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From Our President & CEO

Dear Girls Inc. Friends & Supporters,

Last year was a turning point for Girls Inc. of Metro Denver (GIMD) and our community as we continued to navigate the ongoing impacts of a global pandemic, establish a new normalcy for our daily lives, and develop strategies to help us move forward. In 2020, we shared GIMD's three year strategic plan which is guided by the following North Star: *Girls Inc. of Metro Denver is the leader in delivering high-impact programs to girls and advocating for girls' rights in Colorado.*

With this goal in mind, we have invested in organizational and programmatic growth and have identified new and innovative ways to partner with girls to remove barriers that limit their innate power and advance gender equity in the world around them. It's clear that our work is far from complete.

In 2021, GIMD embarked on the first year of strategic plan implementation that centered on four pillars: **Lead, Deliver, Advocate** and **Grow**. In an environment of continued uncertainty, our board and staff focused on building momentum and moving forward with action and intent.

This resulted in the delivery of high-impact programs to girls that are responsive to their needs and interests, highly accessible, and reflective of their

diverse identities and lived experiences. In addition to core programming that GIMD delivers consistently year-round, we launched new programs like *Girls thINC Outside the Box* and built our capacity to support social and emotional learning and girls' mental health. In the area of advocacy, we engaged our youth as leaders, thought partners, and decision-makers through our *Teen Leadership Board* and *Leadership Out Loud* programs.

Despite the constantly changing landscape, Girls Inc. of Metro Denver has continued to grow and build capacity by adding new positions and partnerships that propel our mission to *inspire all girls to be strong, smart, and bold*. We are proud to share continued progress toward our North Star and appreciate the support you have and will continue to provide as we move forward in this work.

Thank you for walking this path alongside us and the girls and families who challenge, motivate, and inspire us each day.

In appreciation and deep gratitude,

**Sonya Ulibarri, President and CEO
Girls Inc. of Metro Denver Staff &
Board of Directors**

Outside of School-Time Learning

Girls Inc. of Metro Denver delivered synchronous, remote programming, and select in-person programming during the FY21 school year as the pandemic continued to impact school-based learning.

Fall

Elementary school girls in grades 1-5 enrolled in *Heart Art* to learn basic art-based social and emotional coping strategies such as identification of emotions, conflict resolution, and self-regulation. During *Operation Smart Animals & Career Exploration*, girls engaged in STEM by studying various animal species, completing hands-on STEM activities, and exploring animal focused careers. Through a partnership with *Techbridge*, girls explored the engineering design process, while two electives *Math Madness Mondays* and *Book Club and Crafts*, bolstered literacy and academic learning.

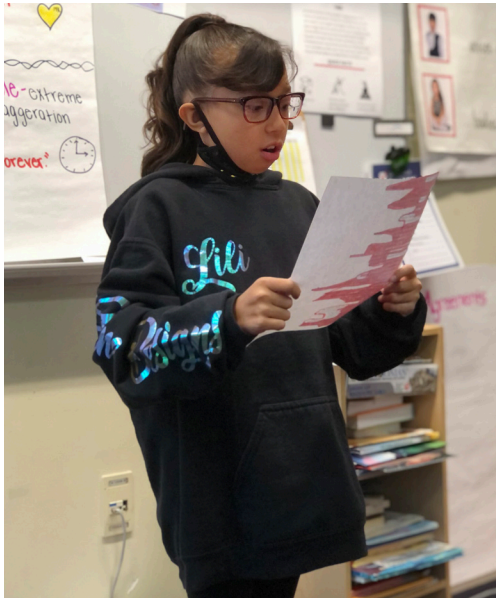
The Middle School Program launched three new and remote school-based partnerships at Bryant Webster K-8, Grant Beacon Middle School, and Kepner Beacon Middle School. Content focused on social and emotional support, as the transition back to school was stressful for middle school girls. GIMD provided girls with consistent support and worked with them to develop tools to navigate uncertainty, including a class entitled *Resilience Through Art*, which provided an opportunity to work through emotions and stressors while engaging in art projects. Girls also participated in *Book Club* and read *The Case of the COVID Crisis*, which gave girls the opportunity to learn about epidemics, analyze data, and apply critical thinking skills. Lastly, middle school girls attended *She Votes!*, a class focused on civics and exploring the election process in our country.

The High School and College Program offered both school-based and after-school virtual and in-person programming. Girls at New America School-Lowry and RiseUp Community School participated in *She Votes!* programming. Two schools, Denver Justice High School and Empower Community School, added elective classes focused on life skills such as financial literacy, home ownership, and tenants' rights. The *College Womxn's Group* increased frequency of meetings to twice a month to meet new demand and interest. GIMD's Teen Leadership Board led a social media takeover to promote GIMD's advocacy agenda. Finally, in partnership with the Eureka! STEM team, the High School Program engaged new and current high school members in the *Generation Giga Girls (G3)* data-analytics program, where girls explored equity in school discipline using real-world data sets, which was offered again at schools during the winter.

Winter

Through the generosity of Comcast, Wish for Wheels, and Bike Together, GIMD distributed hundreds of gifts and 35 bicycles to girls and families. Additionally, in partnership with NBC's Today Show and Hasbro Toys, GIMD received a host of additional toys, games, and other gifts to distribute to girls and community partners throughout 2021.

The Elementary School Program continued its partnership with *Techbridge*, inspiring girls to be creative, inventive, and think critically. Girls planned and designed solutions for challenges that focused on bridge-building, pulley and weighted systems, and the force of gravity. GIMD also launched a new partnership with Saint Elizabeth's School including *Heart Art* for 4th grade girls to explore social emotional learning, while age appropriate *Healthy Sexuality* was offered to girls in grades 5-8.



1,636
total girls served

37,868
total impact hours delivered



The Middle School Program established a new partnership with The City and County of Denver's *Safe City Diversion Program* to provide a tailored Girls Inc. Experience to their teen girls, and also delivered this curriculum to new school partners at Grant Beacon, Kepner Beacon, and Bryant Webster Dual Language School. The team launched *Girl Council*, a new middle school pipeline program to GIMD's Teen Leadership Board and advocacy programs. In an effort to keep middle school girls engaged, GIMD hosted monthly, at-home activity challenges, offered incentives for participation in after-school programming, and conducted weekly check-in calls to identify and connect girls struggling with the return to school.

Spring

Girls received strong programming in *Her Time to Play*, a curriculum provided in partnership with the Junior NBA. During *Informed Together*, girls in grades 1-3 focused on learning body basics, while girls in grades 4-5 participated in *Informed and In Charge*, a research-based curriculum that covers the physical and emotional changes girls will encounter as they grow. Girls in grades 4-5 continued to build

upon *TechBridge* and used software tools to create social media posts to launch their time machine designs, and showcased their learning during a virtual science fair. In an extended partnership with Saint Elizabeth's School, GIMD offered STEM classes with a focus on biology. Activities included a *Shark Cage Challenge* where girls utilized the engineering design process to build the strongest, weight bearing cage structure.

The Middle School Program partnered with the *Big Brothers Big Sisters Mentoring Program* to provide physical fitness instruction, outdoor experiential workshops, and self-defense classes to their youth mentees and adults mentors. The High School Program added a new elective class, *Women's Empowerment*, at East High School and continued to provide healthy sexuality programming at new school partners and community-based programs including DCIS- Montebello, Colorado High School Charter, Denver Justice High School and RiseUp Community School.

Summer Session

Summer marked a joyous time as staff welcomed girls back to our Center on West Colfax for in-person programming! By offering sessions in two cohorts, GIMD was able to serve more girls. After a year of being home-bound and navigating restrictive school environments, the summer's theme "Get Out In Nature and Explore" provided the foundation for activities and field trips to get girls engaged outdoors and promote physical activity such as swimming, yoga, kickball, frisbee and paddle boarding.

The **Elementary School Program** kicked off summer with team building field trips to Aurora Reservoir, a visit to Senac Creek Nature Center where girls caught bugs and learned about wildlife, and a hike at Lair O' the Bear Park in Idledale where one group witnessed a rattlesnake and bullsnake fight! First grade girls participated in *Get LIT with STEM*, a class that combines literacy and STEM. During the course, girls learned about the butterfly life cycle, observed and made predictions, and recorded data both in the classroom and at home with live caterpillars. Girls visited the Butterfly Pavilion and presented their findings to parents during a celebration where girls released the butterflies they cared for. During *Colorful Creations* programming, girls combined social emotional learning with art culminating in a field trip to Evergreen Lake where girls created a landscape masterpiece in acrylic or watercolor.

Girls in grades 2-5 completed adventure and writing classes. *Adventure Girl* explored STEM in the outdoors as they discussed what it meant to be adventurous. They learned map reading skills, the importance of outdoor resources, and attended several field trips. Girls hiked the Three Sisters Trail, balanced on a slack line at Sloan's Lake and witnessed a hawk swooping to snatch a snake! In *Her Story, Her Money*, girls explored that personal life stories matter and that words have power. Each class incorporated a SHEro girl or woman who has made an impact with her words, activism, or writing. Girls also developed entrepreneurial skills as they created a book to publish and sell at the end of the session. GIMD staff and girls celebrated the summer with a Center-wide carnival!

The **Middle School Program** included interactive classes with dance, movement, urban and social justice art. To continue outdoor adventures, middle school girls took part in an Aqua Golf field trip, swimming at the Aurora Reservoir, and many outdoor picnics at our neighborhood Paco Sanchez Park. The summer also included partnerships with YouthBiz and Su Teatro. Girls learned entrepreneurial skills and participated in a *Shark Tank* business pitch contest and marketplace. Su Teatro's theater curriculum inspired girls to use their voice and make their perspectives heard through spoken word. Middle school ended summer with a *Sip and Paint* day filled with tasty fruit drinks and canvas painting.

The **High School Program** kicked off summer with a new girl-created and girl-led LGBTQ+ group and supported an in-person *High School Internship Program* for 10 high school girls. Interns gained job skills, provided classroom support, and managed the *Tasty Foods Program*, providing healthy snacks and meals for girls all summer. Summer also marked the return of the popular *Adulting* series, highlighting financial literacy and life skills including car basics such as car insurance, purchasing new or used cars, leasing a car, and vehicle maintenance. The *College Womxn's Group* offered virtual meetings, and in-person get togethers for those in town for the summer looking to connect with peers. Girls participated in the 2021 City of Denver *Think Like a Genius Challenge* competition that focused on health equity, and mental health for girls of color. Finally, *High School Prep and College Success* programming prepared girls for transition from middle to high school. High school seniors ended their season with a College Tour to Southern Colorado, New Mexico, and Texas.



928
youth reached
through Outreach
programs

708
youth received
comprehensive GIMD
curriculum

92%
of participants identify
as girls of color



\$150,199
value of volunteer
hours contributed

227
volunteers in FY21

5,015
hours contributed
by volunteers





Bold Beans

Girls Inc. of Metro Denver continued to operate the Strong, Smart and Bold Beans social enterprise and youth employment program where high school girls receive workforce and business development training, and take courses in areas such as profit margins, cash flow, cost of goods, and product expansion.

GIMD also delivered the *Bold Beans Apprentice Program* to girls interested in early employment and to create a youth employment pipeline to Bold Beans Barista positions. A group of 14 high school girls successfully completed the apprenticeship where they learned about the coffee industry, customer service, how to use the espresso machine to make coffee drinks, and shadowed Bold Beans Baristas. GIMD supported livable wages efforts by increasing standard hourly rates. Now, entry level baristas earn over \$15.00 per hour when including tips.

\$31,281

**income earned
by baristas**



2,274

**hours worked by
baristas**



"I loved the Bold Beans Apprentice program. I learned a lot about the way to find sustainable coffee beans to how to steam milk for drinks. I loved learning all about women in the coffee industry and how I can have an impact in it!"

**- AURELIA MENCHACA,
Bold Beans Apprentice
Program Participant**





**Chaltu Hamma, Inaugural
Community College Scholar**

823
youth who received healthy
sexuality programming



\$65,000
in scholarships awarded

Growth

Social Emotional Learning

After GIMD's Elementary School program completed the Denver Afterschool Alliance's *Social Emotional and Academic Learning* certification program, GIMD expanded delivery of social emotional learning to Middle, High School, and College Programs. All GIMD program staff are trained and certified to deploy new skills and deliver revised curriculum modules that support the mental well-being of girls and youth. In addition, 2021 marked the first time GIMD provided on-site mental health services for youth and their families through a partnership with Spark the Change that piloted in-person and pro-bono counseling services.

13%

**budget increase between
2020 and 2021**



Healthy Sexuality Program

GIMD expanded and piloted remote healthy sexuality programming for girls and youth in grades 6-12. A team of consultants from Re/Scripted, an education consulting group with expertise in gender specific programming and sexuality education, partnered with GIMD to assess current healthy sexuality curriculum, develop new remote curriculum, and launch an online interface for healthy sexuality programming that allows educators, girls, and youth to access curriculum using classroom and mobile devices.

The goal of this new service is to increase the accessibility and relevance of current curriculum and provide flexibility for school partners that meets the needs of their student and school schedules. In addition, the app-based curriculum can be accessed as an additional engagement tool for youth receiving in person instruction.

Outdoor Renovation

Girls Inc. of Metro Denver broke ground on a capital renovation project to realize an idea sourced by girls prior to the start of the pandemic. Girls approached staff with the desire to raise funds for the purchase of a new swing set for the backyard. Understanding girls were asking for change, GIMD embarked on a collaborative planning process with girls to completely renovate the outdoor spaces at Girls Inc.'s main facilities on West Colfax. The renovations include new play and climbing structures, additional green spaces and outdoor classrooms, safety features, and a community mural. In partnership with Norris Design and Mortenson Construction, GIMD created a plan for demolition, construction and landscaping with a 2022 completion date.



95%
participant retention rate

98%
of girls found Eureka! to
be valuable to their future

136
Eurekans participated
in STEM summer and
afterschool programs

35
girls placed in STEM
workforce externships

18
STEM externship
host sites

85%
of girls agreed their
internship experience
helped them learn more
about a STEM career



91%
of 1st and 2nd year
Eurekans successfully
applied the engineering
design process to solve a
problem



Eureka!

The GIMD Eureka! program is an intensive, five-year STEM based program that builds girls' confidence and skills through hands-on opportunities in science, technology, engineering and math. The 2021 program marked a momentous milestone for Eureka!. The first cohort of girls reached high school graduation! These girls began their journey in 2016 at the first summer STEM camp, participated in the program for five consecutive years, and all are college-bound.

79%

of participants reported increased confidence with science practices

71%

of 1st and 2nd year Eureka! participants indicated they want to pursue a STEM career

A highlight for fifth year participants was a 9-day capstone *Senior Trip* to Puerto Rico to mark their final year in the Eureka! program. While in Puerto Rico, girls experienced the incredible biodiversity of the island in El Yunque National Rainforest and kayaked in a bay with bioluminescent plankton on the smaller island of Culebra. Girls also gained insight into the post-recovery efforts and infrastructure needs stemming from Hurricane Maria, and learned more about how STEM concepts and strategies are being used to strengthen and rebuild communities across Puerto Rico.

Eureka! first-year participants (Rookies) and second-year participants (Vets) returned to in-person learning in partnership with Metropolitan State University of Denver. The Rookies summer intensive theme focused on *Building a Great City* which engaged girls in learning about food and agriculture, architecture and design, energy sectors and environmental engineering. Rookies took part in excursions to the Denver Center for Performing Arts, Urban Farm, and Xcel Energy. Girls attended a several weeks long summer intensive where they built solar ovens, created water filters, modeled redox reactions, toured Empower Field's infrastructure projects, and learned about sustainable agricultural practices.

Eureka! Vets focused on the theme *Engineering the Future* which explored innovation, biotechnology and medicine, computer science and electronics, and aerospace engineering and sustainable renewable energy. Excursions included trips to the National Renewable Energy Laboratory (NREL), Amazon Web Services, Ball Aerospace, and Wings Over the Rockies in partnership with Lockheed Martin to learn about aviation and aerospace engineering.

The Eureka! third and fourth-year Interns participated in paid externships, where they explored various STEM industries and gained STEM workforce skills at sites that included Leprino Foods, Denver Botanic Gardens, We Don't Waste, and the Regional Air Quality Council. All girls participated in elective classes on topics such as astronomy, biomedical case studies, coding, and *Veggie Rx*, a course held in partnership with Denver Inner City Parish, as well as whole-girl programming with Altitude Youth Ultimate, Yoga Effect and Mad About Hoops.





317
girls served
through GTOB



Realizing elementary school girls struggled to engage in virtual school learning and experienced screen fatigue, GIMD explored ways to bring the comprehensive Girls Inc. Experience to girls' homes resulting in the innovative, GIRLS thINC Outside the Box (GTOB) program.

**A Strong, Smart &
Bold Experience**



1,144
GTOB boxes delivered

5,720
hours of programming delivered to girls during the pilot phase



The goals of the GTOB pilot included:

- Provide hands-on, engaging and research-based programs for girls in grades 1-5 throughout COVID disruptions.
- Bring the Girls Inc. Experience into the home and allow girls to work independently.
- Reach new girls who could benefit from GIMD programming.
- Extend the impact of the existing school and center-based programming.

Each month GIMD educators curated research-based, gender and age appropriate, and culturally responsive curriculum that is delivered to girls' homes. Every box contains the following:

- Up to two books to support literacy skills.
- STEM activities to build math and science confidence.
- Supplies for all activities.
- An inspiring SHero in a related career.
- Activities to support physical and emotional health.
- A multi-page magazine to further promote literacy.

At the end of each month, girls gathered in Zoom parties to share their creations and learning. The highly successful pilot continued through the summer of 2021 and into the following school year.



Advocate

Girls Inc. of Metro Denver activated its Teen Leadership Board (TLB) to advance the newly adopted advocacy platform, and added Leadership Out Loud (LOL), a new advocacy and leadership program to support GIMD's strategic plan goal to deliver programming that is responsive to girls' needs and interests, and to advocate and advance girls' rights.

Modeled after the highly successful Eureka! Program, LOL is a three-year, cohort based program for high school teens that provides opportunities for girls to build and practice advocacy skills at the local, state, and national levels. Over three years, 60 girls will attend a residential summer intensive on a college campus, participate in monthly weekend classes during the school-year to build technical advocacy skills, take part in paid, advocacy, policy and public sector focused internships, and travel as a cohort to Washington, D.C. to meet with state and national lawmakers and advance the issues that are important to them.

GIMD launched its first Leadership Out Loud cohort of 18 girls on the Regis University campus and added its first full-time Advocacy Coordinator to the GIMD team, bringing extensive experience in voter engagement, electoral politics, campaigns, statewide ballot initiatives, and the Colorado legislative process to LOL. Through LOL, girls explored advocacy concepts and developed the skills needed to influence and advance GIMD's Advocacy Platform. LOL is one way that GIMD amplifies girls' voices and perspectives to make positive systems change that promotes the rights of girls and their communities.

**LEADERSHIP
OUT
LOUD**



Layla Johnson

*Teen Leadership Board
Member*

"I was extremely lucky to be a young person that had the opportunity to infiltrate a space where I thought I didn't belong. Youth often think that we don't get to voice our opinions in front of government committees. That is not true. I am confident that my testimony was a deciding factor in the bill being passed that day, particularly because of the positive response I received from the committee. They made me feel like my voice mattered. It does. Every youth voice matters, especially when it comes to issues that directly affect us. That is why youth advocacy and youth involvement in political spaces is so important. There are people in high positions that need to hear us and consult us on issues that pertain to us. Our voices have influence. They can make a difference.

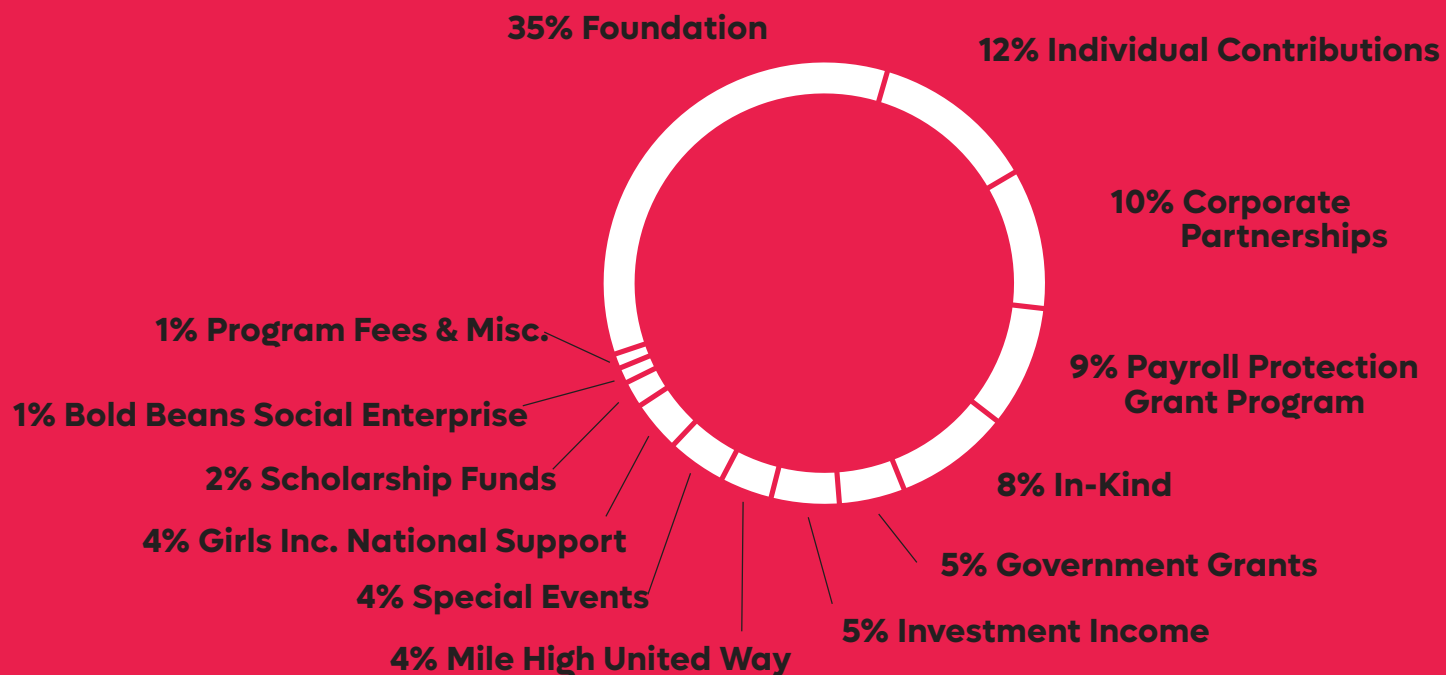
I would not have gotten this opportunity without Girls Inc., and without staff pointing me in the right direction. I know that Girls Inc. employees have connections with other organizations and other social justice nonprofits. Sharing those connections with girls is a great way to support young activists and ensure that the youth voice is heard. Girls Inc. has and will continue to have the opportunity to positively impact young girls in an abundance of ways. I believe that continuing to support girls with connections, opportunities, and advocating for them when they can't advocate for themselves will be the biggest way Girls Inc. can impact youth advocacy."



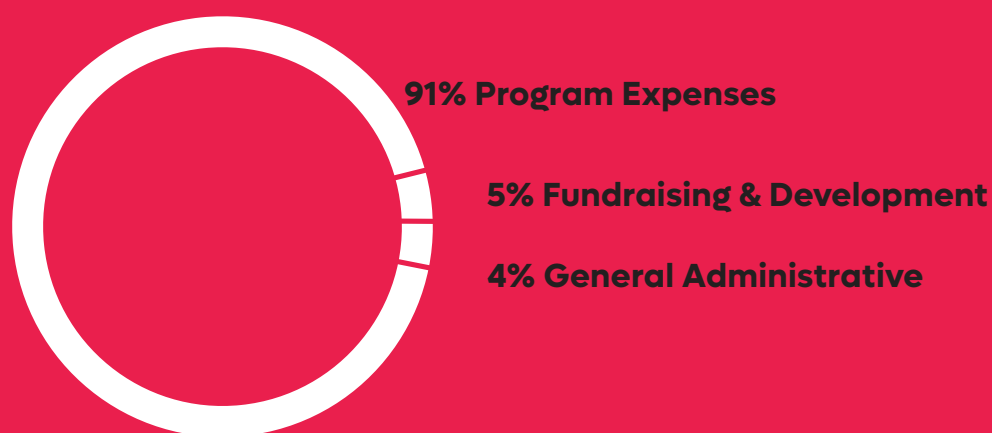
Financial Statements

Assets	2020	2021
Cash & Cash Equivalents	482,003	1,461,308
Restricted Cash - Scholarships	201,378	197,917
Grant & Fees Receivable	49,428	25,657
Investments	4,893,931	5,876,857
Prepaid Expenses & Other	54,365	56,480
Land, Property & Equipment	2,074,289	1,893,554
	\$ 7,755,394	\$ 9,511,773
Liabilities		
Accounts Payable	2,028	30,781
Accrued Payroll & Related Benefits	97,407	110,529
Other Liabilities	-	-
Long-Term Liabilities	295,800	-
Deferred Revenue	30,484	9,600
	\$ 425,719	\$ 150,910
Net Assets		
Unrestricted	4,413,614	6,113,955
Restricted	2,916,061	3,246,908
Total Net Assets	7,329,675	9,360,863
Total Liabilities & Net Assets	\$ 7,755,394	\$ 9,511,773

REVENUE
\$3,343,394



EXPENSES
\$2,822,094



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September 1, 2020 - August 31, 2021

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Individuals in this donor circle contribute \$1,000 or more annually, making it possible for GIMD to create long-lasting, positive change for girls and young women.

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