



OUR MISSION:

INSPIRE ALL GIRLS TO BE
STRONG, SMART, & BOLD.



OUR VISION:

A WORLD IN WHICH EVERY GIRL VALUES
HER WHOLE SELF, DISCOVERS HER INHER-
ENT STRENGTHS, ACHIEVES HER GOALS,
AND ENJOYS LASTING SUCCESS.

A MESSAGE OF GRATITUDE

“You may not control all the events that happen to you, but you can decide not to be reduced by them.”

- Maya Angelou

Girls Inc. began FY20 with ambitious goals and plans for the year. We kicked off our efforts with a record number of girls enrolled in our fall programs, followed by our first and very successful Power 2 the Girl Conference in January. We were on track to serve more girls than ever before while celebrating 50 years of service to the Dallas community.

When the COVID-19 pandemic hit, we did not let it reduce us. In fact, our staff, board, and volunteers came

together to support our girls and their families. We worked tirelessly to meet our families' diverse and complex needs during this time.

You'll learn in this annual report how we quickly and effectively we launched virtual programming for our girls in March - including virtual tutoring! We led the way in this virtual space, developing online programs long before others in Dallas. We also celebrated our 50th anniversary with donors and friends through a virtual gala in May that was a resounding success. We even launched new courses on inclusion and diversity in response to the persistent racism and violence in our country.

Despite the challenges of FY20, we are proud of the innovative ways we served our girls. Thanks to our strong support systems, generous donors, and hard-working staff, we finished FY20 in a solid financial position. We are incredibly privileged to be a part of these girls' lives and we are grateful for your support.

Thank you for your commitment to Girls Inc.



Beth Myers, MSW
Chief Executive Officer



Erin George
Board Chair



STRONG

Chloe, a 4th grader who participates in Girls Inc. after school programs, has a message for bullies: “You can’t stop me.” She prides herself in her confidence and strength when confronting unkind behavior from other students at her school. When classmates are rude, she knows their words don’t define her. “They’re just words,” Chloe says. “They don’t mean anything about who I really am.” She says much of this attitude has been formed through her time at Girls Inc. Through activities and lessons in our after school programs, Chloe has developed her self-confidence and ability to stand up for what she knows is right. “Before I knew about Girls Inc., I didn’t feel strong or confident. I didn’t usually feel brave,” she said. “But when the Girls Inc. teachers tell me I can be strong, smart and bold, it gives me so much confidence!”

SMART

Academics are important to Aubrey, which is why this year’s school closures were especially hard for her. Completing homework at home without the in-person guidance of her teachers was difficult, often leaving her stressed and frustrated. Aubrey is in the 5th grade and participates in a wide variety of Girls Inc. programs including virtual summer courses, virtual book club and after school programs. “Girls Inc. tutoring made my homework a lot easier because I could work with the tutors and other girls,” Aubrey said. “After that, I wasn’t as worried about school.” Our program facilitators describe Aubrey as smart and engaged in her academics. In turn, Aubrey admires the program facilitators, who she describes as kind and encouraging. “Aubrey is always talking about how much she loves Girls Inc.,” her mom explained with a smile. “She’s so excited for programs to continue.”

BOLD

“Being bold is who I am. And Girls Inc. helped me develop that part of me,” says Nakhoby. The 14-year-old has been a part of Girls Inc. for five years, participating in after school programs, spring break camps and, virtual summer programs. In our Diversity and Inclusion course, Nakhoby learned about topics like racism, oppression and identity. “Those topics were relatable to me. It put my experience into words and that impacted me a lot,” Nakhoby said. “Now, I better understand my identity. It’s important for girls to focus on who they are instead of what society tells them to be.” The 8th grader knows her voice has the power to impact society and transform communities. “I don’t want to be quiet. I want to be heard,” Nakhoby said. “I want people to know that my opinion matters. Sometimes, people think women’s ideas don’t matter- but they do. We’re a part of this society. I don’t care who hears me. I just want to be heard.”



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WHO WE ARE

Our programs focus on three core components:

- **STRONG:** Healthy Living
- **SMART:** Academic Enrichment and Support
- **BOLD:** Life Skills and Leadership Development

In a pro girl, all-girl environment, we help girls navigate the social, economic and gender barriers they face to become healthy, educated and independent.

OUR IMPACT

Girls Inc. girls are more likely to be engaged in school, show an affinity for STEM, and have positive relationships with adults. Data shows that our girls lead healthy and active lives, abstain from negative lifestyle choices, and are more committed to their educational success. For more details, see page 10.

WHAT WE DO

We serve girls through afterschool, summer, and spring break programs at our campuses, partner-based programs at Dallas ISD and charter school campuses, and in our EUREKA STEM program. Our professionally trained facilitators use our research-based curricula and develop hands-on, engaging activities that involve STEM, healthy living, literacy and life skills and leadership.

WHO WE SERVE

This year we served **1,943** girls ages 6-18. The majority of the girls we serve come from low-income, single parent families and 95% are girls of color.



OUR FINANCIALS

Most businesses, including nonprofits, have been negatively impacted by the pandemic's effect on the economy. We're proud of the ways our team worked to reach out to our supporters and explore all possible opportunities to mitigate potential financial losses. We are also fortunate to have a reserve in our Foundation that helps support our annual operations. Through a loan from the federal Paycheck Protection Program, we maintained all employees and continued program operations. We are pleased to report that we ended the fiscal year strong under the most extraordinary circumstances!

Prior to the pandemic, Boston Consulting Group provided a significant pro bono (in-kind) consulting investment to help us chart our path toward scaling our services.

As you review our statement of functional expenses, it is very important to understand how the "management and general" category is defined. Often this is called "overhead" and has been broadly misunderstood. There are a number of operational activities that must occur to support successful programs and achieve our mission. These program support services include: maintaining the facilities so our girls have safe and comfortable environments; supervising and evaluating our program staff and investing in their learning and development; building strong evaluation systems for our programs; investing in technology; marketing our programs to our families; and building sustainable collaborations with community partners. Additionally, our path for scalable growth is contingent upon the amount of money we are able to raise every year. We must invest in fundraising efforts to achieve our revenue goals, much like a for-profit company invests in sales and marketing teams to drive their revenue.

We remain committed to investing in what is necessary to lead us to scalable growth because our donors, girls and their families deserve it.

Girls Incorporated of Metropolitan Dallas and Girls Inc. Foundation

Consolidated Financial Statements
and Supplementary Information

June 30, 2020 and 2019



[CLICK HERE TO SEE OUR FULL
FY 20 AUDITED FINANCIALS](#)

DEMOGRAPHICS

RACE

- 51% Latina/Hispanic
- 30% Black/African American
- 7% Asian American/Pacific Islander
- 7% Multiracial/Other
- 5% White



AGE

52%
6-12

48%
13-18

43%

from single
parent
households

70%

from low
income
households

41%

from house-
holds earning
less than \$30k

PROGRAMS

Our research-based programming is delivered by trained professionals who focus on the development of the whole girl, supporting, mentoring, and guiding girls in an affirming, pro-girl environment. Here, girls learn to value their whole selves, discover and develop their inherent strengths, and receive the support they need to navigate the challenges they face.



AFTER SCHOOL PROGRAMS

Through our after school programs, we support girls' success by helping them master foundational academic skills, practice healthy behaviors, and build positive relationships with peers and adults.

COMMUNITY BASED PROGRAMS

We offer programs at schools and community centers that help girls with the challenges they face while growing up. Our age appropriate programs take place both during school and afterschool.

EUREKA! STEM PROGRAM

Eureka! is an intensive, five-year STEM-based program that builds girls' confidence and skills through hands-on opportunities in science, technology, engineering and math.



VIRTUAL PROGRAMS

During the COVID-19 pandemic, we developed a live, interactive virtual program model, providing girls with courses on topics like STEM, media literacy, and physical, mental, and emotional well-being.



3 COMMUNITY CHANGES WE SEEK



Economic Mobility

Girls Inc. seeks economic literacy and mobility for all girls. Through our research-based, age-appropriate curriculum, girls learn from an early age about economic systems and money management. Girls as young as six are introduced to basic financial concepts, including money management and investment.

Our programs help them understand how money affects us locally and globally and fosters the development of skills needed to be financially self-sufficient. Our economic literacy courses provide girls with the skills and self-confidence they need to contribute to the economy and make strong, smart and bold decisions about their financial futures.



Gender Equity in STEM

Girls Inc. helps girls break barriers and to reform systems, focusing our work in STEM fields where women are often underrepresented.

One barrier to equal representation is limited access to educational opportunities. Many girls also lack mentors who can help them identify with STEM careers. This is crucial for young women—many of whom have internalized stereotypes that women are not fit to succeed in these fields.

Girls Inc. provides girls with the educational opportunities, mentoring and career exposure they need to pursue careers in STEM. Through our after school programming and Eureka! STEM program, our girls are given the tools they need to succeed!



Teen Pregnancy Prevention

Girls Inc. provides girls with the skills, insights, values, motivation, and support to postpone sexual activity, and to use effective protection.

Adolescent pregnancy presents formidable challenges for teens' development into productive and fulfilled adults. Most youth and parents say teens need comprehensive sexual education that is more relevant to their lives. This is especially important for young women, who deal most directly with the consequences of teen pregnancy.

Girls Inc. equips girls to have healthy, safe relationships and promotes comprehensive sex education. Through age-appropriate courses, girls learn about topics like puberty, healthy relationships, and the biology of reproduction.

OUR IMPACT



report a positive attitude
towards academics



report a positive
attitude towards STEM



aspire to
attend college



report having a
positive sense of self



report a willingness and
confidence to take risks



show increased knowledge
of dangers of making
unhealthy choices



demonstrate responsible
decision making about
health & sexuality



report positive
relationships with
peers and adults



set short-term and
long-term goals



avoid risky behaviors



have above a B
average in school



are reading at
appropriate grade level

2019 PROGRAMS



The second half of 2019 was an exciting season for Girls Inc. programs! Enrollment was increasing in our after school programs as girls participated in events, field trips and new educational opportunities.

In July 2019, girls attended the Capital One Coder's Camp at the Capital One campus in Plano, learning from experts about app development. DPR also led "Beyonce's Chopper Challenge," an activity teaching girls about the construction industry. Eureka seniors held paid internships throughout the summer. In September, we hosted ExxonMobile Family Math and Science Night. Volunteers from ExxonMobil and the Perot Museum led girls in hands-on experiments at our Love Field campus. We also implemented "Engineering is Elementary," a STEM program created by the Boston Museum of Science. Our girls explored topics like urban planning and engineered bubble wands. Additionally, our teen girls learned to code and program rovers donated by Texas Instruments!

In December, girls participated in a financial literacy program. They learned about money management and entrepreneurship, exploring how to turn their interests into business. Girls designed, produced and marketed their product on "Market Day!"

POWER 2 THE GIRL CONFERENCE



On January 25, 2020, nearly 300 6th-10th grade girls, from seven local schools, as well as volunteers, and Girls Inc. board and staff gathered at the Pioneer Natural Resources headquarters for the inaugural Power 2 the Girl

conference – a first of its kind conference.

The Power Panel, moderated by Girls Inc. national board member, Regina Montoya, provided inspiration and empowerment to overcome obstacles and achieve success. Panelists Cheralyn Stevenson, Rebecca Acuna, Karla Garcia and Ivy Awino, talked about their personal challenges of being lesbian, poor, undocumented, and a teen mom, respectively. Members of the Dallas Police Department and Dallas County Sheriff Marian Brown taught girls self-defense techniques and fitness strategies to build physical, mental and emotional strength. Cynt Marshall, CEO of the Dallas Mavericks, was our dynamic and engaging keynote speaker. We sincerely thank all our sponsors who helped make this day so impactful for the girls!

OUR YEAR IN REVIEW

OUR 50TH ANNIVERSARY VIRTUAL GALA



We're so thankful for everyone who participated in our 50th anniversary virtual gala. Over 500 people registered and we surpassed our fundraising goal in the first 20 minutes! The event featured a performance from Meghan Trainor and was emceed by Gloria Campos.

We also honored Cecilia and Garret Boone for their legacy of service and support and heard the inspiring stories of three Girls Inc. alumnae. After the live stream, we offered an opportunity to our sponsors, table hosts and their guests to join Zoom breakout rooms for fun interactive activities and conversation. Although we were disappointed to cancel our in-person gala, we're grateful for the opportunity to celebrate virtually. Thanks to our donors and sponsors, our girls will have greater access to the resources they need to continue receiving education and support during this crisis.

SUMMER 2020 VIRTUAL PROGRAMS



When the COVID-19 pandemic hit, Girls Inc. Dallas responded immediately. Within a few weeks, we developed live, interactive, virtual courses on topics like STEM, literacy and healthy living. We also created a program on diversity and inclusion, teaching girls about concepts like racism, identity and intersectionality. We reworked our summer camp model to ensure the health and safety of girls remained top priority.

These virtual summer programs aimed to bridge the academic divide that only grew wider when schools closed. Our virtual programs were a success, giving girls educational support and meaningful connection with peers and facilitators. With funding and training provided by AT&T and Girls Inc. National, our staff will continue to improve upon these virtual programs as we work to provide girls with the highest quality programming possible. Our goal is to build a model of virtual programming that can be used throughout the Girls Inc. network.

FACING THE YEAR'S CHALLENGES WITH EMPATHY AND ACTION

THE COVID-19 PANDEMIC

In early March, Girls Inc. campuses bustled with activity as our staff served girls in after school programs and prepared for spring break camps and summer programs. Then, COVID-19 arrived in Dallas. We quickly realized that our plans for the Spring needed to change in order to prioritize the safety of our girls. Our team began working tirelessly to transform our traditional in-person services to a virtual model. Within a week of school



help at school, many of our students told us they felt confused and alone in their academics. Within 24 hours of hearing this, Girls Inc. Dallas piloted a virtual tutoring program, pairing struggling students with volunteer professionals for personalized homework help.

Girls Inc. also worked to provide necessary technology for girls who lack the resources to continue school and Girls Inc. programming at home. With the help of volunteers and generous donors, we provided girls with Chromebooks to help them continue their education from home.

Despite our changing circumstances, our mission remains the same: inspire all girls to be strong, smart and bold.



closures, we began offering educational resources and school supplies to families in need. Without one-on-one homework

CONTINUED RACIAL INJUSTICE IN OUR NATION

This summer, our nation's attention turned to the racial injustice experienced by too many people of color at the hands of law enforcement. Our staff was gravely disturbed by the racial injustice and inequality that remain so prevalent in our society. Our team immediately began seeking ways to help our girls navigate these important and difficult issues. Girls Inc. has addressed diversity, equity, and inclusion for years throughout our curriculum. However, through our programming this summer, we sought to address this year's challenges with a new, innovative approach. After receiving additional training, our team developed powerful Diversity, Equity, and Inclusion courses for our girls. These virtual courses focus on identity, diversity, justice, and action. Girls build confidence in their own identities and learn the value of diversity. They ex-

plore how to recognize injustice and the role intersectionality plays in social justice. Lastly, girls are equipped with actionable steps to combat discrimination, advocate for equitable communities, and engage others in these



important conversations. Our commitment to equality for all must remain firm- even when today's news headlines fade to other topics. At Girls Inc., we will continue equipping our girls to courageously engage with the events of today. We commit to ensuring they attain the skills and tools to create an equitable, empathetic society for future

BOARD OF DIRECTORS



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Board Chair
Partner & Managing Director
Boston Consulting Group



Arjun Dugal
Vice Chair
CTO of Financial Services
Capital One



Gretchen Ganc
Treasurer
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Raja Doddala
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**Neeti Khaitan
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Ashley Scheer
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Diane L. Strong
Director, Commercial
Operations and Diversity &
Inclusion Corporate Lead
Celanese



Tyson Taylor
Vice President,
Human Resources
Pioneer Natural Resources



Jody Venturoni
Partner
LDWW Agency

OUR BOLD GOAL

Our board plays a vital role in our success and we are grateful for their commitment to our mission and vision. In 2018, we embarked on a comprehensive strategic planning process led by the Boston Consulting Group. At this year's board retreat, we discussed strategies to reach our bold goal of serving 25,000 girls. At this retreat, our board produced creative and resourceful strategies to expand our network, serve girls virtually and continue partnering with others in our community.

When the pandemic interfered with our ability to serve girls in person, our team was able to rely on these existing strategies for continued growth. COVID-19 caused us to reshape our short-term strategy to ensure our girls and their families had the support they needed. Our board members' strategic thinking and innovative ideas, along with the support of their organizations, helped our quick pivot from in-person to virtual programming. Additionally, board members led and participated with staff in ongoing conversations about how best to serve our girls in this most unusual time.

Our bold goal of serving 25,000 girls each year by 2028 has not changed. Our board is determined to help achieve this goal.





PARTNER SCHOOLS

- Uplift Hampton
- Uplift Pinnacle
- Uplift North Hills
- Trinity Basin Prep
- Adamson High School
- Cedar Crest Elementary School
- OW Holmes Middle School
- Liberty Middle School
- Forest Meadow Middle School
- Grand Prairie Collegiate Institute
- Franklin D. Roosevelt High School
- Lincoln High School
- Teen Tech
- Young Women's STEAM Academy

Thank you to all of the individuals, foundations and corporations who invested in the mission of Girls Inc. of Metropolitan Dallas this year! Below is a list of the corporate partners who helped us empower girls to find their voices and prepare for a successful future by providing monetary or in-kind contributions, volunteer service and expertise, and/or an opportunity for a teen girl to experience a corporate environment through an internship. We are extremely grateful to each of these partners who made an impact on the girls we serve.

CORPORATE PARTNERS



**Collins Aerospace • Ernst & Young • Hunt Consolidated
Norton Rose Fullbright • Pitney Bowes • Poo~Pourri • Program for Excellence
RHSB • TXU Energy • Vizion • Wells Fargo**

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Omnitracs • PepsiCo • Pye Legal Group • Sidley Austin • Soul Sisters for a Cause • Whatabrands • Witherite Law**

THANK YOU!

