



2022

ADDSTEAM ANNUAL REPORT

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In a world where the greatest challenges demand diverse minds, ADDSTEAM stands tall as a beacon of opportunity, nurturing the seeds of brilliance and cultivating a future where everyone's contributions are valued and embraced.



OUR VISION

To create a science, technology, engineering, agriculture, and mathematics (STEAM) workforce where all people have the opportunity and resources to thrive.

OUR MISSION

ADDSTEAM actively works to promote innovation, economic growth, and social progress by facilitating opportunities, fostering confidence, and training individuals in order to develop a workforce that truly reflects the rich diversity of our society.

Science
Technology
Engineering
Agriculture
Math



Tepring Piquado, PhD
ADDSTEAM President



Joey Pascual
ADDSTEAM Chair

FROM THE CO-FOUNDERS

At ADDSTEAM, our mission is to cultivate a science, technology, engineering, agriculture, and mathematics (STEAM) workforce that embraces diversity and empowers every individual to thrive. We firmly believe that diversity and inclusion are not only essential for building a strong and innovative future, but also for addressing the most complex problems that our society faces today.

The very foundation of ADDSTEAM is rooted in recognizing the pressing need for increased racial diversity and inclusivity within STEAM fields. We are driven by the understanding that overlooking the best and brightest minds from traditionally underrepresented backgrounds hinders progress and limits the potential for groundbreaking solutions. By offering networking opportunities, mentorship, and scholarships, we are committed to leveling the playing field and ensuring that every aspiring professional has equitable access to opportunities.

In 2022, we embarked on our mission with great purpose and determination. Our official launch in March marked a momentous milestone for us. Throughout our inaugural year, we dedicated ourselves to growing our community, expanding our professional networks, raising crucial funds, and establishing a robust framework for future growth and success. We proudly achieved significant milestones, including raising over \$130,000, hosting our inaugural innovation summit, and welcoming 10 scholars and over 75 early-career professionals into our vibrant community.

We extend our heartfelt gratitude to all our donors and partners who have passionately supported us in our journey. Together, we are transforming lives, empowering the next generation of STEAM professionals, and harnessing the power of diversity to tackle the intricate challenges our world faces.

This is only the beginning of our relentless pursuit to advance the best and brightest STEAM professionals who will shape a better world. We firmly believe in the power of a unified vision and the collective efforts of talented individuals to create a lasting impact. Our commitment to driving positive change in the STEAM industries is unwavering and continues to strengthen with each passing day.

Thank you for joining us on this incredible journey toward a future where diversity thrives, and innovation knows no bounds.

Sincerely,

Handwritten signatures of Tepring Piquado and Joey Pascual. The signature on the left is 'Tepring Piquado' and the signature on the right is 'Joey P'.

Tepring Piquado, PhD & Joey Pascual



The very backbone of ADDSTEAM lies in our dedicated operations team and our exemplary Board. The commitment and professionalism of our hardworking operations team makes the mission of ADDSTEAM a reality. While our incredibly accomplished Board members take their real world STEAM experiences and professional expertise to innovate for the next generation.

THE TEAM



Tepring Piquado, PhD
President & Co-Founder
Neuroscientist



Marion Kerr
Program Manager



James Matzen
Graphic Designer



Michelle Liu
Operations Manager

THE BOARD



Joey Pascual
Co-Founder &
Board Chair
Engineer

Entrepreneur/Co-owner
Mixcord Inc.



Lindsey Silva, PhD
Board Secretary
Microbiologist

Director, Microbiology
Genentech



Walen Ngo
Board Treasurer
Nonprofit Program
Director

Program Manager
UCLA Extension



Ron Hunter, PhD
Board Member
Chemist

Senior Scientist
Cardinal Health



Mareshia Donald, PhD
Board Member
Neuroscientist

Director, Chief of Staff
to the Chief HR Officer
Vertex Pharmaceuticals

CONTRIBUTORS

We would like to thank all who contributed their time, talent, or treasure making ADDSTEAM a success in its first year. Collaboration allows us to combine our unique strengths and perspectives to achieve remarkable outcomes. We are ever-mindful that the innovators of today in the STEAM fields will shape our collective future.

John Alexander

Leslie Anderson

Reuben Ayala

Koustubh Bagchi

Kara Bush

Brandy Canady

Tim Carmichael

Cheyenne Cook

David & Bernice Creager

Brian James Crewe

Jesse Crowder

Mary Driscoll

Brian Drury

Jose Espinal

Janay Eyo

Anna Falcon

Noel Figueroa

Maria Garcia

David Gaskins

Evan Goldberg

Timothy Grayson

Lance Hastings

Manny Heer

Shiori Hojo

Brande Howard

Ryan Hughes

Ronald Hunter, Sr.

Thomas Hwang

Mark Jossen

Sarah Johnson

Marion Kerr

Lois Kerr

Flo Khan

Jennifer Kim

Andrew Kosydar

Justin Krueger

John Knobel

Charles Lee

Maddy LeMel

Michelle Liu

Susan Lipper

Fermin Longcob

Michael Lynch

John Magallanes

Juanita Martinez

James Matzen

Aaron Moreno

Brian McPhail

Jonathan Meyer

Brian Nystedt

Brendan O'Hara

Kayoko Okada

Blanca Pacheco

Jade Pascual

James Pena

Pam Pruter

Adam Regele

Robert Rivas

Tara Sconzo Halfon

Susana Silva

Karen Stapf Walters

Stacey Suarez

Colin Vanderhoff

Carlos Villapudua

Sharon Quirk-Silva

Alain Xiong-Calmes

Lisa Yiu



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I believe giving the best and brightest all the opportunities for success in STEAM will have incalculable benefits to our society in the future. I believe ADDSTEAM is at the forefront of making that idea a reality.

ADDSTEAM SCHOLARS



Natalea Cohen, currently pursuing her master's degree in **Geology** with a specialty in **Natural Hazards and Disaster Risk Reduction** at **Fort Lewis College**, has embarked on an extraordinary journey in the field of geosciences. With a global perspective, Natalea has conducted extensive research projects in El Salvador, investigating the impact of climate change on severe hydrometeorological events. ADDSTEAM collaborates with Natalea to identify career opportunities aligned with her passion for science communication, community engagement in disaster risk reduction, and promoting diversity within the geosciences.



Salvador Cruz, a proud first-generation graduate, earned his master's degree in **Plant Biology** from **North Carolina State University**. With an impressive background encompassing five years of natural and social science research experience, including working at Genentech, Salvador is transitioning into project management and coordination roles. His ultimate aspiration is to make a difference in the biopharmaceutical sector and contribute to the delivery of life-saving medicines to patients. ADDSTEAM supports Salvador on his journey by connecting him with professionals in the field.



Samantha Deasy, a **Neuroscience** master's graduate from **Georgetown University**, is driven by her research on executive functioning deficits and emotional dysregulation among those affected by stress, with a special interest in underrepresented minority groups. While currently a research assistant at Georgetown, Samantha collaborates with ADDSTEAM to shift her focus from academia to more hands-on work. Her ultimate aspiration is to become a clinical psychologist dedicated to serving underprivileged and underserved communities. Together, we support Samantha's journey towards making a meaningful impact in the field.



Michelle Nwagwu earned her **Masters in Public Health** from **Mercer University**. Michelle has always been passionate about improving health outcomes for underserved and minority populations and one of her professional goals is to create policies that will positively impact the healthcare system. Recently graduated, she now works in research at the Moorehouse School of Medicine. Michelle has been working with ADDSTEAM to develop her interviewing and professional development skills to help take her career to the next level.



ADDSTEAM is the bridge between dreams and reality, providing a platform where passion, talent, and opportunity converge. Together, we are forging a future where every individual can make their mark on the world of STEAM.



Daniel Palacios is a PhD student specializing in **Computational Bioscience** at **Baylor University**. Originally from Mexico, Daniel's enthusiasm for science and technology flourished in the United States. As an ADDSTEAM Scholar, he has embarked on remarkable endeavors, including authoring his inaugural first-author manuscript and interning at **NASA**. Daniel actively collaborates with **Texas Children's Hospital**, delving into the fascinating realm of machine learning. With his dedication and multidisciplinary expertise, Daniel is poised to make lasting contributions to the field.



Deborah Parthey is pursuing a bachelor's in **Economics** with a minor in **Mathematics** at the **University of Nevada, Reno**. With a strong passion for understanding labor and race dynamics, Deborah actively enhances her skills to prepare for the job market. Her research project, utilizing Geographic Information System (GIS) technology to map racial covenants in her county, showcases her commitment to tackling complex economic problems. ADDSTEAM proudly supports Deborah's journey by expanding her professional network and connecting her with opportunities.



Laurie Zabala earned her master's in **Integrative Neuroscience** from **Georgetown University**. Laurie discovered her passion for science after college and made valuable contributions in the field of cancer research as a dedicated research assistant at **Pfizer Inc.** and in the neurobiology field investigating Alzheimer's disease. With an undergraduate degree in history, Laurie's experience and expertise are leading her toward a science policy career, where she aims to drive actionable solutions for pressing scientific challenges. ADDSTEAM stands alongside Laurie, providing guidance and networking opportunities throughout her pivotal career transition.

ADDSTEAM SCHOLARS *continued*



Asya Spears, a PhD student in **Policy Analysis** at the **Pardee RAND Graduate School**, is a trailblazing mathematician, data science educator, and entrepreneur. As the founder of **Rose Data Studio**, a data coaching company, Asya bridges the gap to create a more diverse and skilled data workforce. As an esteemed ADDSTEAM Scholar, Asya focuses on completing her dissertation while receiving support from ADDSTEAM in refining her career application materials and expanding her professional network.



Sarah Wang, a PhD student in **Chemistry** at the **University of California, Irvine**, navigated the challenging transition from academia to the non-academic workforce after dedicating years to her academic pursuits. Drawing upon the knowledge and skills acquired during her PhD, Sarah is determined to contribute to the realms of industrial electrification and decarbonization. The ADDSTEAM community celebrated Sarah's successful thesis defense and subsequent job placement at **RMI**, a company transforming the global energy system to secure a clean, prosperous, zero-carbon future for all.



Eva Portillo is pursuing a bachelor's degree in **Biology** at **Agnes Scott College**. Driven by her desire to understand and address health disparities prevalent among minority populations, Eva aspires to become an epidemiologist. Her research on personal care product usage and its impact on vulnerable communities sheds light on the disproportionate exposure to harmful chemicals faced by marginalized groups. ADDSTEAM supports Eva's pursuit of a master's degree in epidemiology, providing mentorship and resources to empower her journey towards creating a healthier and more equitable future.

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ADDSTEAM is not just about building a workforce; it's about building a movement. A movement that celebrates diversity, nurtures talent, and fuels the innovation engine that will drive our society forward.





Bringing together visionary leaders!

Assemblymembers Grayson, Villapudua, Quirk-Silva, Pacheco, and R. Rivas (left to right) strike a pose with ADDSTEAM President Dr. Piquado (pictured in blue).



INNOVATION SUMMIT

In 2022, a notable achievement for ADDSTEAM was the successful hosting of the Innovation Summit at the renowned Terranea Resort in Los Angeles, CA on December 15 & 16.

This event brought together an exceptional gathering of legislators, entrepreneurs, policy-makers, and ADDSTEAM Board members and dedicated volunteers. The primary focus of the summit was to engage in constructive discussions aimed at developing an inclusive workforce and fostering entrepreneurship in the STEAM fields, embracing individuals from diverse backgrounds and walks of life. Throughout the summit, we explored the importance of building networks, expanding resources, and overcoming obstacles to pave the way for tangible solutions.

We are proud to have such generous sponsors who are partners in advancing ADDSTEAM initiatives.



Another standout moment during the summit was the presence of Sarah Wang, one of our esteemed Scholars, who recently secured her first job. Sarah's participation underscored the tangible impact that ADDSTEAM as an organization can have on empowering individuals and transforming their real-world prospects.

Ron Hunter, Sarah Wang, Marion Kerr, Joey Pascual (left to right)

SPONSORS



IMPACT

2022 BY THE NUMBERS



134

ADDSTEAM
Contacts



10

Scholars



55

Applicants



51

Donors



132,518

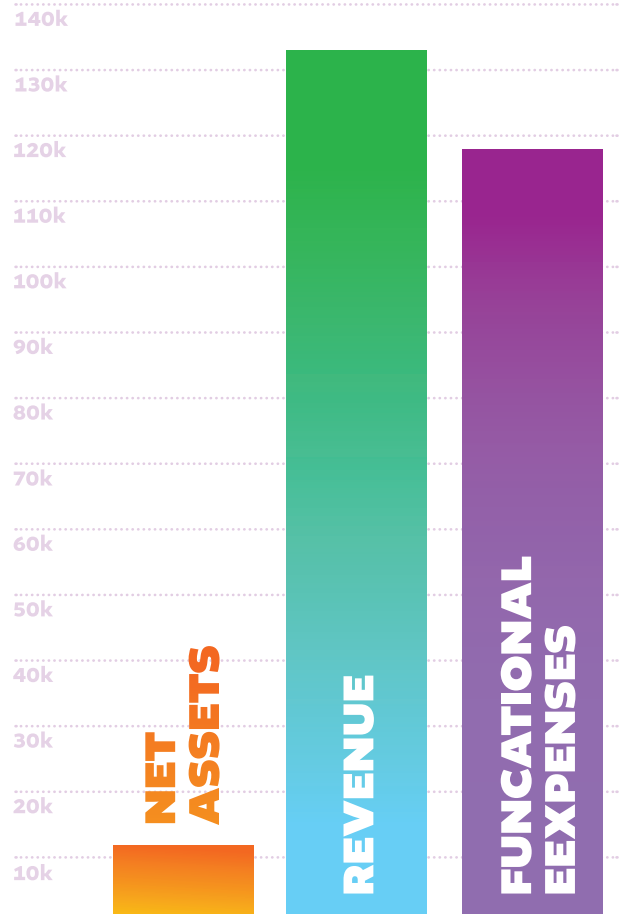
Dollars raised

FINANCIAL DATA

<p>\$11,319.45 NET ASSETS</p>	<p>ASSETS \$11,319.45</p>
	<p>LIABILITIES \$0</p>

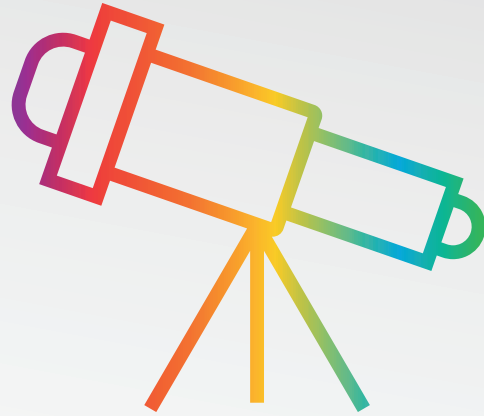
<p>\$132,518 REVENUE</p>	<p>GRANTS & DONATIONS \$132,518</p>
	<p>PROGRAM REVENUE \$0</p>
	<p>INVESTMENT INCOME \$0</p>

<p>\$119,805 FUNCTIONAL EXPENSES</p>	<p>PROGRAMS \$109,543.42</p>
	<p>FUNDRAISING \$0</p>
	<p>MANAGEMENT & GENERAL \$10,261.30</p>





The direct impact that ADDSTEAM is having on today's graduates will forever change the landscape of what STEAM will look like tomorrow.



FUTURE – WHAT'S NEXT?

As we set our sights on 2023, we have bold plans to grow our community and raise essential funds to create lasting impact.

One of our primary goals is to expand and strengthen our **Board of Directors**. By doubling our board, we'll bring together a diverse group of visionaries, change-makers, and experts who share our passion for fostering inclusivity and excellence in the STEAM fields. With their collective wisdom and guidance, we'll be equipped to make even greater strides in empowering our ADDSTEAM Scholars.

In addition to bolstering our network, we're thrilled to announce our upcoming series of career **webinars**. These engaging online sessions will provide invaluable guidance, insights, and mentorship opportunities to our broader ADDSTEAM early career professionals, equipping them with the tools and knowledge they need to thrive in their chosen STEAM disciplines.

But that's not all—prepare to mark your calendars for an extraordinary event: our highly anticipated **Career Summit**, set against the awe-inspiring

backdrop of the Samuel Oschin Pavilion's Space Shuttle Endeavour at the California Science Center. This momentous occasion will honor the remarkable achievements of our scholars, who will be present to share their impactful work, personal journeys, and triumphs. Their stories fuel our determination to forge ahead.

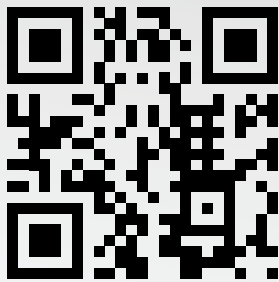
We're already planning the annual **Innovation Summit** and new for 2023, a **Golf Tournament!** These signature ADDSTEAM events promise unforgettable experiences, bringing together passionate supporters, sponsors, and partners who share our commitment to advancing the best and brightest minds in STEAM. Through thought-provoking discussions, celebratory gatherings, and friendly competitions, we'll inspire inspiration, forge new relationships, foster collaborations, and generate valuable resources.

Are you ready to make a difference? Join us on this incredible journey as we embark on a groundbreaking year of growth, inspiration, and achievement. Together, we will empower the next generation of STEAM trailblazers and pave the way for a brighter and more inclusive future.



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ADDSTEAM embodies the audacious belief that every aspiring scientist, technologist, engineer, and mathematician has a unique gift to share with the world. It is our collective responsibility to ensure that gift shines brightly and shapes a future of limitless potential.



WWW.ADDSTEAM.ORG