STMicroelectronics, under its comprehensive sustainability strategy, prioritizes people to generate long-term value for all stakeholders. This commitment extends across various areas including responsible supply chain management, responsible mineral sourcing, community engagement, and education. Within this framework, the STEM your way program is a key initiative under the community and education pillar, supported by the STFoundation.

The mission of the ST Foundation is to develop, coordinate, and sponsor projects that use modern sciences to promote progress and sustainable development in less privileged communities worldwide in an effort to bridge the digital divide.

The ST Foundation's flagship Digital Unify (DU) program launched in 2003, has trained over 1,025,000 people in 28 countries since its inception. And, In India itself we have touched and benefitted more than 150,000 trainees through more than 60 DU labs in collaboration with different partner NGOs in different regions of India. To achieve its aims, the ST Foundation receives a wide range of support from ST, this includes:

- a cash donation of US $ 1 million approximately.
- donation of electronic and IT equipment.
- time devoted by employees in developing new courses or to support the DU programs in field, especially by Indian, Italian and Filipino volunteers
- support from communication team to maintain the Foundation's visibility inside and outside of ST

The STFoundation's STEM initiatives include three broad courses specifically designed to foster digital literacy and STEM skills:

1. Introduction to Computer Basics (ICB)
2. Tablet for Kids (T4K)
3. Coding Course

These courses are aligned with the core principles of STEM education—Science, Technology, Engineering, and Mathematics—and focus on equipping participants, especially women and girls, with fundamental digital competencies. The programs emphasize critical thinking and problem-solving skills, preparing women to engage confidently in technology-driven environments and pursue future opportunities in STEM fields.

Impact: Women Trained in STEM : STFoundation India Chapter (2022–2024)

The table below summarizes the number of women trained in various STEM courses, segmented by age groups over three years:

- 9-11 years: The number of trainees increased from 1,180 in 2022 to 1,050 in 2023, followed by a further rise to 1,400 in 2024.
- 12-16 years: This group showed consistent growth, starting at 4,500 in 2022, increasing to 5,500 in 2023, and reaching 6,050 in 2024.
- 17-30 years: The figures fluctuated slightly, rising from 2,400 in 2022 to 2,600 in 2023, but then declining to 2,350 in 2024.
- 30 years and above: This group experienced a steady decline, with numbers falling from 385 in 2022 to 290 in 2023, and further down to 255 in 2024.

Overall, the data highlights a positive trend in younger women's participation in STEM training, particularly in the 12-16 years age group, reflecting the success of outreach and foundational education efforts. While the older age groups show some fluctuations and declines, ongoing mentorship, skill development, and infrastructure support aim to reverse these trends and encourage lifelong engagement with STEM.

STEM your way program is a comprehensive, multi-faceted approach addressing STEM education and gender diversity. It focuses on early engagement, mentorship, partnerships, and awareness to reduce gender gaps and support girls and women in STEM fields. The strategy involves not only students but also teachers, families, employees, and the broader community to create an inclusive and supportive ecosystem for women in STEM.

Engagement with Employees and External Stakeholders

- Family and Parent Involvement: Engage parents and families by providing information about STEM careers and gender diversity during site visits and discovery weeks.
- Internal Communication Campaigns: Run campaigns to raise awareness among all employees about their role in promoting gender diversity.
- Employee Involvement as Ambassadors: Encourage employees to act as STEM ambassadors.
- Diverse Representation: Use diverse images of STEM professionals in career posters, publications, and online resources to challenge the stereotype of the male scientist.

Inclusive Practices for All STEM Initiatives (Boys and Girls)

- Unconscious Bias (UB) Awareness: Provide UB awareness training for all STEM ambassadors.
- Women as STEM Ambassadors: Engage women within ST, especially those in Women in Leadership (WIL), as STEM ambassadors.
- Gender Bias Education: Include components addressing gender bias in science, such as discussions and highlighting contributions of women scientists.
- Strengthening Teaching Practices: Incorporate awareness of diversity programs and stereotype deconstruction during teacher visits.
- Early Engagement: Develop initiatives targeting primary school students to maintain girls' interest before disengagement occurs.
- Curriculum Enhancement: Support hands-on, inquiry-based, and creative thinking activities to strengthen STEM curricula at all ages.