



A Year Of Resilience & Progress
2020-2021 ANNUAL REPORT

WELCOME MESSAGE

2021 was a milestone year for Alliance for Girls. As a leader in the girl-serving sector, we are at the forefront of leading systems change to achieve greater gender equity. Despite the pandemic, AFG made great strides with outcomes that include: publishing leading-edge research in collaboration with girls; equipping girls' champions with virtual networking and education opportunities; and building strength as an advocacy organization.

We feel the urgency of the problems the pandemic has unearthed. Though frontline staff and organizations faced major disruptions exacerbated by COVID-19, such as budget restraints and burn out, they did amazing work, moving quickly to address the cracks in our systems. Through the pages of this report, you will see how we worked together with youth researchers, AFG members and community partners to mobilize efforts so that we can demonstrate the need for a coordinated, systemic response to girls' challenges. One major example is our ground-breaking *Uniting Isolated Voices Report*, which uplifts the experiences of young people during COVID-19 and clearly identifies the investments and solutions needed to bolster an already fragile ecosystem of support for girls.

With girls, a radical vision of safety was developed. More than an absence of violence, they define safety as a rich and profound presence of healthy relationships, bodily autonomy, and a sense of belonging. Providing these safe spaces is the challenging and inspiring work that our membership of more than 120 organizations and girls' champions do every day. We are proud of how our alliance continues to face each obstacle together to thrive.

As our sector recovers from the trauma of the ongoing pandemic, it has been a rewarding and busy year that has seen unprecedented levels of government funding and new policies in support of marginalized girls. Over the past year, AFG has secured new partners, grants and other funding opportunities to fuel our work. We are proud to have completed our first audit with rave reviews, underscoring our health and sustainability as an organization. We grew our capacity to a staff of eleven, and are welcoming even more members to our esteemed Board of Directors. With this strong foundation, we reinforce our commitment to creating lasting

change in the lives of girls. Media coverage has put AFG in the news spotlight, keeping gender equity front and center in our political discourse.

2022 brings us many reasons to feel hope for what we can achieve when a global health crisis is no longer standing in our way. We will embark on a new three-year strategic plan, and head into our ten year anniversary with steadfast leadership and fresh voices and perspectives. The real spotlight shines on you, our incredibly engaged partners and hardworking members, for your tireless efforts to improve and strengthen our feminist collective. With your support, the AFG team will continue to innovate and collaborate to create a better future where every girl and gender-expansive youth has the opportunity to reach their full potential.



A handwritten signature in black ink that reads "Cynthia Nimmo".

Cynthia Nimmo
Interim Executive Director



A handwritten signature in black ink that reads "Mark Gunther".

Mark Gunther
Board Chair and Managing Director
of Eva Leah Gunther Foundation

From coast to coast to coast, Alliance for Girls acknowledges that we live, work and play on the ancestral territories of all Indigenous peoples who call this land home. We recognize the historic and ongoing impacts of colonization and are committed to elevating Native American voices within our membership of girl-serving organizations.

*"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).

BUILDING THE SKILLS & NETWORKS OF INTERGENERATIONAL LEADERS TO ADVANCE EQUITY

Knowledgeable teams are essential to building capacity in the girl-serving sector, and we know that there's never been a more important time to stay connected. We held a number of virtual events that were premier opportunities to learn and engage with others from across the Bay Area and beyond. We are looking forward to in-person trainings very soon!

KEY AREAS OUR MEMBERS FOCUS ON



- 23% Education
- 12% Outdoor Education/Athletics
- 11% Life Skills & Job Training
- 10% Advocacy
- 9% Social Services
- 8% Advocacy & Media
- 8% Arts
- 6% Mentoring & Tutoring
- 5% Health Services
- 4% Leadership Development
- 3% Cultural Awareness
- 2% Legal Services



It has been a tremendous blessing to be able to share with and learn from others who are going through similar struggles and to have this space for support without judgment.



- AFG MEMBER

100%

100% believe significantly in AFG's vision to advance equity for girls

200+ INTERGENERATIONAL LEADERS TRAINED, TOTALING

3300+ TO DATE

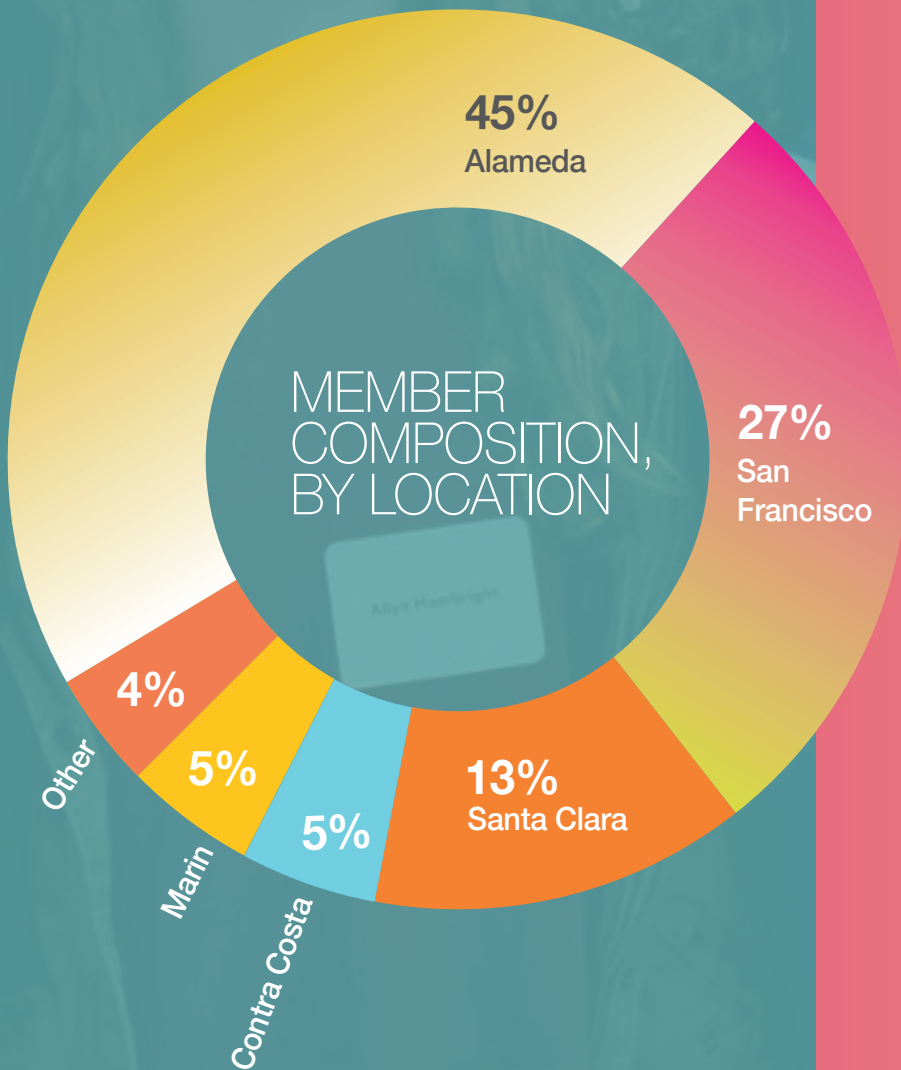
We welcomed 100 leaders to the annual Members Meeting for a morning of inspiration, learning and community.



You're doing incredible work. You're always bringing representation of girls/gender expansive youth and women/gender expansive people, and centering people of color and youth, so congratulations. Thank you so much for elevating voices, strengths and activities. Keep it up.



-2021 MEMBERS MEETING PARTICIPANT



89% want significantly to be a part of making that vision become a reality

89%

12
professionals

120
organizations

60
individuals

3
institutions

LIFTING UP
THE SECTOR,
ONE MEMBER
AT A TIME

AFG MEMBER SNAPSHOT

Reaching girls and gender-expansive youth in the Bay Area, across California, all the way to Washington state, Colorado, Nevada, Washington DC, Texas, Virginia and Connecticut!

Thank you for making AFG a
part of your team!

ENGAGE

We hosted four equity-centered trainings attended by 120 members and stakeholders:

- Centering Black women and girls' leadership
- White executive directors' anti-racism learning circle
- Youth-driven practices for building foundation for thriving
- Expression-driven teaching and facilitating brave spaces for youth

86%

of attendees said they were significantly equipped to support the leadership of Black women and girls

75%

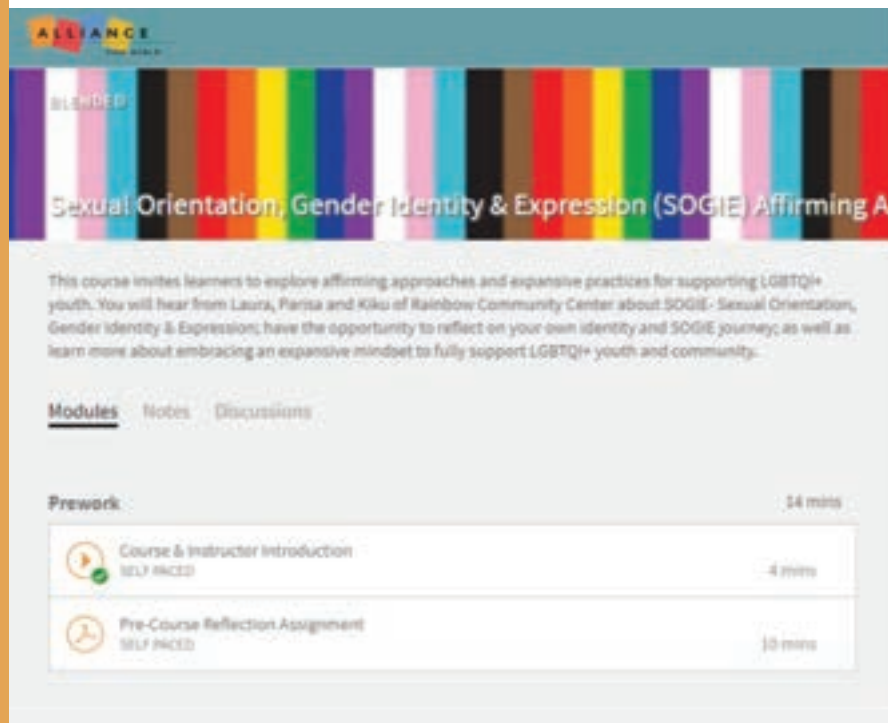
of attendees felt significantly prepared to engage in discussions about white supremacy culture and systemic racism

“ I'm permanently changed after this experience. I am different on a physical, emotional, mental, and spiritual level. ”

- 2021 WORKSHOP PARTICIPANT



Screen Capture of AFG Learning HUB



This fall we launched **AFG Learning Hub**, an on-demand training platform, the first interactive production of video trainings for girls' organizations of its kind.

“ I liked that I was able to learn more about the nonprofit side of organizations, be able to meet other people in different sectors, and get to do advocacy work. ”

-AFG FELLOW

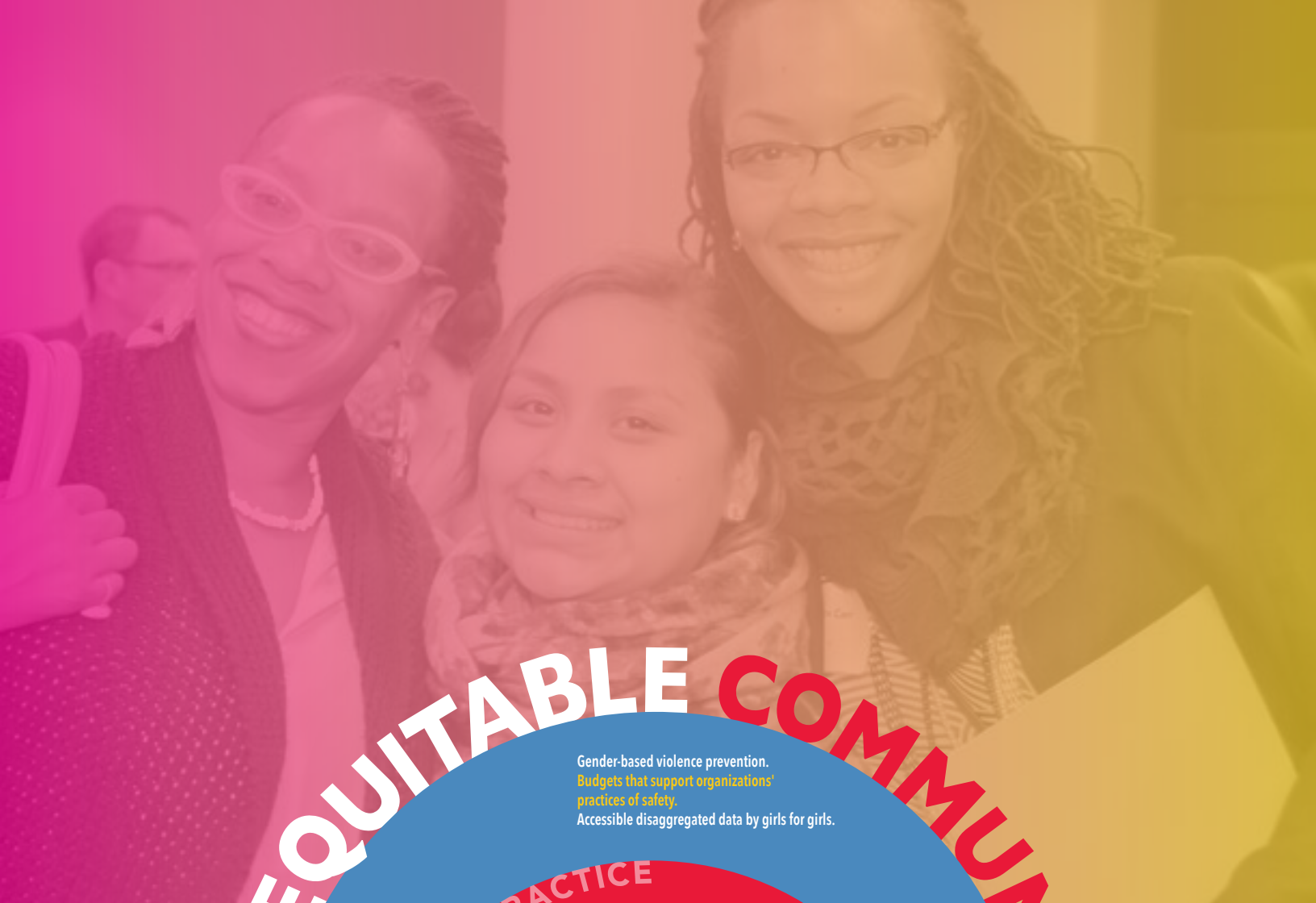
CENTERING YOUTH LEADERSHIP

Through our **YOUTH PARTICIPATORY ACTION RESEARCH** process, we hired 9 girl researchers who joined our **YOUNG WOMEN'S LEADERSHIP BOARD** as the new cohort to lead our **UNITING ISOLATED VOICES RESEARCH REPORT**. Over the course of 9 months, they were trained in intersectional and anti-racist feminist research practices and approaches; the intricacies of qualitative and quantitative data analysis; and how to leverage research for organizing and advocacy.

100%

of the girls reported:

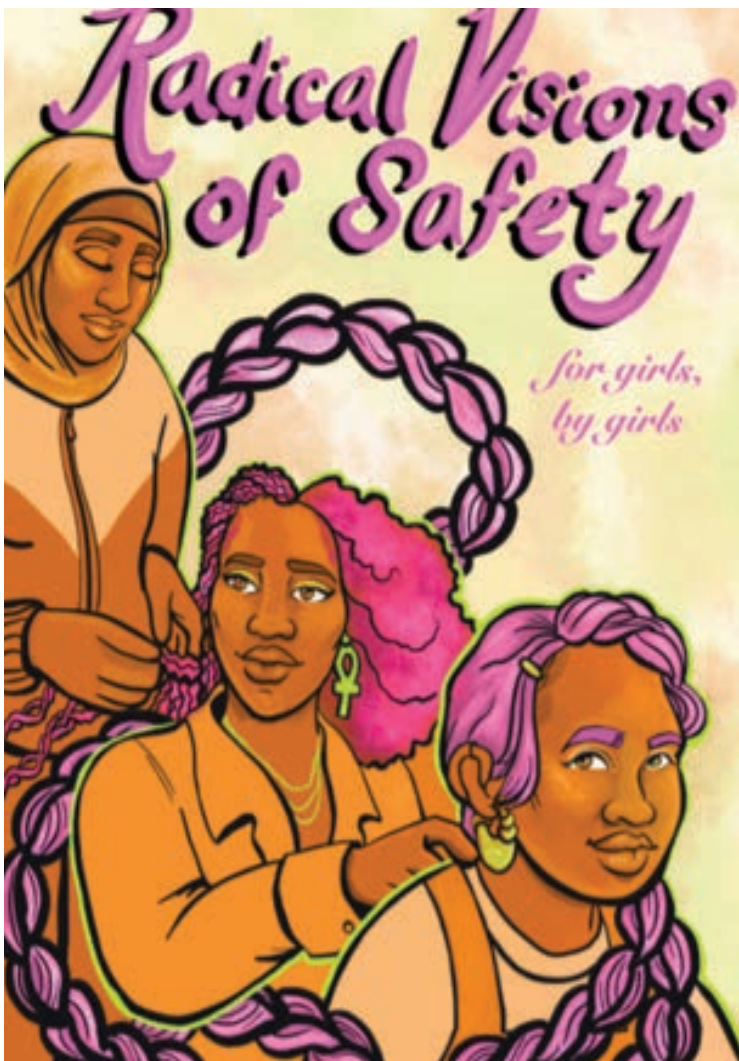
- Their participation helped them develop as a leader
- They learned how to leverage research for action
- They believe that the work is improving the lives of girls and gender-expansive youth
- Feeling more connected to the broader movement that is supporting and advocating for girls and gender-expansive youth
- Seeing an improvement in their skills in relation to advocacy, facilitation, leadership, communications and networking



Radical Safety

TRANSFORMING SYSTEMS THROUGH DATA & RESEARCH

AFG research has powered advocacy that catalyzed new government investment, and galvanized the public to fight for gender equity like never before. Here's how we delivered results this year:



Rooted in our belief that girls themselves should define the issues and solutions that they want to see in their lives, we asked girls what safety means to them. **Our Radical Visions of Safety Report** found that for girls, safety is more than the absence of violence; it's spaces and communities where there is trust, non-judgment and comfort.

This framework will be the underpinning of AFG's focus for the next year, as we continue to work on creating a community of practice and policies to create safer environments where every girl and gender-expansive youth can thrive.

Uniting Isolated Voices: Girls and Gender-Expansive Youth During COVID-19





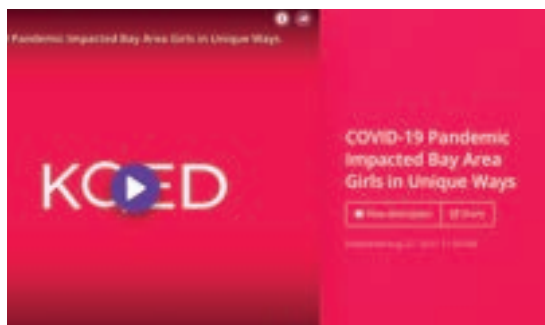
One special thing about this report is that we had young girls like me and my other team members on the Young Women’s Leadership Board, who are between 16 to 20 years old, doing the analysis. Many of us could really relate to the concerns voiced in the survey responses. I believe that we are best poised to not only evaluate the data we are seeing but also brainstorm recommendations and help design support programs that could help alleviate some of the challenges that were expressed in the survey responses.



-UCHE ESOMONU, MEMBER OF AFG’S YOUNG WOMEN’S LEADERSHIP BOARD & YOUTH RESEARCHER.



The COVID-19 pandemic did not create new inequities, it dramatically worsened existing ones. It shone a spotlight on the issues that we have neglected to address. For girls, especially Black and Brown girls and gender-expansive youth, multiple factors including isolation, economic insecurity, increased caretaking responsibilities, and the prevalence of stress and anxiety during COVID-19 have destabilized their sense of safety and ability to thrive.



Our **Uniting Isolated Voices Report** provides three tangible calls to action that links girls’ COVID-19 experiences to practical step-by-step strategies that can create foundational practices of safety and healthy relationships for girls. This report is one of the few research reports in our nation that specifically focuses on how the global pandemic has been impacting girls and gender-expansive youth of color.

The report has been presented to key stakeholders including:

- San Francisco Commission on the Status of Women
- Staff of California State Senator Nancy Skinner
- United Nations Association - San Francisco Chapter
- Oakland Unified School District Board members and the Superintendent



We broke last year as a society in a big way. If we don’t respond with culture and gender holistic services...it’s going to take decades to recover.



- EMMA MAYERSON, FOUNDING EXECUTIVE DIRECTOR OF AFG IN A RECENT INTERVIEW WITH THE SAN FRANCISCO CHRONICLE

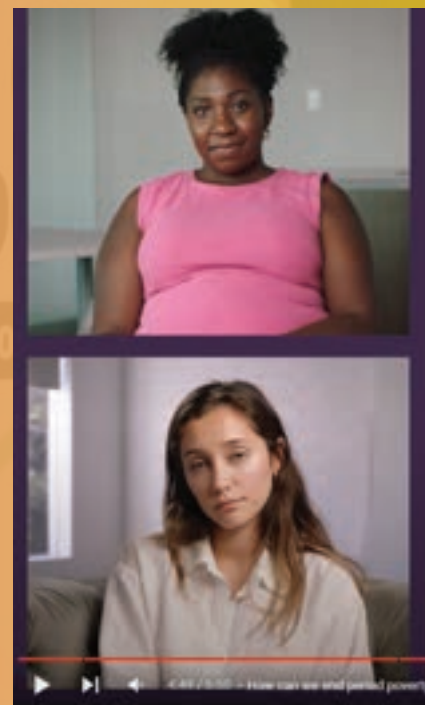
CHAMPIONING CHANGE

The ongoing COVID-19 pandemic created new challenges and exacerbated existing ones, but AFG and our members and partners adapted rapidly. We advocated for robust funding and strong policies that resulted in \$2.3 million to support the needs of girls and gender-expansive youth.

MEETING BASIC NEEDS

During the pandemic, the pre-existing period poverty crisis was exacerbated. In our *Uniting Isolated Voices Report*, 18% of girls and gender-expansive youth reported that they did not have access to period products, with much higher numbers for respondents of color. Our advocacy to meet this urgent need resulted in:

- Donation of 7,000 period products and dissemination of these products within the Oakland Unified School District amid COVID-19.
- \$1.8 million for period products in Santa Clara County (approximately 8 million period products).
- Signing of Assembly Bill (AB) 367, the Menstrual Equity for All Act of 2021. AB 367 will require all public schools serving students in grades 6 to 12, Community Colleges, and California State Universities (CSU's) to stock restrooms with an adequate supply of free menstrual products, commencing in the 2022-23 school year.



ACCELERATING PROGRESS ON COMMUNITY SOLUTIONS

Rooted in girls and gender-expansive youths' definition of radical safety, we advocated for the reallocation of nearly **\$18 million from the Oakland Police Department to the Department of Violence Prevention**. With input from members and the community, AFG proposed data-driven recommendations and alternatives to policing that increase safety. This work is a result of over a decade's worth of advocacy from survivors, community-based organizations, elected officials and community leaders. Together, we did it!

PARTNERSHIPS FOR IMPACT TO TACKLE GENDER-BASED VIOLENCE



For International Day of the Girl on October 11, AFG took part in Youtube's Body of Knowledge campaign. AFG's Advocacy Director, Haleema Bharoocha shed light on how menstrual health impacts girls.

Together with Bay Area Rapid Transit (BART) and a group of nearly 20 AFG member organizations, we launched the youth-driven **Not One More Girl** campaign to combat sexual harassment and gender-based violence on America's 5th largest public transportation system. This initiative uses youth participatory action research, cultural strategy, art and policy change to dismantle the systems that have enabled gender-based violence and instead create systems of empowerment for riders. Highlights as a result of the campaign include:

- Implementation of reporting system to track sexual harassment occurrences
- Youth held 100 paid roles in this initiative
- BART hired Transitional Aged Youth to serve on hiring panels for BART's frontline crisis intervention and transit ambassador roles
- BART rider code of conduct updated to include prohibition of sexual harassment



**JUST
DON'T
DO IT.**

**WE DON'T TOLERATE
SEXUAL HARASSMENT**

#NotOneMoreGirl

**SILENCE
IS NOT
CONSENT.**

#NotOneMoreGirl

MEDIA COVERAGE HAS PUT AFG
IN THE NEWS SPOTLIGHT
KEEPING GENDER EQUITY
FRONT AND CENTER
IN OUR POLITICAL
DISCOURSE.

teenVOGUE

CITYLAB



Ms.



WHEN
YOUNG MOMS
THRIVE, WE ALL
DO

Young moms, ages 12-26 in Santa Clara County, face numerous challenges and barriers in accessing resources and the social support they need to thrive. AFG and the Young Women's Freedom Center are co-leading the **When Young Moms Thrive, We All Do** pilot program, which will address the harmful gender norms and stigma facing young mothers and generate recommendations on how the County can implement programs that are culturally responsive and stigma-free. Santa Clara County granted nearly \$400,000 in funding to support the part-time employment for over 100 young moms in the County. Because when young moms thrive, we all do.



ENDING
HARASSMENT
& FIGHTING
FOR DIGNITY

The Oakland Unified School District has included AFG's girl-produced sexual misconduct prevention and educational videos in their Healthy Oakland Teens Curriculum Teacher Folder!

AFG was a co-sponsor for the community-organized San Francisco March for Reproductive Justice, a movement to stand for unfettered abortion access and reproductive freedom!



AFG staff joined thousands of marchers on October 2021 to send a unified message that the attack on our reproductive rights will not be tolerated.



While we are all immersed in our individual work as organizations, we are collectively positioned to build a better California and a broader-based movement supporting girls. The Alliance for Girls' purpose is super-strong and its members are doing great work. Now is the time to use our collective power to act on girls' issues, because girls' issues are everyone else's issues.



- AFG MEMBER

HOW WE DO IT

Our Vision

Our ultimate goal is to advance equitable systems and communities in which every girl thrives.

Our Mission

Alliance for Girls mobilizes girls' champions to address barriers facing girls, create conditions for their success, and advance systemic change to achieve equity. We fight the big fights to end gender inequity for all girls and gender-expansive youth. No single entity or person can holistically meet the needs of every girl, nor can they solve the larger systemic inequities, in a context where the scale and complexity of achieving equity has thwarted efforts for decades. We are transforming the girls' service sector to a collaborative and innovative network, uniting 120 organizations serving more than 300,000 girls across the Bay Area.

Our Theory of Change

STRATEGY #1: Amplifying the experience and expertise of girls and their champions

STRATEGY #2: Equipping girls' champions with powerful tools and networks

STRATEGY #3: Leading collective advocacy and action for systemic change in health, education and other social systems

STRATEGY #4: Strengthening our network and the Alliance for Girls as an organization

We Believe

- That those closest to the problem are closest to the solution
- In moving beyond the gender binary
- That diverse leadership is more effective leadership
- In the power of the collective



2019- 2021 STRATEGIC PLAN

Our 2019-2021 **STRATEGIC PLAN** has guided AFG's success in research, advocacy and education. It's helped us usher in new ways of tackling the gender inequity crisis and ensuring every girl and gender-expansive youth can thrive. We are now developing a **NEW STRATEGIC PLAN** that leverages what we learned from our Radical Visions of Safety report - we'll share more news on this exciting process in early 2022.



YOUR AFG STAFF

Our team has grown, with individuals who bring a diverse set of skills and lived-experiences; together we are building a collaborative and innovative network for the girls' service sector. AFG is also in year two of our paid part-time fellowship program to train the next generation of youth leaders.

BACK ROW: **Krystele Chavez**, Communications Manager; **Chantal Hildebrand**, Director of Programs; **Haleema Bharoocha**, Director of Advocacy; **Kailin Chou**, Director of Membership Services; **Miari Stephens**, Program Coordinator; **Emma Mayerson**, Founding Executive Director FRONT ROW: **Viviana Arenas**, Advocacy Fellow; **Cynthia Nimmo**, Interim Executive Director; **Alea Chedekel**, Executive Assistant; **Ronni Goldfarb**, Interim Deputy Director; **Uchenna Esomonu**, Membership Fellow

THE PEOPLE THAT MAKE IT POSSIBLE

THANK YOU TO OUR AFG BOARD OF DIRECTORS

Comprised of some of the brightest minds from our communities, our board members provide crucial guidance that strengthens our work.

ANNIE LONGSWORTH

Executive Managing Director,
RFB|Siren

LINDA CALHOUN

(Vice Chair) Founder & Executive
Producer, Career Girls

LORI NISHIURA MACKENZIE

Lead Strategist, Diversity,
Equity & Inclusion, Stanford
Graduate School of Business

MARK GUNTHER

(Chair) Managing Director,
Eva Leah Gunther Foundation

MARLENE SANCHEZ

Deputy Director, Ella Baker
Center for Human Rights

MICHAEL GOMEZ

Financial Advisor,
Merrill Lynch

RACHEL SCHNEIDER

Program Officer, Jim Joseph
Foundation

RAQUEL DONOSO

(Treasurer) Senior Program
Officer, Equity in Education,
Yellow Chair Foundation

REBECCA PETERSON-FISHER

Partner, The Liu Law Firm, Inc.

SHAUNÉ ZUNZANYIKA

Senior Advisor, Tides Foundation

TINA SANDFORD

Head of HR Operations, Policy &
Projects, Silicon Valley Bank

DR. VERONICA HUNNICUTT

CEO & Founder, HG Inc.

YOUR YOUNG WOMEN'S LEADERSHIP BOARD

The Young Women's Leadership Board convenes young women and gender-expansive youth of diverse backgrounds to inform the work of Alliance for Girls and to increase board diversity by training and developing them as non-profit board members.

BRIANNA JACKSON

DARCY HATCHER

GEOVANNA VELOZ

MAKAYLA HARDEN

RALITSA CANEVA

SALAAM LATEEF

SAMMIE WU

SOFIA ORDUÑA

UCHENNA ESOMONU

THANK YOU TO OUR FUNDING PARTNERS

We are proud to partner with leading organizations whose work affects the lives of all girls and gender-expansive youth. From non-profits to public institutions and government agencies, we are a community that believes in the collective power of working together to ensure every girl can thrive.

Foundations & Institutions



Public Partners





WE CAN DO SO MUCH MORE TOGETHER

You too can empower girls to recognize their potential and realize their dreams.

VISIT our website to learn about our programs and more.

JOIN as an AFG member and gain resources, learning opportunities and more.

VOLUNTEER with us as we plan for the 2022 conference and make a lasting impact.

REGISTER for a training workshop or event.

INVEST in our mission and donate to uplift girls' lives.

ENGAGE with us on social media to stay up to date with our latest news.

For more ways to get involved, email krystele@alliance4girls.org.



510-629-9464

alliance4girls.org