“Girls Inc. became the place where I talked through my insecurities, built my confidence, and accessed the opportunities that shaped me into the woman I am today.”

Girls Inc. alumna
Dear Friends,

I was initially drawn to Girls Inc. of Alameda County by my passion to close the opportunity gap and empower girls from underserved and under-resourced communities. Now that I have settled into my role as CEO, I am even more committed to and impressed by the impact we are making in the community. As an Oakland native and resident with two daughters, I am proud to be changing the world for girls in my hometown.

For decades, Girls Inc. of Alameda County has been committed to empowering and inspiring girls to navigate barriers so they can thrive. As an agency dedicated to the advancement of girls and young women, we do not have the luxury of turning a blind eye to gender bias, sexism, and racism. We strive to empower K-12 girls with resources, access, and opportunities to prepare them to navigate the profound barriers that women and girls face on the street, in schools, and in the workplace. It is critical that we continue to support our girls’ education, health, well-being, and leadership development so that they can create powerful futures.

This past year, Girls Inc. of Alameda County served 26 percent more girls, families, and community members with free programming. We were selected by Oakland Unified School District to share our best practices and lead literacy trainings for after-school providers across the city. The state of California also awarded us a five-year grant of $1.25 million to provide counseling and other services to neglected and abused youth.

We are fortunate to have partners who see the potential of our girls and are so generous in their gifts of time, talent, and financial investment. Thanks to you, we are able to provide life-changing opportunities. It is with profound gratitude and anticipation that I look forward to building upon the work of those who came before me and continuing our journey together for many years to come.

Warmly,

Julayne Virgil
CHIEF EXECUTIVE OFFICER

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Our mission is to inspire all girls to be strong, smart, and bold.

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

10,568 LIVES IMPACTED through programs, services, training, and outreach.
Our Girls

Despite the prosperous tech-fueled economy and rising wealth in the San Francisco Bay Area, the girls we serve often lack access to the resources and opportunities critical to their preparation for the future.

4 OUT OF 5
Oakland third-graders from low-income households cannot read at grade level.

50% Girls are 50 percent less physically active than boys by the fifth grade.

1 OUT OF 3 Girls in Oakland will not graduate from high school.

1 OUT OF 2 Students in Oakland need mental health services due to trauma-related stress.

Despite these barriers, girls at Girls Inc. are full of energy, resilience, and promise. They explore the joy of reading and discover new books. They persist in their design of a solar-powered phone charger. They overcome obstacles, build sisterhood, and dream big. Our girls will succeed, and when they do, they will change the world.

WHO WE SERVE

98% Identify as girls of color.

91% Are eligible for free and reduced-price meals.

40% Speak a language other than English at home.

92% Would be the first in their families to earn a bachelor’s degree.
Our Programs

We focus on the whole girl: her health and well-being, education, and development as a leader.

Our programming is designed to empower girls at every stage of development and provides a supportive, engaging environment for girls to thrive. In addition to our K-12 programming continuum, Girls Inc. offers outpatient mental health services for youth and families and school-based case management services in English and Spanish.

**Our Programs**

- **Strong**
  - Mental Health Counseling
  - Nutrition, Sports & Fitness
  - Reproductive Health

- **Smart**
  - Literacy
  - STEM Programs
  - College & Career Access

- **Bold**
  - Leadership Development
  - Positive Risk-Taking
  - Advocacy

**The Girls Inc. Experience**

Whether girls are learning to read, design a website, or lead a social justice event in their community, there are common threads that run through Girls Inc. programming and help ensure girls’ success:

- **Pro-Girls Environment**
  - A physically, socially, and emotionally safe environment.

- **Mentoring Relationships**
  - Trusting relationships with trained adult staff and volunteers.

- **Intentional & Compensatory Programming**
  - Holistic programs that provide access and exposure to new opportunities.

- **Research-Based Curricula**
  - Relevant, field-tested curricula that build girls’ knowledge, skills, and mind-sets.

- **Interactive Skill-Building Activities**
  - Girl-centered, motivating, and engaging programs.

- **Sustained Exposure**
  - Programming and personal connections over time to increase positive outcomes.
Our Impact

Girls Inc. of Alameda County equips girls to defy limitations and stereotypes, graduate from college, achieve economic independence, and break the cycle of poverty. Highlights from our 2015-16 program evaluation demonstrate Girls Inc.’s impact.

**STRONG THROUGH HEALTHY LIVING**

**Girls are making healthy choices.**
Nine in 10 caregivers said that Girls Inc. helped their daughter learn healthy eating choices during the pivotal upper-elementary years.

**Girls are taking positive risks.**
Girls were exposed to new experiences and learned skills like biking, self-defense, yoga, ice-skating, and surfing.

**Girls are keeping themselves safe.**
Nine in 10 girls in our peer health education program felt confident making smart decisions about their own sexual health—and providing accurate sexual health information to their peers.

**Girls and their families are receiving the support they need.**
Nearly 600 children and families received mental health therapy through Girls Inc.’s Pathways Counseling Center last year.

“I have gone from a girl who did not think she was beautiful to being a girl who champions being strong physically and mentally.”

Girls Inc. student
SMART THROUGH ACADEMIC ENGAGEMENT

Girls are gaining the foundation for academic success.
Our girls became three times more likely than their peers to read at or above grade level by the end of third grade—predicting high school graduation, future employment, and even positive health outcomes.

Girls are engaged in science.
One hundred percent of caregivers said Girls Inc. increased their fourth or fifth-grade daughter’s interest and confidence in science.

Girls are applying what they learn.
Middle school girls learned HTML and designed their own websites focused on solving issues in their community.

Girls are preparing to break gender and racial barriers in STEM.
Nine in 10 girls in our comprehensive high school program said women can have successful careers in a variety of fields, including STEM.

BOLD THROUGH LEADERSHIP DEVELOPMENT

Girls are connecting.
One hundred percent of caregivers said Girls Inc. helped their middle-school daughter develop positive relationships with other girls and supported her in becoming a role model.

Girls are looking forward to productive careers.
High school girls gained valuable hands-on career experience through STEM-focused summer internships at top Bay Area companies.

Girls are leaders for positive change.
Nine in 10 girls in our Leadership Development program felt more like leaders in their community.

Girls are succeeding.
One hundred percent of Girls Inc. seniors enrolled in college and 97 percent were the first in their families to do so.

“Through Girls Inc., my eyes were opened to new possibilities for my future.”
Girls Inc. student

“Now, I am a confident girl who speaks my mind. I am a leader who stands up for girls. I’m ready to show them that they, too, are strong, smart, and bold.”
Girls Inc. student
Envisioning Our Future

Many Girls Inc. programs were designed and piloted in Alameda County and have since been scaled nationally. As an organization, we are committed to growing, learning, and adapting to continue providing the high-quality programs and services our girls deserve. In 2015, Girls Inc. of Alameda County invested in a strategic inquiry process to help shape our direction in the coming years. The following priorities emerged from this process:

- **Adopt an organization-wide trauma-informed approach**
  We will align our mental health and program services to more effectively recognize and respond to traumatic stress, reducing the disruptive impact of trauma on girls’ ability to learn and thrive.

- **Address race and racism at the center of girls’ experience**
  We will nurture girls’ positive racial identity, while addressing the negative impact that persistent and pervasive structural and institutional racism have on girls’ experiences and access to opportunity.

- **Activate a network of supportive adults who are connected to girls’ lives**
  We will leverage and coordinate relationships with caring and committed adults—including family members, teachers, community leaders, and Girls Inc. staff and alumnae—to expand girls’ connections to vital resources and diverse experiences.

- **Expand our understanding of what success looks like for girls**
  We will continue to provide quality supplemental education programs that prepare girls to succeed academically, as well as help them gain the skills, experiences, and opportunities they need to uncover and pursue their own dreams.
Our Financials

At Girls Inc., we encourage girls and young women to be financially savvy and independent.

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

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Individuals</td>
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<tr>
<td>Government Grants</td>
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<tr>
<td>Foundations &amp; Corporations</td>
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<tr>
<td>Other</td>
<td>$269,170</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$5,967,781</strong></td>
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</table>

Expenses

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<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$4,960,732</td>
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<tr>
<td>Fundraising</td>
<td>$603,519</td>
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<tr>
<td>Management &amp; General</td>
<td>$403,376</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$5,967,627</strong></td>
</tr>
</tbody>
</table>

July 1, 2015 to June 30, 2016

Girls Inc.’s financial statements have been audited by independent certified public accountants and are available on our website.

OUR LEGACY SOCIETY

A planned gift is a wonderful way to empower and inspire girls for generations to come. We are sincerely grateful to those who remember us through a bequest or other type of legacy gift. For information, please contact development@girlsinc-alameda.org.

“As Board Member Emerita, I am proud to ensure my long-term impact on Girls Inc. of Alameda County’s programs through a legacy gift. I hope you will join me in leaving a legacy gift to Girls Inc. and make your ongoing commitment toward creating opportunities for girls in our community.”

Lois De Domenico, Philanthropist
Our Investors

Girls Inc. acknowledges the individual and institutional donors who help make our work possible. We are deeply grateful for your commitment to changing the world for girls.

$100,000 AND OVER
Alameda County Behavioral Health Care Services
Alameda County Probation Department
California Office of Emergency Services, Child Abuse Treatment
The Beaver Foundation
Donna & Ken Coit
Lois M. De Domenico*
Jean Ford*
Hellman Foundation
Oakland Fund for Children and Youth
Oakland Unified School District
S. D. Bechtel, Jr. Foundation
Sharon Simpson*
Thomas J. Long Foundation
Thrive Foundation for Youth
Ellen & Glenn Voyles*

$50,000-$99,999
Alameda County Social Services Agency
Anonymous
Barbara & Gerson Bakar
Chevron Corporation
Anne Gattis
Kaiser Permanente
Penny & Roger Westphal

$25,000-$49,999
Anonymous (2)
Brilliant Ink
City of San Leandro Community Assistance
Clorox Company Foundation
DPR Construction
The Fremont Group Foundation
Girls Incorporated National Headquarters
Susan Harriman
The Joseph & Vera Long Foundation
Kenneth Rainin Foundation
Jean Simpson*
US Department of Health & Human Services
Warriors Community Foundation

$10,000-$24,999
Anonymous (2)
Julie & George Baeder*
Bernard E. & Alba Witkin Charitable Foundation
California Environmental Protection Agency
Cisco Systems Foundation
Dr. K. Patricia Cross
Ayeshas & Stephen Curry
Faith Darling*
Robin A. Evitts*
Fleishhacker Foundation
GirlSMART Literacy Program
H2O+ Beauty
Helzel Family Foundation
Michelle Jurika*
Carla Koren & Neal Parish*
Miranda Lux Foundation
MISSEY, Inc.
Susan & John Muranishi*
Nordstrom Cares Community Giving
Oracle Corporation
Kristin Pace*
Pacific Gas and Electric Company
C.E. & Berniece Patterson
Carole Quan
San Leandro Unified School District
The Saul Zaentz Company
Simpson Strong-Tie
Julio Simpson*
State Farm Insurance
William G. Gilmore Foundation

$5,000-$9,999
American Association of University Women
Joni Anderson
Anne Phillips Architecture*
Alison Aubrejuan
Barney & Barney/MMA
Ophelia Basgal & Gary Fitschen
Linda & Jim Boessenecker*
Brookfield Residential Foundation
Cheridri Collins Smith & Glenn Smith
Ericka Curis-Bartling
The David B. Gold Foundation
Deborah De Domenico & Charles Martin
Donahue Fitzgerald LLP
East Bay Community Foundation
The Eden Foundation
Christine Gouig
Linda Graebner & Charlie Shalvoy*
Jill Habig*
Gena Harper & Steve Solodoff
Melvin Harrison & Barbara Hardacre
Stacy Leier-Valentine & Mark Valentine*
Janet & Joe Loduca*
Eugenia Loken
Pat Loomes*
Bob & Arleen Maginnis
Cornell Maier
Mowat Mackie & Anderson LLP
Oakland Raiders
Oto Bailey Fukumoto & Mishima, Inc.
Janet & Norman Pease
Michael & Nancy Pretto
Rhonda Ramlo*
Shames Construction
Natasha Stevenson*
Inge & Karel Svoboda
Roselyne Chroman Swig
Union Bank NA
Westphal Family Foundation
Patricia & Bruce Westphal
Katharine & Daniel Whalen
Noel & Roger Wise*
Women’s Sports Foundation

$2,500-$4,999
Daniel Altemus & Marie Riehle
Anonymous
Armanino LLP
Stephen Beal & Dee Hoover
Bellini Foundation
Barbara & Richard Bennett*
Anne Bisigno & Thomas Snyder*
Nancy & Bob Bishop*
Christie & Ricardo da Silva
Quinn Delaney & Wayne Jordan*
Patti James & Joseph Di Prisco
Nicholas & Rebecca Eaton
DeSignC Incorporated
Kerry Francis*
Suzanne Geoffrion*
Judy Glenn & James O’Leary
Mike & Brenda Hardacre
Oakland Raiders
Mike & Brenda Hardacre

$1,000-$2,499
Jeffrey & Heidi Abramson
Diedre Abrons
Chihiro Akiyama*
Jeannette Alexich & Bruce Harris
Lucy Almers & Sean Rhea
Anonymous (2)
Ricardo Arevalo
Marcia & George Argyris*
Ask.com
ATI Architects & Engineers
Autodesk, Inc.
Marine Bancs de Manges LLP
Kim & Norm Wesley
Women’s Transportation Seminar
Sheryl Wong

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Kim & Norm Wesley
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Sheryl Wong
Every effort has been made to ensure the accuracy of these listings, reflecting contributions received from July 1, 2015, to June 30, 2016. If you notice an error or omission, please accept our apologies and contact us at 510.357.5515 or development@girlsinc-alameda.org.

* Women of Impact Member

THANK YOU TO OUR
959 VOLUNTEERS WHO SERVED OVER
8,307 HOURS DURING 2015-16
Our Leadership

At Girls Inc., we value the diversity present in Alameda County. We strive to engage and maintain a Board of Directors and staff that reflect the diversity of the girls and families we serve.