Dear Friends and Supporters,

On behalf of our Executive Board of Directors, I am thrilled to present Strong Women, Strong Girls’ Social Impact Report for the 2017-2018 Program Year. In its pages you will find key organizational highlights and milestones of our work that are changing the playing field for women and girls through mentorship, as well as firsthand stories from your local SWSG office. In addition to reaching more than 1,250 girls at more than 80 program sites across Boston and Pittsburgh, we have engaged more than 500 college women at 12 universities and over 100 professional women.

Throughout this year, we have forged new bonds between the staff and stakeholders in our sister cities and embraced our core belief: We are strong in our unity. Our Boston and Pittsburgh locations have integrated the talents of our mentors and leveraged the expertise of both staff teams to help each participant in our program imagine and achieve a broader future. In the years ahead, the relationships we have cultivated will continually strengthen our ability to serve the girls and women in our communities.

I am continually inspired by the spirit and resilience present in each of our girls and mentors, and by the hard work and service exhibited by each of our board and staff members. Thank you to everyone who has served with us as a volunteer or mentor, ultimately providing more role models for girls in our communities. Most importantly, many thanks to you for unparalleled support that enriches so many women, girls and communities.

Kait Rogers
SWSG Executive Board Chairperson
ABOUT SWSG

What Is SWSG?
Strong Women, Strong Girls (SWSG) is a multi-generational mentoring organization that connects professional women, college women, and elementary school girls. Our programming creates an out-of-school, service-oriented community that promotes positive development by taking a preventative approach toward declines in adolescent girls’ self-confidence.

How Does SWSG Work?
Girls in grades 3–5 throughout the Boston and Pittsburgh regions participate in 24 weekly after-school sessions. They learn about strong female role models and engage in skills-building activities that expose them to exciting careers and admirable character traits. Local college women volunteers, trained and supported by SWSG staff, facilitate sessions with the girls using a robust curriculum based on female role models. In turn, the college women mentors are mentored by professional women, known as Strong Leaders, who provide personal and professional guidance. This multi-generational mentoring model is helping to build a diverse pipeline of female talent and leadership and is changing the landscape for girls in the future.

When Was SWSG Established?
Harvard University freshman Lindsay Hyde founded SWSG in Boston in 2000. The organization expanded to Pittsburgh in 2006. Together, both locations serve over 1,250 girls with the help of 525+ mentors at 12 universities.

OUR CROSS-CITY IMPACT

1,250+ GIRLS ENROLLED IN SWSG
525+ COLLEGE MENTORS
12 COLLEGE CHAPTERS
83 PROGRAM SITES

COLLEGE CHAPTERS

Tufts University
Harvard University
UMass Boston
Northeastern
SWSG Boston understands that there are multiple trends in our community that necessitate our work. Here are a few examples of why mentoring young girls from historically marginalized communities is important.

**ACCESS & REPRESENTATION**

70% of Boston’s business management teams include one or no women, and women represent only 17% of Boston’s state delegation.

**RACIAL & ETHNIC BREAKDOWN**
(U.S. Census Bureau)

According to the 2010 Census, the racial background of Boston is 55.1% people of color.

**GENDER EQUITY**
(“Racial, gender wage gaps persist in U.S. despite some progress.”)

Broken down by race, white women make 75 cents on the dollar, compared to white men, while African American women make 52 cents and Latina women make 49 cents.

When we mentor young girls, we also empower them and allow them to embrace their self-confidence, which enables them to break through the barriers that statistically weigh them down.
BOSTON AT A GLANCE

Survey result metrics from girls that demonstrate the impact of our program.

- **93%** I feel like I belong here.
- **93%** Doing something that helps others has become more important to me.
- **97%** Our mentors really care about me.
- **95%** Our mentors care what I think.
- **93%** I feel safe and comfortable with our mentors.

**BOSTON SITES**

- **ALLSTON**
  - Charlesview Community Center
  - Gardner Pilot Academy
  - Jackson Mann K-8 School
  - West End House Boys & Girls Club
- **BRIGHTON**
  - Mary Lyon School
  - St. Columbkille Partnership School
  - Windship Elementary School
- **CAMBRIDGE**
  - East End House
- **CHARLESTOWN**
  - Charlestown Boys & Girls Club
  - Warren Prescott Elementary
- **DORCHESTER**
  - Edward Everett Elementary
  - St. John Paul II Catholic Acad: Lower Mills
  - St. John Paul II Catholic Acad: Columbia
  - Sarah Greenwood Elementary
  - UP Academy: Dorchester
  - UP Academy: Holland
  - Winthrop Elementary
- **EAST BOSTON**
  - Patrick J. Kennedy PreK-5 School
- **JAMAICA PLAIN**
  - Boston Teacher’s Union School
  - Curley K-8 School
  - John F. Kennedy Elementary
- **MATTAPAN**
  - Chittick Elementary School
  - St. John Paul II Catholic Acad: Mattapan
- **MEDFORD**
  - St. Joseph School
- **NORTH END**
  - Elliot School
- **REVERE**
  - Paul Revere School
- **ROSLINDALE**
  - Phineas Bates Elementary
- **ROXBURY**
  - Mendell Elementary
  - OLPH Mission Grammar School
  - Rafael Hernandez School
- **SOUTH BOSTON**
  - Condon Boys & Girls Club
  - South Boston Boys & Girls Club
- **SOUTH END**
  - Hurley K-8 School

**DEMOGRAPHICS**

- **RACE/ETHNICITY GIRLS MENTORS**
  - Latina/Hispanic: 35% (10%)
  - Black: 34% (6%)
  - Asian: 6% (18%)
  - White: 15% (63%)
  - Mixed Race: 7%
  - Other: 3%

**BOSTON AT A GLANCE**

- **595** Girls Enrolled in SWSG
- **265** College Mentors
- **43** Sites
- **15** Junior Mentors
- **51** Community Based Volunteers

**ALLSTON**
- Charlesview Community Center
- Gardner Pilot Academy
- Jackson Mann K-8 School
- West End House Boys & Girls Club

**BRIGHTON**
- Mary Lyon School
- St. Columbkille Partnership School
- Windship Elementary School

**CAMBRIDGE**
- East End House

**CHARLESTOWN**
- Charlestown Boys & Girls Club
- Warren Prescott Elementary

**DORCHESTER**
- Edward Everett Elementary
- St. John Paul II Catholic Acad: Lower Mills
- St. John Paul II Catholic Acad: Columbia
- Sarah Greenwood Elementary
- UP Academy: Dorchester
- UP Academy: Holland
- Winthrop Elementary

**EAST BOSTON**
- Patrick J. Kennedy PreK-5 School

**JAMAICA PLAIN**
- Boston Teacher’s Union School
- Curley K-8 School
- John F. Kennedy Elementary

**MATTAPAN**
- Chittick Elementary School
- St. John Paul II Catholic Acad: Mattapan

**MEDFORD**
- St. Joseph School

**NORTH END**
- Elliot School

**REVERE**
- Paul Revere School

**ROSLINDALE**
- Phineas Bates Elementary

**ROXBURY**
- Mendell Elementary
- OLPH Mission Grammar School
- Rafael Hernandez School

**SOUTH BOSTON**
- Condon Boys & Girls Club
- South Boston Boys & Girls Club

**SOUTH END**
- Hurley K-8 School

**ALLSTON**
- Charlesview Community Center
- Gardner Pilot Academy
- Jackson Mann K-8 School
- West End House Boys & Girls Club

**BRIGHTON**
- Mary Lyon School
- St. Columbkille Partnership School
- Windship Elementary School

**CAMBRIDGE**
- East End House

**CHARLESTOWN**
- Charlestown Boys & Girls Club
- Warren Prescott Elementary

**DORCHESTER**
- Edward Everett Elementary
- St. John Paul II Catholic Acad: Lower Mills
- St. John Paul II Catholic Acad: Columbia
- Sarah Greenwood Elementary
- UP Academy: Dorchester
- UP Academy: Holland
- Winthrop Elementary

**EAST BOSTON**
- Patrick J. Kennedy PreK-5 School

**JAMAICA PLAIN**
- Boston Teacher’s Union School
- Curley K-8 School
- John F. Kennedy Elementary

**MATTAPAN**
- Chittick Elementary School
- St. John Paul II Catholic Acad: Mattapan

**MEDFORD**
- St. Joseph School

**NORTH END**
- Elliot School

**REVERE**
- Paul Revere School

**ROSLINDALE**
- Phineas Bates Elementary

**ROXBURY**
- Mendell Elementary
- OLPH Mission Grammar School
- Rafael Hernandez School

**SOUTH BOSTON**
- Condon Boys & Girls Club
- South Boston Boys & Girls Club

**SOUTH END**
- Hurley K-8 School
SWSG delivers its 90-minute afterschool program on a weekly basis throughout the school year. The cornerstone is a skills-building curriculum that teaches key social-emotional skills like empathy, resilience, and initiative through strong female role models such as Maya Angelou and Malala Yousafzai. Mentors guide the girls through a variety of activities that focus on different areas including STEM, civic engagement, healthy living, and the arts in order to help them imagine a broader future for themselves. This combined approach to girl empowerment: mentoring relationships, learning about female role models, skill-building, and exploring passions, is what makes SWSG’s program so unique and transformative.

Additionally, girls attend one eye-opening college campus field trip in the fall or spring semester, hosted by their mentors at one of our six college chapters. Girls take part in workshops and engaging hands-on activities that help them explore academic and career options of interest. For many girls, these field trips are their first exposure to high education. It helps them realize that college is an attainable goal.

Finally, girls and mentors work together on a community service project each spring that helps to build their sense of Caring and Contribution. Girls at each program site vote on one of several options then spend two weeks planning, implementing, and reflecting on their project. In the process, girls cultivate leadership and management skills.

**OUR PROGRAM IN ACTION**

**SPOTLIGHT ON THE CURRICULUM:**

**LESSON 2: SOCIAL AWARENESS**

Strong girls show kindness and concern for others.

**Social Awareness:** Understanding the world around us and how best to respond to the needs and people in our community.

**Role Model:** Kip Tiernan was a social activist who recognized a need in her community and took action to help homeless women and children in Boston.

**Outcome:** We help girls develop a sense of altruism through the practice of compassion and empathy. In working to understand the value of diversity and demonstrating their dedication to others in their community, our girls build the unconscious ability to take into consideration the well-being of others.

“One day at West End House, one of the girls came in and told the mentors that she had taken the previous week’s bio home and read it to her little sister. She said she taught her about compassion and how important it is to care for other people because that makes you strong. I believe that embodies the SWSG mission because not only did she learn about those concepts, but she was able to pass that knowledge on to her little sister.”

“One day at West End House, one of the girls came in and told the mentors that she had taken the previous week’s bio home and read it to her little sister. She said she taught her about compassion and how important it is to care for other people because that makes you strong. I believe that embodies the SWSG mission because not only did she learn about those concepts, but she was able to pass that knowledge on to her little sister.”

“After the lesson about the founder of Rosie’s Place, our group discussed the importance of standing up for what you believe in. The girls in our group were really passionate about taking care of the environment. After our mentoring session, the girls started an environmental club at school. They organized a school clean-up and a “walk to school day.”
Strong Women, Strong Girls’ Annual Jump into Spring celebration at the end of the programming year brings together the entire SWSG community: girls, mentors, volunteers and community supporters, to connect and celebrate female empowerment. This year’s event took place on April 7th, 2018 at the Reggie Lewis Center in Roxbury. Jump into Spring features movement-based activities, focused specifically on jump roping, hence the name JUMP Into Spring. They also participate in yoga stretches and exercise infused dances. Girl participants and mentors alike are inspired by real-life female role models from the Greater Boston community, with talks and performances by local women. This year’s event featured Congresswoman Ayanna Pressley and Boston City Councilors Andrea Campbell, Annissa Essaibi-George, and Kim Janey. Girls had the opportunity to ask these powerful women questions and even provide policy recommendations!

A special thank you to our event sponsors, Athleta and Houghton Mifflin Harcourt for their generous support of this event.

“After listening to the women from Boston City Council at Jump into Spring, we had the girls write letters to the mayor of Medford, who is a woman. Their letters were incredibly inspiring — one girl wrote about why she loved feminism and asked the mayor if she loved feminism and why. They also wrote about their hopes for the future, and all of the girls talked about wanting to go to college (some even mentioned that they wanted to go to Tufts)!”
SWSG raises over $45,000 through the 2nd Annual Women’s Leadership Breakfast

As part of our multi-generational mentoring model, SWSG believes that professional women deserve space and time to connect with one another, learn, and hear from industry leaders about their experience in their careers or personal life. From this grew the Women’s Leadership Breakfast, which we hosted on April 12th, 2018 at Loomis, Sayles & Company in Downtown Boston. The event welcomes 150 guests from professional industries across Boston to hear from a community of empowered women who are helping to change the landscape for women and girls.

Boston City Council President Andrea Campbell and Emmy-award winning journalist and philanthropist Shaun Robinson spoke with Boston Globe columnist Shirley Leung about their leadership journeys. Collectively they reflected on how all of us, on the heels of 2017 being dubbed “The Year of the Woman,” can create a new day for girls of color in our city. The event was emceed by Veronica Robles, Founder of the Veronica Robles Cultural Center and member of the Boston Mayor’s Office “Boston Creates” Leadership Council. Additional speakers included Meg Clough, Director, VP, Community Investments, Loomis, Sayles & Company and Marynee Pontes, a former girl and mentor in the program. Each spoke about what Strong Women, Strong Girls means to them and why they continue to support our work.

The 2nd Annual Women’s Leadership Breakfast raised over $45,000 thanks in large part to returning and new sponsors inspired by our work. They include; Loomis, Sayles & Company, Natixis Investment Managers, EY, Eastern Bank, State Street Professional Women’s Network and John Hancock. The Boston Globe generously supported the event as it’s Media Sponsor, helping promote the opportunity to diverse communities across the city.

LESSON 6: CREATIVITY

Strong girls know how to make a positive difference with Maya Angelou

Creativity: Using & expressing your imagination or original ideas.

Role Model: Maya Angelou, an African American poet, author, performer, producer, and civil rights activist, is a great role model for girls to access their inner voice and express themselves.

Outcome: We work with girls to help them identify the variety of ways in which they add value to situations. Through the development of leadership skills, they identify what is important to them and how to make a difference.
**FISCAL YEAR 2017-2018 FINANCIALS**

**SEPT. 1, 2017 - AUG. 31, 2018**

**ORGANIZATION-WIDE**

**Total Revenue:** $1,823,529

- Foundations: $503,025
- Corporate: $294,408
- Individuals: $183,787
- In-Kind: $706,620
- Events: $85,017
- Board/Other: $50,673

**Total Expenses:** $1,655,516

- Management & Admin.: $258,594
- Fundraising: $216,531
- Program: $474,104
- In-Kind: $706,284

**BOSTON**

**Total Revenue:** $874,150

- Foundations: $206,475
- Corporate: $208,723
- Individuals: $146,133
- In-Kind: $242,488
- Events: $59,017
- Board/Other: $11,295

**Total Expenses:** $840,233

- Management & Admin.: $169,860
- Fundraising: $142,230
- Program: $285,655
- In-Kind: $242,488

**PITTSBURGH**

**Total Revenue:** $949,379

- Foundations: $296,550
- Corporate: $85,685
- Individuals: $37,654
- In-Kind: $464,131
- Events: $25,981
- Board/Other: $39,378

**Total Expenses:** $815,283

- Management & Admin.: $88,734
- Fundraising: $74,301
- Program: $188,453
- In-Kind: $463,795
EXECUTIVE BOARD

Kait Rogers
Executive Board Chair
Citizen Schools

Laura Freedman
Regional Board Chair, Pittsburgh
Southpointe Wealth Management
of UBS Financial Services

Elaine Stokes
Regional Board Chair, Boston
Loomis Sayles

Lesley Zafran
Clerk
Independent Consultant

Louise Herrle
Treasurer
Incapital LLC

BOSTON REGIONAL BOARD

Kate Bennett
Harvard Business School MBA Admissions Marketing Director and Evaluation Board Member

Susan Mackenty Brady
Managing Director, Institute for Leadership Simmons University

Ariela Lovett
MBA/MPP, Legislative Analyst at Massachusetts Municipal Association

Rebecca Moniri
Chief Administrative Officer, State Street

Marynee Pontes
Analyst, Initiative for a Competitive Inner City

Kait Rogers
Chief Financial & Admin Officer, Citizen Schools

Elaine Stokes
(Chair) Vice President, Portfolio Manager, Loomis, Sayles & Company, L. P.

Nikki Tabron
Vice President, Education at Thompson Island Outward Bound Education Center

Jenn Troutman
Director of Customer Experience, Vistaprint

Kathryn Ward Fishman
(Vice Chair) PMP, Senior Project Manager, Natixis Global Asset Management

Strong Women, Strong Girls Boston
555 Amory Street, Suite #3R-3
Jamaica Plain, MA 02130
617- 459-1500 | boston@swsg.org | @SWSGBoston | www.swsg.org