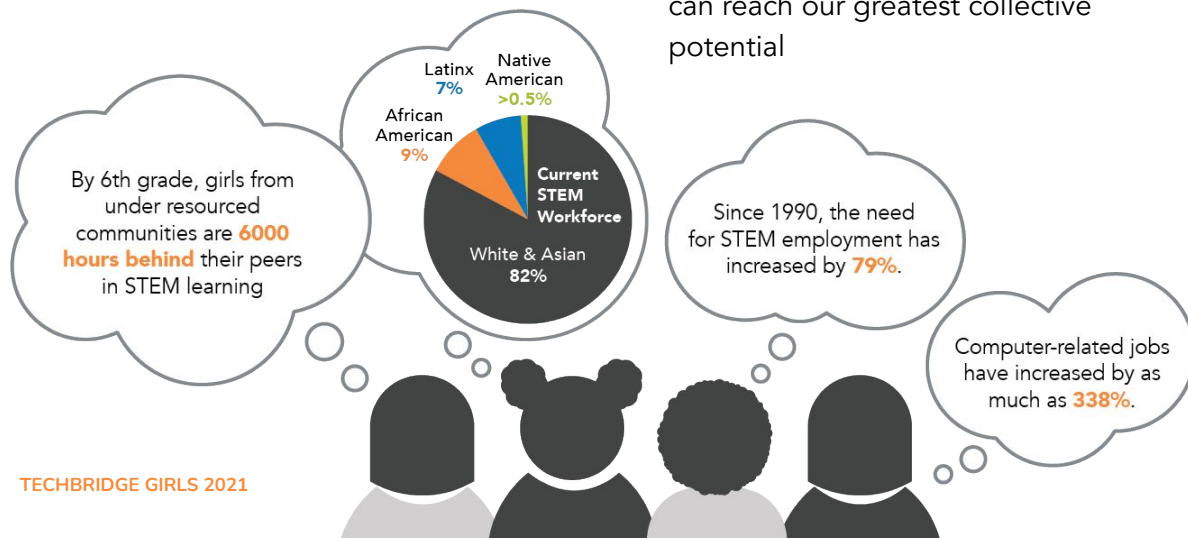
Techbridge Girls sees STEM education as a vehicle to empower girls and gender expansive youth to end generational poverty which means all girls must have fair access to tap into the endless opportunities that the field provides.

Full Potential

- How can we as a society be successful when an entire population is being left out?
- It is our duty and responsibility to ensure that all gain access and opportunity so that we as a society can reach our greatest collective potential

Economic Imperative

- **36%** of women are more likely to live in poverty than men. Poverty is even more acute for women and young girls of color. Estimates indicate **20%** of African American women, **22%** of Native women, **18%** of Latinx women live in poverty
- A STEM education and career can provide a direct pathway to unbridle the lifelong earning potential for all girls.
 - For example, women employed in STEM careers earn one-third more than their counterparts employed in non-STEM jobs and careers. The earning potential for women created by STEM careers can directly address the poverty

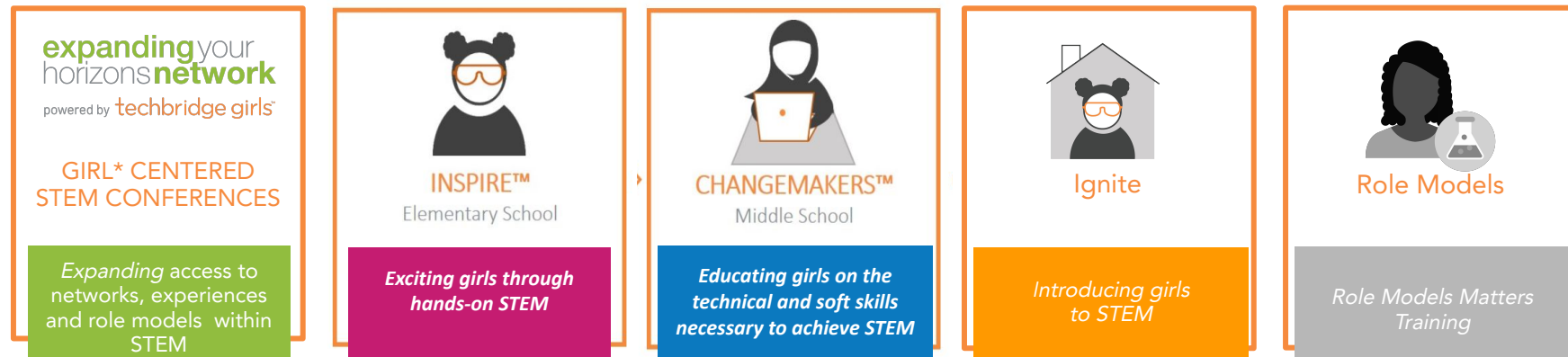


Our Core Programs

We develop and deliver **high-quality, broad-based, equity-focused, gender- and culturally-responsive curriculum for third through middle school-aged afterschool settings.**

Our reach will be dramatically expanded and our impact amplified through distribution of our curricula to educators. **Educators are teachers, nonprofit facilitators, and volunteers.**

This strategy will help us **reach more girls and educators**, all while expanding our community and network to provide girls with greater access and exposure to STEM careers.



Why Role Models

We know that young people, and particularly **marginalized girls and gender expansive youth of color, need professional role models** in STEM.

We know, for girls*, Role Models can:

- Make STEM careers tangible
- Help youth connect personally to the STEM community
- Encourage a sense of belonging, which is key to persistence



Ice Breaker

Think back to when you were a tween or young teen.

- *Who was a role model for you?*
- *What commonalities (e.g., race, gender, community, personality, interests) between this person and you existed?*
- *What about this person made them someone you sought to emulate?*

What do Role Models do?



Role Models can **make an impact** by:

- Engaging in afterschool program visits
- Hosting girls virtually and on-site through field trips
- Facilitating hands-on workshops at conferences
- **Listening** to questions and **sharing relatable** experiences and expertise
- **Centering your girls*** as the purpose for their engagement

What Can Go Wrong **Without Preparation?**

- Technobabble
- No questions for the role model
- Boring activity or no activity
- “Fixer” role model
- Distant role model
- “No fun” role model
- **Unrelatable role model**

(include in the chat challenges you’ve faced)



Role Models Matter 101 - Preparation is Key!

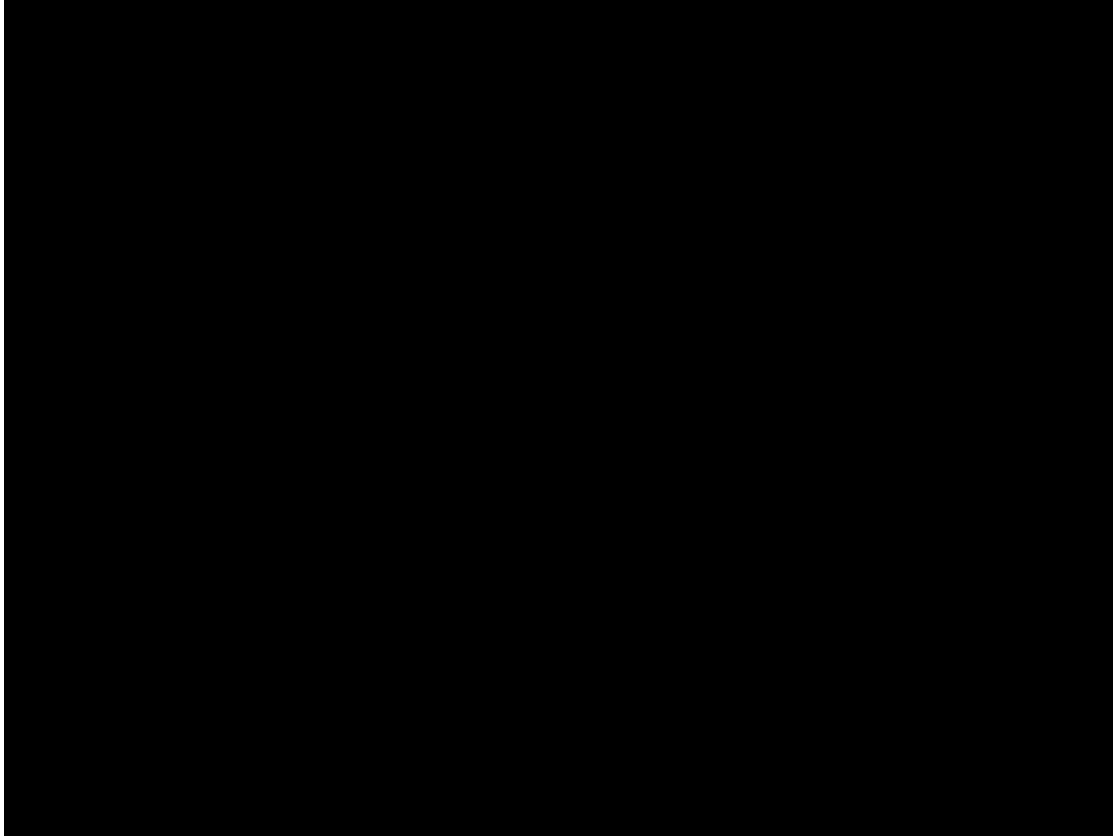
Techbridge Girls' newly updated, on-demand training, features:

- Affirms the importance of role models and how the experience can shape a STEM trajectory
- Practical advice for professionals wanting to inspire and educate youth, especially girls
- Examples of what to do, as well as why
- **New!** Throughline about gender and cultural awareness and reflecting on personal biases (*we'll explore this in more depth, next*)

Section topics are:

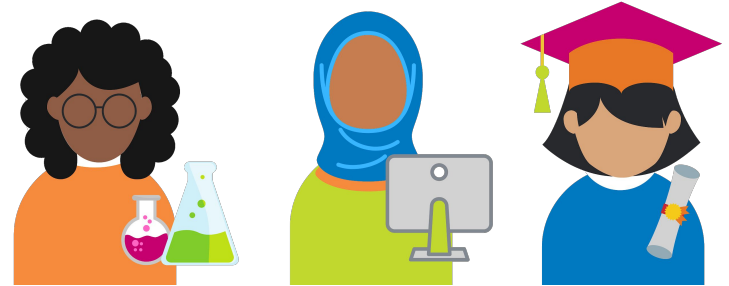
1. Training Orientation
2. Introduction to Techbridge Girls
3. Role Models as Part of the Solution
4. Making a Connection
5. Building Awareness of Implicit Bias
6. Talking About Your Work in Age-Appropriate Ways
7. Using Culturally Relevant and Youth Development Practices
8. Key Messages of Techbridge Girls' Programs

What's New- Examining Implicit Bias



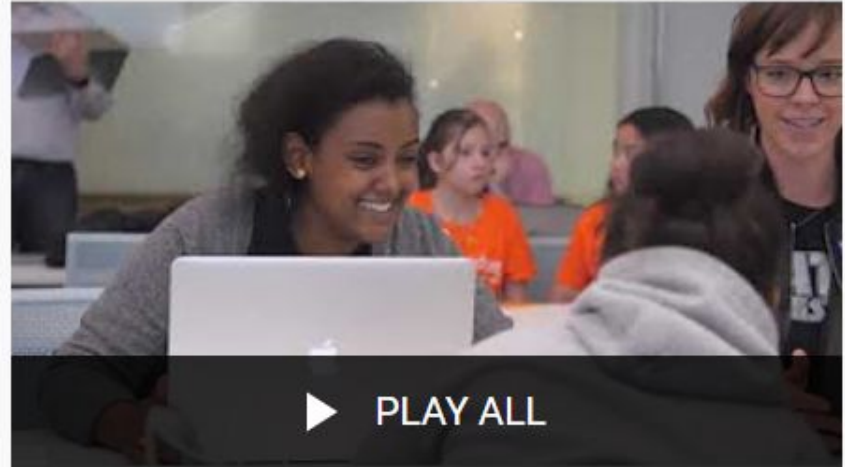
Reflection

- *What difference does it make if role models examine their biases?*
- *What might happen if a role model showed up to work with your youth without examining their biases?*
- *Have you seen role model bias (implicit OR explicit) play out in your work?*
 - *What has the impact been?*



Next Steps-Accessing the Training

- This recording and slides will be shared via email
- Will be accessible as a link on the STEM Next Moonshot Toolkit page
- Role Models will access the Techbridge Girls Role Models Matter Training by registering and then will be emailed the private video link



Techbridge Girls: Role Models Matter

Questions?

Thank You

To learn more about Techbridge Girls and our programs please visit us at
www.techbridgegirls.org

