



**GIRLS GEARING UP
INTERNATIONAL
LEADERSHIP ACADEMY
2023 REPORT**

www.girlsgearingup.org

THE WORLD IS READY FOR NEW LEADERS.

Sometimes it seems that everywhere you look, there is bad news. After another year of disheartening headlines, it's easy to feel anxious and helpless when faced with the seemingly overwhelming challenges of the looming climate crisis, escalating political instability, and increased violent conflict.

But there is also good news, and so many people working hard to make things better, sometimes one very small step at a time. In 2023, UN experts indicated that the ozone hole is actually closing. Germany's foreign minister Annalena Baerbock launched new feminist foreign policy guidelines. The European Union has passed a law mandating companies to address human rights, including child labor, in their supply chains. And over 750,000 young people from more than 150 countries worked together to deliver a global youth statement to delegates at COP 28. In the face of every crisis, there are individuals who step up to lend support and solidarity to one another and take very real steps towards creating solutions.

At Girls Gearing Up, we are proud of our movement to encourage, equip, and inspire girls all over the world to be part of - and even lead - the progress our world needs.

On the following pages, we are happy to share our very good news about the Girls Gearing Up leaders of the future.

In our work, we consistently witness teen girls from all over the world stepping into leadership roles with a profound sense of empathy and understanding, embracing their diverse perspectives, celebrating their differences, and discovering common ground. We instill in our teen changemakers the belief that even small actions can bring about profound change, and we observe with pride as use they use their skills and conviction to bring positive change in their communities.

When we begin to feel hopeless in the face of the many challenges our world faces today, **it is our steadfast commitment to nurturing mutual understanding among young female leaders worldwide and supporting their steps to take action that keeps us going.** We are grateful to be collaborating with schools, organizations, individuals, and communities that share our mission to provide aspiring female leaders with the necessary tools and resources to step into leadership positions. Together, we are shaping a world where girls lead with strength, compassion, and resilience.

The world is ready for new leaders, and so are we. Now, more than ever, we need your support to ensure that we can keep preparing them.

The Girls Gearing Up Team

WE ARE PREPARING THEM.



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We help girls unlock their unlimited potential

Girls Gearing Up is dedicated to equipping the next generation of globally-minded female leaders with the skills, confidence, networks, and inspiration they need to not only unlock their own potential, but to also make a positive difference in the world around them. We support them year-round and over the course of several years with our:

Leadership academies

Our Leadership Academies launch next-generation leaders, bringing together girls from diverse backgrounds for learning, growth, and skill-building in a supportive environment.

1:1 mentoring program

Our twelve-month 1:1 mentoring program supports rising changemakers by connecting girls with female role models who guide them in achieving their own individual goals and who connect girls to networks, resources, and internships.

online content

Our online content and events foster global community and continued development by providing year-round opportunities to connect, learn, explore new topics, and receive support.



EDUCATE A WOMAN AND YOU EDUCATE HER FAMILY - EDUCATE A GIRL AND YOU CAN CHANGE THE FUTURE
Queen Raina of Jordan

2



"GGU has taught me how imperative it is to always see the value in myself and to never lose sight of that"
Michelle (15, Malawi)

3

PREPARING NEXT GENERATION LEADERS SINCE 2015

Our extensive work with economically and culturally diverse girls around the globe has proven the universality of the tenants of our program: girls require confidence, role models, skills, and opportunities to become leaders and realize their potential. Our innovative holistic approach boosts girls' potential as changemakers while creating a solid network of globally-minded leaders worldwide.



Since our pilot program in 2015, the effectiveness of our program has been consistently evidenced by both qualitative and quantitative data collected before and after our programs.

After our 2023 Leadership Academy:

97%

of our participants strongly agree that they have the skills to be a good leader.

86%

strongly agree that they know how to make a difference in the world.

90%

feel very prepared to befriend someone from a completely different background.



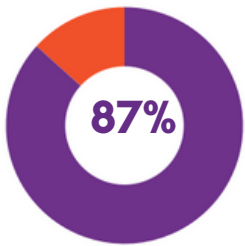
THE LASTING GIRLS GEARING UP EFFECT

Girls Gearing Up supports aspiring female leaders over the course of several years - from acquiring confidence and leadership skills to using these in their daily lives, from dreaming of societal change to implementing projects that make a difference in the world.

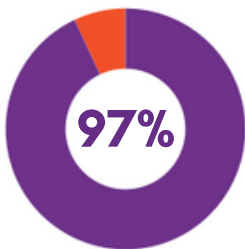
“GGU taught me ... that it is possible to build big things with other peoples, from different cultures and inner richness. I believe a lot in the fact that our diversity is ultimately our meeting points for all. GGU helped me regain confidence in teamwork”
-Aziza, France

Six months after attendance at the 2023 Leadership Academy, participants said:

“Compared to before GGU, I am...



More Confident



More equipped to lead

Once a GGU girl, always a GGU girl! Our participants continue their educational, leadership, and professional journeys with the confidence, skills, and networks they need to explore their own potential AND make a positive impact in the world around them. Learn more about how GGU girls are making a difference TODAY on pages 16 and 17.



GGU PARENTS SAY.....

This week has given me hope!

To say that my daughter has had a tough year would be a gross understatement.

New country, new school, new culture. She lost faith in the goodness of humanity.

Whilst she went intending to learn how to change the world, she was changed too. By kindness. Through connection. With high quality learning opportunities.

-Oliva, Switzerland

Thank you GGU for creating an excellent platform for my daughter to explore her potential with like minded girls from across the globe.

The activities, speakers and discussions helped with cultivating a truly global mindset, that inspired to make a positive difference.

-Neha, India

My daughter has developed confidence in her future and this has made her change the mind set ... she is totally encouraged and motivated that even a girl can become a strong leader.

-Maurice, Malawi

I could definitely see that she has gained confidence. She didn't believe that she could be a leader before going to GGU, this belief seems to be gone now. She already wants to return next year.

-Gillian, France

Her week in Berlin will bring her closer to what she can contribute and what path to take.

-Ilse, Netherlands



ASPIRING LEADERS ON THREE CONTINENTS

Our International Leadership Academies are truly special. They provide a transformative experience for teen girls, instilling in them a sense of confidence and leadership that extends far beyond our week together. Through hands-on learning on topics such as design thinking, financial literacy, and project management, our participants are equipped with practical skills that prepare them for the challenges of the future.

But it's not just about the skills they acquire. What sets our Academies apart is the daily interaction among girls from vastly different backgrounds. It's the casual conversations over meals, the reflective discussions on global issues, and the bonds that form as a result. It's about celebrating each girl's uniqueness while also recognizing the common threads that bind us all together.

After nine years, it's clear that our in-person Academies are more than just a series of activities. They're a place where girls can grow, learn, and form lasting friendships that transcend borders, cultures, and languages. It's a place where they can be themselves, discover the power of their own potential, AND recognize their role in a larger movement to create a more just and sustainable world.

GERMANY

- 37 Participants
- 13 Countries represented
- 3 international interns



MALAWI

- 30 Participants
- 2 Countries represented
- 2 Alumnae interns



INDIA

- 22 Participants
- 1 Country represented
- 1 Alumna facilitator



With COVID restrictions lifted across all our locations, the 2023 cohorts at each of our hubs were able to enjoy **more in-person Power Mentor sessions** and go on **excursions to explore sustainability** topics relevant to their areas. These experiences ensured more immersive, hands-on learning, and hearing about the excursions at other hubs offered participants valuable insights into different contexts.

Another fantastic opportunity for girls in our three hubs to learn from each other is during our **online Power Mentor sessions**. Here, participants from **two hubs often co-moderate sessions**, allowing for a rich exchange of ideas. Additionally, participants gain insights into the interests and concerns of their global peers by listening to the questions they ask the speakers.

A cherished tradition at GGU continues to be the exchange of **location-introduction videos**. These videos, which give a virtual tour of each hub, always showcase creativity and humor, and provide participants in all locations with a deeper understanding of the physical surroundings at the other hubs.



OUR SUSTAINABLE FUTURE

Our 2023 Academy focused on all of the ways, big and small, that individuals, communities, companies, and governments can contribute to creating a sustainable future. In addition to exploring the UN Sustainable Development Goals and discussing issues affecting their communities, some of the highlights that allowed our girls to delve into sustainability included:

- In **India**, participants visited upcycling initiatives reCharkha Upcycled and studio Alternatives, where they learned about ways to reduce waste and reCharkha's efforts to conserve the environment while preserving tradition and enabling rural livelihoods, using waste plastic weave fabric using a traditional charkha (spindle).
- In **Malawi**, participants visited the Nkhotakota Wildlife Reserve. They learned about the reserve's history, the current species within the reserve, and the various ongoing anti-poaching efforts. The girls also explored the land and learned about the community stories collected by the reserve.
- In **Germany**, an app prototyping workshop at Good Lab allowed GGU girls to test out the sustainability approaches they had ideated the day before. They also had a private tour and panel discussion at the Technical University of Berlin Production Center, including a hands-on 3D printing workshop and exploring the ways advanced technology contributes to sustainability.



At the end of the week, our aspiring changemakers presented **their commitments to promoting sustainability**. From innovative ways to decrease food waste and limit the effects of fast fashion to ideas for uplifting girls and underserved people around the world, we loved watching their confident and passionate presentations.

We were incredibly honored that powerful women from a wide range of backgrounds and professions took the time to share their perspectives about sustainability with our cohorts in all locations.



GERMANY LEADERSHIP ACADEMY



DIVERSITY IS OUR SUPERPOWER!

In 2023 we welcomed 37 aspiring changemakers representing 15 countries, including ambassadors from the Abury Foundation (Morocco), Becomtech (France), and Future Holders (Israel/ Palestine). Two things we love most about bringing together such diverse groups of teen girls: the global perspectives they gain on topics from climate change to music trends, and the incredibly vibrant and festive cultural exchange celebrations that truly honor everyone’s heritage.

CULTIVATING NEXT GENERATION FACILITATORS

We're excited to be training a new generation of facilitators. These young leaders, including teachers, NGO founders, community organizers, and youth coaches, bring fresh perspectives to our proven program and serve as role models for our participants. We're proud that they can also help us expand our curriculum and message to new communities.

Highlights

- A panel and group discussions exploring sustainability in various contexts with powerful Power Mentors, hosted by Airbnb
- Our second annual TU Berlin production center visit, including a hands-on workshop and incredible speaker panel with women in tech
- A prototyping workshop hosted by GoodLab, with the opportunity to trial apps and websites.
- A self defense workshop with Pretty Deadly founder Susie Kalich, which put the fun in learning practical self-defense moves.



Girls Gearing Up gave me the opportunity to spend an extraordinary week with girls from all over the world, from different cultures, with different stories and ages. They shared their qualities, skills, and motivation with determination. I improved my English, developed my communication skills, and boosted my creativity. I met inspiring, ambitious women who have made a profound impact on me."

Sownthini, 17, France



Morning teambuilding games



Sustainability discussions at Airbnb

Hosted at





MALAWI LEADERSHIP ACADEMY

ALUMNAE INTERNS INSPIRE!

We love to support our girls as they grow from first-time participants to leaders. So when two of our GGU Malawi asked to return as interns, our answer was an enthusiastic yes! Not only was this a great opportunity for our alumnae to apply skills they learned as participants, they also motivated current participants and fostered an environment of trust and open communication. At the end of the week, the alumnae admitted that they did not expect that it took so much effort behind the scenes to run the program. About the experience, Tamandani (18) says:

"I loved being a GGU intern because seeing from a new perspective how the girls interacted with each other or how they handled each activity was pretty great and enlightening."

SUSTAINABLE INSIGHTS

Our dynamic Malawi cohort left their home base at Kamuzu Academy to visit Nkhotakota Wildlife Reserve, which focuses on conservation and preservation of forests and animals. Participants gained in-depth understanding of the SDG 15, Life on Land, and how it relates to the wildlife in their country. This hands-on learning about wildlife in Malawi and current efforts to protect animals in and the environment inspired them to be part of the change.



"I've learned that there are inevitable challenges that I will face in life, but I shouldn't let those challenges hold me back from achieving what I'm capable of achieving to my full potential!"
Mayamiko, 15, Malawi

Highlights

- A visit from and talk with the **Honorable Abida Sidik Mia**, Member of the Parliament for Chikwawa Nkombezi in Chikwawa District and Minister of Water and Sanitation
- In-person Power Mentor session with **Grace Tembo**, Communications Officer at Bishop Mackenzie International School and professional photographer, who did a **photo shoot** with the girls
- A visit to the approx 1800 km² **Nkhotakota wildlife elephant reserve** to learn about preserving both wildlife and community stories.



Nkhotakota Wildlife Reserve visit



Visit from the Honorable Mia

Hosted at





INDIA LEADERSHIP ACADEMY

REACHING NEW COMMUNITIES

Thanks to outreach from our India facilitator team, our 2023 Academy in India brought together young women from rural and urban areas in and around Pune, allowing for participants from various backgrounds to connect with and learn from each other. We are currently working on getting the funding to translate our curriculum and all learning materials into Marathi so that our program is accessible to all interested girls, especially those who haven't had as much experience with English.

MAKING SUSTAINABILITY TANGIBLE

Our India Academy participants had two exciting hands-on learning opportunities visiting local upcycling initiatives. They learned about the innovative ways these companies are making use of waste while creating employment opportunities and developing useful products, from homemade soap to beautiful bags and decorations.

GGU ALUMNA JOINS OUR FACILITATOR TEAM

In 2023, GGU alumna Sachi Patil joined our facilitator team in India. This was a fantastic opportunity not only because Sachi is an exemplary ambassador of GGU, deeply connected with our mission and approach, but also because she originally hails from Pune and speaks Marathi. This allowed for great mutual learning between Sachi and our Indian facilitators and participants, coupled with new insights for everyone.



Being a facilitator in India in 2023 was truly amazing. GGU really is what the facilitators make of it and the girls reflect the energy that's brought to them. Seeing these girls open up and learn made all the hard-work the other facilitators and I put into it incredibly rewarding. My biggest takeaway was that while you learn as a participant, facilitators learn just as much! Sachi, GGU alumna 2015-2019



SDGs workshop



Upcycling workshop at reCharkha

Our local partner



OUR 2023 POWER MENTORS

We are profoundly grateful to the inspiring female leaders who shared their experience and insights with our cohorts online and in person 2023. The Power Mentor interviews remain a vital part of our program because we all know: You have to see it to be it.



Maheen Khan

International
Climate Resilience
Advisor



Sina Beckman

Sustainability
Strategist at BMW
Motorrad



Bahareh Zamani

Decarbonizing with
Automated
LifeCycle
Assessment



Amrita Rai

Head of Protein
Production Core
Facility, Max
Planck Institute of
Biochemistry



Gesa Schneider

Sustainability &
Additive
Manufacturing
Expert



Lili Hussey

Corporate
Responsibility and
Sustainability at
Cleartrace



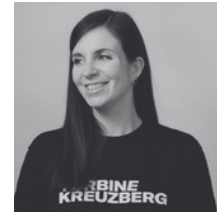
Julia Mair am Tinkhof

Operations
Specialist with
focus on Learning
& IT



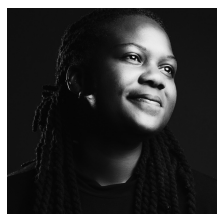
Susie Kahlich

Self Defence
Expert, Education
Innovator



Sophie Barth

People & Culture
Expert, Turbine
Kreuzberg



Grace Tembo

Bishop Mackenzie
International
School and
Aesthetics
Creative Agency



Jenny Maertens

Transformation
Expert, Innovation
Enthusiast



Sarah Hoidn

Managing Director,
Turbine Kreuzberg



Honorable Abida Mia

Minister of Water
and Sanitation,
Malawi



Isabel Bogl

Director Marketing
& Strategy, Alstom
Services/ Board
Member Feminin
Pluriel



Franziska Heusler

Research Associate
Additive
Manufacturing, TU
Berlin



Angela Cross

Director of
People,
Cleartrace



Katrin Robeck

CEO, Berlin
Industrial Group



Julian Polte

Professor,
Advanced
Manufacturing
Technologies, TU
Berlin



Nadja Reusch

Senior Public
Policy Manager,
Airbnb



Marwa Eltaib

Implementation
Project Manager,
Cleartrace



Aya & Chili

Musicians,
artists



A YEAR-ROUND GLOBAL COMMUNITY

While our Leadership Academies are the first critical step in launching next generation leaders, our year-round programming supports and encourages them as they apply what they've learned in daily life. Through online and in-person events, our changemakers stay connected, supported, and inspired.

FEMALE VOICES OF THE FUTURE



We kicked off 2023 with a hybrid event hosted by Deutsche Bahn in Berlin that connected GGU alumnae from around the world with inspirational women in our network. We were honored that **Kristina Lunz, Co-Founder of the Centre for Feminist Foreign Policy** joined us as a keynote speaker. It was a lively and enriching evening of exchange between generations.

PANEL DISCUSSIONS



Among the online discussion sessions hosted in 2023 was a very insightful panel discussion on politics, policy making, and development. Our participants were thrilled to learn from these impressive women about how they have forged paths to make a tangible difference in the world.

INSPIRATIONAL EVENTS



We love to learn from women leaders! In addition to alumna attending a reading by Kristina Lunz at the Mexican Embassy in Berlin, two of our co-founders attended **Frauen100**, where they heard from women in a wide variety of fields about their efforts to create a more gender-equitable world.

FROM PARTICIPANT TO TEAM MEMBER : SKILLS IN ACTION

We love to watch our GGU alumnae grow into leadership positions not only within their respective communities but also within the framework of Girls Gearing Up!

In 2023, seven talented GGU alumna from five countries ranging in age from 14-23 joined our team as interns in a variety of roles. Their fresh perspectives, innovative ideas, and unwavering enthusiasm have added a dynamic layer to our daily operations. We are committed and absolutely thrilled for the younger generation contribute to our mission - not only because it provides hands-on leadership and growth opportunities, but also because it ensures we are centering their perspectives and needs in everything we do.

"I interned at Girls Gearing Up for two weeks. My initial motivation ...was to learn more about the work experience, how an NGO works, and because I firmly believe in the mission of GGU itself. I later found out there is so much more to it. I learned and gained so much from this experience, including new skills and knowledge. **Through completing a variety of tasks, I improved my social skills, learned how to conduct an interview, and also learned about the importance of working together. Without proper teamwork, collaboration, or communication, not much is possible.** These two weeks also led me to think about my future, and what field I would like to work in. I am very pleased with how my internship went and am much more involved in the GGU community!"

Leila, GGU 2023



THE GGU MENTORING PROGRAM

The GGU Mentoring Program offers teen girls regular one-on-one mentoring over 12 months, from women who are leaders in their community or business area. The program focuses specifically on leadership skills like building confidence, public speaking, self awareness, leadership, and entrepreneurship.

The 2023 mentoring program included **23 GGU alumni in six countries** representing three Girls Gearing Up Academy cohorts. In an effort to support as many motivated girls as possible, we included girls who had not previously been part of GGU programming but who were inspired to grow and learn in our international community. We are so thankful to the mentors who donate their time to inspire our young leaders, and to Tia Robinson (Expath, Berlin), who is our volunteer mentoring program coordinator.

Every month, we provide the mentoring pairs access to a short educational video on topics ranging from public speaking to budgeting and negotiation. Our resource library continues to grow with valuable content thanks to generous contributions from people in our network.

“

“Knowing that my mentee is doing well and advancing in her goals has been highly rewarding and brought great personal satisfaction and joy. I feel like I made a new friend for life.” - Christine

”



A CELEBRATION OF LEARNING

To celebrate the learning and growth that occurred during the 2023 mentoring program, we wrapped up our third mentoring cohort with an online celebration that brought together mentees and mentors. In addition to reflecting on key takeaways and lessons learned, we heard from dynamic speakers Eirini Rapti and Lenora Chu, who insightfully answered participant questions about choosing career paths, facing struggles along the way, and the role mentoring has played in their own lives.



Eirini Rapti
Founder at inne



Lenora Chu
Author, Speaker,
International
Correspondent at The
Christian Science
Monitor

THE MENTORING PROGRAM IN THE WORDS OF OUR MENTEES

“The main thing I will take away ...is new me, willing to influence other people’s lives through showing a right example and supporting others going through their difficulties in life as much as I can.”

Kate, Ukraine/ Germany

“[My main takeaway is] you can do absolutely anything in the right mind space, with the right tools, and you don’t have to do it alone.”

Helena, France

After the 12 month program

87%

of mentees say they feel more ready to take on leadership opportunities

THE GGU YOUTH ADVISORY BOARD

Since 2021, the GGU Youth Advisory Board has been helping steer the direction of the organization while also implementing their own events.

Leandra, 2023 Youth Advisory Board Chair:

"In the third year of the Youth Advisory Board to GGU, our aim was to consolidate ourselves among the community and create **engaging content and events for the alumni**. The YAB launched its **Podcast**, Experts in Experiences, which is a platform for alumni to discuss their experiences, lessons learned and more with the community. Additionally, we hosted **several events with aim to connect the alumni network**, ranging from more low-key discussions, to workshops. To stay in touch with alumni, we created an **announcements chat** used by the whole GGU community to continue our support of girls beyond just the camp.

Despite the events and initiatives being important, most notable to me this year was the **consolidation of the YAB internally, and its work in connecting the alumni**. The YAB had its first year with assigned positions, allowing for more structure and system in planning events and achieving goals. **We have consolidated organisational logistics, held regular and productive meetings, and created a solid structure for future YABs to continue on with.**

As a last task, the YAB has successfully recruited the next board of 2024 to continue the project we started and of course create new ones."

2024 Youth Advisory Board:

Chair: Maya, Germany

Vice Chair: Neeti, India

Planning secretary: Marga, Germany

Event Coordinator: Apolline, France

Events Assistant: Tiya, Malawi

Events Assistant: Leila, Italy

Social Media Manager: Ghina, Palestine

Podcast Manager: Caitlyn, India



My whole life I have been questioning how one can find their true passion and how we can know when we have found it. I wanted to not only share my IKIGAI learnings with others but help other girls my age that want to get one step closer to finding their passion in life. It was such a success as we had many girls comfortably interacting and sharing their thought processes and ideas. I felt very grateful to have been a part of a few girls path to self discovery!"

- Maya, Workshop Host

CHANGEMAKER SPOTLIGHT

APOLLINE • 17 • FRANCE

Apolline joined our 2023 Leadership Academy in Berlin through our collaboration with Becomtech, a French non-profit organization focused on promoting the role of women in tech. In her Academy application, Apolline said she wanted to join GGU because **“I want to fight against discrimination in general, like racism, and sexism. Women deserve to have the same chances as men, because we have the same abilities and projects ... I think it is an incredible opportunity for women, no matter their ethnicity or wealth, to pave their way into an man's world with the help of incredible Mentors.”**

Throughout the Academy week, Apolline contributed her insights, ideas, and hopes with the community while always encouraging and supporting others. On the last full day of the Academy, when all participants shared their commitments to promoting stability, Apolline presented the idea she had begun developing: an **application Ec(h)o that helps people turn eco anxiety into eco action.**

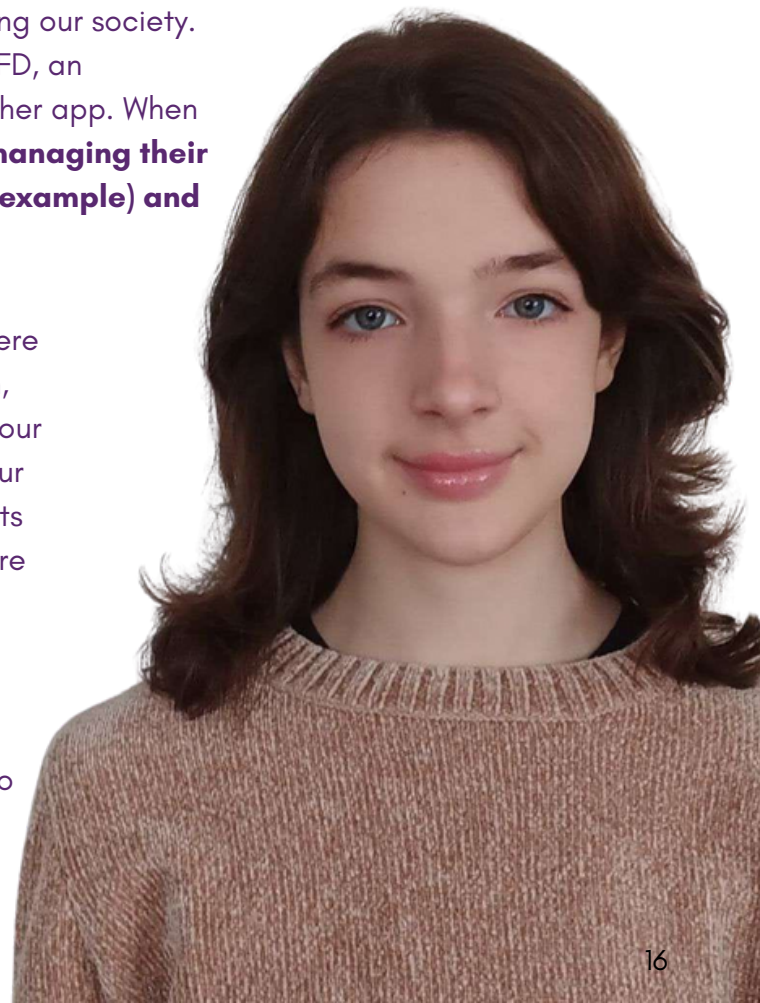
Apolline continued to develop this innovative idea after her return home, and **was recently named in the 2024 laureate for the prestigious Les Margaret Junior, a prize which** recognizes women whose innovations respond to the major challenges facing our society. As the 2024 winner, Apolline will receive support from JFD, an international accelerator, so that she can fully develop her app. When finished, users of her app will find **both resources for managing their anxiety (with breathing or meditation exercises, for example) and actions to get involved locally, in their daily lives.**

Apolline has also joined our 2024 mentoring cohort, where we have paired her with a dynamic entrepreneur in tech, and she has taken on the role of Events Coordinator on our Youth advisory board. Apolline is not only very active at our online events, but also spreads the word about the events her community in France, so that we can reach even more girls with our programming.

Apolline embodies so many admirable changemaker qualities- she is taking action herself while empowering others to do so as well; She is taking every opportunity to grow while lifting others up on her way.

We are excited to see what's next for Apolline!

“We've noticed a real problem of fatality in the face of global warming, so I wanted to encourage people who suffer from eco-anxiety to take action.”



THE GGU NETWORK OF CHANGEMAKERS

ARIEL GGU 2017



Ariel, a recent graduate in "Politics, Philosophy, and Economics" from Utrecht University, is currently on a gap year exploring the Asia-Pacific region. After an impactful internship with the European Council on Foreign Relations, Ariel is now preparing for the foreign ministry exam.

"Following my bachelor thesis on TikTok in the EU, I found there to be opportunities for the political sphere to learn more about the cyber space". Ariel envisions a unique career path that combines political studies and expertise in cyber security. Ariel's involvement with GGU has been a constant present for many years, including her position within the YAB in 2023.

DJUNICE GGU 2019



Djunice is currently a four-year student in Computer Science and Engineering at Epita in Paris, France, majoring in Data Science and Artificial Intelligence. Since graduating high school, she has been actively involved in promoting women's representation in STEM fields. Her experience at GGU was impactful for her future. **"GGU made me realise that I can do something on a bigger scale and that I am ready to fight for a cause I'm passionate about."**

VAISHNAVI GGU 2022



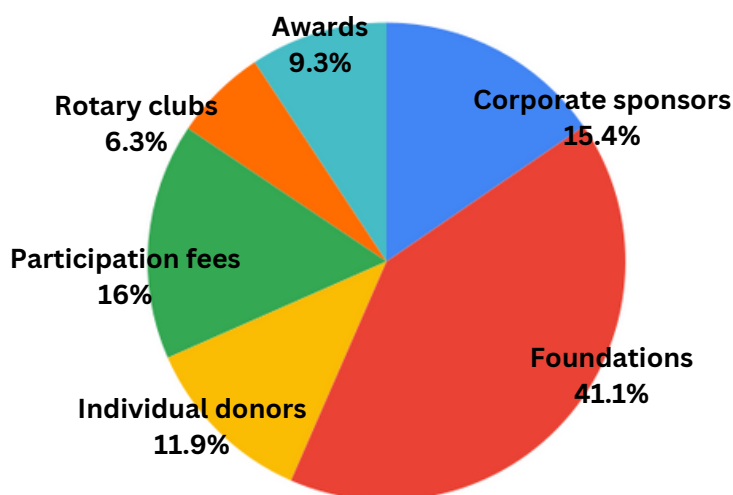
Currently preparing for her Med Entrance Exam, Vaishnavi aspires to become a doctor and remains highly dedicated to her goal. She aims to always give her best effort and is thankful for GGU and the confidence it has given her. Additionally, she is committed to contributing to society: **"I promise to do my best and thanks to GGU I will contribute in this society to make it a better place for others. I want to take stand for myself and those around me."**

"I love to grab every opportunity that comes my way and I know I can achieve what I set my mind too" - Vaishnavi

GIRLS GEARING UP IS FUELED BY PASSION

Since 2015, we have steadily increased the number of girls we can include in our ever-expanding, powerful network of changemakers. **2023 was our biggest year yet** in terms of girls reached (>150), new facilitators trained, and power mentors who spoke with our girls (>30). We have also worked to expand our network by collaborating with a number of fantastic organizations and schools that share our values of supporting and equipping the next generation of female leaders.

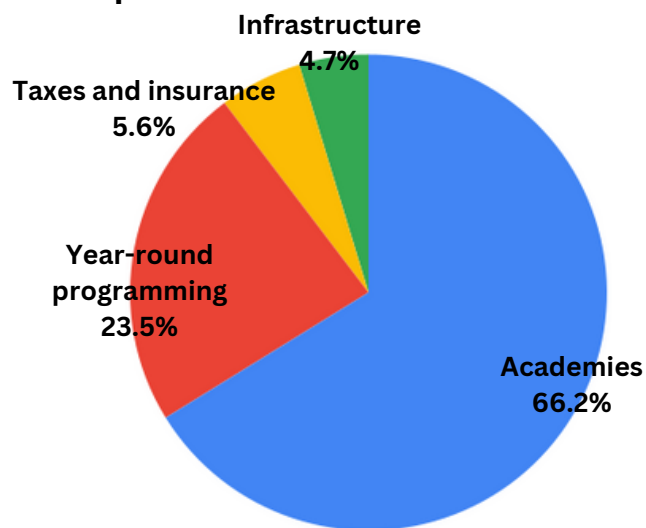
2023 Revenue & Support



Limited Resources, Big Impact

Even as we have continued to expand our reach and programs, our team remains small, and our resources very limited. Our year-round global coordination and support as well as all program organization and administration is managed by our one employee and volunteer director. We are so grateful for volunteer mentoring program coordinator Tia Robinson, operations volunteer Lena Sönnichsen, our volunteer mentors, and our freelance facilitators who join us for the Leadership Academies. We are still striving toward creating a more sustainable financial basis to ensure the continuation of our work.

2023 Expenses



WE ARE SO GRATEFUL TO OUR 2023 SPONSORS

The work we do to prepare the next generation of female leaders would not be possible without the foundations, organizations, companies, and individuals who support us.



Andreas Gerl
Stiftung



Evanston Lighthouse
Rotary
Club



**TURBINE
KREUZBERG**

Airline partner
brussels
AIRLINES

Rotary Club of Maryville, TN, USA and Rotary District 6780 individuals, Martin and Mary Catherine Limbird, and all the individual donors all over the world.

WE NEED YOUR SUPPORT TO EQUIP THE NEXT GENERATION OF FEMALE LEADERS

HERE'S HOW YOU CAN HELP!

Introduce us to your company's CSR or D&I team. We have exciting partnership packages which bring added value to the corporate partner while making a real difference for teen leaders around the world.

Donate online on our website or at [betterplace.org](https://www.betterplace.org).

Spread the word! Follow Girls Gearing Up on social media and share posts about us on your own account. Do you know any journalists, podcasters or influencers who would like to share the Girls Gearing Up story?

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