



ALLIANCE  
FOR GIRLS  
FORWARD  
TOGETHER:  
AN ANNUAL  
SNAPSHOT  
2019

**Our Vision:** To advance equitable communities in which every girl thrives.

**Our Mission:** To mobilize girls' champions to address barriers facing girls, create conditions for their success, and advance systemic change to achieve equity.

## WHY AFG

Alliance for Girls was founded on a single question: “What can we achieve together that we can’t achieve alone?” Since our launch in 2012, Alliance for Girls has shown that when we work together as a community, we have the power to clear obstacles for girls and young women to achieve their dreams. Because the barriers girls face as a result of centuries of gender and racial inequity are too great for us to overcome alone. The need for a comprehensive solution that not only supports girls holistically but also solves these inequities is stronger than ever. This is where Alliance for Girls comes in. **As the largest alliance of girls’ organizations in the country, with more than 100 organizations including 8,000 staff and volunteers serving 300,000 girls and young women annually, we bring together all the solvers and solutions to advance gender equity and build a world where all girls are able to reach their full potential. Because when girls thrive, communities thrive.**

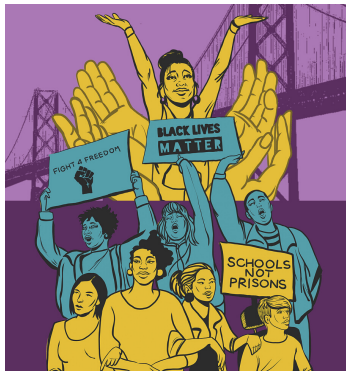
## WE START BY CENTERING GIRLS

We believe girls are the experts of their own experiences and they know what they need to thrive. Through research conducted and designed by girls, **we have elevated the voices and experiences of 256 girls of color.** Our research focuses not just on what girls are experiencing, but *why*. Why there’s only a 61% African American high school graduation rate in Oakland, or why girls have depression rates twice that of boys.

AFG has released four reports on girls' lived experiences across the Bay Area, publishing two this year: *Girls Leading Change: The Lived Experiences of Girls of Color in San Francisco Unified School District* and *Together, We Rise: The Lived Experiences of Girls of Color in Oakland, San Francisco, and San Jose*. Through this research, girls have told us that their greatest barriers to success are:

- **Lack of Safety.** Girls consistently report feeling unsafe, particularly in public spaces and public transportation. In schools girls experience pervasive sexual harassment and assault, and reported needing strong adult allies or resources in school to address these issues.
- **Gender and Race-Based Bias.** Girls shared that adults at home and in school tell them that they are limited in what they are able to do because of their gender. Girls of color, especially Black and African American girls, also reported limiting messages and attitudes displayed by teachers because of their race.
- **The Need for Access to Caring Adults and Healthy Peer Relationships.** Girls in each report spoke to the positive social relationships they build through girls’ programming. As one girl described, “All them in the [girls’] program are like family. I can call when going through things. They helped me with [everything, even] financial issues.”

*“I feel like . . . you have to learn to be conscious of where you are. When you are on the bus. You have to think about where you sit . . . next to the door, not next to someone who will hurt me . . . Girls, especially young girls, have to worry about where they are going to walk. I see that man over there, I am going to cross the other side of the street.”*



## WE FOSTER A SUPPORTIVE COMMUNITY OF GIRLS CHAMPIONS

While girls know best what they are currently experiencing, they need opportunities, programs and mentors to open their eyes to possibilities they may have never known - to ignite their imaginations. Alliance for Girls works with direct service providers and educators in schools and in community to ensure every girl has access to the right service for her, at the right time in her life. Our goal is to ensure that every girl has at least one caring and encouraging adult in her life. We do this by equipping adults with powerful tools and networks to help girls thrive.



**2,749 professionals have attended AFG trainings and conferences to date:**

- 90% report that AFG's trainings provided a space to hold meaningful conversations about issues facing girls.
- 87% report that AFG's trainings provided tools for them to be more effective in their roles.
- 92% report that they leave feeling renewed and motivated in their work with girls.

**260 educators, principals and school administrators have attended AFG trainings in Oakland & San Francisco Unified School Districts:**

- 92% report that they better understand the lived experiences of girls of color.
- In Oakland, 100% report that they are more aware of the work being done by community programs to support girls of color attending OUSD.
- In San Francisco, 89% of SFUSD's security officers have a better understanding of how to uphold healthy and professional boundaries with girls.

## WE WORK TOGETHER TO CHANGE SYSTEMS

When we know what girls need and we have a powerful community of adults who support them, we can strategically and powerfully advance systemic change that eliminates barriers to girls' success.

**In Schools: We're making schools safer and more nurturing for girls, particularly girls of color, by changing the way schools address sexual harassment and bullying.** In Oakland Unified School District (OUSD) we founded a working group of 50+ district officials, educators, girls and AFG members, to carry out a complete response to sexual harassment and assault in schools, based on the sexual harassment policy we passed in 2017. In San Francisco Unified School District (SFUSD) we're working with students, and AFG members like About-Face to establish a new social media educational program to address sexual harassment and bullying. Oakland and San Francisco Unified School Districts alone include 278+ schools serving 110,494 students.

**In Community: We're launching the first comprehensive Girls Policy Agenda for the Bay Area and California, with a focus on girls' most urgent needs:** safety, access to support and resources, and ending gender and race-based bias. Our town halls in Santa Clara, Contra Costa, and Alameda counties have gathered over 140 elected officials, girls, and girls' champions to craft a pro-girl policy agenda, to be launched in January of 2020.



## WE ARE SOLUTION BUILDERS

Our work at Alliance for Girls is to act as the weaver, weaving together thread after thread of solutions into a beautiful tapestry of opportunity, tight enough to catch girls before they fall and bright enough to inspire a new generation of leaders, caring mothers, inspiring artists, and groundbreaking scientists. Together, we are creating a more equitable Bay Area for girls, and for us all.

**FOR MORE INFORMATION: [INFO@ALLIANCE4GIRLS.ORG](mailto:INFO@ALLIANCE4GIRLS.ORG) [WWW.ALLIANCE4GIRLS.ORG](http://WWW.ALLIANCE4GIRLS.ORG)**

*\*\*Girls\*\* refers to gender expansive youth (cis girls, trans girls, non-binary youth, gender non-conforming youth, gender queer youth and any girl-identified youth).*

