ABOUT G(IRLS)20

Launched in 2009 at the Clinton Global Initiative, G(irls)20 places young women at the centre of decision-making processes. Through our signature programs, Global Summit and Girls on Boards, we make strategic investments in young women through education and training, building networks, and access to unparalleled opportunities at home and abroad. While advocating for change at the global level through the annual G(irls)20 Global Summit, we are invested in changing the status quo for women at decision-making tables in communities across Canada by placing Girls on Boards.

In today's global environment, there are few female leaders in decision-making spaces:

- In Canada, 50% of directors know 6 or more women ready to join a board. Less than 20% of directors are women.*
- Globally, women represent 44.7% of the S&P 500 workforce, but only 5% of the CEOs.**


CULTIVATING A GENERATION OF FEMALE LEADERS

Vision
A world in which women and girls are able to participate fully in the economic growth, political stability and social innovations of their countries.

Mandate
Our mandate is to work in partnership with individuals, foundations, the social profit sector, governments and the private sector to economically empower girls and women to be agents of economic change.

Mission
Advance the full participation of women and girls globally through their economic and educational empowerment.

G(IRLS)20 2018 ANNUAL REPORT / PAGE 2
A MESSAGE FROM OUR CEO & CHAIR OF THE G(IRLS)20 BOARD OF DIRECTORS

At G(irls)20, we believe that investing in young female leaders will change the status quo and help cultivate the next generation of political, civil and business leaders. In 2018, our year kicked off with participation in G7 Roundtable discussions with global leaders and ended in December with the launch of applications for our next Global Summit. The months in between? Jampacked with programming, advocating and building crucial networks of young women across Canada and around the globe. 2018 saw G(irls)20 host our 9th annual Global Summit, a Summit focused on driving change by advocating that G20 leaders address issues facing women and girls globally. Over the course of a week in Argentina, young female leaders created an intersectional, gender-transformative communique that called for improved policies for women and girls around the world. Throughout the year, G(irls)20 implemented Girls on Boards, a program which provides young women with an opportunity to develop their leadership and professional skills while encouraging organizations to diversify their governance boards. In our second year of implementing the Girls on Boards program, we focused on improving the training of young female leaders across Canada and, in partnership with organizations, placed them on non-profit boards. Around the globe, G(irls)20 continued our commitment to advancing the rights of women and girls by participating in conferences, advisory groups, and panel discussions. We could not have done that without our community and we thank you for your ongoing support. Please join us in 2019 for another year of creating the next generation of female leaders.  - HEATHER BARNABE, CEO

Over the past two years, I have had the honour of chairing the board of G(irls)20. In this role, I have witnessed our continued growth and impact in programming, advocacy and community-development with and on behalf of young women globally. 2018 was a banner year, with excellent programming for program participants at our 9th annual Global Summit in Argentina and the creation of our Girls on Boards’ Forum in Toronto. We grew our advocacy work globally, participating in panels, conferences, roundtables and other decision-making spaces to encourage leaders to acknowledge issues and barriers that young women face. In June, a G(irls)20 global delegation participated in the Women’s Political Leadership conference in Lithuania, contributing diverse voices to encourage political leaders to support women’s rights. In November, G(irls)20 sent another delegation of young female leaders to the Women’s Forum’s in Paris, where many of them spoke truth to power on issues they face at home and abroad. Our efforts were bolstered by strong partnerships with businesses, government and civil society, supporting us to create programs that tackle the root causes of low representation of women in decision-making spaces while training impressive young women to lead us into a better future. Our intrepid young leaders share a common vision of improving their communities, countries and world and it is our esteemed privileged to provide them with the platform to use their voices to drive change. None of this would be possible without the generous support of our donors and the hard work of the G(irls)20 team. We thank you for being part of our community.  - CARRIE KIRKMAN, CHAIR
**G(irls)20 Argentina**

In October 2018, 20+ young women representing the G20+ countries were chosen to participate in a unique opportunity as female delegates and make recommendations to the G20 Leaders in advance of the G20 Summit. Post summit, G(irls)20 delegates will develop initiatives within their communities. To date, there are more than one hundred G(irls)20 led initiatives around the world.

**100+ Impact Initiatives Are Led by G(irls)20 Ambassadors Globally.**

**Recommendations from the 2018 Communiqué**

During our consultations, the delegates examined five distinctive pillars to close the gender gap and they called upon the G20 Leaders to:

1. PROVIDE SAFE ACCESS TO INCLUSIVE PARTICIPATION IN DIGITAL SPACES
2. FOSTER ACCESS TO STEAM EDUCATION AND CAREERS FOR WOMEN & GIRLS
3. PROVIDE FINANCIAL ACCESS AND LITERACY THROUGH AN INTERSECTIONAL LENS
4. IMPLEMENT STRONG LEGAL MECHANISMS TO PREVENT AND ELIMINATE GENDER-BASED VIOLENCE
5. ADVANCE ACCESS TO QUALITY EDUCATION IN RURAL COMMUNITIES THROUGH BOTH FORMAL AND INFORMAL MEANS

"Without the singular opportunity to represent my country last year I may never have started Luton Lights and girls in the Luton area who have been impacted may not have been reached. My experience as a G(irls)20 delegate in one word would be TRANSFORMATIVE!"

-- Dunola Oladapu

READ THE COMMUNIQUÉ
2018 Program Outcomes

GLOBAL SUMMIT
In a world where only 7% of elected world leaders are women and where only 6.6% of Fortune 500 companies are run by women, G(irls)20 is investing in the development of the next generation of female leaders.

Through the G(irls)20 Global Summit programming, participants successfully improved their confidence, increased their networks and developed stronger knowledge and leadership skills.

KNOWLEDGE
Responses below indicate the level of agreement with the survey questions asked following their participation at the Global Summit.

83% Ability to communicate my vision
84% Ability to communicate my ideas and solutions
91% Likelihood to collaborate with others
80% Confidence to interact with different forms of media

NETWORKS

<table>
<thead>
<tr>
<th>Ability to serve as a role model</th>
<th>Baseline Survey</th>
<th>Post-Program Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confidence in my ability to create positive change</td>
<td>80</td>
<td>92</td>
</tr>
</tbody>
</table>

IMPACT
Responses below indicate the level of agreement with the survey questions asked following their participation at the Global Summit.

92% G(irls)20 will affect my life and/or career direction
96% Commitment to be a positive influence in the world as a young female leader
86% G(irls)20 has improved my ability to generate more awareness about my work
Alumni Feedback - Global Summit

G(irls)20 is committed to learning from participant experiences to ensure our program alumni are defining issues and suggesting new opportunities for programming. In 2018, Summit alumni formed a Steering Committee, and drove a Summit Impact Survey of past alumni to understand areas of improvement. Some of the following things we heard included:

- Program could have more structured and consistent mentorship.
- G(irls)20 could work to ensure more regular engagement with and among Summit alumni community.
- Provide more networking opportunities with female entrepreneurs.

G(irls)20 has incorporated this feedback into 2019 programming

Most Significant Impact was achieved in the area of leadership. 9/10 respondents said that the Summit increased their ability to serve as a role model for other young female leaders and that they were more committed to be a positive influence in the world a young female leaders.

Update on the G(irls)20 Steering Committee

During its second year in operation, the Global Summit Steering Committee furthered its mandate to support the G(irls)20 team and mentor the next generation of Summit delegates. In 2018, the Steering Committee undertook a number of projects, including: producing a fundraising toolkit, analyzing data and delivering a Summit Impact Survey, facilitating social entrepreneurship workshops at Summit, and chairing Summit Communiqué negotiations. Thank you to the Chair Sally Dimachki and Vice-Chair Vandinika Shukla, and members Anna–Lali Tsilidou, Claire Charness, Marina Castellino, and Sarah Mesbah for their significant support!

As you look to participate in programs in the future, what aspects of a youth, leadership or professional development program are most important for you?
Girls on Boards

Girls on Boards is an 18-month long program that trains and places young, community-minded women on non-profit boards for a minimum one-year term.

Girls on Boards tackles the two root causes of low female representation on boards:

1. Ensuring young women are qualified to serve on boards through training and experience;
2. Giving directors of non-profit boards the tools to analyze how their boards and organizations can be more gender equitable.

Girls on Boards Forum

On September 14-15, G(irls)20 hosted the first Girls on Boards Forum in Toronto. The Forum brought together 36 Young Directors from across Canada, as well as their coaches and board mentors. Young Directors heard from inspiring leaders, developed their skill sets, and had the opportunity to network with female executives from the corporate & social profit sectors. The packed two days included workshops on Financial Literacy, Negotiations and Gender-Based Analysis training, in depth roundtable discussions with mentors about governance challenges, networking with partners, and a Hackathon!

#HackInclusion: Shattering the Glass Ceiling in 4 Global Cities

On September 15, G(irls)20 partnered with Diversio, to host a virtual, global Hackathon. Young Directors connected with G(irls)20 Summit Ambassadors in 4 cities to share their own experiences shattering the glass ceiling and proposing bold and innovative ideas to achieve workplace inclusion.

Girls on Boards Steering Committee

We launched the inaugural Girls on Boards Steering Committee to further support our work and provide participant-informed advice on the project. Thank you to Chair Almeera Khalid and founding members Peggy Chen, Daisy Heung, and Mary Stefanidis for your collaboration!
GIRLS ON BOARDS

Girls on Boards addresses the need to position young female leadership as attainable and beneficial and not as an exception. Through hard and soft skills training, young women increase their knowledge, confidence and networks to prepare them for their board director roles.

Following the Girls on Boards programming, participants successfully increased their ranking from baseline surveys or scored in the 73rd percentile if baseline analysis was not conducted in all of the following outcomes.

2018 Program Outcomes

**KNOWLEDGE**

![Graph showing knowledge outcomes]

**CONFIDENCE**

![Graph showing confidence outcomes]

**IMPACT**

We asked the participating Board Mentors how the Future Board Member impacted their organization. They indicated their level of agreement on the following key indicators:

- More inclusive board
- Value added to the board
- More effective board

**CONFIDENCE IN YD’S NETWORKING SKILLS**

![Graph showing confidence in networking skills]
Special Events

**Alumni Engagement**
Women’s Forum Canada  
May 10th - 11th  
WPL Summit, Lithuania  
June 6th - 8th  
Women’s Forum Paris  
September 12th - 14th  
Women of Influence Evening Series  
Year round

**Global Giving**
International Women’s Day  
March 8th  
Women’s Day at RBC  
June 6th - 8th  
Google Giving Week  
December  
12 Days of Giving  
December

**Speaking Engagements**
Y7, GBA+ Training  
May 10th - 11th  
Women’s Forum Russia  
September 19th - 21st  
Together 2018 Conference  
November 8th  
W20 Argentina  
October 2nd

... and a Commercial!
ASUS Commercial  
October 8th, 2018
Thank you to our generous partners

GLOBAL SUMMIT

GIRLS ON BOARDS

G(IRLS) 20 BOARD OF DIRECTORS

Carrie Kirkman, Chair
Lori Spadorcia, Secretary
Michael Geddes, Treasurer
Dr. Rumeet Billan
Suzanne de Lint
Elizabeth S. Dipchand's
Peter Donolo
Tanvi Girotra
Robin Holloway
Natasha Koifman
Jennifer M. Sloan

SPECIAL THANKS TO OUR COMMUNITY SUPPORTERS

THE FOLLOWING SUPPORTERS GAVE $1000+

Angela Menezes & John Menezes
Don Mal
Do Well Dress Well
Chanchlani Foundation
GEE Beauty
Gupta Family
Joanne Fedeyko
Navdeep Saini
Nimmi Papeja

Ni.met Metals. INC
Sam McDadi Real Estate
Suraj Sikka
Ruth Harper
The Healthy Butcher
Trilochan Papenja
FINANCIALS

As of December 31, 2018

The continued support of our donors allows us to make strategic investments in young women through education and training, building networks, and access to unparalleled opportunities at home and abroad.

G(irls)20 Statement of Financial Position
For the year ended December 31, 2018

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<thead>
<tr>
<th>Assets</th>
<th>2018</th>
<th>2017</th>
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<tr>
<td>Current</td>
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<tr>
<td>Cash</td>
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<tr>
<td>HST recoverable</td>
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<td>Prepaid expenses and deposits</td>
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<tr>
<td>Capital Assets</td>
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<tr>
<td></td>
<td>201,645</td>
<td>238,540</td>
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<td></td>
<td>1,885</td>
<td>2,421</td>
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<tr>
<td>Liabilities</td>
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<tr>
<td>Current</td>
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<tr>
<td>Accounts payable and accrued liabilities Deferred contributions (Note 4)</td>
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<td>13,576</td>
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<td></td>
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<tr>
<td></td>
<td>38,139</td>
<td>63,305</td>
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<tr>
<td>Net assets</td>
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<tr>
<td></td>
<td>55,726</td>
<td>76,881</td>
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<tr>
<td></td>
<td>147,804</td>
<td>164,080</td>
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G(irls)20 Statement of Operations and Changes in Net Assets
For the year ended December 31, 2018

<table>
<thead>
<tr>
<th>Contributions</th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Expenses</td>
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<tr>
<td>Amortization</td>
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<tr>
<td>Communications</td>
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<tr>
<td>Fundraising and Partnerships</td>
<td>24,074</td>
<td>47,879</td>
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<tr>
<td>Office and General Programming</td>
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<td>44,766</td>
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<td>Programming</td>
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<td>Summit</td>
<td>245,105</td>
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<td>Website</td>
<td>205,268</td>
<td>144,273</td>
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<tr>
<td>Website</td>
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<td>9,305</td>
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<tr>
<td>Excess of (expenses over revenue) revenue over expenses for the year</td>
<td>597,234</td>
<td>458,380</td>
</tr>
<tr>
<td>Net assets, beginning of year</td>
<td>580,958</td>
<td>612,132</td>
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<tr>
<td>Net assets, end of year</td>
<td>147,804</td>
<td>164,080</td>
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