

ANNUAL  
REPORT  
2019-2020

girls  
inc.

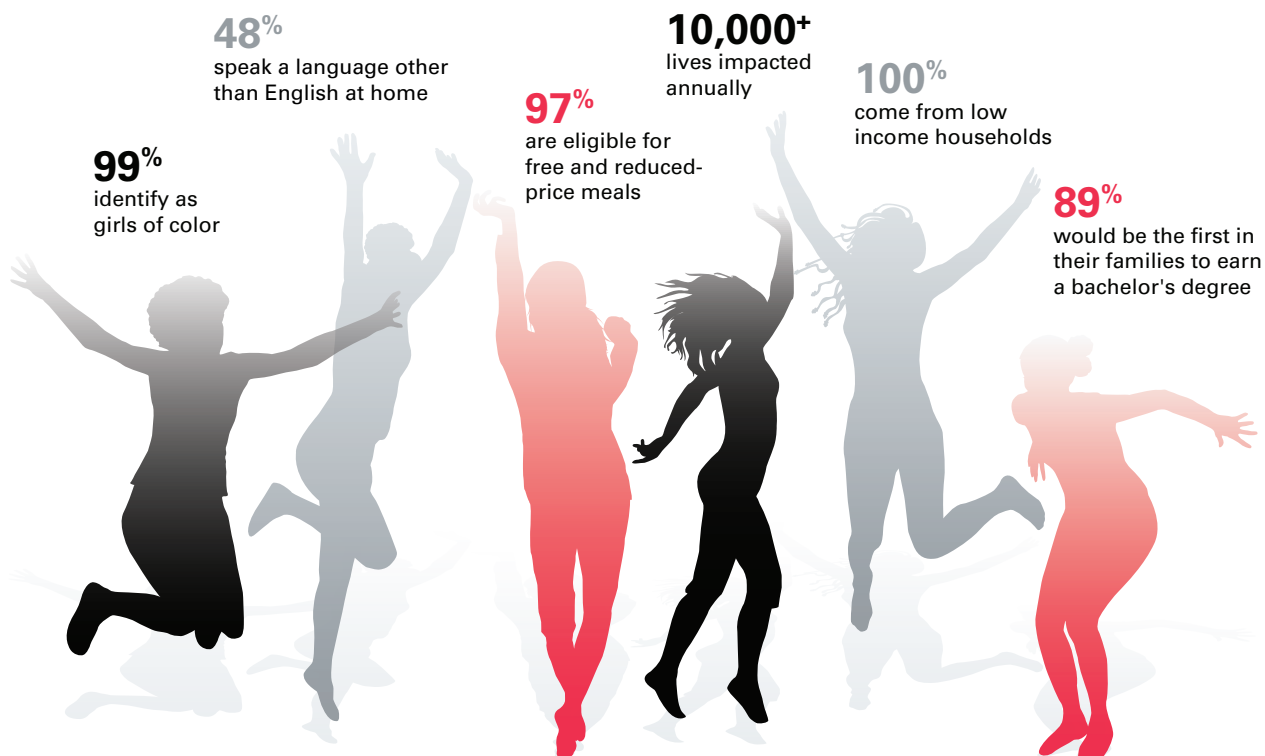
of Alameda County



TO OUR INVESTORS, BOARD MEMBERS, STAFF, PARTNERS, AND VOLUNTEERS

# Thank You for Being Part of Our Community

Girls Inc. of Alameda County's mission is to inspire all girls to be **strong, smart, and bold**. Founded in 1958, we have designed and delivered pro-girl programs for more than 60 years. From literacy activities to girls' empowerment, socio-emotional learning, STEAM engagement, and college readiness, Girls Inc. girls transcend stereotypes to become the leaders of tomorrow. We cannot do this work alone, and you are part of our girls' success. Thanks to you, they rise.



## 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**.



# Rising Through Change

Dear Friends,

Thank you for your support this last year. Your involvement with our community has been the foundation that has allowed us to provide programming for our girls in this unprecedented historical moment.

Looking back on this last fiscal year, it would be challenging for me to not also reflect on the deep systemic inequalities that we've been confronted with globally and as a local community. The killing of George Floyd, Ahmaud Arbery, and Breonna Taylor – among others- amidst a global pandemic and worsening climate change, have been collectively felt and grieved in our community, exacerbating the racial, gender, and economic disparities of Alameda County.

Our programs not only work to address inequity as they guide our girls in building academic and professional skills, they also provide a framework for our girls to safely explore socio-emotional aspects of their identity as they navigate the world. Emotional resilience, now more than ever, is essential.

Through the support of our staff, volunteers, and philanthropic investors, our girls are provided with the invaluable space needed to develop a foundation, cultivate their interests, explore possibilities, and build toward the future they envision. I continue to be in awe of the resilience and power of our girls doing the hard work of taking on new challenges and positive risks as they reach for their goals.

As we end this year, I encourage us to look toward the new year ahead as an opportunity for us to recommit to investing our time, funds, and voice to build the more equitable future we want to see. We know your energy is precious and we are so grateful that you have chosen to be a part of our Girls Inc. community.

Warmly,



Julayne Virgil, CEO



# Elementary School

Girls Inc.'s elementary programs support girls' success by helping them master foundational academic skills, learn to stay healthy, and build positive relationships with peers and adults. 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.

“ I get to learn more about what I need help on in a fun way.

- 4th Grader

“ My daughter has been more able to discuss her feelings and express herself when she needs space.

- Caregiver of Girls Inc. Girl







## The Impact

99% of 1st-3rd graders **made progress** towards grade-level literacy

96% of girls agreed that because of Girls Inc., they **participate in more physical activity** and try to **make healthier food choices**

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

98% agreed that **"I have the ability to handle whatever comes my way"**

99% agreed that **"it's important I give my best effort when something I am working on gets tough"**

99% agreed that **"all identities and cultures are welcome at Girls Inc."**

## 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 lacking literacy proficiency 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. Girls Inc. delivers 634 hours of elementary school programming support per school year to each student.

# 634

NUMBER OF HOURS  
OF PROGRAMMING  
SUPPORT PER  
SCHOOL YEAR FOR  
**EACH** ELEMENTARY  
STUDENT

# Middle School

Girls Inc. supports middle school girls' success by providing a pro-girl space, where they can develop a positive identity and access a wide variety of challenging academic and physical activities. Girls build sisterhood, participate in design-based STEAM (Science, Technology, Engineering, Art, and Math) projects and field trips, gain necessary knowledge to make healthy decisions, and begin to think about their future post-high school graduation.

“

It's important to have a career in STEM because STEM is all around us and we need more women in the field.

- Middle Schooler

“

It's helped her improve in a lot of positive ways and to learn new things and that they've taken them to important women owned and operated businesses and that's motivated them.

- Caregiver of Girls Inc. Girl







## The Impact

**97%** of caregivers agreed that Girls Inc. helped their 8th grader **feel more confident in STEAM**

**88%** of girls felt that, because of Girls Inc., they **understand how body image affects their feelings** about themselves

**90%** of participants **engaged in two or more** leadership activities

**98%** agreed that **"when I make a mistake, I try to figure out how to do better next time."**

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

**100%** agreed that **"all identities and cultures are welcome at Girls Inc."**

## SCIENCE, TECHNOLOGY, ENGINEERING, ART & MATH

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. Girls Inc. delivers 480 hours of middle school programming per school year to each student.

# 480

NUMBER OF HOURS OF PROGRAMMING SUPPORT PER SCHOOL YEAR FOR **EACH** MIDDLE SCHOOL STUDENT

# High School

Girls Inc. high school programs focus on college and workplace readiness, sisterhood, and community leadership. Girls deepen their exploration of STEAM (Science, Technology, Engineering, Art, and Math) subjects, connect further with career options, learn how to apply to and pay for college, educate their peers on reproductive health issues, develop an understanding of social change, and work towards the goals they have set for themselves.

“ I enjoyed exploring and finding the careers that I wanted to achieve. Career Exploration helped me discover my dreams are career goals.

- High School Intern

“ I enjoyed creating a bond with the girls and having a sisterhood and spending time with one another, bouncing answers off each other having a safe space with one another.

- High Schooler

“ It encouraged me and showed me that I am capable of anything and can do whatever I want with my hard work and dedication.

- High School Senior







## The Impact

For the **sixth consecutive year**, **100%** of our seniors **graduated high school** and are **enrolled in postsecondary education**

**100%** of participants agreed they had a **better understanding of career fields** they are interested in and **feel more prepared to apply for a job**

**100%** of girls agreed they could make **healthy and safe decisions about their sexual health**

**98%** agreed that **"I keep going even when things get tough or stressful."**

**96%** agreed that **"I am in control of my feelings, thoughts, and behaviors."**

**95%** agreed that **"I participate in activities and programs at Girls Inc. to explore my cultural identities/who I am."**

## COLLEGE, CAREER & LEADERSHIP

Despite their intelligence and potential, many girls from under resourced communities aren't gaining the skills that will enable them to confidently reach for their dreams of college and career. 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.

Girls Inc. delivers up to 219 program hours to girls who participate in internships, workforce readiness, sisterhood, college access programs, academic support, and advocacy.

# 219

AVAILABLE PROGRAM  
SUPPORT HOURS  
TO **EACH** HIGH  
SCHOOL GIRL WHO  
PARTICIPATES IN  
COLLEGE, CAREER  
& LEADERSHIP  
PROGRAMS

# 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.



## Family Partnerships

Programs like family nights, college finance seminars, book and laptop loans, food distributions, and mental health services extend our impact and support our families and girls facing multiple levels of risk during the pandemic.

## 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 during the pandemic, 100% of our staff are fully engaged in developing, delivering, and supporting new distance learning programs.

## Community Partners

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





## 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.



## K-12 Program Design

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

## Philanthropy

All of our programs are 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 possible the depth of our programming and mission.



415

VOLUNTEERS

4616

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*. One of the goals of our summer during the pandemic was to engage our volunteers to work with girls in the virtual environment. Internships and field trips expose girls to different career options, job skills, and networks. Here is just some of what our volunteers do:

## Internship Spotlight

In high school, girls learn job readiness, practice interviewing, and participate in two paid summer internships. Our high schoolers participated in remote internships with Benefit Cosmetics, Ernst & Young, 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.

## Field Trip Spotlight

During middle school, girls visit companies to see STEAM in action, meet female professionals, and start to imagine themselves in future careers. Our girls did virtual field trips with Benefit, Turner Construction, Chevron, Simpson Strong Tie, Protiviti, AutoRABIT, and Facebook among others—learning from professionals in the field.



**GET INVOLVED**

**Visit:** [girlsinc-alameda.org/get-involved/volunteer](https://girlsinc-alameda.org/get-involved/volunteer)

**Contact:** Annie Anguiano, Community Engagement Manager  
[aanguiano@girlsinc-alameda.org](mailto: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 programs and your financial investment, even as we have pivoted to the virtual space, 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
- 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
- Investors who annually commit \$1,000 or more with Girls Inc. of Alameda County

### JOIN US!

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



## Our 2019-20 Women of Impact

Anonymous (1)	Charmaine Clay	Pamela Hatayama	Catherine Podell
Chihiro Akiyama	Cherida Collins Smith	Susan Herzig	Marti Pozzi
Joni Anderson	Nancy J. Coop	C.J. Hirschfield	Elizabeth C. Rajs
Jill Appenzeller	Kathleen Costa	Kimberly Hoeksema	Rhonda Ramlo
Marcia M. Argyris	Jill Cowan	Kerrie Hogan	Marjorie Randolph
Alison Aubrejuan	Ericka Curls Bartling	Tamisie Honey	Cindy Robbins
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Barbara H. Bennett	Linh Doan Vo	Carla J. Koren	Janet Stevens
Connie Berkeley	Jamie Domenici	Janet C. Loduca	Natashia Stevenson
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Kerith Burke	Anne Gattis	Laura Moser	Patricia Westphal
Nia Burnett	Chris M. Gouig	Tami Munns	Nancy Werthan
Karen Butterfield	Linda S. Graebner	Susan S. Muranishi	Jo Whitehouse
Patricia Canty	LaShonda D. Griffin	Tiffany Myers	Malina Wiesen
Joanne F. Casey	Lisa Gross	Jennifer Nelsen	Noël Wise
Susan Chamberlin	Jill Habig	Carlina Ospina	Susan Wolf Becker
Kathleen Chambers	Barbara Hardacre	Kathleen Pacheco	Damier Xandrine
Joy M. Chen	Gena Harper	Kristin Pace	
Patricia Chiota	Jayne Hartley	Anne Phillips	

We gratefully acknowledge all Women of Impact! If there is an error in your name or we missed you, please accept our apologies and contact Christina Souto, Director of Individual Giving, at [csouto@girlsinc-alameda.org](mailto:csouto@girlsinc-alameda.org) or (510) 357-5515 ext. 246

## We asked our Women of Impact what their involvement means 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.

THANK YOU

# Investors

Girls Inc. of Alameda County gratefully acknowledges the individual and institutional investors who help make our work possible. We are deeply grateful for your commitment to changing the world for girls. (July 1, 2019 – June 30, 2020)

## \$100,000 AND OVER

Anonymous (1)\*  
The Beaver Foundation  
Anne Gattis\*  
Girls Inc. National  
GirlSMART Literacy  
Program  
Hellman Foundation  
Sharon Simpson  
Ellen\* & Glenn Voyles

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# Our Leadership

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Janet Loduca

DeLynn Senna

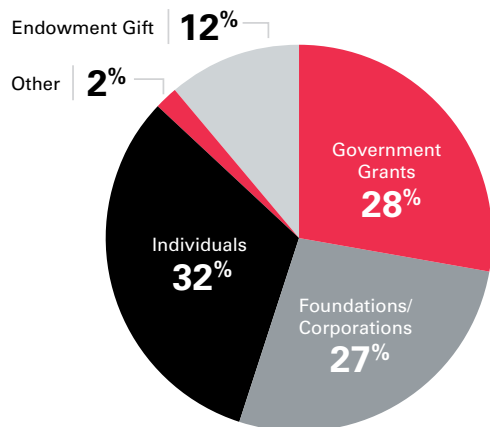
Christina Villarreal, Ph.D



# Our Financials

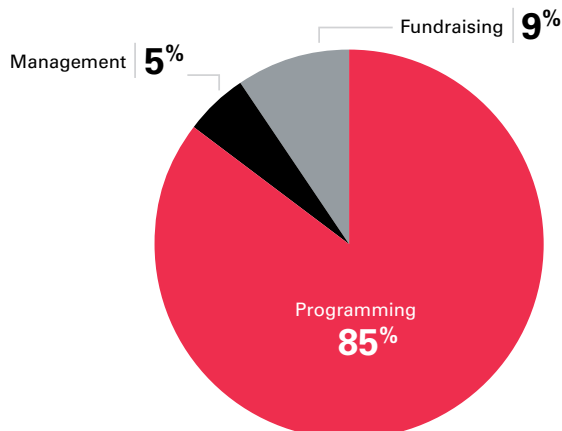
As an organization, modeling fiscal responsibility is vital to our success. We take great pride in our financial efficiency, our transparency, and our accountability to investors and the communities we serve.

## Revenue



Individuals	\$2,636,977
Government Grants	\$2,277,035
Foundations/Corporations	\$2,200,304
Other	\$132,467
<b>SUBTOTAL</b>	<b>\$7,246,783</b>
Endowment Gift	\$1,000,000
<b>TOTAL</b>	<b>\$8,246,783</b>

## Expenses



Program Services	\$5,977,061
Fundraising	\$654,311
Management	\$368,461
<b>TOTAL</b>	<b>\$6,999,833</b>

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 \$246,950 resulting in a surplus.

The Board has oversight over these funds to be held in reserve for future needs.

July 1, 2019 – June 30, 2020. Girls Inc.'s financial statements are audited yearly by independent certified public accountants and are available on our website when complete.

## 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/ar>





# How to Get Involved

## Donate 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.

## Donate Time

When you give the gift of time to our girls, you're showing up for our community to provide academic support and enrichment opportunities. Our volunteers are essential to our success as an organization.

## Donate Your Voice

When you retransmit the message of Girls Inc. you 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 for the future. While we are proud of our results, we continually seek to improve our programs and our impact. Investment in our financial reserves and strategic initiatives allow us strengthen our agency, pilot new programs, and grow our efficacy.

1

## **Infuse Mental Health Supports Throughout Programming**

Assessing the evolving mental health support needs amongst our girls and families is critical to reducing the vulnerabilities of our community and infusing mental health resources more fully across all of our programming and family wellness efforts. This focus has enabled us to relieve stress, address needs, and provide support throughout the pandemic.

2

## **Strengthen Community, Career and College Focus**

Continuing to strengthen our programs we have focused on refining our models at the elementary and middle school level to ensure a strong foundation for future academic and socio-emotional success. We continue to expand access to our offerings for girls at every stage of their journey, so that all girls are inspired to work towards their future selves.

3

## **Build an Alumnae Network**

Growing our Girls Inc. alumnae community is important for understanding our long-term impact and developing a network of future volunteers and investors. We continue to assess post-secondary persistence and the professional successes of our alumnae in order to capture and share the impact of Girls Inc. programming across generations.

4

## **Ensure Operational Strength**

To increase our footprint and strengthen the agency, we are investing in recruiting, training, developing, and retaining staff and fostering an environment where our talent can thrive, and be an effective source of support and consistency for our community. Additionally, investing in our infrastructure and technology has allowed us to adapt to these changing times, while being a source of consistency for our girls.

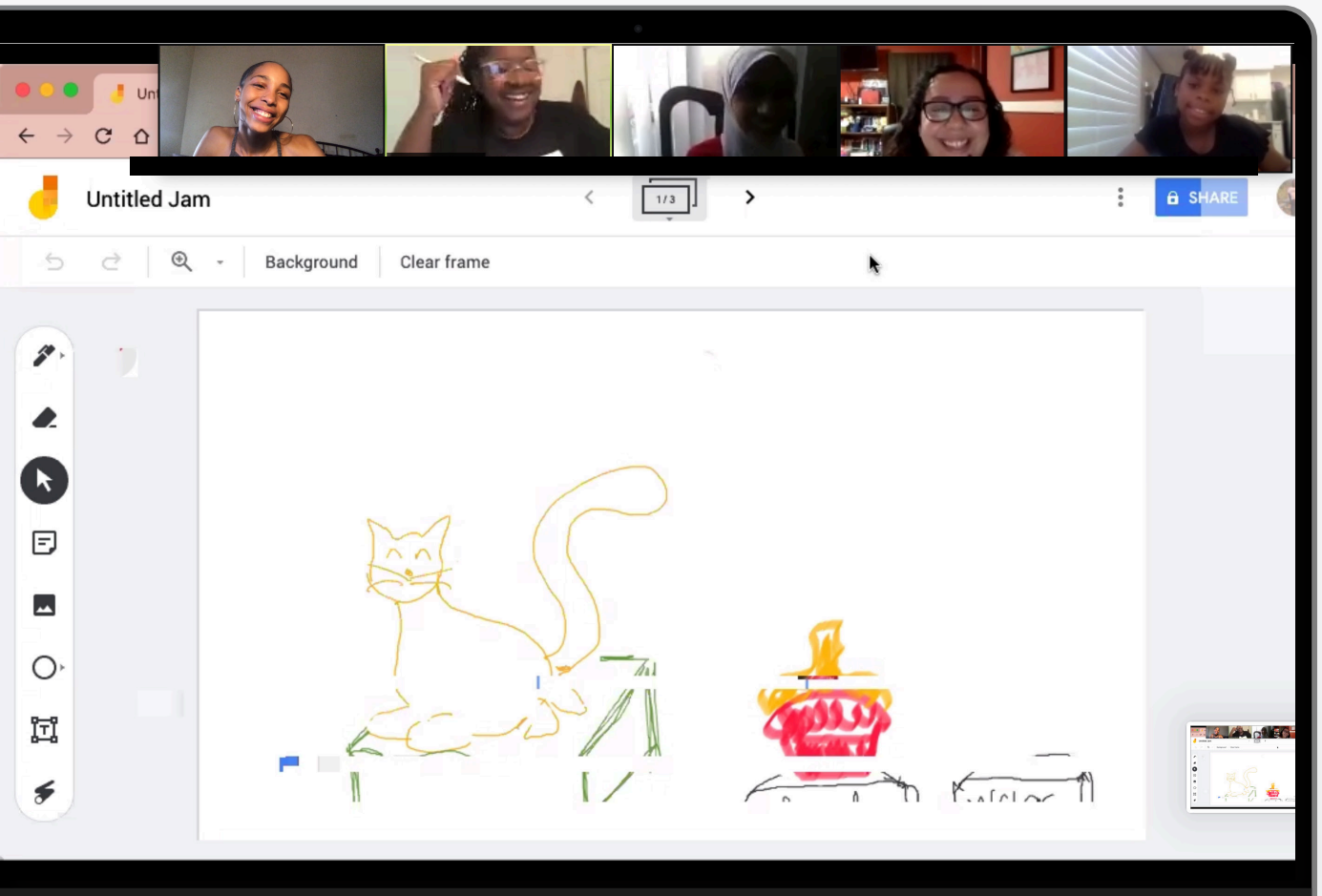
# COVID Response

Girls Inc. programs are designed to meet the needs of girls from some of our county's most disinvested communities, primarily in and around Oakland. Even without a global pandemic, our girls face a unique and profound set of gender, racial, and economic barriers to their academic success, well-being, and transition to adulthood.

“ There is still the support that you would get if you were still at the program in the actual building.

- Remote High Schooler

Girls Inc. girls participating in remote programming on Jamboard





From day one of Shelter-in-Place, Girls Inc. has responded nimbly to redesign services to the needs of our community. As the new school year began, we continued efforts to pivot seasonal programming to distance and remote learning modalities. Our staff have been trained to create and deliver interactive and engaging lesson plans and activities in the digital environment. We are especially proud of the intentionality with which our approach meets evolving community needs, while integrating socioemotional resilience with academic and fitness goals.

Now more than ever, our community's girls need Girls Inc.'s trauma-informed and gender-responsive programs to be **strong, smart, and bold**.

## The Need

**Students** from low-income families are **almost twice as likely to experience learning loss during** COVID-19 related school closures

**Shelter-in-Place** can intensify the gendered **housework and caregiving** responsibilities in the home, **causing girls to experience increased stress and anxiety**

It's estimated that COVID-19 closures will **increase high-school drop-out** rates, **disproportionately affecting students of color**

## The Impact

During the summer our staff **served 192 girls** with remote programming, **delivering weekly activity kits and supplies**

In partnership with the **Alameda County Community Food Bank** we **distributed food to more than 80 families**

With the help of **112 volunteers**, our girls participated in **34 remote internships and 11 field trips—meeting professionals and learning about careers**



# Working Together, We Help Girls Rise

## Invest

[girlsinc-alameda.org/invest/ar](https://girlsinc-alameda.org/invest/ar)

## Volunteer

[girlsinc-alameda.org/volunteer](https://girlsinc-alameda.org/volunteer)

## Lend Your Voice

 @GirlsIncAC

 GirlsIncAC

 @GirlsIncAC

## Learn More

[girlsinc-alameda.org](https://girlsinc-alameda.org)

## Contact

Kathy Brown, *Chief Development Officer*

[kbrown@girlsinc-alameda.org](mailto:kbrown@girlsinc-alameda.org)

(510) 357-5515 ext. 213



Simpson Center for Girls  
510 16th Street  
Oakland CA 94612



SAVE THE DATE!

STRONG  
SMART &  
BOLD

VIRTUAL  
LUNCHEON

Friday, April 23, 2021  
12:00-1:00 p.m.

COMMUNITY CELEBRATION  
April 19-23, 2021

