DEAR FRIENDS,

Thank you for partnering with us during our most impactful year ever. The past year has seen the manifestation of many of our dreams. For years we have held the vision of having the funding and resources to center wellness for our team and the girls that we serve. Your support turned that vision into reality. As Co-CEOs leading an organization through a national mental health crisis and working with girls and gender-expansive youth on the front lines of that crisis, we are grateful to have been able to take care of our team, and in doing so bring wellness to our girls at an unprecedented level. The highlights of our year were the moments when our girls created their own solutions to bring wellness support to each other.

In East Harlem, a group of 11th grade girls asked for our guidance in designing a mentorship program for the 6th grade girls who were starting middle school after two years of remote learning. This group volunteered to meet once a week to learn how to facilitate discussions, lead games, and model healthy communication. The impact of this program spread from the classroom, to hallway greetings, to supportive texts over the summer. This Big Sib/Little Sib project is now in its second year. When we asked these now 12th grade girls why they wanted to take time after school to mentor younger girls, given the demands of preparing for college and post-graduation plans, they all shared the same reason: they did it for the reward of the relationships they created.

The Girls Leadership Girl Advisory Board coordinated a youth-led online mental health conference. They organized workshops, speakers, and resources for girls and gender-expansive youth across the globe. The result in June was an instant global community sharing vulnerabilities and pressures these girls are experiencing. They shared what is getting them through moments of isolation, anxiety, and the feeling of being overwhelmed. They gave each other what no adult could provide — the knowledge that they are not going through this alone.

We will be building on these successes in the year ahead, including the launch of our Basketball Power Lab, where high school players will co-design a leadership-building program for middle school players, and the resulting activities will be shared with coaches through training. We’ve also launched a 17-member Asian American and Pacific Islander (AAPI) Youth Research Council to oversee the first national study of AAPI girls and gender-expansive youth. At our partnership schools’ Power Labs, girls from kindergarten to 12th grade are co-designing solutions to the challenges that they face. We can’t wait to share their insights and solutions with teachers, guidance counselors, nonprofit professionals, and sports coaches from coast to coast.

None of these programs and the impact they generate at this critical moment would be possible without our partners, from teachers to schools to districts, and our donors. Our donors believe that our girls are already leaders, that their leadership and power needs to be supported, seen, and celebrated. Thank you for giving us the opportunity to do this transformational work.

All our love,

Simone Marean + Takai Tyler
We teach girls* to exercise the power of their voice through programs grounded in social-emotional learning. We provide programs for girls, workshops for families, and professional development training for teachers, guidance counselors, coaches, and nonprofit staff.

Girls Leadership centers gender and racial equity in our work to address the internal and external barriers to leadership development.

There are 25 million K–12th grade girls in the U.S. If you combine the efforts of all national girl-serving organizations, they collectively are only reaching about three million, or 12% of the country’s girls, leaving a staggering 22 million girls in the U.S. without support. Girls Leadership’s bold goal is to close that gap.

**Mission**

Listen to girls and empower them to identify their challenges

Co-design projects and activities with girls that provide solutions

Translate learnings into lesson plans and curriculum

Test and evaluate curriculum, adjusting for desired impact

Build capacity of schools and nonprofits by providing training and curriculum

**How we generate change for girls**

**Scaling Our Impact**

Our impact has rapidly scaled with our shift from direct service to providing training for educators and other adult influencers.

126,000+ Girls Impacted in FY 2022

Mariah, a partner school student, participated in a photography project showcasing vulnerability, strength, and body confidence.

*Girl: Includes anyone who identifies as a girl, as well as non-binary and gender-expansive youth.
Values
We structure our work around four central values: Authentic Communication, Courageous Growth, Equity, and Play.

Diversity, Equity, & Inclusion
Girls Leadership exists to help create a world where all girls are included, embraced, and belong. In our work, diversity and equity are at the heart of every decision we make, every program we design, every partner we connect with, and all research we conduct so that we can create a more inclusive world where every girl’s leadership is valued.

Programs

**Girl + Grown-Up Workshops**  
Grades K–8

**Parent Education Presentations**  
Caregivers of Girls K–12

**Professional Development**  
Educators and nonprofit staff

**After School Programs**  
Grades 4–8

**Power Lab Schools**  
Grades K–12

Our Power Lab Schools:

We partner with schools across the country where we co-design projects and activities with the girls. We call these partnerships Power Lab Schools, where listening and creative solutions flourish every day.
“This training was the first time since the start of the pandemic that I gave myself the opportunity to do any self-care. It was something that I didn’t realize how much I needed until I experienced it. One of the activities that has really stuck with me was about creating boundaries.”

- Krystal Folk, LMSW, Director of Social Work for KIPP Freedom Middle School

Impact on Students

97% of students whose teacher had been trained reported their teacher helped them feel they could be themselves in class.

93% of students whose teacher had been trained agreed their teacher helped them understand people who are different from themselves.

Impact on Educators

91% of educators trained were confident in their ability to teach girls how to identify values, beliefs, and biases.

100% of participants would recommend the training to a friend or colleague.
Overlooked And Unheard:
A National Study of AAPI Girls’ Leadership

Girls Leadership is embarking on a two-year study to learn how ethnicity and culture impact the leadership development of Asian American and Pacific Islander (AAPI) girls. This study will be co-led by Girls Leadership and the AAPI Youth Research Council, a research council made up of youth who identify as AAPI and girl or gender-expansive.

The goal of this study is to understand the wide-ranging definitions of leadership within the diverse communities of AAPI youth, as well as the external leadership supports and barriers, so that teachers, schools, and community-based organizations can create greater equity in the leadership development of all girls.

AAPI Youth Research Council

Alice Pham
Illinois
Arisha Choudhury
New York
Aspen Dong
New York
Azra Bashir
California
Jade Xu
Michigan
Kathleen Hoang
Texas
Leiana Talo Lepule
California
Lou Fei Cariello
Ohio
Mariya Siddiqui
New York
Momoca Mairaj
New York
Mozelle Bertelsen
Montana
Nikita Jadhav
California
Nomin
Virginia
Ruksana Ruhee
New York
Yehji Hwang
Maryland
Yingshan Chen
Florida
Zuhra Muzzafar
New York

“The AAPI Youth Research Council represents a community where I can use my experiences, whether they be positive or negative, to actually make a difference instead of just sitting with them or even ignoring them. This team represents change and breakthroughs, for our generation and for the many to come.”

—Mariya Siddiqui, AAPI Youth Research Council member
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Morgan Stanley

The Asian American Foundation

Paul Weiss

Vodafone Americas Foundation

SurveyMonkey
Girls promote body positivity

In April 2022, girls from our New York and California Power Lab Schools came together on Instagram Live for a candid conversation about how the people, places, and things around us impact our relationships with our bodies and how they want to reclaim narrative/messages around Body Love.

“It don’t matter what anybody thinks about you. What matters the most is you, yourself. Always put yourself first, because you putting yourself first always will help you be able to help others... Make sure you fill your cup up enough to fill others up.” – Reanna, New York

Girls ease transition to in-person learning

At one of our partner school sites, The Young Women’s Leadership School of East Harlem, a group of 11th graders noticed that incoming middle school students could use some extra help. These girls took it upon themselves to identify this, and worked with us to mentor their peers every week to ease the transition.

“In a way, empathizing with them, mentoring them, and leading them through activities, helped us process our own experience during that difficult year at school.” - Talayeh, 11th grader

Girls support mental health

In June 2022 Girls Leadership’s Girl Advisory Board led “Thoughts about Thoughts: a youth conference discussing mental health, support strategies, and taking care of one’s brain.” The online event included a poetry performance, keynote by author and educator Dr. Wendi Williams, a workshop on “Embodying Self-Compassion” by educator and coach Donovan Taylor Hall, and a self-care panel on “Building Up Self-Care Activities That Last” by Girl Advisory Board members, as well as opportunities for meditation and expressions of gratitude.
“Girls Leadership taught me that I can be the representation that I longed for as a young girl. While I was growing up it was rare for me to see women of color in leadership positions. Today I step into leadership roles and fight for social justice in hopes that I can inspire someone else to use their voice for change, even if it’s in a small way.”  -Kaila

<table>
<thead>
<tr>
<th>Name</th>
<th>Grade</th>
<th>Location</th>
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<tr>
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<td>Teagan</td>
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</tbody>
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“I know myself well enough to take care of myself, and that is a Girls Leadership legacy”  -Alexandra
To all the Black and Latinx girls who are using the power of their voices to talk about what is happening in our schools, we hope this report supports your call for systemic change and justice. This research is in honor of you, your courage, your resilience, and your dreams.

This report wouldn’t exist without the faith and vision of Kim Davis, who first believed in this research, and gathered our Advisory Board and initial partners. Thank you to Girls Leadership co-founder Rachel Simmons, who oversaw this project with dedication and care.

ACKNOWLEDGMENTS

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Honoring Inspiring Women

“When women whisper, when women and girls speak, when women and girls shout and everything in between, change happens.”

- Cristina Jones, Chief Engagement Officer, Salesforce.org

Honorees Susan Reid, Valerie Jarrett, and Eden Espinosa with student speaker Kaila at our New York Power of Voice benefit.

Honorees Cristina Jones, Mala Batra, and Aimee Allison with co-CEOs Takai Tyler and Simone Marean and student speaker Alexandra at our California Power of Voice benefit.

Finances

Income

- 26% Contributions (including events)
- 9% Administration
- 9% Fundraising
- 7% Earned Income
- 67% Institutional (including govt. grants)

Expenses

- 82% Programs

Income

$3,647,648

Expenses

$2,257,650

FY22 Unaudited: September 1, 2021–August 31, 2022
"Women need to support one another more from day one and that starts from when we’re younger. We owe it to the younger generation to teach them, so they make fewer mistakes than we did." - Janet Jackson, Girls Leadership donor

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Emilia Velasquez
Emilie Woodward
Emily Coe-Sullivan
Emily Parodi
Emmilie Brack
Erica Vasquez
Erin Busken
Ester Rius
Esther Garcia
Evi Rivera Williams
Evie Mezvinsky
Evie Savar
Fiona Dong
Fong Haucongo
Gabriela Micchia
Gerald (Rusty) Rigg
Grace Kim
Grace Kiser
Grant Goodwin
Grayanna Grigg
Greg Leventis
Greg Patterson
Griselda Panozo
Hannah Scott-Lawson
Heather Glassman
Heidi Skolnik
Hilah Schutt
Holly Agulla
Iram Hanay
Iris Alfonso
Isaac Newton
Ja’Nay Jenkins
Jackquelyn H. Young
Jackson Ruff
Jaime Schwab
Jamellah Terrell-Ironeonse
Jamie Patton
Jane Siblin
Janel Monroe
Janelle Dunnings-Malone
Janene Goodman
Jayme Richards
Jeanette Jimenez
Jeanne Dubose
Jen Cullert
Jenna Brown
Jennifer Ghidinelli
Jennifer Han
Jennifer Litwin
Jennifer Seshadri
Jenny Young
Jessica Li
Jessica Sawyer
Jhinezka Dancer
Jim Frawley
Joanna Andrade
Joanne Liu
John Hayes
John Nordell
Josephine Peterson
Judith Reid
Julia Goodkin
Juliana Kresse
Julie Chung
Julie Kaeli
Julie Karen
Julie Zigoris
Justine Woodley
Jyoti Folch
Kamilah Lawrence
Kange Kaneene
Kara Leslie
Kari Barlas
Karina Ouchida
Karina Cabrera Bell
Karol Brown
Karol Mason
Katherine Kelly Fell
Katherine Oliveros
Katherine Watts
Kathleen Gaten
Kathleen Brown
Kathryn Scolnick
Katie Watts
Keith Chong
Kelly Smith
Kelly Vogel
Kendall Webster
Kevin Kwok
Kevin Pham
Kim Colley
Kim Valentine
Kimberly Lake
Kimberly Ortiz
Kira Faulkner
Kourtney Frye
Kristian Schwartz
Kristina Courtemanche
Kristina Ramara
Kristina Weker
Lani Rosenthal
Lara Devieux
Lauren & Scott Hartman
Ianham
Lauren Keane
Laurie Ferris
Leah Lavrinc
Leah Lavrinco-Borowski
Leana Rosetti
Leandra Strope
Leigh Pasqual
Leila Knox
Leonard Dandurand
Leslie O’Brien
Lexi Hasan
Linda Butler
Linda Patch
Linda Poggetti
Lindsey Sutton
Lisa Anderson
Lisa Fujimoto
Lisa Slater
Lisa Steward
Lisa Wittner
Lisi Epstein
Lissette Marcelo
Liz Clark
Liz Diep
Liz Willis-Tropea
Lori Ziegler
Lorri Dyner
Lorriane Cortes Vasquez
Lynne Melendez
Madison Slinker
Maelle Fonteneau
Maggie Ert
Maksayla Canfeld
Mala Batra Kohli & Sumit
Kohli
Mallary Walker
Manasa Vulchi
Marcie Burkart
Marcie Kirsh Holland
Maressa Figueroa
Margaret Samp
Margaret Thomas
Margo Rhee
Maria Manojovic
Mariah Pacey
Marilyn Starrett
Marion G Biglan
Marion Peters
Marisa Cassiano
Marsh & McLennan
Companies
Martha McHold
Marty Zack
Mary Garvin
Mary Hayes
Mary Mulry
Mary-Kate Kaminiski
Maureen Griffin
Mavette Salo
Maya Trabin
Megan Armstrong
Melissa Gerlach
Melissa Humphrey
Melissa Nutzel
Menchu Swartwood
Mercy Diaz
Meredith Heller
Michael Gavino
Michael Pera
Michala Boehm
Michelle Bonner
Michelle Cautiverio
Michelle Dunning
Michelle Hartman
Michelle Meertens
Michelle Tremblay
Mike & Alice Wirth
Mindy Dubin
Mima McKiernan
Molly McCabe
Molly Mills
Molly Wachtel
Mona Jolly
Mona Parker
Myiah McCullough
Nancy Douglas
Niab Sirisukhodom
Nicholas Carosella
Nick Bizinski
Nicolas King
Nicole Holmes
Nicole Pollack
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Nita Lang
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Puja Batra
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Rebecca Cain
Rebecca Deans
Rebecca Vannecelen
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Samantha Stuart
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Shreyas Iyer
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Sipei Tan
Sophia Mancall-Bitel
Stacey Frank
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Steve Mushero
Sue Darling
Sue O’Cala
Sunny Makoy
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Susan Joseph
Susan Reich
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Teresa Derichsweiler
Tess McDonald
Thamara Ramirez-Walker
Thekla Ross
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Todd Siegel
Tshehau “Tubi” Retta
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Vanessa Muskopf
Vartika Prasad
Yafet Shriki Megidish
Yvette Battle
Zatcha Fuentes
Zoe Funk
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