

Dimensions Sciences 2023 | Impact Report





About Dimensions Sciences

Our Mission

Assist early career scientists from underrepresented communities with mentoring programs and scholarships to promote diversity in the sciences to further equity, international collaboration, and innovative research.

Our History

Seeing an urgent need for more inclusion and representation in STEM and science education in the U.S and abroad we formed our non-profit organization to provide high impact solutions. Dimensions Sciences is a charity 501(c)(3) organization formed on November 21, 2019.

Our Team

Our multidisciplinary team of 100% volunteers is committed to helping the field of gender diversity and inclusion of underrepresented groups in science and technology. We take our convictions and turn them into action.

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Welcome From Our Founders



Marcia Fournier Ph.D.
Founder and President

Dear Friends,

Have you ever stopped to consider the presence of women scientists within your professional circles? It's understandable if the answer is no. Despite women constituting a comparable portion of the US workforce, only approximately 35% hold positions within science occupations, as reported by the National Science Foundation. Shockingly, Latino women holding PhDs in the sciences represent a mere 3% of this demographic. I proudly count myself among this minority.

My journey began in 1999. Over the past twenty-five years, I've navigated the landscape of science amidst global pandemics, witnessed two total solar eclipses, and raised three children who have since entered adulthood. Alongside these personal milestones, I've founded three companies and contributed to over twenty original scientific publications. Yet, despite my optimism for forthcoming changes through progressive public policies, I recognize that I remain part of a significantly underrepresented cohort that has defied the odds. While strides towards achieving balanced representation have been made, there remains a considerable distance to traverse.

At Dimensions Sciences, we are committed to effecting tangible change. To date, we've provided support to 86 students and early-career scientists from underrepresented backgrounds, spanning diverse racial, orientation, socioeconomic, and special interest groups, including mothers with young children.

In 2023, our efforts resulted in the financial backing of eight scientists through scholarships and awards. Additionally, recipients benefited from over 20 hours of professional training and 15 hours of dedicated mentoring and coaching, focusing on leadership development, scientific communication, empowerment, and peer support. None of this would have been possible without the dedication of our 37 volunteers and 18 resident mentors and life coaches, who collectively devoted countless hours throughout the year. Our outreach endeavors reached over 10,000 engaged followers through educational content dissemination.

We proudly celebrate these significant milestones and groundbreaking initiatives, which owe their existence to the unwavering support of our individual donors, corporate sponsors, and strategic partners. This year, we are delighted to report a 10% increase in our total fundraising efforts, accompanied by a notable influx of valuable in-kind contributions and a substantial reduction in overhead costs.

As an organization fully powered by volunteers since 2019, we deeply appreciate the invaluable time and expertise generously offered by our volunteer base. In 2023, approximately 75% of our volunteers possessed at least a Master's degree, with 40% representing a diverse range of US citizens spanning ages 18 to 65+.

Looking ahead, our vision for the next three years revolves around bolstering our human capital, expanding annual revenues, and fortifying sustainability through strategic planning and diversification of revenue streams. These endeavors will facilitate the scalability of successful initiatives and amplify their societal impact. Beyond the immediate outcomes of our endeavors, we aspire to catalyze a paradigm shift in the representation of scientific careers, empowering scientists from underrepresented backgrounds to thrive, thereby fostering diversity, inclusion, and driving the innovation and solutions our world so urgently requires.

We extend a heartfelt invitation to you to contemplate and contribute to our mission of providing support and mentoring for early-career scientists from underrepresented communities within the fields of Science, Technology, Engineering, and Mathematics (STEM) careers.

With profound gratitude,

Marcia Fournier, PhD
Founder, Dimensions Sciences

A handwritten signature in cursive script that reads "Marcia Fournier".

May 13, 2024

Reflecting on 2023

2023 was a successful year for Dimensions Sciences, our scholars and awards recipients, and our partners and volunteer members. Our programs drove measurable results for scientists of diverse backgrounds, and helped advance our mission to promote equity, international collaboration, and innovative research.

The highlights:

- Conducted a **Bridges Program**, helping address income gaps and advance equal opportunities for scientists of diverse backgrounds. Dimensions Sciences sponsored seven scholars and conducted a digital summit event.
- Provided a **New Dimension Award**, supporting women in biotechnology. Dimension Sciences provided the award to Dr. Juliane Correia Gloria, PhD from Universidade Federal do Amazonas.
- Initiated the **ScientistA Award** submission process, aimed at supporting Brazilian women scientists in the U.S. The award is to be presented in 2024.
- **Raised awareness** through digital channels, helping advance our cause. Dimension Sciences had guest appearances at major TV networks, and we drove insights via our own events and digital channels.
- Continued to make **solid progress** attracting strong volunteers, and building our brand. We launched a new website experience at DimensionsSciences.org



Alumni Voices

"I was able to dedicate myself to studying for the doctoral exam thanks to the program. ... The opportunity to participate was essential to obtain my long-awaited place as a doctoral student."

Débora Dutra
Bridges Program

Leonardo Schultz
COVID Task Force

"Both the mentoring program and the financial aspect of the scholarship allowed me to continue working. And, thus, helped me with my post-doctorate work, and the transition into the job market."

"Winning the New Dimension award substantially helped drive visibility to my work and contributed to justifying the renewal of my post-doctoral scholarship."

Juliane Corrêa Glória
New Dimension

Sheila da Silva
Bridges

"Due to the program participation, I was able to complete my doctorate with 'excellence.' As well as developing important skills for my career, one of which is assertive communication."

As a Brazilian woman scientist, I am twice a minority in the US scientific world. The networking and the possibilities created by award helped me build confidence and break mental barriers for advancement.

Luciana Tavares
ScientistA

Joelma de Oliveira Cruz
Bridges

"The scholarship allowed me to complete my work, submit my work for publication and dedicate myself to searching for opportunities outside academia."

Reflecting on 2023 | Bridges Program

Addressing income gaps and advancing equal opportunities.

The Bridges program **supports scientists in times of career transition or in periods with gaps in income**, so they can dedicate themselves to science with secured income from scholarships, grants, and/or employment in scientific careers.

The program contributes to the expansion of **diversity and inclusion in scientific careers**, as the selection of candidates takes into account ethnic-racial indicators, gender, sexual orientation, maternity and socioeconomic status.

The 2023 program stimulated research in the **Amazon rainforest**, specifically with the aim of helping fight deforestation, preserving of the region's ecosystems and improving the quality of life for the local population.

Now in its 4th year, in 2023 the program sponsored seven (7) scientists, 28 in total since the program's founding. They received a **three-month stipend** and gained access to **advice, coaching, training, and support** programs aimed at enhancing science communication and peer support, building English skills, and providing training, coaching, mentoring, and networking opportunities.

The program concluded with an appreciation event, the [Bridges Summit '23](#), celebrating the scholars and advancing the case of diversity in sciences, as well as the need to protect the Amazon rainforest. The live event featured acclaimed climate scientists, educators and change leaders.



Reflecting on 2023 | New Dimension

Supporting women in science in biotechnology.

In 2023 in its 4th year, the New Dimension (Nova Dimensão) Award honors the **best doctoral thesis produced by female scientists in Brazil** in biotechnology fields, in partnership with the [Coordination for the Improvement of Higher Education Personnel \(CAPES\)](#).

Each year in Brazil about 20,000 doctoral theses are produced. Among them approximately 1,000 theses are pre-selected by graduate programs, based exclusively on scientific merit, to compete for the CAPES Doctoral Thesis Award (Premio CAPES de Tese).

We congratulate Dr. Juliane Correia Gloria, PhD from Universidade Federal do Amazonas for winning the 2023 New Dimension / Premio Capes de Tese award for her doctoral thesis entitled: "New approaches to the development of inputs and methods for the diagnosis of malaria". The work carried out in this thesis sought to develop new inputs and methods for diagnosing malaria, using nanotechnology, electrochemistry, and biotechnology.



For this award, Dimensions Sciences partnered with with the Coordination for the Improvement of Higher Education Personnel (CAPES).



Dr. Juliane Correia Gloria, PhD from Universidade Federal do Amazonas

Reflecting on 2023 | ScientistA

Award for Brazilian women scientists in the U.S.

With the ScientistA award, Dimension Sciences with its partners celebrates the astounding contributions **Brazilian women are making to sciences at US academic institutions and companies.**

The award focuses on highly motivated **female postdoc scientists from diverse racial and socio-economic backgrounds**, working in projects in the life sciences or medical sciences field. The program encourages female scientists and students from Brazil to **see STEM in their futures**, and to build confidence for competing and contributing within the global marketplace.

The award is provided every two years, with the next award in 2024. The year 2023 application for the 2024 award saw 35 qualified candidates competing for this prestigious prize, **from 15 US states:** Massachusetts, New York, California, Connecticut, Pennsylvania, Maryland, Texas, North Carolina, South Carolina, Tennessee, Arizona, Wisconsin, Missouri, Florida, and Indiana.

The origin of the name 'ScientistA':

The name comes from merging the word "scientist" and "cientista" (female scientist in Portuguese). The play on words highlights the focus on women scientists and interfaces with both English and Portuguese language.



This award's organizing committee includes Dimensions Sciences, as well as Grupo Mulheres do Brasil and PUBs of Boston, New York, and Connecticut.



The ScientistA award 2024 received applications from 35 qualified candidates.



Reflecting on 2023 | Thought Leadership

Advancing the cause through education and influence.

In the realm of social impact, **thought leadership stands as a powerful catalyst for positive change.** It's not merely about having innovative ideas; it's about actively sharing them to inspire, educate, and mobilize others toward a common good. With our Thought Leadership programs, Dimensions Sciences aspires to ignite conversations, challenge norms, and drive meaningful action for positive change.

In 2023, Dimensions Sciences was honored to be invited to share our perspectives on premium digital channels and TV. And likewise, we were honored to welcome special guests to our live and on-demand digital events for lively discussions and insights.



Dimensions Sciences was honored at the Women in Bio - Capital Region - HERStory Gala on [April 27th, 2023](#).



Dimensions Sciences [Bridges Summit](#) featured engaging talks and discussions on issues such as diversity, climate change, and responsible science leadership.



ScientistA Award was featured by Americas No Ar, one of the largest TV networks in the Americas, on [August 4, 2023](#).

Evaluating Our Impact

Our mission is to assist early career scientists from underrepresented communities to positively impact their lives while promoting diversity in the sciences to further equity and innovative research in STEM.

The majority of Dimensions Sciences staff are scientists themselves, so we take data seriously. Our annual impact survey results are both a source of pride and a motivation to keep furthering our efforts.

100% of participants would recommend the program to a colleague or friend, and for 71% it was a game-changer. For 62% it already substantially improved their careers, shortly after graduation, and this number is likely to grow.

We're also especially glad to see that for 87% of participants the programs helped boost confidence substantially; as research has shown that a positive self image is critical for success, especially for minorities.

86

Scientists Sponsored
(Scholarships and Awards)

\$84k

Scholarships Provided
(incl. \$12k Workshops & Coaching)

1,000+

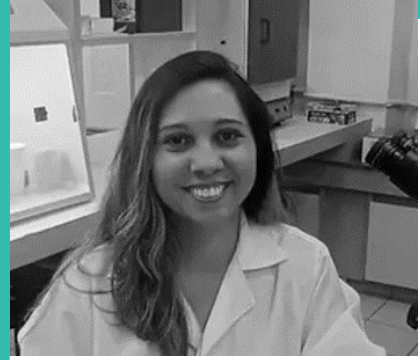
Scientists Supported
(Workshops & Coaching)

Since its founding in 2019, Dimensions Sciences has helped 86 scientists of diverse backgrounds pursue their dreams.

100%

Would recommend the program.

"If asked, would you commend DS (and/or its programs) to a colleague or friend?" 14% 9/10, 86% 10/10



58%

Advanced academic degrees.

"To what degree did the program help you complete your degree (or post-doc assignment) substantially?"



62%

Accelerated career progress.

"To what degree did the program help you improve your career (compensation, job, role) substantially?"



87%

Improved personal confidence.

"To what degree did the program help build your confidence in the workplace substantially?"



79%

Built professional networks.

"To what degree did the program help with professional networking and personal brand building?"

Source: Annual Alumni Survey Feb 2024

Evaluating Our Impact | Success in Careers and STEM Diversity

Beyond the immediate impact, we see our mission as helping scientists achieve their ultimate goal of succeeding in their careers, thereby also driving diversity in STEM.



Immediate Impact:

- Address income gaps
- Build career skills
- Drive recognition

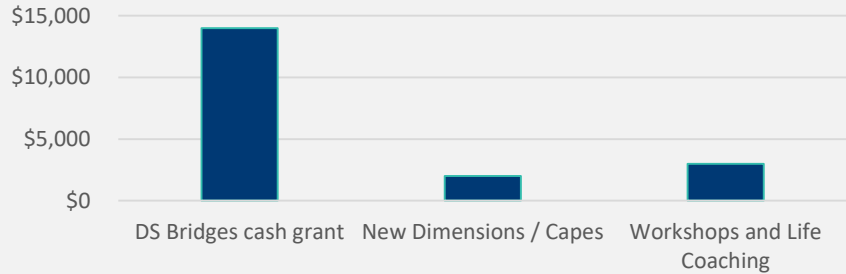
3-5 year Impact:

- Academic progression
- Career growth
- STEM diversity

Dimensions Science alumni in 2023 - Where they are (real examples):

- CEO
- UN consultant in infectious diseases
- Postdoc abroad Brazil
- Biotech researcher

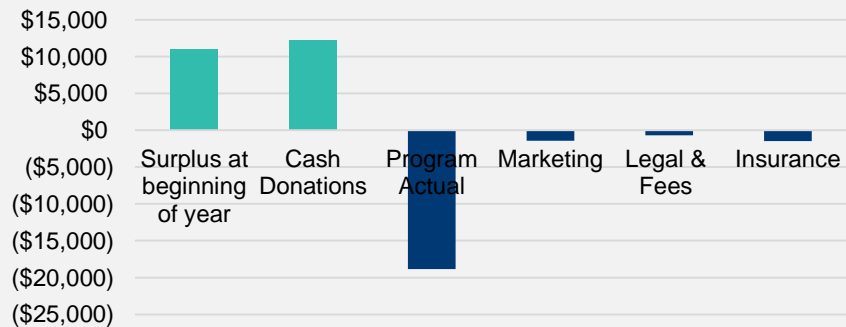
Program Expenses (Scholarship/Prizes)
(2023)



Donations (incl. In-Kind) (2023)



Revenue vs. Expenses (2023)



Transparency

Financial Disclosures

Below are financial highlights for the year of 2023.

- \$122,000 total cash donations received since 2019 (10% growth in 2023)
- \$24,000 in-kind donations received in 2023 (the first time we reported this)
- 16% expenses (legal, marketing, insurance, operations) in 2023
- 84% of all donations applied to programs (scholarships, cash awards) in 2023
- \$0 paid for salaries or staff benefits (i.e. 100% volunteer run) since 2019

Data Privacy

Dimensions Sciences understands the importance of protecting people's privacy. You can find our [privacy policy here](#).



Dimensions Sciences was awarded the Candid (Guidestar) [Platinum Transparency seal](#) in 2023.



Diversity, Equity, and Inclusion (DEI)

DEI is at the core of the purpose of Dimensions Sciences. Our programs champion equality in STEM for all, regardless of gender, race, handicap, or orientation. With an unwavering commitment to diversity, we celebrate differences, and work towards equal opportunity in sciences becoming a reality everywhere.

Diversity of Scientist Alumni (Scholars and Awards Recipients)

In our annual alumni survey, we ask our scholars and award recipients to self-identify, based on predefined criteria. This is in addition to selection processes by programs, which require certain disclosures to ensure program conformity.

- 15% identify as person of color
- 62% identify as female
- 8% identify as member of the LGBTQ+ community
- 46% identify as member of a low-income household

Diversity of Dimensions Sciences Volunteers

At Dimensions Sciences, we strive to live up to our missions also internally, building an environment of diversity, equity, inclusion, and mutual respect across our volunteers.

- 80% identify as female
- 41% identify as Hispanic or Latino/Latina
- 30% identify as Black or Asian



SUSTAINABLE DEVELOPMENT GOALS

UN Sustainable Development Goals

At Dimensions Sciences, we support the UN Sustainable Development Goals and Targets as a shared blueprint for peace and prosperity for people and the planet.



By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrollment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programs, in developed countries and other developing countries.



By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.



By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.



We thank the following individual donors for their generous donations in 2023 (listed alphabetically):

- Ana Folhadella
- Bruno Drummond
- Camille Donald
- Claudia Mitchell and family
- Colleen Chapman
- Fatima Cardoso
- Joelle Schuessler
- Lilian Quintino de Oliveira
- Liliana Moura Massis
- Lorraine Seaman
- Lothar Schubert
- Marcia Fournier
- Monica Marcolino
- Nadia Mattar
- The National Philanthropic Trust
- Robert Chapman
- Sally Cowal
- Teresa Restom Gaskill
- Thiago Soares de Souza Vieira

Thank You, Donors and Partners

We want to thank you, our many donors and partners. We could not have done this without you. You are all helping advance scientists of diverse backgrounds.

Partners & Sponsors



Dimensions Sciences Inc. is a registered nonprofit under section 501(c)(3) of the IRS code. All contributions are tax deductible as permitted by law. EIN: 84-3887-400. To make a donation, visit our [donation page](#) or [contact us](#).



You Went Above and Beyond!



Fatima Cardoso, Grants
Joined in 2023



Julia Dias, Admin
Joined in 2021



Lothar Schubert, Marketing
Joined in 2023



Madue Arya, Life Coaching
Joined in 2023



Martha Godinho, Scientific Board
Joined in 2020



Marcio Ferreira, Leadership
Joined in 2019



Mayara Santos, Content Writer
Joined in 2023



Pedro Massaguer, Scientific Board
Joined in 2021



Ronan Batista, Scientific Board
Joined in 2023

Helping Scientists Succeed

9 volunteers were recognized in 2023 to have gone “above and beyond” and were awarded a MasterClass from our a sponsors in recognition.

However, we thank and celebrates all our volunteers!
Are you interested in volunteering? [Contact us.](#)



The Dimensions Sciences Team

- 100% Volunteer-Run (40% US citizens)
- Diverse Skills and Backgrounds
- One Common Mission

Growth Plans (2024 – 2027)

Expand and scale, while staying true to our mission to assist early career scientists from underrepresented communities with mentoring programs and scholarships to promote diversity in the sciences to further equity, international collaboration, and innovative research.

People

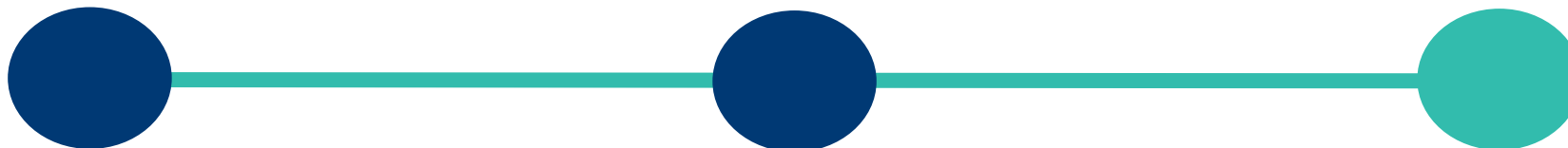
- **Grow board of directors** from 4 members today to 7, to accelerate growth
- **Hire an executive director** to lead the next growth and expansion stage

Financials

- **Grow annual revenue** via donors, sponsorships, and grassroots campaigns
- Ensure **continuity with business sustainability** plans for the next 10+ years

Impact

- **Expand into new regions** and markets, and **scale programs** (existing, and new)
- **Drive thought leadership** with engaging content and events



Dimensions Sciences 2023 | Impact Report

Making an Impact



dimensionssciences.org/donate

