



Encouraging  
Women  
Across All  
Borders

# EWAAB

## A Case for Support

Building a bridge to a world where  
women and non-binary individuals  
enter and rise in any field they choose.



## There is an urgent problem.

Despite knowing that diversity increases a company's likelihood to financially outperform their peers, women and non-binary individuals are still vastly underrepresented in STEM and finance as well as in leadership positions across all professional fields.

- Women make up only **28%** of the STEM workforce,
- Only **21%** of C-Suite positions are held by women, and
- **48%** of women in STEM jobs report discrimination in the recruiting and hiring process.

The situation is even worse for women of color. Despite making up about 37% of the U.S. population, they only comprise **3.2%** of Fortune 500 Company Boards and **11.9%** of managerial roles. Unfortunately, significant data does not yet exist for non-binary individuals but we do now know that there are **1.2 million** non-binary identified adults in the U.S. and **75%** of them are between 18-29 years old. A huge population that is clearly not well-represented in leadership positions.

It's clear that women and non-binary individuals are facing barriers entering male-dominated fields and rising in fields across the board.

## We have an inventive solution to fix it.

EWAAB has set out to make long-term, meaningful change across all professional fields. We want to strengthen and accelerate the progress that has already been made.

We took a look at how other organizations were approaching this problem and realized, while many were having a small impact, they often had too narrow a focus or weren't thinking far enough into the future. So, we set off to build a program that would transform young undergraduate students into confident, **future leaders** so they can break through any barriers entering and rising in their field of choice.



**BRIDGE:** a mentorship program where students are given the opportunity to build a bridge to their future career and the confidence they need to cross it successfully.

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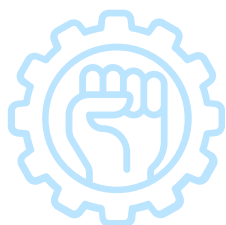
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## What makes our solution **unique**?

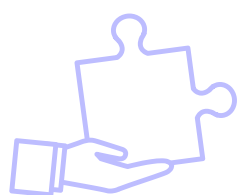
Bridge is a year-long mentorship program aimed at first and second year undergraduate students. We work with university students and, as of Fall 2021, U.S. community college students.

Our curriculum was intentionally designed with the future in mind. Students not only interact with professional tools in theory, they put them into practice. All in a supportive environment that increases confidence and connection.



### Encourage

**72%** of college women reported that they need greater encouragement from others in order to believe in their own potential to be leaders.<sup>1</sup> Our two-tiered mentor system and multi-national student network supports and encourages our students to step out of their comfort zone and rise up.



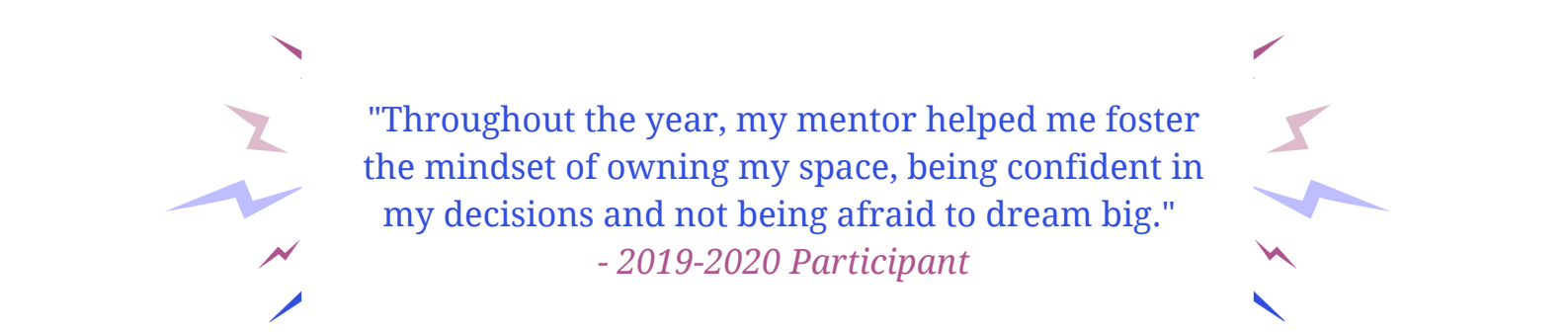
### Provide

Nearly **3 in 4** employers say they have a hard time finding graduates with the soft skills their company needs.<sup>2</sup> Our innovative curriculum employs deep learning strategies to ensure students are not only introduced to these skills but they have an opportunity to use them in practice.



### Connect

**86%** of women reported when they see more women in leadership, they are encouraged to be leaders themselves.<sup>3</sup> Eager volunteers and dedicated corporate partners allow our students to form meaningful connections with senior professionals in a variety of career fields.



"Throughout the year, my mentor helped me foster the mindset of owning my space, being confident in my decisions and not being afraid to dream big."

*- 2019-2020 Participant*

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**166** students in  
the pipeline



**13** institutions  
connected



**6** countries  
reached

## Our pipeline is full of students eager to **break down barriers**.

In just two years of operation, we have successfully built a strong pipeline of diverse future leaders. By the end of the 2022-2023 academic year we will have impacted over **230** young women and non-binary folks.

**52%**

of 2022-2023 students  
identify as  
a person of color.

**85%**

of all impacted students  
study in male-  
dominated fields.

**63%**

of 2022-2023  
participants are in  
their first year.

**22%**

of 2022-2023 students  
identify as first-generation.\*

## After our program they were ready to take on **new challenges**.

Our students are now strong communicators, critical thinkers and problem solvers. They are resilient, flexible and resourceful. Most importantly, they are ready to lead. Students tell us they are more confident and feel ready to take on their next professional experience. We collect our data through pre- and post-program surveys.



**85%** increased confidence in  
ability to secure internship  
or research fellowship

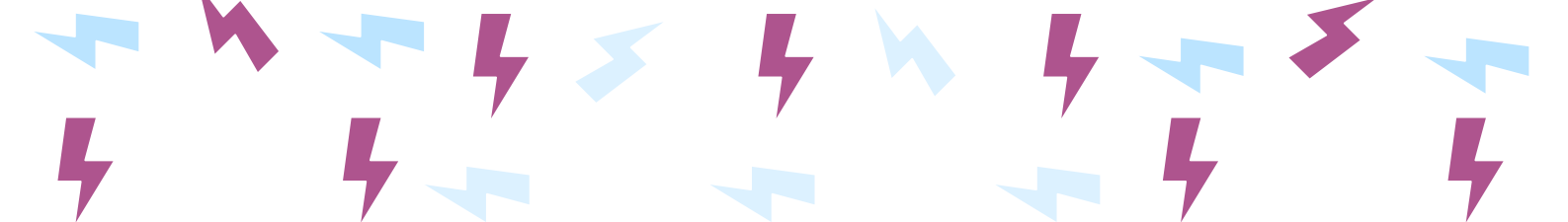


**50%** increased confidence in  
overall leadership and  
communication skills



**82%** of students felt more  
confident going into their next  
professional experience\*\*

\*  
\*\*Only includes students who participated in the project-based professional experience



"I genuinely enjoyed learning about all of the girls and the mentors. Each speaker made me feel more confident about being able to change the world as a woman of color."

- 2020-2021 Participant

Our students are now interns, researchers and student leaders.

- Fielded offers from companies like **Goldman Sachs, JP Morgan, Chase and State Farm.**
- Interned with the **U.S. Federal Reserve, Prudential, GoldenTree Asset Management, Archer Materials Limited** and many more.
- Contributed to research projects at the **Maritime Security Center** (U.S. Department of Homeland Security), **Stevens Institute of Technology, Texas A&M, the University of Denver** and the **Washington University School of Medicine.**
- Participated in prestigious programs like **IBM Accelerate, Melbourne Connect, L'Space NASA Academy**, and the **cadet programme at Downer Group.**
- Accepted student leadership positions like **Head Section Editor** for WILD at Oxford, **Student Senate Chair** at Texas A&M and **Mentorship Coordinator** for OxWest.

They are also committed to paying it forward. They are interested in creating change just as much as we are. **88% of our 2022-2023 Primary Mentors have graduated from our program.**

Building a bridge from student to professional.

We know that change doesn't happen in a vacuum. We need to ensure that these young women and non-binary folks are given the opportunity to use their new skills and confidence in a supportive and inclusive environment. We collaborate with corporate partners who are advocates for equal gender representation, intentional in their recruitment strategy to obtain diverse candidates, excited to have their employees give back to the next generation and are willing to invest in multiple solutions to a global problem.

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Our partners are at the forefront of progress.

**Bridge Partner:** Companies have the opportunity to connect their employees with our students as mentors and speakers in either of our programs. This is an excellent opportunity to not only demonstrate to their organization their full commitment to increasing diversity in their field but to also begin cultivating strong relationships with young folks who may be interested in their work.

**Innovation Sprint Partner:** Companies have the opportunity to work with a small team of engaged students eager to hone their skills in a 6 week, part-time professional experience. Our students are ready to help them innovate, whether it's developing a new program, re-vamping an old one or just bringing fresh ideas to the table. This partnership allows companies to cultivate the skills of young talent and add them to their recruitment pool early.



**Summer Professional Partner:** Companies have the opportunity to onboard a qualified and passionate student for a 10 week summer internship of their choosing. This is an excellent option for bringing skilled and diverse candidate into their organization. We handle the recruitment process to ensure companies are receiving the best intern they can.



**Cayla Perez**  
Technology Analyst, CA  
PIMCO  
Stevens



**Kinga Mastej**  
Product Strategy, UK  
PIMCO  
University of Oxford



**Olivia Kain**  
Human Resources, NY  
GoldenTree Asset Management  
Stevens

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"We were very impressed with [our students]...They were confident and each task was done with precision. We loved the way they thought outside the box and pushed their limits."

*- 2020-2021 Professional Partner*

## We're poised to continue our growth.

In our first year we had just 7 mentors and 27 students and by our third year we have grown to 20 mentors and over 70 students. Our goal is to continue to expand our reach and intend on growing our pipeline to **5,000** people by 2030.

We are **oversubscribed with volunteers**. Our program model is highly volunteer-based, which allows for a great number of individuals to donate their time as a mentor. We find that there is a great demand from college students and working professionals to donate their time making our model incredibly scalable.

Our limitations stem from funding difficulties. We're pleased to have recently hired our first full-time staff member as Chief Executive Officer but we need additional staff to support our **exponential growth**. The university and community college program should have dedicated programming staff in order to scale up to 50+ mentorship groups per program in the next few years.

Meet **Eshita Jain**, 2021-2022 Bridge alumna, is a third-year undergraduate studying Quantitative Finance at Stevens Institute of Technology. She is the president of Stevens Women in Business and a member of Sigma Delta Tau. In her free time, she loves to spend time with her friends and visit NYC.



**2021-2022 Primary Mentor**



## Are you ready to be a part of the change?

Our growth and impact so far are thanks to the contributions of volunteers, donors and other supporters. In order for us to continue making an impact on the next generation, we're seeking the support of changemakers who are ready to be at the forefront of progress.

Our fundraising goal for the 2022-2023 fiscal year is **\$110,000** in order to:

- Hire an additional staff members to scale our impact and ensure our students receive the support they need,
- Provide toolkits and resources for both our university and community college students, and
- Build a more sustainable organization moving forward.

## Individual Donors

We are proud to have more than 65 individual financial contributors to our organization.

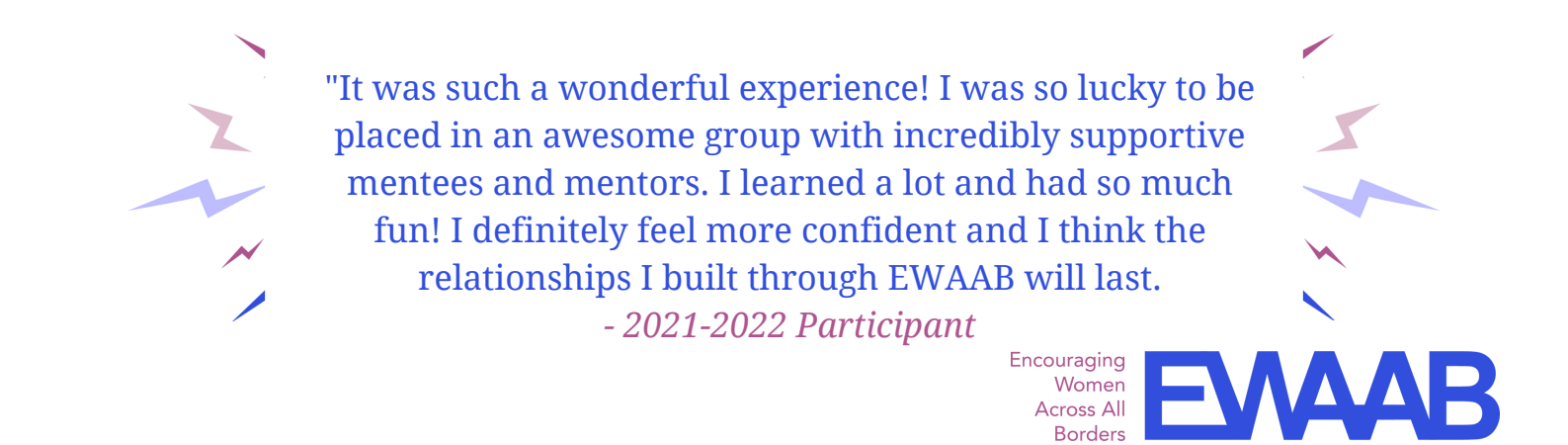
If you're interested in making an individual donation you may do so by:

- Sending a check made out to Encouraging Women Across All Borders to our official mailing address: 2 LaRose Pl Apt. 15 Boston, MA 02135
- Using your credit or debit card with our online donation platform [DonorBox](#)

## Financial Partners

We are proudly financially sponsored by 100 Women in Finance, GoldenTree Asset Management, PIMCO and Zapata Computing.

If you're interested in getting your company involved in one of our professional programs or provide a sponsorship for an individual event or program please reach out to our Chief Executive Officer, Sam Collins ([scollins@ewaab.org](mailto:scollins@ewaab.org)).



"It was such a wonderful experience! I was so lucky to be placed in an awesome group with incredibly supportive mentees and mentors. I learned a lot and had so much fun! I definitely feel more confident and I think the relationships I built through EWAAB will last.

*- 2021-2022 Participant*

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## Meet our dedicated team.

### Chief Executive Officer

**Sam Collins** first joined EWAAB as a volunteer, eager to impact young students, and has since made significant contributions to the development and expansion of the organization's core program, Bridge. Following her impact as a volunteer she was asked to step up and lead EWAAB in the next phase of its growth.

She has earned a B.A. degree from Union College, NY and M.A. degree from Teachers College Columbia University. Additionally, she has a Graduate Certificate in Nonprofit Management from Northeastern University. A passionate advocate for gender inclusion and equity, Sam uses her experience in higher education to help EWAAB build a world where women and non-binary folks can enter and rise in any field they choose.



**Contact:** [scollins@ewaab.org](mailto:scollins@ewaab.org)

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Product Leader at Lattice

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Strategy and Consulting Manager at Accenture

Learn more about the Board and our other volunteers here:  
[www.ewaab.org/our-team](http://www.ewaab.org/our-team)