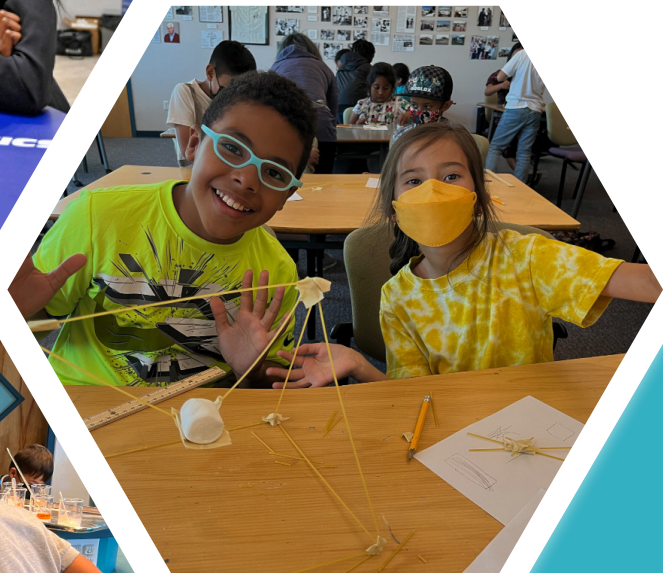


# New Pathways to Bright Futures

**2022 Annual Report**



## LETTER FROM THE BOARD PRESIDENT

Dear Friends:

This year's annual report theme is New Pathways to Bright Futures. Looking back over the past year's accomplishments, we are excited about the opportunities ahead. I am happy to report that every program paused during the Covid-19 shutdowns is once again fully operational in 2022. When we reopened the EIS Learning Center, students returned excited and eager to re-engage in learning. Our partnerships with schools and other community organizations have never been stronger. We developed new ways to work together to address children's educational and socio-emotional needs. EIS is also in its best financial position in over a decade. We are fortunate to have a dedicated and dynamic Board of Directors, an Advisory Council, and exceptionally excellent staff. Thanks to our generous supporters, we have not only maintained the pre-pandemic programs and service levels, but we will also be launching a new major initiative in 2023, the San Diego Institute of Science & Technology. The Institute will be a robust, STEM-based college preparation and leadership development program for underserved students in southeastern San Diego. The San Diego Institute of Science & Technology will help to level the playing field for college-bound, underserved Black, Indigenous, and People of Color (BIPOC) students. EIS's greatest assets have always been the students that pass through our door. Our optimism for bright futures and new pathways is constantly inspired by watching our students grow, support each other, and move forward on STEM pathways.

There were some significant leadership changes this year. Jim Stone, EIS Executive Director from 2017, retired in June 2022. Being an executive director is challenging in the best of times. Jim oversaw EIS during the Covid 19 pandemic for almost half his tenure. He did a fantastic job and is now spending his days' canoeing, fishing, and bird-watching in Lake Arrowhead. We are grateful for his many contributions to EIS.

I am pleased to introduce our new Executive Director, Dr. Pedro Cevallos. We welcomed Pedro to EIS in October 2022. He brings a wealth of experience well-aligned to EIS and our new major initiative, the San Diego Institute of Science & Technology. Dr. Cevallos was the co-founder and executive director of a Los Angeles-based nonprofit, College Bridge. College Bridge works to transform the K-16 educational system by identifying and eliminating barriers that prevent underrepresented students from progressing to and through college. His excellent qualifications are matched by his high energy level, passion for educational equity, and enthusiasm as a new resident and member of the southeastern San Diego community.

We are optimists at EIS; optimistic but also pragmatic and realistic about the challenges we will face. We stand ready to do the work needed to ensure new pathways to bright futures. Thank you for your vital role at EIS as a supporter, partner, parent, student, volunteer, or valued staff member. We continue our quest to further identify and strengthen engagements that serve the needs of our students and wonderfully diverse community. Our growth this year and bright future are due to the contributions of people like you.



Sincerely,

Debra Roy  
Board President

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## LEARNING STEM THROUGH PLAY

As we reflect on the past year, our hearts fill with pride and compassion for the youth of San Diego. They persevered with resilience during a pandemic that upended their lives. These youth grappled with illness and the loss of family members, missed milestones such as graduation, could not socialize with friends, and struggled to adapt to virtual learning. Despite these setbacks, our optimism and hope for their futures is brighter than ever.

Last fall, we could hardly wait to reopen our doors and resume all previously operating programs. The lack of resources when teaching virtually reminded us how important hands-on activities are for youth to create a deep relationship with learning. The 2022 National Assessment of Educational Progress (NAEP), also known as the Nation's Report Card shows that reading and math scores dropped significantly during the pandemic. This has only strengthened our goal to create fun and engaging experiences that get youth enthusiastic about learning. We stand by our founding principal that youth need to be involved in the learning process and the best way to do that is through hands-on experimentation. Teaching scientific principle through all five senses brings theories and research out of textbooks and into real life applications.

Young children learn through play, using their senses to experiment, design, build, and explore the world. Filled with imagination and an interest in discovery, children segue easily into STEM subjects and hands-on education, aka play space learning. Whether they are creating watersheds to learn about pollution or coding a website, they are learning to use critical thinking skills. An early foundation in STEM is vital to academic success, scientific literacy, and increasing diversity in STEM careers. At EIS, we help build that foundation as early as elementary school when children are innately curious and open to learning about the world. In the 2021-22 school year, we served just over 2,500 local youth from elementary to high school with exceptional STEM experiences.

### Steps-2-STEM - Year Six

We completed our sixth year of Steps-2-STEM with Lincoln Cluster elementary students. Each student received 20-25 hours of STEM enrichment through hands-on activities, and Next Generation Science Standards (NGSS) aligned curriculum. In addition to immersion in subjects like biology, chemistry, and marine science, Steps-2-STEM provides digital skills necessary for increasingly technical careers. Students learn how to code and design a website. Teachers praised the program as engaging and fun learning for students and that the instructors created a welcoming learning environment.

**“This program was a great experience for the students. It was wonderful for them to see the educational resources present in their own neighborhood.” Karen, teacher**

**“The students have been very engaged in their learning and don't want it to end. Your teachers have been attentive to them and did a great job.” Margaret, teacher**

### Future Innovators of Robotics and Engineering - Girls On FIRE!

Fifteen middle school girls competed in the Botball regional competition. Choosing PolkaBots as their team name, they spent five hours every week after-school and on Saturdays practicing and working on their robots in preparation for the tournament. The team worked on collaboratively building and programming robots to perform specific actions to gain points.

The girls took on the roles of programmers and engineers to execute code, test, modify code, test again and repeat. All while having fun and forming close bonds with instructors and each other.



This summer 48 middle school girls participated in the FIRE Up! technology camp learning to code robots and exploring careers in tech. Participants attended a two-week session followed by a week of career exploration field trips. At the end of each session, families visited EIS to see the girl's final projects. Students reported their favorite activities were working with drones, building robots, and 3D modeling.

The Girls Take Flight drone program resumed this January helping another cohort of high school Juniors and Seniors acquire FAA 107 Remote Pilot Certification. Since 2019, 34 young women have become certified drone pilots through Girls Take Flight. This year, Girls Take Flight alumni Shyanne Smith who graduated in 2021 and is currently enrolled at UCSD, worked as an assistant instructor. Below is a sampling of feedback from participants.

**“Participating in this practicum has impacted me because it has allowed me to realize that there is a place for me in the STEM field.” – Patricia, student**

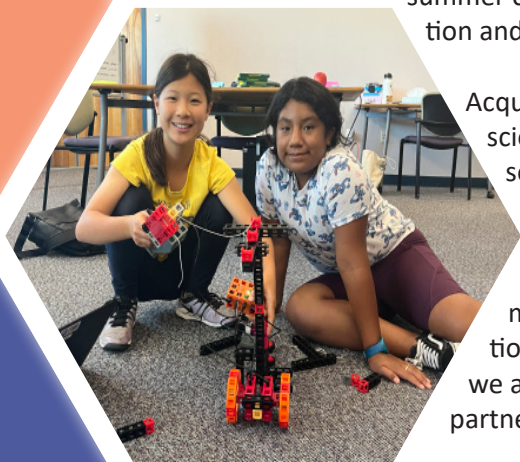
**“It has opened my eyes into what the real business world looks like. The practicum has given me a new life opportunity, now I can make my own business out of what I’ve learned these past 8 months.” – Michelle, student**

**“I will never take this program for granted and will be certain to apply these learnings in my future career. I also hope to inspire many younger girls to join/have an interest in the STEM field.” – Junaya, student**

### Summer Programs

High school students also resumed learning about STEM careers in our Teen STEAM Café and earned real world experience during a summer of research in Teton Science School, and as Lab Assistants in summer camp.

EIS provided 674 students in grades 2-8 with ten weeks of STEM summer camp this year. Summer camp was a team effort with staff from every department stepping in to ensure a fun and safe experience for all children. Youth met guest presenters who shared STEM activities and career exploration. Engineers from **Tesla** visited to talk with students about electric vehicles and renewable energy, and students went on a field trip to a Tesla center. Biologists from **Solana Center for Environmental Innovation** and mycologists from the **POC Fungi Community** brought hands-on activities where students got their hands dirty with composting - using worms and mycelium to help grow healthy crops. Students learned about ocean exploration and marine conservation with instructors from San Diego Coast Keeper and the Walter Munk Foundation for the Oceans. This year's summer camp was once again, partially funded through the San Diego Foundation and the San Diego Unified School District Level Up initiative.



Acquiring STEM literacy in elementary and middle school gives students the scientific and technological knowledge needed to succeed. EIS primarily serves students from low-income families and encourages students to pursue STEM careers, which have higher wages than non-STEM jobs and a pathway to financial security. STEM careers can help solve social issues such as stopping human-made climate change, combatting misinformation, and bridging the digital divide. These issues disproportionately affect the students in southeastern San Diego. Moving forward we are committed to helping youth thrive with support from community partners, foundations, corporations, and individuals.

## PARTNERSHIPS & COLLABORATIONS ARE KEY FOR BRIGHT FUTURES

Community collaborations have always been a part of EIS's DNA. They were vital to reopening the EIS Learning Center and offering programs in 2022. When schools and community organizations work in partnership, everyone benefits.

### Expand Reach and Deepen Impact

In its first four years of operation, Steps-2-STEM was provided on early dismissal days as after-school enrichment and participation was voluntary. As a result, we served only 65% to 70% of fourth and fifth graders at the partner schools. When students returned to in-person learning in 2021, the Lincoln Cluster partner schools elected to make Steps-2-STEM a part of the school day. Now every fourth or fifth-grade class from all eleven schools comes to EIS for five full days of hands-on learning in subjects such as coding, environmental science, and engineering. Serving every student in every school is an essential benchmark. We maximize program benefits for individual students and drive broader system improvement through collaboration.

### Meet Challenges and Increased Capacity

Having more students leads to needing more instructors. Like many other employers, EIS struggled with finding adequate instructional staff. So we reached out to organizations that have parallel missions as EIS to educate the next generation on environmental issues and to build more diversity in the future workforce. In 2022, the **Walter Munk Foundation for the Oceans** and **San Diego Coastkeeper** brought their outstanding programs to Steps-2-STEM.

The Walter Munk Foundation provided interactive curriculum and instruction to the 2022 spring session of Steps-2-STEM. In addition to delivering high-quality and topical content, the partnership with The Walter Munk Foundation provided consistent, professional staffing essential for students' optimal learning experience. Our partnership with San Diego Coastkeepers connected our students to local water issues and climate science and empowered them to protect the environment. San Diego Coastkeepers' interactive lessons and hands-on activities put students at the center of inquiry and exploration. The labs are taught by Marine Science and Oceanography professionals who also work to introduce children to the many career pathways and jobs in those fields.

### Innovation and Expanded Resources

One of the best benefits of collaborations is bringing new concepts and expertise into the learning environment. At the end of each year, we meet with the Lincoln Cluster principals and teachers to discuss how we can support their efforts. The principals reported their biggest concerns as literacy and math fundamentals. EIS specializes in science and technology. We are not experts in reading or math. New partnerships are helping us respond to the school's needs with two exciting new programs for Spring 2023. The first is Reading + Science = Learning2 (Learning2) with new program partners **California Reading and Literature Project (CRLP)**, the **Diamond Educational Excellence Partnership (DEEP)**, and **Science Delivered**. The goal of Learning 2 is to improve literacy and science foundations in second and third-grade students.



Learning 2 will be piloted in two **Lincoln Cluster Schools** with plans to expand to more schools in Fall 2023. **The University of San Diego, Jacobs Institute for Innovation in Education** will bring the NSF-funded Project Vismo to Steps-2-STEM. Project Vismo is

a hands-on program focusing on children's spatial skills and mathematics concepts using origami paper and folding. Children will participate in small group projects where they will create, problem-solve, collaborate, and discuss spatial challenges and concepts.



## THE SAN DIEGO INSTITUTE OF SCIENCE & TECHNOLOGY

The San Diego Institute of Science and Technology (The Institute) will provide robust and meaningful STEM-focused academic experiences for students from Title I schools to build leadership skills and strengthen their resumes in preparation for college admission.

The response from a community survey demonstrated the local students are interested in pursuing STEM careers and are enthusiastic about the prospect of a 4-year STEM-focused program. They are eager for opportunities to gain experience with internships, networking with STEM professionals, and field work.

### Preparing Students for College

STEM Pathways, a cornerstone program of The Institute, will serve four cohorts of 10 students each, for a total of 40 students annually. In addition to participating in our existing high school programs (Teen Lab Assistant, Teen STEAM Café, Teton Science, and Girls Take Flight), these students will be offered summer internship positions by our partner organizations. The Institute will serve a total of 100 – 120 students per year. Both students and parents are keen for programs like this in southeast San Diego.

**“No one in my family has ever had a STEM-based career. I’m interested in participating in this program because I would be able to learn from working STEM professionals.” - High School Student**

**“I’m excited for the opportunity this program would offer my child. In order to support their success, it’s important for clear communication.” - High School Parent**

### Taking the Next Step

One of the key motivating factors for establishing the new Institute is to create a “next step” for the students who participate in EIS programs that end at the 8th grade level. These students will now be able to “graduate” from EIS into the San Diego Institute of Science and Technology to continue pursuing STEM learning opportunities.

Current partners for the Institute include the **UCSD OPTIMUS** (Outreach Program To Inspire Minority and Underrepresented Students) where students will work in real cancer research labs and shadow doctors in clinics; **Scripps Research** will allow them the opportunity to conduct cutting edge, health-related research in a laboratory; and **Our Genetic Legacy** which will teach students how to use drone technology to map areas of San Diego that are significant in BIPOC history. EIS is working to create more partnerships with local STEM companies and organizations.

We look forward to welcoming the first cohort of high school students in 2023.



## ALUMNI: BRIGHT FUTURES FULFILLED

At EIS our mission of diversity, equity, and inclusion shape our vision, but our alumni make that vision a reality. Seeing the youth we serve follow their dreams and succeed in various careers is a privilege. Whether they return for a visit, as volunteers or instructors, alumni show the next generation what possibilities await.

Through an EIS summer internship, Denise met Dr. Janis Jackson, a clinician and laboratory scientist at The Scripps Research Institute committed to mentoring African-American youth in science careers. “There were three other students in the lab that summer from the EIS programs. It was fun all getting to work together. I knew that I wanted to go to college and I would, but it was a big leap to be a physician. Dr. Jackson was really an inspiration for me as a role model. She encouraged me to believe that it was a goal I could achieve.”

Denise Whitfield, MD, MBA

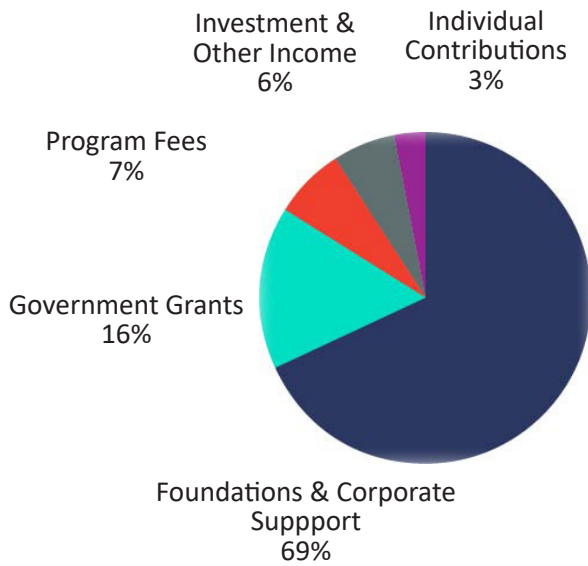


Eddie Irvine attended EIS summer camp from elementary school through middle school. “I served as a Junior Assistant at EIS as a high school student one summer, where I served as a classroom assistant to help students with experiments. EIS provided an early way to learn the scientific process and gain hands-on experimental experience. This made the prospect of pursuing a career in science feel less abstract, and instead much more achievable and tangible.” Inspiration also came from EIS instructor, Adali Martinez. “She was a brilliant instructor at EIS when I was a Junior Assistant that I always admired.”

Eddie Irvine, Postdoctoral Research Fellow, ETH Zürich



## FINANCIAL INFORMATION

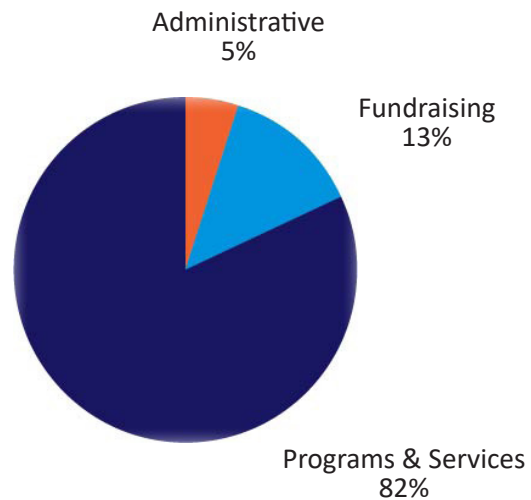


### Revenue

Foundations & Corporate Support	\$1,288,516
Government Grants	\$ 300,151
Program Fees	\$ 127,697
Investment & Other Income	\$ 110,922
Individual Contributions	\$ 51,027
<b>Total</b>	<b>\$1,878,313</b>

### Expenses

Programs	\$1,115,260
Fundraising	\$ 175,807
Administrative	\$ 67,318
<b>Total</b>	<b>\$1,358,386</b>



*Financial information is pending final audit report for FY 2021-2022*

## YOU CAN MAKE AN IMPACT

Education is as important to children's development as food, shelter, and medical care. EIS is working hard with schools and parents to help keep students engaged in learning.

To prepare students for bright futures, we need your support. Just as there many different ways your support helps, there are many different ways you can support EIS.

### **Make it Monthly**

Pledge a recurring donation on a monthly, quarterly or annual basis.

### **Raise Funds With Friends**

Create an online Peer 2 Peer Fundraiser and rally your family, friends, and coworkers to support EIS.

### **Look to the Future**

Make a Planned Gift by including EIS in your estate plans.

### **Double Your Donation**

Ask your employer if they have an Employee Matching program and double the impact of your donation.

### **Become a Legend**

Make an Endowment Gift to create your own science legacy and help sustain EIS in perpetuity.

**Donate today at [eisca.org](http://eisca.org)**

### **Stay Updated on Programs, Student Success Stories, and more!**

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