girls inc.

of Alameda County

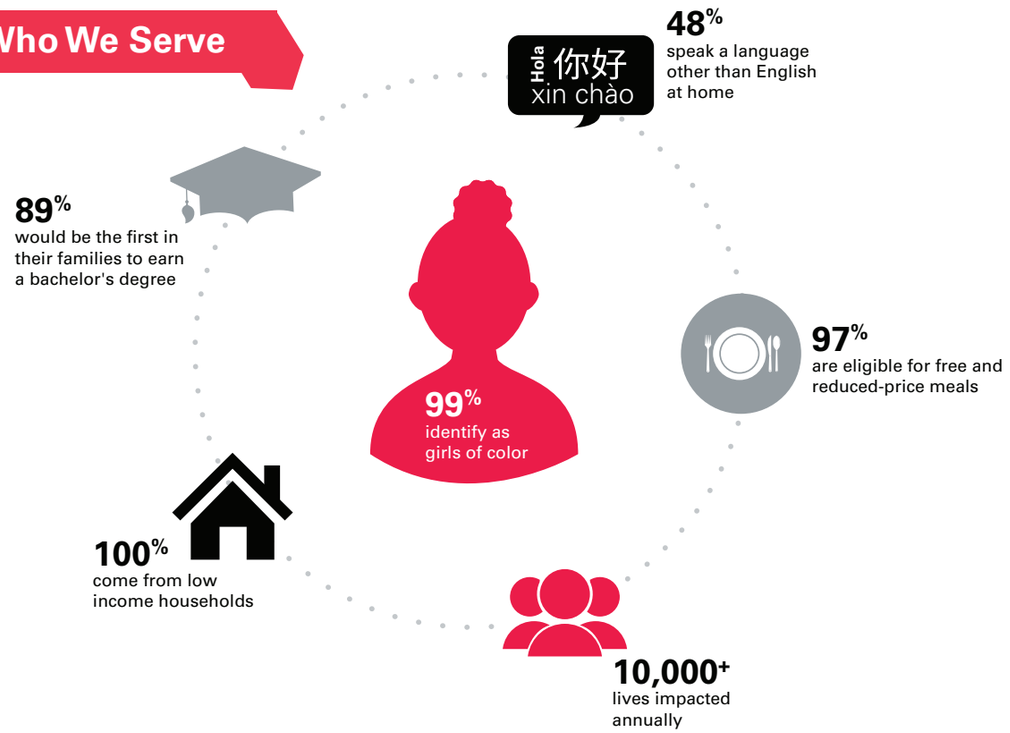
Annual Report 2018-2019

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

THANK YOU FOR BEING PART OF OUR COMMUNITY

Since 1958, we have inspired 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. We cannot do this work alone, and you are part of our girls' success. Thanks to you, they rise.

Who We Serve



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**.

HELPING GIRLS RISE

Dear Friends,

Thank you for supporting another amazing year at Girls Inc. of Alameda County. It is incredible to be a part of this deep community dedicated to inspiring girls to be strong, smart, and bold, and to realizing their potential. Because of all of you-- girls rise.

As our girls grow, they depend on the community around them to provide the ideal conditions for their growth. Like plants require soil, nutrients, water, pruning, and weeding to bloom, our girls benefit from research-based programs, trained staff who serve as mentors, a positive and uplifting environment, sisterhood, volunteers who share their professional and life experiences that expand the girls' possibilities, and all of our supporters who come together to enable their success.

Our girls rise when they are STRONG. Thanks to you, Girls Inc. provides resources and opportunities for girls to build their strength – from nutrition to fitness to mental, emotional, and reproductive health.

Girls rise when they are SMART. With your support, Girls Inc. builds literacy skills, a confidence and interest in science, technology, engineering, and math, and a path to college, careers, and community engagement.

Girls rise when they are BOLD. This community invests in Girls Inc. as we build girls' confidence, development as leaders, and advocacy skills – to advocate for themselves, their families, and our greater community and world.

Our girls inspire us, and we are humbled by their achievements. While our programs, people, and resources are tremendous supports, our girls do the hard work of rising to challenges, taking positive risks, and reaching for their goals. We were honored this year by the readers of *Oakland Magazine* as the Best Non-Profit of 2019. While this award speaks to our programs, results, and commitment to the community, it also speaks to the tenacity and achievements of our girls. They rise because we help support them, and we rise because you support us.

Thank you for being part of this incredible community. We are deeply grateful.

Warmly,

Julayne Virgil, CEO

GIRLS RISE IN

ELEMENTARY SCHOOL

When Adriana started Girls Inc. in the 1st grade, she was embarrassed about her ability to read in English. Her family spoke Spanish at home, and while she was a bi-lingual speaker, reading was hard. "I didn't want to try," she remembered. "I was afraid I'd be too slow for the class. It was scary and I didn't know many words."

Reading at grade level by 3rd grade is critical for future academic success, and English Language Learners are especially vulnerable to being left behind. Girls Inc. literacy programs directly address this need by improving vocabulary development, fluency, and reading confidence, and work with each student at their individual skill level. Adriana's program leaders worked with her on phonics and reading aloud, among other skills. As she learned more words and could practice at her own pace without fear of being judged, her confidence soared.

> "I LIKE THE CHAPTER BOOKS BEST BECAUSE I CAN USE MY IMAGINATION."

Now in 5th grade, Adriana loves reading. She raises her hand in class and likes teaching others. "It was scary at first but now it is my favorite. I like the chapter books best because I can use my imagination and see the characters in my head. My little sister has started Girls Inc. too, and we read together at home. It is really fun to teach her words I know!"

The Need

4 out of 5 economically disadvantaged Oakland elementary students are reading **below grade level**

7 out of 10 economically disadvantaged Oakland 5th graders are below grade level in **science**

49% of children **experience bullying** in school

The Impact

4 out of 5 third graders improved their reading skills by **1 or more grade level**

4 out of 5 girls gained skills and interest in **science and math**

96% of girls developed **positive relationships** with their peers

During elementary school, girls…

- Improve their literacy and build the foundation for academic success

- Build positive relationships with peers and adults

- Wonder over math and science in their everyday lives

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 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 **635** **hours** of elementary school **programming** per school year to **each student**

GIRLS RISE IN

MIDDLE SCHOOL

> “I NEVER THOUGHT I’D BE THIS OUTGOING, BUT AT GIRLS INC., I FOUND OUT WHO I AM.”

Before Girls Inc.’s middle school program, Makayla described herself as shy. She rarely said “hi” to anyone and was unsure if people would like her for who she was.

At Girls Inc., things started to change. The all-girl environment created a safe space where she could express herself and explore new things. She tried fitness and yoga, went on field trips to local businesses, and took a cooking class during program. She knew about cooking from home because her mom was a caterer, and she realized she had a lot to say to her Girls Inc. sisters. She taught her peers about Liberian dishes, and opened up about her culture.

She credits Girls Inc. staff for building an environment of trust. “My program leader made me feel comfortable, and I learned I don’t have to put on a front. I can be who I am and be proud of my ideas.” Now Makayla is a high school junior, and considers herself very opinionated. “I tell everyone what I think, and I listen to what they have to say, too. I’ve done so many things with my Girls Inc. sisters and now we are bonded for life.” She hopes to attend an HBCU (Historically Black College or University) and plans to pursue pediatric medicine. “I never thought I’d be this outgoing,” she said. “But at Girls Inc., I found out who I am.”

The Need

By eighth grade, girls are **half as interested** in math and science as boys

1/2 of 7th grade girls in Oakland do not meet school district fitness standards

Between the ages of 8 and 14, girls’ confidence **drops by 30%**

The Impact

85% of girls indicated increased interest or engagement in STEM subjects

100% of girls participated in sports, from volleyball to yoga

3 in 4 girls engaged in two or more leadership opportunities

During middle school, girls…

- Build academic skills, and access STEM learning and mentorship

- Grow in leadership and sisterhood

- Learn how to care for themselves physically, mentally, and emotionally

Science, Technology, Engineering & Math (STEM)

Girls are critical to ensuring our 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.

475 program hours **per girl**

80 hours of **STEM programming** including **ten STEM field trips**

GIRLS RISE IN

HIGH SCHOOL

> “GO FOR WHAT YOU WANT AND GIRLS INC. WILL HELP YOU. I DID, AND LOOK AT ME NOW!”

Before Girls Inc., Ailani says she was depressed and unmotivated in school. She was bullied in junior high, and didn’t want to draw attention to herself, or ask questions. She also worried about getting into college if she didn’t do well in high school.

When she started programs at Girls Inc., something switched. “Everyone was so welcoming,” she said. “I met girls with similar backgrounds to me, and they were helping each other. On the first day our program leader said ‘there are no dumb questions’”. Ailani started asking for help and worked with Girls Inc. volunteer tutors to improve her grades, and she considers her program leader Carina to be one of the best teachers of her life.

While she was working hard to improve her academics, Girls Inc. placed her in an internship with a law firm, and she knew instantly that she wanted to be a lawyer. She started reading law books, went to court, and created case binders. She plans to pursue immigration law and be a resource to her community, and continues to network with the legal professionals she met in her internship. “I’m a whole different person now. I’m doing great in school, and will be the first in my family to go to college.” Her advice to current Girls Inc. students is to aim high: “Go for what you want and Girls Inc. will help you. I did, and look at me now!”

The Need

10% of U.S. Bachelor’s degrees in **STEM** fields are awarded to Latina or African American women

1 in 3 girls in the Oakland Unified School District **will not** graduate from high school

U.S. public high schools implement **less than 7 hours** of sexual health programming on average per student

The Impact

100% girls increased their interest and confidence in **STEM** subjects

100% of girls in our **College Access Now!** program go on to college

100% of girls in our **HEART program** presented workshops on reproductive health

During high school, girls…

- Gain extensive exposure to STEM topics, internships, and careers
- Receive the support they deserve to be eligible for – and accepted to – college
- Recognize themselves as leaders through community advocacy

College, Career, and 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.

200 program hours **per girl** ▶ **Girls** participate in **internships, workforce readiness, sisterhood, college access programs, academic support,** and **advocacy**

HOW WE HELP GIRLS RISE

From the moment a girl walks through the doors, or first meets her program leader at school, we support the whole girl

- Academically, with programs that build skills, foster curiosity, and spark dreams for the future
- Emotionally, with programs that build resilience, self-knowledge and advocacy, and create safe spaces for learning and expression
- Physically, with programs that teach health, wellness, and positive risk taking

STAFF

Drawn from the communities we serve and deeply dedicated to the mission of Girls Inc., our staff teach, guide, listen, and create safety so all our girls can rise to their highest heights.

FAMILY PARTNERSHIPS

Programs like Family Nights, college finance seminars, book loans, and mental health services extend our impact and support our families as we also support our girls.

COMMUNITY PARTNERS

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

K-12 PROGRAM DESIGN

We craft programs to intentionally fill the gaps that often exist in under-resourced schools and communities. From literacy, to STEM learning, leadership skills, advocacy, wellness, and college and career readiness, we deliver developmentally appropriate curriculum to support what our girls need, when they need it.

VOLUNTEERS

From practicing reading with 3rd graders, to guiding field trips in middle school, to mentoring college-bound seniors, our volunteers bring skill and passion directly to our girls.

THANK YOU

Volunteers

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 potential career paths, our volunteers are a critical part of one of our guiding principles: to activate a network of engaged adults in our girls' lives.

GET INVOLVED

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

VOLUNTEER SPOTLIGHT:

Internships and Field Trips

Field trips and internships expose girls to career options, build job skills, and seed future networks. During middle school, girls visit companies to see STEM in action, meet female professionals, and start to imagine themselves in future careers. In high school, girls learn job readiness, practice interviewing, and participate in two paid summer internships. Our volunteer internship and field trip hosts are integral to our girls' success, and open doors to brilliant futures. Thank you!

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 STEM 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 commit $1,000 or more annually with Girls Inc. of Alameda County

$375,000+

Since its inception in 2012, Women of Impact members have invested more than $375,000 in our programs. They also mentored girls preparing for interviews and college, tutored in after-school literacy programs, read and judged scholarship essays, networked with Girls Inc. alumnae and each other, and hosted field trips and internships.

JOIN US!

Please contact Christina Souto, 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 grateful for your commitment to changing the world for girls. (July 1, 2018 – June 30, 2019)

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

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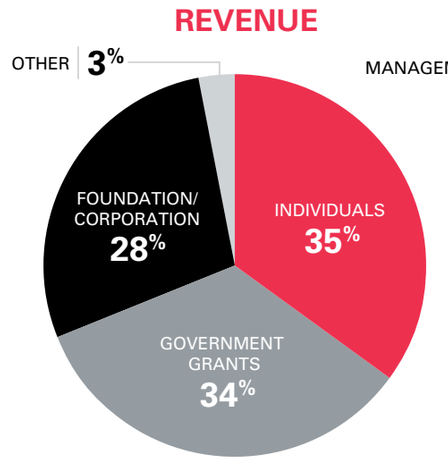
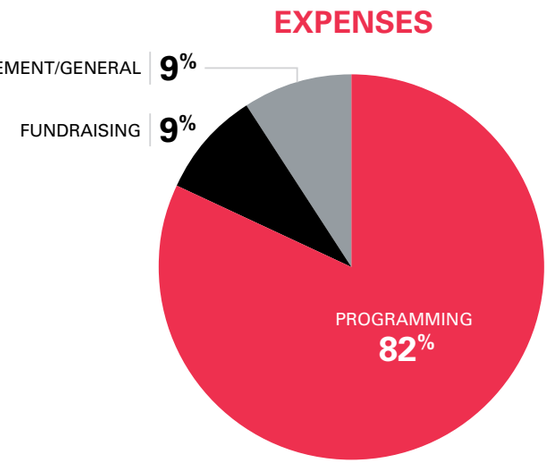
Mary Kay Huse
Carla Koren
Susan Muranishi
Anne O'Neill
Rebecca Alvarez Story

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	$2,692,276
GOVERNMENT GRANTS	$2,556,537
FOUNDATION/CORPORATION	$2,117,759
OTHER	$216,595
TOTAL	**$7,583,168**

PROGRAMMING	$5,564,218
FUNDRAISING	$651,915
MANAGEMENT/GENERAL	$594,403
TOTAL	**$6,810,536**

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 $772,632, resulting in a surplus. The Board has oversight over these funds to be held in reserve for future needs.

July 1, 2018 – June 30, 2019. 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: girlsinc-alameda.org/invest/AR

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.

ANNUAL EVALUATION AND PROGRAM ENHANCEMENT

Girls Inc. strengthens and improves our programming through a robust annual evaluation process. Throughout the year we collect data from program participants, caregivers, staff, and teachers with focus groups, surveys, and program observations. At the end of the year, programs are evaluated and enhanced based on data-driven learnings and insights.

INVESTMENT IN OUR STRATEGIC AND OPERATIONAL PLAN

To increase our presence and strengthen the agency, we are investing in people, infrastructure, and reserves to meet the evolving needs of our girls and community. We are carefully balancing growth with fiscal responsibility and are confident our plan will prepare us to build on our legacy with a strong team and ensure that girls have the resources they need to thrive for decades to come.

NEW DUAL-IMMERSION SPANISH/ENGLISH LITERACY PROGRAM

To better meet the needs of our Spanish-speaking students, we launched a new Dual-Immersion Spanish/English Literacy Program in 2019. Research shows that first learning to read in the language spoken at home improves students' ability to read in English. We are grateful for the contribution from Sharon Davidson, who made this program expansion possible.

ANGELICA PEREZ, MBA

ALUMNA SPOTLIGHT

Angelica Perez, 34, didn't always know what she wanted to do with her life, but in the 7th grade she knew one thing for sure: she wanted to be a Girls Inc. girl. With two older sisters in the program, she saw the opportunities Girls Inc. opened up. Both sisters were Girls Inc. National Scholars, and each won $10,000 college scholarships.

When she started Girls Inc. in 1997, Angelica characterized herself as shy. "I didn't want to talk to people outside my family," she said. Then, as now, Girls Inc. programs for middle and high school emphasized academic support in math and science, internships and career exploration, and health and fitness. She credits her program leader Marta for breaking her out of her shell. "Marta introduced me to sports," she said. "I didn't want to try but she encouraged me to get out there anyway and I played soccer and basketball for the first time." To her surprise, Angelica discovered she was an athlete.

> "GIRLS INC. TAUGHT ME TO BE STRONG, SMART, AND BOLD AND I'VE ADVANCED IN MY CAREER BECAUSE I LEARNED TO TRUST MYSELF AND BELIEVE IN MY ABILITIES."

Taking risks on the field translated into taking risks in other areas. She got involved in Latinas y Que, a Girls Inc. program that built sisterhood and celebrated her Latina identity. She also took advantage of internships facilitated through Girls Inc. and worked during the summers at a women's radio station in Oakland, and Habitat for Humanity. Her work in the community sparked a life-long love of service which led to international travel and humanitarian work in Costa Rica and the Dominican Republic.

When it came time to apply for college, Angelica won a $10,000 Girls Inc. National Scholarship and chose to attend UC Davis, majoring in communications. Her exposure to overseas public service led to an MBA from the University of San Francisco with a focus on international business.

Now Angelica is an analyst with Santa Clara County, using her skills in data and management to positively impact the lives of residents in the South Bay. She loves her work with the county, and looks forward to mentoring the women that are coming up behind her.

"Data and analytics is a field dominated by men," she said. "Girls Inc. taught me to be strong, smart, and bold and I've advanced in my career because I learned to trust myself and believe in my abilities. I want to instill that in all the other women I work with."

And she's still an athlete. She started a basketball team at her job and now her colleagues call her 'coach.' "My advice to all the girls is this: take every opportunity Girls Inc. offers. You'll make friends for life and always have that support network. What I learned in program is part of my identity- I am who I am because of Girls Inc."

girls inc. Girls Incorporated of Alameda County

NEWS

Savvy Sisters Share Girls Inc.

1995 Girls Inc. Newsletter featuring Angelica and her three sisters.

girls inc. of Alameda County

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WORKING TOGETHER, WE HELP GIRLS RISE

Invest: girlsinc-alameda.org/invest/ar

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