We write this heartfelt message only a few weeks after celebrating our 10-Year Anniversary and 7th Annual The World We Imagine Conference. It was the first time since the pandemic we’ve been able to safely gather as a community – and it was so needed. The last three years have shown us that as humans we crave – no, we need – connections.

As we mark this important milestone we are excited to share in this special edition of our annual impact report the work of the Alliance for Girls (AFG) and its members throughout the last decade. At the center of our collective success is the model that we developed and refined together.

It starts with amplifying the voices and expertise of girls and gender-expansive youth. We do this through youth participatory action research where youth are in the driver’s seat of asking the questions and analyzing the data. The second is to build the capacity of girls’ champions. We lift up the best practices in this field and train across the sector to ensure that everyone is equipped to do this work well.

And together with girls and gender-expansive youth in the driver’s seat telling us what they need and an activated base of adults behind them – we advocate for policy change.

Since 2012, AFG has leveraged the experience and expertise of over 7,500 girls’ champions and over 3,000 girls and gender-expansive youths in our leadership development, our advocacy program, and in our research. This collaborative research has resulted in nine (9) reports with accompanying recommendations that inform all AFG trainings and have contributed to nearly a dozen policy, budgetary, and programmatic changes at the local, district, county, and state levels.

As we celebrate our 10th anniversary, we look ahead to our next phase. One centered on community, and reaching across the state of California. Together we will actualize the dreams of girls and gender-expansive youth, especially those of color, hand in hand with the people and organizations that serve them. Together we are establishing communities of radical safety and opportunity, where every girl and gender-expansive youth experiences belonging, sovereignty and trusting relationships throughout their life.

EMMA MAYERSON  
AFG FOUNDING EXECUTIVE DIRECTOR

LINDA CALHOUN  
AFG BOARD CO-CHAIR

RAQUEL DONOSO  
AFG BOARD CO-CHAIR

Land Acknowledgement
From coast to coast to coast, Alliance for Girls acknowledges that we live, work and play on the ancestral territories of all Indigenous peoples who call this land home. We recognize the historic and ongoing impacts of colonization and are committed to elevating Native American voices within our membership of girl-serving organizations.

Definition of Girls
At Alliance for Girls, “girls and gender-expansive youth” includes cis girls, trans girls, non-binary youth, gender non-conforming youth, gender queer youth, and any girl-identified youth.
AFG was born during the 2009 Great Recession when six executive directors of girls organizations came together with a shared vision for youth in their communities. Together, they knew they could serve more girls and gender-expansive youth in the Bay Area by leaning into abundance.

This group continued to meet for three years and formalized their alliance by launching the Alliance for Girls organization in 2012. That year they went from 6 founding members to 60 organizations who all said YES – let’s achieve this dream together. Let’s fight for equity together.

So how did we do that? Our members created the AFG model.

AFG has always been driven from the ground up by its membership and that has enabled it to adapt and change to meet the needs of its members who serve girls and gender-expansive youth. The last ten years have really shown what AFG can be in the Bay Area.

In response to a call to action from LA-based organizations, AFG engaged with key leaders and girl-serving organizations in Los Angeles. In 2020, AFG conducted research on the needs of girls, culminating with the report, “Girl You Can Do Anything: The Lived Experiences of Girls of Color in Crenshaw, East L.A., Gardena and Inglewood.” The report brought community-based organizations and leaders together to inform community stakeholders about what girls in the L.A. County neighborhoods say they need to thrive.

In March 2022, with seed funding from the California Community Foundation and the Blue Shield Foundation of California, we were thrilled to announce that we welcomed these impactful organizations as official members and their women leaders formed our inaugural L.A. Advisory Team.

The collaboration and learning between the Bay Area and Los Angeles regions are well underway. Los Angeles members have participated in our live trainings held in the Bay Area. In October, AFG members from Los Angeles brought 13 girls, gender-expansive youth, and girl champions to The World We Imagine Conference. And, our Los Angeles members – Positive Results Centers – led a powerful workshop there.
AFG empowers and trains young women to take a lead in systems change processes and build their skills in research, data analysis, data-driven recommendation creation, stakeholder engagement, community organizing, and more.

Being an AFG Advocacy Fellow has taught me that our stories are enough and that we should not have to prove the issues we navigate matter. Through this work, I have learned so much about advocating for my community and drawing from my lived expertise to enact change. There is something really empowering about driving change in this way and seeing my experience being seen, heard, and valued.

VIVIANA ARENAS

AFG Advocacy Fellow (2022)

One example of what AFG’s young leaders can achieve is the leadership of AFG Advocacy Fellow, Viviana Arenas. A mother, daughter, sister, and advocate, she co-leads the When Young Moms Thrive (WYMT) Initiative on behalf of AFG. WYMT is an initiative with AFG member, Young Women’s Freedom Center, that trained over 150 young moms as researchers and advocates to improve access to services available to young parents in South Santa Clara County.

The AFG model starts with amplifying the voices of girls and gender-expansive youth, especially those of color. Since 2013, AFG has been producing youth participatory action research to understand the unique needs of girls and mobilize its membership to address the issues impacting them the most.

VIVIANA ARENAS

AFG FELLOW SPOTLIGHT

AFG’s Young Women’s Leadership Board members have played a crucial role in the data collection and analysis that contributed to eight (8) AFG research reports and accompanying recommendations that inform all AFG trainings and contributed to bills, policies, budgets, and programs across our broader network at the local, district, county, and state levels. These young women have become fierce advocates in their communities and beyond.

Now in its third year, the AFG Youth Fellows Program welcomed fellows in Advocacy, School Partnerships and Membership this year and is actively fundraising to add a Communications Fellow in 2023.
The Power that Propels AFG’s Research

is that it’s never done by people who are removed from the issue. It’s rooted in uplifting the ones harmed by oppressive systems and are closest to the solutions – by girls, for girls.

Our Valuing Girls Voices and Girls Leading Change (2016) reports center and elevate the lived experiences of girls within Oakland Unified School District and San Francisco Unified School District. Girls shared how they experienced pervasive sexual harassment, daily assault, and racial and gender discrimination, making the schools feel less safe for girls and gender-expansive youth. Girls also told us what they need – the solutions – to feel safe and thrive in school.

In a system that doesn’t center girls’ needs – especially girls of color – a pandemic did not create new inequities, it dramatically worsened existing ones. Our Uniting Isolated Voices (2021) report served as a call to action for policymakers everywhere to use our girl-informed roadmap to guide investments and strategies focusing on a recovery that prioritizes gender equity.

Our Radical Visions of Safety (2021) report found that for girls and gender-expansive youth, safety is more than the absence of violence; it’s spaces and communities where there is trust, non-judgment and comfort. Our report calls all of us to move beyond responding to unsafe environments for girls and start dreaming about spaces, communities, and A WORLD – where all girls and gender-expansive youth feel safe.
WE WELCOMED LEADERS TO OUR 2022 ANNUAL MEMBERS MEETING FOR A MORNING OF INSPIRATION, LEARNING AND COMMUNITY. IT EMPHASIZED HEALING, RESTORATION, AND REST AS ELEMENTS OF RADICAL SAFETY, AND THE NEED TO IMPLEMENT THESE ELEMENTS FOR STAFF WITHIN GIRL-SERVING ORGANIZATIONS.

A DECade BUILDING THE CAPACITY OF CHAMPIONS OF GIRLS AND GENDER-EXPANSIVE YOUTH

The second part of our model is to build the capacity of champions of girls and gender-expansive youth. These champions are the adults on the ground - the educators, the service providers, the lawyers, the advocates - who spend every day making the world a better place for girls and gender-expansive youth. Drawing from their expertise and experiences, we uplift the best practices in this field, and train across the sector to ensure that everyone is equipped to do this work well.

In 2010, we started with six (6) founding member organizations and today we have 139 member organizations and 53 individual champions reaching over 300,000 girls and gender-expansive youth across the state.

100% of respondents reported that

- their experience was very good or excellent.
- they felt significantly or a lot more energized and inspired as girls champions.
- they felt significantly or a lot more connected to a broader movement that is supporting and advocating for Bay Area girls.
We hosted 4 live multi-series trainings centered on elements of radical safety, which were attended by 109 members and stakeholders. This year, we were excited to welcome members from Los Angeles to our trainings.

**2022 LIVE TRAININGS**

- **When Girls* Thrive:** Radical Safety for Youth led by Black Girls Brilliance
- **Healing for Healers:** led by She Magick Rituals
- **Community Organizing Strategies:** led by Hénia Belalia
- **Anti-Racist Financial Literacy Education:** led by Latinas Talk Dinero

**Key Areas Our Members Focus On**

- 22% Education
- 12% Outdoor Education/Athletics
- 12% Advocacy
- 11% Life Skills & Job Training
- 9% Social Services
- 8% Advocacy & Media
- 7% Arts
- 5% Mentoring & Tutoring
- 5% Health Services
- 4% Leadership Development
- 3% Legal Services
- 2% Cultural Awareness

85% rated their overall experience as very good or exceptional, feel significantly or a lot better equipped to support girls and take action.

“I appreciated this day and the truly inclusive, hopeful, engaging, informative, vulnerable, and honest day. I truly enjoyed the chance to meet so many people who are passionate about this work, and hear from so many youths actively creating a better future.”

Late last year we launched the AFG Learning Hub, an on-demand training platform, the first interactive production of video trainings of its kind for girl and gender-expansive youth-serving organizations and those who want to support them. Our pilot course has reached 40 learners so far, and we’re excited to add 3 more courses to the library this year.

**AFG Learning Hub Courses**

- **Introduction to Sexual Orientation, Gender Identity and Expression (SOGIE):** Affirming Approaches and Expansive Practices led by Rainbow Community Center
- **Caring Authority:** Shifting Power to Girls* and Gender-Expansive Youth led by Educating Marissa
- **The Art of Yoga Project’s Trauma-Informed Mindfulness:** Theory and Practice led by Feylyn Lewis

**Member Composition, by Location**

- 40% Alameda
- 26% San Francisco
- 13% Santa Clara
- 12% Marin
- 11% Los Angeles
- 7% Orange County
- 6% San Diego
- 4% San Bern nets
- 2% Other

85% feel significantly or a lot better equipped to support girls and take action.
At the start of the year, the AFG team set out to design a conference that would celebrate a decade’s worth of collective advocacy that center girls’ voices and imagine a decade more of impact. In a world that feels bleak, we wanted to create an inspiring and restorative space, to remind ourselves why we do this work together, and that girls are the key to transforming systems.

We proudly accomplished this with our members at AFG’s The World We Imagine conference held on October 11, 2022 virtually and in-person. The conference convened more than 475 intergenerational leaders including best-selling authors, community leaders, policymakers, champions of girls and gender-expansive youth, and over 200 girls and gender-expansive youth.

We also unveiled our new AFG 10-year video, as well as our new logo and branding on our revamped website. Our attendees had the opportunity to engage and learn from one another through a diverse selection of breakout sessions. Girl and gender-expansive youth-driven solutions were discussed on important topics from the fight for reproductive health and justice, ending the criminalization of girls & gender-expansive youth to funding the movement for gender equity. Other sessions focused on unpacking trauma and re-igniting passion and energy for this work. As a team, we emerged from the conference feeling reinvigorated to continue our work uplifting girl advocates and laying the foundation to build a world of radical safety where all girls and gender-expansive youth thrive.

“\textit{I am better equipped at addressing how we can achieve radical safety for our girls and gender-expansive youth in our program.}”

\textbf{OVERALL*} 469 respondents

- 93% shared that they felt more connected to a broader movement that is supporting and advocating for girls and gender-expansive youth
- 91% felt more energized and inspired as a champion of girls and gender-expansive youth
- 83% felt they have more tools or strategies they can use in their work and role as a champion for girls and gender-expansive youth
- 83% felt more knowledgeable about issues affecting girls and gender-expansive youth
- 81% are more aware of issues related to equity, power, diversity, and/or inclusion.

\textbf{YOUTH WHO ATTENDED*} 17 respondents

- 100% felt more:
  - Knowledgeable about issues affecting girls and gender-expansive youth
  - Aware of issues related to equity, power, diversity, and/or inclusion
  - Connected to a border movement that is supporting and advocating for girls and gender-expansive youth

\textbf{WHO I AM}

- Nearly 3 out 4 (72%) participants identified as BIPOC
- 1 in 4 participants were ages 15 to 24 years old
Since 2014, AFG and our members African American Female Excellence (AAFE), Black Girl Brilliance, MISSSEY, Bay Area Women Against Rape, Equal Rights Advocates (ERA), and other community partners have worked with the Oakland Unified School District (OUSD) to address the student needs of Black girls and gender-expansive youth. Rooted in the data and girl-driven recommendations that came out of our 2016 Valuing Girls Voices: Lived Experiences of Girls of Color in OUSD report, AFG worked with our membership, student leaders, and key champions in OUSD to modify OUSD’s sexual harassment policy which was formally passed in 2017.

This year, we proudly released a series of five educational videos created by Elmhurst United Middle School girls to help inform students about their rights and OUSD sexual harassment policies. These videos were integrated into the Healthy Oakland Teens Curriculum in October 2021 as part of the Teacher Resources folder to ensure they are available to all sex education teachers across OUSD.

Based on the recommendations from the Together We Rise Report (2019) and Radical Visions of Safety (2021) reports, AFG and our members are combatting and preventing sexual harassment and violence on California’s public transportation agencies. This year, BART released encouraging data that shows our Not One More Girl Campaign, a youth and community-driven initiative, is making a difference and continues to invest in this work to create safer transit as girls and gender-expansive youth define it.

Senate Bill (SB) 1161, which was inspired by the Not One More Campaign and supported by AFG, Chinese for Affirmative Action (CAA), and other AFG members, was signed by Governor Newsom in August 2022, calling for ten of California’s largest transit agencies to actively track and respond to harassment, including gender-based violence, experienced by transit riders.

SAFE AND INCLUSIVE SCHOOLS FOR GIRLS

SAFETY ON PUBLIC TRANSPORTATION

INCREASING CHILDCARE ACCESS AND ECONOMIC OPPORTUNITY FOR YOUNG MOMS

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Based on the recommendations from the Together We Rise Report (2019), AFG and its member organizations, including the Young Women’s Freedom Center (YWFC), successfully advocated for funding of the When Young Moms Thrive, We All Do (WYMT) initiative - a pilot program to support young moms in Santa Clara County. This summer, the findings from WYMT youth-led research report, When Young Moms Thrive: Reimagining Child Care, Community, and Young Motherhood, and data-driven policy recommendations were presented to the Santa Clara County government. We were joined in this effort by allies at the Santa Clara Office of Women’s Policy, Planned Parenthood Mar Monte, California Latinas for Reproductive Justice, CARAS South County, Shine, Inc., YWCA Golden Gate Silicon Valley, and other local community organizations who are supporting young moms in the county. To learn more about WYMT and the experiences of young moms in Santa Clara County, check out the trailer for our When Young Moms Thrive short film here.
Building upon the Radical Visions of Safety (2021) report, AFG partnered with Evaluation Studio to implement community learning exchange workshops with girls, girls champions and girl-serving organizations to create the first ever community-driven radical visions of safety learning framework. Throughout a series of the community learning exchange workshops, Evaluation Studio worked with participants to design a flexible, accessible, and useable radical visions of safety (RVoS) learning framework that can be used across agencies, institutions, organizations, and programs to assess how they are creating safer spaces for girls and gender expansive youth as they themselves define it, and what they’ve learned throughout their journey.

Drawing together the feedback from these discussions, Evaluation Studio and Alliance for Girls finalized the first iteration of the Radical Visions of Safety Learning Framework Summary, which we aim to pilot in 2023.

“THE RVoS LEARNING FRAMEWORK IS BUILT WITH A SHIFT IN THREE KEY AREAS - EXPANDING METHODS, EXPANDING APPROACHES, AND EXPANDING INTERCONNECTED INSIGHTS. What that means is that all the players - Girls and Gender-expansive youth, Champions, and Partner entities - engage, share, and learn with equanimity. Girls and gender-expansive youth are not just students and participants, but they are experts, storytellers, researchers, and decision-makers. SIMILARLY, CHAMPIONS ARE NOT JUST CARETAKERS AND STAFF, BUT THEY ARE EXPERTS, DECISION-MAKERS, POWER PLAYERS, AND RESEARCHERS. PARTNER ENTITIES ARE NOT JUST DECISION-MAKERS AND EXPERTS, BUT THEY ARE LEARNERS, STUDENTS, CARETAKERS, PARTICIPANTS.”
HOW WE DO IT

Our Vision
Our ultimate goal is to advance equitable systems and communities in which every girl thrives.

Our Mission
Alliance for Girls mobilizes girls’ champions to address barriers facing girls, create conditions for their success, and advance systemic change to achieve equity. We fight the big fights to end gender inequity for all girls and gender-expansive youth. No single entity or person can holistically meet the needs of every girl, nor can they solve the larger systemic inequities, in a context where the scale and complexity of achieving equity has thwarted efforts for decades. We are transforming the girls’ service sector to a collaborative and innovative network, uniting 120 organizations serving more than 300,000 girls across the Bay Area.

Our Theory of Change

STRATEGY #1: Amplifying the experience and expertise of girls and their champions

STRATEGY #2: Equipping girls’ champions with powerful tools and networks

STRATEGY #3: Leading collective advocacy and action for systemic change in health, education and other social systems

STRATEGY #4: Strengthening our network and the Alliance for Girls as an organization

We Believe
• That those closest to the problem are closest to the solution
• In moving beyond the gender binary
• That diverse leadership is more effective leadership
• In the power of the collective

While we are all immersed in our individual work as organizations, we are collectively positioned to build a better California and a broader-based movement supporting girls. The Alliance for Girls’ purpose is super-strong and its members are doing great work. Now is the time to use our collective power to act on girls’ issues, because girls’ issues are everyone else’s issues.

- AFG MEMBER
We are proud to partner with leading organizations whose work affects the lives of all girls and gender-expansive youth. From non-profits to public institutions and government agencies, we are a community that believes in the collective power of working together to ensure every girl can thrive.

Thank you to our Funding Partners

Foundations & Institutions

Public Partners

The People That Make It Possible

Thank you to our AFG Board of Directors

Comprised of some of the brightest minds from our communities, our board members provide crucial guidance that strengthens our work.

Annie Longsworth
Executive Managing Director, RFS|Shen

Gretchen Sandler
Trustee, James & Gretchen Sandler Philanthropic Fund

Linda Calhoun (Co-Chair)
Founder & Executive Producer, Career Girls

Lori Nishiuau Mackenzie
Lead Strategist, Diversity, Equity & Inclusion, Stanford Graduate School of Business

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Marlene Sanchez
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Raquel Donoso (Co-Chair)
Senior Program Officer, Equity in Education, Yellow Chair Foundation

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Emma Mayerson,
Founding Executive Director

Chantal Hildebrand
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Kailin Chou
Director of Membership Services

Michelle Sare
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Nia Thompson,
Program Associate

Uchehna Esomunu
Communications Associate

Danielle Sim Montgomery
Finance and HR Administrator

Viviana Arenas
Senior Advocacy Fellow

Kamaya Jackson,
School Partnerships Fellow

Kennedy Foye
Membership Services Fellow

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