

THE REALITY

The work women leaders are doing **drives better outcomes** for all employees, yet women report that they continue to have a **worse day-to-day experience** at work.

Despite small gains in the pipeline, **women remain underrepresented** across the corporate ladder. Indeed, women of color account for **only 4 percent of C-suite leaders**, a number that hasn't moved significantly in the past three years.

According to the findings, women are also more likely than men to have their **competence questioned** and their **authority undermined**. Women of color and other women with historically marginalized identities are especially likely to face **disrespectful and "othering" behavior that reinforce harmful stereotypes**.

[Source: 2021 Women in the Workplace report](#)

OUR STRATEGY

Girls Inc. Project Accelerate will speed the entry of young women, especially women of color into positions of influence and leadership, particularly in sectors where pay equity and gender disparities are far too prevalent.

We will drive cultural change towards equity in the workplace by partnering with leaders in the corporate and social impact space to reimagine hiring, development, promotion, and retention practices.

We will ensure young women's educational attainment and skill development to position them for professional leadership roles within this transformed working environment.

Project Accelerate will catalyze women's advancement to positions of power and influence, from which they have the means and the opportunity to elevate their status—and their families, neighborhoods, organizations, and communities.

YOUR INVESTMENT



A **GIFT OF \$1M** supports Project Accelerate in ten communities for one year, providing support to over 600 young women in high school and college while advancing our work at the corporate level.



A **GIFT OF \$5M** supports Project Accelerate in 25 communities for two years, considerably extending our geographic reach and supporting over 1,800 young women through two years of high school or college.



A **GIFT OF \$10M** expands the scope of Project Accelerate beyond our original vision, accelerating the timetable to bring the program to the entire Girls Inc. network of 77 affiliates.



STRONG. SMART. BOLD.

An established expert with a proven solution that works, Girls Inc. is positioned to advance the right policy initiatives, structures, and best practices to address the unique challenges that await girls, equipping them with the skills and tools to achieve their goals and take charge of their futures.

Four fundamental supports are universally beneficial to girls and create the conditions for them to overcome systemic societal challenges and become strong leaders:

1. providing mentoring relationships
2. encouraging girls to develop and use their voices
3. promoting positive self-image
4. fostering intellectual confidence.

Our network of 77 affiliates is uniquely poised to provide these supports and vital, real-world connections to young women in high school and college, while working closely with corporations and social service organizations to ensure they find an open path to leadership in the workforce.

To learn more about investing in our work and the young women we support, connect with us.

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For the first time in history, we can state with certainty that our next generation of leaders will be a generation of women leaders—particularly women leaders of color, many of whom will start out at a socioeconomic disadvantage. This means that more girls, and more girls of color, need to be prepared to step into leadership roles, inspired to lead healthy lives, succeed academically, and advocate for themselves and others.

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