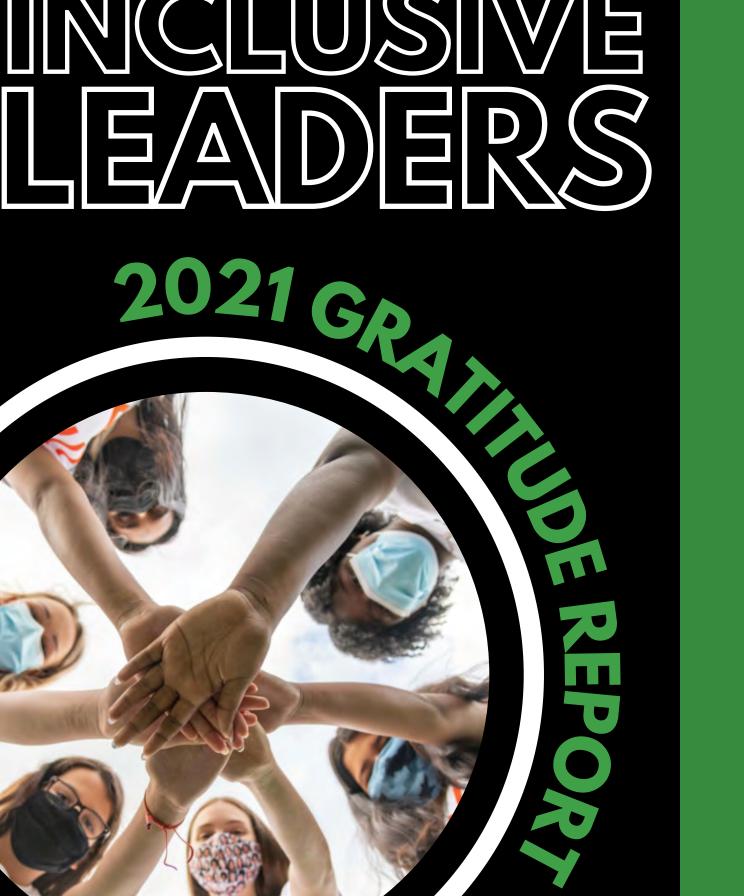
# BUILDING





# Community,

She is a fierce girl of color who was on a steady track until her dad died from COVID-19. She had to take on a second job and her anxiety started to take over. Her mentor was there to listen – and it helped. She is now thriving as a high school senior, already accepted into three colleges.

She is a Muslim first-generation college student. Afraid to raise her voice because women in her culture aren't supposed to be heard. Her mentor encouraged her to journal and explore the cultural differences that made her uncomfortable. She wrote and wrote and wrote and was awarded a full-ride college scholarship for her essay.

She is a brilliant girl from an orthodox Jewish community, where no girl had ever exceeded eighth grade. Her mentor found her a tutor to pass her GED and college entrance exams. She now has four full-time finance career offers in hand upon her graduation in May.

These are but a few of the extraordinary LiveGirl stories. These brilliant, fierce girls all have the power inside of them, but they need equity, support, and access to thrive. They need an inclusive community free of bias, stereotypes, and discrimination. Last year, these girls - along with 2,036 others - found that at LiveGirl and rose.

As we take a breath and emerge from the pandemic, we must take stock of where we are today. The pandemic has heightened the mental health crisis among young people, especially girls. A staggering 70% of females report experiencing mental health concerns. To combat this reality, we have strengthened our focus on mental health. The very nature of what we do, fostering connections and building self-esteem, facilitates positive mental health. Additionally, we have partnered with Silver Hill Hospital to provide mental health training to all of our mentors and provide free 1:1 mentoring through SHE CARES.

We have also increased our focus on career readiness through SHE WORKS, because we are determined to disrupt the sexism and racism inherent in networking and hiring. This program provides innovative career-readiness training and access to paid internships. We are equipping young women to lead in the workplace.

For this and more, in 2021 we were recognized on national stages for our innovative leadership development and mentoring programming. We were featured in *The New York Times*, at the Yale Women's Leadership Launch, and at the National Association of Girls' Schools Conference. But our biggest reward is seeing our girls matriculate to college and receive full-time job offers! This is how we will close the female leadership gap.

We are poised to continue growing our reach and impact in 2022. Together, we can build an equal, inclusive future; one that gives all girls the skills, mentors, and access to thrive.

In Gratitude.

Sheri West

Founder & Chief LiveGirl

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OUR IMPACT OUR LEADERSHIP

OUR DREAM



# BUILDING AN EQUAL, INCLUSIVE FUTURE LEADERSHIP | MENTORING | SISTERHOOD | CAREER READINESS

Founded in 2014, LiveGirl, Inc. is a Connecticut-based nonprofit organization that builds confident, inclusive leaders. Our mission is to prepare the next generation of diverse, brave female leaders with the skills, community, and connections so that ALL girls may thrive and make a positive impact on the world. Our vision is to contribute to a world free from both gender and racial inequality.

#### **PROBLEM**

### **LIVEGIRL SOLUTION**

External systemic barriers (gender norms, discrimination, gender gap) hold women and girls back.

Advocate loudly on behalf of all girls. Drive policies and practices that open doors to girls and ensure equality. Debunk stereotypes & provide visibility to diverse, nontraditional female role models.

Internal barriers ("confidence crisis") hold girls back. Confidence in girls plummets during middle school and never recovers.

Provide free evidence-based leadership development that builds self-esteem, social emotional intelligence, empathy, agency/advocacy, and college/career readiness. Provide roadmap for girls to grow from middle school ("lead self") to high school ("lead others") to college ("lead in the workforce").

The pandemic has disproportionately and negatively impacted girls' mental health. Only 4% of teen girls will talk to a parent, teacher, or counselor when feeling sad, anxious, or depressed.

Provide free 1:1 mentoring and equip diverse mentors with mental health training.

Racism and sexism permeate all aspects of career-readiness processes (from networking to hiring). 91% of college students attain internships through connections.

Equip young women with career-readiness skills and provide access to paid internships at companies that demonstrate female leadership.

Girls of color are ready to lead but disproportionately impacted by all of the above.

Center organizational lens and solutions-making on girls of color and provide diverse representation through Board, staff, mentors and role models.

# **OUR IMPACT**



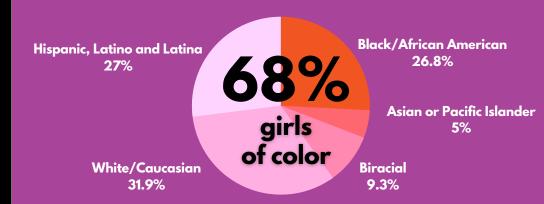
### What makes us different?

- Innovative and impactful leadership development
- Girls/women of color at the center of solutions
- Focus on inclusive leadership, helping girls build bridges to people whose lives are different from their own

girls served in 2021

2,036 12,000+

girls reached since 2014



# OUR IMPACT



# MIDDLE SCHOOL

# CONFIDENCE CLUB

The pandemic has heightened the mental health crisis among young people, especially girls.

Confidence Clubs meet weekly with a Professional Mentor. The curriculum-based program provides girls with a positive adult role model and creates a BRAVE space for girls to develop self-esteem, social emotional intelligence, and empathy, the building blocks of a confident, inclusive leader.

#### **30+ PARTNERS INCLUDE:**

Boys & Girls Clubs of Connecticut, CT public schools and libraries, Carver Center, The Connecticut Institute for Refugees and Immigrants, Toquet Teen Hall, Trackside Teen Center, and other youth organizations.

"What I liked best about the Confidence Club program was that we are able to share freely and express our feelings. At school, I can't share without being judged. At Confidence Club, everyone listens."

- Ella, 6th grade







# MIDDLE SCHOOL

### **CAMP LIVEGIRL**

Camp LiveGirl sets a course for girls to become confident, inclusive leaders in a fun, team-based environment. Our evidence-based BRAVE LEADERS ACADEMY provides impactful inclusive leadership development, while our team-based activities, fierce female role models, and STEM designLab inspire!

Now more than ever, the need for girl empowerment and preparing the next generation of female leaders is clear and urgent. Research has shown that girls-only settings promote a greater "can do" attitude, a greater impact on young women's social self-confidence, a more effective environment for personal development, and a more supportive environment to pursue STEM and leadership opportunities.



In partnership with St. Luke's School









# HIGH SCHOOL

### LIVEGIRL LEAGUE

The LiveGirl League is a high school leadership program that creates change agents and leaders ready to make a positive impact in their community. The League's youth-led model encourages every young woman to strengthen her community connections, harness the power of her voice, and work collaboratively with others to make positive change.

Participants learn project management, public speaking, and other leadership skills to fully encapsulate a community impact project, and receive mentoring and networking with professional career women.

30+ LiveGirl League community impact projects including: Clean and Green, Tutor for a Cause, Waterbury Reads,

Branding Who I Am, Ending Period Poverty

In partnership with



"At LiveGirl League, I learned how to network and be able to communicate my ideas with others. I loved spending time with girls whose interests were similar to mine. It also felt really good to make a change in my community."

-Briana, 10th grade







# COLLEGE







### **SHE WORKS**

**Career Readiness & Internship Program** 

SHE WORKS is an accredited equal opportunity internship program with a mission to equip diverse young women with career-readiness skills and connect them with internships at companies that demonstrate female leadership.

SHE WORKS aims to provide internship equality and close the female leadership gap. SHE WORKS interns complete a robust career-readiness training program before completing a 100-hour internship. SHE WORKS provides the education, tools, mentors, and resources that young women need to thrive.

"She Works was my first introduction to the professional world. The training was extremely informative and I was able to walk into my internship with confidence. LiveGirl matched me with an amazing internship and gave me the skills and support to succeed! Thank you LiveGirl!!"

- Tyanna, Summer 2021 Cohort









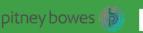


EMPLOYER PARTNERS INCLUDE:













# **MENTORING**

During adolescence, teens replace parents with peers as their key influencers. During this time, it's especially important that girls have trusted adults as mentors.



80% of teen girls feel more lonely and isolated and suicide attempts have risen by 51% during the pandemic. (ROX and CDC)

- **SHE CARES**
- **Grades 5-College | Free of Charge | Virtual**
- Support growth Open doors

  - Serve as a trusted ally
  - Can help set goals
  - Offer encouragement
  - Make connections

SHE CARES provides one-on-one mentoring with professional mentors where girls and young women can speak freely and express her feelings about the pandemic, missed connections, friend stress, school pressure, and any other confidence issues.

### **TOPICS CAN INCLUDE:**

Social/Emotional Guidance

Career Exploration Time Management Networking Resume Writing

**Pandemic Feelings** 

Self-Esteem Friendship Stress School Pressure Career & School Guidance

# **ADVOCACY**



Led conversations on social justice, climate justice, gender norms, gender gap, inclusive leadership and more



Advocated with the Connecticut Collective for Women and Girls to pass the CROWN Act



Provided resources and awareness of toxic social media; Hosted community workshops with social media experts following WSJ expose, "Facebook Knows Instagram Is Toxic for Teen Girls, Company Documents Show"



Confident podcast interviews included Harvard's Colleen Ammerman on the gender gap





Encouraged girls to be
"Unapologetically Ambitious" with Shellye Archambeau,
Silicon Valley's first Black
Female CEO



Hosted a Social Justice book group



Launched 30 LiveGirl League community impact projects, including Clean and Green, Tutor for a Cause, Waterbury Reads, Branding Who I Am, Ending Period Poverty



Taught advocacy skills through "So you want to be an activist" course

# 2021 IMPACT SCHOLARS



#### RANEASE BROWN, Cincinnati Music Conservatory '25 — Rose Fish **Legacy Scholar**

Ranease has been involved in LiveGirl since 2015. She has truly found her voice and grown into an authentic and confident leader. She has been a high school mentor, summer camp counselor, and senior fellow. She shares her contagious joy and her powerful "just-been-there" mentoring. Through her scholar essay, Ranease shared how LiveGirl helped her learn self-love. She wrote, "I am (now) proud to say that I am a confident, Black, Christian, educated, and beautiful girl from the inside out who has had to push through a lot to get where I am."



#### NEYA KRISHNAN, Tufts University '25 — Passion for Action Scholar

Neya has truly gone above and beyond to contribute her talents to the LiveGirl community. She gifts us with her original poetry, serves as a mentor, a camp counselor, and an intern. She is a young women who is straightforward, kind, passionate, and creative. Through her work, you can see her finding ways to impact and influence the communities around her for the better. Neya has organized numerous community efforts that support life-changing impacts across the world, including: fundraising to sell Kenyan-inspired Rafiki bracelets, partnering with Letters2Strangers to destigmatize mental health and increase access to affordable care and she is currently leading a tree-planting initiative with the non-profit "Tree Plenish".



#### JORDAN MALLIS, UCONN '25 — Livewell Impact Scholar

Since joining LiveGirl in 2018, Jordan has always been first to volunteer to help and attend LiveGirl programs. Jordan served as a high school mentor at our leadership summits and at Confidence Club. She has been on our Leadership Council since it has been founded, has done our LiveGirl League program twice, and just finished her second year as a LiveGirl senior fellow. On top of all of this and her school work, Jordan also brought one of her projects to life: The Skid Project promotes recycling and upcycling old compact discs to decrease their presence in landfills.

# IMPACT INTERVIEWS

### **BREANA CHERY** AITE '22 STAMFORD, CT

What have you learned that you will use in the future?

> What is your favorite memory at

> > LiveGirl?

I've learned many things from the LiveGirl league but I think the biggest thing was that it's not what you give back to your community, it's the how and why. You want to give back in a way that reflects your character and passion.

My favorite memory at LiveGirl was when I was a camp counselor and we were having a discussion about natural hair and the negative stigmas associated with it. While people spoke of their experiences, everyone listened diligently and showed that we were heard. Receiving the comfort and affirmation from the camp director Alison helped me recognize the beauty of my crown that I was taught to hate.

My father passed to Covid in 2020 and it was an unexpected change that I had no idea how to adjust to. LiveGirl League was a community that taught me how give back in a way that was unique to myself and own experience. Through their support, I was able to begin this group and heal while also helping others heal.



### **KIRAN JAGTIANI RUTGERS UNIVERSITY '22**

What is something you accomplished at LiveGirl that you are proud of?

My biggest accomplishment at LiveGirl was developing my professional skills. When I first joined the organization as an intern in 2019, I was not confident in my abilities to obtain an internship as I am a woman of color studying finance; over the years, many people discouraged me, claiming that finance was an industry for men, particularly white men. However, after working with LiveGirl and being mentored by Sheri West, I was able to grow my career exactly how I planned. I taught myself how to network, obtained several internships & full-time offers over the past two years, and was able to intern in finance at Verizon and JP Morgan & Chase, while also securing a full-time position at Bloomberg LP in equity research post-graduation (2022), something I told myself was "impossible" during my freshman year.

As a woman of color in the Northeast, I never realized how my diverse background inherently affected my own self-confidence. I wish I had discovered LiveGirl sooner as I strongly believe it would've had a tremendous positive impact on my high school experience.



# OUR BOARD OF DIRECTORS



Ms. Ana Chadwick **Executive Vice President and** Chief Financial Officer at Pitney **Bowes** 



Ms. Jennifer B. Ezring Corporate Partner, Cahill Gordon & Reindel LLP



Ms. Melika Forbes General Counsel, Achievement First Public Charter Schools



Ms. Dawn Kurth Parent Advocate, Founder & CEO, No Kidding Nutrition



Ms. Nicole Lindsay Chief Operating Officer, **Mastercard Center** for Inclusive Growth



Ms. Laura Magnotta Unit Director, Wakeman Boys & Girls Club



Ms. Amy Rochlin Interim Chief Operations Officer, Metrodora Institute



Dr. Vida Samuel Assistant Professor in Residence, University of Connecticut - Stamford



Ms. Kellie Taylor Student Advocate **Housatonic Community** College '22



Mr. Brian West **Executive Vice President And** Chief Financial Officer, Boeing



Ms. Sheri West Founder, CEO & Chairperson, LiveGirl

# OUR ADVISORY COUNCIL



**Anne Buehl** Founding Partner, Rocaton Investment Advisors, Chair of the Advisory Council at Brown University's Pembroke Center for Teaching & Research on Women



Indira Desai Christie
Founder and CEO of Ripa Wear Inc.,
Business Executive, Strategic Consultant



Fran Hauser Startup Investor, Keynote Speaker, and Bestselling Author of "The Myth of the Nice Girl" and "Embrace the Work, Love Your Career"



**Shaz Kahng** Former CEO, Author, and Board Member at GoPro



**Brooke Major- Reid** Chief Capital Officer at Affirm and Board Member at Anaplan



**Carol Morley** Founder & CEO at The Imprint Group (executive leadership coaching)



Simone E. Morris Inclusive Leadership Expert, Career Coach and CEO, Simone Morris Enterprises LLC



Joelle A. Murchison Founder & Principal, ExecMommyGroup (EMG) (Diversity & Inclusion Expert)



**Amy Weisman** Managing Director, Sterling Investment Partners I Forbes 50 Women over 50

### **OUR STAFF**



#### **SHERI WEST**

Founder/CEO/Executive Director

MA Leadership Development Former Management Executive 25+ years of Corporate and Leadership **Development Experience** 



#### **SHAMARE HOLMES**

**Program Director** 

BA in Mass Communications with a concentration in Public Relations MA in Public Administration from the University of New Haven



**ALISON WALLER** 

**Director of Learning** MA Women's History MA Education '23 Certified Sexual Assault Crisis Advocate & Yoga Teacher



**AMANDA DE LAUZON** Marketing & Engagement Leader **BA** in Advertising MA in Strategic Communications



#### **KEY CONTRIBUTORS**

**BRIANA RUFFIN | SHE WORKS** PROGRAM MANAGER **LANEY LLOYD** | Photographer **MEG SCHUTTE** | Copywriter **JESSICA WEAVER | Research Associate** 

#### **RATASHA SMITH**

**Development Consultant and Grant Writer** 





See website for information on our college interns, senior fellows, Leadership Council, **Alumni Advisory Board.** 

# **OUR HEADLINES:**

#### THOUGHT LEADERSHIP & RECOGNITION ON A NATIONAL STAGE

### The New Hork Times March 5, 2021

LiveGirl was honored to be featured in the **New York Times** for International Women's Day. In a write-up urging readers to thoughtfully invest in women's causes that make a difference, this article featured key members of the LiveGirl community, and illustrated the importance of uniting around the creative and impactful work that is being done to build an equal, inclusive future.

"You've got to fund the world you want to see."

- Sheri West, Founder & CEO

#### "Here's How to Give to Women's Causes"

by Paul Sullivan



### ctpost.com January 21, 2021

Written by Juanita James, President and CEO of Fairfield County's Community Foundation - LiveGirl was featured by **CTPost** as a top Connecticut nonprofit to invest in due to its creative and thoughtful innovation of virtual and remote opportunities provided to the community amid the pandemic.

"'So much need:' Charity CEO offers 10 ways to help those struggling with COVID-19 pandemic"

by Juanita James



### Yale University February 27, 2021

LiveGirl Founder & CEO Sheri West delivered the keynote address, "Becoming An Inclusive Leader," at Yale's Young Women's Leadership Launch conference. Another example of how LiveGirl is being recognized as an expert in girls leadership.

#### Yale's Young Women's Leadership Launch



CONNECTICUT ASSOCIATION OF BOARDS OF EDUCATION

March 2021

LiveGIrl Founder & CEO Sheri West provided thought leadership in the Connecticut Association of Boards of Education's "The Journal" to share how girls and women (especially women and girls of color) have been disproportionately impacted during the COVID-19 crisis, and how critical it is for state and local leaders to pay attention to the needs of our most vulnerable youth.

"It's Time for Young Women to Rise" by Sheri West



# **OUR HEADLINES**

#### SUMMER CAMP AIMS TO BUILD CONFIDENCE IN YOUNG GIRLS

Today's first guest speaker was professional ballerina and New Canaan native Alexandra Terry.

"So sweet and asked wonderful questions about being one of the only girls of color growing up in New Canaan and my experience as a professional ballerina. I've had so many people help me and mentor me and share words of wisdom along the way. I wanted to be able to pass it down,"



July 6, 2021 via News12TheBronx

[Excerpt] "The New Canaanbased nonprofit LiveGirl has been empowering young girls since 2014.

The students participating in the camp can take advantage of the school's design lab and learn STEM skills as well as confidence-building activities, conferences and other speaking engagements."

### LIVEGIRL SPOTLIGHTED FOR EMPOWERING CONNECTICUT RESIDENTS ON INTERNATIONAL DAY OF THE GIRL

October 9, 2021 via News12CT.com

# International Day of the Girl calls for young women to empower themselves

By **News 12 Staff** | Oct 09, 2021, 6:59pm | Updated on: Oct 10, 2021, 12:38pm





"LiveGirl is working to shift the societal narrative about females. The nonprofit works to build inclusive and confident leaders, and on Saturday they offered the young girls the resources to get involved and make a difference."

**Source: News 12 CT** 

#### **Keynote Speaker:**

### Mari Copeny, "Little Miss Flint" Activist

Mari is a 14-year-old from Flint, Michigan known globally as Little Miss Flint. She first rose to the public spotlight when her letter to President Obama about the water crisis prompted him to visit the city and survey the water crisis himself. That visit ultimately led to him approving \$100 million dollars in relief for the city of Flint.



# 5 YEAR STRATEGIC GOALS



#### **GOAL 1**

Increase reach to girls who need us most. Strengthen leadership development models from grade 5 through college.

#### **GOAL 2**

Deliver innovative skill development, mentorship, and experiences (responsive to environment).

#### GOAL 3

Deepen quality of connection and retention of girls. Strengthen community-based learning.

#### GOAL 4

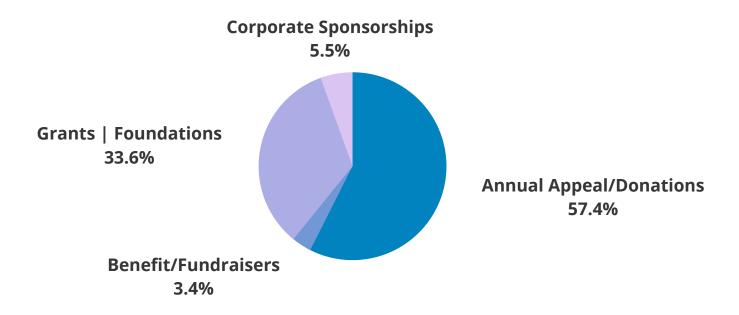
Amplify female voices and be recognized as a best-in-class girls' leadership organization and advocate for equality and inclusion.

#### **GOAL 5**

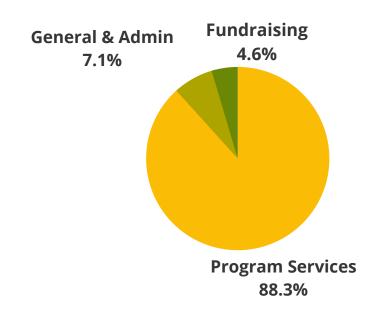
Increase revenue to sustain operational needs and provide transformative opportunities for the LiveGirl Community.

## **FINANCIALS**

### **REVENUE & SUPPORT | \$389,377 | +36%**



### **EXPENSES | \$363,010**



LiveGirl, Inc. is a registered 501(c)(3) nonprofit organization. | Tax ID 81-0872133 Financial statements prepared by Kristen Caron | Taxes prepared by Eisner Advisory Group LLC The books of account and other financial records of LiveGirl are in all respects complete and are maintained in accordance with good business and accounting practices.

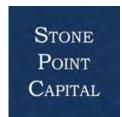
# POWER PARTNERS



















### IN KIND / PRO BONO







POWELL FAMILY FOUNDATION

Thank you for your transformational support!

**CAROL P HELLER FAMILY DIVISION** 

\$30,000 investment focused on career readiness & mental health





Thank you for investing in women & girls.

Your generous donations make our work possible.

### Girl Champions | \$10,000 and above

David and Barbara Calhoun Fairfield County Community Foundation Fund for Women & Girls Fippinger Foundation Jenn and Greg Ezring JPM Private Bank Pitney Bowes

Prospect Hill Foundation Refinitiv Sandy Hill Foundation Stone Point Capital The Powell Family Foundation- Carol Heller Division The West Family

### Girl Advocates | \$5,000 - \$9,999

Amy & Adam Rochlin **Avalonbay Communities** Bankwell Bob and Alicia Wyckoff Connecticut Community Foundation Jennifer and Jack Murphy Junior League of Stamford-Norwalk New Canaan Community Foundation Silver Hill Hospital

### Girl Ambassadors | \$1,000 - \$4,999

Allied World Amy Weisman Ana Chadwick Anne Buehl AXA XL Fatou Niang Henry E. Niles Foundation Jack and Betsy Hellmann Jewish Communal Fund John and Anne-Marie Knight Julia Strayer Marci Bleichmar Ms. Melika Forbes **NC Moms** Neeraj Garg

New Canaan Youth & Family Services Nicole Lindsay Rotary Club of New Canaan Subha Sundaram Suzanne Messina Sybille & Peter Campbell The Corbett Family The Cuminale Family The Kurth Family The Pohle Family The Zoccolillo Family





### Friends | Up to \$999

Alexis Chisolm **Alexis Lors** Alison Waller Amanda de Lauzon Angel and lorraine Mendez April Wennerstrom **Brian Wood** Brittanni Moore Carla Scheele Carol Pasmeg **Cate Bartlett** Catherine Lewis Chelsea Starks Christine Cognetti Cierra Serrano Coral Fish Dana and Stuart Roth

Dane Clarke **Daniel Recinos** Dave and Marlene West Dean and Laura Davis Family

Foundation **Deirdre Stanley** Emilia Batchelor

Foundation for Gender Equality

Fran Hauser **GE** Foundation Geriann Fisher **INDIRA CHRISTIE** Jennifer Damico jessica griffith Jill Bornstein Jim and Rosie Fish John Waller

Joshua Halberstam Kate and Reto Koller Kathryn McManus Katie Waggamon Kellie Taylor Kimolee Cowell Kristi Patterson Kylie Flynn Laura McGeary Lauren Henderson Leslie Iohnson Liz Cassal Lori Marcus Marcia Berry Marie Paredes Marni Amsellem Melinda Jones Meredith Lincoln Micayla Roth Michael Brandon Michelle Riley Molly Rochlin Ms. Alexis Brooks Ms. Laura Magnotta Natasha Allick Nikki Ziner Olivia West Pauline Brody Rachel Foster Ratasha Smith **Robert Curry Robert Perry** 

Sabrina Uva Serena Gillespie **Shamare Holmes** Shanteele Mack Sharon Hardy Shaz Kahng Shona Goldenberg Simone Morris Stephanie de Lauzon Stephanie Roth Tanisha Satawhite Teresa Vergara de Zepeda Terri McKiernan Teylor Uba-oyibo The Addeo Family The Corbett Family The DiMiceli Family The O'Leary Family The Parkhill Family The Santiago Family The Turner Family Tiffani Valentin Victoria Caver Vida Samuel Williemae Brandon

Ryan Tolkin

# RESOURCES

#### "Confident" Podcast

#### goLiveGirl.org/podcast



Whether we're talking about the fear of failure or anything else holding you back, confidence is the key to unleashing your power. Listen to "Confident" with Sheri West, and her fearless daughter, Olivia. The world needs confident, inclusive leaders who embrace diversity to rise up. The time is now. Join us.

**LISTEN NOW** 



### **Advocacy**

#### goLiveGirl.org/advocacy



At LiveGirl, we harness the power of youth by uniting the diverse voices of girls in Connecticut, delivering a state-wide positive impact. As advocates, we meet with legislators and push bills leading to change. We help girls realize the power of their voice and speak up on issues they are passionate about.

### **Equity & Inclusion**

#### goLiveGirl.org/equality



In order to achieve racial justice, we must learn and unlearn. Visit our digital resources page for an extended array of ways to take action, become an ally, and make a difference.

#### **She Cares**

SHE CARES provides one-on-one mentoring with mentors where girls and young women can speak freely and express her feelings.

goLiveGirl.org/shecares

### Try This!

Collection of at-home and on-the-go activity ideas, shareable graphics and resources for girls of all ages to enjoy!

goLiveGirl.org/try-this

LiveGirl 237 Elm Street New Canaan, CT 06840 475.889.3306 info@goLiveGirl.org goLiveGirl.org











