

Intel Foundation:
Rising Up to
Empower Human
Potential & Ignite
Positive Change

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Our New Focus and Commitment

[The Intel Foundation](#) is starting a bold new chapter in our journey. We are challenging ourselves to do more. To reach those we haven't reached before. To expand Science, Technology, Engineering, and Mathematics (STEM) education into more communities. To empower women, girls, and people of color. To lift up people and communities across the United States and around the globe.

To deliver on a new vision: empowering human potential and igniting positive change.

Our strong legacy and proud history make these next steps in our journey possible. The Intel Foundation has made remarkable contributions to our partners, communities, and society over the past three decades—giving more than \$730 million since 1988—guided largely by the passion and purpose of Intel's people. We have shaped a unique role in philanthropy centered on technology, STEM education, and lifelong learning.

However, today's world requires a new mindset and approach to resolve persistent and emerging challenges facing people and communities. Social inequity and injustice demand increased attention. COVID-19, global protests against racism, and climate change have underscored longstanding disparities. It's now even clearer that technological progress alone isn't enough. We must infuse technology in every community to fully realize its promise.

While the Intel Foundation has worked on many of these challenges in the past, we are refocusing our efforts to make an even deeper impact in the future. We are recommitting to advancing gender equity, racial equity, and social justice in the United States and globally. We will continue to tap the incredible power of technology and STEM education—but we will use these tools in new ways.

Together with our amazing partners, we are already achieving progress. Philanthropic initiatives like Women in Science's Girls STEAM (Science, Technology, Engineering, Arts, and Mathematics) Camp are preparing teen girls around the world to pursue education and careers in STEM. New partnerships, like the Million Girls Moonshot movement, will expand our work into after-school programs across the United States. Our long-running donation and volunteer matching programs continue to support Intel employees to make a meaningful difference through their passion and expertise.

We're looking forward to this journey. We cherish working with our partners, communities, and Intel's people, and we can't wait to see what we achieve together next.

Pia Wilson-Body
President

Gabriela A. Gonzalez
Deputy Director

OUR VISION: Empowering Human Potential. Igniting Positive Change.

To achieve our vision, we will steadfastly live our mission to empower youth and communities with the skills and confidence to rise, advance, and excel by bringing people, partnerships, and technology together. We will rely and build upon what has always made the Intel Foundation stand apart: our belief in the power of technology and STEM education, the close relationships we foster with our partners, and how we live our passion for understanding and solving problems with purpose.



A Legacy of Impact

Since our founding in 1988, the Intel Foundation has contributed more than \$731 million to impact communities across the U.S. and around the world. This legacy continues to guide our work today, providing us with the groundwork for greater ambitions and achievements.

Our approach focuses on the life-changing power of technology and learning. Throughout our history, the Intel Foundation has championed a number of partners and programs that have fostered knowledge and opened opportunities:

- **Science Fairs:** For more than 20 years, the Intel Foundation sponsored the International Science and Engineering Fair (ISEF), which enables millions of students around the world to deepen their interest in science.
- **Computer Clubhouse:** The Intel Foundation invested \$35 million over 15 years as the lead sponsor of this after-school education initiative, expanding it to more than 100 locations.
- **The Intel Teach Program:** The Intel Teach program trained more than 10 million teachers worldwide, helping them integrate tech into the classroom and prepare students with the skills for the digital world.

With each initiative, we have refined and strengthened our model. We do so with a clear view on where our skills and approach add the greatest value. Our evolution guides deep engagement with our partners to create tailor-made solutions.



OUR IMPACT

Project Ready STEAM

“The Intel Foundation came to us, rolled up their sleeves, and got to work. They engaged in their investment by sharing their knowledge in simple and practical terms to help our teachers and students.”

—Darlene Marlin, National Urban League

In 2019, the Intel Foundation partnered with the [National Urban League](#) to add STEAM to its longstanding Project Ready, which helps prepare African Americans and other historically underserved youth in grades 8-12 for success in college and careers. Ninety-two percent of Project Ready STEAM participants reported knowing more about STEAM upon completion of the program. Project Ready STEAM highlights key aspects of the Intel Foundation's approach:

- **Sharing knowledge.** Intel employees and retirees shared their expertise to equip teachers and staff

with the knowledge necessary to teach STEAM topics, and importantly, introduced students to informal STEAM learning.

- **Collaborating closely.** The Intel Foundation and National Urban League built a partnership that extended beyond Project Ready STEAM. As Intel was rewriting its Future Skills curriculum, the Foundation sought input from the National Urban League. The National Urban League also participated in and presented at Intel's Educator Academy.
- **Understanding and expanding what works.** The Intel Foundation invested in an implementation study to understand what attributes make certain affiliates successful. By developing this knowledge, we helped tailor training to support affiliates in understanding and teaching STEAM.

A New Focus for New Challenges

We are proud of the Intel Foundation's legacy of impact, which includes lessons for our future as we evolve our approach and our strategies to meet the needs of a rapidly changing world.

First, we must build a more equitable society. The COVID-19 pandemic, global protests for racial equity, the unequal effects of climate change, and other crises have highlighted inequities and the need for collective action on social justice. As other philanthropies, major corporations, and national leaders join this movement, we are, together, creating greater opportunities for progress than ever before.

We believe the Intel Foundation can play a unique role by contributing our strengths to movements advancing equity and justice:

- **Increasing access to technology.** As vividly illustrated by the COVID-19 pandemic, access to a laptop, the Internet, and other technologies can be a deciding factor in academic achievement and lifetime opportunities. We are committed to expanding access to empower human potential in every community.
- **Realizing opportunities for achievement.** In light of pervasive disparities in the STEM fields, we are bringing greater intention to our work in STEM education to advance gender, racial, and socioeconomic equity. We believe a strong foundation in math and science is only the beginning. Coupled with technology, engineering, and computer science, as well as design thinking and 21st century skills, this foundation can help empower children, teens, and young adults with the skills and self-confidence to launch a life of learning, career success, and contributions to society.

Second, our strategies must evolve. As the amount of data in the world has exploded, we've seen its incredible power to shape initiatives and deliver results. Further, we've heard from our partners that they value deep engagement to achieve lasting progress and measurable outcomes.

Given these needs, we must evolve not just what we are working towards, but how we achieve it. We are embracing a new approach by:

- **Focusing our efforts to achieve specific outcomes.** We will drive the greatest impact by concentrating our energy, relationships, and investments in select programs and partnerships that are proven to deliver results. We are taking what we know works and scaling it to extend our reach and enhance our impact. Rather than taking a broad approach, we will pursue the opportunities that best match our strengths and goals, while always ensuring meaningful outcomes and progress.
- **Deepening partnerships and collaboration.** We will prioritize the initiatives where the Intel Foundation can continually engage as a close partner. We aim to be more than a funder, building ongoing relationships with people outside of our organization and working with them to solve challenges and achieve shared goals.

OUR IMPACT

Project CORE

“The world watched as refugees fled Syria, risking their lives to reach Europe. The Intel Foundation didn’t want to sit on the sidelines—they reached out asking how they could help. They stepped up to help us address an urgent, human need.”

—Sara Pressman, International Rescue Committee

As refugees fled conflict in Syria and arrived in Europe in record numbers, the Intel Foundation and [The International Rescue Committee](#) partnered to create Project CORE (Creating Opportunities for Refugee Employment) to ensure that refugees could secure gainful employment in their new home countries. The program upskilled over 1,000 refugees, preparing them for tech jobs. Upon completion, 94% of program participants had individual, realistic, and achievable career plans. Project CORE highlights the results the Intel Foundation aims to achieve:

- **Providing learning curricula and hands-on training.** The Intel Foundation donated Future Skills programming in-kind, providing a learning platform and training guide to effectively and efficiently equip refugees with needed skills.
- **Meeting emergent needs.** The Intel Foundation maintains agility so we can nimbly respond to emergent needs. Existing tools, including Future Skills, can be readily adapted and leveraged as needs arise.
- **Transforming lives.** Abdul Razzak Alghammaz arrived in Germany in 2015 from Syria, where he worked in different fields, including appliance repair, without a formal education. He joined Project CORE, where he became one of the best students in his class. He ultimately entered vocational training to become an electronic technician in Germany.



People, Partnerships, and Philanthropy for a Better World

This is our new model: guiding the power of our people, partnerships, and philanthropy towards equity and justice—committed to close collaboration, specific outcomes, and a vision for long-term impact. And we're already putting it into action.

Our approach provides a path for others who seek to make lasting progress. We have highlighted case studies within this report that demonstrate how the Intel Foundation lives our commitment to empowering human potential and igniting positive change.

STEM Philanthropy

Our STEM philanthropy aims to spark meaningful outcomes through focused, sustained engagement. We are taking our STEM commitments to the next level by enhancing and expanding our flagship programs.

We are working closely with our partners, such as Women in Science, to fund efforts that increase equity and access to STEM education, focusing on technology, engineering, and computer science.

OUR IMPACT

Women in Science

"The Intel Foundation stands out because of their long-term commitment and their people. The Foundation's staff are so passionate about women's equality."

—Bailey Leuschen, [GirlUp](#) & Women in Science Girls STEAM Camp Director

In 2015, the Intel Foundation joined with the U.S. State Department and the United Nations Foundation to create the Women in Science (WiSci) program—a unique global effort to bridge the gender gap in STEM fields through access to education, mentorship opportunities, and leadership training. It showcases our approach:

- **Equity through STEAM.** The Intel Foundation funds WiSci's Girls STEAM Camps, each of which brings together 100 teen girls to explore their interest in tech and engineering. STEAM Camps have been held

in Rwanda, Peru, Malawi, Namibia, Georgia, Estonia, Kosovo, and other countries—helping to advance gender equity on a global scale.

- **Working hand-in-hand.** The Intel Foundation's staff and leadership have worked closely with the leaders of WiSci since its founding. We not only fund the program, but also help to inform its strategy, solve problems, and plan for the future. We have also fostered collaborations with the broader Intel community, tapping our volunteers' skills and passion to develop and teach camp curricula.
- **Lifelong impact.** WiSci has reached over 800 girls; many of whom have pursued STEM fields in college and launched successful careers. Alumni are part of a network of mentors and fellow alums who help create ongoing opportunities.

Partnerships

We have earned the reputation as a collaborative partner who seeks meaningful solutions rooted in community needs. We aim to build upon our successes and ultimately set the standard for partnerships that yield shared value.

We strongly believe in the power of collective action and seek to bring others together to make the deepest possible impact.

We have long partnered with the Chandler Unified School District in Arizona. Our relationship has grown from volunteer matching grants to ongoing STEM education programs.

We have also forged a new partnership with the STEM Next Opportunity Fund, the Gordon and Betty Moore Foundation, and the Charles Stewart Mott Foundation to create the Million Girls Moonshot movement—expanding STEM education in after-school programs across the United States and aiming to close the gender and racial gaps in the field.



OUR IMPACT

Chandler Unified School District

“For every Intel Foundation grant we receive, whether it is \$10,000 or \$100,000 dollars, we get that same level of partnership and guidance. Our work with them just keeps expanding and growing because with the Intel Foundation, it’s never one and done.”

—Frank Narducci, Chandler Unified School District

Intel is one of the largest employers in Chandler, Arizona, and the Intel Foundation’s relationship with the School District has grown organically after employees began volunteering. Today, the Foundation and the School District partner closely and have greatly expanded access to STEM education to reach all students—helping to steadily increase state science assessment scores over the last five years.

- **Building infrastructure.** The Intel Foundation donated \$5 million in 2000 for the School District to modernize its classrooms, ensuring Internet access through fiber-optic cable and re-wiring each building to accommodate new technologies and devices.
- **Growing and sustaining a partnership.** Initially, Intel employees volunteered with the Chandler Unified School District, and the Intel Foundation matched their hours with direct donations. Over time, that volunteering grew into a strong relationship focused on STEM, which emerged from employees sharing their time and skills to educate students and teachers. Today, STEM is taught across the School District, and, notably, 100% of students in schools with lower socioeconomic status engage in STEM education.
- **Blazing the trail.** The Intel Foundation’s work with the Chandler Unified School District has made a highly visible impact in the past 25 years, which has motivated other businesses and organizations to follow the Intel Foundation’s path. Many other companies now sponsor the School District’s sites and classrooms.

OUR IMPACT

Million Girls Moonshot

“Many companies and corporate foundations have a sponsorship approach. It’s different with the Intel Foundation. They understand that collective action is the best way to get results, and they do it in close collaboration. They roll up their sleeves and dig into the details with us.”

—Ron Ottinger, [STEM Next Opportunity Fund](#)

While many efforts have sought to close the gender and racial gaps in STEM, persistent inequities remain. Substantial progress requires transformational initiatives. The Million Girls Moonshot movement represents the Intel Foundation’s ambition to change the trajectory of women and girls in STEM. The program primarily focuses on gender, but will also create STEM gains among diverse racial, ethnic, and socioeconomic groups.

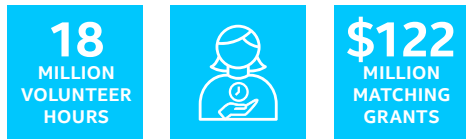
- **Scaling what works.** The Million Girls Moonshot movement builds on the success of our She Will Connect (SWC) initiative, expanding its transformational impact on a national scale. Since 2017, the Intel Foundation invested \$2.25 million in grants through SWC to benefit 34 organizations jointly collaborating on 14 projects across Arizona, California, Texas, Oregon, and Washington. These grants generated proven results through positive hands-on STEM experiences for nearly 4,000 middle school girls and their families. After completing the program, girls who:
 - Planned to take advanced classes in science and technology increased from 7% to 81%;
 - Agreed “I am sure of myself when doing science” increased from 24% to 81%;
 - Expressed confidence in learning new STEM concepts increased from 14% to 70%.
- **Expanding a model with impressive outcomes.** Over the next five years, the Million Girls Moonshot movement will expand the proven model from SWC to reach across the country. Our goal is to collectively engage 1 million more girls and create innovative, high-quality STEM capacity in all 50 U.S. states.
- **Partnering for impact.** We are able to achieve our bold goals through the power of collective action. This movement stands out because it brings together private, public, and non-profit partners to share resources and best practices. By partnering together, we increase efficiency and make the impact of every dollar go further.
- **Breaking new ground.** The Million Girls Moonshot is a first-of-its-kind movement at a national scale. The program offers a holistic approach to teaching STEM in after-school programs and, notably, engages families to support students in their continued learning at home.



People

Our initiatives come to life when we harness the passion and skills of Intel employees and connect them to social causes they care about. Intel's people power the enduring good the Intel Foundation achieves.

This includes our volunteer and donation matching programs, which empower purpose-driven Intel employees and retirees to maximize their impact:



- Since 1995, when the Volunteer Matching Program was introduced, Intel employees and U.S. retirees have contributed nearly 18 million volunteer hours, resulting in \$122 million in matching grants. Globally, since 2008, an average of 45,000 Intel volunteers have given their time to 3,800 non-profits or schools in 41 countries each year.
- Our Donation Matching Program started through the United Way Campaign in 1997 and transitioned to employee-directed donations for non-profits and schools in 2016. As of 2020, the Intel Foundation has matched a total of \$204 million in donations and engaged 29,500 employees through our donor-directed approach.

Employees and retirees know the Intel Foundation is amplifying their efforts—motivating them to contribute their time, skills, and resources. In turn, we seek to direct these funds, expertise, and energy to expand access to technology and knowledge, helping communities solve complex challenges.

Like many people around the world, Intel's employees were moved to act in response to COVID-19, and the Foundation amplified employee donations in their communities.

- **Responding quickly to a growing crisis.** In March 2020, as the pandemic spread, the Intel Foundation quickly rallied to provide much needed help through \$4 million in funding to community organizations where Intel's employees live and work around the world. The grants funded emergency support to food banks, children's hospitals and other organizations.
- **Following our people's passion.** Simultaneously, the Intel Foundation created a special match opportunity that enabled employees and retirees to double their contributions to COVID-19 relief. Over 9,000 employees donated \$1.7 million to COVID-19 relief causes, which the foundation matched dollar for dollar. Ultimately, \$3.6 million was distributed to more than 70 causes globally to support people and communities during the ongoing pandemic.

OUR IMPACT

The Red Cross

"Intel's employees generously give of their time to help us prevent and alleviate human suffering. The Intel Foundation's contributions in recognition of their employees' passion give us flexibility, which is much needed in disaster response."

—Dale Kunce, [The American Red Cross, Cascades Region](#)

Intel's employees are inspired to help people who face the consequences of natural disasters and other emergencies that demand crisis response. Our people and their commitment are at the center of our work with The Red Cross.

- **Supporting volunteerism.** In 2019, nearly 450 Intel employees volunteered 2,800 hours with the American Red Cross, Cascades Region. Our

employees' engagement in that one region alone translated to \$14,000 in direct giving in recognition of their volunteerism.

- **Coming together for disaster relief.** The Intel Foundation continues to support the Red Cross as it responds to disasters across the world, which have become more difficult to address during the pandemic. For example, the Red Cross has addressed the impact of recent wildfires and hurricanes while also responding to the humanitarian needs and risks associated with COVID-19. Intel's employees gave generously to the Red Cross around the world in 2020, leading to nearly \$570,000 in total donations when matched by the Foundation.

Tomorrow's Ambitions

We are steadfast in our commitment to empowering human potential and igniting positive change. But our impact so far is just the beginning.

Our assets only grow stronger. Our people continue to use their passion and skills to create meaningful impact.

The Foundation builds and sustains deep and collaborative partnerships that spur collective action.

We invest in flagship programs that increase equity in STEM professions by reaching more communities and more youth with STEM education.

If past is prologue, the initiatives we will undertake in support of our new strategy will allow us to create even grander ambitions—empowering even more human potential and igniting even greater positive change.