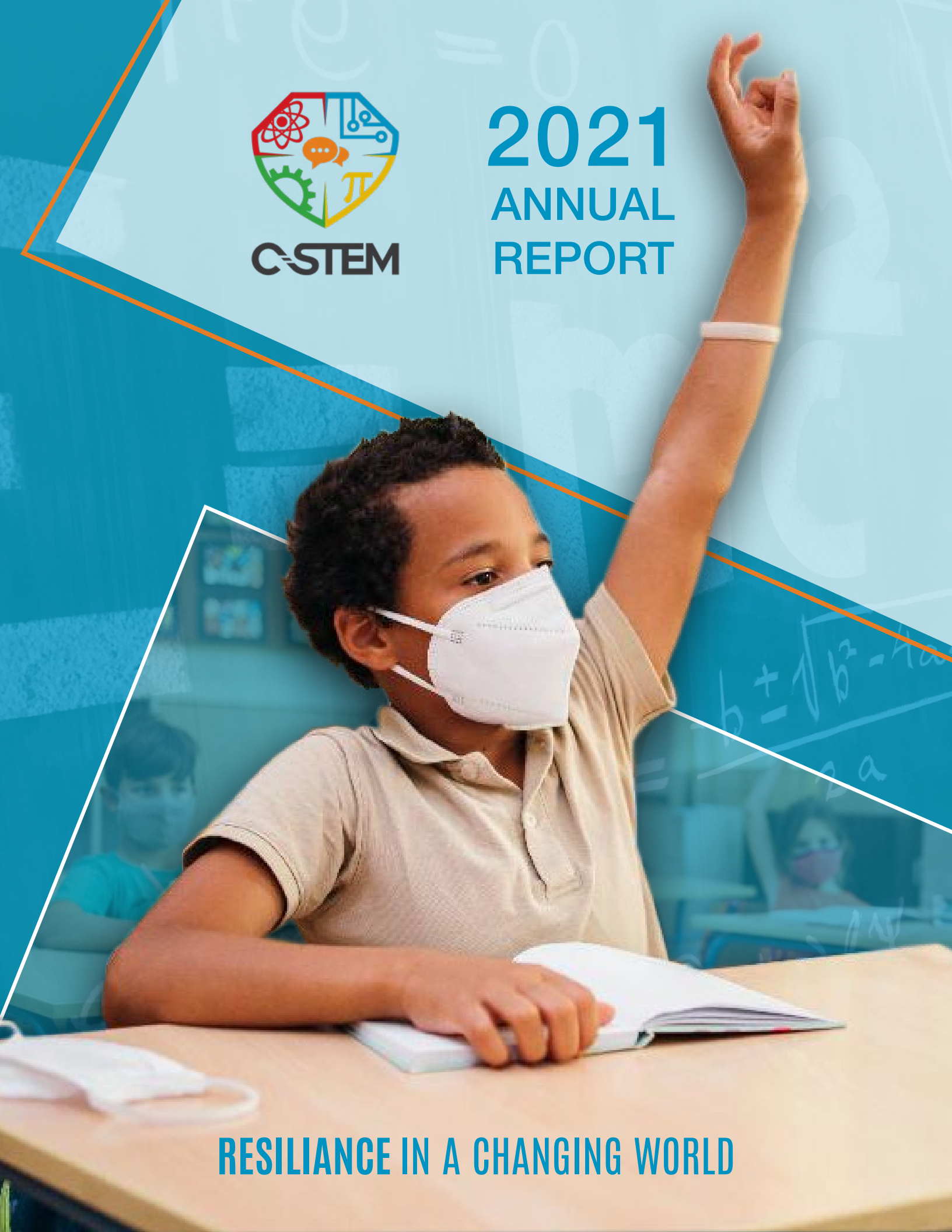




2021 ANNUAL REPORT



RESILIENCE IN A CHANGING WORLD

Mission

To serve the underserved and underrepresented using engaging and hands-on real-world projects to encourage entry into the talent pipeline, inspire innovative thinking, bolster self-confidence, and foster a well-rounded mastery of the areas of communication, science, technology, engineering, and mathematics.

About C-STEM

C-STEM Teacher and Student Support Services was founded by Dr. Reagan Flowers in Houston, Texas, in 2002. For more than two decades, the organization has grown to serve students, educators, parents, and STEM supporters across the nation. Throughout the years, thousands of educators and students have benefited from its curriculum and supplementary offerings including C-STEM Challenge Day, summer camps, the C-STEM college internship program and the accredited Integrated C-STEM Training Institute. As the world of education has changed, many of these programs have been adapted to better support online and at-home learning.

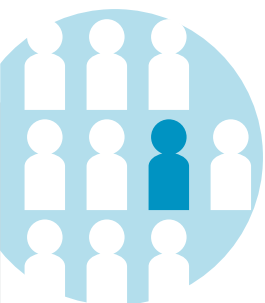


Who We Serve

C-STEM is the advocate for those who need it most.

We engage teachers, parents, corporate partners and community stakeholders to close the learning gaps that underserved and underrepresented students often experience. This includes PreK-12 students of color and those who are economically disadvantaged as well as students who are disabled, have English as a second language (ESL), or face other challenges that may affect learning. We truly believe that providing access to opportunities that are fair and equitable in STEM education is the key to turning the tide for many of these students.

Meeting the Need



Only 10% of America's scientific professionals are black.

[SOURCE](#)



Impoverished children are much more likely to repeat a grade due to hunger.

[SOURCE](#)



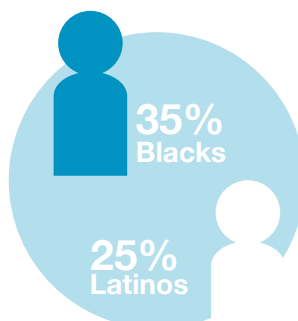
Students from impoverished families are eight times less likely than those from the wealthiest families to obtain a bachelor's degree by age 24.

[SOURCE](#)



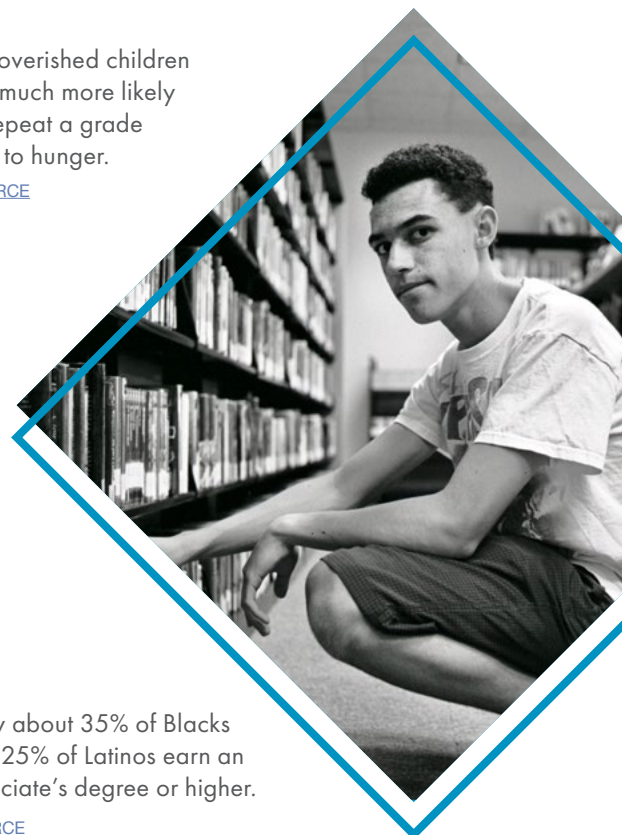
Only 67% of students with limited language skills graduate high school in four years.

[SOURCE](#)



Only about 35% of Blacks and 25% of Latinos earn an associate's degree or higher.

[SOURCE](#)



C-STEM is dedicated to meeting the most pressing, current needs of today's students. We are continually monitoring the gaps in education and how we can make a difference.

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and Beyond

Introduction

Innovation and resilience were the key drivers in C-STEM's success in 2021. Though many assumed the COVID-19 pandemic would temporarily change learning for a short time, its impact persisted well beyond 2020. New disease variants continue to emerge, and the "new normal" has yet to be realized. Despite this, C-STEM has continued to find new, more significant ways to continue expanding access to STEM resources to students and educators.

Throughout this report, you will see all the reimagining that took place at C-STEM in 2021. At the heart of our resilience was rebuilding, rethinking, rededicating, reaching out, and so much more. Amid continued uncertainty, C-STEM and its leaders focused on keeping students learning, active and engaged in STEM. We remained open-minded and found even better ways to meet the needs of underserved students. We are proud of all we have accomplished and thankful to our village for continued support despite the challenges.

2021 Accomplishments at a Glance

- New and expanded partnerships with several major corporations
- Expansion of the C-STEM At-Home Toolkits
- First virtual C-STEM Challenge
- Prestigious accreditation from IACET

Signs of Resilience

In 2021, C-STEM **resolved** to continue making a difference by holding the first Virtual C-STEM Challenge Showcase.

RESOLVED



Chairman's Message

Dear Stakeholders, Investors, Collaborators,
Family, and Friends:

As the Chairman of C-STEM Teacher Support Services, I take pride in what we accomplished in 2021. Though we found ourselves in a second challenging year due to the pandemic, we continued to find new ways to achieve our mission.

For more than two decades, we have been deeply committed to the following:

- Creating innovative hands-on STEM learning opportunities for youth K–12th grade.
- Providing teacher training and support to aid educators in making STEM exciting and real.
- Advocating for STEM policies and initiatives on a local, regional, and national level.

We found even more ways to do each of these things over the past year.

As the safety of in-person events fluctuated throughout the year, our efforts took shape as a mixture of meeting physically and online. Through it all, our leaders and supporters stepped up to the plate to ask how they could help. We are grateful and so impressed by the dedication of our C-STEM community. They continue to embrace the mission and realize, now more than ever, how much our work matters to students who are facing challenges previous generations never experienced.

As students returned to classrooms on various timelines and in different capacities, we remained focused on addressing existing disparities. We recognized a great need to continue distributing C-STEM Anywhere Toolkits to students who might not have another way to engage in STEM activities. It was gratifying to see the support and reach of this effort expand in 2021.

Now, we look toward 2022 with renewed hope and optimism. Our efforts will depend greatly on how the world moves through and past the pandemic and how education factors into those decisions. We can be confident that no matter what may come, our resilience and innovation at C-STEM will position us to live out our mission as we tackle challenges and embrace opportunities. Our methods will continue to evolve, just as students' needs do, and that is the type of evolution that accurately represents STEM and all we aim to accomplish. Thank you for being an essential part of it.

Sincerely,



Ahmad Shaheed
C-STEM Board Chairman



President's Message

As we begin 2022 and look back on 2021, we recognize that it was a year full of lingering challenges due to the ongoing COVID-19 pandemic. However, we again rose above to find new ways to deliver STEM resources.

Thank you for your commitment to C-STEM and your dedication to our students and community. Your flexibility and continued support in 2021 helped us expand some of the efforts we began in 2020. Any time it was safe to meet, you showed up, and when it was not, we welcomed you virtually.

We are always focused on innovating and iterating; the educational environment of 2021 required it. So, reinvention and resilience were on our minds every day, as were the students we serve. Throughout the year, we also celebrated the 20th anniversary of C-STEM. It brought our community great joy to look back on where we started, all we've observed, and how far we've come.

We could not have continued to grow our efforts without the support of countless excellent partners. In these pages, you'll see generous sponsors who made valuable investments in C-STEM; schools and groups who worked directly with us to help students; and our unfailingly devoted board and community members who continue to embrace our mission.

We are passionate about our work and appreciate your continued investment in C-STEM. More than ever, our students and teachers are doing their part by embracing innovation and preparing for the future of work. While diversity in STEM careers is still severely lacking, the work we do now will help today's students change that.

We are all beginning to realize that the world and education will never be quite the same following the pandemic. And because innovation is a core tenant of C-STEM, we are well-positioned to ride the wave and evolve as the situation requires. We continue to identify learning gaps to ensure that students who have fallen behind can recover and ultimately succeed.

It's amazing to see how our family of supporters grows a little more every year, and we're so grateful to have you in our village of caring and committed champions. We hope you enjoy this report, and we look forward to another wonderful year ahead!

Yours in the Journey of Education,




Dr. Reagan Flowers
President and CEO



Signs of Resilience

In 2021, C-STEM **reimagined** STEM Education with efforts like partnering with Regional Black Contractors Association to give away more than 100 backpacks filled with school supplies and books.

REIMAGINED



“To succeed in this new information-based and highly technological society, students need to develop their capabilities in STEM to levels much beyond what was considered acceptable in the past.”

- National Science Foundation

2021 At A Glance

C-STEM led and was part of many great initiatives in 2021. The possibility of in-person events fluctuated as conditions changed throughout the year, but we continually supported our local Houston community and key STEM activities across the nation, either in-person or virtually as appropriate. C-STEM founder, Dr. Reagan Flowers, continued to be sought out for her expertise in education as a panelist and presenter, participating in more than three dozen events as a featured speaker.



The International Association of Top Professionals honored Dr. Flowers for her outstanding service in education. IAOTP also presented Dr. Flowers with the 2021 Empowered Woman of the Year award and had it prominently displayed on a billboard in Times Square in New York. This opportunity heightened visibility of C-STEM's impact in communities across the U.S.

Cloth & Cord believes it is never too early to support STEM/STEAM learning. During the holiday season, they supported C-STEM's efforts by helping to raise funds to provide Robotics Toolkits to preschoolers. Because of their efforts, we were able to donate several toolkits to preK students at Storybook Academy.



C-STEM Founder and CEO Dr. Flowers was named one of the 2021 Top 30 Influential Women of Houston. She was honored at the Top 30 Influential Women of Houston Awards Gala.



C-STEM helped Blackshear Elementary celebrate its "Million Father March", an annual event where the entire community is invited to participate in the students' first day of school. As parents dropped their kids off at school, they were welcomed by the staff, community members and leaders, elected officials, and even the University of Houston women's basketball team! It was powerful to see the community support as everyone wished the students a great school year.

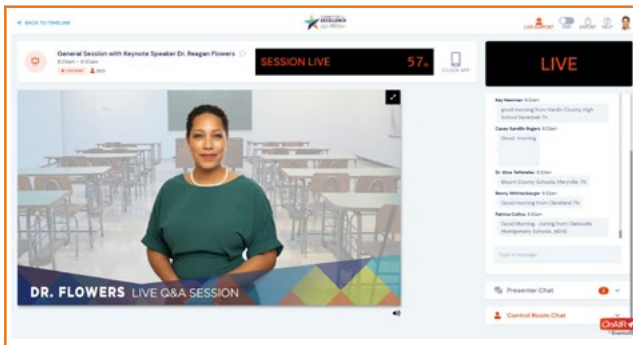
Signs of Resilience

In 2021, C-STEM **recognized** hardworking educators with an Amazon gift card giveaway during Teacher Appreciation Week.

RECOGNIZED

In June, members of the C-STEM family gathered for "vFIT Your Way to a Healthy Lifestyle," for a bootcamp style workout led and organized by vFIT Houston Owner Valencia Higgins. Those who were unable to attend donated online. This event garnered just over \$3,000.





C-STEM Founder Dr. Flowers served as the keynote speaker at the University of Tennessee Center for Literacy, Education, and Employment 2021 Institute for CTE Educators. Addressing the conference theme, "Commitment to Excellence," Flowers spoke on the current state of STEM and how to evolve curriculum to best help students.



Black Barrier Breakers in STEM: Creating a Capable, Diverse Talent Pipeline

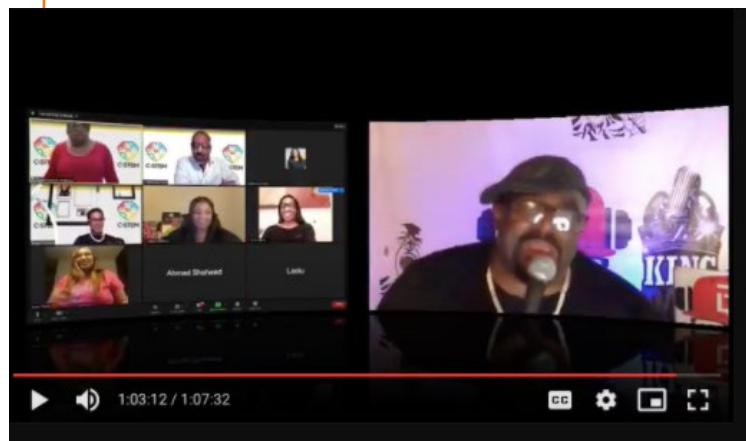
C-STEM founder Dr. Flowers led a panel of accomplished Black leaders from various STEM industries during Black History Month. At the virtual event hosted by GlobalMindED, panelists discussed breaking barriers in STEM to ultimately make a lasting impact.



Signs of Resilience

In 2021, C-STEM worked toward **removing** barriers to advancement by launching a mentorship program led by accomplished STEM professionals.

REMOVED



To keep everyone safe, we converted our 2020 Holiday Social to a virtual fundraising event in January 2021, complete with music, raffle prizes, and more. Nearly 40 people attended the virtual event, and it garnered \$10,000+ in support.

Major Partnerships

In 2021, C-STEM was fortunate to work with several partners who demonstrated commitment to C-STEM's mission by making generous investments in the organization's work.

Working together with these partners, we were able to create meaningful STEM opportunities in a continually changing world.

Signs of Resilience

In 2021, C-STEM **recommitted** itself to STEM Leadership, continuing its membership among esteemed leaders in a partnership with Computer Science for All (CSforAll).

RECOMMITTED



Through its philanthropic program, Hess Corporation awarded C-STEM \$50,000 to invest in eight Houston-area elementary schools and one middle school by offering the Robotics Prototype Challenge Program. The effort is a three-year investment in the Second Ward/Magnolia Park and Third Ward areas of Houston.



CenterPoint Energy provided generous funding to provide C-STEM Challenge toolkits to teachers who complete the accredited Integrated C-STEM Training Institute. They are also providing support for implementing in-person and/or virtual C-STEM Challenge competitions, allowing for more flexible school partnerships to support C-STEM learning.

HALLIBURTON

Halliburton Foundation, Inc. awarded C-STEM a generous \$15,000 grant that was used to continue the next phase of our web-based game development initiative. We partnered with Mr. James Isaacks, Adjunct Professor of Computer Information Technology and his students from San Jacinto College. Under his direction, C-STEM interns developed three web-based games that will be used as a resource for teachers to support students' critical thinking and problem-solving skills.



400 Years of African American History Commission

The 400 Years of African American History Commission (400 YAAHC) granted C-STEM a continuation of funding of \$5000 for 2021. This brings the total C-STEM award amount to \$10,000, allowing us to make an even bigger impact with our upcoming museum exhibit. We have partnered with local curators and museums to bring an informative exhibit detailing the 400 year history of STEM, including the work that C-STEM has done over the years.



Comerica Bank graciously invested in C-STEM students by contributing to scholarships for our students graduating from high school during the 2021-2022 academic year.

Program Highlight: C-STEM Anywhere Toolkits

We saw great success with the introduction of toolkits to help students with hands-on learning from home in 2020, and we continued to build on this success in 2021.

As many schools returned to the classroom in 2021, we refocused our efforts on individual students as opposed to entire classes. This allowed us to more narrowly focus on those students with the least resources to engage in STEM activities.



Through the generosity of our donors and the help of dedicated C-STEM volunteers, we were able to distribute more than 2,500 C-STEM Toolkits for free over the summer. The kits include several hands-on STEM activities that could be completed with simple household items.

Signs of Resilience

In 2021, C-STEM **reached out** in new ways, like partnering with Tara Davis who shared toolkit experiments with YouTube subscribers on her channel “Black Mommas Do Science” and at Evelyn Ware Math and Science Institute Camp.

REACHED



"Our chapter wanted to volunteer at C-STEM because we understand the importance of teaching young kids about STEM fields early on, as it could potentially pave the way for something much greater in their future," said Alpha Alpha Community Service Chair Dadi Hamel. "Helping to make the project kits for young students motivated us to continue to learn about our communities, as well as reflect on our own personal lives and put into action things that would've been beneficial to us when we were younger. Thank you to everybody at C-STEM for the opportunity!"

"My kids loved the kits and they are so excited to start working on them," said Storybook Academy Director Fonda Campbell. "My teacher has been incorporating robots in her lesson plan, so these kits will enhance their learning environment and peak their interest to another level."



"iEducate's College Readiness Mentors were able to share their love for STEM this summer through iEducate's partnership with C-STEM and HISD's All-In Summer Initiative," said Alexix Elafros of iEducate. "Having the opportunity to uplift and inspire the next generation through creative, hands-on activities provided by C-STEM was an integral part of their experience as mentors this summer."

Internship Program

In 2021, the C-STEM internship program continued to provide real-world work experiences for talented college and university students.



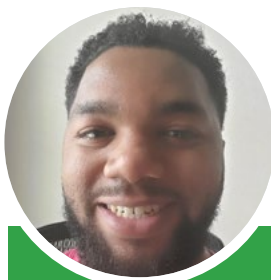
**Wafeeq
Ahmad**

University of Houston



**Lauryn
Stovall**

Texas Southern
University



**SJ
Newton**

University of Houston



**Claris
Martinez**

San Jacinto
Community College
Partnership



**Kevin
Segarra**

San Jacinto
Community College
Partnership

C-STEM partnered with San Jacinto Community College in 2021 to offer a programming internship, thanks to generous funding from Halliburton. The interns were tasked with creating a set of web-based educational games to replace some of the Adobe Flash based quiz games C-STEM has been using. These games are designed to teach K-12 students about parts in the C-STEM robotics kit, familiarize them with assembly of the robots, and teach them some basic programming logic to make robots move.

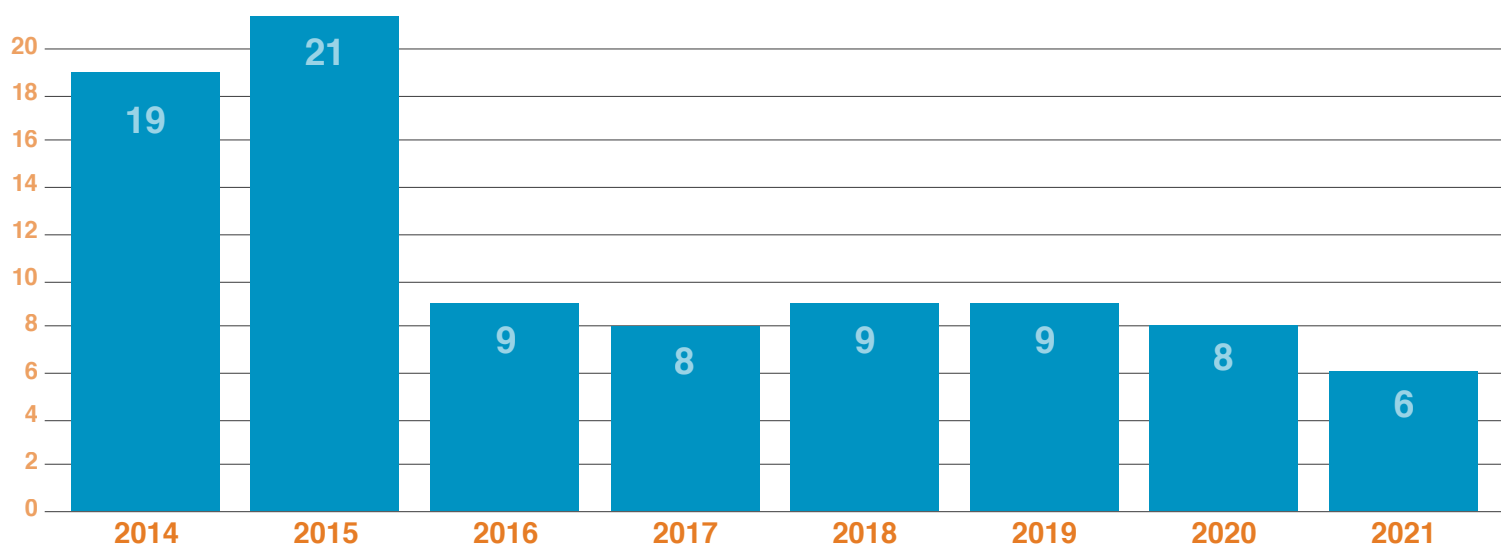
Internship Program

History Stats

89
INTERNS

28
SCHOOLS

Since 2014



- Carnegie Mellon University
- Cornell University
- Emory University
- Florida A & M University
- Hoover High School

- Houston Community College
- Kansas State University
- Lone Star College
- Massachusetts Institute of Technology
- Northeastern
- Northwestern University
- Pennsylvania State University
- Rice University
- Rutgers University
- San Jacinto Community College
- Saint Agnes Academy
- Sam Houston University

- St. Thomas University
- Texas A & M
- Texas Southern University
- Trinity University
- University of Houston
- University of Houston Downtown
- The University of Nottingham
- University of Texas Austin
- University of Texas Dallas
- University of St. Thomas Houston
- Wiley College

Signs of Resilience

In 2021, C-STEM **responded** to current needs by challenging interns to develop web-based educational games.

RESPONDED



Impact By The Numbers

C-STEM continued to reach out and connect in 2021, increasing its impact and visibility.

C-STEMbreak Social Network:



5,857

Followers

4.6/5

Rating



5.0/5.0

Employer
Rating



6,887

Followers



111,801

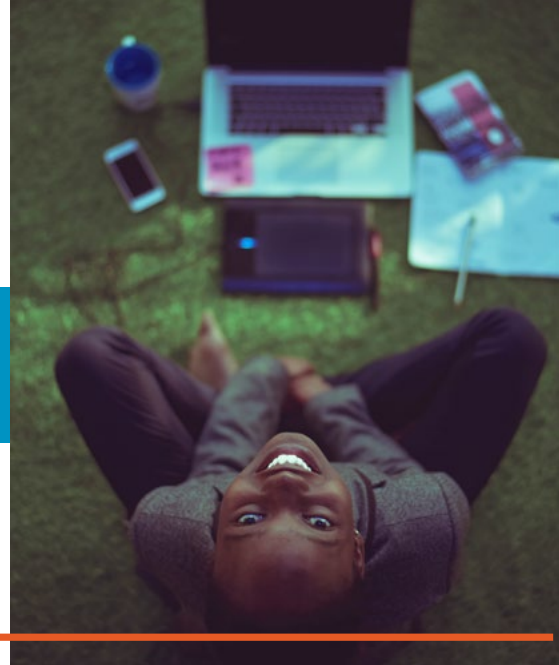
Emails Sent

3,276
Members

Signs of Resilience

In 2021, C-STEM focused on **reinvigorating** the STEM Community by partnering to bring STEM to more than 800 students during the All In Summer Bridge Program.

REINVIGORATING



Team

Executive Board

The C-STEM Executive Board brings a diverse range of expertise and talent to the table. Thank you for your time, selfless spirit of giving and unwavering dedication.



Ahmad Shaheed
Chairman



Myoshia Anderson
Co-Chairman



Dr. Reagan Flowers
President



Marlon K. Scott
Treasurer



Dr. Kelly Coleman
Director



Kristal Palmer
Director



Ellana Turner
Director



Earl Cummings
Chairman Emeritus

Advisory Board

Michael Aldridge
Finance

Gayle Fallon
Retired HFTA

Dr. Martina Ogbonna
Physician

Shomari Williams
Verizon

Laolu Yemitan
Five Woods, LLC

Joi Beasley
GoGo Communications

Trisha Frederick
Costello, Inc.

Dr. Sandra Saldana
Brand Institute

Dr. Frazier Wilson
Shell Oil Company

Lucy Bremond
Retired GE and HISD

Michael Harris
Pagel, Davis, & Hill, P.C.

Dr. Letitia Franklin Ozoude
Physician

Syalisa Winata
Real Estate Investment

Bobby Bryant
DOSS

Antoinette Jackson
Attorney

Ross Peters
Chevron Phillips

Zawadi Bryant
Night Light Pediatrics

Renee Logans
Access Data Supply, Inc.

Charles Samuel
AIG

Antonio 'Tony' Canales
Telemundo

David Medina
Rice University

Dr. Robert Satcher
Retired Astronaut (NASA) and MD Anderson

LaQuita Cyprian
Chase Bank

Scott Minnix
Consultant

Miloni Shah
C-STEM Alum

Ruthie Esene
Sirvist HRC

Cherrilyn B. Nedd
NED Solutions, LLC

Susan Taylor
Chief Editor, Emeritus, Essence Magazine

Signs of Resilience

In 2021, C-STEM **reignited** its passion for STEM, earning the distinction of International Accreditors for Continuing Education and Training Accredited Provider.

REIGNITED

Sponsors

We appreciate our sponsors and non-profit partners.
Your generosity is changing lives.



Donors

Your donations are helping C-STEM students rewrite their future. We thank you immensely.



\$50,000+

- CenterPoint Energy
- Hess Corporation

\$10,000+

- Educational Consulting Services LLC
- Halliburton Foundation Inc
- Ureeka Inc.

\$5,000+

- 400 Years African American History Commission
- Comerica

\$1,000+

- Ahmad Shaheed
- Amanda Dillon
- Andrew Winata
- Cheniere Energy
- Cloth & Cord
- Facebook Giving
- GulfSouth Pipeline/ Boardwalk Pipelines
- Kelly Coleman
- Kethia Webber
- Myoshia Boykin Anderson
- Ruthie Lee Esene
- Zawadi Bryant

\$250+

- AndTech Solutions LLC
- Denise Duvernay
- Dr. Eugene Barrington
- Fheryl Prestage
- Henrix Nelson
- Jerome Powell
- Merrill Lynch, Pierce, Fenner & Smith Inc
- Roxann Chargois
- Tanya Easter
- Terry Stringer

\$100+

- Abbie & Rudolph Brothers
- Adriana Tamez
- Amazon Smile
- Antoine Dakari Bryant
- Bambi Hall
- Beal Consulting Group
- Carolyn Pettes
- Cherie Jones
- Chevron
- Christopher Dixon
- Colleen Banks
- Danette Davis
- Elisha Newton
- Gina Carroll
- Gladys Walker
- Glenn Royal
- James Isaacks
- Jenny Cecilia Fish
- Kara Branch
- Kenya Theus
- LaTonya Wright
- Lereca Monik
- Linda Brown
- Lynette Bratton
- Marlon Scott
- Melissa Walters
- Otto Meyers
- Padma Narayan
- Reagan Flowers
- Robert Bryant
- Roger Watkins
- Sean Newton
- Sharla Hein
- Stephanie Paige
- The Blackbaud Giving Fund
- Toni Crawford

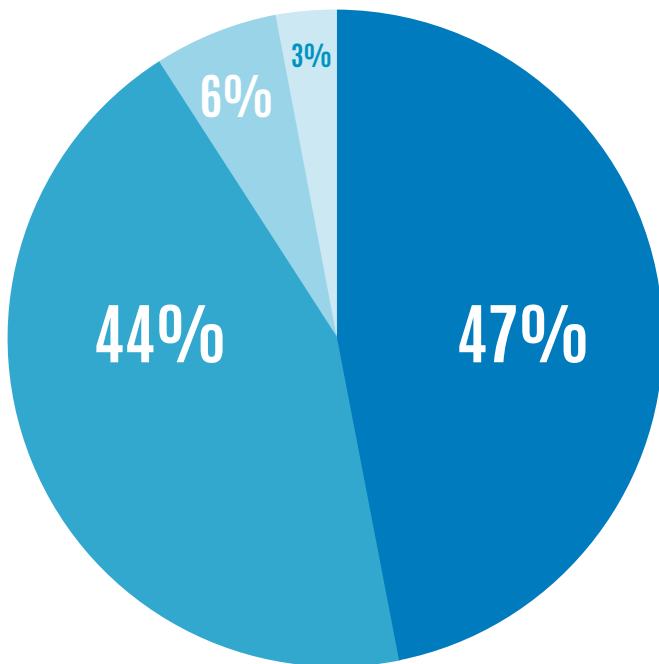


Financials

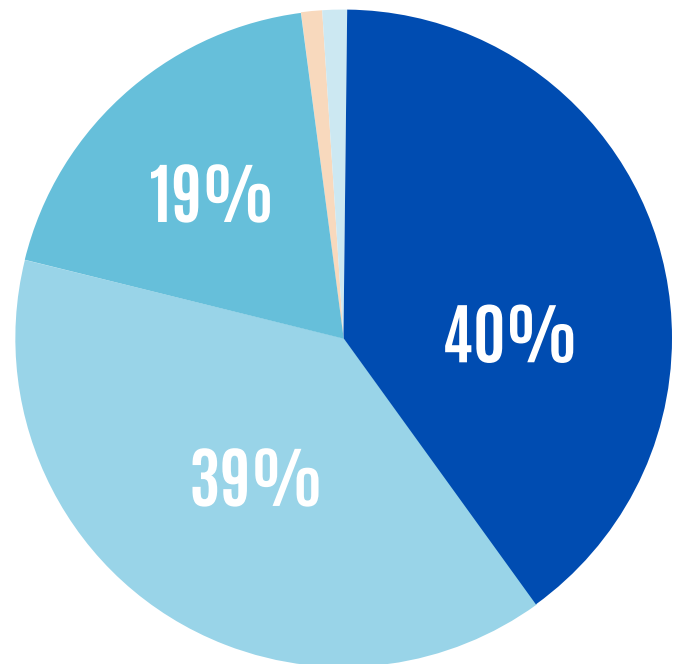
With your donations, we are creating a better future for our youth.

The total operating revenue for the 2021 fiscal year was **\$336,009** and in-kind revenue was **\$9,547**. Total expenses for the same time period were **\$343,208**. In 2021, C-STEM more than tripled its operating revenue over the previous year, expanding its reach within the Houston community and beyond.

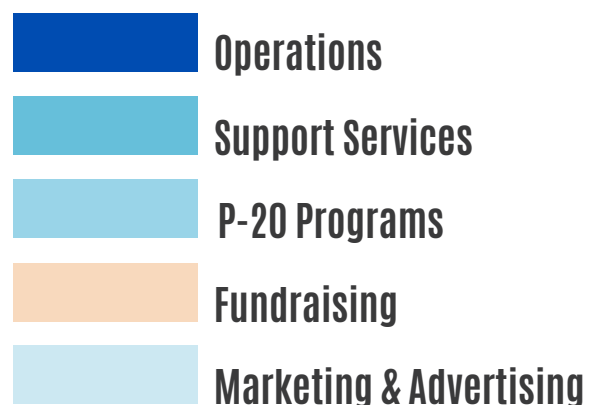
2021 FINANCIAL PERFORMANCE



Revenue



Expenses





Looking Toward 2022 and Beyond

Looking ahead into the coming year and beyond, C-STEM is in a great position to create more opportunity and impact. We look forward to developing even more programs for teachers and students at low or no cost through our scholarship programs. We aim to continue to expand our amazing community partnerships and leverage them to accelerate our efforts in making a meaningful difference for students, their families and their communities.





Follow Us & Get Connected.

Get the latest news, event information, and links to our social media on **cstem.org**.

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