



2016 - 2017 SNAPSHOT

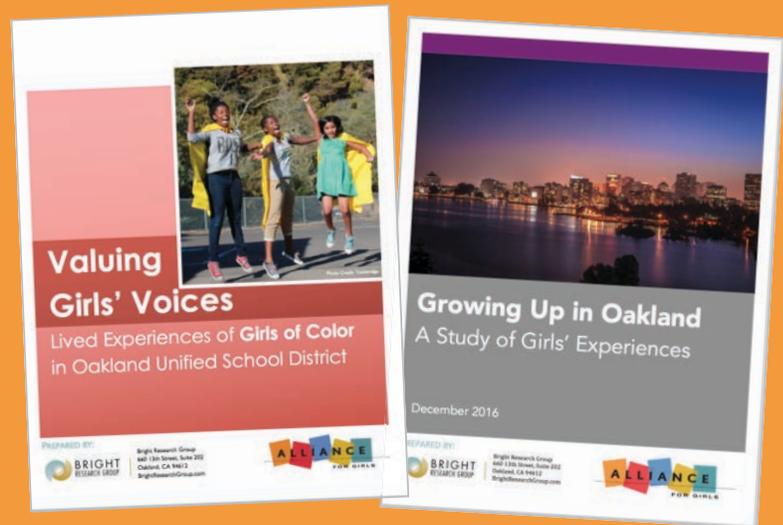
Alliance for Girls (AFG) is the nation's largest regional alliance of girls' organizations and champions with **170 members** serving **300,000 girls** and young women annually.

- 85% membership renewal rate
- 40% have been members for 3 years or more

Amplify Girls' Voices

In 2016, AFG produced 2 original reports on the lived experiences of girls of color in Oakland.

The Girls Leadership Team comprised of 7 female students of color from Oakland schools is launched, to advise and direct the priorities of Alliance for Girls.



Invest in Collaborative, Intergenerational Leadership

The Mentoring Initiative launched in 2016, connecting young and experienced professionals in the field:



"As an Alliance for Girls mentor to Zavi, I had the tremendous opportunity to connect with a rising star who inspired me with her deep passion and commitment to her work. I also got to practice my own active listening skills. As leaders we

are often asked to have the answer and come up with solutions but there is so much learning in listening and being fully present, which has been essential in the chapter that Techbridge Girls is embarking on right now."

- Nikole Collins-Puri, CEO of Techbridge Girls



"It was really great to be an Alliance for Girls mentee of Nikole, to have someone that I could bounce ideas off of. I spend a lot of time being a mentor for youth at Summer Search, but I had never been a mentee! The experience forced me to reflect on where I am personally and professionally, and be more intentional about where I want to go. I was able to learn from Nikole about what's working for her, the unique realities of being a female executive of color in the field, how to practice self-care and get a behind-the-scenes glimpse of being a CEO of a successful nonprofit."

- Zavi Smith, Program Associate of Summer Search

In 2017, AFG launched the Circles Program which connects individuals of all ages who are invested in supporting girls and young women, to explore, connect and discover.

Strengthen the Organizations that Meet Girls' Needs



SHARING EXPERTISE

1190 professionals have attended AFG trainings and conferences since its launch.

85% of members reported that AFG's trainings and services help them better meet their missions.

(2016 membership survey)

COLLABORATION

AFG has fostered **40 collaborations** between members since its launch.

In 2016, AFG launched **multidisciplinary** member teams to create new, holistic approaches to meeting girls' expressed needs.

Eliminate Systemic Barriers to Girls' Success

POLICY CHANGE

AFG organized and mobilized its membership to partner with Oakland Unified School District (OUSD) in changing its policies to meet the expressed needs of girls. This resulted in:

- an equity policy that passed in 2016 and prioritizes addressing bias based on gender, gender identity and gender expression
- a modified sexual harassment policy that is victim-centered and trauma-informed

CULTURE CHANGE

AFG created a Meeting Girls Needs toolkit for frontline educators in OUSD by leveraging the expertise of its membership. The toolkit helps educators:

- 1) comprehend the modified sexual harassment policy
- 2) explore and end their own biases that could be negatively impacting girls of color
- 3) commit to adopting practices in their frontline interactions and relationships with girls to stop and address sexual harassment when they see or hear about it; increase girls' positive connection to school; and to create safe and nurturing spaces for girls including hosting girl-development programs by AFG members



Result: A More Equitable Future For All!