

20 20

THE
G(IRLS)20
ANNUAL
REPORT



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MESSAGE FROM THE CEO & BOARD CHAIR

Though an undoubtedly challenging year, 2020 demonstrated that the G(irls)20 community can come together to learn, thrive, and grow in difficult circumstances.

We were grateful to host our Girls on Boards' Leadership Forum in-person in early March, bringing over 200 young women together from across Canada to learn about negotiations, governance, and other key leadership topics. Following the Forum, our Girls on Boards participants were placed on boards across Canada to bring fresh perspectives and critical skills to important decision-making spaces.

Shortly after hosting our Leadership Forum, the global pandemic would put lockdowns in place around the world and require us to shift our programming to an online space. To determine how to best serve the young women of our community, we spent time listening and observing how they were being impacted by the pandemic, and in response, designed and delivered several webinar series throughout the year to support them through the challenges they were experiencing.

As the date of the Global Summit approached, and knowing an in-person Summit was no longer possible, we adapted our program and ran our first ever virtual Global Summit. The virtual nature of the event allowed us to bring together over 900 young women from around the world – making it our largest Global Summit to date.

Throughout the rest of the year, the G(irls)20 team focused on advocating in spaces of power for better inclusion of young women. To support our advocacy efforts, we published three separate reports: 1) Rising Women: the NewNow and G(irls)20's Global Report on Young Women in Leadership (May), 2) Leading Together: Young Women Collectively Building Power in Canada (May), and 3) Building Back Better for Women: Young Women (September). With this original research, we published numerous op-eds, participated in government and civil society roundtables, created social media thought-pieces, and worked with policy experts to ensure young women were included in pandemic response measures.

With these incredible efforts, we entered 2021 in a strong position to grow our programs, increase our impact, and reach more young women around the world. This would not have been possible without tremendous support from our community of program participants, donors, mentors, and partners. Thank you – without you, we wouldn't be where we are today.

Sincerely,

Dr. Rumeet Billan, Chair

Heather Barnabe, CEO



ABOUT G(IRLS)20

OUR WHY

Globally, women make up 49.6% of the population, yet across various decision-making spaces, there is a stark lack of representation.



In 2020, only 3 of the 28 heads of member and non-member bodies at the G20 were women: Ursula von der Leyen, Angela Merkel and Simonetta Sommaruga.



Only 25.5% of parliamentary seats in the world are held by women, with less than 2% held by women under 30.



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

HOW WE WORK TO SOLVE THE PROBLEM

G(irls)20 advocates 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.

Global Summit: Each year, G(irls)20 brings together young women leaders from around the world for a week of leadership training, advocacy and networking. Delegates develop skills and engage in discussions to address the ongoing gaps in women and girls' economic opportunities – and to put forward recommendations to the world's leaders at the G20 Summit.

Girls on Boards: Girls on Boards tackles the challenge of women's underrepresentation on boards, by placing experienced emerging leaders from diverse backgrounds at the board table. By developing a talent pool while simultaneously supporting boards to challenge the status quo and diversify directorship, Girls on Boards is building a new generation of decision-makers.

G(irls)20 is proactive in creating a community space that allows different actors in our community to connect and build skills together. In addition, through our various forms of advocacy, we work to ensure that all decision-making spaces are seen as incomplete without young women's meaningful participation.

G(irls)20's programs and operations are participant-informed and use an intersectional lens to provide meaningful training to the next generation of young women leaders, and to place them at the heart of powerful, global decision-making spaces.

It is through these programs that we are working to resolve the problem of under-representation of young women in decision-making spaces.



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.

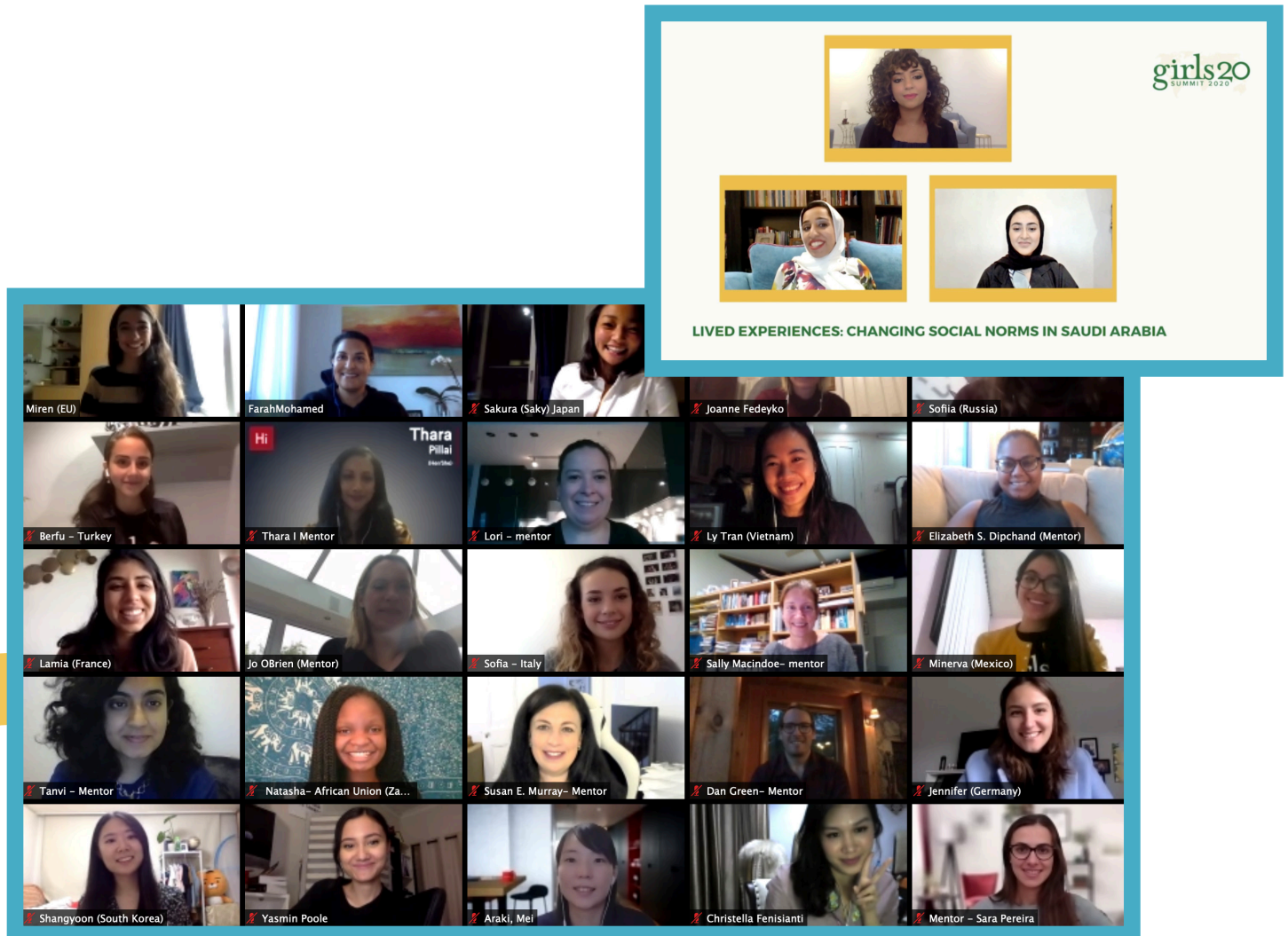
THE GLOBAL SUMMIT

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.

Designing a Virtual Summit:

When COVID-19 sent everyone home, G(irls)20 launched a series of consultations with Ambassadors, partners, and newly selected delegates to determine how to continue our annual Summit. The result was the first-ever G(irls)20 Virtual Summit.

In October, Delegates met online for an interactive week of virtual training, workshops and networking. Following this week, the delegates were joined by almost 1000 attendees and industry professionals at the one-day Global Summit public event.



Programming:



Mastering Essential skills

- Identifying Leadership Styles, by Carolann Edwards, Workplace Psychology
- Navigating Imposter Syndrome by Jhanelle Peters, Registered Psychotherapist (Qualifying), MA, BSc
- Mental Health Support from Dr Prabhleen Sandhu, Registered Psychologist



Building Technical skills

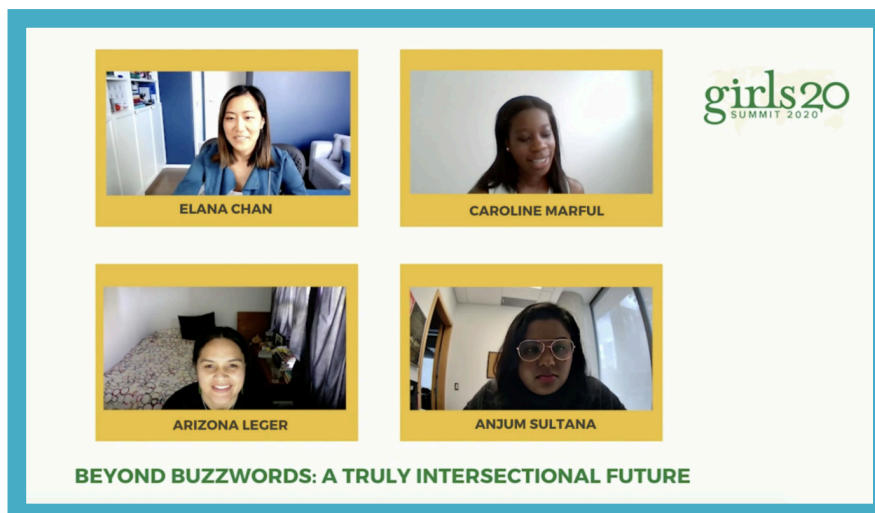
- Coaching for Leaders by Bain & Co.
- Answer First Methodology by Bain & Co.
- Navigating negotiations by Insight Partners
- Branding and Media Training by Edelman
- Fundraising & Social Entrepreneurship by G(irls)20



Networking and mentorship at the Pitch Perfect Expo where Delegates pitch their Social Impact Initiatives to mentors in various sectors.



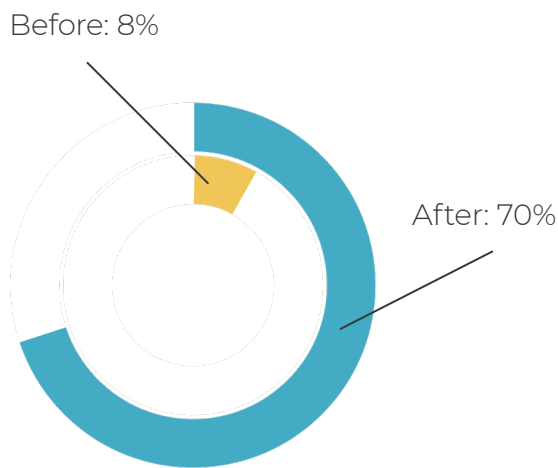
Influencing decision-making spaces in partnerships with the Women-20 (W20) Summit. G(irls)20 Delegates worked with W20 and Accenture to publish [Building Back Better for Women: Young Women](#) – a guide for policy-makers at the G20.



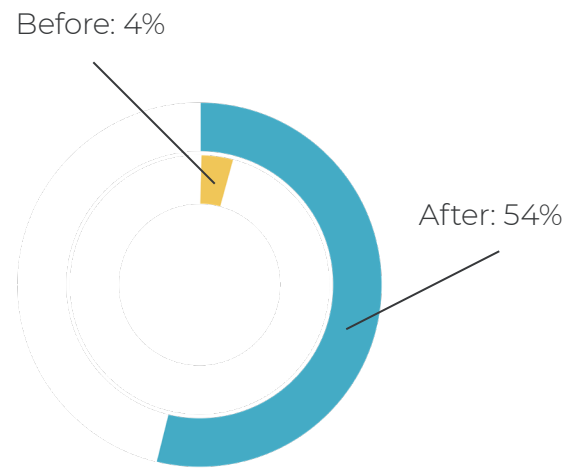
In October, G(irls)20 Delegates published their Communiqué and launched a campaign to influence G20 Leaders to recognize and address the needs of girls and women. Delegates met with governments of Saudi Arabia, France, Russia, Germany, Brazil, Italy, Canada, and held a special consultation with UN Women.

How Delegates were impacted:

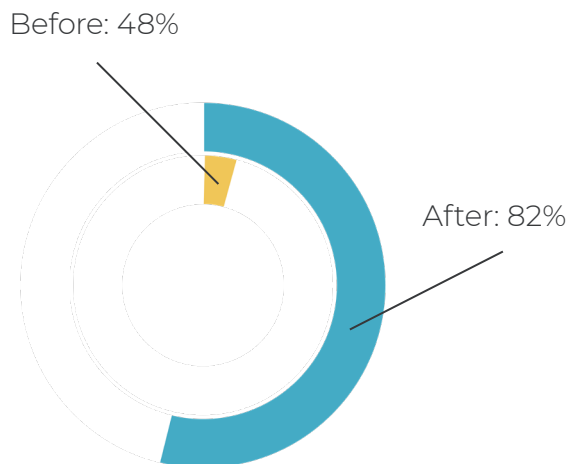
Preceding their participation in the Summit trainings and symposium, we asked Delegates to identify how confident they were in certain areas of their lives. After the Summit, we asked them again to evaluate if their responses had changed. This is what we found:



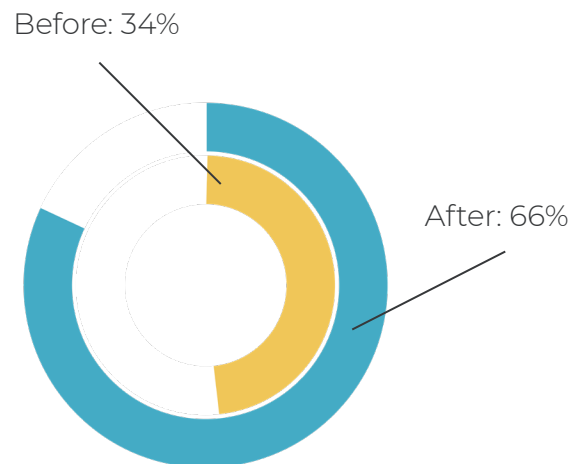
Confidence in policy writing



Confidence in media training



Confidence in reaching their professional goals as a young leader



Confidence in pitching themselves and their ideas

Testimonials

“Every workshop was so inspiring and energizing. Besides from that I would have never imagined I could earn so much from these workshops. Mind blowing.”

“The diversity of workshops, the focus on mental health, the session with all delegates and the real discussions that we were able to have.”

“The Summit week was very life-transforming.”

Our Approach to Equity and Evaluation: Global Summit

In 2020, we committed to implementing immediate changes to our equity and evaluation processes as they affected our Delegates. These changes included:



Removing any technological barriers, such as access to reliable internet, data and a laptop by providing stipends and technical hardware.



Hiring mental health professionals for one-hour, one-on-one support calls and a group training.



Starting to address the notion that knowing English fluency is a privilege and unpacking the South-North divide.

Global Summit Sponsors:

BAIN & COMPANY 



 **AIR CANADA**

D2L



GIRLS ON BOARDS

Girls on Boards is putting forward a new vision for governance in Canada.

By placing experienced emerging leaders from diverse backgrounds at the board table, we are building a new generation of decision-makers.

In 2020, Girls on Boards welcomed its fourth cohort of Young Directors. While much of the program took place virtually, we were happy to report that for the first time in the program's history, Girls on Boards achieved a 100% placement rate of Young Directors to non-profit boards! Some of the new boards who joined in 2020 include: CARE Canada, Toronto Fringe Festival, the Elizabeth Fry Society-Ottawa chapter, and more!

Programming:



Mastering Essential skills

- Navigating negotiations by Insight Partners
- Navigating Microaggressions and Tokenism in partnership with Ally Squared



Building Technical skills

- Governance Fundamentals
- Financial Fundamentals
- Fundraising Fundamentals
- Conducting Gender-Based+ Analysis



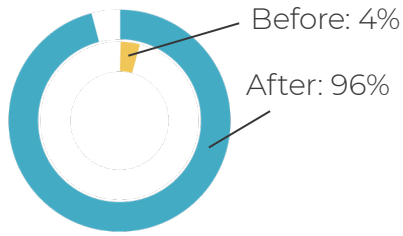
Networking and mentorship through one-on-one coaching with senior leaders in the non-profit and community sector.



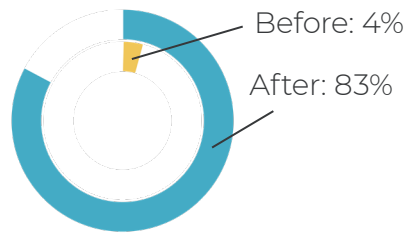
Influencing decision-making spaces as a board director in a one-year board position on a Canadian non-profit governance board.

How participating Young Directors were impacted

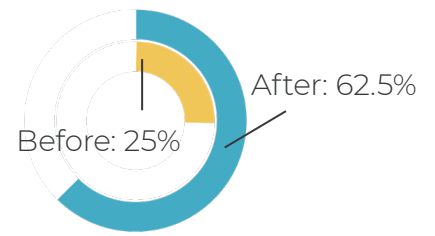
Young Directors reported high knowledge levels:



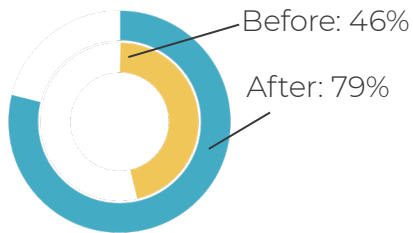
Board Essentials



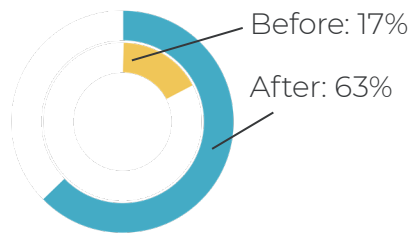
Legal Roles and Responsibilities of Boards



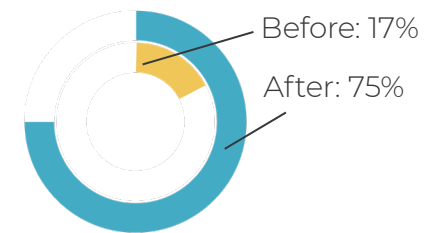
Board finances



Strategic planning

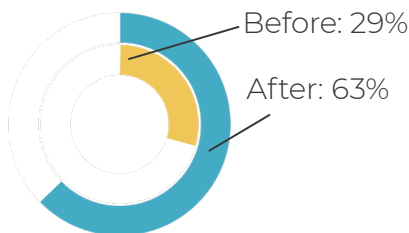


Risk Management

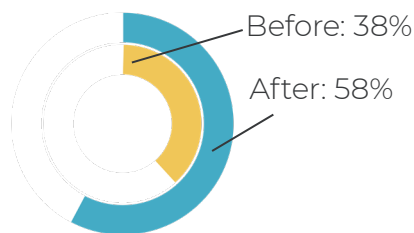


Resource development

Young Directors reported being highly confident in:



Being deserving of a board director position



Calling themselves a leader

Testimonials

"I really appreciated having the space to connect with women leaders of such diverse experiences and skills to come together around the common mission of upping our own confidence to participate in decision-making spaces. It was very clear that great care was taken to make this experience a holistic one."
- Young Director, Cohort 4

"This program was life-changing for me. I would highly encourage anyone who is interested to apply and join this. Because it provides a new lens into leadership. It also provides training that not only makes you better suited to take a position on the board, but it also leaves you with amazing ways to grow as an individual in a complex society."
- Young Director, Cohort 4

Coaches and Participating Boards

Girls on Boards relies on volunteer coaches and non-profit governance boards to bring the program to life.

Boards

Participating boards are non-profit organizations that are committed to advancing equity. Participating boards provide a warm welcome to the Young Director to serve for a minimum term of one-year and make available a current board director to serve as a mentor to the incoming Young Director.

What we learned:

79% of board mentors reported high growth in the Young Director’s overall knowledge levels on board governance

64% of board mentors reported high growth in the Young Director’s overall confidence level relating to board governance

“I can’t thanks G(irls)20 enough for connecting us with our Young Director. It is not always easy to recruit new board members and this year we needed all the help we could get. Our Young Director came to the opportunity with energy and enthusiasm. Their perspective and great ideas have helped to push our work forward and challenge key assumptions. I’m so glad our young director has decided to stay on our board and I am grateful to G(irls)20 for connecting us.”



Coaches

Coaches are established professionals who bring governance and mentoring experience, who work with a Young Director toward professional goals.

"This has been an exceptionally positive experience and has led me to initiate the process to bring a Young Director onto another board I chair. I also have been so impressed that I promote this program within my network. It is an excellent program that will help lead to meaningful change."



Our Approach to Equity and Evaluation: Girls on Boards

In 2020, we committed to implementing immediate changes to our programming for the Young Directors. These changes included:

- Providing greater resources and strategies for navigating microaggressions and tokenism on boards which included the workshop and resource developed in partnership with Ally Squared.
- Providing space for Black program participants to convene and provide Black-centered mental health resources.
- Vetting boards and coaches for an inclusive approach to equity
- Training board mentors and coaches about the power dynamics and related barriers young women face when entering boardrooms.

Girls on Boards Sponsors



KEY PROGRAM LEARNINGS

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

GLOBAL SUMMIT

THE FEEDBACK	THE CHANGE
Provide a mental health professional to facilitate workshop on Imposter Syndrome, specifically addressing English and Global North privileges	Provided individualized mental health check-ins for every Delegate.
Ensure Imposter Syndrome workshop includes an established Black woman's experience	Hired a Black, mental health professional to lead Imposter Syndrome workshop.





GIRLS ON BOARDS

THE FEEDBACK	THE CHANGE
<p>Greater resources on microaggressions and tokenism on boards is needed.</p>	<p>Developed workshop: Navigating Tokenism and Microaggressions.</p> <p>In collaboration with Ally Squared, produced a guidebook specifically addressing microaggressions for Young Directors in the Girls on Boards program</p>
<p>Provide space and resources for Black Young Directors.</p>	<p>Community Call with Black program participants.</p> <p>Instagram Live on Mental Health for Black Young Leaders</p> <p>Created an ongoing list of mental health resources for our BIWOC participants.</p>
<p>Deeper governance workshops needed.</p>	<p>Brought the Game-changing Governance workshop in-house.</p> <p>Added a “Mock Boardrooms” workshop.</p>

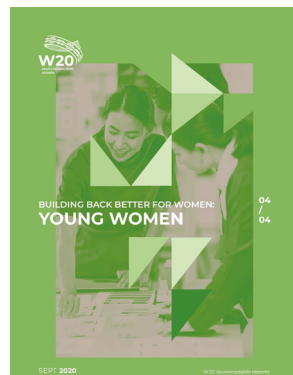


ADVOCATING GLOBALLY FOR YOUNG WOMEN

Throughout the year, G(irls)20 participated in decision-making spaces and grassroots campaigns to ensure young women were not left out of policy spaces and COVID-19 recovery strategies.

Some of this work included:

G(irls)20s Research



G(irls)20 advised for the:



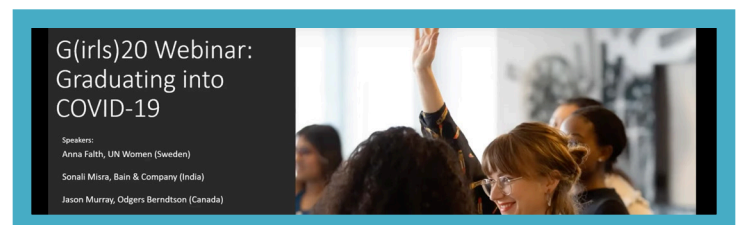
G20 Campaign

Our G(irls)20 Communiqué garnered 41,000 views from over 50 countries!



Leadings in Times of Change

As we shifted to our online reality, G(irls)20 hosted a summer series to spotlight the tangible challenges facing leaders during unprecedented times. From disrupted governance to the future of work, this series provided valuable takeaways for the young women leaders in the G(irls)20 community. View the series on our [YouTube channel](#).



Community Events

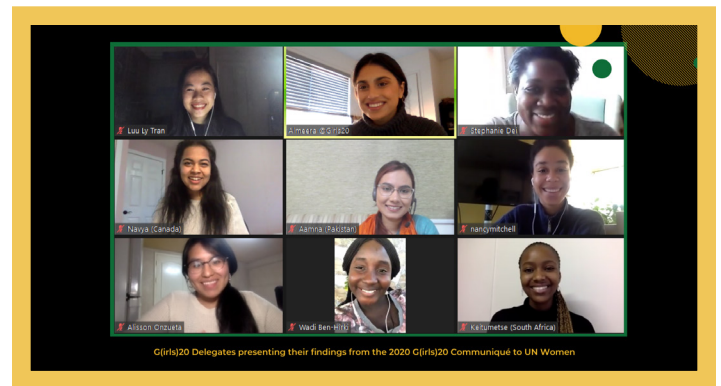
Leadership Forum

On March 8th, we marked International Women’s Day by hosting a 300-person event in Toronto. Attendees built knowledge and skills around “re-imagining the table” toward inclusion of young women’s voices in decision-making spaces. With headline speakers Larissa Crawford, Rayne Fisher-Quan, Gabrielle Fayant and Nadia Theodore, participants learned about what it takes to fight for their right to sit at the table and to expand it so more young women can be heard there.



Global Summit

In advance of the G20, almost 1000 young women from around the world logged on to join us at the first ever virtual Global Summit! With Keynote Speaker Opal Tometti, co-founder of the Black Lives Matter movement and emcee duo Ain’t Afraid, this memorable day brought the audience new skills, ideas and networks to continue advancing gender equality in 50+ countries!



G(irls)20 in the Media

Leadership Forum

- 👉 [How She Hustles + SheDoesTheCity’s top picks for International Women’s Day events around the GTA](#)
- 👉 [5 Toronto events celebrating International Women’s Day](#)
- 👉 [This is what next-gen success looks like](#)
- 👉 [What does success look like to the women leaders of the future?](#)

International Women’s Day

- 👉 [OCanada](#)
- 👉 [The Star](#)
- 👉 [She Does The City](#)

Global Summit

- 👉 [Saudi Gazette](#)
- 👉 [Reunion Nais Du Monde](#)

Awards

- 👉 [Roy MacLaren Humanitarian Award](#)

STATEMENT OF FINANCIAL POSITION

As of December 31, 2020

	2020	2019
Assets: Current		
Cash	447,340	357,013
HST recoverable	13,968	20,216
Prepaid expenses and deposits	1,253	2,185
Capital assets	508,188	379,414
	2,719	3,799
	510,907	383,213
Liabilities: Current		
Accounts payable and accrued liabilities	10,687	42,613
Deferred contributions	210,745	151,559
	221,430	194,172
Net assets	289,477	189,041
	510,907	383,213
Contributions	635,110	744,550
Expenses		
Amortization	1,080	808
Communications	28,057	35,723
Fundraising and partnerships	43,785	57,862
Office and general	122,949	92,470
Programming	263,219	271,775
Summit	73,504	238,180
Website	2,079	6,495
	534,573	703,313
Excess of revenue over expenses (expenses over revenue) for the year	100,437	41,237
Net assets, beginning of year	189,040	147,804
Net assets, end of year	289,477	189,041



DONOR AND SPONSOR ACKNOWLEDGEMENT

Board of Directors

- Carrie Kirkman, Chair
- Elizabeth Dipchand, Secretary
- Michael Geddes, Treasurer
- Dr. Rumeet Billan
- Suzanne de Lint
- Peter Donolo
- Tanvi Girotra
- Robin Holloway
- 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

- Mary Stefanidis, Chair
- Peggy Chen
- Daisy Heung

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

- Suzanne de Lint
- Carrie Kirkman
- Vohler-Miller Foundation
- Savoy Pitfield Foundation
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- Elana Chan
- Gee Beauty
- Michael Geddes
- Isabella Rossi
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- Wendy Reed
- Canadian Textiles Company

G(irls)20 programming would not be possible without the support of our valued sponsors.



Canada

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AIR CANADA

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ROGERS

MECCA



2020 Girls on Boards' participating boards and board mentors!

Canada Mathare Education Trust (Heather Arnold)

Canada's Ballet Jorgen (Helene Vukovitch)

Canadian Club of Calgary (Jermyn Voon)

Canadian Parks and Wilderness Society, Ottawa Valley Chapter (Jane Maxwell, Brian Roadhouse, Betty Roadhouse, Deborah Herbert)

Canadian Women's Foundation (Kristin Blakely)

CARE Canada (Catherine Clark)

Centre for Addictions and Mental Health (Adelina Urbanski)

Charlie's FreeWheels Youth Education Society (Hilary Best)

Community Options: A Society for Children and Families (Helen Flores)

Ecology Ottawa (Elizabeth Bernstein)

Elizabeth Fry Society of Ottawa (Sarah Tait)

Iroquoia Bruce Trail Club (Gloria Pennycook)

LakeCity Works (Jennifer Ashton)

Multicultural Association of Fredericton Inc. (Donna Gordon)

Newcomer Women's Services (Juneeja Varghese, Thulasi Thedchanamoorthy, Michelle Connolly)

Ontario Association of College and University Housing Officers (Valerie Bruce)

Pulsar Collective (Cassidy Swanston)

RESULTS-RESULTATS Canada (Clarecia Christie)

Rose of Sharon-Services for Young Mothers (Susan LaRosa)

Sandy Hill Community Health Centre (Aynsley Morris)

Start Proud (Caroline Tutakiewicz)

The Dance Current (Terry Jenkins-Bricel)

The Fringe of Toronto Theatre Festival (Nancy Madonik)

Vecova Centre for All Abilities (Robert McKercher)

Voice Found (Stacey Kirkpatrick)

2020 Girls on Boards' volunteer coaches:

Alison Hierons

Amy Bartlett

Anastasia Gaisenok

Aynsley Morris

Carolyn Picard

Carrie Aloussis

Dana Sciuto

Durel Allen

Elizabeth Dipchand

Gillian Hynes

Greta Cusworth

Gulzar Ladhani

Jennifer Brown

Katherine Vanderbeg

Katie Halsall

Katlin Davey

Kelly Ouimet

Kirsten Eastwood

Lauren Ledwell

Laurene Opoku

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Margie Parikh

Maria Habanikova

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Susan Murray

WE THANK YOU FOR YOUR CONTINUED SUPPORT!



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