

2021 IMPACT REPORT

Anco of Chiango

WHAT A GIR

Gial is someone vio has RIGHTS. She what she wants when she wants. A girlis INDEPENDENT woman who does not need a man to do things for her. A girl is someone



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LETTER FROM OUR LEADERSHIP

Dear Girls Inc. Of Chicago Friends & Supporters,

For many of us, we were challenged to maintain a sense of normalcy in otherwise uncertain territory in 2020 and 2021. Our team was tasked with ensuring that the girls we serve felt just as nurtured and supported virtually as they would in an in-person setting. This was no simple task, and our work was made even more challenging by the social unrest seen here in Chicago and other major cities across our nation.

We overcame these precedented challenges and successfully transitioned to a virtual service delivery model that enabled us to remain steadfast in our mission to inspire all girls to be strong, smart, and bold. Our girls, their families, and our team remained resilient and persevered despite the obstacles we faced to meet the needs of today's girls in the era of COVID-19.

Our team delivered more than 1,300 hours of virtual instruction last year, implementing our standard Strong, Smart, and Bold programming in addition to Spring Break and Summer Camps. Programs like Project Bold, Mind + Body, and Gear Girls encouraged girls to think of ways to stay safe, accept their bodies, and learn more about career fields they never previously considered. We also hosted virtual events including a video game coding workshop with Microsoft as well as a Comprehensive Sex Education Live Chat in partnership with the ACLU of Illinois and the Chicago Women's Health Center.

In the height of the pandemic, major cities like Chicago were hotbeds of social unrest, receiving national attention for violent, racially motivated attacks as well as protests that sought to promote racial equality. Our advocacy efforts are reflected through our girls, specifically our Bold Girls Society. This group of fearless young women has partnered with organizations including the ACLU to propose solutions to challenge injustices in all spaces against all people.



At an organizational level, we have proudly taken a leadership role in the fight for racial justice and diversity, equity, and inclusion. We were selected to participate in the national Girls Inc. DEI Working Group and we held a series of professional development training workshops for our staff. Our team developed a powerful diversity, equity, and inclusion statement that firmly expresses our beliefs. Additionally, we updated our strategic plan to reflect our commitment to work toward justice for all.

Throughout the past 18 months, our girls have exemplified resilience. Transitioning back to school via hybrid learning models and pivoting to embrace a "new normal" speaks to their ability to overcome adversity and persist in their pursuit of their educational and career dreams and goals.

On behalf of our girls, our board, and our staff, we offer our deepest thanks to all of you for being continued supporters of Girls Inc. of Chicago. Your support ensures that girls can identify and discuss stress management techniques, learn self-defense, analyze and create more reflective and accurate media messages, feel hopeful about the future, and exude leadership. With a strong and supportive community, girls can make positive decisions for their lives and the world around them.

Thank you for being a part of that community.

Arshele StevensWendy GarrettCEOBoard Chair

OUR MISSION IS TO INSPIRE ALL GIRLS TO BE STRONG, SMART, AND BOLD THROUGH DIRECT SERVICE AND ADVOCACY.



We envision a city where:

- Girls are confident and believe in themselves, thus they are happier and lead fulfilling lives.
- Girls do not buy into stereotypes and therefore are not hindered by them.
- Girls are educated and can connect their education to the workforce and careers.
- Girls can adequately care for themselves and their families.
- Girls are socially conscious.
- Girls give back to their communities.
- Girls leverage resources both internal and external to their communities.

We believe that:

- Gender and racial bias exist.
- Diversity is a key component to accomplishing our administrative and programming goals.
- Girls benefit from exposure to high-achieving women with whom they identify.
- The Girls Inc. Experience will make a difference in each girl's life.
- Girls Inc. of Chicago must produce results backed by evidence.
- Girls 5 & 6 years old are a priority.

OUR COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, & BELONGING

Girls Inc. of Chicago wholeheartedly embraces our mission to inspire all girls to be strong, smart, and bold. This mission is driven by our vision of a world where all have boundless opportunities for prosperity and safety no matter their zip code, skin color, family income, sexual orientation, country of origin, religion, age, gender identity, or disability.

We believe that to move from equality as a vision to a reality, we must accept that:

- Diversity is achieved through individuals from all backgrounds feeling as though they have a place at Girls Inc., that they belong.
- It is our responsibility to understand how to create a belonging environment.
- Staff, board members, partners, our girls, and their families must be included in this pursuit.
- Belonging is not a destination but a journey. We must continue to research and reflect on our practices to remain astute when being actionable against the issues.

Contact us at strongsmartbold@girlsincofchicago.org if you would like to partner with us to create diverse talent pipelines of young women at your organization.



In 2021, we openly acknowledge the African American community, Immigrants with a keen focus on those who identify as Latinx, the LGBTQIA+ community, the Asian community and individuals with disabilities.

Within these populations, discrimination and exclusion have exacerbated the diseases of poverty, mental illness as well as the need for safety, independence and choice.

With these understandings, Girls Inc. of Chicago will be able to proudly celebrate the rich diversity of the neighborhoods and girls we proudly serve, our staff, our board, and our partners. We will remain unwavering in our commitment not only to providing safe spaces and programming for all who identify as female to learn and grow; but also offering a welcoming and inclusive work environment that enables our staff to bring their authentic selves to work and thrive as professionals.

OUR 2021 IMPACT

100

HYGIENE CARE PACKAGES DISTRIBUTED TO GIRLS & FAMILIES IN NEED

50 THERAPEUTRIC GIRL CHAT

SESSIONS TO HELP GIRLS COPE

\$.80 OF EVERY **DOLLAR** SPENT SUPPORTS GIRLS' DEVELOPMENT

800

GIRLS SERVED

1,300+

HOURS OF VIRTUAL INSTRUCTION PROVIDED DURING THE PANDEMIC **100%** COLLEGE ACCEPTANCE RATE

\$35K COLLEGE SCHOLARSHIPS AWARDED

90% OF OUR GRADUATES ENROLL IN COLLEGE UPON THEIR HIGH SCHOOL GRADUTION **BASED ON SURVEY DATA:**





86% OF GIRLS BELIEVE THEY ARE STRONG, SMART, AND BOLD

82% BELIEVE THEY ARE LEADERS



ARE HAPPY WITH THE WAY THEIR BODY LOOKS, COMPARED TO 48% OF GIRLS IN THE U.S.

6 SCHOOL PARTNERS

10 COMMUNITY PARTNERS TO SERVE OUR GIRLS AND THEIR COMMUNITIES

GIRLS' BILL OF RIGHTS

GIRLS HAVE THE RIGHT TO BE THEMSELVES AND TO RESIST GENDER STEREOTYPES.

GIRLS HAVE THE RIGHT TO EXPRESS THEMSELVES WITH ORIGINALITY AND ENTHUSIASM.

3

1

2

GIRLS HAVE THE RIGHT TO TAKE RISKS, TO STRIVE FREELY, AND TO TAKE PRIDE IN SUCCESS.

4

GIRLS HAVE THE RIGHT TO ACCEPT AND APPRECIATE THEIR BODIES.

5

GIRLS HAVE THE RIGHT TO HAVE CONFIDENCE IN THEMSELVES AND TO BE SAFE IN THE WORLD.

6

GIRLS HAVE THE RIGHT TO PREPARE FOR INTERESTING WORK AND ECONOMIC INDEPENDENCE.



OUR LEADERSHIP

Board of Directors

Executive Committee

Wendy Garrett Chair of the Board Managing Director Independence and Ethics Grant Thornton LLP Robin L. Brown Vice Chair Vice President Government Affairs and External Relations Ingredion Incorporated

Julie Overbeck Treasurer President Remington Seeds

Alana Ward Robinson Secretary President & CEO Robinson Group Consulting

Directors

Adam Berkoff Partner DLA Piper LLP (US)

Alison Murphy Managing Director Middle Markets CIBC Bank USA

Amy Wilson Senior Corporate Attorney Astellas US LLC

Angella Reid COO, Co-Founder Heritage Consulting by B+R

Chesney Nance Business Development Manager Allured Business Media **Chris Reller** VP Marketing Sales ABC 7 Chicago

Gamilah N. Pierre MD FACOG Partners in Obstetrics and Women's Health

Jean McLaren President (Retired) Marc USA

Jennifer Vidis Deputy Commissioner Chicago Department of Public Health

Kenneth Kirkwood Corporate Counsel, Trade Compliance and Third Party Baxter International Mary Ann Hynes Senior Counsel Dentons US LLP

Mary Wilson Managing Partner Dentons US LLP

Rhonda Ferguson Executive Vice President, Chief Legal Officer, General Counsel and Secretary Allstate

Vanesa Scott-Thompson, Ed.D. Vice President of Program Elim Christian Services

Staff

Tuere Atkinson Senior Program Facilitator

Araceli Cabrales- Medina Director, Finance & Operations

Mary Fawcett Senior Communications and Social Media Associate

Kate Gilbert Program Manager

Jackie Guataquira Program Facilitator

Janee Henderson Senior Program Facilitator

Jade Ivy Senior Development and Events Associate Sam Leora Contract Program Facilitator

Triana Mayers Substitute Program Facilitator

Nia Moncure Youth Program Facilitator

Carol Sharp Director of Programs

Arshele Stevens CEO

Ky Stevenson Operations Associate

OUR PROGRAMS

Bold Expressions

Through the generous support of Janaina Hees and the Hees Family Foundation, Girls Inc. of Chicago launched our Bold Expressions program in March 2021.

Our Bold Expressions program (in partnership with nonprofit arts organization SkyArt) supports girl growth by empowering girls to learn and share about their personal narratives through the creative arts. Through Bold Expressions, girls learn how to become socially and emotionally intelligent, civically engaged, and see themselves as advocates. This initiative is a part of our citywide programming and therefore is available to any girl who attends any school in Chicago. Girls who participated in Bold Expressions during our summer camp met viral poet Lesle' Honoré who helped them create and perform their poems.

Bold Girls Society

Our Bold Girls Society cultivates emerging leaders. The group, composed of teens who attend high schools across the city, learn about topics impacting women and girls and create a yearlong advocacy project to address a specific issue. Prior to the pandemic, areas of focus for the group have included sexual harassment, sexual violence, and reproductive health. This year, our Bold Girls Society created an Instagram account to address body positivity among teens and young women called "The Mirror Me Project". Additionally, the girls led a presentation where they informed community members about body positivity.



"OUR ACTIVITIES REMIND ME THAT THE MOST UNEXPECTED PEOPLE CAN MAKE THE BIGGEST DIFFERENCE IN THE COMMUNITY."

Ava, 15, Bold Girls Society Member



College Success

We launched our College Success program in fall 2020, to help our graduating seniors make college completion a reality. Our organization provides the scholarships, mentoring, and comprehensive support that our girls - now enrolled in their freshman and sophomore years of college - need to enroll in and graduate from college and pursue their career dreams.

"I ALWAYS KNEW I WANTED TO DO SOMETHING IN STEM, BUT I WASN'T EXACTLY SURE WHAT. GIRLS INC. INSPIRED ME TO PURSUE A CAREER IN COMPUTER SCIENCE."

Chenille, Sophomore, University of Illinois at Chicago, College Success Participant

Summer Kickback Series

We are particularly proud of the impact that we have made here in Chicago to help girls and their families cope during the pandemic and periods of social unrest. We were selected to serve as a host organization for Chicago's Summer Kickback Series. Through the Summer Kickback Series, we not only provided a series of teen-led, family-friendly community events in the Roseland community on the South Side, but we provided employment opportunities for 12 teens and young adults as well. This program, which reached more than 500 residents, provided a safe, fun way for youth and teens to spend the summer.

NONPROFIT OF THE YEAR AWARD

In May 2021, Girls Inc. of Chicago was recognized by the Young Nonprofit Professionals Network (YNPN) Chicago as its 2021 Nonprofit of the Year. This recognition is a testament to the hard work of our leadership to retain highly qualified, dedicated professionals and to our team who are laser-focused on helping girls reach their fullest potential.





SHE SHINES

Through She Shines, Girls Inc of Chicago's signature leadership development program, we recognize extraordinary women who give back to women and girls across Chicago. During our March 2021 She Shines event during Women's History Month, we acknowledged the following women:

Angela Esposito Senior Manager of Education Chicago Architecture Foundation

Phaedra Leslie Director of Business Relations and Economic Development Chicago Cook Workforce Partnership

Karen Foley CEO Juvenile Protective Association

Susan Sadlowski Garza City of Chicago,10th Ward Alderwoman Leslie McKinney Executive Director Black Women in Science and Engineering (BWISE)

Veronica Johnson Co-Pastor

Lindrea Reynolds Founder and Executive Producer Next Level Brand Behavior

Whitney Morrison Opera Singer, Soprano Chicago Lyric Opera

OUR PATH FORWARD

We began our work in Chicago with 65 girls at Ruggles Elementary, located in the Greater Grand Crossing community on the South Side in 2017.

Since then, we have expanded our reach to 6 additional schools including Aldridge, Clay, Libby, and Elementary Schools and Perspectives Math & Science Academy. We served 800 girls in 2021 through our life-changing school-based and citywide programs.

In June 2021, our board approved our 2022 Strategic Plan, which focuses on increasing our organization's capacity to make a greater impact in the lives of Chicago girls by addressing five critical pillars:

- 1. excellent programming
- 2. revenue and fund development
- 3. public relations
- 4. operations and efficiency
- 5. social justice

In alignment with our commitment to social justice, we have been working to ensure that we provide an environment for our girls and our staff where everyone feels that they belong. We created a diversity, equity, inclusion statement and have initiated a series of ongoing workshops to provide the professional development training that our staff need to create a welcoming environment for girls and their colleagues.



OUR 2021 FINANCIALS

Assets & Liabilities Statement

Assets	
Current Assets	
Cash	\$680,890
Contributions Receivable	\$48,504
Prepaid Expenses	\$2,480
Total Current Assets	\$731,874
Property and Equipment - Net	\$38,695
Other Assets	
Security Deposit	\$3,992
Software, net of accumulated amoritization of \$4,471 in 2021	\$1,108
Total Other Assets	\$5,100
Total Assets	\$775,699
Liabilities & Net Assets	
Current Liabilities	
Accounts Payable	\$37,138
Accrued Expenses	\$61,230
Deffered Rent	\$1,093
Refundable Advance Liability	\$145,249
Total Liabilities	\$244,710
Net Assets	
Without Donor Restrictions	\$530,959
With Donor Restrictions	_
Total Net Assets	\$530,959
Total Liabilities and Net Assets	\$775,669

Income Statement

Support & Revenue			
	Without Donor Restrictions	With Donor Resrictions	Total
Contributions - Corporations Contributions - Foundations Contributions - Individuals Grant Revenue Special Events: Gross Revenue Expenses Contributed Goods and Services Other Revenue Net Assets Released from Restrictions	\$27,134 \$676,768 \$200,362 \$409,598 \$116,804 (\$27,929) \$3,112 \$112,266 \$12,500	- - - - - - - (\$12,500)	\$27,134 \$676,768 \$200,362 \$409,598 \$116,804 (\$27,929) \$3,112 \$112,266 -
Total Support & Revenue	\$1,530,615	(\$12,500)	\$1,518,115
Expenses			
	Without Donor Restrictions	With Donor Resrictions	Total
Program Services Management & General Fundraising	\$804,110 \$128,899 \$174,232	-	\$804,110 \$128,899 \$174,232
Total Expenses	\$1,107,241	-	\$1,107,241
Change in Net Assets	\$423,374 \$107,585	(\$12,500) \$12,500	\$410,874 \$120,085
Net Assets at beginning of year	Q107,000	+ /	

DONORS

Pacesetter (\$100,000+) Sherwood Foundation Girls Inc. Lynette and Foster Friess Foundation

Vanguard (\$50,000-\$99,999) Department of Family Support Services

Dr. Scholl Foundation H. Fisk Johnson Julie Overbeck

Luminary (\$25,000-\$49,999) Albert Pick Jr. Fund Conagra Foundation

Advocate (\$10,000-\$24,999)

Amazon Barker Welfare Foundation Baxter International Foundation Chicago Parks Foundation CIBC Dexter Magnetic Technologies Experian Gamilah Pierre, MD, FACOG Hees Family Foundation Northern trust Union Pacific

Ally (\$5,000-\$9,999)

After School Matters Alana and O'Neal Robinson Allstate AMPT Chicago Amy Wilson Bakalar Family Charitable Fund Cheryl K. Beebe Clayton and Rhonda Ferguson Charitable Fund Jean McLaren Mary Ann Hynes **Robert and Isabelle Bass** Foundation Vedder Price Partner (\$1,000-\$4,999) Adam Berkoff Alison Murphy Angella Reid Caterpillar Charles Eaton Comcast CME Group **DLA Piper** Elizabeth Gisch Friend Family Health Center First Congregational Church of Western Springs Foley and Lardner LLP Jason Kania Jennifer Nelsen Mid-American Water Nakoma Products Remi Kajogbola

Studio 41 Sam and Dona Scott Foundation Stephen R. and Janice M. Brown Depository Fund Tapehead City Tracy Schovain Dr. Vanesa Scott-Thompson WIN Winchester (Women In Ingredion)

Supporter (Less than \$1,000)

Alexandra Westphal Alexandra Newman Alice Ng Allie McCoy Allison Lipsman American Endowment Foundation Amina Mason Ana Ward Anatasia Grimes Andrea Skolnick Andrew Kindelin

Angela Welch-Rice Ann Chen Anna Lesnicki Anna Vanderpoel Anne Howaniec Anne Romes Annie Heitman Annissa Lambirth-Garrett Araceli Cabrales-Medina Arshele Stevens Ashley Gelman Ashley Gerenser Avni Jayswal Barbara Goff **Bejeray Morrison Benjamin Ghess Beth Wootton** Brenda Belding topping Brenda Hatcher Brian Ardinger Bridget Gannon Brooke Logan Brunetta Matthews **Carol Sharp** Caroline Ceisel

Carolyn Farrell Dockus Caryn Englander Catherine Demille Catherine Freed Charlene Jackson **Charles Lucoff Charlotte Woodson** Chelsea Dade Cheryl Baer Cherly McPhilimy **Chesney Nance Chris** Terzich **Christina Coles Christina Matthews Church Mutual Insurance Cink Fundraising Colleen Rose** Courtney D'Alessandro Craig Lynch Craig Stevens Daniel Lithio Dawn Miller **Deborah Sommer Denise Caleb Denise Hopkins**

Diana Di Domenico	Jar
Diane Chastain	Jef
Diane and Tom Murphy	Jer
Donald Lennert	Jer
Douglas Buchler	Jer
Elena Nicoella	Jin
Elena Finizio	Joa
Emily Hotlz	Joa
Erin Keyser	Joa
Evan Meyers	Joł
Faedra Weiss	Joł
Felicia Davis	Jos
Grand Victoria	Jos
Foundation	Jos
Gloria Stevens	Zw
Gretchen van Dam	Jul
Gwen Lewis	Jul
Haidi Wang	Jul
Hysoo Ka-Widmann	Kar
Ingrid Wallace	Kar
Iris Bulls	Kar
Jackie Horn	Kat
Jacqueline Passley-	Kat
Ojikutu	Kat
Jacquelyn Connolly	Kel
Jake Weinberg	Kel
James Cantwell	Kel
Janet Souter	Kel

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Kenneth Weimer Kevin Harrington Kieanji Williams Kimberly Frey Kristen Kepnick Laura Graves Lauren Schwartze Lenore Weiss Leslie Richman Leslie Newbon Linda Baker Linda Xiong Linda Cunningham-Mason Lindrea Reynolds Lisa D'Angelo Lisa Portanova **Lizel Ferrer** Lori Wright Lorna Johnson Lucy Okamuro Maggie Carter Mara Nicholl Mari Isasi-Diaz Mark Schmidt Marshall Becker Martha Fitzgerald Mary Wilson

Marynic Foster Matt Kenny Matthew Ehrlich Matthew Adkins Matthew Shangraw Melisa Larson Melissa Cohen Melissa Rodriguez **Meribeth Mermall** Michael Bruemmer Michael Herrod **Michele Viramontes** Michelle Bank-Salisbury Mikel Rafa Minda McMann-Spoone Mohammad Ali Molly Plozay Neeta Daga **Olawale Ade-Oshifogun** Pamela Forbes Lieberman Patricia Kilianek Patricia Nieberlein Paul Arena Rachel Ruttenberg **Rachel Foley** Ramesh Chaliki **Randall Nunez**

Raphaliata McKenzie Regina Arvon-Chandler Reshma Peck **Richard Werner Robin Brown Rosemarie Carvallo Ruth Colby** Sabrina Moore Sandra Lespinasse Sandra Anderson Sandra Beaver Shakira Gavin Shannan Bunting Shannon Zegar Shannon Neilson Sharon Bush Sheeree Buchanan Sherri Correll Sofia Gonzalez Stephen Schwab Stewart Watts Susan Noel Susan Bachstadt Suzanne Pomposello Suzanne Gherardini Tamala Knobbe Tamara Marge

Tanisha Thomas-Young Taylor Roth Teresa Rogers Teresa O`sullivan **Teresa Connors** The Benevity Community Impact Fund Thomas Elardy Tiffani Bolden Timothy Wright Tyler Nutsathitya Valerie Sherman Vanesa Scott Thompson Verneda Bachus Veronica Herrero Victor Chanto **Wendy Thompson** Wendy Garrett William Talbert Yani Mason Yesenia Mendez **Yvette Nelson** Yvette Mitchell



GET INVOLVED

Associate Board

Girls Inc. of Chicago is looking for early to mid-career professionals, who are passionate about making a difference in the lives of girls, to join its Associate Board. Through their work, Associate Board members will make a meaningful impact in the community by amplifying our messaging and raising funds to help support our programming. Contact us at strongsmartbold@girlsincofchicago.org with questions and to learn more about how you can join our Associate Board.

Volunteering

From hosting supply drives to guest speaking engagements and much more, there are a variety of ways that you can volunteer your time to support Chicago girls. Below is a list of currently available volunteer opportunities:

- College Success program mentors
- Hygiene supply drive hosts
- Gliteracy Guides
- Group mentors
- Social media ambassadors
- Vaccine education outreach

We ask that volunteers agree to spend at least one hour a month with our girls and complete a criminal background check. Contact us at volunteer@ girlsincofchicago.org to learn more about available in-person and virtual volunteer opportunities.

