

IMPACT
REPORT
2020-2021



girls
inc.
of Alameda County

For more than 60 years, Girls Inc. programs have provided girls with safe spaces, critical access and opportunities, and support to realize their dreams. Our focus on centering girls at the intersection of historic gender, racial, and economic inequities has never been more important, and we know we must have partners in this work to be successful.

During this past year, as our girls' vulnerability increased, we relied on your support to adapt to the ever-changing landscape and continue to invest in a more equitable future. We appreciate your commitment to building community that inspires all girls to be **strong, smart, and bold!**



WHO WE SERVE

96%

identify as girls of color (49% as Latinx and 29% as Black or African American) and are eligible for **free or reduced-price meals**

52%

speak a language other than English at home

89%

would be the first in their families to earn a bachelor's degree

THE NEED

20%

girls in Oakland **will not graduate high school**

60%

of girls in Oakland reported **being affected by stress and anxiety** with shelter in place and teaching going online

4

National research shows one impact of COVID as putting students 4 months **behind in reading**

OUR VISION

For all girls growing up in Alameda County to feel valued, safe, and prepared to achieve their dreams of college, career, and leadership.

OUR MISSION

To inspire all girls to be **strong, smart, and bold.**

BUILDING COMMUNITY DURING CHALLENGING TIMES

Dear Friends,

Thank you for your generous support of Girls Inc. of Alameda County during the 2020-21 school year - a defining moment of our times.

The intertwining pandemics we are experiencing brought to the forefront pressing social, racial, and economic disparities that disproportionately impact the girls we serve. To combat the looming challenges of fear, anxiety, and feelings of isolation, we forged a path forward through reducing girls' vulnerabilities, innovating to address immediate needs, and strengthening partnerships and building community to prepare for the long year ahead. Nothing short of that holistic response would have sufficed.

With your support, we provided laptops, training, and groceries. We increased our wellness checks for girls and families, and ran virtual community circles so girls and staff could grieve, process, and heal. We trained staff to deliver programs remotely and we partnered with our community to innovate and develop virtual corporate field trips, internships, and provide academic tutors in a virtual setting. We increased our reach while remote, and took on three new school partnerships - West Oakland Middle School, Life Academy, and Burckhalter Elementary. Finally, we ended the school year with our second College Shower Car Parade celebrating our graduating class of seniors, an incredible group hailing from many different high schools, who were remote their entire last year with us. And, we did all of this while staff grappled with the same challenges present in the greater community we serve.

Our accomplishments this last year are remarkable, and they would not have been possible without the generous support of our board, staff, investors, Women of Impact, and volunteers. We are so grateful that you have chosen to be a part of our Girls Inc. community. As we navigate our new normal, I encourage us to re-commit to our shared purpose of inspiring girls to be strong, smart, and bold, and deeply invest our time, resources, and voice to building community and the more equitable future that we know is possible.

Warmly,



Julayne Virgil, CEO



COVID RESPONSE

Even without a global pandemic, our girls face a unique and profound set of inequities, connected to their gender, race, and socio-economic status, that serve as barriers to their academic success, well-being, and successful transition to adulthood. These challenges were exacerbated last year as the communities we serve were hit hardest by intertwining health, racial justice, economic and education pandemics. Now more than ever, our community's girls need Girls Inc.'s trauma-informed and gender-responsive programs.

Our programs are designed to meet the needs of girls from some of our county's most disinvested communities, primarily in and around Oakland. During the 2020-21 fiscal year, Girls Inc. continued our nimble response to intertwining pandemics, providing a holistic response: addressing technology barriers and food insecurity; providing additional wellness checks and virtual community circles; redesigning and enhancing existing programming and developing new programming in distance and remote learning modalities; and integrating socio-emotional resilience with academic and other goals to reduce girls' anxiety and feelings of isolation, and support their achievement of their goals.



She...reads so well! She loves going to program every day, and enjoys talking to her peers, which is something she doesn't get much time to do in regular school zoom classes.

- 4th-5th Grade Caregiver

THE NEED

Students from **low-income families** and historically under-resourced communities were almost **twice as likely to experience learning loss during COVID-19** related school closures, increasing isolation and the likelihood of dropping out of school.

Shelter-in-Place **intensified gendered housework and caregiving responsibilities** in the home, competing with girls' schoolwork, and causing them to experience **additional stress and anxiety**.

The coronavirus pandemic and racial inequality and violence **increased children's stress and anxiety levels**, and deepened the existing child and adolescent mental health crisis, disproportionately **affecting Black, Latinx, Asian, and low-income communities**.

THE IMPACT

While reading scores fell across the country, especially in schools with higher rates of families with low-incomes, at Girls Inc. **84% of 1st- 3rd graders and 91% 1st-3rd grade English language learners improved their reading skills**, despite distance learning.

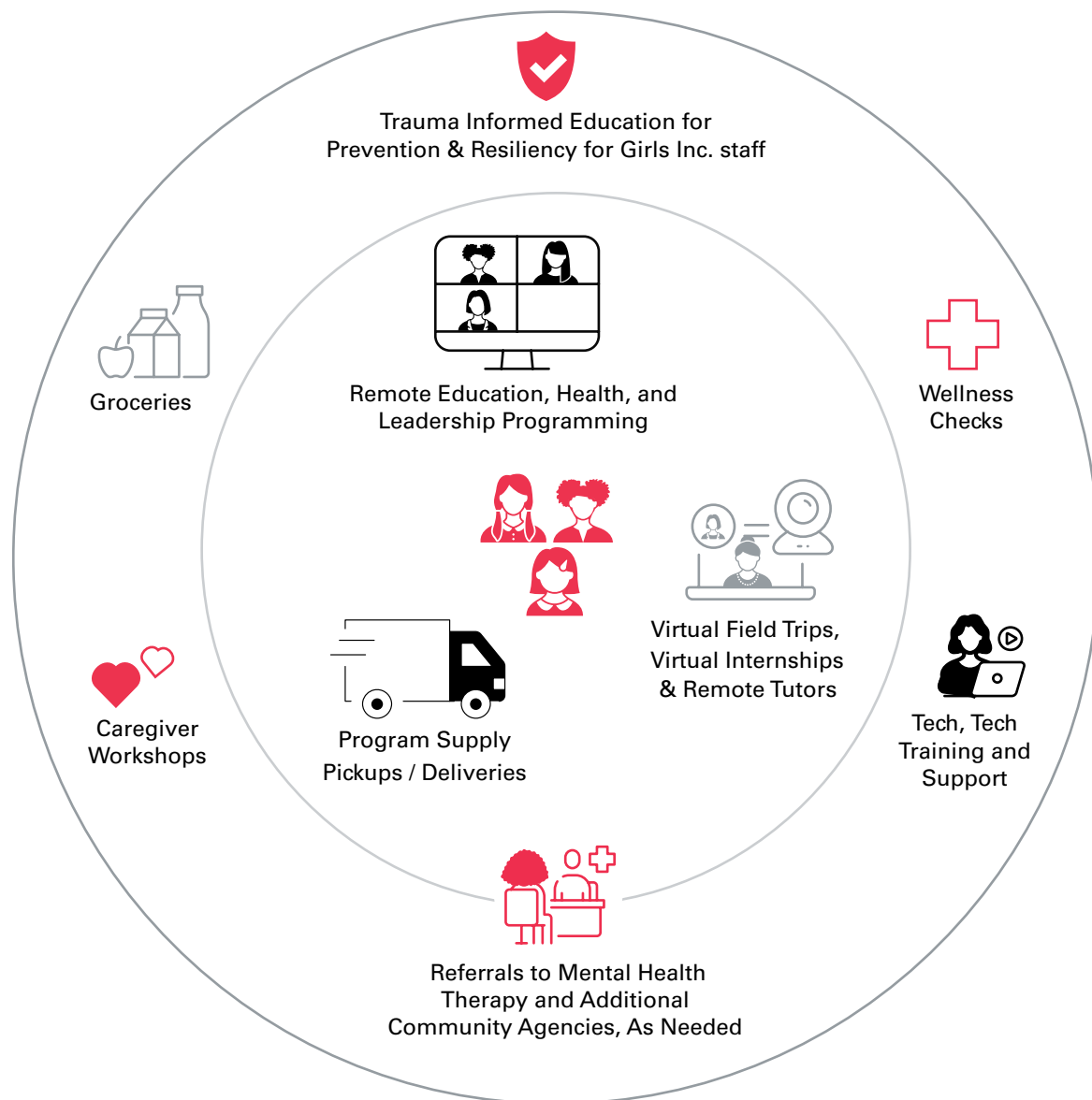
92% of 4th-12th graders reported that they are in control of their thoughts, feelings, and behaviors, and **89% of 4th-12th graders** agreed that they have the ability to handle whatever comes their way.

82% of middle school girls reported that they learned how to do things in program that helped them with their school work and **87% reported** that they felt more successful at school **since participating in [Girls Inc.] after-school program**.

100% of Girls CAN! seniors graduated from high school in 2021 and committed to post-secondary education, with one thoughtful scholar deferring to a later matriculation date.



Our holistic response to the pandemic and the local restrictions.



“

I really liked how [Girls Inc.] gave me something to do. Throughout this pandemic, it has been hard adjusting to this new way of life, so I am really grateful that I joined.

- High School Participant

“

The 2020-2021 school year [was] challenging and unexpected because of life circumstances and COVID-19. [Girls Inc.] helped to keep my child grounded and helped with a solid routine.

- 9th Grade School Caregiver



One thing I liked about programming is that I can tell my feelings to the class.

- Elementary Participant



It's been good for my daughter because she has learned new things and has made new friends, had fun, and her English has improved since it is not her first language.

- Elementary School Caregiver

ELEMENTARY SCHOOL

Girls Inc.'s elementary programs provide a strong academic foundation. With an intensive focus on literacy and reading fluency in these critical years, girls also practice healthy living habits, and engage together on hands-on, minds-on STEAM-based (Science, Technology, Engineering, Art, and Math) projects. Girls are empowered to build positive relationship with peers and adults, building their supportive community.

THE IMPACT

84% of 1st- 3rd graders **improved their reading skills**, despite distance learning

English learners had a **high rate of improvement** (91% literacy growth)

99% of our elementary girls **developed positive relationships** with their peers

83% of elementary participants agree that when they make a mistake, they try to **figure out how to do better next time**

Students in the program for 2 or more years had a **higher rate of improvement** than those in the program for just 1 year and were more likely to **end the year with grade level reading skills**

81% think it is important to have **peers who are different than them**

LITERACY INTERVENTION

Research shows that reading at grade level by third grade is a key indicator of future academic success. To help our girls succeed, Girls Inc. partners with teachers, administrators, and specialists to identify students needing literacy proficiency assistance and selects the best methods to encourage them. Our programs seek to support our girls as they make the critical transition from learning to read to reading to learn. Despite the pandemic, local restrictions on in-person gathering, and school district restrictions on daily screen time, Girls Inc. was able to deliver a robust 237 hours of elementary school programming support and 69 hours of daytime literacy support in the 2020-21 school year for each student.

237

NUMBER OF HOURS
OF PROGRAMMING
SUPPORT IN
2020-21 DESPITE
THE PANDEMIC
AND RELATED
RESTRICTIONS

Acorn, Allendale, Bridges Academy at Melrose, Burckhalter, Concordia Park, Encompass, Horace Mann, International Community School, La Escuelita, Think College Now

OAKLAND LOCATIONS

“

[One] of my favorite parts of this year was meeting new people online [because] it's tough right now to be in-person.

- Middle School Participant



“

[I liked] experiencing new things like online classes and trying out new things.

- Middle School Participant

MIDDLE SCHOOL

Girls Inc. supports middle school girls' success by providing a safe space where they can take positive risks, find their voice, and access a wide variety of challenging academic and physical activities. Girls build positive relationships with their peers through sisterhood events, participate in design-based STEAM (Science, Technology, Engineering, Art, and Math) projects and field trips, and begin to think about their future post-high school graduation.

THE IMPACT

86% of middle school participants **increased confidence to persist academically**

83% of middle school participants **developed the ability to work through obstacles** and manage setbacks and disappointments

85% of middle school participants demonstrated an **increased confidence in their leadership**

98% of middle school girls agreed that **"it's important to understand how other people feel and what they think."**

100% of our middle schoolers agreed that **all identities and cultures are welcome** at Girls Inc.

SCIENCE, TECHNOLOGY, ENGINEERING, ART & MATH

Despite equal interest in elementary school, by eighth grade girls are half as interested as boys in STEAM careers. Girls are critical to ensuring our future STEAM industries are innovative, diverse, and responsive to the needs of society – but they are still vastly under-represented in every STEAM field. Girls Inc. provides a continuum of engaging and inspiring curricula for girls, nurturing their STEAM dreams, and helping those dreams become a reality. Despite the pandemic, local restrictions on in-person gathering, and school district restrictions on daily screen time, Girls Inc. was able to deliver a robust 261 hours of middle school programming in the 2020-21 school year to each student.

261

NUMBER OF HOURS
OF PROGRAMMING
IN 2020-21 DESPITE
THE PANDEMIC
AND RELATED
RESTRICTIONS

Aurum, Concordia Park, Elmhurst, La Escuelita, Life Academy, West Oakland, and the downtown Oakland Simpson Center for Girls that draws students from more than 15 middle schools across Alameda County

LOCATIONS

“ Eureka program has been very helpful to my daughter. She’s more positive about making good decisions and has learned to be responsible and [confident]. She’s not that [quiet] person any more. She has a voice and is able to communicate what are her goals in life. I’m very happy for my daughter for being part of the Eureka program.

- Eureka Caregiver



“ The biggest impact is finding my love and passion of STEM. Through my internship as a STEM teaching assistant, I was able to learn more about science and its related subjects.

- CAN Participant

“ The most valuable part of Academic Assistance is that when I did not [understand] something quickly she did not [give] up on me. [My tutor] was understanding, nice, and patient.

- Academic Assistance Participant

HIGH SCHOOL

Girls Inc. high school programs are designed to launch girls off into their futures. Girls deepen their exploration of careers through mentorship opportunities, field trips, and internships at different corporations. Programming includes college and workplace readiness, learning how to apply to and pay for college, educating their peers on reproductive health issues, developing an understanding of social change, and working towards the goals they have set for themselves.

THE IMPACT

78% of Eureka! Rookies express **interest in pursuing STEAM post-secondary education** and/or careers

88% of College Access Now juniors developed their **ability to form positive relationships with adults**

In the last 7 years, including the year impacted by COVID, **100% of our College Access Now seniors have been accepted to post-secondary education**, and **99.7% enrolled the fall** after graduation

95% of high schoolers agreed that they participate in Girls Inc. **to explore their cultural identities and who they are**

COLLEGE, CAREER & LEADERSHIP

Despite their intelligence and potential, many girls from under-resourced communities do not have opportunities to gain the skills and experiences that will enable them to confidently reach for their dreams of college, career, and community leadership. At Girls Inc., girls are inspired to recognize themselves as scholars, leaders, and agents of change, and see first-hand that bold leadership can take them farther than they had imagined. Girls participate in internships, workforce development, sisterhood, college access programs, academic achievement support, and advocacy. Despite the pandemic, local restrictions on in-person gathering, and screen fatigue, Girls Inc. was able to deliver a robust 55 program hours to each girl who participated in internships, workforce readiness, sisterhood, college access programs, academic support, and advocacy.

55

AVAILABLE PROGRAM
SUPPORT HOURS
TO **EACH** HIGH
SCHOOL GIRL IN
2020-21 DESPITE
THE PANDEMIC
AND RELATED
RESTRICTIONS

Downtown Oakland Simpson Center for Girls that draws high school students from more than 40 different schools across Alameda County, and a few from Contra Costa, Santa Clara, and San Joaquin Counties

LOCATIONS



HOW WE HELP GIRLS RISE

From the moment a girl begins her journey with Girls Inc. we support the whole girl in being:

Strong, with programs that encourage girls to make choices for their own bodies and socioemotional well-being through learning about healthy lifestyles and positive risk taking.

Smart, with programs that provide girls with a foundation that sparks curiosity and allows them to imagine a future built around their interests.

Bold, with programs that encourage allyship, sisterhood, self-knowledge, and advocacy for girls to develop and step into their own voice.



COMMUNITY PARTNERS

Companies and organizations provide internship opportunities, field trips, volunteers, professional networks, and enrichment experiences for our girls to prepare them for college, career, and community leadership.

FAMILY PARTNERSHIPS

Programs like Family Nights, college finance seminars, caregiver workshops, book and laptop loans, food distributions, and mental health services and referrals to other community organizations extend our impact and support our families and girls facing multiple levels of risk during this time.

STAFF

We hire staff from the community we serve and invest in trauma-informed training so that our staff become the role models our girls need and deserve. We are proud that we kept 100% of our more than 90 staff employed and engaged in developing, delivering, and supporting programs during the height of the coronavirus pandemic.





K-12 PROGRAM DESIGN

Girls Inc. programs are designed to meet the needs of girls from under-resourced communities through in-school and out-of-school programs - at no-cost to families - that are designed to support participants' specific developmental needs from kindergarten through high school graduation. Through a focus on literacy, STEAM, leadership, advocacy, wellness and socioemotional learning, and college and career readiness, we deliver curriculum to support the changing needs of girls in Alameda County.

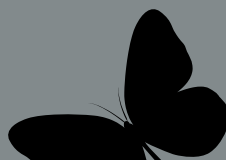
PHILANTHROPY

All of our programming is free for our families. As a result 100% of our programming is philanthropically supported through the contributions of individuals, corporations, grants, and foundations. The generous investments of our greater community make the depth of our programming and our impact possible.



VOLUNTEERS

From practicing reading with 3rd graders, to guiding virtual field trips in middle school, to mentoring college-bound seniors, our volunteers provide a network of supportive adults, connected to our girls' lives.





549
VOLUNTEERS

4,435
HOURS OF VOLUNTEERING

THANK YOU VOLUNTEERS

Community members from across the Bay Area are a critical part of one of our guiding principles: to activate a network of supportive adults in our girls' lives.

We are happy to be able to continue to engage volunteers in the remote environment. In the past year we engaged 549 volunteers to invest 4,435 hours into our programming. Volunteers enhance our programs by stepping into many different roles including elementary literacy aides, academic assistance tutors, coding class support, essay mentors, scholarship essay judges, career panel speakers, internship hosts and corporate virtual field trip hosts.

VOLUNTEER SPOTLIGHT: FIELD TRIP HOSTS

A cornerstone of our middle school programming is field trips where girls visit companies to see STEAM in action, meet female professionals, and start to imagine themselves in future careers. Even during a global pandemic, we made sure our girls had these impactful experiences by creating innovative virtual field trips with our partners across the Bay Area. We collaborated with volunteers from Adobe, Ernst & Young, CellFE, Simpson Strong-Tie, Fitbit and Bayer among others to make these experiences a reality.

VOLUNTEER SPOTLIGHT: INTERNSHIP HOSTS

In high school, scholars learn job readiness, practice interviewing, and participate in two paid summer internships. Our high schoolers participated in remote internships with H2O+, The Golden State Warriors, Google, Rakuten, and Zumper among many other internship hosts. They also attended panels, talks, fitness classes, and college essay mentoring sessions all facilitated virtually by volunteers.

GET INVOLVED

Visit: girlsinc-alameda.org/get-involved/volunteer
Contact: Annie Anguiano, Community Engagement Manager
aanguiano@girlsinc-alameda.org | (510) 357-5515 ext. 220

THANK YOU WOMEN OF IMPACT

You are vital to our community and embody our vision of activating a network of supportive adults in our girls' lives. Through your direct involvement with our girls and programs, and your financial investment, we are able to increase literacy, build STEAM skills, foster sisterhood, and prepare girls for college and careers.

Who Are Women of Impact?

A dedicated group of philanthropists who are passionate about expanding girls' opportunities and who commit \$1,000 or more annually with Girls Inc. of Alameda County

Women participating in a network of professionals committed to growing opportunities for our girls, alumnae, and each other

Active participants in Girls Inc. programs as mentors, role models, tutors, scholarship judges, and more

We asked our Women of Impact what their involvement meant to them:

“

It's a commitment to the girls of Oakland, their families, and the community to develop greater educational and social engagement for the girls' future contributions in life.

“

It means being fully committed to the community where girls can succeed with the supportive actions of our network.

“

A way to impact our collective future in a positive way.

OUR JULY 1, 2020 - JUNE 30, 2021 WOMEN OF IMPACT

| | | | |
|-----------------------|----------------------|-------------------------|--------------------|
| Anonymous | Jill Cowan | Courtney Johnson | Marti Pozzi |
| Chihiro Akiyama | Joan Cress | Clendinen | Elizabeth Rajs |
| Lilli Alberga | Dianne Crosby | Mary Johnston | Rhonda Ramlo |
| Joni Anderson | Erica Curls Bartling | Michelle Jurika | Marjorie Randolph |
| Marcia Argyris | Faith Darling | Aisha Kelly-Vong | Cindy Robbins |
| Alison Aubrejuan | Sharon Davidson | Helen Kim | Emily Rosenberg |
| Julie Baeder | Ryan DeBoer | Judy Kirkpatrick | Diana Rothschild |
| Kera Bartlett-Binns | Lois M. De Domenico | Maureen Knight | Katherine Sarafian |
| Ophelia Basgal | Mavis Delacroix | Carla Koren | Barbara Sarkisian |
| Barbara Bennett | Linh Doan Vo | Kerrie Lenhart Hogan | Arquelle Shaw |
| Connie Berkeley | Fredrica Drotos | Abigail Leonard | Shana Simmons |
| Carla Betts | Norma Evans | Janet Loduca | Sharon Simpson |
| Anne Bisagno | Norma J. Evans | Eugenia Loken | Jean Simpson |
| Nancy Bishop | Robin A. Evitts | Pat Loomes | Amy Slater |
| Melissa Bishop | Kerry Francis | Maggie McCloskey | Cindy Snow |
| Dona A. Boatright | Anne Gattis | Geraldine McGrath | Jan Stevens |
| Linda Boessenecker | Stara Gipson | Jan Medina | Laurie Thornton |
| Marie Borges | Christine Gouig | Lindsey Meyersieck | Gabrielle Tierney |
| Jennifer Brandenburg | Marjorie Goux | Jennifer A. Miller M.D. | Candace Tom |
| Kathy Brown | LaShonda Griffin | Sandra Molnar | Laura Tow |
| Michelle Browner | Lisa Gross | Tami Munns | Julayne Virgil |
| Patricia Canty | Jill Habig | Susan Muranishi | Ellen Voyles |
| Joanne F. Casey | Barbara Hardacre | Tiffany Myers | Nancy Werthan |
| Kathleen Chambers | Gena Harper | Carlina Ospina | Patricia Westphal |
| Joy Chen | Pam Hatayama | Susan Otto | Jo Whitehouse |
| Patricia Chiota | Jennine Heller | Kristin Pace | Malina Wiesen |
| Charmaine Clay | C.J. Hirschfield | Kathleen Pacheco | Marika Wiesen |
| Cherida Collins Smith | Kim Hoeksema | Rebecca Peterson | Noël Wise |
| B.J. Conrad | Tamisie Honey | Anne Phillips | Susan Wolf Becker |
| Nancy Coop | Sheena Jain | Cathy Podell | Damier Xandrine |

We gratefully acknowledge all gifts! If there is an error in your name or giving level, please accept our apologies and contact Jasleen Pannu, Database and Donor Relations Manager, at (510) 357-5515 ext. 219 or jpannu@girlsinc-alameda.org.

JOIN US!

Please contact Christina Souto-Heard, Director of Individual Giving, at csouto@girlsinc-alameda.org or (510) 357-5515 ext. 246 for more information or to join the network.



THANK YOU INVESTORS

Girls Inc. of Alameda County gratefully acknowledges the individual and institutional investors who help make our work possible. We are deeply appreciative of your commitment to changing the world for girls. (July 1, 2020 – June 30, 2021)

\$100,000 AND OVER

Anonymous*
The Beaver Foundation
Anne Gattis*
Girls Inc. National Headquarters
GirlSMART Literacy Program
Hellman Foundation
Quay Australia
Sharon Simpson*
Ellen* & Glenn Voyles

\$50,000 - \$99,999

Anonymous (2)
Chevron Corporation
Cisco Foundation
Sharon Davidson*
Koret Foundation
Morris Stulsaft Foundation
Marti Pozzi* & Jim Congdon
Williams Trust

\$25,000 - \$49,999

Anonymous (4)
Barbara Bakar
The Jeanne and William Barulich Family Foundation
Crescent Porter Hale Foundation
Dr. K. Patricia Cross
Lois M. De Domenico*
DPR Construction
Robin A. Evitts*
Gerald M. Kline Family Foundation
Google
The Joseph and Vera Long Foundation
Helzel Family Foundation
House Family Foundation
David Klein
Pacific Gas and Electric Company

C.E. & Berniece Patterson
Quest Foundation
Ross Stores Foundation
Warriors Community Foundation
Women Organized to Respond to Life-threatening Diseases
The Wood Foundation

\$10,000 - \$24,999

Marcia* & George Argyris
Julie* & George Baeder
Banks Family Foundation
Bayer
Bernard E. & Alba Witkin Charitable Foundation
The Clorox Company Foundation
Donna & Ken Coit
Jill Cowan* & Stephen Davis
Ericka Curls Bartling*
Deloitte LLP
East Bay Community Foundation
Eva Gunther Foundation
The Fremont Group Foundation
Gail & Harvey Glasser
Christine Gouig*
Ben & Stacy Goux
H2O+ Beauty
Susan Harriman
Kerrie Lenhart Hogan* & Bret Hogan
Kaiser Permanente NorCal Community & Government Relations
Janet* & Joe Loduca
Eugenia Loken*
Pat Loomes*
Miranda Lux Foundation
MUFG Union Bank
Tami Munns*
Oracle

Kristin Pace* & Kurt Hess
Jennifer Pahlka & Timothy O'Reilly
Pure Dana Fund
Rakuten
Marjorie Randolph*
Cindy Robbins*
The Saul Zaentz Company
Shartsis Friese LLP
Jean Simpson*
Simpson Strong-Tie
State Farm Insurance
Gabrielle Tierney* & Eric Bindelglass
Verizon Foundation
Patricia* & Bruce Westphal
Westphal Family Foundation
Zumper

\$5,000 - \$9,999

Daniel Altemus & Marie Riehle
Joni Anderson*
Anonymous
Apple Computer, Inc.
Alison Aubrejuan*
Anne Bisagno* & Thomas Snyder
Barbara* & Richard Bennett
Beth Borchers
Joy Chen* & Vernon Giang
Christopher Brown
Laurie Reid Casey & Charles Casey
City National Bank - Los Angeles
Clara Fund
Charmaine Clay* & Scott Willis
CMAA Northern California
Cherida Collins Smith* & Glenn Smith

Deborah De Domenico & Charles Martin
Ernst & Young
Facebook
Debra Farb & Eric Sippel
Gap Foundation
Owen & Marianne Gray
Lisa Gross*
Melvin Harrison & Barbara Hardacre*
Jackson Square Partners Foundation
Michelle Jurika*
Aisha Kelly-Vong*
Kindel & Graham Inc. SF Party
Loren Kimura
Carla Koren* & Neal Parish
Denis Laprise
David & Barbara Lowenkopf
Ayana McIntosh-Lee
Jan Medina*
Tiffany Myers*
Nia Impact Capital
Cathy* & Michael Podell
Michael & Nancy Pretto
Robert Half
Emily Rosenberg* & Darlene de Manincor
Salesforce.com
Katherine Sarafian* and Meher Gourjian
Siemens Digital Industries Software
Cindy* & Stephen Snow
Andrew & Elizabeth Spokes
The Swig Company
The Walt Disney Company Foundation
Noël* & Roger Wise
Malina* & David Wiesen

\$2,500 – \$4,999

Adobe Systems Incorporated
Ashlee Aldridge
Kera* & Nathaniel Bartlett-Binns
Ophelia Basgal* & Gary Fitschen
Stephen & Elizabeth Beal
Bellini Foundation
Nancy* & Bob Bishop
Blue Shield of California Foundation
Linda* & Jim Boessenecker
Marie Borges*
Jennifer Brandenburg*
Bright Funds Foundation
Tobey & Peter Bryant
Joanne F. Casey*
Kathleen Chambers*
Ricardo & Christie da Silva
Vivek Daftuar & Sheena Jain*
Norma J. Evans*
Marjorie Follette
Marjorie Goux*
Linda Graebner & Charlie Shalvoy
Lance & Katherine Gyorfi
Gena Harper*
Pam* & Howard Hatayama
Kim Hoeksema*
Tamisie Honey*
Patti James & Joseph Di Prisco
JD Transformation Fund
Fook Ka Yip
Kaiser Permanente East Bay Public Affairs
LinkedIn Corporation
Charles Ludvik
Milligan Family Foundation
Susan Otto*
Kathleen Pacheco*
Anne Phillips*
Rhonda Ramlo*
Mary Jo & Art Shartsis
Clara Shih
Jeanne & John Skow

Soroptimist International of Oakland
Carolyn Squeri
Roselyne Chroman Swig
Candace Tom*
David Valdez
Julayne* & Clayton Virgil
Linh Doan Vo*
Brian Westlander
Damier Xandrine*

\$1,000 - \$2,499

Anonymous (6)
Deidre Abrons
Chihiro Akiyama*
Lilli Alberga*
HKIT Architects
Simon Arscott
Arthur Rock & Co.
Michelle Banks
Karen & Jeffrey Banks
Connie Berkeley*
Carla Betts*
Melissa Bishop*
Dona A. Boatright*
Rickard & Alice Borg
Emily & William Brizendine
Matthew Brooks
Kathy* & Lloyd Brown
Michelle Browner*
Becky Cannon
Patricia Canty*
Claudia Cappio
Kay Chan
Patricia Chiota*
Barbara & Joseph Conley
B.J. Conrad*
Nancy* & Tucker Coop
Joan Cress*
Dianne Crosby*
Dr. Laura D'Andrea Tyson
Jo Dargie
Faith* Darling
Edith Davidson
Celeste Davis
Ryan* & Chris DeBoer
Helen Degenhardt
Mavis Delacroix*
Fredrica Drotos*
Crystal & Kingston Eng
Tina Essegian

Norma Evans*
Fan Family Charitable Fund
Kerry Francis*
Charla Gabert
Tom & Gretchen Gibson
Stara Gipson*
Hillary & Susan Gitelman
Cynthia Gorton
Shirley Griffin
LaShonda Griffin*
Jill Habig*
Jennine Heller* & Christian Bremser
Susan Herzig & Paul Hertzmann
Martha Hill
Carle Hirahara
C.J. Hirschfield* & David Stein
Silvia Hughes
Inner Wheel Club of San Leandro
Ignyte Marketing Group
Capt. Dennis D. James
Courtney Johnson Clendinen* & Eugene Clendinen
Mary Johnston*
Liz Keiley-Roark
Helen Kim*
Judy Kirkpatrick* & Roy Powell
Maureen* & Calvin Knight
L&S Margerum Fund
Christa & Jeff Lawrence
Stephanie Lee
Nancy Lenhart
Abigail* & Anthony Leonard
Spencer Lin
Mary Lombardini
Stephen & Jacqueline LoPresti
The Lowell Berry Foundation
Pam & Steve Mack
Blair Martin
Maggie McCloskey* & John Crowder
Geraldine McGrath*
John & Sunne McPeak
Lindsey* & Kenneth Meyersieck

Jennifer A. Miller M.D.*
Todd Mills
Sandra Molnar*
Julie Morgan
Catherine Morris
Kate Morrow
Kevin Morsony
Susan* & John Muranishi
Penny & Noel Nellis
John Stanlely Nelson
Robin Nelson
Peter Nichols
Mary O'Hara
Lori O'Rourke
Carlina Ospina*
PGA Design Inc
Rebecca Peterson*
Pilot Research and Development Inc.
Elizabeth* & Ralph Rajs
Pam Rosen
Diana Rothschild*
Pamela Rudd
Barbara Sarkisian*
Sue Schoening
Arquelle Shaw*
Richard Sherman & Vicki De Goff
Robert Sherman
Ivor & Beryl Silver
Shana Simmons*
Chris Skinnell
Amy Slater* & Garrett Gruener
Soroptimist International of the East Bay
Jan Stevens*
Vince & Kari Stewart
Roberta Streimer
Laurie Thornton*
Laura Tow*
Twanda Foundation
Carla Violet
Nancy Werthan*
Kim & Norm Wesley
Jo Whitehouse*
Marika Wiesen*
Susan Wolf Becker*
Women's Transportation Seminar
Richard Xia
Lisa Zenner
*Women of Impact

We gratefully acknowledge all gifts! If there is an error in your name or giving level, please accept our apologies and contact Jasleen Pannu, Database and Donor Relations Manager, at (510) 357-5515 ext. 219 or jpannu@girlsinc-alameda.org.

OUR LEADERSHIP

BOARD OF DIRECTORS

President

Robin Evitts

Partner and Chief Operating Officer,
Reach Partners LLC

1st Vice President

Joy Chen

Co-Founder & CEO, Pure
Culture Beauty

2nd Vice President

Lisa Gross

Chief People Officer, ChargePoint

Treasurer

Charmaine Clay

Retired, Financial Services

Secretary

Melvin Harrison

Retired, Commercial Real
Estate Sales

Marcia Argyris

Retired, Foundation Professional

Julie Baeder

Retired, Investment Management

Ericka Curls Bartling

Principal, Curls Bartling, P.C.

Sharon Davidson

Retired, Corporate Finance Manager

Rick da Silva

Partner at LOH Realty & Investments
and Wellington Property Company

Linh Doan Vo

SVP, Corporate Controller, Zumper,
and Girls Inc. Alumna

LaShonda Griffin

VP, Senior Broker, AON Risk Services

Sheena Jain

General Counsel and Chief
Compliance Officer, Orum.io

Aisha Kelly-Vong

Senior Director, Customer Success
Strategy, Salesforce

Carla Koren

Sr. Vice President, Investments,
Morgan Stanley

Anya Ku

Judicial Law Clerk, U.S. District Courts
and Girls Inc. Alumna

Kerrie Lenhart Hogan

Director of Business Development,
Fitbit at Google

Cecilia Mansilla

Principal, Ernst & Young, LLP

Jennifer Miller, MD

Pediatrician, East Bay Pediatrics

Tami Munns

Senior Vice President, Corporate
Services-Staffing, Robert Half
International

Ije-Enu Nwosu

Head of Impact Spending, Kaiser
Permanente

Nicole Patterson

Principal, Deloitte Consulting

Marti Pozzi

Head of Revenue and Customer
Success, Pipeline Equity

Rhonda Ramlo

Vice President, General Manager
Partnership, Strategy & Growth, The
Clorox Company

Gabrielle Tierney

President, Tierney Consulting Group

David Valdez

Realtor, Compass

Noël Wise

Judge, Alameda County
Superior Court

Board Members Emeriti

Lois De Domenico, Philanthropist

Glenn Voyles, Retired, Investment
Management

LEADERSHIP

Julayne Virgil, MPA

Chief Executive Officer

Courtney Johnson Clendinen

Chief Program Officer

Liza Wanzor

Chief Financial Officer

Kourtney Andrada

Senior Director of School Based
Programs

Kimberly Bradley, MA, PsyD

Senior Director of Community
Programs

Roko Kawai

Senior Director of Institutional Giving

Johanna Masis

Director of Program Quality,
Assessment & Training

Shakirat Nkwuo

Senior Director of Human Resources

Christina Souto-Heard

Director of Individual Giving

Thank you to our Board Members who have recently completed service:

Vince Stewart

Roseann Torres

PATHWAYS TRANSFER

Girls Inc. of Alameda County announced its partnership with the Seneca Family of Agencies, one of California's largest providers of innovative education, mental health, community-based and family-focused treatment services for children and families. Girls Inc.'s highly regarded, community-based, gender-responsive and trauma-informed Pathways Counseling Center transferred to Seneca, becoming Pathways Counseling Center at Seneca.

This partnership combines nearly 85 years of expertise in serving children and families facing risk in Alameda County, and as a result of it, multiple mental health programs will continue to be delivered at Girls Inc., including consultation for Girls Inc. program staff, workshops for girls and their families, and prioritized mental health therapy for Girls Inc. girls and their families.

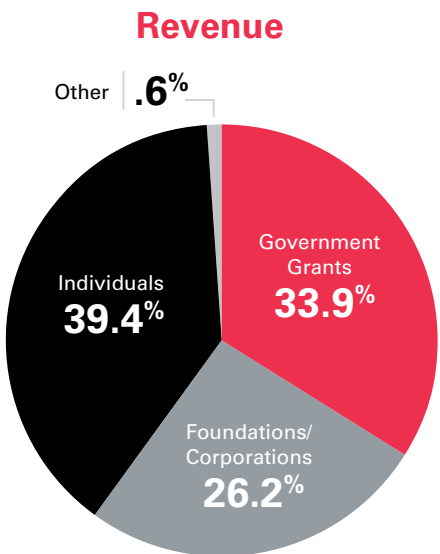
Girls Inc. began an exploration process in 2018 that led to the decision to transfer Pathways to a larger mental health agency with the capacity to grow the vital community resources. For almost two years, Girls Inc. and Seneca were in talks about this possibility, and finally, in spring 2021, Seneca excitedly welcomed Pathways Counseling Center's programs, staff, and clients. Following the transition, Girls Inc. of Alameda County has continued its demonstrated commitment to mental health, without having to operate a community mental health center.

Seneca and Girls Inc. share strong alignment in core values and the same vision for unconditional care provided through an integrated community-engaged approach to vulnerable children and families facing risk. Girls Inc. and Seneca have worked closely together for decades on mental health concerns in the community.



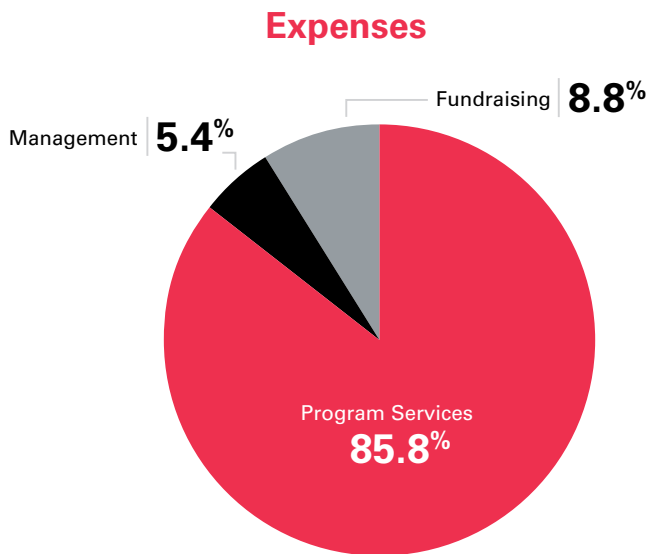
OUR FINANCIALS

As an organization, modeling fiscal responsibility is vital to our success. We take great pride in our financial efficiency, our transparency, and our accountability to investors and the communities we serve.



| | |
|--------------------------|--------------------|
| Individuals | \$2,943,867 |
| Government Grants | \$2,533,862 |
| Foundations/Corporations | \$1,956,255 |
| Other | \$45,270 |
| TOTAL | \$7,479,254 |

| | |
|------------------|----------|
| Capital Campaign | \$90,120 |
|------------------|----------|



| | |
|------------------|--------------------|
| Program Services | \$6,046,654 |
| Fundraising | \$618,244 |
| Management | \$379,943 |
| TOTAL | \$7,044,841 |

| | |
|----------------------|-----------|
| Capitalized Expenses | \$166,817 |
|----------------------|-----------|

Percentages may not total 100 due to rounding.

Girls Inc. of Alameda County raises funds for both annual operating expenses and the Strategic Plan, which includes building financial reserves. This fiscal year, our revenue exceeded our expenses by \$434,413 resulting in a surplus. The Board has oversight of these funds to be held in reserve for future needs.

July 1, 2020 – June 30, 2021. Girls Inc.'s financial statements are audited yearly by independent certified public accountants and are available on our website when complete.

Girls Inc. received a Paycheck Protection Program loan of \$852,462 in April 2020 and the loan was forgiven the following fiscal year in March 2021.

INVEST IN GIRLS

100% of every dollar invested in Girls Inc. goes to the programs, facilities, and resources that inspire girls to be strong, smart, and bold. Your financial investment enables us to provide all programs free of charge. Invest with us today.

Visit: <https://girlsinc-alameda.org/invest>





HOW TO GET INVOLVED

INVEST FINANCIALLY

When you give monetarily to Girls Inc. , your investment enables us to continue to provide all programs free of charge to empower girls as they uncover their potential.

INVEST TIME

When you give the gift of time to our girls, you're showing up for our community to provide academic support, enrichment opportunities, and another caring adult in our girls' lives. Our volunteers are essential to our success.

INVEST YOUR VOICE

When you retransmit the message of Girls Inc. you are helping to increase awareness of our organization. Recognizing and highlighting our commitment to supporting girls, grows our community and opens up new opportunities.



LOOKING FORWARD

At Girls Inc. of Alameda County, we are always building our future plans. We're currently finalizing execution of our existing strategic plan, and developing the next plan which will launch Fall 2022. Our focus on continuous improvement ensures that we enhance our programs and our impact, and are responsive to developing needs. Investment in our trauma-informed programming, capital improvement plan, financial reserves, and program growth allows us to strengthen our agency; pilot new programs and grow our reach in the community; and increase our impact in partnership with girls and their families.

Engage Community Stakeholders

Connecting with stakeholder groups in this work to inspire, resource, and uplift girls at the intersection of racial, social, and economic inequality, will provide us with a critical foundation to understand the needs and opportunities informing and shaping the direction of and priorities for our next strategic plan.

Reinforce Our Values

Building on our deeply held values of the importance of diversity, equity and inclusion, we will continue to unpack the characteristics of our organizational culture and operations that are not in alignment with these values and work towards ensuring that Girls Inc. is a community space where power is shared, ideas and engagement are widely sourced, and we openly grapple with the challenges we face in advancing this work.

Recover and Rebuild from COVID-19

Integrating trauma-informed, gender-responsive, antiracist, and culturally relevant approaches, we will seek out new ways, and strengthen existing ones, to support our participants and their families, as well as our staff during the transition through and following the coronavirus pandemic. We anticipate retaining and integrating some digital measures adopted during the coronavirus pandemic that increased access and reach despite physical separation.

Invest in Safe Spaces

Completing critical facilities' improvements and planning the renovation of the space formerly occupied by our Pathways Counseling Center at our downtown Simpson Center for Girls will ensure that we can accommodate our growing reach and operations, while our girls continue to have the dynamic spaces they need to feel safe, innovate, and thrive.

Expand Our Reach

Partnering with new, mission-aligned Oakland Unified School District (OUSD) schools and other community organizations enables us to sustainably reach more girls, provide more youth with academic, health, and socioemotional learning supports and broaden the array of enriching programming we offer.





Contact

Christina Souto-Heard, Director of Individual Giving

csouto@girlsinc-alameda.org

(510) 357-5515 ext. 246

 @GirlsincAC

 GirlsIncAC

 @GirlsIncAC