

2024 IMPACT REPORT

5 YEARS OF RISE IN STEM



RISE IN
STEM



Table of Contents

Letter From Our Founder	01
Mission, Values & Impact	03
The 5 Year Journey	06
2024 Program Highlights	10
Our Supporters	19
Financial Position	20
Get In Touch	21

A MESSAGE FROM OUR FOUNDER

To Our Community,

This past year has been a year of many firsts, and I am deeply grateful for the opportunity to continue growing the work we've built over the past five years. When I first started Rise In STEM, I never could have imagined it would evolve into what it is today, nor could I have predicted the incredible support we've received along the way.

As we reflect on our progress, it is clear that our mission to empower underrepresented youth in STEM is more critical than ever. Our work is not only about increasing access, but it also able creating a lasting impact that challenges the status quo and provides young people with the tools and confidence to achieve their fullest potential.

This year, we reached over 267 young people through our tutoring, camps, digital literacy programs, and forged new partnerships with community groups and leading tech companies committed to advancing diversity within STEM. While we faced many challenges along the way, our resilience, creativity and adaptability have fueled our growth.

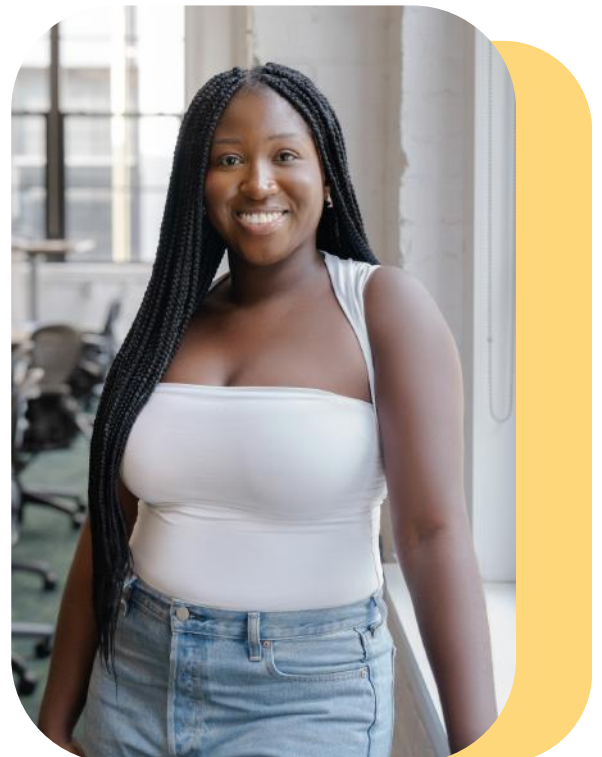
In this new age of artificial intelligence and advanced technology, we are excited to stay innovative, flexible and connected to ensure our work reflects the future of work. We are excited to explore the various ways STEM intersects with sports, creative, and environmental industries and more.

We couldn't have made it this far with the unwavering support of our dedicated team, our generous funders, program partners, and inspiring community members. Together, we have built something that continues to impact many lives and I could not be more proud. Here is to 5 years, and many more years to come!

Sincerely,



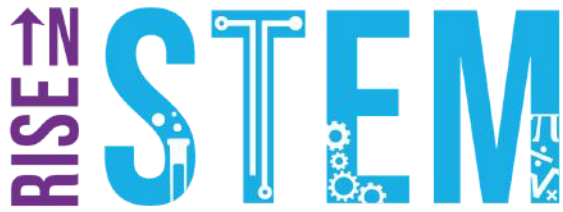
Irene Duah-Kessie



The background of the entire page is a blurred photograph of a group of people in a meeting or workshop. They are seated around a table, and some appear to be looking at a screen or document. The lighting is soft, and the colors are muted, creating a professional and collaborative atmosphere.

RISE↑STEM

After **5 years of serving our community**, we eagerly reflect on our impact over the years. Rise in STEM is committed to **empowering Black and underserved youth** in STEM fields



Our Mission

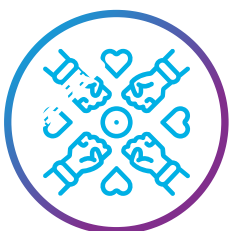
We want to **level the playing field** for **underserved youth** by **breaking down barriers** to higher education and STEM career pathways.

Our Why

Recognizing the lack of racial diversity in STEM, we strive to **increase the representation of youth across STEM fields** and **promote personal growth** within a supportive learning culture.

Our Vision

We envision a **strong and socially conscious STEM workforce**, where youth from **underserved communities** have the opportunity to participate and thrive.



Inclusion



Empower



Innovation

Our Core Pillars & 5-Year Impact

Rise In STEM's first five years reflect steady growth, community partnerships, and a commitment to youth empowerment through STEM skills development, leadership, research, and wellness. Our programs help young people build confidence, curiosity, and readiness for their future paths.

250+


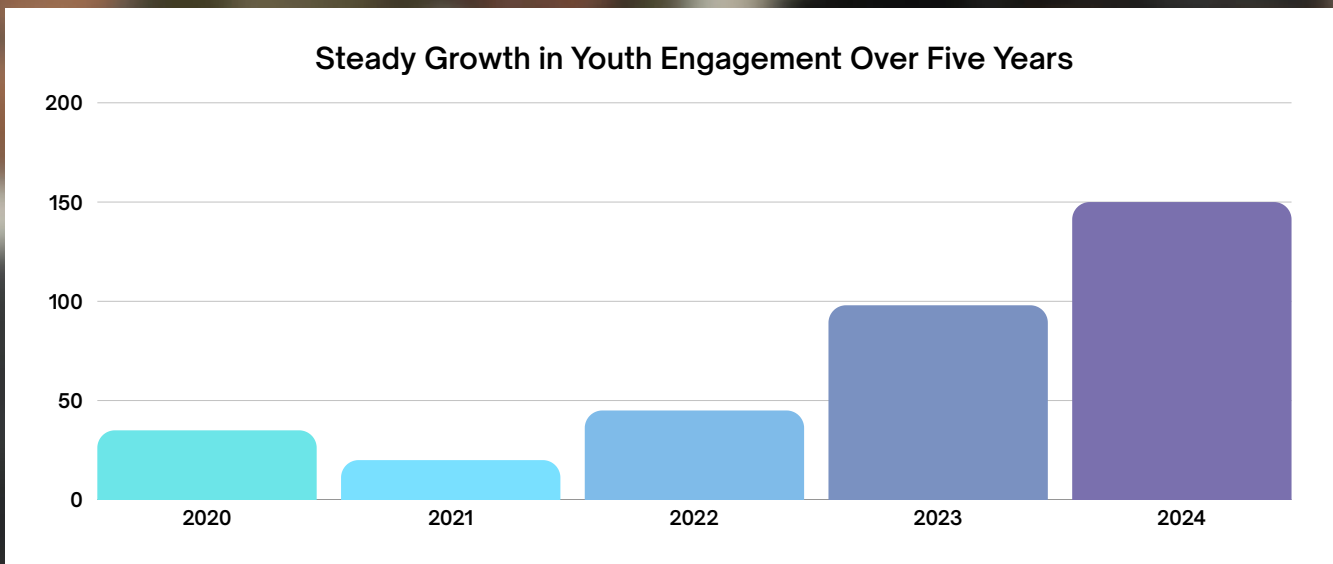
Youth Engaged Across Programs

30

Partnerships Formed

97

Workshops and Events



STEM Skills and Knowledge Development




Leadership and Career Development



Research and Advocacy



Health and Wellness



My favourite part is definitely the **community and support. Connecting with so many people and being able to understand everyone skills and learn from them. I feel like having that support system has helped a lot to understand what I can and cannot do.**

Muniira, Computer Science Student (joined RISE in 2019)

THE 5 YEAR JOURNEY

2019/2020

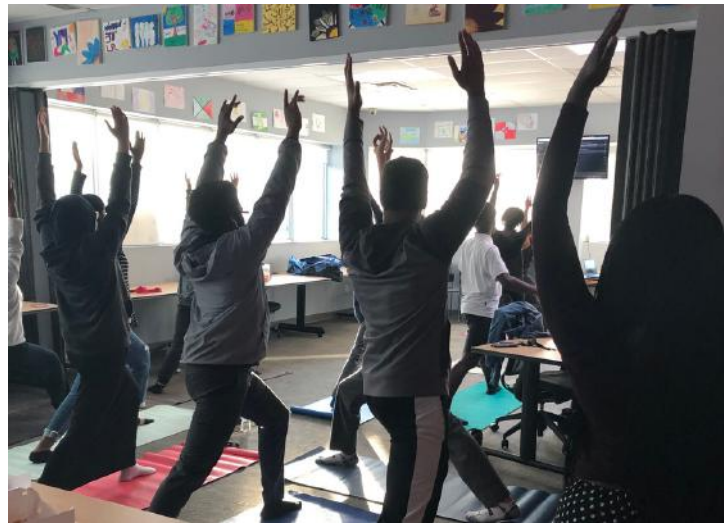
2019: Our Pilot Program and Foundation Building

Our first pilot program launched in September 2019, introducing youth to STEM through hands-on exploration workshops, goal-setting exercises, and wellness activities. With a focus on foundational coding skills, this initiative laid the groundwork for what would become the Rise Up Workshop Series.

In partnership with SAP Canada, we hosted our first Youth Innovation Day, engaging youth in design-thinking challenges.

2020: COVID-19 Response

During the pandemic, we also led a COVID-19 response initiative that provided wellness kits, back-to-school supplies, laptops, and virtual socials to support youth during challenging times.





THE 5 YEAR JOURNEY

2021

First Full Year Program & Youth Action Committee Launch

We launched our first full school year Rise Up Series, delivered online, offering workshops in digital literacy, design, and academic planning.

This year also marked the creation of our Youth Action Committee (YAC), an initiative for recent high school graduates to plan, lead, and evaluate programs.

The inaugural YAC (2021–22) developed Rise In Wellness, a virtual social and mental health initiative that integrated wellness workshops and online socials to promote youth well-being during ongoing pandemic restrictions.



THE 5 YEAR JOURNEY

2022

Mentorship Program & Scholarship

Building on the momentum of our virtual programs, we collaborated with the McMaster National Society of Black Engineers (NSBE) to introduce students to engineering careers and computer science pathways, while building technical skills through a hands-on web development project. Coupled with academic planning sessions, students participated in small group mentorship sessions with university students and early career professionals aligned with their interests.

We also launched our first Rise In STEM Scholarship, raising \$500 through community donations to support a third-year McMaster University student pursuing a STEM degree. These milestones strengthened our commitment to accessibility, representation, and empowering youth through exposure to real-world STEM experiences.





THE 5 YEAR JOURNEY

2023

Leadership & Research Development

After two years online, 2023 marked our return to in-person programming. Our second Youth Action Committee (2022-23) engaged in leadership development and capacity-building activities, culminating in The Next Up Leadership Event, our largest student-led gathering to date, hosted at Humber College.

That same year, we launched the Transitions to Post-Secondary Pathways Project, a youth-led research and engagement initiative focused on identifying barriers and supports needed for a smoother transition to higher education. This project engaged high school students as peer researchers to guide each phase of the project, while building research and knowledge translation skills to sharing their work with their peers and the broader community.





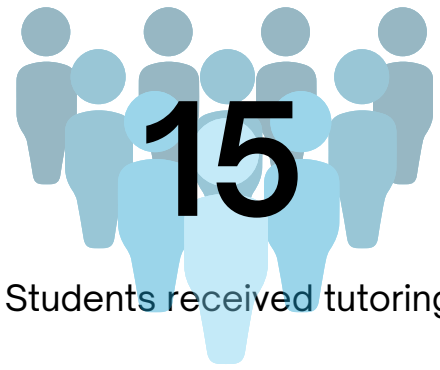
Evolving in Our Fifth Year

Year 5 was a milestone of innovation, marked by the successful piloting of all our newly implemented programs.

2024 Program Highlights

After School STEM Tutoring

We launched our first STEM tutoring program, providing Grade 9 and 10 students with support in math and science. Running twice a week over eight weeks, the program was powered by an exciting collaboration with the **University of Toronto's Black Medical Students Association**, whose members served as dedicated tutors.



of students reported that they understood their homework better and tutors were supportive and helpful



I like how the tutors helped me with my work. My grade have gone up since working with them and I have a better understanding of math

- YOUTH PARTICIPANT



STEM Summer Camp

We successfully launched our first-ever summer camp dedicated to promoting digital literacy and technology. Through hands-on, collaborative, and project-based learning, campers worked together to create digital products, exploring website and game development using tools such as HTML, CSS, Canva, Scratch, and Glitch.

Beyond technical skills, they also developed public speaking, presentation, and teamwork abilities. To reinforce the value of collaboration, the program included field trips that combined physical activities with team-building exercises. This initiative was made possible through our partnership with the Delta Family Resource Centre and funding support from Community Foundations of Canada.

This milestone was particularly significant for Rise In STEM as it marked our first daily program and the opportunity to hire four full-time STEM camp counsellors. It also introduced us to working with middle school students, broadening our understanding of how we can expand our programming to serve a wider range of youth in the community.

*90% attendance rate

30
campers
joined our
inaugural cohort

I was able to sharpen my web development skills and learn to deal with kids. I had never worked in a position like that before. It taught me a lot on how to deal with children and I'm very grateful for the opportunity.

- CAMP LEADER

Participating in Rise In STEM has **expanded** my perspective on what's possible. It gave me the **confidence** to look beyond the traditional career paths often discussed in school and consider new, **innovative possibilities**. This shift in mindset has empowered me to pursue opportunities I might not have considered before and has played a key role in shaping my **academic and career goals**.

Immaculate, Psychology Student (joined RISE 2020)

Let's Get Digital

Kick Off Brunch for Let's Get Digital



COMMUNITY
FOUNDATIONS
OF CANADA

The Let's Get Digital Workshop Series was created to connect young professionals with opportunities to develop the skills and knowledge needed to excel in technology sectors and achieve their everyday goals.

The program, which kicked off at The Drake Hotel, was designed for young adults (18+) to take part in three expert-led workshops, receive one-on-one coaching, and access tailored upskilling opportunities.

This initiative marked a milestone for Rise in STEM, as it was our first time engaging an older demographic, supporting entrepreneurs and building partnerships with technology companies and industry experts.



Teshyla Bailey, of Canada Pacemaking Community, speaking at the Kickoff Brunch. [Visit the article they wrote about us here: Bridging The Digital Divide](#)



Let's Get Digital

Workshops



COMMUNITY
FOUNDATIONS
OF CANADA

Empower Your Journey from Learning to Getting Hired

with Canada Learning to Code and IBM

This introductory session welcomed both emerging and experienced professionals, regardless of their digital literacy level.

Participants gained insights into emerging technologies, explored key trends shaping the future of work, and strengthened essential digital skills needed to thrive in an evolving job market.



Mastering Financial and Digital Literacy for Career Success

with Wealthsimple Foundation and SmartCloser AI

This session introduced young professionals and entrepreneurs to key practices, tools, and strategies for growing their businesses in today's competitive landscape.

Participants explored practical ways to strengthen their digital presence, enhance productivity, and leverage innovation to expand their reach and impact.



Business and Cybersecurity Essentials for Entrepreneurs

with Nobellum and Defense Station

This session equipped participants with valuable insights and practical strategies to make informed financial and career decisions.

In the second half of the workshop, attendees explored how to harness the power of artificial intelligence to enhance their job search, streamline workflows, and boost productivity in an increasingly digital workplace.



Let's Get Digital

We're proud of this project, which brought together partners including IBM, Canada Learning Code, Intuit, Wealthsimple Foundation, SmartCloser AI, Nobellum, CyberDefense Station, Toronto Business Development Centre, Elle-Amie Photography, and Jupiter HR.

50+

unique participants across 3 workshops

I found the workshop to be a fantastic experience. I believe everything was well-organized, and the professionalism of the organizers truly stood out. The presentations were both informative and engaging. I look forward to attending future workshops hosted by this organization

2024 Program Highlights

We also had the incredible opportunity to take part in events throughout the year!

Collision

June 2024

As one of the community partners, we provided 10 tickets for community members to explore the vast world of technology and entrepreneurship. Our team left feeling inspired by the innovative businesses, thought-provoking talks, and networking opportunities, which helped shape the themes and activities of our summer programs.

Toronto Tech Fest Giveback Gala

NOVEMBER 2024

In the spirit of the holiday season, we joined our first fundraiser event, Toronto TechFest Giveback Gala at the Arcadia Earth. As one of the charitable partners, we were able to raise over \$3000 that goes directly towards our youth programming, while celebrating innovation, connection, and Canadian excellence in technology.

Youth Appreciation Event

DECEMBER 2024

We closed the year by celebrating the brilliant young minds who continue to inspire us at The Rec Room. The event was filled with laughter and recognition, honouring the creativity, leadership, and dedication of the students, community leaders, and volunteers who drive Rise In STEM initiatives. The celebration highlighted the incredible contributions, growth, and achievements of participants over the past 5 years and the impact created together.

Hear From a Participant



One key skill I've gained from my time with Rise In STEM is leadership. I've learned that leadership can take many forms. It can look, sound, and feel different depending on the situation, environment and audience. Through various facilitation opportunities within the organization and beyond, I've been able to explore and develop my own leadership style



Our Supporters

Rise In Stem are grateful for the support of our community this past year, we would not be where we are without the support and encouragement from our funders, organizational mentor, and program partners.

Funders



**COMMUNITY
FOUNDATIONS
OF CANADA**



**Peter Gilgan
Foundation**

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.

Program Collaborators & Supporters

University of Toronto's Black Medical
Students Association
Delta Family Resource Centre
Intuit's African Ancestry Network
IBM
Canada Learning to Code
Wealthsimple Foundation
Elle-Amie Photography

SmartCloser AI
Toronto Business Development Centre
Defense Station
Nobellum
JupiterHR
Father Henry Carr Catholic Secondary
School

Financial Position

All financial records presented account for January 2024 - December 2024

	2024
Revenue	
Grants	\$168,965
Donations	\$3,661
Total Revenue	\$172,626
Expenses	
Personnel (staff, speakers & volunteers)	\$94,600.46
Program Supplies (food, materials, transportation)	\$68,493.28
Capacity Building	\$2,661.47
Administrative	\$23,436
Total Expenses	\$189,191.21
Net Assets	
Total Beginning of the year	255,430.68
End of the year	\$66,239.47

Join Our Mission

Rise in STEM has proudly served our community for **5 years**, supporting black youth in STEM through empowerment, advocacy and innovation.



DONATE

Believing in brighter futures through STEM? [Support our mission with a donation](#) and help us keep building opportunities that last.



PARTNER

Work alongside us to amplify our reach and build pathways that connect youth to bright futures in STEM.



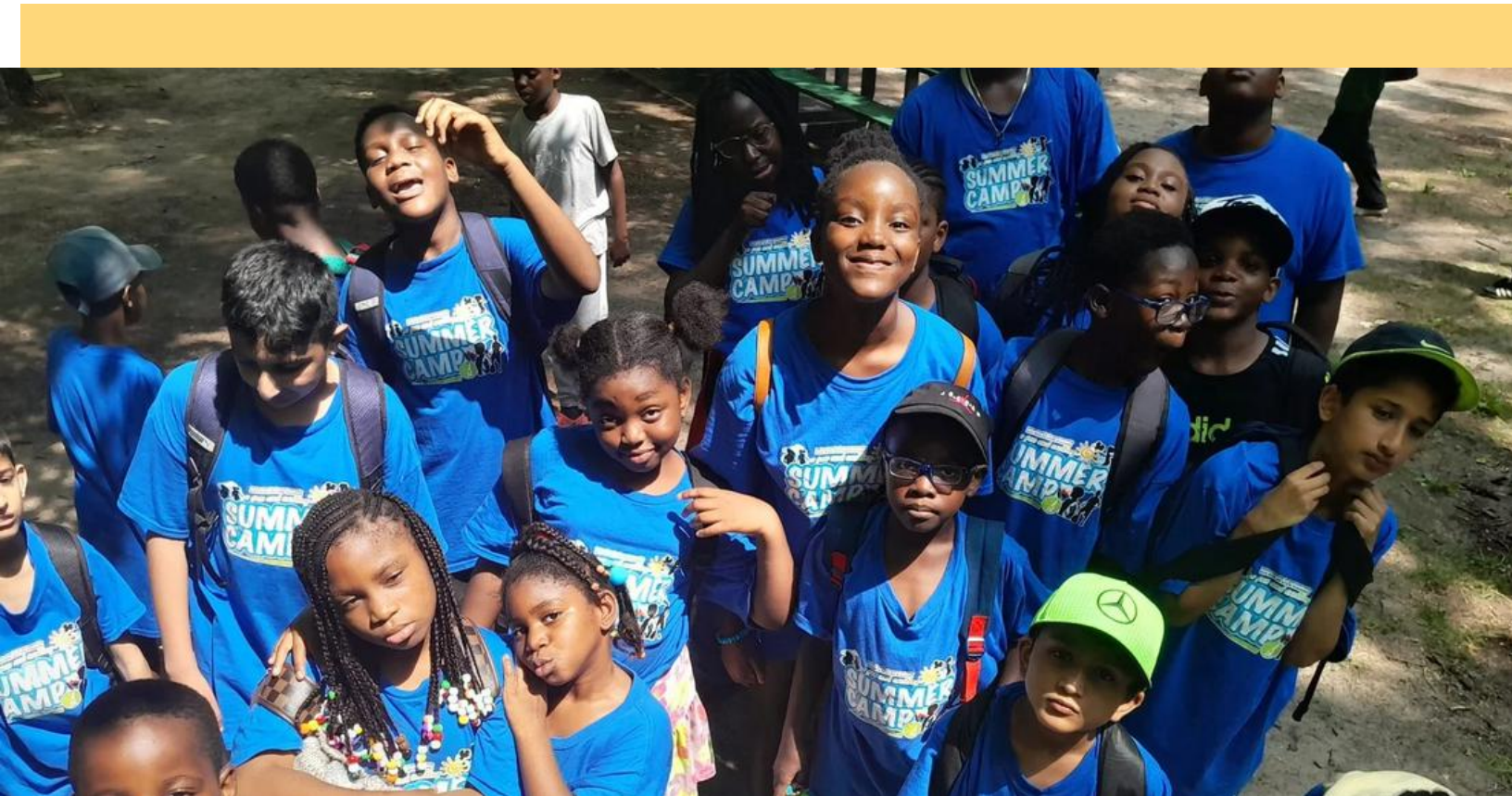
ATTEND

Take part in our upcoming workshops and events that bring students, mentors, and industry leaders together to explore innovation and opportunity in STEM.



FOLLOW

Be part of our journey. Follow [@riseinstem](#) or visit [www.riseinstem.ca](#) to stay informed about new programs, events, and milestones.



RISE↑ STEM

@riseinstem info@riseinstem.ca



www.riseinstem.ca