

*our sisters' journey to*

# LEADERSHIP



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# LETTER FROM OUR EXECUTIVE DIRECTOR

Dear friends,

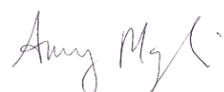
Reflecting on 2019 feels surreal, considering all that has happened in the world since! Looking through our program photos, it is hard not to feel nostalgic for a world where 800 girls, parents, community members and mentors could gather for our Alternative Rite of Passage program to end FGM/C (page 10), or where 250 of our Chicago-based community of supporters could get together at Ndajee to celebrate WGEF's successes and longtime WGEF 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 WGEF scholar and now pays it forward as a full-time WGEF 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



## WHO WE ARE

Women's Global Education Project (WGEF) 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.**

## WHERE WE WORK



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.

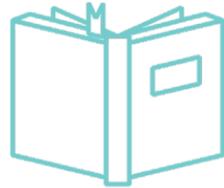


# OUR PROGRAMS



## SISTERS TO SCHOOL

1. Flagship program in Kenya and Senegal
2. Provides comprehensive scholarships for primary school through university, health education workshops on reproductive health, personal hygiene, and the dangers of FGM/C, after-school clubs for boys and girls promoting gender equality, and regular parent support and community engagement meetings.



## OUR SISTERS READ

1. Builds foundational reading skills and promotes a lifelong love of learning among rural primary school students in Senegal and Kenya through access to reading resources and technology
2. Adult literacy classes and teacher trainings increase community ownership



## OUR SISTERS LEAD

1. Started in 2018 in partnership with U.S. Embassy in Senegal
2. Cultivates and promotes the leadership skills of young emerging leaders through workshops on public speaking, conflict resolution, and advocacy
3. Provides resources for students to design community programs on the issues that matter most to them

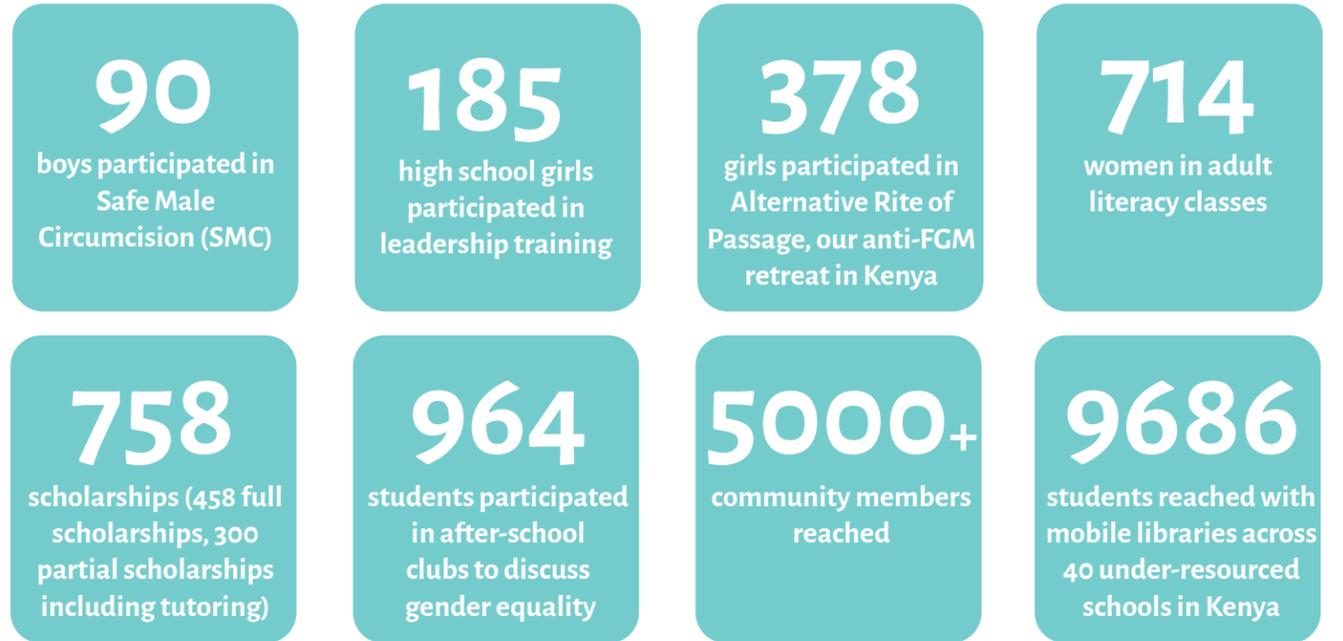
## WHY DO WE INCLUDE BOYS?



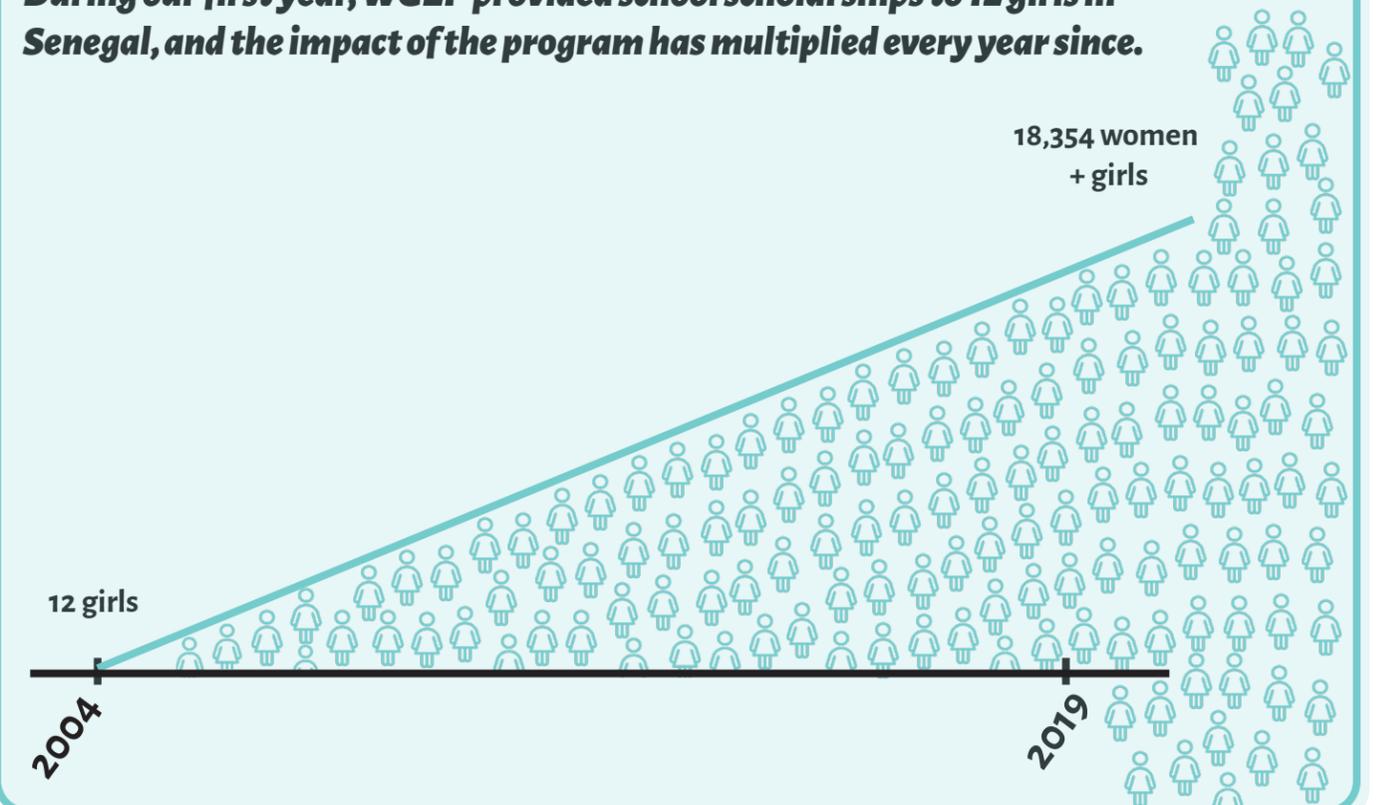
*In every village that we work, we know that building a more gender equal world is not a one-sided equation; the responsibility cannot fall on women alone. WGEP's program model is innovative for our inclusion of boys, parents, and community members. Boys in our after-school clubs and leadership retreats become comfortable with tough questions challenging gender norms, and learn how to better advocate for their sisters!*

# JOURNEY THROUGH THE NUMBERS

## OUR 2019 IMPACT AT A GLANCE



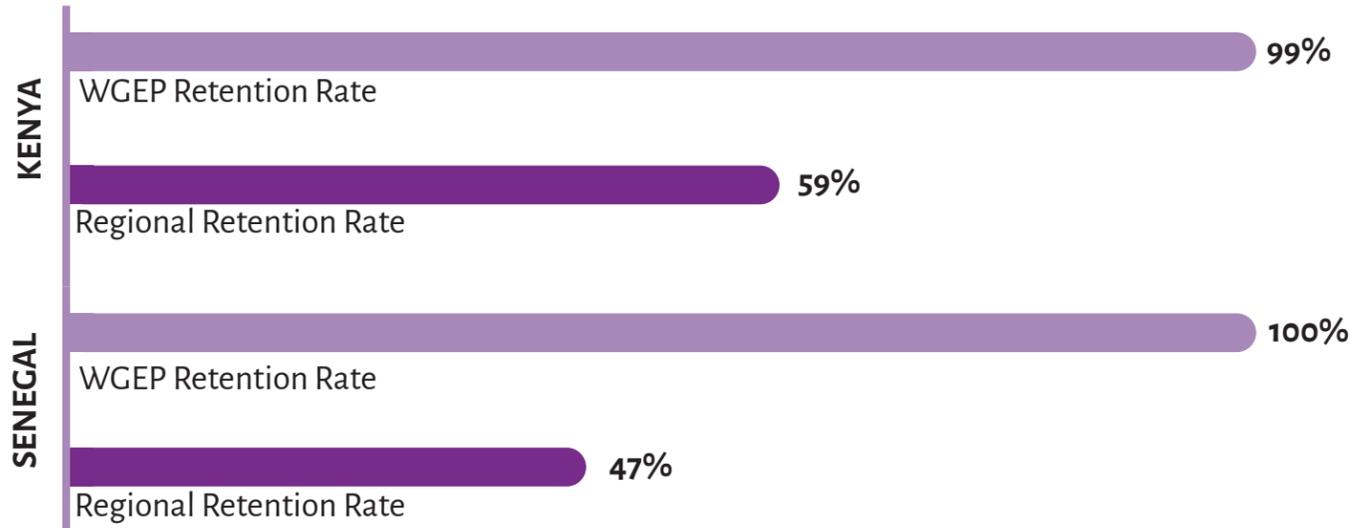
**During our first year, WGEP provided school scholarships to 12 girls in Senegal, and the impact of the program has multiplied every year since.**



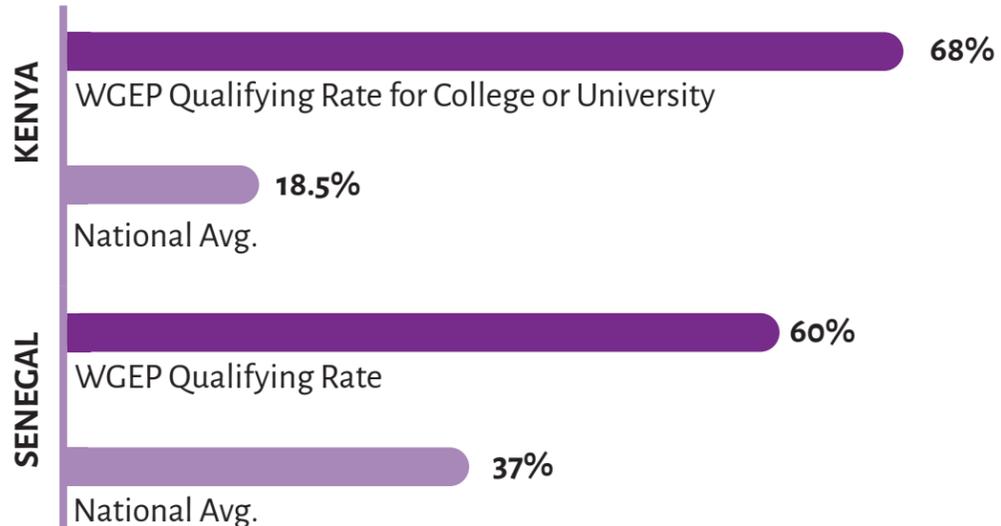
# OUR PROGRAM IMPACT

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. WGEF scholars are staying in school longer, scoring higher on their exams, and qualifying for college and university at higher rates.

## School Retention Rates



## Qualifying for University



In 2019, WGEF 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:](#)



**Ndeye 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. Ndeye 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 WGEF, 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 WGEF scholar to full-time employee of Tharaka Women's Welfare Program (TWWP), WGEF'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 WGEF 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: WGEF 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**.



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.



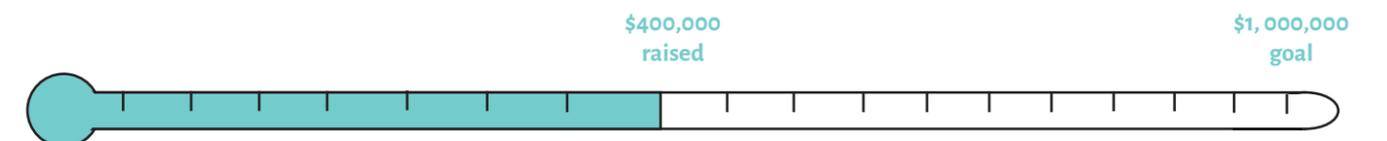
In October, we hosted our most successful Ndajee ever! With over 240 guests, we raised more money than ever before to support more girls' futures. We also had the chance to celebrate phenomenal board member, Julie Stagliano, for her contributions and support over the past decade. With 43 sponsors, over \$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.

## CATALYZING A MOVEMENT FOR WOMEN + GIRLS



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](mailto: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



**Gerrald 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

## BOARD OF DIRECTORS



**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



**Sue Crothers**  
Director, Manaaki  
Foundation



**Mariam Huss**  
Founder + Managing  
Director, Axxum Consulting,  
LLC



**Jennifer Kenoian**  
Associate, Booz Allen  
Hamilton



**Aimee Mills**  
Director of Technology Risk  
Management/Risk Advisory  
Solutions, KPMG US

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Edith Njuguna | Tria Raimundo | Jennifer Sachs | Joan Sherman

## YOUNG PROFESSIONALS BOARD

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

## INTERNS

Maia Brown | Claire Donnellan | Charlotte Masters | Emma Thompson | Gabriella Turrinelli

# REVENUE AND EXPENSES

## REVENUE

**Foundations:** \$203,070

**Fundraising Events:** \$182,016

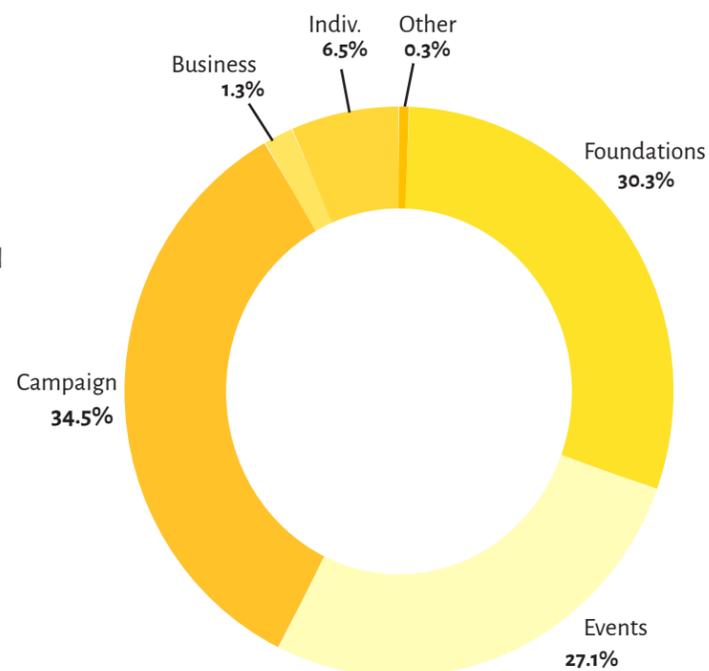
**Movement Maker campaign:** \$231,081

**Business Donations:** \$8,956

**Individual Donors:** \$43,319

**Interest + Other:** \$2,192

**TOTAL REVENUE:** \$670,634



## EXPENSES

**Programs:** \$517,507

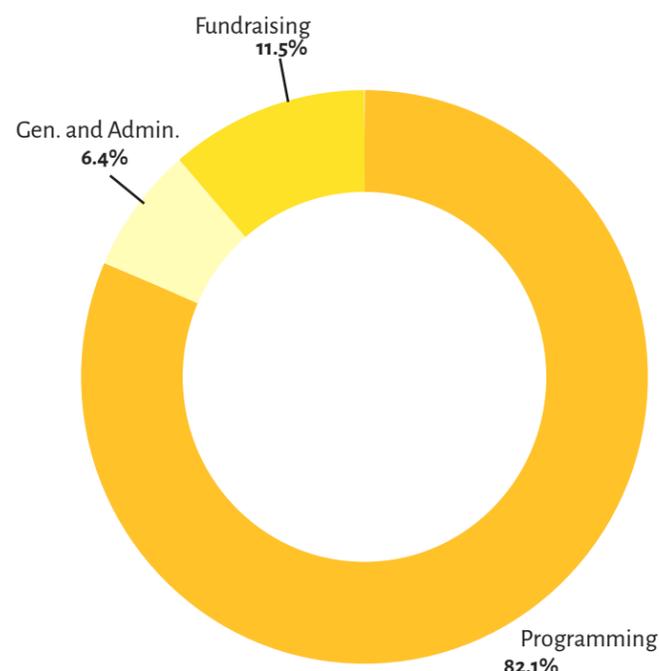
**General + Administration:** \$40,064

**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  
Holthues Trust  
The International Foundation  
John Kulczycki  
Manaaki Foundation  
Molly Waite

### \$10,000 - \$19,999

Regine and Rick Corrado  
Nancy Juda + Jens Brasch  
Sarah Miyata + Stephen Weber

### \$5,000 - \$9,999

Anonymous  
CaringCrowd  
Edelman  
Kathryn Goetz

### 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  
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Dahlia Gives  
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Jennifer + Christopher Dunn  
Earth + Its People Foundation  
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### Mimi Frankel

Andrea Friedman  
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Nancy + Tom Hanson  
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Jennifer Kenoian  
Pascale + Tom Kichler  
Leinenweber Baroni + Daffada LLC  
Norma Maglio  
Paul Maglio + Teenie Matlock  
Beth Mannino  
Sarah McCarthy + Diarmaid Collins  
Carol Wyant + Craig McGrath

## TEACHER TESTIMONIAL



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.”**

**\$1000 - \$4,999 continued**

Aimee + Joe Mills  
The Cynthia + George Mitchell Foundation  
Michele Moore + Family  
Network for Good  
Florence + Igor Playner  
Polly + Ken Rattner  
Tom Rhodenbaugh  
Joanne Robbins  
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Seyfarth Shaw Law LLP  
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Adele Simmons  
Bill Taylor  
Erma Tranter  
Phyllis A. Valentine  
Ann Viernes + Frank Fletcher  
Monica Weed + Frank Smith  
Suzanne + Mike Wychocki  
Max Yaffe + Joan Amatniek  
Laura Stellwagen Zeman

**\$500 - \$999**

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Anonymous  
Raymond Baldwin

Devon Beane  
Benesch, Friedlander,  
Coplan + Aronoff LLP  
Donna Brookins  
Julie Burwell  
Byline Bank  
Rosa Castellano  
Janice Coker  
Dolores Connolly + Dan Casey  
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Katie Ernst  
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Bart Lazar  
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Motorola Solutions Foundation  
James Mutchnik  
Katherine + Oliver Nicklin  
Linda Schurman + Glen Gerber  
Amanda K Spikes  
Franco Turrinelli  
Tracy Wilson  
Alyssa F. Wright  
Young Professionals Board

**\$250 - \$499**

Faith Bonecutter  
Judy + Bruce Brehner  
Tara Bulger  
Jana Burke  
Megan + Craig Chesney  
Sarah Cigrang  
Eileen Conaghan  
Alisa Corrado  
Laura Derks  
Dino Devita  
Marilyn Diamond  
Eli Diaz  
Sandy Dixon  
Ali Djalilian  
Ana Garcia-Doyle  
Ruth and George Gibbs  
Melinda F Gray  
Mariam + Dennis Haugh  
Wendy Henning  
Bernadette + Stefan Homberger  
Carmen Jaeger  
Matt + Diane Johnson  
Juliana Kerr  
The Philip J. And Carol J. Lyons Foundation  
Jenna W. Mahay  
Janet + Jerome McDonnell

**\$250 - \$499 continued**

Nancy + Phil Miller | Cynthia Mitchell | Christine Murray | Patrick Murray | Angela Oetjens Erin Plummer | Tria Raimundo  
Phil Rogers | Jennifer Sachs + Bill Maggs | Jamie + David Schwartz | Inga Simitz | Suzanne + Darryl Sjostrom | Harriet Spears  
John Spears | Gail + Al Tangora | Agnes Cikowska Tęczar | Cricket Walker | Sloan + Tom Watson | Carol + Scott Webster

**Our work would not be possible without the continued support of our corporate and institutional partners!**

GlobalGiving

DEPARTMENT OF STATE  
UNITED STATES OF AMERICA

THE CHICAGO COMMUNITY TRUST AND AFFILIATES

ALL THE SKY FOUNDATION

GIRLS OPPORTUNITY ALLIANCE

axxum CONSULTING

Dining for Women

Seyfarth

IWA INTERNATIONAL WOMEN ASSOCIATES

Edelman

WORLD CENTRIC FOR A BETTER WORLD

THE INTERNATIONAL FOUNDATION

MANAAKI FOUNDATION

friedman law group LTD

CaringCrowd

Johnson & Johnson

AMGEN Foundation

Ingredion

AMERICAN TOWER

**STUDENT SPOTLIGHT**



**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 WGEF'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.



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.

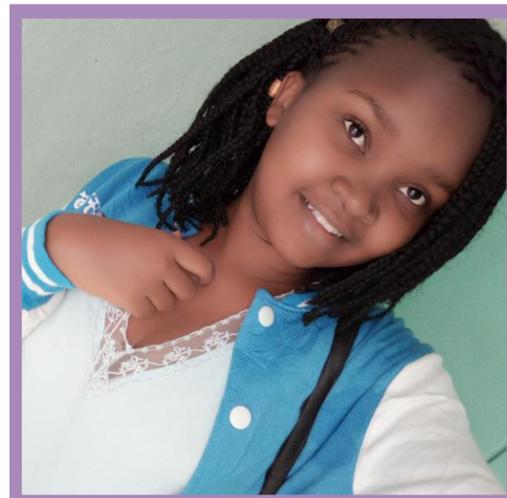
## UNIVERSITY SCHOLAR SPOTLIGHT



**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

# 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**

**136 N Marion St. Suite 201, Oak Park, IL 60301**

**womensglobal.org**

**708-613-5260**

***Email for media inquiries, partnership opportunities, and fundraising:***

**harriet@womensglobal.org**

