

iexplora!

2022-2023 Annual Report
July 1, 2022 through June 30, 2023



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Explora Mission and Values

Explora's Mission:

Creating opportunities for inspirational discovery and the joy of lifelong learning through interactive experiences in science, technology, engineering, art, and math (STEAM).



Our Values:

Community: Explora values our role as a trusted community resource. We practice listening, welcoming, and co-creating with visitors and community partner organizations, in order to remain relevant to New Mexico communities. Explora is stronger when working in partnership with others toward shared aspirations, and we value working statewide to achieve positive collective impact.

Learning: Explora values curiosity and lifelong learning, along with a growth mindset and the agency that comes with hands-on exploration and discovery. Explora's environment provides unique experiences and opportunities to learn something new every day. Explora values individuals' interests, skills, experiences, and creativity and supports learning and career pathways for visitors and staff.

People: Explora knows that our staff members are our greatest resource. We are motivated by hard work, collaboration, relationship-building, and the ability to contribute to well-being in New Mexico. Explora team members are curious, genuine, creative people, who practice generosity through listening, respect, and the sharing of time, ideas, resources, and access. We take pride in contributing to a mission-driven organization that positively impacts our community.

Diversity: Explora is committed to eliminating barriers to equity and accessibility in STEAM. Authentic diversity is a source of strength; a diverse staff and board, visitors, partners, and members are critical to Explora's effectiveness. We work to change systems that have excluded people of color, people with disabilities, and others from STEAM fields, creating opportunity for all races, ages, genders, abilities, and backgrounds.

Letter from President & Executive Directors

Dear Friends,

It has been a wonderful and transformative year for Explora! Over the last decade, we have held over 70 listening sessions with close to 1,000 people, in order to better understand our community's aspirations. Each session confirmed that we have to do better for our little ones—increasing access to high-quality early childhood education and care—and we have to stick with our kids longer, preparing them for jobs that can change generational cycles of poverty. Explora utilized this feedback to develop our Cradle through Career STEAM Learning Strategic Plan and the associated campus master plan. This year was a big one in terms of implementing this strategic plan, and we are grateful to the countless volunteers, partners, and donors who made this year's work possible.

In fiscal year 2023 (July 1, 2022–June 30, 2023), Explora reached a record-breaking number of people and did more to improve educational and economic outcomes for New Mexico than ever before. We also celebrated a huge milestone: the completion of Phase One of our Cradle through Campus STEAM Learning Campus. X Studio, a new 8,000-square-foot STEAM education and workforce development center for teens and young adults, opened to the public in February. In its first year, X Studio has served over 7,000 teens, and it's clear that the public knowledge that informed this project, along with the paid Teen Advisory Group that helped shape it, have made a relevant, impactful center for New Mexico's youth. Now we're focused on Phase Two and continue working with a Community Planning Team to shape Brillante Early Learning Center, which will provide full-time education and childcare, so that young people can finish their certificates and degrees and get jobs that support their families and improve community prosperity.

Explora is a values-based organization and has prioritized sharing power and working collaboratively with partners and the community; this year we fully implemented our co-leadership model with Joe Hastings and Kristin Leigh serving as Co-Executive Directors of Explora. This shared leadership model gained national attention. Sharing the power of the executive director role aligns with our values and highlights Explora's culture of working collectively in an overt and visible way.

Explora will continue to listen to the community and the people we are honored to serve. The following pages illustrate why this approach has been so successful: it has increased the relevancy of our programs, improved our collaboration with partners, and enabled Explora to serve as a leader and convener on major initiatives. As we reflect on and celebrate these shared accomplishments, we are reminded that none of it would have been possible without you. Thank you for your steadfast support.

Sincerely,



Hilma Chynoweth
Board President



Joe Hastings
Co-Executive Director



Kristin Leigh
Co-Executive Director

Starting Early: Engaging our Littlest Scientists

Explora values its role in promoting early childhood education by providing critically-important STEAM learning experiences that close opportunity gaps and provide parents and teachers much-needed support to enhance young children's learning. The achievement gap between kids in poverty and their more economically-advantaged peers is evident as early as a child's first 18 months (Hart & Risley, 1995). Research shows that investment in high-quality early childhood education provides an excellent return (heckmanequation.org).

Our signature early childhood programs, *Growing a Scientist* (for preschoolers and caregivers) and *Science to Grow On* (for children in grades K-3) provide quality, experiential engagement that supports questioning, investigating, and playing with the building blocks of science, math, and art. Over 120 families participated in these programs at Explora. In addition, over 200 families participated in *Growing a Scientist* programs in community spaces, hosted in partnership with Parents as Teachers through the UNM Center for Development and Disability, Saranam, Cuidando Los Niños, YDI Head Starts, and libraries across New Mexico. Over 4,500 individuals participated in *Toddler Time*, a special time for our youngest visitors, featuring special storytimes, music, and shared exploration of science topics.

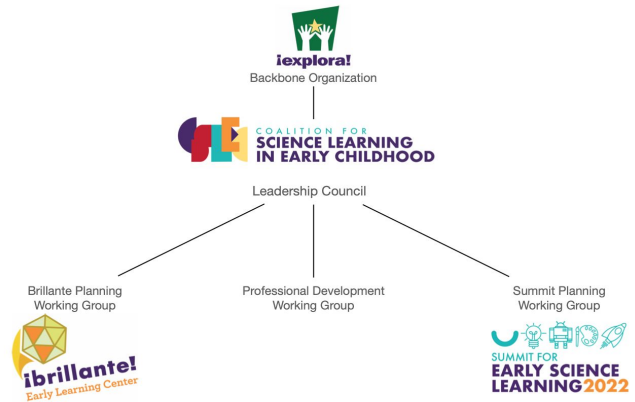


Planning for Brillante Early Learning Center at Explora is well underway. Brillante will be the state's only full-time, museum-based, STEAM early learning center, inspired by the world-famous Reggio Emilia approach. Brillante will develop our state's next generation of early childhood professionals, serving as a lab school for CNM, as well as a hub for family and community resources. We have begun preparations to open a pilot NM PreK classroom at Explora this fall, which will serve fifteen 3- to 5-year-old children and their families with preschool and full-time childcare.

Building a System to Support Early Childhood Educators

Explora continued to administer a two-year, \$250,000 Local Early Childhood Systems Building Grant, awarded in November of 2021 from New Mexico's Early Childhood Education and Care Department. With the support of Explora as the backbone organization, the Coalition for Science Learning in Early Childhood (CSLEC), has further developed Explora's network of early childhood professionals, advocates, families, and community members to provide opportunities to connect resources to families and provide professional development in early STEAM learning. The Coalition aims to leverage the power of STEAM learning opportunities to address opportunity and achievement gaps for young children and wants all families and early childhood providers to know that they, too, can do STEAM with their children.

CSLEC facilitates three working groups: the Brillante Early Learning Center Planning Team, the Summit for Early Science Learning Working Group, and the Professional Development Working Group, which meet monthly to serve as resources and build systems for early childhood capacity and professional development throughout Central New Mexico.



In October of 2022, CSLEC hosted the third annual Summit for Early Science Learning. The Summit reception was attended by over 60 community members and early childhood advocates, and 214 educators from throughout New Mexico and Colorado joined us on the day of the Summit for 26 breakout sessions, covering topics from cooking and cultural awareness to math in the early years. The Summit was supported by 15 community partner organizations.

Some comments from attendees:

- *It gave new insight to what we do everyday.*
- *Aprendí como con materiales simples, podemos hacer grandes cosas y estimular la creatividad en los niños.*
- *I attended this program on a whim. I am so glad I did and I plan to continue in years to come.*
- *It was great to get together and not be at a meeting or on a computer screen!*

Supporting Future Leaders: Workforce & Youth Development



This year Explora celebrated a major milestone: the opening of Phase One of our Cradle through Career STEAM Learning Campus, X Studio. As Explora's teen center, X Studio invests in the next generation of great minds in STEAM by focusing on STEAM education and workforce development. Through innovative programming and high-touch support, X Studio aims to:

- increase engagement in, awareness of, and motivation to pursue STEAM careers among local low-income teens of color,
- increase awareness of local STEAM careers and possible pathways to achieve them among local families,
- shift beliefs about capabilities, skills, and understanding of STEAM and STEAM careers,
- and develop 21st-century skills.

In X Studio's first year of programming, 83% of students surveyed reported increased STEAM interest, 79% of students surveyed reported increased self-awareness, 91% reported that they developed and practiced relevant workforce skills, and 76% of students surveyed reported an increase in resilience and persistence.

In FY23, X Studio served 7,644 middle and high school students! 2,194 students attended *Teen Nights*, 316 attended *Teen Science Cafés*, 222 participated in *Science Through Hip Hop* and other musical ventures, 811 attended *Expression through Digital Media* workshops and events, 212 students practiced *entrepreneurship* skills in real-world scenarios, 2,637 students attended *Design, Art, and Fabrication* workshops, and 771 students participated in *SEL Weekly Meetups. Wrap Around Services*, including tutoring, job prep, FAFSA workshops, and more, were offered to 660 students. Some of our first-year partners included: U.S. Eagle Federal Credit Union, National Society of Black Engineers of Greater Albuquerque, Girl Scouts of America, True NM, and AFRL-NM.



Supporting Future Leaders: Workforce & Youth Development

The Career Pathways Internship (CPI) had another successful year serving over 30 teens, beginning with a new training program that integrated the CPI and Visitor Experience (VE) groups to build relationships and ensure information was being presented clearly and accurately to all frontline staff. The CPI training curriculum includes a structured monthly rotation among life- and work-skills development, exhibit-specific training, facilitation skills, deep dives into STEAM content, financial literacy workshops, and social-emotional learning.

CPI teens also facilitated science experiments at birthday parties and provided customer service at corporate events for Meta, Nickelodeon, Netflix, and Sandia National Laboratories. They also refined their skills at Explora's front desk, shadowed project managers to gain new skills, and worked in the exhibits shop.

This year CPI teens helped pilot a new curriculum developed by MOXI, the Wolf Museum of Exploration + Innovation and the University of California Santa Barbara, receiving training on Practice-Based Facilitation and providing feedback to the program designers. They also prototyped exhibits for the new Explora exhibition, *STEM in the Burque*, providing invaluable feedback for Explora's exhibit designers and participating in the design process.

Several interns graduated from the program this year and moved into staff positions at Explora with our exhibits, graphic design, and summer camp teams. Others moved on to college and the next steps on their career pathways.

Mentorship matters. This year the CPI teens had biweekly one-on-one mentorship sessions with 10 members of Explora staff from a variety of working groups. The teens and their mentors covered a variety of topics, like resumé building, college applications, financial aid, and academic advisement. One intern reported that consistent mentor meetings have “helped me to create a better routine and have given me a source for clarification and development outside my work on the floor, which has helped my time management overall.” She feels she is able to be more persistent in pursuing her school and career goals with the support of her mentor.



Supporting Future Leaders: Workforce & Youth Development

This year, Explora educators brought “FlexFactor” programs to several Albuquerque middle and high schools with funding from NextFlex, the hybrid electronics innovation institute. After learning about flexible, hybrid electronics and entrepreneurship pathways, student teams created prototypes and pitched their products according to their business models. Student projects included the “Stairway to Heaven,” a camera-activated set of stairs to prevent falling; “Insullo,” an electronic device to address diabetes; and the “Shoemazing Cleaner,” an automated shoe cleaner, designed for outdoor enthusiasts.

In collaboration with East Mountain High School and with federal support from the Institute of Museum and Library Services, Explora worked with high school students to produce the "STEMists in the Community" Storyteller Series. Through this project, students interviewed local STEM professionals to learn more about their journeys in STEM, in order to share their stories with a larger New Mexico community. For each profile, the students completed a STEMography and a historical timeline to highlight each professional's inspiration and motivation to work in STEM, their struggles, and their successes. Featured STEMists include Dr. Ginny Seamster, a wildlife ecologist with New Mexico Game and Fish, and Dr. Anatasia Ilgen, a geochemist with Sandia National Laboratories.

Explora's 505 Award for Excellence in Workforce Development for X Studio



This year, Albuquerque Regional Economic Alliance (AREA) announced the honorees for their third annual 505 Awards, which recognize organizations and individuals who are making exceptional contributions to economic growth and prosperity in the greater Albuquerque region, resulting in improvements to the city's overall economic strength and competitive position. Co-Executive Directors, Kristin Leigh and Joe Hastings, of Explora will receive the 2023 Excellence in Workforce Development Award on November 16 at AREA's annual dinner. This award recognizes Explora's leading role in workforce readiness, especially around the opening of the new X Studio STEM workforce development center for teens.

Narrowing the Opportunity Gap

Diversity is essential for fostering innovation and addressing complex challenges in STEM fields. However, there is significant underrepresentation of people of color in STEM disciplines. At Explora, we believe that children should have equitable access to learning opportunities that keep all doors open. Explora's *STEM Scholars* scholarship program provides financial support that can help alleviate the burden of tuition fees, textbooks, and other educational expenses, making it more feasible for local teens to pursue STEM degrees. This year Explora awarded \$2,500 scholarships to 12 New Mexico high school seniors. These students were recognized at an evening event in June, where we celebrated their hard work and accomplishments. The 12 scholars all now attend UNM and NM Tech, where they'll keep their knowledge and talents in-state. Through *STEM Scholars*, Explora directly supports the aspirations of amazing students seeking to earn STEM degrees right here in New Mexico, and we can't wait to see what they do next!

This year we got a wonderful note from Sabrina Montoya, a former STEM Scholar, who wrote: *"Having this scholarship was amazing! It helped cover my room and board so I didn't have to work for my first semester. I was able to focus on my studies and get acclimated to college life. It also helped cover my expenses and allowed me extra time to join the Atomic Aggies (competitive rocket-building club) and the American Institute of Aeronautics and Astronautics. This semester, I am taking five engineering classes and had the opportunity to speak with a U.S. Navy representative about a potential internship at White Sands Missile Range."*



2023 STEM Scholars:

- Angella Anderson
- Erika Eaton
- Kaliska Deschiney
- Mikayla Fields
- Noah Gantt
- Alyiah Jones
- Sabrina Montoya
- Judie Oyinatumba
- Chelsea Parra
- Joshua Rahman
- Awa Sarr
- Kaitlin Velarde

Statewide Outreach: Taking Explora on the Road

Every year, Explora's educators work with Tribal communities across the state to bring hands-on STEAM education to hundreds of children & families. This year saw the continuation of several partnerships. Explora educators facilitated activities for nearly 100 Girl Scouts at the annual Navajo Nation STEM Camp. The girls engineered water filtration systems and determined the ratio of clay, soil, and water needed to make the ideal "seed bomb" to plant at home. Explora also continued its collaboration with Zuni Youth Enrichment Project (ZYEP), working together to develop and deliver programs that highlighted STEM practices in traditional agriculture, such as planning crop plantings based on water runoff. Finally, Explora engaged with the Pueblo of Isleta, Pueblo of Zia Education Department, and Office of Diné Youth through professional development workshops and STEAM kits. As one Zia participant said, "*Learning from Explora has also given us ideas to incorporate our tradition with STEM. We always look forward to learning more about STEM using open ended materials with the support from Explora.*"



With federal funding from the USDA, Explora delivered *Planting Seeds of STEM* programs to schools and growers' markets this year. Explora partnered with Alvarado Elementary, Los Ranchos Elementary, El Camino Real Academy, and Zuni Youth Enrichment Project for a series of lessons that promoted students' identities as scientists, gardeners, and stewards of the land. Students did experiments, worked in community garden, and met with local professionals from New Mexico Acequia Association, New Mexico Beekeepers Association, NMSU 4H, and Rio Grande Community Farm. Explora educators facilitated multigenerational activities at the Railyards Market and La Familia Growers' Market to increase awareness of the STEM embedded in traditional farming practices.

New Experiences for Explora Visitors & Members



Explora is a trusted family gathering place and a resource for STEAM learning for people of all ages and abilities. Since opening our doors on Mountain Road in Old Town Albuquerque in 2003, we have welcomed over 4.8 million visitors and have served as a host for partner organizations; a unique venue for birthdays, proms, and weddings; and a safe space for field trips, summer camps, Family Science Nights, Adult Nights, Sensory Friendly Hours, Toddler Time, and more!

Members have supported us throughout the years and continue to be the foundation of our Explora community. In fact, in FY23 Explora had 85,000 visits from Explora members! This year, we partnered with 85 Title I elementary schools and 24 different community organizations to make over 30,000 no-cost memberships available to families, students, and teens who otherwise may not have had access to Explora. Our paid membership increased with almost 3,000 member families. After a break due to the covid pandemic, we restarted our special member events. Our annual Breakfast and Balloons event in October had a record-breaking attendance of over 150 people. Explora donated over \$10,000 in memberships and free passes this year to other non-profit organizations to help with their fundraising events.

This year Explora opened a new exhibition, *STEM in the Burque*. It is about cool jobs that solve big problems and pay well—right here in Albuquerque. Explora's exhibits team co-developed this set of exhibits with local teens and STEM employers, in order to feature unique hands-on Explora exhibits related to the actual STEM research and practice happening locally; the exhibition also highlights the local STEM professionals doing the work and shares their career stories.

Explora also worked with the UK's Cabaret Mechanical Theatre this year to bring a unique collection of handmade automata to Explora. The *Mechanics Alive!* exhibition uses creative and whimsical storytelling to highlight how gears, cams, ratchets, and linkages work.

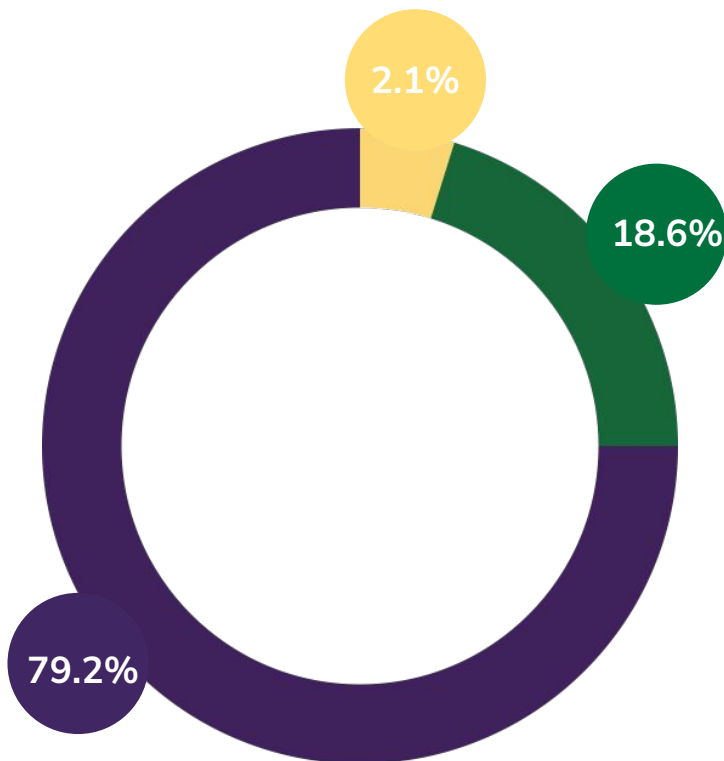
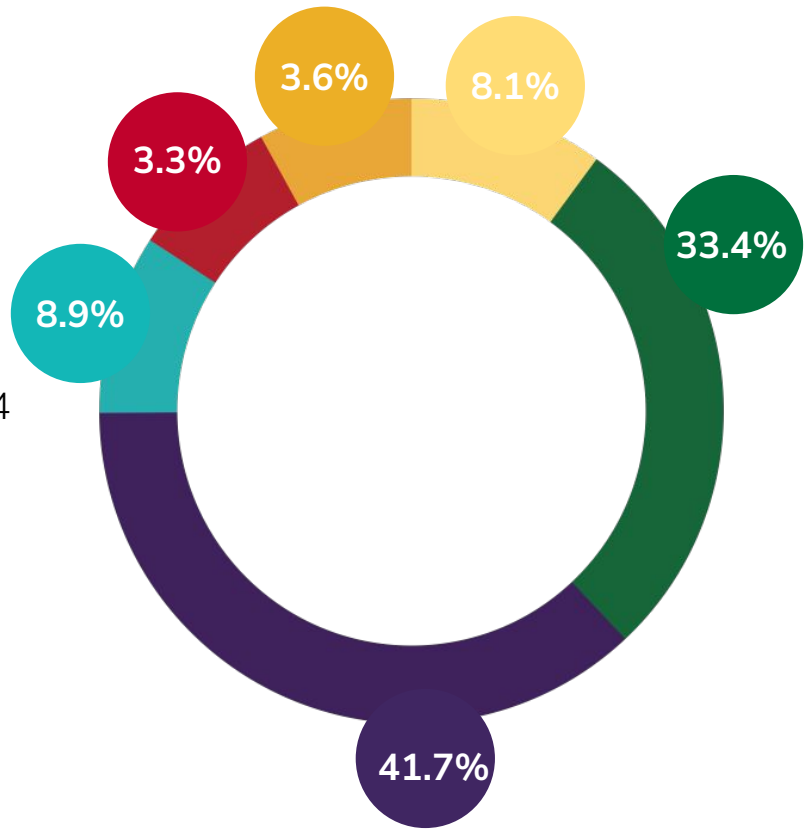
Financials - Explora Organizational Health

July 1, 2022-June 30, 2023

Audited numbers for Expenses and Revenue

- In-Kind: \$644,231
- Earned Income: \$2,650,237
- Government: \$3,304,685
- Foundation Grants: \$706,975
- Corporate Gifts & Grants: \$263,344
- Individual Contributions: \$344,642

TOTAL AUDITED REVENUE:
\$ 7,914,114



- Fundraising: \$147,069
- General & Administrative: \$1,274,003
- Programs: \$5,420,528

TOTAL AUDITED EXPENSES:
\$ 6,841,600

Explora City Partners & Board of Directors

Explora is honored to be in a public-private partnership with the City of Albuquerque.

Mayor Tim Keller

City Councilors: Brook Bassan, Isaac Benton, Pat Davis, Tammy Fiebelkorn, Renee Grout, Trudy E. Jones, Dan Lewis, Klarissa J. Peña, Louie Sanchez

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Explora is grateful for its support from the State of New Mexico.

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Sandia Foundation
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Cherry Picker Foundation
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United Way of Northern New Mexico
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UNM Early Childhood Services Center
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US Eagle Federal Credit Union
VanDyke Software
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W.K. Kellogg Foundation
Walmart
Washington Federal Foundation
Wells Fargo Foundation
Western Sky Community Care
Wild Ones



Explora Programs Snapshot:

- **55,451 students and families participated in Explora outreach programs**
- **20,967 people enjoyed APS Title I Family Science Nights at Explora**
- **45,353 students participants in Explora field trips and school programs**
- **11,323 people participated in family programs and seasonal camps at Explora**
- **3,304 teachers participated in Explora professional development**

Explora Individual Donor Societies

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2 Anonymous Donors
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