

strong
smart



bold

WITH YOU IN HER CORNER,
she will succeed.

**girls
inc.**

of Tarrant County

**2017
IMPACT
REPORT**

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The **mission** of Girls Inc. is to **inspire all girls to be strong, smart, and bold.** Girls Inc. of Tarrant County equips girls to navigate gender, economic, and social barriers and grow up healthy, educated, and independent. Girls build confidence and embrace positive decision-making to take charge of their health and well-being, and achieve academic, personal, and career goals.

The Girls Inc. Experience consists of people, environment, and programming that, together, empower girls to succeed. The people are trained staff and volunteers who build lasting, mentoring relationships, and peers who share their drive and aspirations. The environment is girls-only, physically and emotionally safe; there is a sisterhood of support, high expectations, and respect. The research-based programming is hands-on, minds-on, and meets the needs of today's girls to provide age-appropriate information and knowledge so girls make decisions leading to healthy lives, succeed academically; and develop life skills to prepare for adulthood.

HONORS





“ When I came to Girls Inc. of Tarrant County, I was looking for a way to impact girls’ lives before they made negative decisions that would irreparably harm their future accomplishments. I was eager to nurture the good within each girl and advocate for them in their schools, communities, and families. Consistently, I have seen the impact of volunteers, staff members, and

our collective efforts in each of our girls’ lives. Through long days of toiling over the problems of our girls and establishing for new partnerships, we have brought our mission to more girls than I ever thought possible.

In this past year, we surpassed one million service hours spent to serve Girls Inc. girls. Within these many hours, girls found new friends, their own value, ways to combat negativity in their lives, new skills in Science, Technology, Engineering, and Math, and a plan for their future success. They found **YOU** and so many others who stand with them. Each Girls Inc. girl is shown how important their success and growth is to the women, men, and other girls who are solidly in her corner.

As a volunteer, donor, community advocate, or educational partner, you are making a difference in girls’ lives. Each Girls Inc. girl is aware of the commitment of our community to support their continued achievements. As they battle the inequities in their daily lives, they feel the strength and dedication of each one of us cheering them on and endeavoring alongside them.

Thank you for being **IN HER CORNER!** ”

Jennifer Limas
Chief Executive Officer

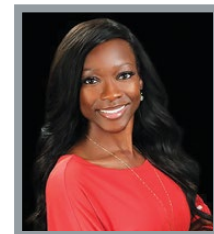
“ The first Girls Inc. “March on Main Street” was introduced in Downtown Fort Worth on October 11, 2013 in observance of the “International Day of the Girl.” Participants were few in number, but the presence and rally of Agency staff, Girls Inc. supporters and students from the Young Women’s Leadership Academy gave life to a movement that day.



Now, five years and five marches later each October, girls, women and the men in their corners assemble at the steps of the Tarrant County Courthouse where proclamations are read, Girls Inc. girls exclaim their Bill of Rights and collectively, we as a community, pledge our support of girls and women around the world. As we march the streets of Downtown Fort Worth adorned in our red shirts shouting, “Strong, Smart, Bold,” the energy is infectious and you cannot help but feel the pride and magnitude of our unified purpose and message.

Last October, stories of #metoo gave notice to the recurrent marginalization of women in our society and the Girls Inc. “March on Main Street” could not have come at a better time for many of us. Our sea of red shirts, the rhythm of our drumlines and the cadence of our chants wholeheartedly embodied the tenets of sisterhood and unity. And, that - is the “powerful and perfect beauty” of the Girls’ Inc. March on Main Street... its provocative simplicity.

It’s not just a march. It’s a movement. I hope that you’ll join me and Girls Inc. of Tarrant County this October as we “March on Main Street” in celebration and support of girls and women everywhere! ”



Mia Hall
Board Chair

▶ **1,200**
DAY OF THE GIRL
PARTICIPANTS

Last year in Tarrant County, 744 babies were born to mothers who were 17 years old or younger. Astonishingly, 433 babies were born to teen mothers who were already caring for a child at home.

That is almost 1,000 teen girls who will experience increased hardships, economic distress, and academic setbacks. Parenting teens are 50% more likely to repeat a grade and only 41% will complete high school. Causes of teen pregnancy have been linked to low self-esteem, peer pressure, substance abuse, and lack of knowledge about their own bodies. Allison was disruptive and did not take program topics seriously when she first joined Girls Inc. As the girls in her group went through activities about self-worth, her guard slowly dropped. For the final activity, each girl taped an index card to her back and took turns writing down what they liked about each girl on her respective card. When finished, they read the cards aloud. Allison shared hers through tear-filled eyes, reading messages that she was beautiful and strong. She had never seen herself as either.

“ I used to be the kind of person that cried if someone did not want to hang around me or made fun of me. Through Girls Inc., I have learned that I don't need validation from anyone. ”

Celestine, 11th Grade



Allison and so many other girls in our programs learn to embrace themselves and see themselves as worthy of respect. We address root causes of teen pregnancy and other risky behaviors. With age appropriate, research-based material, girls learn to recognize unhealthy relationships, take care of their bodies, and practice standing up for themselves and others.

► **A strong girl is a healthy girl. She appreciates and accepts her body. She has a healthy mind and a healthy body. She knows good nutrition and exercise are important for her overall health.**

Young readers can shy away from books when they are experiencing challenges in literacy. Our reading literacy program provides lessons that help girls read on grade level by the time they are in third grade.

Through interactive activities, the Girls Inc. literacy program focuses on five key areas of literacy:

- Comprehension
- Vocabulary
- Phonemic Awareness
- Phonics
- Fluency

Girls enjoy relating a book to an activity. This school year, the girls read *The Legend of the Lady Slipper*. An art teacher spoke to the girls about growing up just as plants do. She asked the girls to think of positive words to describe themselves. The girls painted their own canvases with a sunflower which symbolizes strength and positivity. Then, they were able to write words that described themselves all around the canvas.

Words we saw were brave, strong, nice, funny, beautiful, caring—to name a few! It was an empowering lesson that tied together self-esteem and literacy!



CELEBRATING SUCCESS

An exciting accomplishment this year was seeing 11 of our third-graders participate in a school-wide spelling bee. These third-graders have been in the Girls Inc. literacy program since they were in kindergarten. They put the SMART in Strong, Smart, and Bold!

► **A smart girl is an educated girl. She knows her education is her pathway to a successful future. She knows how to set academic goals for herself to achieve her dreams.**

Girls crowded into a room with mats and padding, excitedly waiting to practice their blocks, punches, and kicks. Mentors talk with their girls about the difference between defending themselves and starting a fight. Self-defense training is just one component of *Bold Futures*, an intensive one-year, 100-hour program that works to prevent or disrupt violence and increase girls' personal safety.



Ponzell joined the program to find a safe space and a new direction she wasn't finding in her home or neighborhood. At the closing ceremonies for the program, Ponzell proclaimed through tears, "This place feels like home and you are my family." She felt comfortable to ask questions and be herself as well as identify ways she could protect herself and others.

The *Bold Futures* Mentoring Program empowers girls who are at risk of suffering from sexual assault, abuse, poverty, and bullying, giving them the skills to both physically and emotionally protect themselves.

By building self-worth and exposing girls to new experiences, we have built a unique resource for girls to build safe and successful futures.

- **A bold girl is an independent girl. She thinks for herself, uses her voice to advocate for herself and others, and she is a leader amongst her peers and in her community.**

Bold Futures reduces the number of girls involved with the juvenile justice system. Often girls are arrested for behaviors that are natural responses to violence and trauma from which they are trying to stay safe. Within Tarrant County, 50% of children referred to the juvenile justice system have had past traumatic experiences and 24% are struggling with mental illnesses, such as anxiety, depression, and post-traumatic stress disorder.

- **By teaching methods to disrupt and prevent violence, we reduce girls' trauma and their involvement with the juvenile justice system. *Bold Futures* reduces violence and victimization of Tarrant County's girls.**

And, by improving personal safety, girls experience higher graduation rates, better academic success, and a greater sense of self-worth.

► **93%**

of Girls Inc. of Tarrant County girls have remained free from disciplinary actions (suspension, expulsion, arrest)

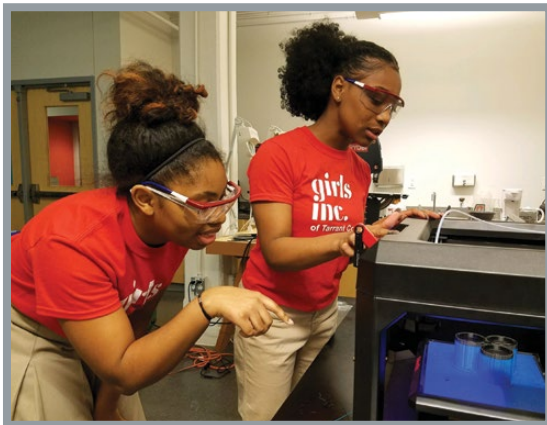


STEM needs women. Despite the early success of programs across the nation to engage women in STEM careers, the progress has flatlined. Only 35% of women receive undergraduate degrees in STEM, and that number hasn't changed in the last 10 years.

The need in the workforce is especially great for women of color and women in the fields of engineering and computer science. Only 1 in 10 employed scientists or engineers are women of color, and only 1 in 10 bachelor's degrees in science and engineering are awarded to a woman of color.

We're working to change the face of STEM. In the summer of 2017, the first cohort of girls joined our Eureka! Program, which aims to change these statistics for Tarrant County girls. Eureka! is a five-year program for girls from 8th grade through their senior year of high school. Girls came from areas including Las Vegas Trail, Stop Six, and Como neighborhoods.

Through a four-week summer intensive session on a college campus, the girls explored different careers in STEM fields; the application of math and science to real-world issues, such as aviation, forensics, and robotics; and, leadership and personal development. These girls enjoy science, technology, engineering, and math and want to be prepared for postsecondary education in STEM fields. The girls have developed great relationships with local STEM professionals as mentors. Each of the experiments and activities the girls participate in are tied to real-world applications, a college major, and career fields.



The College Shower is about **LEVELING THE PLAYING FIELD** for Girls Inc. girls! Each of these college-bound girls steps onto campus, into her dorm room, and takes a seat in class with everything she needs to succeed!

In 2017, our College Shower sponsors provided laptops, comforters and sheets, gas cards, coffee pots, and more to **113 girls**. These girls will begin this next phase in life knowing there is an individual and entire community of people **IN HER CORNER**—assisting as she hurdles obstacles, cheering her on as she picks up herself after failures, and celebrating each girl's successful journey to becoming a healthy, educated, and independent woman!

“ I knew campus living would be hard, but at least I had what I needed to get off to a good start! ”

It was each adult who sponsored a girl who made this outpouring of supplies possible.

▶ \$51,000

of Girls Inc. scholarships awarded in 2017!



Join us for our
2018 College Shower
on Thursday,
August 2!

By the Numbers

In 2017, 5,032 girls participated in the comprehensive Girls Inc. Experience. An additional 15,688 girls were reached through Girls Inc. outreach.

Age		Income		Race/Ethnicity	
5-8 years	11%	Under \$20,000	36%	Hispanic	48%
9-11 years	27%	\$20,000 - \$30,000	34%	African American	37%
12-14 years	34%	\$30,000 - \$50,000	23%	Caucasian	10%
15-18 years	28%	More than \$50,000	7%	Asian	2%
				Multiracial	2%
				Middle Eastern	1%



▶ 20,720
GIRLS SERVED!

Financial Information

Revenue	2017	2016
Contributions	\$330,025	\$222,859
Event Income	\$137,239	\$111,202
Program Fees	\$4,367	\$7,622
United Way	\$53,498	\$51,648
Tarrant County Kids Program Fees	\$879,162	\$911,845
Restricted Grants	\$1,023,091	\$967,239
Investment Income	\$10,869	\$9,084
In-Kind Contributions	\$731,427	\$572,976
Total Revenue	\$3,169,678	\$2,854,475

Expenses	2017	2016
Fundraising, Marketing, General Administration	\$337,241	\$255,903
Girls Programs	\$2,135,530	\$1,769,996
Tarrant County Kids	\$619,805	\$639,758
Total Expenses	\$3,092,576	\$2,665,657

Unaudited as of 12/31/2017



STRONG, SMART, AND BOLD OUTCOME SURVEY HIGHLIGHTS

LEADERS OF THE FUTURE

Girls Inc. prepares girls to challenge the status quo and close the gender leadership gap by encouraging girls to discover their leadership strengths and capabilities.

▶ **89%**

of Girls Inc. of Tarrant County girls are hopeful about their futures!

CHANGING THE FACE OF STEM

Even though women are underrepresented in STEM post-secondary programs and careers, Girls Inc. girls have the potential to close this gap and change the face of STEM for the next generation.

▶ **91%**

of Girls Inc. of Tarrant County girls find science or math interesting.

MENTORING RELATIONSHIPS

Trusting, mentoring relationships help young people attain the psychological and social skills that are necessary for success in education and in life.

▶ **91%**

of Girls Inc. of Tarrant County girls say there is an adult at Girls Inc. they can depend on.

POSITIVE BODY ESTEEM

Body positivity is important for girls, and allows them to live comfortably in their own bodies with confidence and self-esteem.

▶ **73%**

of Girls Inc. of Tarrant County girls are happy with their bodies, compared to 48% of girls nationally.

Champions for Girls is a giving society of donors who contribute gifts of \$1,000 or more annually to support our mission.



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Junior Woman's Club of Fort Worth	

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GOVERNMENT

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GIFTS IN CELEBRATION

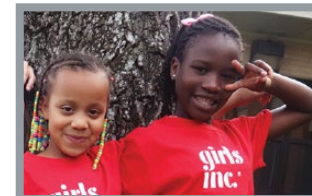
Kathy O'Brien by Liz Tinch

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“When I give to Girls Inc. of Tarrant County, I know my support is making a direct impact on the lives of girls in our community.”

Ellen Ray, Donor



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