

A group of young women are shown in profile, sitting in a row and looking towards the right. They are wearing traditional clothing, including a red top with a yellow beaded necklace and a green patterned garment. The woman in the foreground has long dark hair and is wearing a red earring. The background is slightly blurred, showing more women in similar attire.

# Annual Report 2021-2022

**“Never doubt that a group of thoughtful,  
committed, citizens can change the world.  
Indeed, it is the only thing that ever has.”  
- Margaret Mead**



## WELCOME FROM JULIA



As the founder and director of Global Girl Project, it is such an honour to be able to write a welcome message for our first ever annual report. This is an endeavour that has been eight years in the making; if you had told me back in 2014 what was to come for Global Girl Project I wouldn't have believed it, and for all we have been able to do, I am extremely grateful.

The last eight years have been a slow but steady push forward. We have grown at a pace that has sometimes been challenging, though always sustainable, because our focus has always been on how we create true and intentional change within communities.

I'm so excited to be able to share with you the expression of eight years of extremely hard work, eight years of partnerships, eight years of volunteers, eight years of trials and tribulations, and eight years of trying things, switching direction when it wasn't working, and eight years of finding even better ways of doing what we want to do. We have gone from a small passion project of mine, an idea, a rumbling in my mind, to a clear idea of where we are taking our innovative and life-changing programming.

As you read this annual report, you're going to see how we have been able to be dynamic and responsive, how we have grown through the strength of our partnerships, and how we have extended our programming due to collaborations which are the backbone of who we are and what we do at Global Girl Project. You'll see how we are increasing our offerings, broadening our reach, and working in more and more different parts of the Global South<sup>1</sup>, with even more marginalised populations. We are so excited to have many partners and stakeholders supporting our growing network of girls who are ready not only to create change for themselves and their communities, but to teach others to do the same.

This report is a celebration of what we have achieved, and a manifesto for what is still to come. We are so excited to be on this journey, and we hope in you reading this you will feel a part of our journey too.

**Last year, we reached more girls in harder to reach communities by making sure they were aware of how we could support them.**

*Julia*  
**Founding Director  
Global Girl Project**

<sup>1</sup>We choose to use the term Global South when referring to the places we work. The term as used by governmental and developmental organisations was first introduced as a more open and value-free alternative to "Third World" and similarly potentially "valuing" terms like 'developing countries'. Countries of the Global South have been described as newly industrialised or in the process of industrialising, and are frequently current or former subjects of colonialism.





## WELCOME FROM STELLA



I first met Julia, and Global Girl Project, in late 2016. At the time I led a global youth volunteering programme and I immediately connected with a commitment to support, challenge, and celebrate the value of young people and their unique voice in our world. I became a side line supporter that day, joined the board in early 2019, and then had the huge privilege of stepping into the Board Chair role in the summer of 2020. The journey, the rise, of Global Girl Project in this short time has been nothing short of astonishing.

My role offers me a unique daily insight into the creativity, commitment and deep passion that makes this organisation, and its work, possible. Making this work happen is not easy, or straightforward. Leading and adapting programmes to work for girls in such varying circumstances and environments is a constant challenge, and there is no blueprint. That said, everyday our small but mighty team of staff, partners, facilitators, volunteers and, most importantly, the girls themselves, move mountains in the pursuit of a better and more equal future. The power of Global Girl Project will always be in the collective, a continually growing and evolving community with girls' leadership at its core. I want to take this opportunity to thank every single person who has made the journey so far possible, at this point there are probably thousands of you - I hope you know who you are.

Reading this report solidified an important realisation - this is only the beginning. As Julia has said, this annual report is a reflection of what has already happened, but most importantly it is a manifesto - a public declaration of a future we believe is possible if we centre the mobilisation and power of girls. I hope you enjoy and find yourself as motivated as I am by what is shared within these pages.

**The power of Global Girl Project will always be in the collective, a continually growing and evolving community with girls' leadership at its core.**

*Stella*

**Chair of the Board  
Global Girl Project**



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## VISION

# Our Vision, Mission and Values



Our vision is for a world where throughout the Global South girls are mobilised as leaders and being recognised for their leadership potential and impact. We want to see a network of girls who recognise their intrinsic power as changemakers and are inspiring each other towards individual, community and global transformation.



.....

**Our mission is to mobilise girls around the globe for social change through community development and social action. Through our innovative programming we ignite the leadership ambitions of our girls to be changemakers in their communities.**

.....

## MISSION

# Changing our world starts with a girl

VALUES

# What we stand for



.....

**We are authentic in our thoughts, words and actions.**

.....

**We believe in the intrinsic power of women and girls.**

.....

**We believe in the ability and necessity of communities to create change for themselves.**

.....

**We believe in the autonomy of communities and the girls within those communities.**

.....

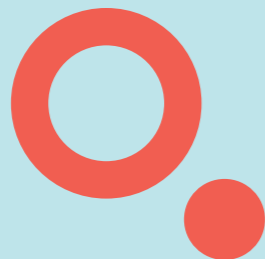
**We work with everyone as an equal.**

.....



## OUR PROGRAMMES

We have three programmes which integrate together for a holistic approach to mobilising marginalised girls in the Global South.



### Blended Learning Leadership Initiative



**Our flagship leadership training programme and a three-month leadership journey for girls.** This is delivered online to our partner facilitators within each partner country, using our online learning platform. Through this platform facilitators access curriculum content and materials, which is then delivered by them in person to groups of 10 girls in each location. The Blended Learning Leadership Initiative takes the girls on an experiential learning journey through which they engage with ideas about leadership locally and globally, and identify where in their community they want to see change. As part of the programme, the girls design and run a community event targeting a social issue they feel strongly about.

### Global Graduates Connect



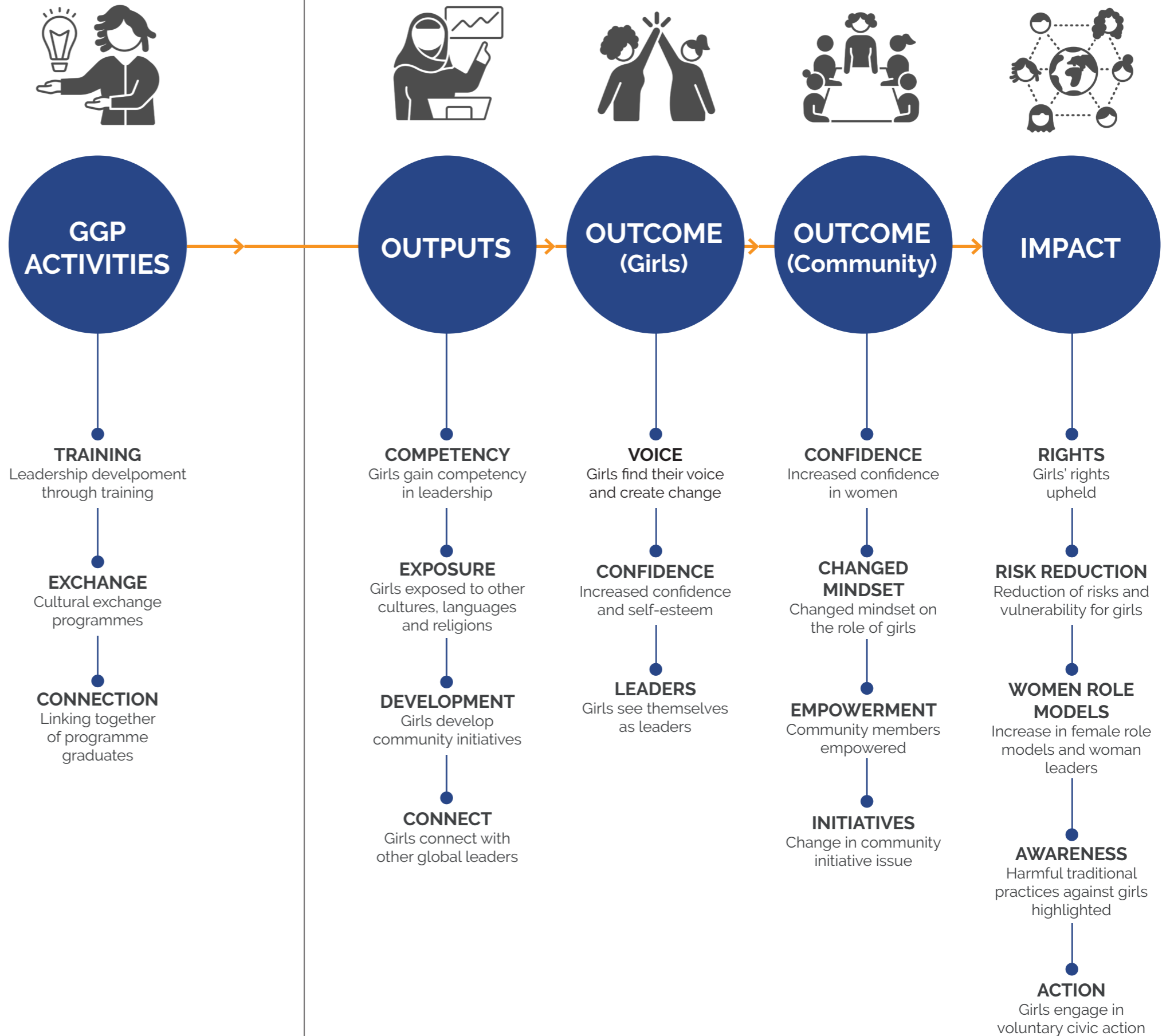
**Our online community building and networking platform.** Once the Blended Learning Leadership Initiative finishes, our girls have a means of continuing to learn, to be exposed to new ideas, to share their perspectives and their voices, and to support each other and conspire for change. We know that a network of mobilised girls is one of the most powerful tools we have to create change in the world, and Global Graduates Connect is a safe space and platform for our girls to be a part of one.

### Global Virtual Exchange



**The next stage of leadership learning and social action for girls.** This is a new programme which is in development, and builds on the experience and expertise from our in person Global Exchange Programme, which ran 2015 - 2019, working with 21 girls from nine countries. This programme is an online version of this incredibly powerful exchange programme but with the ability to reach more girls and to scale more efficiently. This will be a second stage of leadership and community action learning for girls who have already been through the Blended Learning Leadership Initiative, and is being developed in response to a desire from our girls to continue their learning and their journey with Global Girl Project.

# Our Theory of Change



## STRATEGY

# Why Girls

Mobilising girls to play a central role in making change happen.

By mobilising our girls to use their voices and unleash their leadership potential, we are enabling the next generation to speak up.

## UNTAPPED POWER

Girls in the Global South have a unique perspective on social and community change, as well as the power and dynamism to make this happen, but currently aren't being sufficiently supported to enact it.<sup>2</sup> If we want to see global change which comes from within communities, rather than being imposed by external forces, we need to mobilise these girls to play a central role in making change happen. Global Girl Project exists to provide the platform, resources and support needed to make their voices heard and ensure community- and women-led change.

## TACKLING EXCLUSION

Girls under the age of 18 are some of the most marginalised and excluded populations on the planet. Girls often do not benefit from respect and autonomy, and are repeatedly forgotten about and not sufficiently supported.<sup>3</sup> We work only with the most marginalised populations of girls in order to fill that gap. We work in challenging environments, for example Haiti and Afghanistan. Focusing on these populations ensures our girls have the life-changing opportunity to tap into their inner and outer power for personal and social change, despite the challenges their communities face.

## OUR APPROACH TO GLOBAL CHANGE



## INVESTMENT IN WIDER COMMUNITIES

We know that investing in girls impacts not just the individuals themselves but also their families, communities, and countries.<sup>4</sup> The call for greater investment in and support for women and girls grows louder globally, yet social and traditional norms, discriminatory laws, and other harmful practices continue to hinder girls from reaching their full potential. Developing girl leaders individually and collectively can change these norms, and normalise girls as being impactful, competent and successful leaders. Despite their importance in their communities and globally, teenage girls and young women are some of the most underserved populations. Our programmes work to fill a gap to unleash the power and potential of the most marginalised girls in our global society.

...we need to mobilise these girls to play a central role in making change happen.

## CLIMATE CRISIS

One of the most urgent crises facing our world today is that of the climate crisis. A focus on girls and young women addresses this from two complementary angles: climate crises threaten those in the Global South more than in the Global North, but the loudest voices in the climate conversation are not from these most impacted communities. With COP26 taking place in 2021, and an ever-more urgent conversation about climate resilience, green solutions and community-led responses, the needs, insights, and innovation of those in the Global South is more important than ever before. By mobilising our girls to use their voices and unleash their leadership potential, we are enabling the next generation to speak up, be heard, and make change to save our world from irrevocable climate collapse. Secondly, progress towards gender equality is in itself one of the most effective ways to combat climate change, as identified by Project Drawdown. By mobilising girls to make gender equality a reality in their own communities, we are tapping into the amazing power of girls in the Global South to make progress towards a safer global future.

<sup>2</sup> <https://www.icrw.org/we-need-to-invest-in-the-voices-of-adolescent-girls-worldwide-to-win-gender-equality/>

<sup>3</sup> <https://www.unicef.org/gender-equality>

<sup>4</sup> Data from USAID. <https://www.usaid.gov/infographics/50th/why-invest-in-women>

<sup>5</sup> [Women's empowerment is key to reducing climate change - Earth Day.](#)

## WHAT MAKES GGP DIFFERENT?

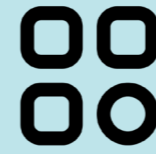
From the very beginning of Global Girl Project, we have always had a focus on how we could do things differently. We have always wanted to look for what wasn't being done, figure out why people weren't doing it, and then do it.

So what does make us different?



1

**We are doing development differently**



We are doing development in the opposite way to most other organisations. We create change from inside communities through collaboration, not competition, with a clear belief that communities themselves know best what they need. This is a different model from the traditional one of international development or aid, which is grounded in the colonial practice of coming from the outside and working with communities in a way in which they are perceived to know less, to have less experience, and to have less power.

2

**We work exclusively through partnerships**



Our partnerships are the most important part of the way we work. Our partnerships are what make us who we are and allow us to create scalable impact. We find well established, highly respected organisations, already working in communities and who view change in the same way that we do and see girls as holding power which needs to be nurtured and mobilised. We don't have a top down structure or spend our resources building up our presence and staffing in each location. Instead, we work with amazing organisations, who are already doing incredible work, and supplement their programming to give the girls access to learning and a network that connects them globally.

3

**We work with only the most marginalised girls**



Our programmes are designed, built, and delivered only for the most marginalised girls, who live in poverty, as defined by our partners. This ensures our programming reaches girls who would not otherwise be able to access it. This can cause challenges, as our girls have very real barriers to accessing programming.

# WHAT MAKES GGP DIFFERENT? (CONTINUED)

4

We are focused on the **Global South**



We only work in the Global South. We do not work with girls in the Global North, not because these girls are not important, but because that is not our focus. We know that when girls from the Global South are working with girls from the Global North there is an inequality and imbalance of power, whether we want there to be or not. We know that the ongoing legacies of colonialism and imperialism perpetuate this at a conscious and unconscious level. In addition, we are committed to our girls seeing themselves in each other, even girls in very different parts of the world, and we know there is a profound power in a collective with common ground.

5

We are **agile**



We are flexible and dynamic, enabling us to work in those areas that other girls' leadership organisations cannot reach. We can be responsive to the needs of our partners and this is absolutely necessary when we work in places like Afghanistan or Haiti where there is an ongoing political crisis and frequent earthquakes. The places we work require agility, and we pride ourselves on being able to deliver our work in innovative ways, regardless of wider circumstances or challenges.

6

We use local **languages**



We run our programmes in the local languages of our girls. Many international organisations run their programming in English, which means it is inaccessible to the many who do not speak it. We do not believe that English proficiency should be a barrier to accessing leadership (or any) programming.

7

We are **women-led and driven**



We are a women-led organisation. Our founder, our staff, our facilitators and our board chair all identify as women. In addition, the majority of our team are women of colour which is very unusual in the NGO space. We believe it's important that our girls see themselves represented at every level of the organisation and we see this diversity as one of our greatest strengths.

We are committed to our girls seeing themselves in each other, even girls in very different parts of the world.

# Our Partners

Our work is based on partnership, it is the foundation of everything we do.



## FUNDING/SUPPORT/SPONSORSHIP PARTNERS



## IMPLEMENTATION PARTNERS



## WHAT OUR PARTNERS SAY



## OUR WORK THIS YEAR

▲▲ *We love that we have common values to promote girls' education and together we empower our girls to explore their leadership gifts and their potential, [and] I really appreciate that Global Girl Project is flexible and understanding about our challenges.* ▲▲  
**Partnership Lead, Skateistan Cambodia**

▲▲ *The content of the programme is rich and allows participants to have a better connection with their community. Also, we love the fact that the programme runs throughout the year.* ▲▲  
**Partnership Lead, Fondation TOYA, Haiti**

▲▲ *I think GGP is one of the best partners of Skateistan. They are always active and eager to communicate with both Skateistan staff and the participants of this project ...[T]hey are always ready to help [the facilitators] who are running the programme to solve their problems... [While I was running the project] I was witnessing that the girls were experiencing something which makes them feel happy and powerful.* ▲▲  
**Programme Facilitator, Skateistan**

▲▲ *My experience working with Global Girl Project has been amazing, and I have seen many students grow into young leaders. The programme has helped many students by encouraging creative thinking [and] communication. This programme supports students' self-esteem and self awareness to increase, [and] gives students a better understanding of their community. Being part of the programme as a facilitator has also allowed me to grow as it has taught me patience and taught me how to encourage and motivate others.* ▲▲  
**Programme Facilitator, Skateistan**

▲▲ *[We love] the opportunity to work for a common goal across national borders, and bring an international perspective to the work [we do]. We have typically not engaged in cross-border partnerships (except with funders), and we greatly value the experience, exposure and learnings we gain from you and other Global Girl Project partners in various countries.* ▲▲  
**Partnership Lead, Pratham Education Foundation, India**

NUMBERS

# GGP in numbers 2021

Our year at a glance



# 200

Girls worked with this year across all our programmes

# 16

Events run by our girls

# 15

LOCATIONS IN 12 countries

# 1600

Community members engaged

- Haiti
- India
- Jordan
- Cambodia
- Afghanistan
- South Africa
- Nepal
- Sri Lanka
- Rwanda
- Sierra Leone
- Pakistan
- Nigeria



## OUR IMPACT

# Blended Learning Leadership Initiative

# BLLI

A Story From Haiti



In November 2021 we interviewed our longest serving Blended Learning Leadership Initiative (BLLI) facilitator, Clyfane Saintil in Haiti. Clyfane has delivered the BLLI five times, and shared with us her thoughts about why the programme is so important for Haiti, the impact on the girls, and leadership in challenging times. We are so grateful to Clyfane and all our powerful facilitators around the world who make amazing things happen, often in very challenging circumstances - they are the strong women role models our girls need, and an inspiration to us all.

Clyfane has been working with our Haiti partner Fondation TOYA since 2017, and in 2019 was selected to be the facilitator for the first cohort of the Blended Learning Leadership Initiative, run in partnership with Global Girl Project. Clyfane is clear about the challenges that Haiti faces: "we don't have a government, there are kidnappings, and violence in the street... it is a difficult place for young girls." Because we aim to work with the most marginalised girls, who are often those disproportionately affected by these challenges, Clyfane is often having to adapt the programme and plans to the reality in Haiti. However, Haiti is so much more than these challenges. The picture Clyfane paints of the dynamism, vibrancy, enthusiasm and power of the girls she works with is the other story, less heard but more important, and the BLLI plays a central role in unlocking this.

**"They can learn how to make change, and they know they have the power"**

## OUR WORK THIS YEAR



## CONFIDENCE AND CONSCIOUSNESS AS POWERFUL GIRLS

The programme is focused on leadership, but more than that, it is about developing confidence and engagement for the girls. Talking about the development she sees in the girls she says that often when they come for the first time to the BLLI they are shy, but after a few sessions she sees them grow: "they are sharing their ideas, and they can express themselves better. When they start [the programme] they say they would prefer to be a boy because as a girl they feel they don't have the ability to do certain things. By Session 3 or 4 they have learnt that they have power, and that as girls they can do whatever they want."

The value of finding their voice and realising their power is something which comes up again and again: Clyfane notes that the education the girls receive does not teach them to assert themselves, to think critically, to use their voice, but on this programme they learn how to do these things. She says that before and after the programme the girls "think and talk differently. They are conscious as a girl, and they know they have a responsibility to teach other girls, to show people that they can make change even in a hard situation. They know 'we have to change something, we have to do this, even if we are young girls.'"

## THE MEANING OF LEADERSHIP AND THE VALUE OF CONNECTION

At Global Girl Project, we are all about mobilising socially minded leaders for community-led change, but what is leadership for Clyfane and the girls in Haiti? "Leadership is talking about how we can manage a

situation which is bad, how to help someone grow, how to support people to do great things, giving people hope. Leadership is learning about each other, learning about a situation, learning about the people in your life. Leadership is helping others."

If leadership is about supporting others, it's also about learning from them and getting inspired. Clyfane says that one of the most powerful things about the programme is that "the girls see girls around the world doing different things, and they know that they can do the same." Connection to other girls all over the world, the inspiration that they draw from them, and the confidence they get from the programme is unique. We couldn't put it better from Clyfane when she finishes by saying:

**““ The BLLI is not just a programme to teach the girls how to be a leader or do a community event - it's also a family, because they have found a way to have hope, they have found a way where they can feel good and confident as a girl, they can learn how to make change, and they know they have the power.**

**Clyfane Saintil, Haiti BLLI ““**

## OUR BLLI IMPACT AS TOLD BY OUR GIRLS

Our girls go through a profound change as they realise their power.



## OUR WORK THIS YEAR

"I became braver and realised how powerful I am being a girl."

▲▲ *I think I can achieve anything that I want to. Being a girl, it's our responsibility to make our society a better place to live. ▲▲*  
*One of our girls in Hyderabad*

▲▲ *I learnt to communicate and listen to people's opinions, and to think about other people. I used to do things that would benefit me and only me. Now I think about if what I do affects people in a good or bad way. ▲▲*  
*One of our girls in South Africa*

▲▲ *My goals are clear. They are to raise the voice of the girls from all over the world and support them to express themselves. I want to make them feel important because they are half of the society and they are the ones who will pave the path for future generations. ▲▲*  
*One of our girls in Jordan*

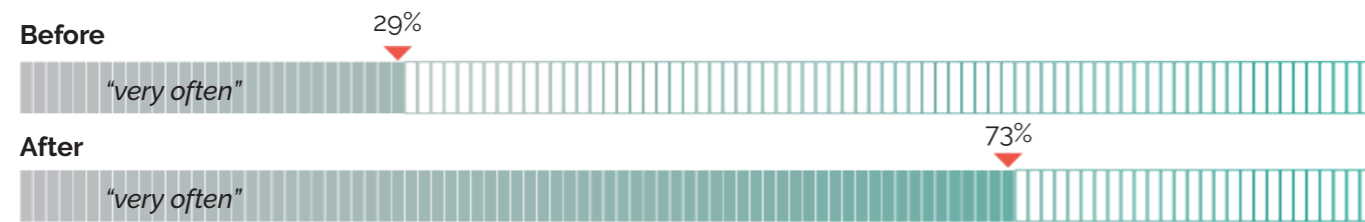
▲▲ *I am thankful to Julia who founded the Global Girl Project. I have learnt new things from the programme. I became braver and have realised how powerful I am being a girl. I am very glad to take part in this programme because it made me aware that I am capable of being a leader and it helped me to become more confident to voice my opinions to the world. It's trained me to be ready for [what is next]. ▲▲*  
*One of our girls in Cambodia*

## OUR BLLI IMPACT IN NUMBERS

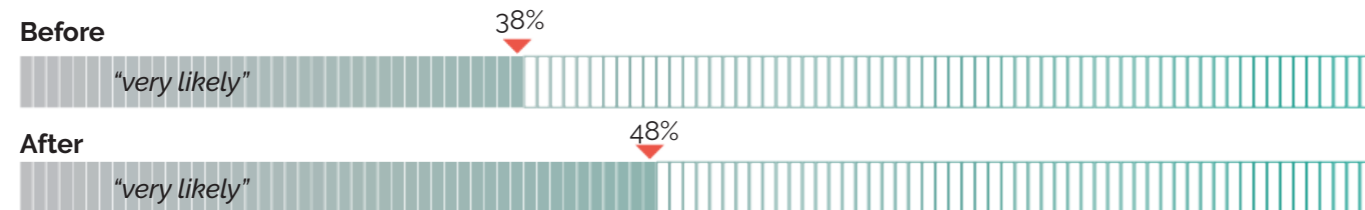


We asked our girls about their views before and after the BLLI:

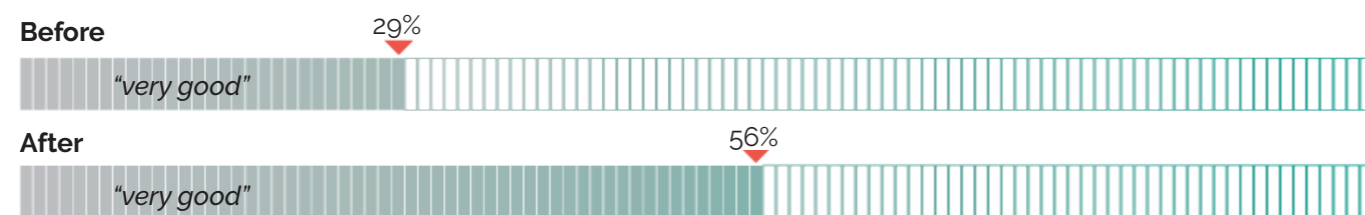
### How often do you share your views about community issues?



### How likely are you voice your opinion as a leader?



### How highly do you rate your skills and confidence in presenting?



### Would you like to continue making change in your communities?



## What our girls say in Gujarat

“ This project has been so important for us as it has given us a better understanding of our society, and we felt ourselves learning something new in each session. We chose to address the issue of a clean environment and organised an event about this issue which was attended by community members and where we shared the message about this issue through lots of different activities.

We were also able to talk with girls just like us but from other countries or states as part of the sessions, and we realised that they face the same challenges that we do. We learnt about how to connect using the internet, and how to use Google Translate and the Global Graduates Connect platform so we can always stay connected. We also learnt about how to use what we have around us and about how to work effectively as a team.

We were also able to talk with girls just like us but from other countries or states as part of the sessions, and we realised that they face the same challenges that we do.

Before we joined this programme, we couldn't talk in front of others, we were shy and didn't think we could speak in front of elders. Through this project, we gained self-confidence: before the event we were very nervous and were not sure if we would be able to deliver it effectively, but thanks to the programme we were able to deliver our message confidently in front of a large audience. “

## THE VIEW FROM OUR PARTNERS: SKATEISTAN

**Global Girl Project has been lucky enough to work with Skateistan across three countries: South Africa, Cambodia and Afghanistan. Here, we hear from Cyndi Mendoza, Programs Director at Skateistan about why this partnership is so important and impactful.**

Partnering with GGP has contributed to the Skateistan vision of "creating leaders for a better world." In 2021, and for the second year running, Skateistan ran the programme at most of the organisation's Skate Schools. Continuing this partnership is important because it gives girls an opportunity to develop their voice and leadership skills through experiential group sessions, connect with girls all over the world, and create change by executing a real-life event planned and delivered by the participants with support from Skateistan facilitators.

The collaborative nature of the GGP team makes this a fantastic and effective partnership for Skateistan. Our team values the structured curriculum provided by GGP, which can be adapted to the local context by each in-country facilitator. Our team also values the opportunities GGP provides for the girls to virtually connect with girls from other cultures and countries as well as the educational stipend provided to each girl to further life-long learning.

Skateistan is exceptionally proud of the leadership qualities shown by the girls participating in Global Girl Project programming and value what the partnership has provided to girls at the Skate Schools. One of the girls in the GGP program expressed that she became a braver and stronger girl and equipped herself with basic technological knowledge like typing and accessing online learning as a result of the GGP programme.

In South Africa this year, participants tackled human trafficking as their main area of concern inviting stakeholders from the community such as police

officers and local NGOs to an event to raise awareness on the topic. In addition to this, girls planned and participated in self-defense classes as a tool of protection.

The cohorts in Cambodia and Mazar-e-Sharif in early 2021 connected online to share their experiences and lessons from the project. Some commented that the project helped them feel more brave and confident. While the Skate Schools in Afghanistan were not able to complete the project as schools closed, the team observed the girls in the programme were happier and taking on more responsibility. The cohort in Cambodia in September 2021 addressed children's dropout rates caused by online learning challenges during a pandemic. Approximately 60 members of the community were invited to the event hosted in-person at the skate school in Phnom Penh.



## OUR WORK THIS YEAR



## What our girls say in Cambodia

**It's so important to be connected to other girls because it's a great opportunity to get to know and learn about the culture and religion from each other, and we are able to build relationships with other girls from other countries. It's also an opportunity for us to empower ourselves as girls to be more confident and brave to use our voice.**

*"The programme has a big impact on my thoughts. I used to dream of becoming a doctor because I think that I can make a lot of money and make my family become rich. Now I have changed my mind; I've started to think instead about my responsibility to fulfil my community's needs as well as to empower the girls and I am hoping to see them being leaders and role models, which is a main component in social development." One of our girls in Cambodia*

Since starting this programme we have changed a lot in terms of how we work as a team and have built a good relationship among the team. We have also built leadership skills and become more confident to cope with problems. We've also become more respectful with others and become more aware of the importance of not discriminating against others. We also learnt about the topic we chose by doing lots of research about it and we've been more aware of the drawbacks of dropping out of school.

## CONNECTIONS

# Global Graduates Connect

We were seeing more and more girls asking the questions here, and we knew we needed to provide a space for them to continue to learn, connect and conspire for change after the end of their leadership training.

So the idea of Global Graduates Connect was born.

The things we hear most from our girls when they finish our Blended Learning Leadership Initiative are:

“How can I stay connected to Global Girl Project and to the girls I met as part of this process?”

“Meeting and connecting with other girls from all over the world has made me realise I am not isolated”

“Being online has opened up a whole new world for me”

‘What’s next?’

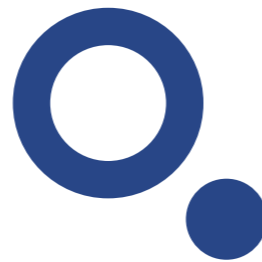
## THE STORY OF GLOBAL GRADUATES CONNECT

**We know that the network and the connection girls make with others, all over the world, is part of what makes our programming special. In order to continue building this, and to respond to what our girls are asking for, we are developing our Global Graduates Connect Platform.**

Global Graduates Connect is a secure online networking platform for our girls. Excitingly, we recently received the full version of Canvas LMS from our sponsor and platform host, Instructure. Having previously been working with a more basic version of the platform, which is currently available to the girls, we have been given an opportunity to develop this platform further to ensure we are meeting the needs of our girls.

Access to this platform will provide our graduates with a space to continue their leadership learning journey, to share their ideas and use their voices, and to connect with girls from previous cohorts and other countries, as part of a powerful network for global change.

We know that being online and being connected to each other is a powerful experience for our girls. As we develop additional content for Global Graduates Connect, including content developed by our girls, we hope to see this connection and network growing in size and strength.



## WHAT WE ARE DOING

In late 2021 we started building a new, improved version of Global Graduates Connect, which will go beyond anything we have been able to do before. As many of our girls are first time technology users, we need to be aware of the content they are accessing and the experience they are having. Therefore, alongside our platform sponsors, Instructure, we are working with the design agency DesignIt to develop an engaging user experience for our girls. This will enable us to build a platform specifically tailored to the needs of marginalised girls.

At the moment, the platform exists as a 'beta' version - functional and available to our girls, but with improvements to be made. Together with our partners, we are getting our girls online and on to this version of Global Graduates Connect, giving many girls experiences they have never had before, and we are learning as we go to inform the final version.

We are excited to see the new improved version of our platform take shape, and know it will inspire and connect thousands of girls together in a Global Girl Project changemaking family.

## WHAT WE ARE SEEING ALREADY

As part of the development of this new platform, we are getting the girls onto our existing platform, to enable them to continue connecting to each other whilst we develop the new, improved version. This has been a huge learning curve for us and for our girls. What we have seen is:

- Girls are incredibly excited to get email addresses and access the platform, and for many it's a completely new experience.
- Girls are talking to, and engaging with each other online. We are seeing girls sharing information about themselves, learning from each other, and sharing reflections and ideas about their experience of their leadership learning.
- Google Translate is an important tool for facilitating inter-language discussion - most of our girls do not speak English and there is no common language as our girls come from all over the world. Google Translate enables them to understand what is being said by girls who they would have been able to interact with previously.
- This is hard! For girls with limited technology exposure, this is a challenging new skill. We know that getting girls online is a crucial part of their growth and power as leaders and that this is a key skill for them. We need to ensure they have adequate support to be able to thrive on this opportunity.

# Our Learnings

Our learnings cut across three major areas:

Our scale  
Our impact  
Our values

Some of our biggest learning has been that, for us, these three things come hand in hand.

## OUR VALUES NEED TO BE OUR NORTH STAR

When Global Girl Project first started, we were running an exchange program in the United States and the focus was not on Global South to Global South exchange. We didn't see the impact of this until, for practical reasons, the programme was moved to Nepal. Seeing the impact of bringing together girls from completely different cultures and having them connect through a shared experience was a pivotal moment for us. In retrospect, we were not truly following our values by running the programme in the US, and by ensuring that we are always putting these front and centre we trust we will make better choices about our programming in the future.

## BEING LED BY OUR VALUES WILL LEAD TO THE GREATEST INNOVATION

One of our most important learnings is that as long as we follow our values and the purpose of our organisation, some of the craziest ideas are the ones we need to follow. This is how we have managed to create innovative programming: something feels crazy because it hasn't been done yet, but our learning is that these are the things we need to do. When we were running our exchange programme it was being led by Julia, a Westerner, and girls were travelling out of their countries to take part. This was not completely true to our values and purpose because the most marginalised girls may not be able to do that. By pivoting and putting our values front and centre, we have been able to innovate in a way which reaches more girls who come from the communities we need to reach.

## OUR WORK THIS YEAR

### DECENTRALISING AND POWER-SHARING IS ONE OF OUR GREATEST STRENGTHS

When we first started, we were running as a centralised programme as our exchange programme was run directly by Global Girl Project. The challenges of this in terms of living our values, and also practically in terms of scaling have presented us with some of our greatest learning. We have learnt just how key it is to partner with and centre local organisations, which are run by people who live in and are from the communities we work in. This has been transformational for us in terms of the depth of impact we can have.

### WE NEED PARTNERSHIP-BASED FUNDING MODELS

We have been thinking carefully about what true partnership and feminist partnership means. We have learnt that power sharing in partnerships is what makes them more effective, and this includes our funding model. We have learnt that partnership models where funding is shared is key, because it allows everyone to come to the table as a truly equal partner, rather than there being an imbalance of power due to greater provision of resources from one side. This is something we have found to be incredibly effective and important and is key for us to take forward.

### WE ARE ROLE MODELS

When Julia started Global Girl Project, she did not set out to be a leader or a role model in the development space. Now, as Global Girl Project has evolved and developed, we are conscious that we are role models, for our girls, for each other, and for the sector.



# Looking Forward

**In these challenging and uncertain times, it can be hard to plan for the future. Despite that, at Global Girl Project we have clear ideas about where we want to go in the next year. For us, this is about making a meaningful impact in the lives of as many girls as possible. From the beginning, we have always looked to identify how we can continue to push and grow in new ways, never standing still.**

## EXPANDING THE BLENDED LEARNING LEADERSHIP INITIATIVE

By the end of 2022, we want to see the Blended Learning Leadership Initiative in an increased number of locations and countries. We have a focus on expansion into Latin America, as well as looking at how we can expand our partnerships with existing partners, particularly those already working in multiple countries. We aim to be in eight more locations with the Blended Learning Leadership Initiative by the end of 2022.

## CONTINUING TO EXPAND THE MARGINALISED POPULATIONS WE WORK WITH

In 2022, we will be looking at how we can work with even more marginalised communities. One area of focus for us is around expanding our work to refugee and Internally Displaced Persons. These populations are typically very vulnerable and we see a huge opportunity to contribute positively here. To date, we have not worked in these communities and so we will be exploring how we can do this most impactfully. This will involve working with girls with a very different understanding of 'community', due to being displaced. This will require ongoing work and development which we are excited to do.

## LAUNCHING OUR GLOBAL GRADUATES CONNECT PLATFORM

As we have outlined earlier, we are launching our new Global Graduates Connect platform in 2022. We are working with design agency DesignIt to build the platform in a way which is accessible to girls to have very low digital literacy skills, low technology exposure, and low English levels. We want to create a user journey which is fully accessible, and to see the platform functioning as a way to engage our girls, support them to create their own content to teach others, run live events, webinars and much more. It's a big challenge! We are incredibly grateful for our partnership with Instructure, who have sponsored us enabling Global Graduates Connect to be hosted through their platform Canvas.

## DEVELOPING OUR GLOBAL VIRTUAL EXCHANGE

After our exchange programme had to be cancelled due to Covid-19, we decided we instead wanted to develop a truly innovative and one of a kind exchange programme that will run online with groups of girls from different countries coming together. The girls will all speak different languages and live in different timezones, and we want to provide the space and the support for them to be able to create and run one single project together as a team in multiple countries. This will be the next level of learning for them as young leaders and is a direct response to requests from girls and partners for more opportunities following completion of the Blended Learning Leadership Initiative. It will be a five month programme, run twice a year and will be open to girls who have graduated from the Blended Learning Leadership Initiative. We hope to launch this in September 2022, though this is dependent on securing adequate funding.

## CONTINUE TO WORK TOWARDS FUNDING SUSTAINABILITY

We have many organisations that want to work with us and run our programmes in their communities, however in order to do this we need sustainable funding. To this end, we are focusing on developing our corporate partnerships within the countries we work. Given the demand for Global Girl Project programmes, and the number of girls we need to serve, the organisation requires a full-time Programme Manager and a part-time Communications Manager, and will be continuing to look at how we can bring this to fruition as well as how we have an organisational structure which supports the scalability of our programming.

## ORGANISATIONAL DEVELOPMENT AS A FEMINIST ORGANISATION

As we grow, we want to continue to grow as a feminist organisation. We will continue to interrogate what this means in practice, what is the organisational culture of Global Girl Project, and how we can be different and innovative not just in our programming, but in our organisational structure and culture. We will be exploring how we create a workplace atmosphere which is collaborative, not competitive, that allows for our team to feel fulfilled and excited, to have agency and control, and supports everyone to be able to take care of themselves and have a healthy work-life balance. We will be working on developing this through strategy planning, together with all our key stakeholders, and by the end of 2022 we want to be a truly innovative organisation that is leading the way in terms of how we lead in a feminist way.



# Financials 2020-2021

## How we raised our money

**Total Raised: £79,185**  
See breakdown below

**Charitable Activities £51,784**  
This is income generated by fundraising committees in their local communities including speaking engagements.

**Donations £25,951**  
This is general donation income raised through the public.

**Book Sales £926**  
This is income generated by sales of our book.



## How we spent our money

**Total Expenditure: £40,201**  
See breakdown below

**Director's Salary £26,076**  
This is expenditure on our director's time spent ensuring their contribution is sustainable and fair.

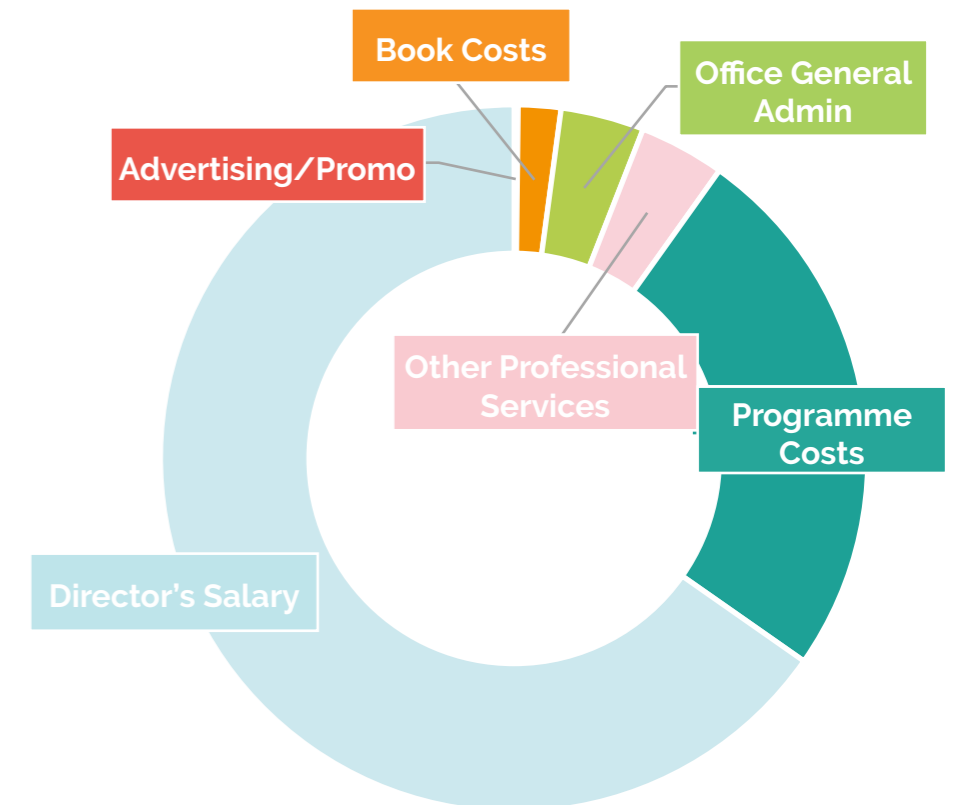
**Programme Costs £25,951**  
We provide support for our multiple programmes and events worldwide.

**Other Professional Services £1564**  
This is expenditure on professional services to support our work.

**Office General Admin £1523**  
This includes expenditure on IT, printing, postage, travel and bank charges.

**Book Costs £778**  
We funded the book project led by our girls to publish their stories. This included author compensation and book purchases.

**Advertising/Promo £73**  
We hold social media outreach campaigns to raise awareness.



# Thank you

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धन्यवाद  
Gracias  
شكريه  
Mèsi  
អរគុណ  
تشکر

Thanks from Julia.

For us, gratitude is a game changer. We always work to come from a place of gratitude, and we are deeply grateful that we have the opportunity to do this truly impactful and innovative work with some of the most powerful girls, men and women you will ever meet. As this is our first annual report, there are so many people to thank who have been a part of Global Girl Project: to everyone who has been a part of, supported, volunteered for, donated, worked with Global Girl Project, huge thanks to you all.



Firstly, our **Board of Trustees**. We have members who have been with us from anywhere between five years to newly appointed. Thank you to this diverse group of women from all over the world who have jumped on board this crazy journey to do things differently. They are the backbone of Global Girl Project. They ensure we are doing everything with authenticity and intention and are always ensuring the safety of our girls, our partners, and the organisation, as well as being our biggest cheerleaders. Thank you.

Also, **our group of Ambassadors**, who are new to the Global Girl family and were the brainchild of Vanessa Boag who approached us a year ago telling us that she had something we might want to hear. We are so grateful we said yes, because what she has created is a group of 15-20 senior businesswomen who are invested in Global Girl Project not just financially, but more importantly with their expertise, ideas, and networks to support us to raise our profile and continue to grow. Huge thanks to the Ambassadors who have helped us raise thousands of pounds, brought in corporate sponsorships, found new board members, and presented us with so many different opportunities to tell our story. Thank you.

We also want to send a lot of gratitude to **our donors**. To our **regular monthly donors**, some of whom have been with us since the beginning and some who are new. They are all people who want to give to an organisation where they can see and feel the impact. We are so grateful that you have chosen to be a part of our changemaking community. We honestly could not do this without you. You are our only sustainable income, and we are so grateful to you for that. To the **Nielsen Family Foundation** who has been our only ongoing grant maker for a number of years and who came on board when we were super small and continue to support us with an annual donation. We depend on that donation every year to enable us to plan and do our work, so a huge thank you for your faith in us.

Thank you to **everyone who has done fundraisers** for Global Girl Project over the years. We've had so many people who have stepped up and run different fundraisers and events and you have always helped us get to that next milestone, so thank you.

Thank you to **Women at Disney** who have been supporting us for the last three years. Thank you to the **Jordan Kuwait Bank** who are our first official corporate sponsors and who are really excited to be a part of the journey with our girls in Jordan.

Thank you to **our volunteers**, we live and breathe because of the energy and ideas from our volunteers, and because of the time they put into multiple projects, from the More Than One Voice book to our

Global Girls Run The World campaign to our Connected Voices leadership event, to our blog writing, to creating and managing our Canvas platform where all our programming is hosted, to designing this annual report! And thank you to **Widari Bahrin** for giving her time, energy and expertise in designing this manifesto you see before you. We couldn't do any of this without our volunteers. Thank you.

Thank you to **our partners**. To Pratham in India, Skateistan in South Africa, Cambodia and Afghanistan, Madrasati in Jordan, and our longest running partner Fondation TOYA in Haiti. We are so humbled to be able to go on this journey with you, to get to know your girls, to be able to see the change and growth in them. We are so grateful to you for trusting us and trusting in our programming, and knowing like us that we will change the world through the power of your girls.

**Hannah White-Steele**, who took a leap of faith to become our first employee without really knowing what it would look like, but knowing it was a journey she wanted to be on. Global Girl Project has already changed so much since having you on board and I'm excited to see what will happen next year.

Thank you to **Eileen Seisen**, who has written the curriculum for all our programming in her own time and has been with us from the beginning. Global Girl Project would not exist without you Eileen.

To our **original board members**, who really jumped 'on board' at the start not knowing what they were getting into and helped us to grow from the very beginning.

And of course, the biggest amount of gratitude goes to **our girls**. To the hundreds, soon to be thousands, of girls around the world who have taken an enormous leap of faith to take part in something so different to what they are used to, that's well outside their comfort zone. This has been a huge challenge and we're so grateful that you have not only made the choice to be a part of what we are offering, but to have embraced it with such energy and drive and determination.

I've never met more determined people than our girls, and each of them knows that the opportunity in front of them is not an opportunity everybody gets. I'm so grateful to each of our girls for really making the most of this opportunity and using it to push themselves forward and their communities forward. I am so proud of each of them. We have a 100% success rate in completing their projects and their events which is unheard of, especially with a group of teenagers! For them to be 100% committed to the process and to their own growth as young women and wanting something different for themselves is really why we

# Team & Board

We are hugely proud of our all-women, diverse team. Our core team of two is supported by our board, our in-country programme facilitators and a host of volunteers, bringing a myriad of skills and experience to ensure our work is always delivered with integrity, authenticity and to the highest quality.



**JULIA LYNCH**  
FOUNDING DIRECTOR

Over the past twenty years, Julia Lynch has worked as a Community Social Worker and Therapist in Canada, Great Britain, and the United States. In addition, Julia has worked on a volunteer basis both in Tanzania and Jamaica providing community and health services to local at-risk communities. Julia has also traveled extensively throughout many developing nations and is now marrying both her travel and professional experiences by providing international community development opportunities in underserved and at-risk communities throughout the world. As the Founder of GGP, Julia is the innovative developer of all of our programming. Julia works in partnership with NGOs and schools globally to implement and run leadership programs and initiatives for girls. Julia not only works directly with our scholars, both online and in Nepal, but also runs the day-to-day operations of GGP from the United Kingdom. And as a role model to our scholars, Julia speaks to businesses and organizations globally about how to be a change-maker in one's own life, world and work.

## AND THE REST



**Stella McKenna** - Chair



**Rachna Patel** - Treasurer



**Evette Franklin** - Secretary



**Heather Jones** - Board Member



**Esther Chesterman** - Board Member



**Tina Chugani** - Board Member



**Christina Ameln** - Board Member



**HANNAH WHITE-STEELE**  
PROGRAMME MANAGER

Hannah looks after our global programs, ensuring they are running effectively, as well as supporting communications, operations, and organisational development. She has extensive UK and international experience in programme management, youth leadership, and organisational development. She has previously worked running youth leadership programs in the UK, as a network and community building expert supporting the development of networks for social change globally, and as Impact Manager in the area of female financial inclusion in the Asia Pacific. Hannah believes passionately in the power of women and the importance of gender equality and feminist leadership in changing the world. When she's not working at Global Girl Project Hannah works as a personal coach, supporting women to reach their goals and build their confidence. She is based in Phnom Penh, Cambodia.

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Global Girl Project as a Charitable Incorporated Organisation (CIO). Our Governing Constitution defines the CIO's purpose as:

1) To advance in life and relieve needs of young people in particular girls aged 15-18 years from developing countries through:  
the provision of a culture, language, and educational exchange programme to other countries and;  
the provision of financial support to enable the participants to further their education.

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Report Design by Widari Bahrin

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