



GIRLS LEADERSHIP

Annual Report 2022-2023

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



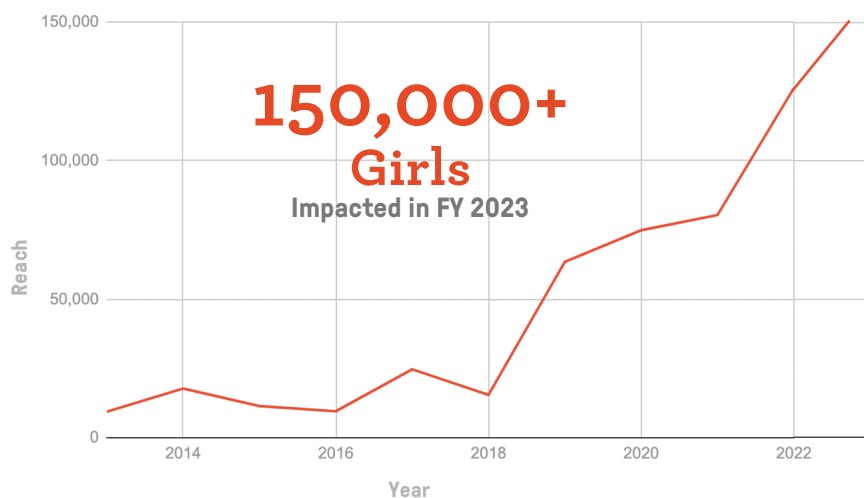
Support for:
Schools | Sports | Families

3. Equip adults with the training and curriculum to support girls



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

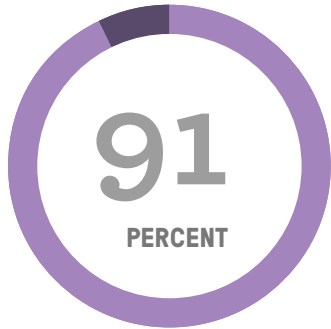
We teach girls* to exercise the power of their voice through programs grounded in social-emotional learning. We provide programs for girls, workshops for families, and professional development training for teachers, guidance counselors, coaches, and nonprofit staff.

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**

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

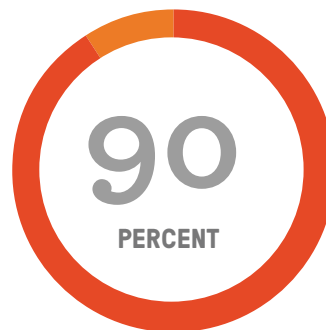
-Student



“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

Impact on Educators



90% 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

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
Illinois

Arisha Choudhury
New York

Aspen Dong
New York

Azra Bashir
California

Jade Xu
Michigan

Kathleen Hoang
Texas

Leiana Talo Lepule
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Lou Fei Cariello
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California

Nomin
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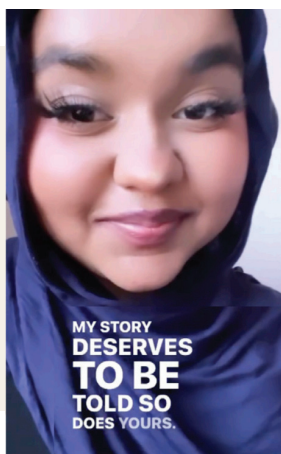
Ruksana Ruhee
New York

Yehji Hwang
Maryland

Yingshan Chen
Florida

Zuhra Muzzafar
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

Research Cabinet

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Co-founder and Co-lead, Gathering Strength Collective

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Director of Research & Projects, Change Cadet

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Managing Partner, Global DEI, Brunswick Group

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TAAF

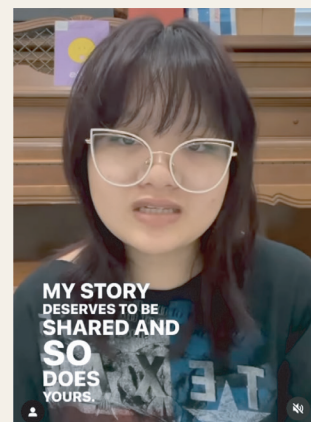
The Asian American Foundation

APPLIED MATERIALS
FOUNDATION

Paul | Weiss

SurveyMonkey

Vodafone Americas Foundation



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

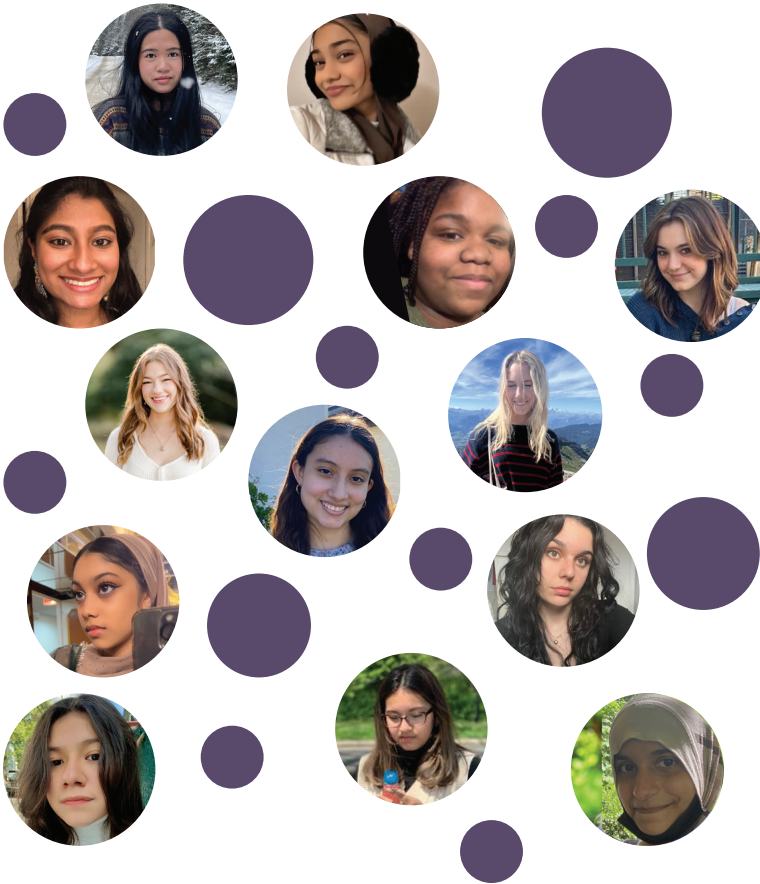
Girls support climate solutions

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!



Girl Advisory Board

*"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



Alfa

Grade: 11

Location: New York

Amy

Grade: 12

Location: New York

Ashley

Grade: 12

Location: New York

Ashley

Grade: 11

Location: New York

Ava

Grade: 10

Location: New York

Ella

Grade: 11

Location: Arizona

Iltaf

Grade: 12

Location: New York

Isabella

Grade: 11

Location: New Jersey

Kamryn

Grade: 10

Location: Louisiana

Niki

Grade: 11

Location: California

Nyla

Grade: 10

Location: New York

Salsabil

Grade: 11

Location: New York

Sofia

Grade: 11

Location: California

Soumaou

Grade: 12

Location: New York

Tayiba

Grade: 8

Location: New York

Teagan

Grade: 11

Location: Arizona



*"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

Staff & Board Leadership

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Takai Tyler
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Ting-Sheng Vivian Liao
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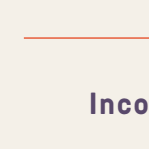
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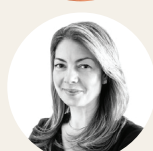
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Speaker; Retired Partner
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Operations & Client Services
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Corporate Social Responsibility
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Silicon Valley Bank

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Victoria Fan Azalde

Head of International Accounting
and Statutory Reporting
Block, Inc.

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Girls for Gender Equity

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PwC

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Resources Department and
Inclusion
Global Head Operation Officer
Morgan Stanley

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Crystyn Wright

Danielle Bero

Jamie McKenna

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*

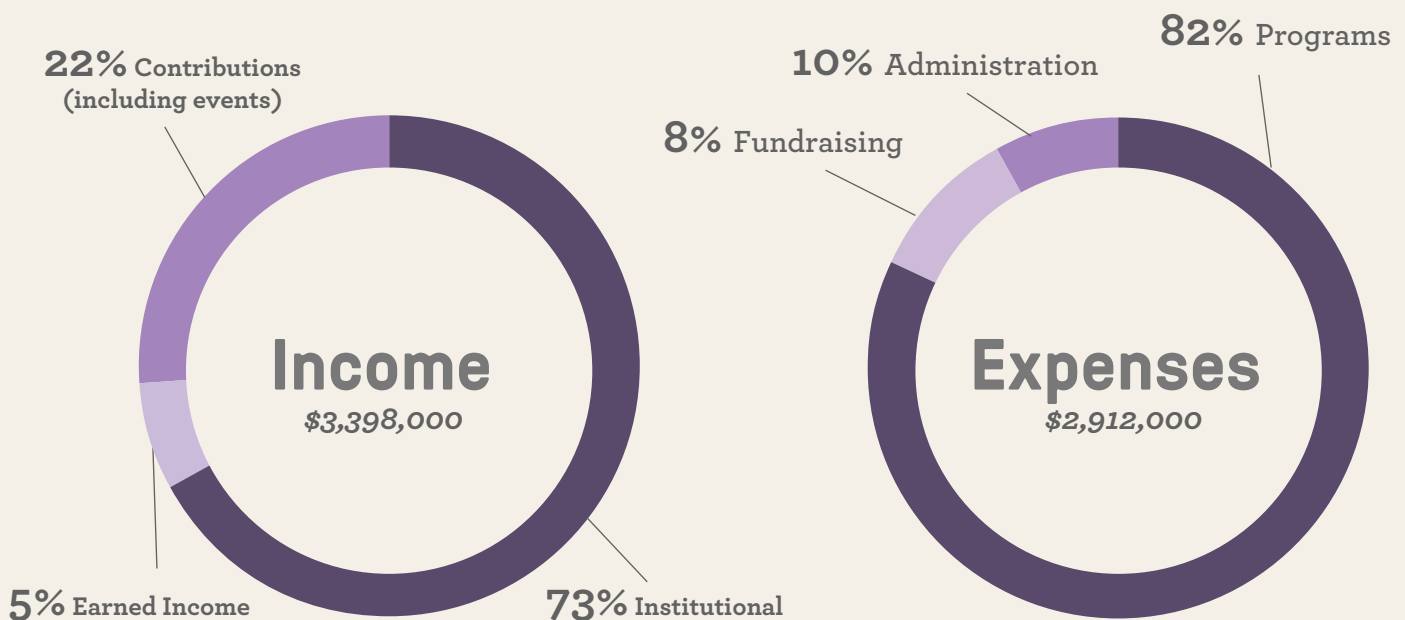


Honorees Sheila Adams James, Rachel Simmons, and Qian Julie Wang with student speaker Ava at our New York Power of Voice benefit.



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

Finances



2022-2023 PARTNERS



"...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

\$250,000+

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Anna R. Lewis Lewis	Evi Rivera-Williams	Krystal Folk	Pablo Munoz	Tracy Viola
Annalise Roy	Evie Savar	Lady Hoop Force Basketball	Paige Natoli	Union Square Hospitality
Anne Bargiacchi	Fishman-Edmonds	Laina Vlasnik Yip	Pamela Holloway	Group
Anne Mickle	Household	Latonya Williams	Patricia Archer	Vanessa Cho
Annick Tumolo	Gabrielle Bruscano	Laura Atlas	Peter Pai	Veronica Beck
Araceli Pacheco	Gina Freeman	Laura Owens	Pola Crawford Stein	Wade Sisk
Aretha Richardson	Grace Chen	Laura Sims	Rachita Chandak	Wendy Shanker
Ariana Yacoubi	Griselda Fernandez	Laurel Yamaguchi	Raggeria Goddard	Wonny & Joe Mullen
Ashley Marine	Hannah Howell	Lauren Bernstein	Rebecca Baker	Yvette Hernandez
Ashley St. Preux	Hazel Willacy	Lauren McDermott	Rebecca Deans	Zach Arrick
Ayana DaSilva	Heather Pietras	Leandra Strobe	Rebecca Lavin	Zaneirys Maria
Ayshaw Khan	Heidi Gerber	Leila Chism	Robert Ilse	Zoe Funk
Azaliah Ben-Dan	Hermer Household	Lexi Hasan	Roberta Stahl	
Barbie Chapman	Holly Aguila	Lindsey Sutton	Rosario Lopez	
Ben Argyle	Holly Deiaco	Lisa Christman	Ryan Froelich	
Bethany Stahl	Holly Joshi	Lisa Smith	Salwa Ansari	
Blair Ritchie	Ike Adeyemi	Liz Willis-Tropea	Sandy McQuiddy	
Brittney Whisenant	Ingrid Mackay	Lovisa Taylor	Sara Bonner	
Cara Eisenberg	Ingrid Parker	Lynn Spence	Sara Goldhaber-Fiebert	
Carin Rockind	Jackson Ruff	Madelaine Plauche	Sara Zatz	
Carolin Bachmann	Jaime Ayliffe	Mallary Walker	Sarah Ash Foltz	
Carolina Henao	Jeanette Dinwiddie-Moore	Marcia Burkart	Sarah Boldin	
Carolyn Wandell-Widdoes	Jeanette Jimenez	Margo Borten	Sarah Markun	
Carrie Shumway	Jeff Messer	Margo Husted	Sarah Royal	
Catharine Lagrange	Jennifer Maulsby	Maria Eugenia Cortez	Sarah Weissman	
Catherine Stahl	Jennifer Murse	Maria Manojlovic	Savannah Wilson	
Cecily Hammond	Jennifer Salcman	Marisa Cassiano	Shana Johnson	
CH Robinson	Jerry Chen	Marisa Greenwood	Shannon Blount Sorrells	
Charities Aid Foundation of	Jessica James	Mark Hanna	Shanon Fernandez	
America	Joan Kuhl	Mark Maynard	Sharon Rowley	
Charlayne Woodard Harris	Joanna Andrade	Marsh & McLennan	Shaun Haase	
Charles Mordy	Jodi Pinkham	Companies	Sheila R Adams James	
Charly Davies	Jordan Tamagni	Martha McHold	Sheria Smith	
Chinaka Hodge	Joslyn Eccles-Hood	Mary Garvin	Shirley Ng	
Christian Loubeau	Joyce DeLucca	Mary Hayes	Sierra Warner	
Christiana Webb	Judith Lesser	Mary-Kate Kaminski	Sonia McFarland	
	Judith Reid	MaryAnn Patel	Sophia Mancall-Bitel	

ALL KINDS OF POWERFUL.