

2019

THE G(IRLS)20 ANNUAL REPORT



GIRLS20 SUMMIT
JAPAN '19
Umama Malik
Girls20 Delegate,
Pakistan



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ABOUT G(IRLS)20

G(irls)20 is advancing the full participation of young women leaders in decision-making spaces to change the status quo. We advocate for the inclusion and representation of young women leaders in spaces of power, while equipping them with the skills, knowledge and networks needed to succeed in these environments.

Through our two signature programs, Global Summit and Girls on Boards, we make strategic investments in young women through education and training, building networks, and access to unparalleled opportunities.



Mission:

To advance the full participation of young women leaders in decision-making spaces to change the status quo.



Vision:

A world in which women and girls can participate fully in the economic growth, governance, and social innovations of their countries.



Mandate:

To work in partnership with individuals, foundations, the social profit sector, governments and the private sector to provide unparalleled training and opportunities for young women to be agents of change.

MESSAGE FROM CHAIR

In my 3rd year as Chair of the Board, I continue to be inspired by the strong community, incredible impact, and important advocacy work being accomplished in Canada and abroad by G(irls)20.

In 2019, we hosted our 10th Global Summit in Japan and our 1st Leadership Forum in Toronto. Participating in these events gave me an opportunity to meet and connect with young female leaders from around the globe. They are an inspiring group of change-makers and this report highlights how the work we do at G(irls)20 provides them with the platform to have their voices heard.

Reflecting on the achievements of G(irls)20 in the last year is incomplete without acknowledging the contributions of our broader community. We continue to operate our organization through partnerships established with governments, businesses, and civil society. Their support enables our work and on behalf of the board of G(irls)20, I'd like to convey our appreciation to all of our stakeholders in 2019.

In 2020, we will continue to elevate young women in decision-making spaces and will watch them truly leading change.



Carrie Kirkman
Board Chair



MESSAGE FROM CEO

2019 was a banner year for G(irls)20. From hosting our 10th annual Global Summit in Japan, to organizing the first public Girls on Boards Governance Forum in Toronto, to participating in panels and advisory groups around the globe, it was our biggest year yet.

We were blown away to receive over 1600 applications for our Global Summit from young female leaders around the world. Of these, 24 young women were selected to represent their countries and in May, they flew to Tokyo, Japan for a week of training, mentorship, networking and advocating to the G20. The highlight of the year for me was witnessing their passion for change, impressive leadership abilities, and smart approach to policy creation.

Similarly, it was an honour to be a part of the journey of our Young Directors, some of Canada's most impressive leaders. During our Girls on Boards Forum, our 3rd Cohort of Young Directors came together in Toronto from across the country for 3 days of governance and leadership training in preparation for their board placements.

Participating in decision-making spaces, from the Women's Forum in Paris to the Women Deliver Conference in Vancouver, the G(irls)20 alumnae demonstrated that we are a strong community that advocates for young women's voices to be centred in spaces of power around the world. Each member of our community believes in a better future, one that includes and values the voices of young women at all decision-making tables. The pages that follow convey this mission - a mission that we continue to push for in 2020 and beyond.



Heather Barnabe
CEO

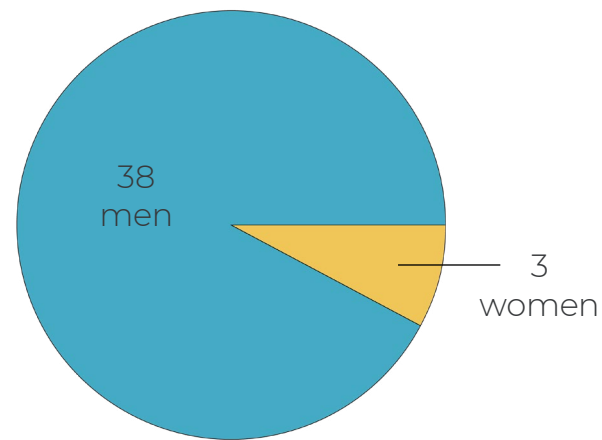
THE GLOBAL SUMMIT

G(irls)20 is changing the status quo at global policy tables through the Global Summit.

Every year, G(irls)20 brings together exceptional young women leaders from around the world to discuss the ongoing gaps in women and girls' economic opportunities – and to put forward recommendations to the world's leaders at the G20 Summit.

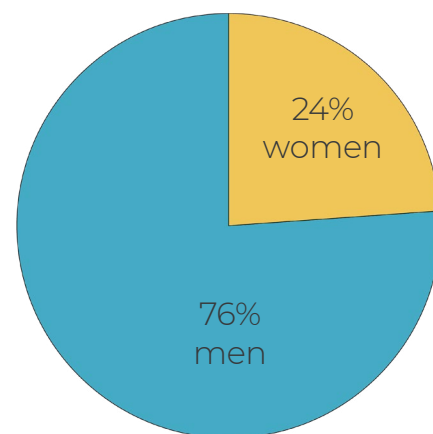
Why we do it:

G20 Leaders by Gender:



In 2019, only 3 of the 38 heads of member and non-member bodies at the G20 were women: Theresa May, Angela Merkel and Christine Lagarde.

Global Parliamentary Seats by Gender:



Globally, women make up 49.6% of the population, yet only 24% of parliamentary seats in the world are held by women, with less than 2% held by women under 30.

At G(irls)20, we are working to change the status quo by increasing the full participation of young women leaders in decision-making spaces.

How we do it:



Over the course of 6 months, delegates participate in programming to build their leadership skills and develop policies.



Delegates meet for a week of workshops, networking, and inspiring speakers discussing the issues facing young women globally.



Delegates deliberate on the economic needs of young women around the globe. Once consensus has been reached, they create a formal Communiqué and deliver it in person to the host country's G20 Sherpa.



Delegates launch Social Impact Initiatives in their communities to further address issues facing girls and women locally.

In May 2019, the 10th annual G(irls)20 Global Summit brought young female leaders to the site of the G20 in Japan. The 24 young women included:



1 delegate from each G20 member state/region



1 delegate from each G(irls)20 guest region: Middle East & North Africa, African Union, Pakistan



1 Indigenous delegate

GIRLS ON BOARDS

Delegates received one week of training in:



Leadership Development:

- Overcoming Imposter Syndrome & Mental Health
- Leading a Team
- Negotiating



Building a Social Impact Initiative:

- Strategic Planning (led by Bain & Co.)
- Branding & Social Media (led by Edelman)
- Building Support



Developing & Advocating Policy:

- Consultations with topic experts (led by G20 Research Group)
- Drafting a Communiqué (led by Steering Committee)

Girls on Boards tackles the challenge of women's underrepresentation on boards, by building a talent pool while simultaneously supporting boards to challenge the status quo and diversify its directorship.

Why we do it:



In Canada, public and private corporations have only 19.4% of their board seats filled by women



The non-profit sector sees better representation (40%)



Fewer than 5% of these seats are filled by women under the age of 30



In the public, private, and non-profit sector combined, 90% of board directors are white, male, and an average 60 years of age

Delegates reported a significant increase in their confidence in the following skills as a result of the Global Summit:

23%

increase

Developing policy recommendations

17%

increase

Negotiating and advocating

17%

increase

Pitching themselves and their ideas

17%

increase

Working with established professionals

15%

increase

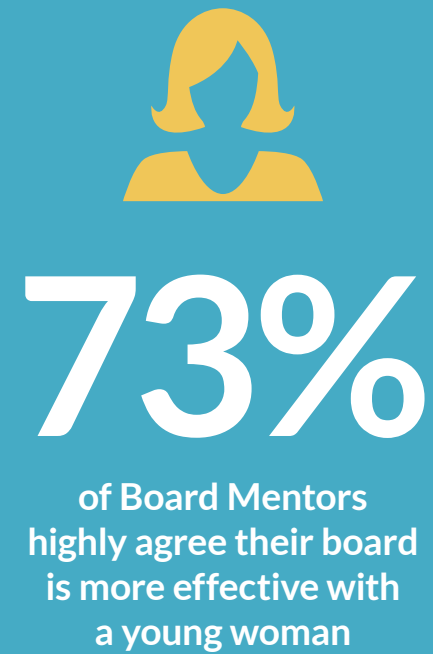
Their unique leadership skills

How we do it:

- Young Directors are trained in leadership, governance, financial oversight and more in preparation for their board positions.
- Participants receive year-long, one-on-one coaching for their professional development.
- Boards of Directors who have identified an interest in increasing women's representation are recruited.
- Young Directors are matched with a non-profit board of directors in their community for a one-year term.

On June 21-23, 2019, Girls on Boards welcomed the third cohort of Young Directors for the Girls on Boards Governance Forum in Toronto. They learned from leading experts in Gender-Based Analysis+, Negotiations, Leadership and Governance. As our first public-facing Governance Forum, Young Directors were joined by 70 additional attendees who also participated in the five workshops and three panels offered.

What we learned about Girls on Boards in 2019:



2019 Participating Boards – thank you!

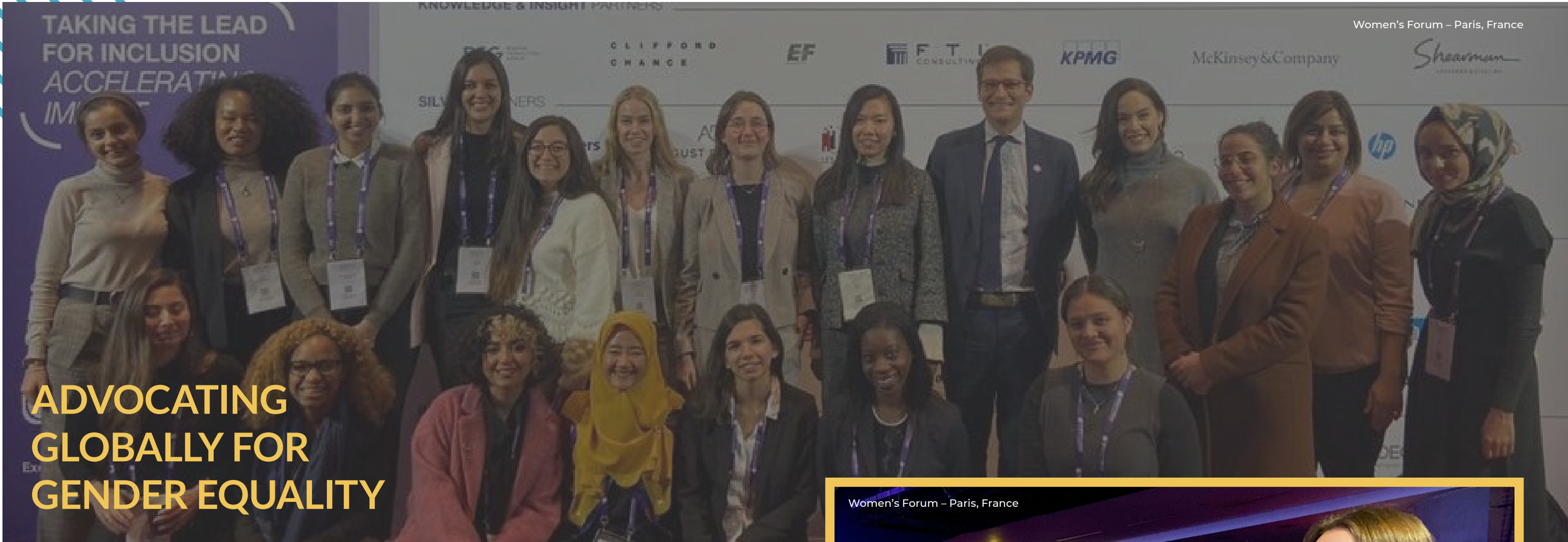
- Action Against Hunger Canada
- Burlington Green Environmental Association Inc.
- Canadian Mental Health Association - Ontario Division
- Canadian Parks and Wilderness Society (CPAWS)
- Ottawa Valley Chapter
- Carty House
- Creating Alternatives Day Program
- Free Geek Toronto
- Greater Fredericton Social Innovation
- Harbourfront Centre
- Indigo Girls Group
- Leftovers Foundation
- Live Dance Art
- Massey Centre
- Merit Award Bursary Program Incorporated
- Public Policy Forum
- Rexdale Women's Centre
- Society for Canadian Women in Science and Technology
- The Elspeth Heyworth Centre for Women
- The GRIT Program (Getting Ready for Inclusion Today)
- The Henry Alexander House
- Women's Centre of York Region
- Yellow Brick House

THANK YOU FOR SUPPORTING SUMMIT



THANK YOU FOR SUPPORTING GIRLS ON BOARDS





ADVOCATING GLOBALLY FOR GENDER EQUALITY

In addition to our signature programs, G(irls)20 works to advocate for young women to participate meaningfully in various other spaces of power. We ensure that space is created for them to attend and be heard. These opportunities are funded in order to remove one traditional barrier preventing young women from accessing decision-makers.

G(irls)20 Events & Conferences

- W20 – Towards the Gender Equality in the Digital Era – Tokyo, Japan
- Women Deliver – Vancouver, Canada
- Women's Forum – Paris, France
- 30% Clubs' International Women's Day – Toronto, Canada
- Deloitte's International Women's Day – Toronto, Canada
- In conversation with OMERS: Female Empowerment
- Women in Power's Young Female Leadership: The Next Generation's Journey to Power – Boston, USA
- Finding Your Purpose, a G(irls)20 Fundraiser – Toronto, Canada
- Move the Dial – Toronto, Canada
- Canada Youth Summit – Ottawa, Canada



G(irls)20 in the Media

- Air Canada En Route
- CafeGlobe
- The Vibe
- Japan Times
- Universa – Brazil
- Band News – Brazil



Canada Youth Summit – Ottawa, Canada

KEY LEARNINGS

G(irls)20 is committed to ongoing learning. We use various evaluation tools, including surveys and focus groups, to regularly monitor the impact of our programs and to consistently integrate participants' feedback.

SUMMIT

THE FEEDBACK	THE CHANGE
Delegates requested further mentorship opportunities after the summit.	We added a post-summit mentorship program in partnership with Bain & Co.'s Women@Bain network.
Delegates wanted more opportunities to learn from Summit Ambassadors (previous Summits' alumnae).	A pre-Summit mentoring program was created to offer Delegates and Ambassadors with similar Social Impact Initiatives.
Delegates requested resources for mental health support.	G(irls)20 added a mental health workshop to Summit.
Delegates wanted more knowledge of G20 policy priorities.	G(irls)20 held an expert policy session with the University of Toronto's G20 Research Group.



GIRLS ON BOARDS

THE FEEDBACK	THE CHANGE
Young Directors did not feel adequately prepared to serve their fiduciary duty when they began their board placements.	G(irls)20 developed a 3-hour, hands-on workshop for financial oversight.
Young Directors wanted more opportunities for local community-building and national networking.	The Girls on Boards Steering Committee organized local meetups for participants, alumnae and coaches. We also added a Networking workshop and increased the number of networking events.
Young Directors, coaches, and board mentors all agreed that in-person coaching/mentorship is more valuable than a virtual experience.	We now prioritize board placements in a Young Director's own community. We also work to match them with a local coach.



STATEMENT OF FINANCIAL POSITION

As of December 31, 2019

	2019	2018
Assets: Current		
Cash	357,013	190,914
HST recoverable	20,216	9,886
Prepaid expenses and deposits	2,185	845
Capital assets	379,414	201,645
	3,799	1,885
	383,213	203,530
Liabilities: Current		
Accounts payable and accrued liabilities	42,614	17,587
Deferred contributions	151,559	38,139
	194,173	55,726
Net assets	189,040	147,804
	383,213	203,530
Contributions	744,549	581,923
Expenses		
Amortization	808	536
Communications	35,723	24,074
Fundraising and partnerships	57,862	42,864
Office and general	92,470	77,749
Programming	271,775	245,105
Summit	238,180	205,268
Website	6,495	2,603
	703,313	598,199
Excess of revenue over expenses (expenses over revenue) for the year	41,236	(16,276)
Net assets, beginning of year	147,804	164,080
Net assets, end of year	189,040	147,804

BOARD OF DIRECTORS AND G(IRLS)20 SUPPORTERS

Board of Directors

- Carrie Kirkman, Chair
- Elizabeth Dipchand, Secretary
- Michael Geddes, Treasurer
- Dr. Rumeet Billan
- Suzanne de Lint
- Peter Donolo
- Tanvi Girotra
- Robin Holloway
- Natasha Koifman
- Farah Mohamed
- Jennifer M. Sloan
- Lori Spadorcia

Summit Steering Committee

- Sally Dimachki (Chair)
- Vandinika Shukla (Vice-Chair)
- Marina Castellino
- Claire Charness
- Anna Lali-Tsilidou
- Sarah Mesbah

Girls on Boards Steering Committee

- Almeera Khalid (Chair)
- Peggy Chen
- Daisy Heung
- Mary Stefanidis

Special thanks to our community supporters (\$1000 +)

- The Atelier Collective
- Elana Chan
- Kevin Cootauco
- Lisa Kimmel
- Stephen Mansfield
- Jacqueline Naish
- Sol Orwell
- Ben Train
- OMERS
- 6(ix) Cycle
- Mecca Cosmetics
- Rogers
- Deloitte
- Enterprise Holdings
- Google





SOCIAL MEDIA

-  @Girls.20
-  @Girls20
-  @Girls20
-  @Girls20

Email: info@girls20.org

Website: www.girls20.org