WOMEN’S GLOBAL EDUCATION PROJECT 2019 ANNUAL REPORT

our sisters’ journey to LEADERSHIP
Dear friends,

Reflecting on 2019 feels surreal, considering all that has happened in the world since! Looking through our program photos, it is hard not to feel nostalgic for a world where 800 girls, parents, community members and mentors could gather for our Alternative Rite of Passage program to end FGM/C (page 10), or where 250 of our Chicago-based community of supporters could get together at Ndajee to celebrate WGEP’s successes and longtime WGEP advocate and board member, Julie Stagliano (page 13). sans face masks!

Over the past 15 years, I have found strength in the stories of the girls in our program, and their exuberance, resilience, and desire to give back to their communities. This year’s report, Our Sisters’ Journey to Leadership, shares the stories of both the girls we serve and our local partners, and how they have grown into confident changemakers. You will read about Ndeye Fatma, who journeyed from high school student, to Our Sisters Lead program participant to Miss Senegal (page 10) and Dorcas Kinyua, who struggled to get an education, became a WGEP scholar and now pays it forward as a full-time WGEP outreach officer, and role model for other girls striving to get an education (page 11).

This report is also a celebration of our journey from a start-up, all volunteer project at my dining room table reaching 12 girls our first year to serving over 18,000+ women and girls! Today, while our sisters in Senegal and Kenya continue to face a multitude of challenges to their education, we have created a holistic programming model that is successfully helping to overcome these social, economic, and cultural barriers. Girls in our scholarship program continue to return to school, year after year, and maintain a 99.3% retention rate, skyrocketing past, regional and national averages.

I am grateful to our community for your commitment to our mission, and look forward to continuing to work together to ensure a more equitable, prosperous world led by girls.

With gratitude,
Amy Maglio

Women’s Global Education Project (WGEP) is an award-winning nonprofit committed to promoting gender equality and women’s empowerment in rural regions of Africa. In the rural world, scores of girls and young women are left behind. They do not have the opportunity to attend school. A lack of education keeps girls from achieving their full potential and contributes to cycles of poverty and underdevelopment. We partner with dynamic local leaders and take a contextualized, comprehensive approach to ensure that the structures preventing girls from attending and succeeding in school are dismantled. Educating girls is the key to building a more equitable world. When a girl succeeds in school, it creates a “multiplier effect” that positively impacts earning potential, health and future opportunities - not just for herself, but for her entire family, village and community.

We work in Fatick, Senegal and in Tharaka-Nithi county, Kenya—regions that are 200+ kilometers away from their capital cities.
According to UNESCO, there are over 132 million girls around the world not in school. WGEP works in remote communities where enrollment rates are exceedingly low: only 39% of girls attend secondary school, and fewer than 15% graduate from high school. There are six major factors that contribute to this problem that WGEP works to address:

1. **POVERTY** that contributes to an inability to pay school fees
2. **UNDERVALUING** of girls’ abilities and potential
3. **FAMILIAL EXPECTATIONS** for girls to help with household chores and farming
4. **POOR HEALTH EDUCATION** and resources for menstrual health
5. **EARLY MARRIAGE** and pregnancy
6. **FEMALE GENITAL MUTILATION** or cutting (FGM/C)

**OUR THEORY OF CHANGE**

- focus on girls education
- partner with local activists
- employ a 360 degree approach

**GENDER EQUALITY AND WOMEN’S EMPOWERMENT**

We focus on girls’ education because of its proven ability to empower women and uplift impoverished villages. We partner with local activists to co-create and implement program activities to ensure that they are community-based and sensitive to community needs. We take a 360-degree approach in order to address the multitude of barriers that exist to girls enrolling and staying in school: we believe that complex problems require multi-faceted solutions.

**OUR HOLISTIC SOLUTION**

Our programs ensure that girls have the resources needed to thrive in school and beyond, and to shift community attitudes towards gender equality and women’s empowerment to create sustainable, long-term change.
In every village that we work, we know that building a more gender equal world is not a one-sided equation; the responsibility cannot fall on women alone. WGEP’s program model is innovative for our inclusion of boys, parents, and community members. Boys in our after-school clubs and leadership retreats become comfortable with tough questions challenging gender norms, and learn how to better advocate for their sisters!
Our success is not only measured by the number of people served, but by the impact our programs have had on their lives. We have seen measurable shifts towards gender equality and women's empowerment in the villages where we work: communities are welcoming alternatives to FGM/C, and more families are valuing education and literacy, especially for their daughters. WGEP scholars are staying in school longer, scoring higher on their exams, and qualifying for college and university at higher rates.

### School Retention Rates

<table>
<thead>
<tr>
<th>Country</th>
<th>WGEP Retention Rate</th>
<th>Regional Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>KENYA</td>
<td>99%</td>
<td>59%</td>
</tr>
<tr>
<td>SENEGAL</td>
<td>100%</td>
<td>47%</td>
</tr>
</tbody>
</table>

### Qualifying for University

<table>
<thead>
<tr>
<th>Country</th>
<th>WGEP Qualifying Rate</th>
<th>National Avg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>KENYA</td>
<td>68%</td>
<td>18.5%</td>
</tr>
<tr>
<td>SENEGAL</td>
<td>60%</td>
<td>37%</td>
</tr>
</tbody>
</table>

In 2019, WGEP completed our inaugural Our Sisters Lead program, in collaboration with the U.S. State Department in Senegal. Nearly 200 high school students were selected to participate in a series of workshops on public speaking, advocacy, and conflict resolution, and 25 girls participated in a special retreat where they designed community development projects and advocacy campaigns around the issues they are most passionate about. Here is a small sampling of program alumni who are catalyzing change in their communities:

Ndye Fatma Dione was crowned Miss Senegal in January 2020! Her inspiring speech, a crucial skill taught in Our Sisters Lead, was one of the main influences in her crowning as Miss Senegal. Ndye Fatma will now go on to represent Senegal at Miss Universe, advocating for social causes related to children across the country. Her journey from a high school student to a representative of the country as Miss Senegal is truly inspiring, and this position will help her learn and grow as a changemaker.

Students from Our Sisters Lead are helping their communities fight COVID-19: Alima, Absatou, and Mouhamed spoke on a local radio broadcast to share important information on handwashing techniques and how to prevent the spread of the virus, reaching thousands of people across rural Senegal. Their leadership inspired their local mayor to send them hand sanitizer, soap, and other cleaning products to distribute among their communities.

**Alternative Rite of Passage (ARP)**

In December, we expanded our ARP program into two villages. Girls who attend ARP celebrate their transition into adolescence with a week of empowering workshops, singing, and dancing, and education for families and communities members about the harmful effects of FGM/C. ARP participant, Deborah, shared how the program affected her life and career aspirations: "My favorite part of ARP is learning how to be responsible, hardworking, and build character. I'm going to stay in school and go to university... I want to be a lawyer and help those who are in need.”
GRASSROOTS PARTNERS LEADING THE WAY

At WGEP, we do not pretend to know what is best for communities in rural Africa while sitting in our office in Chicago! We work with dynamic, local organizations and passionate leaders to ensure that our programs are responsive to community needs and cultural context.

Kenya Partner Spotlight: Dorcas Kinyua

Dorcas had an inspiring journey from WGEP scholar to full-time employee of Tharaka Women’s Welfare Program (TWWP), WGEP’s Kenyan partner. The youngest of six children, Dorcas was raised by a single mother who could not afford to pay school fees after primary school. Dorcas’ journey to leadership began when she attended our Alternative Rite of Passage (ARP) program in 2010 and became a scholarship recipient in 2011. She was the first in her family to graduate from university in 2019 and is now working with TWWP and WGEP to pay it forward. In her own words: “I am so happy I can use the knowledge I’ve gained from this program and ARP to educate other girls in the community.”

Pictured: Dorcas (left) distributing maize

Senegal Partner Spotlight: WGEP Senegal Team

In Senegal, we work with a team of passionate young leaders (all in their twenties) who live and work in the communities we serve. These leaders have become trusted mentors and role models, and have been recognized by local government leaders and beneficiaries alike for their responsiveness and selflessness. We are inspired by the commitment of our Senegal team to helping their community. These young leaders could move to a larger city and work, but they are choosing to remain in their rural hometowns in order to improve the lives of others and give back to their communities.

Pictured: from left to right: Mbathiou Diouf, Karamo Sarr, Chérif Diatta, Khady Ndong, Casimir Coly

LEADERS WHO INSPIRE

Aniceta Kiriga, the Executive Director of the Tharaka Women’s Welfare Program and our Kenya Project Director attended the Obama Foundation Summit in Chicago with other Girls Opportunity Alliance members in October 2019! She was able to meet Former First Lady Michelle Obama and participate in an intimate roundtable that featured educators from around the world who work on the front lines to improve girls’ lives.

Above: Aniceta hugging Former First Lady Michelle Obama, Below: Aniceta and other Girls Opportunity Alliance Network members with Tina Tchen, Executive Director of TIME’S UP and Former Chief of Staff for Michelle Obama, and Maya Soetoro-Ng, President Obama’s sister and advocate for women and girls.
In addition to all of the work WGEP has done in Kenya and Senegal this past year, we have also had some exciting moments for our US-based team.

In October, we hosted our most successful Ndajee ever! With over 240 guests, we raised more money than ever before to support more girls’ futures. We also had the chance to celebrate phenomenal board member, Julie Stagliano, for her contributions and support over the past decade. With 43 sponsors, over $175,000 raised, and an upbeat performance from Ayodele Drum and Dance Community, Ndajee was an amazing way to honor such an important member of our WGEP community. Pictured right: Julie Stagliano with former WGEP board president, Sue Crothers.

Founder and Executive Director, Amy Maglio was awarded International Women’s Associates’ 23rd Annual Woman Extraordinaire Award! Amy was recognized for her tireless activism for girls’ education around the world, and interviewed by WGEP board member, Mariam Huss, at the event.

In September 2019, we launched our Movement Maker campaign: a capital campaign to raise $1,000,000 by the end of 2021! Working with our local partners, WGEP will scale our holistic model to reach the most disadvantaged and under-served communities in 170 villages in rural Senegal and Kenya, creating paths to leadership for even more girls. These funds are critical for three reasons:

1. To invest in monitoring and evaluation tools to prove the strength of our evidence-based model
2. To expand our program’s reach to help the hardest-to-reach girls access and stay in school
3. To support our organization’s sustainability by growing our donor community and operational reserve

We’re nearing the halfway mark of the campaign and need the support of our community to help us reach our ambitious goal. If you believe that every girl deserves a quality education and the opportunity to decide for herself her own future, contact harriet@womensglobal.org to learn more & contribute.
GLOBAL TEAM

Daniela Bovio
Finance Manager
United States

Casimir Coly
Program Coordinator
Senegal

Chérif Diatta
Finance Manager
Senegal

Mbathiou Diouf
Program Coordinator
Senegal

Sarah Karegi
Outreach Officer | Tharaka Women’s Welfare Program, Kenya

Gerald Kinoti
Finance Manager + Computer Trainer | Tharaka Women’s Welfare Program, Kenya

Dorcas Kinyua
Assistant Officer | Tharaka Women’s Welfare Program, Kenya

Aniceta Kiriga
Project Director | Tharaka Women’s Welfare Program, Kenya

Amy Maglio
Founder and Executive Director | United States

Lily Messih
Program Manager
United States

Khady Ndong
Program Assistant
Senegal

Yvette Penda Senghor
Program Director
Senegal

Karamo Sarr
Technical Assistant
Senegal

Harriet Spears
Strategic Partnerships and Communications Manager
United States

Rael Wanja
Field Assistant | Tharaka Women’s Welfare Program, Kenya

GOVERNANCE

Regine Corrado
President
Former Partner, Baker McKenzie

Julie Stagliano
Secretary
Former President, Citizen Bridges International

Florence Playner
Treasurer
Finance Consultant, Medline Industries, Inc.

Shan Bhati
Global Chief Administrative Officer + General Counsel, Edelman

ADVISORY COUNCIL & AMBASSADORS

Elise Annunziata | Lucy Ascoli | Lynn Besser | Catherine Cappel | April Donnellan
Farah Eck | Carmen Jaeger | Nancy Juda | Juliana Kerr | Soudary Kittivong-Greenbaum
Edith Njuguna | Tria Raimundo | Jennifer Sachs | Joan Sherman

Deyanara Avila Romero | Hannah Bonecutter | Meredith Bruster | Caitlin Cangialosi
Aliyah Jervier | Kerry Khan | Anna Kilgas | Katherine Koller | Zoe McCourt
Anna Moorhead | Ayesha Patel | Oriane Playner

INTERNS

Maia Brown | Claire Donnellan | Charlotte Masters | Emma Thompson | Gabriella Turrinelli
Cheikh Salim Ba, a high school teacher in Senegal, explains how Our Sisters Lead has affected his students: “The character of the students has become more significant, the girls have gained in consciousness, confidence and want to assert themselves and to impose, in a good sense, meaning to prove their values and to succeed. There is an energy in these students that allows them to move forward and progress, they have a positive force that boosts them.”

REVENUE AND EXPENSES

REVENUE

Foundations: $203,070
Fundraising Events: $182,016
Movement Maker campaign: $231,081
Business Donations: $8,956
Individual Donors: $43,319
Interest + Other: $2,192

TOTAL REVENUE: $670,634

EXPENSES

Programs: $577,507
General + Administration: $40,064
Fundraising: $72,705

TOTAL EXPENSES: $630,276

TOTAL NET ASSETS BY THE END OF 2019: $552,084

Over 82% of our revenue went directly to supporting our programs on the ground in Senegal and Kenya in 2019!

SUPPORTER SPOTLIGHT

Our heartfelt gratitude to our institutional and individual donors for their support in 2019!

$20,000 & Above
American Tower Foundation
Lucy + Peter Ascoli
Catherine + Jeff Cappel
Dining For Women
Girls Opportunity Alliance
Holtbyes Trust
The International Foundation
John Kulczycki
Manami Foundation
Molly Waite

Laura + Eric Jordahl
Amanda Couture Miller + Christopher Miller
Julie Moller
Marie Olmos
Rubens Family Foundation
Julie Stagliano
World Centric

$1,000 - $4,999
All the Sky Foundation
Amgen Foundation
Tony Augustine
Ardelle Baroni
Lynn Besser
Shan Bhati
Donna Cook + Matt Maciejewski
Marianna Gives
April + Paul Donnellan
Jennifer + Christopher Dunn
Earth + Its People Foundation
Elizabeth + Lincoln Ellis

$10,000 - $19,999
Regine and Rick Carrado
Nancy Juda + Jens Brasch
Sarah Miyata + Stephen Weber

Laura + Eric Jordahl
Amanda Couture Miller + Christopher Miller
Julie Moller
Marie Olmos
Rubens Family Foundation
Julie Stagliano
World Centric

$5,000 - $9,999
Anonymous
CaringCrowd
Edelman
Kathryn Goetz

Mimi Frankel
Andrea Friedman
Brian Hanson + Karen Alter-Hanson
Nancy + Tom Hanson
Rita Hays
Justin Hilson
Axxum Consulting, LLC
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K + L Gates LLP
Suzanne + Daniel Kanter
Michael + Kelly Kavanau
Jennifer Kenoian
Pascale + Tom Kichler
Leinerweber Baroni + Doffada LLC
Norma Maglio
Paul Maglio + Teenie Matlock
Beth Mannino
Sarah McCarthy + Diarmaid Collins
Carol Wyant + Craig McGrath
Caroline Ngugi, 22

Caroline is pursuing a Bachelor of Education Arts at Masinde Muliro University in Kenya. She was raised by a single mother who depends on farming as her sole source of income and has been able to stay in school as a beneficiary of WGEP’s Sisters to School program since 2010. Not only does she serve as a role model to her villagers especially those that are in school, she was elected to be the public relations officer of her university, and the vice chair of the Tharaka University & College Student’s Association!
From organizing in Senegal to attending university in Kenya, we are excited to see these incredible young women continue to grow as changemakers in their communities.

University Scholar Spotlight

Evangeline Kathomi
Technical University of Kenya
Major: Accounting

Rose Makena Gitonga
University of Nairobi
Major: English & Literature

Maurine Muthoni Kirambia
Maasai Maara University
Major: Journalism

At a community meeting in Senegal, high school student leaders in Our Sisters Lead program spoke on the dangers of early marriage, and successfully dissuaded a mother from marrying off her 13-year-old daughter. The daughter, Saly Kébé, is now continuing her education as a Sisters to School scholar.

Next Generation of Leaders

“Before, I did not dare to speak with my family or in public, but now, with the three training workshops plus the leadership camp, I have seen waking up in me a "warrior" and a huge commitment that pushes me forward.” - Fatoumatata Dia Ndiaye, Our Sisters Lead participant
Women's Global Education Project

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