TO OUR INVESTORS, STAFF, BOARD MEMBERS, PARTNERS, AND VOLUNTEERS – THANK YOU.

From our beginnings in a San Leandro home in 1958, to programs serving more than 10,000 girls and community members throughout Alameda County in 2018, we are celebrating 60 years of inspiring girls to be strong, smart, and bold. Our girls inspire us, challenge us, and push us to be our best. They overcome barriers, they explore the joy of reading, they build sisterhood, advocate in their communities, explore STEM, and prepare for college. Because of you, they thrive.

WHO WE SERVE

99% identify as girls of color
95% are eligible for free and reduced price meals
10,000+ lives impacted annually
100% come from low income households
47% speak a language other than English at home
89% would be the first in their families to earn a bachelor’s degree

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

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.

60 AMAZING YEARS…

Dear Friends,

We take pride in our Diamond Anniversary of inspiring girls to be strong, smart, and bold! We also know that we couldn’t have reached this 60-year milestone without you.

Your partnership helped us to grow from programs for 20 girls in a small house on the edge of Halcyon Park in San Leandro to a full-fledged agency with a staff of more than 100 in a one-of-a-kind girls’ resource center in Downtown Oakland and a presence throughout Alameda County. And in doing so, you made it possible for us to inspire and support thousands upon thousands of girls across generations to thrive.

We stand on the shoulders of the staff, and board members, and volunteers, and leaders who came before us. With your help, many years from now, there will be others standing upon our shoulders, leveraging the foundation we strengthened to ensure that in the future girls will still have the opportunities, resources, and tools they deserve to uncover their potential, to interrupt the cycle of poverty, and to break the glass ceiling.

At the heart of all this work are the girls themselves. Because of Girls Inc., girls are building strong academic foundations and are more likely than their peers to read at grade level. Because of Girls Inc., girls are developing a growth mindset and seeking out learning opportunities. Because of Girls Inc., girls are exploring STEM subjects and kindling a connection to them. Because of Girls Inc., girls are envisioning careers they had previously never heard of, and becoming the first in their families to earn a Bachelor’s degree. Because of Girls Inc., girls are overcoming odds.

Because of you, we can make this all possible. This year we launched an alumnae survey and the results reinforced that the impact of Girls Inc. lasts far beyond their grade school years, increasing their likelihood of future successes.

Your partnership and investments have been the key to this transformation! Thank you for your support on our 60th Anniversary, and beyond, to inspire girls to be strong, smart, and bold!

Warmly,

Julayne Virgil
CEO

“Because of Girls Inc. girls are developing a growth mindset and seeking out learning opportunities.”
Before Girls Inc.’s elementary school programs, Natalie described herself as a shy girl who was nervous to push boundaries and try new things—and who hadn’t developed the confidence and skills to succeed in school.

Because of Girls Inc., things changed. Natalie took classes where she was supported to step out of her comfort zone—from participating in a sport or a science project, to reading a challenging book, to trying bell pepper for the first time. And she was also encouraged to try out new socio-emotional skills, like learning new ways to communicate with her elementary school teacher which helped her succeed in class. If Natalie went back to hesitating, her Girls Inc. staff and sisters were always there, urging her to try. By the end of elementary school, Natalie was even serving as “emcee” at Girls Inc. Family Night presentations. She was nervous at first, but then she realized—“you’ve just gotta be you.”

Now, Natalie is in eighth grade, starting the Girls Inc. Eureka! program. She knows she is smart, because she’s getting stellar grades and even helping other girls with their homework. Staff are constantly impressed with her leadership, her empathy, and her ability to use her voice. Natalie took all the opportunities Girls Inc. gave her to “step out of the box” and grow in every possible way—and we can’t wait to see where she goes from here.

Because of Girls Inc… I had the opportunity to step out of the box... Girls Inc. has helped me change myself to be successful. — Natalie

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, administration, and specialists to identify students lacking literacy proficiency and select the best methods to encourage them. We recognize that improving literacy is crucial to closing learning inequity, and our programs seek to support our girls as they make the critical transition from learning to read to reading to learn.

Girls Inc. delivers 646 hours of elementary school programming per school year to each student.
Before Girls Inc.’s middle school program, Kayla describes herself as lacking confidence. She was often the target of bullying in elementary school, but didn’t stand up for herself. She also wasn’t sure how she would reach her dream of college.

At Girls Inc., things started changing. The words “strong, smart, and bold” that she heard every day in program took root. She started to stand up to the boys who were bullying her, and even fought successfully for girls to be included in a staff vs. students basketball game that had previously only included boys. She learned about principles of engineering, and how they can be used to make change. She was supported to apply for a scholarship to a local high school, which she is now attending. Even through the hard times—including family illness—Kayla says there was never a day when Girls Inc. staff wasn’t there to support her.

Now, Kayla is a high school junior in Oakland, and is just starting Girls Inc.’s college readiness program. She continues to live her life boldly—standing up for her own rights, and those of the other girls she now calls sisters. And she is confident about the future. She knows Girls Inc. will support her to choose a college that’s right for her, and that she will take on college like she now takes on everything in her life—strong, smart, and bold.

"Because of Girls Inc...I am the person I am today—Girls Inc. gave me that foundation of being strong, being smart, and being bold. — Kayla"

SCIENCE, TECHNOLOGY, ENGINEERING & MATH (STEM)
Girls are critical to ensuring our future STEM industries are innovative, diverse, and responsive to the needs of society—but they are still vastly under-represented in every STEM field. Girls Inc. provides a continuum of engaging and inspiring curricula for girls, nurturing their STEM dreams, and helping those dreams become a reality.

100 Hours of STEM Programming Per Girl
Out of 360 program hours, 100 are STEM-focused, including five STEM field trips
Before Girls Inc.’s high school programs, Jemima was often the only person of color in her classes—and found herself changing to try and fit in with her peers. Not sure who she was or what her dreams were, she describes herself as having been “a smart girl, with no direction.”

At Girls Inc., things changed. Jemima became part of a community of girls from all different backgrounds, and started embracing the uniqueness of who she is. She also developed relationships with women of color, including a staff member who recognized her passion for biochemistry, and an internship advisor who taught her both about science and the challenges and opportunities of being a black woman in a white, male-dominated field. Jemima decided to become a biochemist. Her senior year, with Girls Inc.’s support, she received several college acceptances and selected St. Edward’s University.

Now, Jemima is bringing the confidence, passion, and balance she developed at Girls Inc. to this next stage of her adventure. She is loving college, and is taking advantage of the small class sizes, the access to internships, and the stellar biochemistry program. Jemima has shown that whatever comes, she will use all she learned at Girls Inc. to truly take the world into her own hands.

Because of Girls Inc…I no longer let my fears dictate my actions. I have become a person who embraces new experiences because of the challenges they present. – Donna
BECAUSE OF GIRLS INC...

"...My daughter has progressed significantly in sharing her ideas and opinions, has built confidence in herself and learned how to treat others with respect.
- Caregiver, 6th grade student"

"...I found my confidence and voice to speak up when something isn’t right, and most importantly, to represent communities and people who aren’t able to represent themselves.
- Caregiver, 3rd grade student"

"...My child wants to read more.
- Caregiver, 3rd grade student"

"...I know I can be a successful woman and push myself to be my best.
- High school participant"

"...I am more deeply connected to my community. I have seen my personal impact multiply by volunteering, serving on the board, and investing in this amazing organization. Moreover, I’m inspired every time I witness the incredible accomplishments of the girls.
- Board Member"

"...I value myself, I see beyond struggles and keep my eyes on the prize. If I can succeed at a young age I can do it over and over again in life.
- High school participant"

"...I want to be a biochemical engineer.
- Middle school participant"

"...I get to experience first-hand how our impact in the elementary years prepares our girls for success, and I get to see how we as a program – and a community – make such an impact in their everyday lives.
- Girls Inc. Program Assistant"

"...I am the woman I am today: ambitious, determined, and confident that I will reach my goals and achieve success.
- Alumna"

"...I learned that you need to eat fruits and veggies to grow strong.
- 4th grade student"
1958-2018
CELEBRATING 60 YEARS!

1958
Girls Inc. of Alameda County is founded as the San Leandro Girls Club providing after-school classes in phone etiquette, typing and sewing.

1970
Begin working with girls in Juvenile Hall.

1973
Establishment of innovative model based on career development, recreation, education and counseling.

1976
Receive National Juvenile Justice Program award as the first Girls Club to work with girls in the juvenile justice system.

1978
Pathways Counseling Center established, providing onsite service to Alameda County youth and families.

1998
Adoption of new mission: “To Inspire Girls to be Strong, Smart, and Bold.”

1994
Expansion into Oakland

1999
Development of intensive literacy program for K-3rd grade girls. Pathways Counseling Center delivers services through school-based health centers.

2004
Completion of Girls Research Project, comprehensive data on adolescent girls in Alameda County from surveying more than 1,800 girls on health, education, mental health, substance abuse, relationships and safety.

2005
Developed a curriculum with SRI International that empowers middle school girls to create websites using HTML code.

2010
Honored by the Clinton Global Initiative for our “Commitment to Empower Girls and Women.”

2013
Girls Inc. Simpson Center opens after successful $11.4 M Capital Campaign.

2015
Refinement of guiding principles and strategic direction, utilizing a design thinking approach. Emerging principles include: adopting an organization-wide trauma informed approach; addressing race and racism at the center of girls’ experience; activating a network of supportive adults who are connected to girls’ lives; expanding our understanding of what success looks like for girls.

2016
Selected to train all OUSD after school providers in literacy intervention.

2017
Awarded Charity Navigator 4-star rating for 3rd consecutive year placing GIAC in the top 17% of orgs.

2018
Recognized as “highly preferred” after school provider by OUSD.

2017
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OUR LEADERSHIP

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DeLynn Senna
Co-Founder, CorEdge Talent

Ricardo da Silva
Partner, LOH Realty & Investments and Wellington Property Company

Rebecca Story
Founder & CEO, The Bloomi and Girls Inc. of Alameda County Alumna

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Julayne Virgil, MPA
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Kathy Brown
Chief Development Officer

Rebecca Cannon, MFT
Chief Mental Health Officer

Courtney Johnson Clendinen
Chief Program Officer

Lisa Wanzor
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Kourtney Andrad
Director of School Based Programs

Kimberly Bradley, MA, PsyD
Senior Director of Community Programs

Tina Greco
Interim Senior Director of Human Resources

John Henry, MFT
Outpatient Mental Health Services Director

Roko Kawai
Senior Director of Institutional Giving

Danielle Low-Waters
Director of Program Quality, Training, and Assessment

Alex Mendez, PhD
Community Mental Health Services Director

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.

Every dollar of your investment funds the people, resources, and facilities that enable us to inspire all girls to be strong, smart, and bold. Because of you, we are able to provide all programs free of charge. Invest with us today.

Visit: girlsinc-alameda.org/invest
Community members from across the Bay Area contribute their time and talent at Girls Inc. to make the world better for girls. Whether they’re helping a third-grade girl practice her reading, showing a middle school girl around their company, or speaking to a group of high school girls about financial literacy, our volunteers are part of a critical network of supportive adults who are actively connected to girls’ lives. Here is just some of what they do:

**STEM Field Trip Hosts**

Yoga Teachers

Mentors

TUTORS

Scholarship Judges

Career Mentors

PAINTERS

Gardeners

Activity Leaders

Building Beautification Volunteers

Photographers

DANCE TEACHERS

Reading Buddies

Family Night Dinner Hosts

Adventure Day Leaders

College Shower Committee Members

Fitness Instructors

Community Action Project Volunteers

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**2018 ALUMNAE SURVEY**

In late 2016, as a result of the generous donation from an anonymous donor, Girls Inc. of Alameda County started a three year project of locating, engaging, and surveying our alumnae. Our goal was to maintain stronger relationships with our alumnae and to learn from their experiences. This endeavor is the first step in strengthening our long-term alumnae engagement. The data gathered is one piece of the information that informs our programming.

From April to May in 2018, we administered a general online survey to our alumnae and had 111 respondents spanning 30 of the past sixty years. The median age of respondents aged 26 and over completed a post-secondary degree or certificate. (The national average is 16% for low income students.)

62% of all in-progress bachelor degrees are in STEM related fields.

92% of respondents aged 26 and over completed a post-secondary degree or certificate. (The national average is 16% for low income students.)

We are using the survey results to understand our long-term impact, evaluate the strengths and opportunities of our programming, and to share with our current Girls Inc. girls the positive results of our previous participants.

We would not have been able to start this important endeavor without the critical financial investment of an anonymous donor. Thank You.
Working together, we transform lives.

INVEST WITH US
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VOLUNTEER WITH US
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Visit: girlsinc-alameda.org/get-involved/volunteer

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