



GIRLS GEARING UP
INTERNATIONAL LEADERSHIP ACADEMY
2022 REPORT



GIRLS GEARING UP

GIRLS GEARING UP IN 2022

2022 was another year of incredible challenges for so many people all over the globe. In a twelve month period we witnessed the beginning of the war in the Ukraine, the Taliban's renewed crackdown on girls' education in Afghanistan, increased food insecurity, and a roll back of civil rights in many parts of the world. The United Nations reported that a record 100 million people were forced to leave their homes as a result of violence, conflicts, and human rights violations. Overwhelmed by all of these critical issues, people sometimes wonder where to even begin.

Since 2015, Girls Gearing Up has been working tirelessly on one effective solution to positively affect all of these challenges: **an equipped and inspired next generation of female leaders prepared to add their innovative ideas and unique insights to help solve our world's most pressing problems.**

The evidence is clear: more women and more diverse voices in leadership positions leads to better results for everyone. The United Nations reports that in government, women's leadership improves political decision-making processes and successfully tackles issues of gender equality including gender based violence, parental leave, child care, pensions and more. According to the Harvard Business Review, companies with a greater number of female leaders in senior positions are both more profitable and more socially responsible.

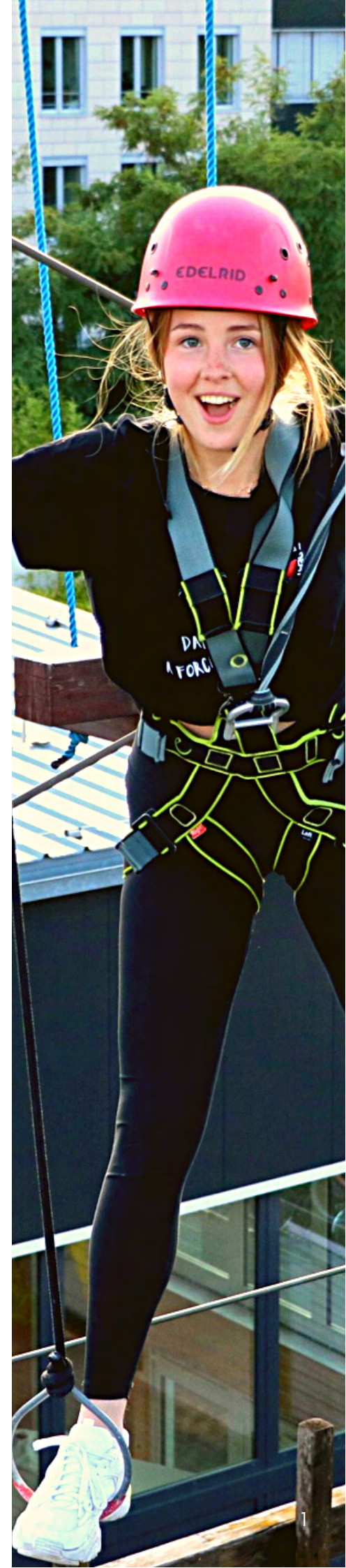
Preparing teen girls to become the next generation of globally-minded female leaders not only unleashes their own potential, but unlocks new ideas, perspectives, and solutions that our world desperately needs.

Now, more than ever, we are committed to equipping aspiring female leaders all over the world with the tools, skills, and networks they need to contribute to creating a more just, equitable, and sustainable world.

In 2022, we reached more girls than ever before and created a big plan for continued growth over the coming years. Because the world needs more female changemakers NOW.

We are excited to share our progress with you on the following pages and we're counting on your support to help us include even more future female leaders in our worldwide network in 2023.

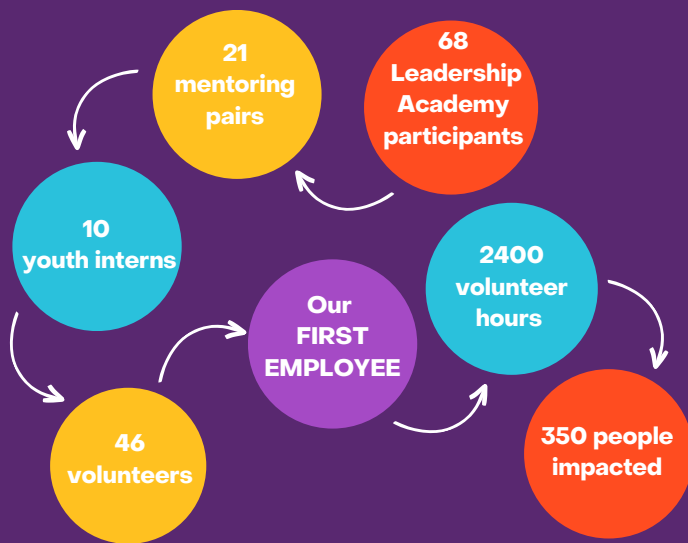
The Girls Gearing Up Team



OUR BIGGEST YEAR YET!

All over the world, young people are standing up for change: from Malala Yousafzai and Greta Thunberg to Melati Wijsen and Vanessa Nakate, we see the ripples sent out from single regions across the world. At Girls Gearing Up, we are empowering girls around the globe to start these ripple effects where they are, and connecting them internationally so they can create a global wave of positive change.

In 2022 we were able to reach more girls with more programs than ever before.



We are very proud of this progress, which was made possible through the generous support of our sponsors AND the addition of our first employee!

Sophie Lang joined GGU as our Community Outreach Manager in February 2022. Sophie has played a vital role in organizing and implementing program components, stepping up our fundraising efforts, and supporting the Youth Advisory Board.

Having two team members (Sophie and Co-Founder Courtney Adams) working full time on Girls Gearing Up for the past year has been gamechanging. Together with our dedicated volunteer and freelance team, we have included more girls, offered additional events, and collaborated with more organizations. We are excited about how our movement is growing and look forward to scaling up even more in 2023!

PREPARING A NETWORK OF CHANGEMAKERS

As has been the case every year since our launch in 2015, qualitative and quantitative data collected before and after our programs reflect the effectiveness of our approach.

After our 12 month Mentoring Program:

93% "I feel more ready to take on leadership opportunities."

After one week of Academy:

93% of participants agree: "I know how I can make a difference in the world."

70% 2022 Academy participants who have taken part in GGU activities since the Academy ended.

"(Staying involved with GGU) is important to me because it not only benefits me in the context of university and other international opportunities but it teaches me things that I would not normally learn at home or at school."
Gloria, 15, Malawi

Our online and in-person activities support 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 their communities.

GROWTH AT OUR THREE LEADERSHIP ACADEMY LOCATIONS

Our Leadership Academies launch next generation leaders, bringing together girls from diverse backgrounds for learning, growth, and skill-building in a supportive environment. This intensive week of interactive workshops, team-building games, leadership challenges, and guided reflection equips teen girls with the confidence and skills they need to think critically, follow their dreams, and make a positive impact in their communities.

GERMANY

- 24 Participants
- 13 Countries represented
- 1 Alumnae intern

MALAWI

- 24 Participants
- 2 Countries represented
- 2 Alumnae interns

INDIA

- 20 Participants
- 3 Countries represented
- 2 Visiting facilitators



After successfully piloting our International Leadership Academy in India and Malawi in 2021, in 2022 we **increased group sizes and the diversity of the cohorts** at our in-person Academies in Germany, India, and Malawi. Bringing girls from diverse socio-economic, cultural, religious, and linguistic backgrounds together to create a supportive international community is part of what makes Girls Gearing Up such a unique and valuable experience. In 2022, we placed specific emphasis on **celebrating this diversity** and **cultivating mutual learning** at each location, and among the three hubs. In conversations on topics from climate change and women's rights to poverty and education, and especially during group work on the United Nation's Sustainable Development Goals, participants personally experienced the value of **learning from their global peers' perspectives**, insights, and experiences. **Cultural exchange evenings** were vibrant celebrations of diversity and unity, as each participant proudly shared an aspect of her culture with a cheering audience.

We fostered learning and connections between participants at our three hubs through:

Joint Power Mentor sessions online, which allowed all participants to gain insights from female role models in their own and in other countries.

Cross-cultural chit-chats, small group online discussions allowing girls from different hubs to get to know each other.

Community-building videos, through which each hub introduced its location, a local dance, and a recipe. These group projects offer opportunities to practice leadership, communication, and team work, as well as a chance for cross-cultural learning and reflection.



GERMANY LEADERSHIP ACADEMY



MULTI-YEAR PARTNERSHIP FOSTERS SUSTAINABILITY

Thanks to sponsorship from the BBIS Foundation for the years 2021-2025, our Germany Academy is held at the Berlin Brandenburg International School, where we live in the boarding school facilities and have access to modern classrooms, sports fields, and a variety of outdoor spaces. This multi-year partnership creates some sustainability for our programming, for which we are very grateful.

DIVERSITY IS OUR SUPERPOWER!

This year we welcomed 24 aspiring changemakers representing 13 countries, including ambassadors from Imbeleko Foundation (South Africa) and Becomtech (France), as well as six participants and a facilitator from our collaboration partner The Lady Initiative in Ghana. In addition to a magical and energetic Cultural Exchange Celebration, the girls shared their varied experiences and perspectives in reflective conversations that provided learning and growth opportunities for everyone.

NEW TEAM MEMBERS BRING NEW PERSPECTIVES

Our seasoned facilitator team was joined by our new employee Sophie (see page 2) and two interns from the Clinton School of Public Service, who all brought new energy, ideas, and perspectives to the week.

"We may all be coming from different places, different countries, with different problems that bother us; but GGU assured us that we all can be changemakers and leaders in our communities."
Oluhle, 15, South Africa

Highlights

A guided tour of the Technical University of Berlin's Production Center, organized by **Dr. Julian Polte** of the TU Berlin und **Open Barve** of SAP Future Hub, and a panel of impressive female leaders -**Anne Schepers** of Abiomed, **Cynthia Wirth** of Siemens Energy, **Pinar Bilge** of Stadler Rail, and **Shinarai Idrissova** of Henkel DX.

The visit included a hands-on additive printing workshop and gave incredible insights into the various ways tech careers are making a difference the world.



Hosted at





MALAWI LEADERSHIP ACADEMY

THE PERFECT LEARNING LOCATION

This was the second year that Kamuzu Academy has generously donated use of their well-equipped boarding facilities, classrooms, and beautiful grounds for our Malawi Leadership Academy. This creates the perfect learning environment and we are thankful for the collaboration with the school and its staff.

MAKING NEW CONNECTIONS

In 2022, we were thrilled to host 24 highly motivated changemakers, who traveled to Kamuzu Academy from a variety of schools around the country and Ethiopia. This was the first time girls from outside of Malawi joined the Academy, and the opportunity to learn from each other's experiences and cultures led to even more energizing exchange than in the previous year. Returning participants passed along GGU values to new participants and helped create a supportive community from day one. Two GGU Malawi alumnae joined as interns and were able to support our GGU facilitator team while encouraging participants and continuing their own learning journey.

A GROWING TEAM

In order to maintain our low facilitator-to participant ratio, our Malawi Site Director Golda Kavinya recruited two new seasoned educators to round out the highly engaged team.



"I learned that a good leader is a good listener and we can gain from others' talents and use them to benefit the whole team."

Lindirani, 15, Malawi

Highlights

Dr. Tamiwe Tomoka, a Malawian pathologist who leads the Kamuzu Central Hospital (KCH) Pathology Laboratory, joined our Malawi participants for an inspiring and informative afternoon. In addition to sharing insights about her profession, Dr. Tomoka took time to speak individually with each girl, answering her questions and providing important health information.



"One of the core things that I learned is that I am a leader ...and that a good leader knows how to communicate with the people. Listening is the main thing in the communication process."

Hermela, 17, Ethiopia



Our local partner





INDIA LEADERSHIP ACADEMY

DREAM LOCATION: FOUND!

Our 2022 India Academy was held at Sangam World Center in Pune. Sangam is one of the World Association of Girl Guides and Girl Scouts' five world centers, and it hosts community projects and volunteers from around the world all year long. The location not only boasts beautiful grounds and an oasis of calm in the middle of the city, it also shares the GGU core values of community, sustainability, and global sisterhood. We loved learning about their traditions and were honored to experience their welcoming and closing ceremonies.

A MULTICULTURAL TEAM

Thanks to a CCP Synergy grant through the Institut für Auslandsbeziehungen (see page 10), two of the GGU Co-Founders Courtney and Tina joined the facilitator team. This was an incredible opportunity for our facilitators from two locations to learn from each others' approaches, establish joint best practices, and implement and analyze the new sustainable development curriculum components together.

ENRICHING CULTURAL EXCHANGE

The cohort included participants from Maharashtra, Andhra Pradesh, and Europe, with alumnae from Malawi and Europe dialing in for discussions and Power Mentor sessions. This led to enriching exchange and lots of fun learning about each others' cultures.

"When you go to GGU you find out that everyone has so much to give, and you unlock a new version of yourself. You find out the amazing person you can be and what you can do to change this world."

Helena, 13, France



"I gained self respect and confidence. (The diversity of the group) was important for me because I got to know about each and every girl and I tried to understand them."

Mansi, 13, India

Highlights

In addition to an impactful literacy day (See page 7) and a number of inspiring in-person Power Mentor sessions, a clear highlight was an impromptu dance performance by Power Mentor Shefali Lahoti. After an inspiring conversation about social entrepreneurship and sustainability, the internationally renowned artist shared a short improvisational dance that left everyone spellbound.



The 2022 India Cohort



Power Mentor Shefali Lahoti



Welcome Ceremony

Our local partner



SUSTAINABILITY IN ACTION

Girls Gearing Up aims to prepare aspiring leaders to tackle our world's most pressing issues - and this begins with understanding what the challenges are and how they affect people around the globe. In order for our changemakers to gain a holistic overview, in 2022 we focused on The United Nations 17 Sustainable Development Goals, which aim to ensure sustainability for the planet and the world's population by 2030. Over the course of the week, our 2022 participants heard from sustainability leaders in a variety of fields, learned about tools and strategies to affect change, and gained insights from their global peers.

A GLOBAL PERSPECTIVE ON THE SDGs

After an introduction to all of the UN's SDGs, small groups in each location chose one specific goal to work on. Based on research and discussion, each group created an entry about their goal in our "SDG Handbook for Changemakers". Each entry includes:

- The aims of the goal
- An overview of local and international organizations currently working on the goal
- A collection of actions young people around the world can take

During group work and at their SDG presentations at the end of the week, it was incredible to see the girls learning from each other and their various experiences. Participants from different countries shared how climate change, access to education, or gender inequality affects them and their communities, which allowed girls to expand their understanding of the issues and their interrelatedness, and use their diverse perspectives to find solutions.

TAKING ACTION

All of our hubs had the opportunity to put sustainable ideas into practice

- In **India**, participants tackled the issue of literacy by preparing and implementing an inclusive and uplifting afternoon teaching basic literacy skills to women from the local community.
- As deforestation is common **in Malawi**, participants there spent an afternoon planting trees. They learned to guarantee the tree has a plan to survive by digging a deep hole, uprooting the seedling tree carefully, and covering it sufficiently to ensure against erosion.
- **In Germany**, participants visited the Himmelbeet urban gardening community, where they learned about the importance of such community initiatives and made seed bombs. They also gained hands-on experience with sustainable production practices at the TU Berlin.



Literacy Day at the India hub



Tree planting at the Malawi hub



Visiting a community gardening initiative at the Germany hub

"The supporting environment that was created this past week has quite literally changed my life. I realized that I do not always have to see everything in a negative way and that I am able to change the world one step at a time, whether it is alone or in a group."

- Diana, 15, Austria

A YEAR-ROUND GLOBAL COMMUNITY

In addition to the main event in the GGU calendar, our yearly Leadership Academy, in 2022 we were proud to offer a variety of online events that kept GGU alumnae from all cohorts engaged and connected throughout the year. These included:



Graduation event for our 2021 cohort with two-time olympian Lina Taylor, who led an interactive workshop on dreaming big and building resilience along the way.



All-cohort reunion, organized entirely by the GGU Youth Advisory Board and with guest speaker Samira Mahboub, entrepreneur & co-founder of bylimala



Online mental health workshop with yoga therapist Manouk Tideman and Clinical Counselor Bianca Hubert to explore solutions-focused strategies.



Instagram live interview on financial literacy with Emillie Bellet, founder of London-based fintech startup vestpod, moderated by Corinna Orietta, GGU volunteer.

AMPLIFYING GGU VOICES

One of the most important things we do at GGU is prepare young women to speak up and share their perspectives, so we were particularly proud of the changemakers who took the opportunity to contribute their ideas on a variety of platforms in 2022 - and grateful to the people who made this possible.



Jacqui (17) and Amina (16) talked about their GGU experiences and their dreams for the future at an ABURY Foundation FFAB talk, and Amina spoke again at a Rotary Club Maryville, TN online meeting.



Sachi (20) spoke about the importance of diversity and inclusion on the Winds of Change panel at the Agritech Summit, moderated by Beatrice Walker, Director of Global Indirect Procurement at AGCO.



Anja Förster hosted GGU alumnae Barbara(17), Ariel (20), Noa (16), and Sachi (20) on her podcast She-Unplugged, where they shared leadership insights and aspirations for the future.

WOMEN'S FORUM GLOBAL MEETING

Three GGU ambassadors Barbara (17, Poland), Manel (17, France), and Tijne (17, Netherlands) took part in the Women's Forum Global Meeting, held in Paris. In addition to participating in the Youth Voices Workshop, the girls heard from global leaders in a vast array of fields on topics from diversity and inclusion to climate change, sustainability efforts, and innovation.



“ It was wonderful to see so many women in high positions! CEOs, mayors, activists, a former president! That was so cool. -Tijne, 17, Netherlands ”

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.

In monthly one-on-ones with their mentors, girls plan, share progress, and celebrate wins as they work towards their goals. Girls and mentors also build a supportive community with other participants outside their own pair through bi-monthly check-ins.

The 2022 mentoring program included 21 GGU alumni in six countries representing three Girls Gearing Up Academy cohorts. In an effort to support as many motivated girls as possible, in 2022 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.



Barbara (17, Poland), with her mentor Aleks

Every month, we provide the mentoring pairs access to a short educational video prepared someone in the GGU network, which pairs can use to guide their sessions. Our middle-term goal is to make these resources available to GGU alumnae all over the world, so that girls anywhere can learn and practice tangible leadership skills as time and network connection permits.

THE MENTORING PROGRAM IN THE WORDS OF OUR MENTEES



"I learnt several things that have helped me grow, including:
...You always have something you can teach others ...being gracious with yourself and your progress is necessary in the growth journey."

Uchindami, 18, Malawi



"My main takeaway is that we should always think positive and should never be scared of our problems; facing them is the key to overcoming them. I feel more powerful now than I did ever before."

Riya, 16, India

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. In 2022, the YAB- initiated online reunion was a resounding success, bringing together girls across countries and cohorts for learning and exchange. The YAB also initiated a restructuring in order to better include voices of all alumna in all countries, and so that responsibilities and duties could be clearly allocated. After an in-depth application process, the new Youth Advisory Board was selected and quickly got to work organizing monthly discussion groups, a new alumni podcast, our yearly reunion, and more. The new Youth Advisory Board includes nine members representing seven countries and six GGU cohorts.

- **Chair:** Leandra, Germany
- **Planning secretary:** Ariel, Germany / China
- **Recording Secretary:** Nefertiti, Tanzania
- **Events Coordinator:** Maya, Germany
- **Social Media Manager:** Naya, Syria/ Germany
- **Hub Communications Manager:** Barbara, Poland
- **Malawi head of Hub:** Christine, Malawi
- **India head of Hub:** Vaishnavi, India
- **Germany head of Hub:** Lena, Germany

CCP SYNERGY EXCHANGE



We were honored to receive funding from CCP Synergy, a program of the Institut für Auslandsbeziehungen, which promotes cooperation between civil society organisations from Germany and one of the 45 CCP partner countries. This program enabled our colleagues from the Germany and Indian hubs to collaborate in person for the first time!

In September, two of the GGU Co-Founders joined the Academy facilitator team in India, with 20 participants from around India and Europe. We implemented the new sustainable development curriculum components together, noting elements that worked as expected and some areas of improvement.

In November, two facilitators from India came to Berlin to finalize additions to our facilitator onboarding handbook and to build on the sustainable development curriculum components, based on lessons learned from implementation in Germany and India. This was an incredibly enriching exchange and we strive to continue this type of in-person collaboration between team members from all three hubs.



"My goal for the Youth Advisory Board this year is to expand its breadth and increase events offered, so to connect to more GGU alumni and to be able to offer them more opportunities. I love working with the very motivated YAB members and feel proud enacting the changes made to last year's structure, from which we are seeing significantly more engagement!"
Leandra, YAB Chair
19, Germany



"Over the course of my mentorship program I became so inspired by GGU's initiative and vision that I knew I wanted to get further involved in any way that I could and the YAB presented that opportunity. I believe that it is the vision of all the like-minded girls on the YAB to be an instrumental part of GGU's growth and to create a thriving community of girls to share experiences, lessons, resources and wisdom."
Nefertiti, 19, Tanzania

OUR 2022 POWER MENTORS



Shefali Lahoti
International Fusion
Artist



Anjana Goswami
Executive Director,
Equal Community
Foundation



Archana Srivastava
Head HR, India, TE
Connectivity



Julia Mair am Tinkhof
Head of Operations and
Finance, Linden Global
Learning Support Services



Miriam Ordin
VP Manufacturing
Engineering,
Penumbra, Inc.



**Dr. Leyla Tavernaro-
Haidarian**
Consultant, UNODC
and UNSSC, Senior
Research Associate



Prashanthi Thorat
Head Insurance
Operations, AXA GO
Business Operations



Miriam Mey Khammas
Activism Advocate
Board Member, Wir
Packen's An



Sayalee Phatak
Actor

We are profoundly grateful to the inspiring female leaders who shared their experience and insights with our cohorts in person at all three hubs in 2022. The Power Mentor interviews remain a vital part of our program because we all know: You have to see it to be it.



**Miriam Van
Straelen**
Digital Partner,
Roland Berger N3XT



Lynae Brayboy
Chief Medical Officer,
Clue



Sbusisiwe Myeni
Co-founder and CEO,
Imbeleko Foundation



Sophie Müller
Head of Marketing,
Vitamin



Beatrice Graupner
Public Affairs Advisor,
Deutsche Bahn



Raseel Aurora
Climate Justice and
Gender Equality
Activist



Dr. Jessica Andrews
Government Medical
officer, President of
Maharashtra Association

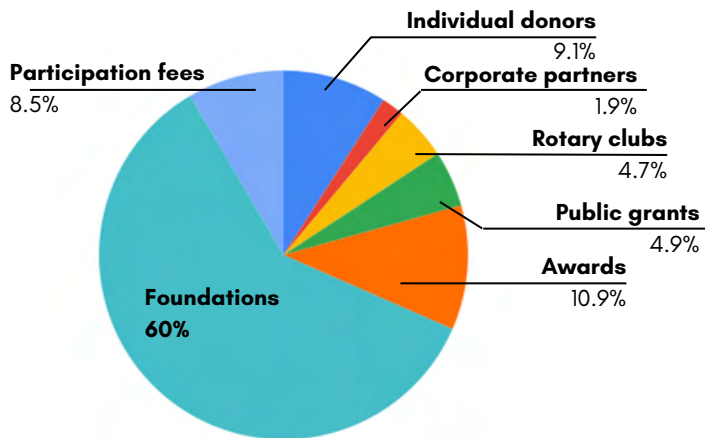


Dr. Tamiwe Tomoka
Pathologist, Kamuzu
Central Hospital (KCH)
Pathology Laboratory



BUILDING A SOLID FINANCIAL FOUNDATION

2022 Revenue & Support

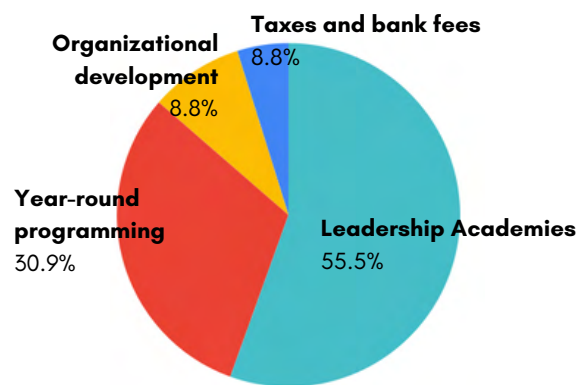


In addition to funding from the Deutsche Postcode Lottery and the BBIS Foundation, which have been crucial in making our work possible over the past few years, in 2022 we were grateful to have won the support of a number of new sponsors and partners. In order to create a solid financial base upon which to continue growing our impact in the coming years, we are focusing on identifying additional foundations and corporate partners who believe in our mission and with whom we can create long-term added-value partnerships.

2022 Expenses

Since 2015, we have been doing a lot with a little.

With just one full-time employee since Feb 2022 and almost no overhead costs (no office, furniture, or phone lines), almost all of our expenses are directly related to delivering impactful programs. Our Site Directors and facilitators donate their program preparation hours, and are remunerated for program implementation on a freelance basis. Our goals for the coming year include remunerating our GGU Director for at least half of her working hours, and remunerating part-time Site Directors at each location in order not only to ensure stability and longevity, but also to begin fairly compensating our dedicated team members.



Our investment in girls around the globe starts immediately and will continue to pay off for decades to come. Already, GGU alumna have used their new skills and network to:

- Take on leadership positions at school
- Initiate recycling & other environmental projects
- Land high-potential internships
- Take action with organizations like Amnesty International and Unicef
- Facilitate Diversity & Inclusion trainings for educators
- Pursue higher education in male-dominated fields
- Empower underserved teen girls in their own communities through sports
- Speak about girls' issues on panels and at international events
- Design and implement online workshops for peers

GGU made us aware that we are all capable of bringing change into our communities. Learning about SGDs has awakened me to the little things we can do in our community to make sure that they are achieved by 2030. And we will.

Anele, 16, South Africa

WE ARE SO GRATEFUL FOR OUR 2022 SPONSORS

Again in 2022, foundations, organizations, corporate partners, and individuals all around the world demonstrated their commitment to girls' leadership and empowerment by supporting Girls Gearing Up. We are so grateful for the financial support, in-kind donations, and volunteer commitments that made it possible for us to include more girls than ever before.



Rotary Club of Maryville, TN, USA and Rotary District 6780 individuals, Lena Sönnichsen, Fee Gross, Nina Fleck, Martin and Mary Catherine Limbird, and all the individual donors all over the world.

PROUD WINNER OF THE MILLION CHANCES AWARD

This year we won the Schwarzkopf Million Chances Award in the category Move Up.

We are so honored to have been selected alongside the other winners MOMPREENEURS and Sichere Zuflucht gGmbH, organizations doing such incredible work supporting mom entrepreneurs, and women who are victims of domestic violence, respectively. A heartfelt congratulations to them, as well as to the inspiring mentor award winner Verena Pausder who promotes gender equality in digital education.

The "Move Up" award is given specifically to projects committed to creating the best possible entry into the professional world for young women. We are so grateful for this recognition of our dedication to equipping future female leaders, which we know not only unleashes their own potential, but also creates a cascade of positive change in their communities.



CHANGEMAKER SPOTLIGHT

MAYA ● 17 ● GERMANY

Maya came joined our Leadership Academy in 2022, and immediately showed us that she had a big vision to change the world. In her initial application, Maya wrote "confidence is really important to me on all levels since I have been suffering from anxiety about public speaking for a long time and **I want to be able to voice my opinions without fear.**"

Since the summer, she has become a mentee in our mentoring program, joined the youth advisory board, attended all of our online discussions, and has represented us as a GGU ambassador at various events in Berlin. In the fall, she organized the Run4Education at her school to promote different humanitarian organizations, where she held a proud and emotional public speech. **She says that none of this would have been possible without GGU.**

“

Because of GGU I came to realize, I have always been a natural leader.

”

Maya is currently in her last year of high school and is eager to bring GGU to as many girls as possible. She has recently approached us with her own plan on how to effectively spread the word as well as fundraise among other schools within Berlin, and is adamant that her voice needs to be heard before she graduates. **She is a true GGU ambassador as she carries our values and everywhere she goes, lifting up other teen girls along the way.**



"I will lead by example and be inspiring for others. I want to show others that they should follow their passion and save the world even if they haven't found it yet."

Maya, 17, Germany

WE ARE READY TO GROW

We are proud of what we have been able to accomplish since we launched Girls Gearing up as a passion project in 2015.

In the past eight years, our mostly volunteer team has

- reached hundreds of girls representing over 40 countries
- established three hubs on three continents
- trained 16 facilitators in four countries
- developed and adapted a comprehensive teen leadership curriculum that prepares next-generation female leaders
- designed and launched a professional international mentoring program for teens
- proven the short and long term effectiveness of our programs based on quantitative and qualitative data

Our extensive work with economically and culturally diverse girls around the globe since 2015 has proven the universality of the tenants of our program, its efficacy, and its scalability.

In order to launch 5,000 socio-economically and culturally diverse aspiring high-potential female leaders and touch 50,000 lives by 2030, we now plan to:

- Expand our **Leadership Academies**. Organizations and schools in South Africa, Israel, the US, and Morocco have already indicated their interest in bringing our programs to their communities. Online Academies can be implemented to reach and connect girls in additional locations.
- Build on our **mentoring program** to include more girls and collaborate with corporate partners to add internship opportunities
- Establish **after-school** programs by adapting our curriculum and training facilitators, enabling hundreds of girls to participate over the course of a school year.
- Develop a **GGU app** to foster connections among alumnae, share our online resource library, spread awareness about social issues, and facilitate participation in all of our programs and events.

We have the ingredients to do this: a proven curriculum that can be adapted according to local contexts and an extensive network of organizations and educators motivated to equip and inspire teen girls. All we need now are the financial resources to turn our proven program into a wave of positive change. If you or anyone you know wants to make a tangible impact on the world by equipping next generation female leaders, we would love to be connected.

JOIN US IN CREATING A WAVE OF POSITIVE CHANGE.

LEADERSHIP (VOLUNTEER BASIS)



Courtney Adams
Co-Founder & Director



Chineme Ugbor
Co-Founder & Advisory



Dr. Christina Limbird
Co-Founder & Advisory

EMPLOYEE



Sophie Lang
Community Outreach
Manager

WE ARE EQUIPPING THE NEXT GENERATION OF FEMALE LEADERS

WE NEED YOUR SUPPORT NOW! 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?

Encourage powerful women in a variety of fields to volunteer as mentors for our mentoring program using [this application form](#).

Encourage motivated teen girls ages 13-17 anywhere in the world to join our next Academy using [this application form](#).



GIRLS GEARING UP