

# ANNUAL REPORT

2024-2025



Inspiring the  
next generation  
of STEM leaders

GIRLS SYSTEM MENTORSHIP INC.  
795179464 RR 0001

The image shows two young women sitting at a desk in a classroom or workshop. They are looking at a laptop screen. On the desk, there is a small electronic device with various colored wires connected to it. In the background, a whiteboard is visible with handwritten notes in blue ink. The overall scene is lit with a cool blue light. The text is overlaid on the image in white, bold, sans-serif font.

# 94%

OF OUR MENTEES HAVE GONE ON TO PURSUE  
POST-SECONDARY EDUCATION IN A STEM FIELD

# 100%

OF THESE GIRLS HAVE ATTRIBUTED THEIR  
DECISION TO PURSUE FURTHER STEM  
EDUCATION TO THEIR GSM MENTOR.

# Our Mission

Women make up **less than 25%\*** of professional in STEM fields; ‘with 34% of Canadians with a STEM degree [being] women, they make up **only 23% of Canadians** working in science and technology.’

Girls SySTEM Mentorship Inc. (GSM) empowers self-identifying women and gender nonconforming scholars ages 12–17 by offering a transformative educational experience that merges free, specialized STEM learning with personalized, one-on-one mentorship. Our mission is to ignite curiosity, cultivate technical expertise, and equip the next generation with the skills and confidence to thrive in our ever-evolving workforce. With a deliberate focus on equity, we reach underrepresented learners through our UNITY+ programming to dismantle barriers of inaction, inequality, and stigma. Each year, we connect hundreds of students from both rural and metropolitan communities with a diverse network of accomplished mentors across the nation, ensuring that access, representation, and opportunity remain at the heart of everything we do.



# Why Mentorship Matters



## Our mentors

- Have at least one year of experience as a professional in a STEM-related field.
- Have a passion for increasing women's representation in STEM
- Come from a variety of industries, educational backgrounds, and training levels

“Being a mentor for the GSM program has been one of the most rewarding experiences I've had. The students that I have mentored have been driven, strong, and inspiring, and I am very thankful that GSM program has given me the opportunity to be a part of their journey into STEM”

“Mentoring has been an incredibly rewarding experience, as I've had the privilege of watching a passion for science and engineering grow within the next generation. It's been inspiring watching my mentee work towards a lifelong interest in STEM“

“I really enjoyed my time mentoring at GSM! Being able to share my knowledge about both research, career paths, and my own journey was rewarding. This program provides young girls with the resources and encouragement to pursue their passions in STEM.”

# How the Program Works

Each fall, hundreds of elementary and high school students from across the Greater Toronto Area, Southwestern Ontario, Kingston and surrounding areas, Saskatchewan, and Vancouver regions join Girls SySTEM Mentorship Inc.'s 8-month mentorship program. Each mentee is matched with a professional STEM mentor who is eager to share their knowledge, inspire curiosity, and support the mentee's personal and academic growth through one-on-one guidance, hands-on learning experiences, and meaningful career exploration.

**Post-secondary Study**

**GSM Alumnae**

**ENGAGE** with our growing community of mentees & mentors all across Canada

**CONNECT** through one of our program streams (mentorship, discovery, UNITY+)

Mentees & mentors are **MATCHED** based on field of interest, academic/personal goals & overall compatibility

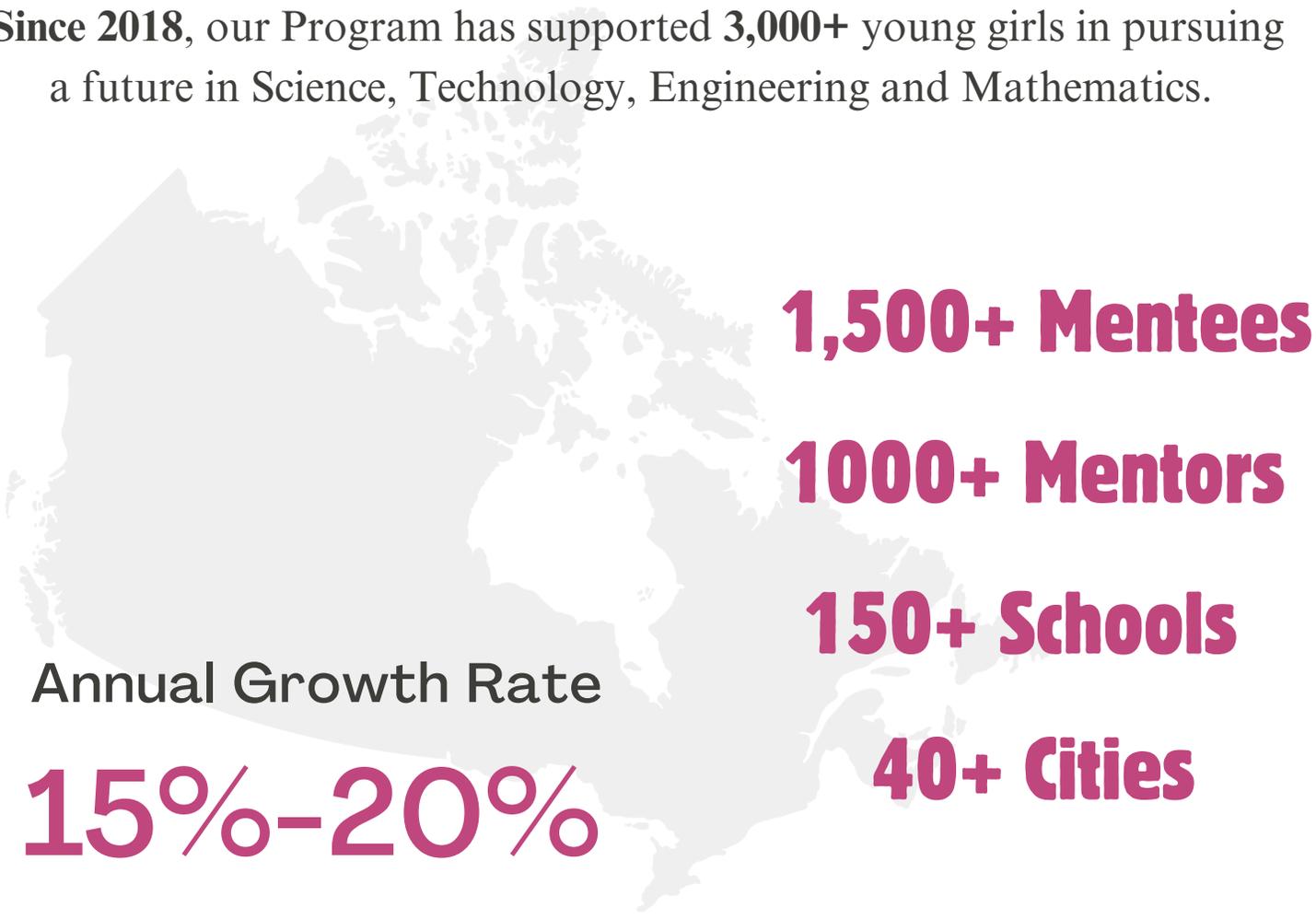
Students in Grades 7-12 **APPLY** for access to 1:1/group mentorship, hands-on workshops, workplace opportunities, networking and conferences

**Elementary / High School**

**GSM Mentee**

# Our Impact

Since 2018, our Program has supported 3,000+ young girls in pursuing a future in Science, Technology, Engineering and Mathematics.

A light gray map of Canada is positioned in the background of the statistics section.

**1,500+ Mentees**

**1000+ Mentors**

**150+ Schools**

**40+ Cities**

Annual Growth Rate

**15%-20%**

In 2024, we enrolled 252 mentees across urban, suburban, and rural communities.

## EQUITY, DIVERSITY, INCLUSION

92.5% of mentees identify as BIPOC with a substantial proportion of mentees identify as first-generation

## RURAL ACCESS

Nearly 1 in 5 mentees report living in small towns or rural areas

# 2024 In Review

# 252

mentees

# 125

schools



## Top 3 Fields of Interest



# 25%

Expressed interest in **Medicine**



# 12%

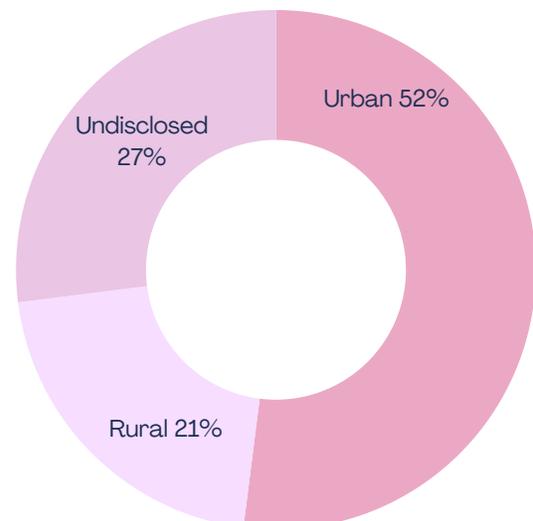
Expressed interest in **Computer Science**



# 9%

Expressed interest in **Health Science**

## Geographic Distribution



# UNITY+ Stream

## Breaking Barriers

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UNITY+ was created in 2025 as an equity-focused program stream providing targeted mentorship, technical skills training, and scholarships for BIPOC and underserved youth.

The expansion of our UNITY+ Stream catalyzed a **visible cultural shift**. Underserved students now see STEM as **attainable and accessible**, mentors act as leaders and **advocates**, and partners recognize **equity-focused mentorship** as essential for workforce development and progress.



“This program has given me major guidance and advice towards my future plans, allowing me to expand my knowledge and learn from experienced individuals.” --- Toronto Mentee '25

# Investing in the Future of STEM

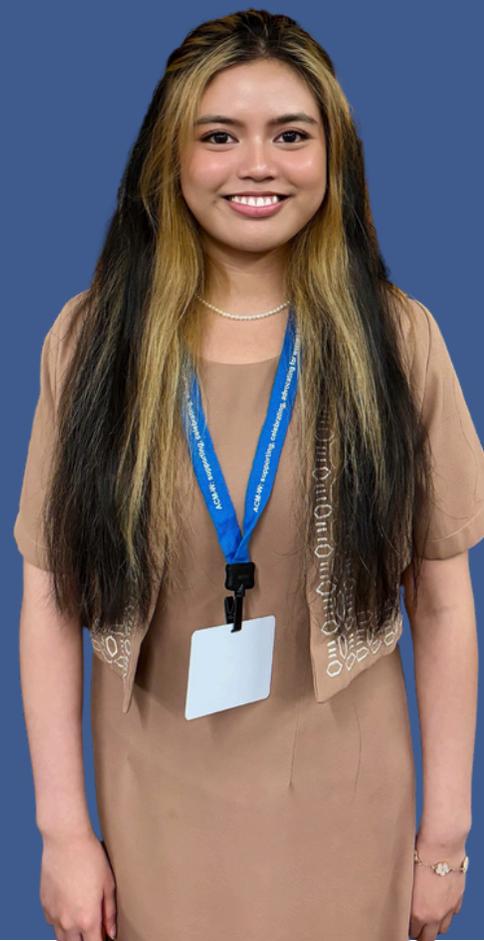


**Coming from a low-income immigrant family from the Philippines, Arianne was first in her family to attend university in Canada, driven by her parents' hopes for a better future.**

*“We moved to Canada seven years ago in search of opportunities that our home country, where poverty and limited resources were daily struggles, couldn’t provide. Despite our financial constraints, my parents encouraged me to pursue higher education and empowered me to follow my passion for computer science.”*

Despite the challenges of adapting to a new country, Arianne has persevered and pursued her passion for computer science. Now in her third year of a Computer Science program at **York University's Lassonde School of Engineering**, she is interning at TELUS as a software engineering intern, exploring her interests in data and artificial intelligence. Arianne has also participated in over 30 hackathons, consistently pushing the boundaries of innovation. One of her standout projects is Rememberescence, an AI-powered web app that uses the Cohere API to generate personalized nostalgic stories, showcasing her ability to blend technical expertise with human-centred design.

The **TELUS Alumni STEM Advancement Scholarship** allowed Arianne to focus on advancing her technical skills, exploring research opportunities in data, artificial intelligence, and machine learning, and continuing to promote diversity in STEM. She hopes to use her technical skills to make a meaningful impact on society. As she progresses in her career, she remains committed to paving the way not only for women like her but also for all aspiring technologists who dare to dream and innovate.



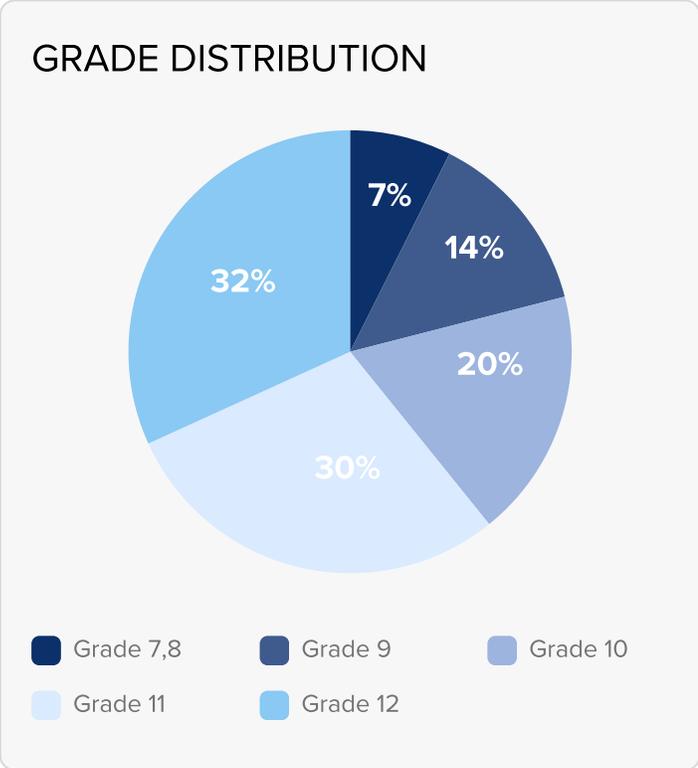


# 2025 MENTEE DEMOGRAPHICS

Scholarships  
**\$5000+**

Events & Workshops  
**25** 

Program expansion to the Prairies 

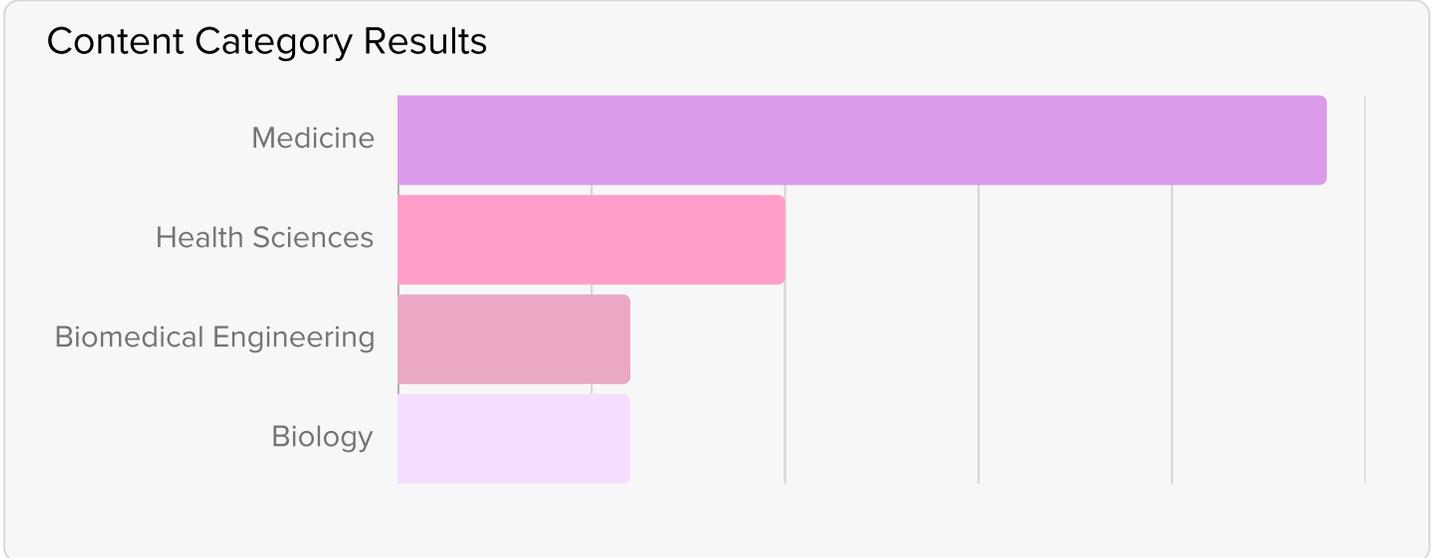


Over **60%** of applicants are in Grades 11–12, indicating students are actively seeking mentorship as they prepare for university applications and career decisions

### DIVERSITY

**91%** Identified as BIPOC

Girls SySTEM continues to reach a highly diverse population of students, helping address systemic barriers faced by underrepresented groups in STEM fields.



“The program was such a great experience. Thanks to GSM, I was paired with a great mentor from whom I gained such a valuable experience. With the help of the many resources and workshops provided, I feel more empowered and supported through my journey in STEM.”

– K.M., Toronto Mentee 2023-2025

# Where Innovation & Diversity in STEM Meet

In partnership with CIBC, our conferences bring students together with industry leaders to collaborate on real-world challenges in fields such as medicine, astronomy, and sustainability, while celebrating the intersection of STEM with diverse disciplines and perspectives.

By fostering teamwork, creativity, and inclusivity, these events highlight how diverse ideas and backgrounds drive stronger innovation and community impact. We are grateful to our leading sponsor CIBC, and our scholarship sponsors TELUS and Spirax-Sarco, whose generous support enables us to award over \$5,000 in scholarships annually.



# Join our Mission

& inspire the next generation of STEM leaders

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**Mentor:** Build confidence in the next generation of girls in STEM by sharing your knowledge and experiences along their entire academic journey.

**Partner:** Collaborate with us to expand opportunities, amplify impact, and support students pursuing futures in STEM.

**Donate:** Help remove barriers and empower young women by funding mentorship, resources, and program access.

## Our 2024-2025 Partners

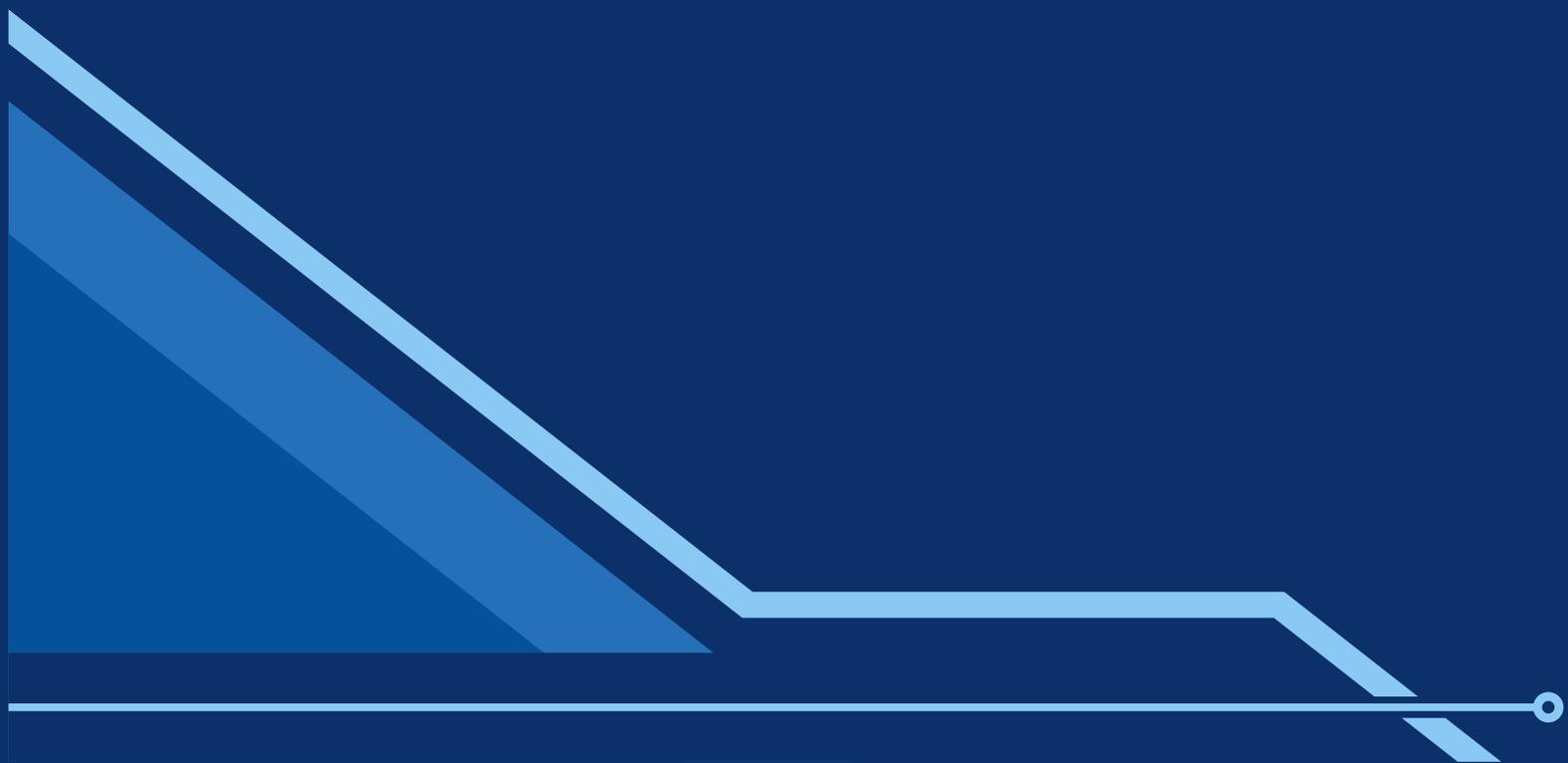


**THE ALLEN & MILLI GOULD  
FAMILY FOUNDATION**



- Sunnybrook Health Sciences Centre
- David Braley Center for Antibiotic Discovery (McMaster University)
- Carleton Health Sciences Centre
- The MINA Project
- The University of Toronto
- McMaster Institute for Research on Aging (McMaster Monitoring My Mobility (MacM3) Research Lab)
- Toronto Rehab Institute
- UHN STEM Pathways





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