DEAR FRIENDS,

As we reflect on the past year and the challenges that we have all faced, we are filled with gratitude for your commitment to the belief that we are stronger together. This past year was our most significant ever. With your partnerships, we were able to train and provide curriculum to more than 2,300 educators, who work directly with over 150,000 girls and gender-expansive youth across the United States!

As co-CEOs, seeing Girls Leadership have impact at this scale is our dream come true. We are especially proud that our leadership approach, based in social and emotional learning, is happening in all-gender classrooms. This means that our girls get to go to school every day with peers who are learning to build empathy and advocate for themselves and others, including those who are different from themselves. In the midst of our national adolescent mental health crisis, we are proud that young people had places to belong and to heal. Here are just three of those moments from this past year:

In fall of 2022, in partnership with the WNBA, we launched our Sports Lab, where we listened to middle school girls who were involved in basketball. These middle schoolers were vulnerable and powerful as they shared with us their challenges of being a girl in sports. When we put our learnings into training and curriculum for coaches, the demand was incredible. These trainings went to waitlist as coaches expressed an eagerness to learn how to better connect with girls and bring a greater sense of belonging to their teams.

In winter of 2023, in partnership with Evaluation Studio, Girls Leadership launched our Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Youth Research Council to conduct our first youth-led national research study. This incredible group of 17 young people were selected from over 530 applicants across the US. Through this study, the Youth Research Council is bravely uplifting their differences while embracing the commonalities that connect them. The data they collected will be the largest national survey of AANHPI youth to date.

In spring of 2023, the girls of our Oakland-based Empower Club united with other affinity clubs to create their high school’s first Solidarity Day. Together, they persuaded the administration to pause regular classes, and then designed and led workshops for staff and students to create a more inclusive school environment. The dean of the school shared that “for that day it felt like the atmosphere changed. 90% of the students felt that Solidarity Day was a positive experience and 100% of the staff felt like it was positive and wanted to do it again.”

Thank you for partnering with us as we continue to move our vision forward. Your support affirms to over 150,000 girls and gender-expansive youth that their dreams matter, and that there are adults in their lives who are invested in making them a reality. None of this would be possible without you.

All our love,

Simone Marean + Takai Tyler
How we generate change for girls

1. Listen to girls and learn from them what they need
2. Create lessons and activities that meet the needs of girls and benefit all youth
3. Equip adults with the training and curriculum to support girls

Support for:
Schools | Sports | Families

Scaling Our Reach

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

Partner Schools:
We partner with schools across the country where we listen to girls and co-create solutions with them. Middle school and high school girls and gender-expansive youth who participate are paid a stipend for their time and expertise.

Mission

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.

*Girl: Includes anyone who identifies as a girl, as well as non-binary and gender-expansive youth.
Program results

Impact on Students

91% of students believed their educators increased their awareness of and respect for their own feelings, thoughts, and needs

100% of non-binary students agreed they were given opportunities to share their feelings

91% of of educators strongly agreed the training provided them with tools they could implement right away

100% of participants felt confident they could implement culturally responsive practices and create spaces that promote growth and learning for youth

“My teacher has encouraged me to talk because of my experience and also because of how different my perspective is.”
- Student

“Girls Leadership did a really great job of building community and trust in a short time. It was a really wonderful couple of hours.”
- Training Participant

Values

We structure our work around four central values:

Authentic Communication | Courageous Growth | Equity | 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.
New Offering - Belonging in Basketball

Extending our training and curriculum into sports!

1. Listening & Learning
   We partnered with middle school students to understand why they were struggling on their teams, or never felt ready to try out for teams, even though they loved playing ball. We learned from these potential players what they were up against at school, at home, and on the court.

2. Creating Supports
   We developed a trauma-informed approach and activities coaches can use to support a team, because without healing, there can be no risk taking, no mistakes, no play.

3. Training & Scaling
   We provided curriculum and training for basketball coaches and athletic directors of girls and gender-expansive youth ages 8–18.

122 coaches trained to better support the more than 53,000 girls and gender-expansive youth in their programs.

“Thank you for offering this workshop, it was fantastic! I'm so excited to get back in the gym with my players.” – Belonging in Basketball Participant

Notable Workshops & Trainings
Warriors Basketball Academy | Jr NBA Conference
Project Play | Positive Coaching Alliance
Research on AANHPI girls’ leadership

This year we continued our study to learn how ethnicity and culture impact the leadership development of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) girls and gender-expansive youth. The goal of this study is to understand the wide-ranging definitions and understandings of leadership within the diverse communities of AANHPI 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.

The largest survey of AANHPI girls and gender-expansive youth to-date

2,300
AANHPI girls and gender-expansive youth ages 14-22 participated in quantitative survey

500
teachers from across the US were surveyed to understand how schools can better support the leadership of AANHPI girls

30
AANHPI youth shared their stories through qualitative interviews and photojournalist submissions

Youth Research Council

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

17 AANHPI youth researchers are overseeing the study, including conducting Institutional Review Board (IRB)-approved qualitative research

“Because I know what it’s like not to be represented, I want to represent the people who aren’t. It does affect my leadership. You know what it’s like to be the person that isn’t represented. So [you] do all you can to make sure that other people don’t feel that same way.”

-Interview Participant
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Beckie Masaki  
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Head of Research, Entertainment and Media, Gold House

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APPLIED MATERIALS

Paul Weiss

SurveyMonkey

Vodafone Americas Foundation

IN ORDER TO CONTRIBUTE TO COMMUNITY AND GENERATIONAL CHANGE
Girls Leading Now

Girls share advice on mental health

Girls Leadership program participants shared their approach to creating healthy boundaries around social media use in the New York Times article, “Adults are Panicked About Teens and Social Media. These Girls Have Advice.” They offered tips for both parents and their peers on coming up with solutions to protect the mental health of teens.

“Your attention is power. On TikTok, you can go and click ‘not interested’ on a video. Or block people you don’t like. It’s not a shady thing, it’s just, ‘I don’t want you in my space.’” - Janene, age 14, NY

Girls promote solidarity

In spring of 2023, the girls of our Oakland-based Empower Club, after noticing their peers’ disengagement was affecting their school’s atmosphere, helped lead presentations for the school community on identity, allyship, and bystander intervention to create a sense of safety and belonging.

“(We wanted to give) people a chance to speak up about things we don’t usually talk about, not just in our school, but also in our community.” - Mariah, age 17, CA

Girls support climate solutions

In May 2023 Girls Leadership’s Girl Advisory Board held their second youth led conference, Gen Z for Planet A. This conference featured advocacy training, panel discussions, and expert presentations. They brought together both youth and adult advocates, and left us with the powerful reminder that “one of the most important things young people can do is raise their voices.” We couldn’t agree more!
“One of the first things you learn at Girl’s Leadership is that to grow, you need to first push yourself out of your comfort zone... At first, I was afraid... I felt exposed... But the strangest thing happened, I was met with more warmth and compassion than I had ever seen.” - Isabella, grade 11

“I will forever be grateful for the opportunities Girls Leadership has granted me and taught me 'why should I stick in when I was born to stand out?’” - Ava, grade 10
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Jennifer Wert  
Sherese Reed
Honoring Inspiring Women

“I have been unfathomably lucky. But I dream of a day when being recognized as human requires no luck – when it is a right, not a privilege. And I dream of a day when each and every one of us will have no reason to fear stepping out of the shadows.” 

- Qian Julie Wang, Author, Beautiful Country

Honorees Sheila Adams James, Rachel Simmons, and Qian Julie Wang with student speaker Ava at our New York Power of Voice benefit.

Honorees Justina Blakeney, Shanique Bonelli-Moore, and Chinaka Hodge with student speaker Isabella at our California Power of Voice benefit.

Finances

Income

$3,398,000

22% Contributions (including events)

8% Fundraising

5% Earned Income

73% Institutional

10% Administration

82% Programs

Expenses

$2,912,000

FY23 Unaudited: September 1, 2022–August 31, 2023
"...I understand now that so many girls are not raised to exercise the power of their voice or to believe that they can and should take up space and be in positions of power... Because I believe deeply in the importance of helping to develop girls’ leadership identities and skills, I’m proud to support Girls Leadership."

-Justina Blakeney, Founder & President, Jungalow
A BIG THANK YOU
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Julie Chisar
Justine Woodley
Karen Venable-Croft
Karim Ouchida
Karol Brown
Karume James
Kate Murphy
Katharine Watts
Kathleen Gates
Kathleen Lomax
Kayla Owens
Kellie Vertetis
Kelly Main
Kieran English
Kim Thom
Krishna Yeshwant
Kristen Bertiglia
Kristen Gil
Kristen Moe
Kristen Stewart
Kristin Courtemberane
Kristin Hele
Kristina Rasmara
Krystal Folk
Lady Hoop Force Basketball
Laina Vlasnik Yip
LaTonya Williams
Laura Atlas
Laura Owens
Laura Sims
Laurel Yamaguchi
Lauren Bernstein
Lauren McDermott
Leandra Strope
Leila Chism
Lexi Hasan
Lindsey Sutton
Lisa Christian
Lisa Smith
Liz Willis-Tropea
Lovisa Taylor
Lynn Spence
Madeleine Plauche
Mallory Walker
Marcia Burkart
Margo Borten
Margo Husted
Maria Eugenia Cortez
Maria Manolovic
Maria Cassiano
Maria Greenwood
Mark Hanna
Mark Maynard
Marsh & McLennan
Companies
Martha McHold
Mary Garvin
Mary Hayes
Mary-Kate Kaminski
MaryAnn Patel
Maureen Griffin
Mavette Salo
Maxwell Keller
Megan Armstrong
Meghan Quinn
Mehret Sultan
Melina Baxter
Meredith McCarthy
Michael Donovan
Michele Spilutnik
Michelle Bonner
Michelle Mukherjee
Michelle Siu
Molly Mills
Molly Stehn
Monica Salvi
Nadine Martin
Nancy McKay
Network for Good
Nicole Doherty
Nicole Loventhal
Nisha Baxi
Nita Lang
Nuclear Electric Insurance
Limited
Pablo Munoz
Paige Natoli
Pamela Holloway
Patricia Archer
Peter Pai
Pola Crawford Stein
Rachita Chandak
Raggeria Goddard
Rebecca Baker
Rebecca Deans
Rebecca Lavin
Robert Ilse
Roberta Stahl
Rosario Lopez
Ryan Froelich
Salwa Ansari
Sandy McQuiddy
Sara Bonner
Sara Goldhaber-Fiebert
Sara Zatz
Sarah Ash Foltz
Sarah Boldin
Sarah Markun
Sarah Royal
Sarah Weissman
Savannah Wilson
Shana Johnson
Shannon Blount Sorrells
Shanon Fernandez
Sharon Rowley
Shaun Haase
Sheila R Adams James
Sheria Smith
Shirley Ng
Sierra Warner
Sonia McFarland
Sophia Mancall-Bitel
Stelia Gurnawan
Sudarshan Gopinath
Sultana Smith
Sundeep Samra
Susan George
Susan Joseph
Susan Reich
Susie Saadian
Suzanne Peterson
Sybil Henry
Teressa Derichsweiler
Teresa Hsu
Teresa Yue
Terrie Cammarata
Terrilyn Wong
The Bill and Melinda Gates
Foundation
Theresa Liu
Theresa Rutledge
Thi Ly
Thibaut Lecerf
Thuan Tran
Tiffany Jones
Tiffani Zack
Tracy Cook
Tracy Viola
Union Square Hospitality
Group
Vanessa Cho
Veronica Beck
Wade Sisk
Wendy Shanker
Wynne & Joe Mullen
Yvette Hernandez
Zach Arrick
Zanezius Maria
Zoe Funk
ALL KINDS OF POWERFUL.