

**GIR  
LZ,  
FTW.**



# Girlz For The World 2022 Impact Report



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# Message from the Founders



**Nicol Perez**



**Priyanka  
Jaisinghani**

Girlz For The World started in 2017 as a small mentorship program where women could come together to uplift and support each other on their paths to achieving their goals. We wanted to challenge the stereotype that women are competing with each other for a place at "the top". Ultimately, we wanted to create the spaces we wished we had growing up. Over the years, we've gotten curious about how we can challenge other harmful stereotypes and gender norms that are so pervasive that even we may be perpetuating ourselves as women.

After 5 years of running it as a side project, we decided to make Girlz,FTW an official 501c3 non-profit in 2021 because we saw that more needed to be done to continue tackling these challenges. The pandemic's impact on the girlz in our program and around the world could not be ignored. In fact, a 2022 report\* by UN Women found that attitudes towards gender roles have deteriorated amid COVID-19 as outdated social norms and stereotypes continue to hold society back from achieving gender equality. In 2022, we focused on creating spaces for girlz to have reflective and meaningful conversations about the norms and stereotypes that hold us back and prevent us from reaching our full human potential. In this report, you'll learn about the programs we're running, and the impact we've had on girlz in 2022. Thank you for being a part of our community!

\*UN Women: [The Levers of Change Report](#):

# Introduction

## Mission:

Unlock the power of girlz around the world by building a supportive community that empowers girlz to question and dismantle harmful cultural norms.

## Vision:

We envision a world where girlz have equal opportunities to work towards and achieve their dreams and build the world they want to live in.

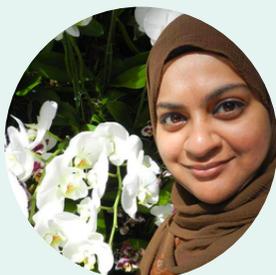
## Values:

Our values guide how we approach our work and our engagement with our community.

- **Be Bold:** We're redefining success, pushing beyond our fears, and taking the risks that will get us one step closer to our goals and building the world we want to live in.
- **Be Authentic:** We're done with surface-level conversations. It's time to remove all the filters and talk about the uncomfortable topics we often avoid.
- **Be Inclusive:** We're building a global community of girlz that celebrate each other's successes and support each other through the bad times. No matter where you come from, there's always a seat at our table.

# Our Team

We couldn't do this work without our incredible executive team. Our entire team is made up of dedicated and passionate volunteers, most of whom started off as mentors or mentees in our program!



**Naseem**  
Program Operations  
Director  
USA



**Ashley**  
Mentee Operations  
USA



**Hannah**  
Mentor Operations  
USA



**Nikita**  
Facebook  
Community Lead  
India



**Abisola**  
Facebook  
Community Lead  
Nigeria



**Mogi**  
Whatsapp Group  
Lead  
Botswana



**Rahmot**  
Whatsapp Group  
Lead  
Nigeria



**Nomso**  
Nigeria Country  
Lead  
Nigeria



**Jacie**  
Nigeria Country  
Lead  
Nigeria



**Maryam & Nivaal**  
Marketing leads  
Canada



**Awuor**  
Fundraising  
Consultant  
Kenya



**Laaziza**  
Team Operations  
Morocco

# Our Board of Directors

This year we onboarded our first ever board of directors. They bring a diverse set of lived experiences and professional expertise and we are thrilled to have them on our leadership to drive transparency and ensure our work is impactful. See their bios below.



## Horia Faizi Sardarzada

Horia Faizi Sardarzada is an Afghan young leader advocating for Afghan girls and women rights through academic research, media programs and community development initiatives. She is the Head of Department for gender and women's programs with Afghanistan Economic & Legal Studies Organization (AELSO).. Previously, Horia worked as director general of women's economic empowerment and child care at the ministry of labor and social affairs (MoLSA) in Afghanistan. Prior to that, she served as deputy program director of women's economic empowerment national priority program of World Bank and as an expert of gender with UN Women at the Office of the Afghan President on UN Affairs.



## Melissa Deehrig

Melissa Deehrig is an attorney (California), Women, Peace, & Security scholar, and graduate student/teaching assistant at Harvard Extension School, Harvard University. From 2011–2021, she worked as a Clinical Assistant Professor of Law at Qatar University in Doha, Qatar. Melissa has consulted for the United Nations Office on Drugs and Crime (UNODC), served as an Education for Justice (E4J) Champion, and been a key lead & co-author of numerous research grants to advance gender equality in Qatari legal education. Melissa previously worked as court-appointed defense counsel on juvenile dependency proceedings before the San Francisco Superior Court.



## Donya Nasser

Donya is a passionate advocate for youth empowerment, gender equality, and racial equity. She served as the first Muslim U.S. Youth Observer to the United Nations, and is currently on the Boards of the Planned Parenthood Federation of America, International Planned Parenthood Federation, and Global Fund for Women. Donya is a Gates Foundation 120 Under 40 Family Planning Leader, Glamour Magazine Top 10 College Woman, and L'Oreal Woman of Worth. She is also a recipient of the Harry S. Truman Scholarship and a Fulbright grant to conduct research in Tajikistan. Donya is currently serving as the associate director of youth engagement and equity at the Center for the Developing Adolescent.



## Sailesh Singhal

Sailesh Singhal is a Global Youth activist, community mobilizer, strategist & Social Entrepreneur advocating for accountability, transparency and youth engagement in the development discourse. Sailesh Singhal is the Founder of Youth of India Foundation, which has received various accreditations from United Nations and is the Co-Founder of Youth For Green Hydrogen, a campaign urging for equal participation of genders in the energy transition leadership by bringing the world's first youth declaration on Green Hydrogen. Earlier, Sailesh has also been a Youth Advocate at UN Women and represented India at G20 Youth Summit.

# 2022 Programs Overview

Gender norms are seen as a source of inequality between men and women by gender equality practitioners. We believe that there are skills and mindset shifts that can help challenge and dismantle harmful gender norms in order to catalyze change within ourselves and in our communities. We also recognize that this work must be combined with efforts to address other factors that contribute to the persistence of systemic injustices. This year, our programs were organized around two key pillars that we believe are critical to challenging harmful gender norms and stereotypes.

## 1 — Access to Cross-Cultural Community

- **1:1 Mentorship:** A core part of our theory of change is that access to girlz from other cultures can help you see gender norms in your own community from a new perspective. This year, our mentorship program welcomed 121 new girlz from around the world.

## 2 — Access to safe spaces to discuss and challenge harmful gender norms

- **Community Groups:** We have 3 active Whatsapp groups with 60+ girlz in each group that gather to discuss weekly / bi-weekly prompts. Two of our groups are focused on gathering girlz interested in discussing mental health and personal development. Our third group brings girlz from Nigeria together to discuss a wide range of topics.
- **Storytelling Program:** Our storytelling program aims to create a space where girlz can reflect on and discuss key issues related to gender norms. Monthly prompts cover topics such as religion, relationships, girlhood, and more.

# Girlz,FTW By The Numbers

This year, we focused on slow, sustainable growth. We spent the first half of the year improving program operations and making it easier to match mentors and mentees after they applied to our mentorship program. We also focused on improving our communications with the program's girlz, including updating all of our automated email outreach to increase efficiency and clarity on the type of support girlz can expect from our program. While our primary focus was on improving the quality of our program, we've included some numbers below to provide you with a snapshot of some growth.

121

**New Girlz joined our mentorship program in 2022**

1,038

**Engagements in our Facebook Community**

21

**New Blog Posts from our Girlz,FTW Storytellers**

185

**Girlz participating in our Whatsapp Community Groups.**

2466

**Email newsletter subscribers**

15

**Events and workshops hosted with and by Girlz in our program**

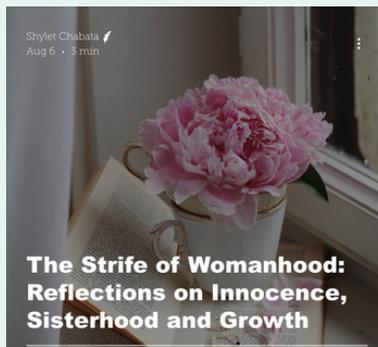
# 2022 Highlights

## Girlz Storytelling Program

This year we welcomed 25 new girlz into our 2022 Storytelling program. Our goal with this program are to enable girlz to:

- Reflect on the issues that prevent women from reaching their true potential
- Feel confident in their ability to tell stories that inspire others.
- Strengthen their ability to convey their story and point of view on issues / topics that matter to them.

Each month, we challenged girlz to write on prompts that enabled them to reflect on key issues. Check out some of our blog posts by clicking on the images below and see what girlz have to say about their experience with the program so far. .



"This program has provided me with the opportunity to improve my writing skills using real-life experiences that have an impact on women's daily lives around the world. I have learned the artistic skill to combine my thoughts and experiences into writing about universal concerns of women's oppression that are still present in women's daily lives. Anyone interested in deepening their understanding of gender inequality should absolutely check out the program." – **Alinafe Kashoti, Malawi**



"The program has helped me explore different aspects of who I am and finding my voice as a writer. It is incredibly therapeutic and cathartic to explore topics so close to my heart while embracing the community and finding common ground as girls. I seen personal growth as well as growth in my fellow writer and am so incredibly grateful for this program." – **Faith Mashevedze, Zimbabwe**



I'm so glad to be part of the Girlz FTW Storytelling Program and community – where I could explore thoughts and emotions about themes closest to my heart and channel them into words, all while nestled in the comfort of a safe space and a wonderful community. I'd highly recommend the program to anyone who wants to explore their interest in creative writing and find a delightful community that mentors, nurtures and enriches their creative and personal journey! – **Vasudha Mishra, India**

# 2022 Highlights

## Girlz,FTW Community Groups

We have 3 whatsapp groups that are managed by Girlz,FTW staff and bring girlz together to create safe spaces to discuss topics that they normally would not discuss with anyone else. Whether its mental health, personal development, relationships, or local gender issues happening in their communities, Girlz can turn to these groups to find a support system and a sounding board. Check out what Girlz in our Whatsapp groups have to say about their experience.



### Uyemhi Etokhe - Nigeria

"The GirlzFTW community is family. It is a support system of passionate, wonderful, lovely, enthusiastic women that make you realise that there's a lot to keep going for, especially because you are who you are. It is home where you can bare your thoughts and know you have a safe zone – no judgements because you are wanted. The community has stood for growth in everything for me and a mantra. It is my safe haven."



### Name - Belize

To me, the Girlz,FTW community has been a community that truly empowers women to understand that they have a voice and giving them a platform to use their voice for positive change.



### Bajogun Precious. - Nigeria

They're family. You know that distant cousin you don't talk to all the time but you can always rely on? That's them. They've been there for me at some really low points of my life when I didn't know who to talk to. I'm really grateful for them.



### Ivvy Isabella Anito - Nigeria

"GirlzFTW Community is a Safe space for Me to communicate, support and care for other Girls in Nigeria."

# 2022 Financials

We're just getting started as an organization. Our donations are primarily in-kind donations from organizations that provide us with the tools and resources to run our programs. Other revenue comes from small donations from individual donors that have either donated through our website or our Girlz,FTW Store.

Donations	
<b>Unrestricted Contributions</b>	<b>\$2,009.09</b>
<b>Restricted Contributions (GirlzRTW Events)</b>	<b>\$158.15</b>
<b>Total Contributed Income</b>	<b>\$2,167.24</b>
<b>In-kind Services</b>	<b>\$3,000.00</b>
<b>In-Kind Software Tools</b>	<b>\$11,140.00</b>
<b>Total In-Kind Contributions</b>	<b>\$14,140.00</b>

Expenses	
<b>General &amp; Administrative</b>	<b>\$902.40</b>
<b>Legal Administrative</b>	<b>\$279.00</b>
<b>Total Expense</b>	<b>\$1,181.40</b>

# With Gratitude

We'd like to give our sincerest gratitude to our donors, supporters, and community members that help make Girlz,FTW a supportive and uplifting community.



## Contact

Have questions?  
We'd love to hear  
from you!

[team@girlzftw.com](mailto:team@girlzftw.com)

# Ways to Support

**Donate:** You can make a one time or monthly donation by clicking [here](#).

**Purchase:** Check out our [shop](#) featuring designs by the incredible [@Jingnotjane](#)! All proceeds from our store go towards a scholarship fund for girlz in our program!

**Partner with us:** email us at [team@girlzftw.com](mailto:team@girlzftw.com)