



# Understanding the Landscape for Adolescent Girls Grantmaking

A Framework for Investing in Adolescent  
Girls and Young Women of Color

**TIDES**



Advancing Girls

# Table of Contents

Acknowledgements ..... 3

Methodology ..... 4

Introduction ..... 6

Practices That Support Girls’ Agency and Building Power ..... 14

Key Recommendations for Philanthropy ..... 20

Building a Bold New Framework for Advancing Girls Based on Grantee and Field Wisdom ..... 30

In Conclusion, an Invitation ..... 33

Appendix ..... 34

Endnotes. .... 39



## About the Advancing Girls Fund

Adolescent girls and young women\* of color\*\* have always been resilient, brave, and capable changemakers. All this, despite being heavily under-resourced. The Advancing Girls Fund at Tides Foundation is working to transform the way girls are supported by bringing donors together to invest meaningfully and collectively in adolescent girls and young women of color so that they have the resources to dream, learn, play, and lead.

*\*By girls and young women, we include any young people between the ages of 11-25 who identify as girls, as well as non-binary and gender expansive youth.*

*\*\*By BIPOC or people of color, we include Black/African-American, African, Indigenous, Latinx, multiracial, Asian, Asian-American, Caribbean, Pacific Islander, Middle Eastern and North African, Arab girls and their communities.*



## Acknowledgments

The Advancing Girls Fund thanks [Mandala Change Group](#) for leading and conducting this landscape analysis, including creating and analyzing survey questions and data into powerful lessons for the field. We extend gratitude to all of the internal partners who shared their questions and insights, including members of the Internal Advisory Committee: Nancy Wan, Erin Ceynar, Kimberly Middleton, Farah Mahesri, and Molly Norton. We also extend our gratitude to our external peers who are leaders in the field – representative of girl and women funders, intermediaries, advocacy groups, and girl leaders – for participating in interviews and lending their expertise to shape this work. participated in interviews lending their expertise to shape this work. A full list can be found on page 34. We thank the NoVo Foundation for their support of the field and for transitioning this work to Tides Foundation.

This landscape analysis builds from the incredible work and contributions of organizations advancing the rights of girls and young women of color around the world. We acknowledge the challenging moment we are in, and the critical lessons that have been shared by grantee partner organizations in these challenging times, including Ms. Foundation's [Pocket Change report](#), Alliance for Girls' [Uniting Isolated Voices: Girls & Gender Expansive Youth During COVID-19](#) report, A Long Walk Home's [COVID-19 report](#), and We Are Purposeful's [Weathering the Storm](#), among others. Also contributing to the field is the recently published [Resourcing Adolescent Girls to Thrive](#), a report exploring the money supporting adolescent girls' rights using an ecosystem approach.

Finally, we are grateful to all of our grantee partners around the world who lead with the mission of improving girls' lives. Thanks to each of you who participated in the survey and shared your story, insights, and time with us. A full list of our grantees can be found at [tides.org/advancing-girls-fund-grantees](https://tides.org/advancing-girls-fund-grantees). A range of direct quotes from girls and adult staff members are shared in this document without attribution as the interviews and surveys were done in confidence.

# Methodology

In spring 2021, with the NoVo Foundation’s Adolescent Girls Grantmaking Initiative transitioning to the Advancing Girls Fund at Tides Foundation, Tides reached out to grantee partners, girl and women funders, intermediaries, advocacy groups, and girl leaders to learn more about their work, approaches, challenges, and how they would like to see adolescent girls and young women of color supported and invested in.

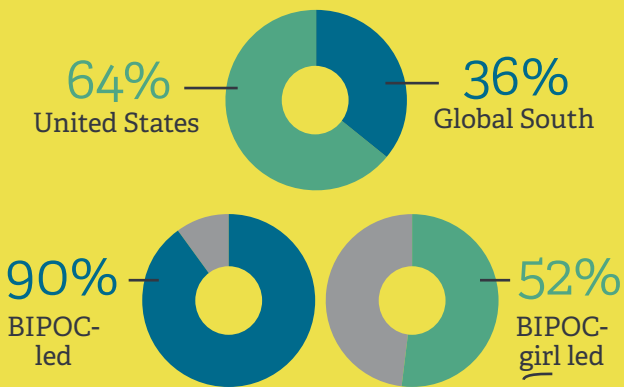
The Advancing Girls Fund team completed a document review, conducted 25 interviews, held 11 focus groups, and heard back from 89 partners who participated in a customized survey. Their collective feedback and insights are included in the landscape analysis below, and inform the Advancing Girls Fund strategy.

The ecosystem of organizations supporting and investing in adolescent girls of color is dynamic and broad. Grantee organizations range from single staff organizations with budgets less than \$500,000 to multimillion-dollar intermediaries with 40+ staff.

**The ecosystem of organizations supporting and investing in adolescent girls of color is dynamic and broad.**



## Survey respondents location and leadership.



Sixty-four percent of survey respondents work primarily in the United States and 36% work in the global south. Of the surveyed organizations 90% identify as BIPOC-led with 52% saying their adolescent and young women’s work is primarily led by BIPOC girls.

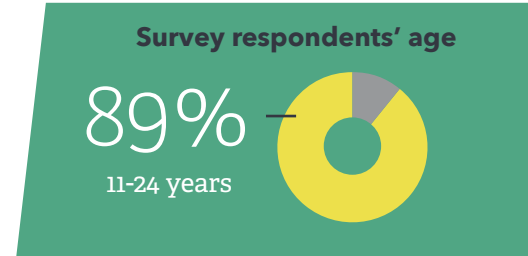
Organizations with budgets less than \$500K make up 34% of survey respondents with the majority of all respondents (93%) naming NoVo as their largest funder to date. Survey respondents named only four funders more than four times as significant girl grantmakers. NoVo at 83 mentions was by far the largest funder, followed by Grantmakers for Girls of Color (7), Collective Futures Fund (5), and Foundation for a Just Society (5).

## Who is an Adolescent Girl of Color? Reflections from the Field

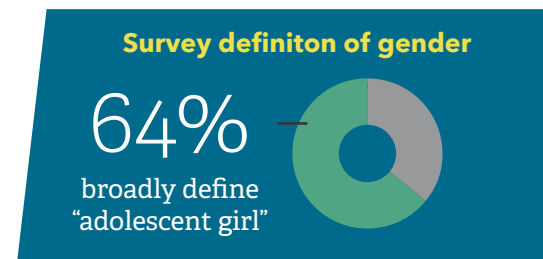
As social and political constructs, age and gender are experienced and understood differently across socio-cultural and geographic contexts. With this in mind, the Advancing Girls Fund broadly defines “adolescent girls” as young people between the ages of 11-25 who identify themselves as girls, including cis-gender and transgender girls, as well as two-spirit, non-binary, gender non-conforming, and gender expansive youth.

This landscape analysis focuses on adolescent girls and young women of color, and the adults and organizations that support and invest in them across the globe. So, how do grantee partners define this group?

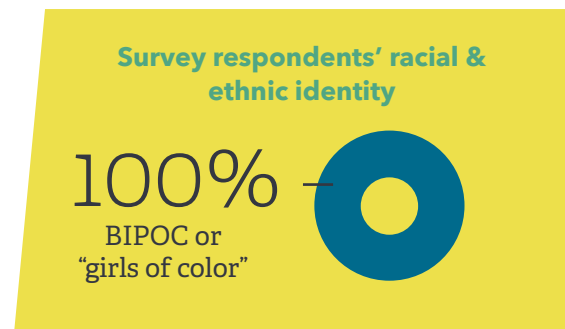
**Age:** “Adolescence” as an age range and even the term itself is fluid, broad, and can be defined differently by culture, class, gender, racial and ethnic identity. While there may be outliers beyond this range, the majority of groups (89%) who participated in the research work with girls and young women between 11–25 years old, which is the age range used in the landscape analysis. The Advancing Girls Fund will include a slightly larger range in its grantmaking, including those up to 25 years old.



**Gender:** In terms of gender, of the grant partner organizations that participated in this landscape analysis, they are largely inclusive of a broad definition of who is an adolescent girl with 64% saying they include gender non-conforming, gender fluid, femme, and transgender girls. However, it is important to note that for safety reasons not all organizations, especially in the global south, track information on the gender identity or sexual orientation of their participants.



**Racial and ethnic identity:** The Advancing Girls Fund (the Fund) prioritizes support for girls and young women who have historically been under-resourced by philanthropy and other sectors, and who are working to take down long-standing systems of oppression and injustice that impact their lives, from fighting anti-Black racism in the U.S. to unlearning caste supremacy in India. In naming “BIPOC” or “girls of color,” we include Black/African-American, African, Indigenous, Latinx, multiracial, Asian, Asian-American, Caribbean, Pacific Islander, Middle Eastern and North African, Arab girls and their communities. While approaching this analysis with an intersectional lens, the Fund centered the experiences of girls and young women of color in terms of racial and ethnic identity.



The terms “adolescent girls,” “girls,” or “young women” are used interchangeably throughout this landscape analysis.

# Introduction

## Who the Landscape Analysis is for

The intended audience for this landscape analysis includes all of the grantee partners and adolescent girls who participated in focus groups, surveys, and conversations, as well as anyone doing the work of advancing girls, from grassroots activists to committed donors. In addition, this landscape analysis aims to lift up the context and learning for donors who may not currently invest in girls as part of their philanthropic strategy, or who may not understand how girls and young women fit into addressing broader social issues including health equity, education, climate justice, carceral system reform, and economic equity, etc. In turn, we hope to make the case for deeper, more intentional investment in adolescent girls and young women of color.

We hope to make the case for deeper, more intentional investment in adolescent girls and young women of color.

## A New Chapter: From the NoVo Foundation to Building a Pooled Fund at Tides

In 2016, the Novo Foundation established an Adolescent Girls Grantmaking Initiative. This was a seven-year funding commitment dedicated to building girls' power and creating communities that put girls' needs, dreams, and futures at the center.

In August 2020, the Novo Foundation transitioned its Adolescent Girls Grantmaking Initiative to Tides, with funding committed through 2024. At the time that this landscape analysis is being shared with the field, Tides has developed and launched a new grantmaking strategy to support girl-led change in the U.S. and the global south. Over the next couple of years, the structure of the fund will transition to a pooled fund model, with the goal of creating long-term sustainable support so that the resources being invested in this work are not dependent on one or two source funders, but rather are collectively held.

To build toward this vision, Tides took a learning stance to deepen its understanding of the current landscape for girls and young women grantmaking and programming. This included gaining perspective on the past and current state of the field; working assumptions, vision, opportunities, and roadblocks; and data collection to inform the strategy for the Tides Advancing Girls Fund.

Building on all that the fund learned and heard from grantee partners, and looking into the future at how to support this work for the long term, this landscape analysis informs the design of an adolescent girls grantmaking framework and strategy to support and invest in the leadership of adolescent girls and young women of color globally.

Learn more about the new Advancing Girls framework and strategy on [page 32](#)



## Understanding This Moment, and Making Space for What is Possible

Given the timing of this research and the release of this landscape analysis in this cultural, political, and environmental moment, it is important to recognize the impact on adolescent girls who are living through an unprecedented global pandemic, racial uprisings, disruptive climate change, and political turmoil in the U.S. and globally. Disparities, including economic, racial, and gender-based gaps, were not born as a result of the social and political shifts of the last few years, but they were made more significant and will have a generations-long impact on girls, their families, and their communities.

Therefore, the landscape analysis seeks to understand **what lessons have been learned since 2019, and in 2022 and beyond, what might accelerate us getting to the root causes of inequities and injustices experienced by adolescent girls, specifically girls of color, globally?**

*“Young women and girls have taken care of siblings, elder family members, provide monetary support — sometimes it’s put on them or they take it on themselves. It takes up their youth to be operating as adults and making adult decisions. Young people planning the funerals of caregivers. Young people intervene when the state is trying to take their siblings from the household.”*

— FOCUS GROUP PARTICIPANT



## The landscape analysis prioritized getting input on the following lines of inquiry:

Given what's happening in the world, from the global pandemic to political and economic disparities to racial violence and uprisings for justice:



What barriers or challenges are we seeing for adolescent girls in this context? What opportunities?



What things help to advance or accelerate girls' agency and their ability to build power?

When it comes to girls' grantmaking, what strategies are being underinvested in or not invested in at all?



How can philanthropy operate differently when it comes to adolescent girls' grantmaking in ways that will advance gender, racial, and social justice?





# The Challenges Adolescent Girls and Young Women of Color Face in the Current Social & Political Climate

There was an understanding before engaging grantee partners that the pandemic had widened disparities for adolescent girls, particularly in relation to poverty, mobility, and access to education.

However, the landscape analysis sought to understand and elevate the varied ways in which girls were made even more vulnerable by the confluence of the pandemic along with other social determinants of health. The findings from grantee conversations and the survey data are reflected below. These are being shared not only to provide specific context about what girls and girl-supporting organizations have been dealing with, but also to raise the flag in preparation for supporting girls through the coming years of the ongoing crisis.

## The Need for Mental Health Support

The most consistent theme across all conversations was adolescent girls' mental health. While many organizations that work with adolescent girls were already providing support around mental health, the pandemic and racial uprisings drastically increased the need for mental health support and care. Adolescent girls experienced isolation and were often stuck in situations where they had to make incredibly difficult choices, resulting in challenges such as leaving education opportunities, or staying in unsafe, unhealthy home environments.

While suicide attempts and death from suicide were already increasing for girls of color, things were made worse in the last few years. Fifteen percent of Black female high school students in the U.S. attempted suicide in the year leading up to the [CDC's 2019 Youth Risk Behavior Survey](#), compared to about 9% of white female students and about 12% of Hispanic female students. Actual suicide death rates for Black American girls ages 13-19 increased by 182% from 2001 to 2017, [according to a 2019 study](#) published in the Journal of Community Health.

Almost every conversation with stakeholders included concern over girls' and young women's mental health as girls experienced depression and suicidal thoughts resulting from:

- Witnessing or experiencing domestic violence
- Witnessing or experiencing intimate partner violence or sexual violence
- Navigating being stuck in unsafe environments, especially for queer and trans girls
- Experiencing the loss of family<sup>1</sup> and community members getting sick or dying from COVID
- Stress related to loss of income for themselves or their families
- The stress of serving as caregivers for children, siblings, and elders
- Isolation and the lack of access to healthy social and emotional connections
- Witnessing or experiencing violence that erupted around protests while also wanting to engage in peaceful protests for their communities
- Being targeted by police and state authorities

In the international girls focus group, participants stated that mental health can be a taboo subject and something that is not taken seriously. Participants said when reporting issues of depression or anxiety to family members, they are often told to “get over it” or “it’s something we all go through.” Girls reported rarely being provided with access to help or support.

According to a report<sup>2</sup> from the Institute for Women’s Policy Research, young women of color were more likely than their white and male peers to lose employment during the pandemic. They were also more likely to cite the need to provide caretaking for family members and children as the reason they were out of school or work.

### **Girl-Focused Organizations Became Community-Serving Hubs**

Girl- and young women-supporting organizations became safety net providers during the pandemic. They often had to pivot from their programmatic work to meet the basic needs of girls and their families. Respondents shared that during the height of the pandemic, organizations were creating food banks, distributing emergency funds for utilities and rent, providing technology hardware and hotspots, providing or connecting girls to mental health supports, and providing mediation between girls and their families, schools, and state agencies to prevent state involvement.

In addition, staff at adolescent girl-serving organizations had to get creative about providing mental health care services when in-person care and support were no longer an option. Strategies included visual healing circles, texting, and “front-porch” check-ins with girls where staff could do wellness checks without going into the home.

Staff members at girl-serving organizations, who are majority women of color, were also dealing with the impact on their own mental health. Many experienced the same emotional turmoil as the girls they served, from staff deaths and illness due to COVID, loss of family, and the repeated trauma of racial and gender-based violence.



*“Family conflicts, family interventions, particularly young people of immigrant backgrounds who may be queer, or engaged in mainstream U.S. culture and that creates a lot of tension and no place for them to escape to. So the need for care and conflict mediation to prevent state involvement increased. We were doing quite a bit of mitigating of those issues to prevent youth from getting involved in the state system.”*

– FOCUS GROUP PARTICIPANT

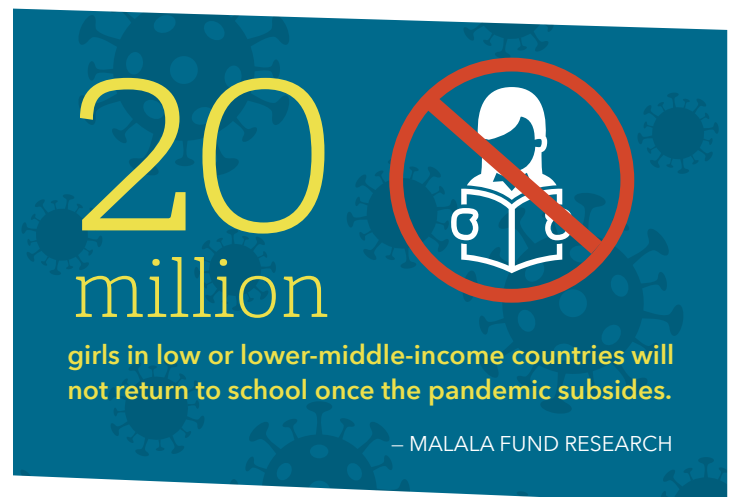
*“Safe space groups are the core of the approach, where girls develop critical peer networks, have mentors, gain knowledge and skills and have a chance to voice their thoughts, hopes and fears freely. However, beyond the direct work with adolescents, poverty cannot be bracketed. In many cases, no matter how much agency a girl has individually, if her family cannot afford to send her to school, she will not go.”*

– FOCUS GROUP PARTICIPANT

### Challenges in Educational Settings

Even in the context of distance and virtual learning, girls and young women, particularly girls of color, continued to experience push out from schools. In the U.S., girls were penalized if they missed virtual classes or school work, even if the reason for their absence was due to lack of access to computers or the internet. In Michigan, a 15-year-old Black girl who suffered from Attention Deficit and Hyperactivity Disorder (ADHD) was locked up for 78 days in juvenile detention after a judge ruled she violated her probation by not completing her homework.

In the international context, where girls’ ability to attend school is already tenuous, the pandemic became yet another reason for girls to be kept out of school. Girls in rural and poor communities, in the U.S. and globally, struggled to keep up with distance learning, or had limited internet connection and technology equipment. For financial security reasons, families returned to prioritizing marrying off their daughters instead of sending them to school. According to research conducted by the Malala Fund, it is estimated that 20 million girls in low or lower-middle-income countries will not return to school once the pandemic subsides. Lack of access to schools meant not only the loss of education opportunities for girls in the global south; for many, it also meant losing a haven of emotional support, away from oppressive gender roles and violence.



**20 million**

**girls in low or lower-middle-income countries will not return to school once the pandemic subsides.**

– MALALA FUND RESEARCH

## Girls as Caretakers

While girls enrolled in school faced a range of challenges associated with distance learning, many also experienced additional layers of pressure at home and in their family and community structures.

Because caregiving is gendered, girls and young women, especially of color, have disproportionately had to take on the role of caregivers earlier in their households. With the compounded pressures and challenges families experienced through the pandemic, girls' roles and expectations were often at risk of shifting from being kids to filling the gaps for caregiving and other adult responsibilities. If parents lost their jobs, in addition to caregivers, some girls had to find ways to contribute to the household income.

*“Black girls rarely get the opportunity to be girls. Black girls take care of family members. They have to grow up fast. Accelerating being girls to being women — not giving them space to enjoy their girlhood. Understanding for girls, especially girls of color, their identities are more about the experience than age. I feel like there are girls that are 15 and 16 but because of their experience, they feel like women.”*

– FOCUS GROUP PARTICIPANT



## Building and Growing Networks to Support Changemaking

Like many adults throughout the pandemic, adolescent girls were forced to spend a lot of time in front of screens with distance learning and virtual programming. Girl-supporting organizations found girls suffered from significant Zoom fatigue and missed the more intimate, safe space and connection that in-person programming offered. This was particularly challenging for girls engaged in community organizing work, where in-person time is required to build strong foundational relationships for social change. Girls also expressed experiencing a lack of privacy in the virtual space where family and parents were constantly nearby.

While virtual spaces have their limitations, one of the advantages stakeholders named was the opportunity for adolescent girls and young women to expand the reach of their networks inside virtual spaces. In some cases, virtual programs allowed girls greater access, without having to face the barriers of negotiating physical space and transportation. Virtual spaces also created an opportunity for girls to connect, network, and learn with peers across geographic boundaries; local and regional programs could now connect girls nationally and internationally. These doors were opened during the pandemic, and many participants named the desire to continue to build in this way.

Grantee stakeholders are interested in seeing investment made into building out the networks and coalitions that were created and accelerated during COVID to strengthen girl-led advocacy and policy change. Stakeholders cited as an example the deep investment in boys and young men of color that resulted from strong coalition-building following the attention and focus from President Obama's My Brother's Keeper Alliance and spin-off initiative.

*"We have seen an increase in our young women being able to participate in policy work because it was now more accessible because they didn't have to travel across the state to participate. We had students making public comments between classes. It has felt like an opportunity to connect and pull together across the state virtually when we wouldn't have been able to do previously."*

– FOCUS GROUP PARTICIPANT

### Reimagining State System Involvement

Hyper policing was already prevalent for adolescent girls of color before the pandemic. During the racial uprisings in the summer of 2020 across the U.S. and elsewhere, policing was exacerbated and in certain communities where violence increased, police presence also spiked. However, grantee participants noted that their communities also saw some progress in advancing the discussion of removing police and resource officers from school systems and cutting down on the incarceration of girls and young women.

Two counties in California adopted zero incarceration of girls and young women into the juvenile system for a few months during the pandemic. In New York City, organizers were able to advocate for the removal of the word "incorrigible" from sentencing and placement of girls and young women in the carceral system. Advocates say this seemingly small step will create an opportunity for sentencing procedures to consider the possibility of reform, healing, and restorative justice for girls and young women. In public school districts in Oakland, California, and in Minneapolis, Minnesota advocates got school boards to vote in favor of reallocating money for police in public schools to redirect those resources toward investment in nurses and mental health counselors.

Participants say they hope that some of the momentum built over the last few years will continue into the future. However, one of the critical challenges of girls' system involvement is ensuring opportunities for economic security and access to mental health services. As one participant said, *"Girls and young women need real economic opportunities that can compete with the street economy, not \$10 an hour jobs or internships that last for a few months. Youth haven't had access to a lot of the COVID relief funds because they were underage or for other reasons."*

According to national research<sup>3</sup> the majority of girls who become systems involved or who have recurring involvement with detention and juvenile justice have histories of trauma, victimization, and mental health concerns. All of this underscores the need for girls to have access to culturally competent mental health services and mediation support.



## Practices That Support Girls' Agency and Building Power

Stakeholders shared what they saw as practices and opportunities that are helping to accelerate girls' agency and power building in order to advance solutions that impact their lives.





## Safe Space and Healing

Grantee partners around the world are working to give girls a safe space where they can show up and grow up authentically and without judgment. What makes for a safe space? Participants shared a range of definitions, including a space:

- Where girls can engage and network with their peers around their lived experiences;
- That is culturally relevant and that meets girls where they are in terms of their needs;
- That isn't always about organizing and activism; sometimes it means creating a space where girls have the opportunity to play, experience joy, and be in the company of other girls;
- That is restorative and healing-informed;
- That is safe from violence and harassment: Schools, home life, and the streets are places where girls are exposed to or experience sexual harassment, adultification<sup>4</sup>, gender-based violence, bullying, and over-policing. Often girl-supporting organizations or programs are the only space in a girl's life where they can experience acceptance and safety.

*“The healing part can't be underestimated. The most important thing is providing our girls opportunities for healing and what that looks like for us is they get to sit down with other young people, say what happened to them, be believed, validated, and affirmed. In that experience, they are then offered ways for healthy coping and managing their feelings. That's number one for us — otherwise [it is] unhealthy and unethical to ask young people who haven't healed to engage in power-building work.”*

– FOCUS GROUP PARTICIPANT



## Meeting Basic Needs

In order for girls to fully engage and participate in programming, their basic needs must first be met, from access to food and water, a safe place to live, and transportation to get around, to economic security for themselves and their families. When girls experience stressors, it lessens their engagement or keeps them from participating entirely.

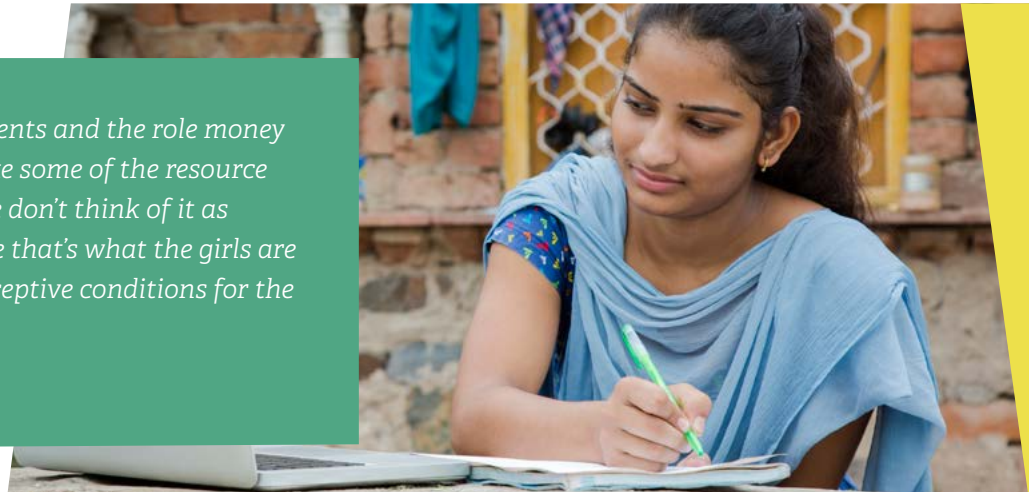
Many of the program staff and participants talked about the practice of compensating girls for their time and expertise – especially when they are becoming program designers, community organizers, and producers of art and media. Compensation can include stipends or wages. Giving visibility to both girls' ideas and their expertise by providing them with financial resources and capacity support gives them validation, particularly in the eyes of elders, family, and governmental decision-makers. For some girls, having access to their own resources can help shift their attitudes from being assets for financial security trapped in generational poverty toward the idea that they can become agents of change. When girls are

forced to make tradeoffs between participating in organizing work and making ends meet, they are not really getting a true choice.

In focus groups, girls named wanting to build their skills around basic financial literacy and money management. Thinking about their long-term economic futures, they also wanted access to career mentors and technical skill-building programs where they could gain aptitudes that might lead to sustainable job opportunities. Girls articulated that schools don't often offer these kinds of programs, so it is an opportunity for girls programs to fill that gap.

*“How we democratize movements and the role money can play in them can alleviate some of the resource scarcity and competition. We don't think of it as growing girls' power, because that's what the girls are doing, but we are making receptive conditions for the girls to exercise their power.”*

– FOCUS GROUP PARTICIPANT



## Decision-Making Power and Voice

For girls to realize their power and agency, they need to have the autonomy to name the things that are important to them, as well as the resources needed to move on those issues, participants shared. When it comes to grantmaking, participants want to see the creation of more participatory processes and shared leadership where girls have meaningful decision-making responsibility around resource distribution. They further reflected on what makes for meaningful and authentic decision-making:

- Invite girls into the conversations early, where they can be a part of the co-creation, design, and implementation of projects.
- It is important for girls to be included in all aspects and stages of programming, not just to be brought in at the end.
- Girls having the space for ideation and discussion with their peers, with support and guidance from trusted adults – without those adults dictating the outcomes.
- Girl-led work should include room for collective action and collaboration so girls learn how to build with others, including other girls and partners in their communities.

As one executive director said, *“Don't ask girls about their experiences but then have someone else implement on their behalf.”*





## Critical Analysis and Thinking

Many of the adult women leaders talked about the role choice plays in girls' agency. This was particularly true in the international context where girls often grow up believing they have no choice in when or if they get married or have children. Grantee partners shared their experiences helping girls understand their reproductive and sexual rights, opportunities for their education, and future careers.

In this context, agency means providing girls with opportunities to build their critical thinking skills, to look at their own context and connect their individual experiences to a systemic analysis. This includes the ability to build a critical consciousness to identify oppressive forces and systems that might limit their agency or ability to build power. These girl-focused spaces provide distinct, holistic educational opportunities that teach girls about their personal rights and choices so they can build their capacity for self-advocacy.

Providing historical and cultural education can help girls build a connection to the wisdom and resilience of their communities and affirm their self-worth. Girls in the focus groups echoed the role of girls programs in providing girls with important information they don't often get in home or school settings. Topics they were interested in included reproductive and sexual health, career mentoring or internships, and culturally relevant programming. As one participant said,

*“Building power is about cultivating the space together to share voices and opinions to not be bogged down with respectability politics, letting young women express their voice the way they want to. We don't all have to be and say the same things to advance movement — and being oneself is the freedom we want to obtain.”*

– FOCUS GROUP PARTICIPANT





## Inter-generational Relationships

While the work should always center the voice and experiences of girls, having adult and young women mentors is a critical accelerator for girls building their agency and power.

When girls have access to trusted adult mentors and older women who can exchange life lessons, it can contribute to a girl's sense of belonging and identity. Elder women can pass on cultural wisdom to girls, particularly in Indigenous cultures where elders are the keepers of language, craft, medicine, and healing practices.

Women-led organizations can provide girls with informal leadership training and support girls who have never managed a budget or written a proposal understand the fundamentals of what it takes to run an organization, program, or meeting. These relationships and structures can also provide infrastructure as girls organize for short-term projects or startup organizations. The staff of programs, many of whom are young women of color themselves, are often stepping into girls' lives to serve as mediators, provide training, education, and coaching.

*“Raising consciousness and nurturing solidarity amongst girls is key to building their agency. Girls are already powerful. Girls have already been organizing. However, that has not been recognized because as funders and women’s organizations we want girls and young women to fit in a way that is comfortable for us. Ensuring that girls are at the center and can be themselves, and continue to organize and recognize that the girls themselves already have the tools and we’re just supporting them.”*

– FOCUS GROUP PARTICIPANT



## Engaging Each Girl's Ecosystem

In addition to the wider systemic challenges holding girls back, many barriers and traumas that girls experience come from their families, schools, and communities, making it critical to engage the full ecosystems that girls operate within in order to create holistic support. This includes doing things like providing educational programming for the gatekeepers in girls' lives such as parents, educators, government, and community leaders. Staff from grantee organizations have created a multitude of ways to partner with schools, community agencies, and governments to ensure that girls can have a voice in the design of institutional policies and practices that impact their lives.

Many stakeholders talked about the importance of a holistic approach that engages every system and structure that adolescent girls interface with. For example, in the global south, if you want to get and keep



girls in schools, that often requires changing the hearts and mindsets of families, communities, and governments who believe that the only economically sustainable option for girls and their families is marriage. It means creating dialogue around a cultural expectation that girls can have viable career options that support them and their families economically, and have a choice about when and if they get married and have families.

**“Native girls and young women don’t need to be empowered, rescued, or taught what agency is, they just need to access their inherent power and agency and express it in a way that’s appropriate for the culture, community, and the given time. Her rootedness is going to be the collective. The memory agency of the voice of the collective. It’s not about that girl who gets more empowered than those girls — it’s much more powerful when others ask you to step forward than to step forward on your own. Much more powerful to be introduced than to introduce yourself. Traditionally we do things collectively; it’s not about you even if you’re embodying the collective interest.”**

— FOCUS GROUP PARTICIPANT



## Shifting Narratives

Girls and young women are using media, digital platforms, art, and technology to shift narratives to dismantle and deconstruct gender-based stereotypes, beliefs, norms, and practices. It is important to create and invest in opportunities for girls to harness the power of storytelling so they can share their lived experience, but also as a mechanism for healing. Social media in the hands of young leaders provides an opportunity to increase the visibility of girls and young women toward inclusivity and belonging. Social media also can increase interconnectedness between girls across the global landscape and foster greater partnerships and participation for girls for whom social media is one of the few spaces where they have access to tell their stories, connect, and organize.

While traditional media can be a powerful tool for storytelling, it often reinforces harmful narratives that limit or erase the role of girls as leaders or experts of their own experiences, particularly young women of color. For example, when 23-year-old Ugandan climate activist Vanessa Nakate participated in a joint press conference in Davos, she was cropped out of a photograph published through the Associated Press. Of the five young women activists in the photo, she was the only woman of color amongst the group of prominent young white climate justice activists that included Greta Thunberg. While girls are increasingly at the forefront of movement and organizing efforts, they also experience an erasure at the hands of mainstream media that views their leadership through a white-dominant patriarchal frame.

# Key Recommendations for Philanthropy

## **NOTE TO FUNDERS**

*Below is a list of recommendations and prominent themes that came up in conversations with grantee partners on how philanthropy can help move this work forward in meaningful ways. The Advancing Girls Fund encourages funders to read through this list and consider which of these practices you're currently using to support your work to help adolescent girls and young women of color thrive, and what shifts you might consider. Please get in touch if you have any questions or comments.*



### 1. Provide multiyear, flexible funding.

While this is not a new recommendation, it bears repeating, especially in the context of NoVo's past patterns of funding which prioritized multiyear and flexible grants. The majority of stakeholders interviewed defined multiyear as a minimum of three years and an ideal of 10 years. Flexible and general operating funding gives community partners the means to pay staff a living wage and respond to the immediate needs of girls when they arise. The need for flexible resources is likely to grow as the world continues to grapple with the pandemic, global climate crisis, and increased social and political divisions.

Developing a girl's leadership, power, and agency requires intensive time and human resources. Stakeholders reiterated that donors and philanthropic institutions have unrealistic expectations about the time and intentionality required for social change work, youth leadership development, and youth organizing. In addition, staff at adolescent girl-serving organizations report the inconsistency of funding hampers their organizations from resourcing operations, and doing so in values-aligned ways, including paying staff members sustainable wages and providing stipends for girls and young women's participation.

Long-term, relationship-focused organizing and service delivery are critical to developing strong, culturally grounded young women. Working with young women and girls in this way requires sustained resources to help individuals transition successfully from



childhood to adulthood. **This work takes years, not months. The standard for funding opportunities should reflect that**, skewing closer to five or ten years rather than six to eighteen months, benefitting organizational, programmatic, and recipient growth and development.

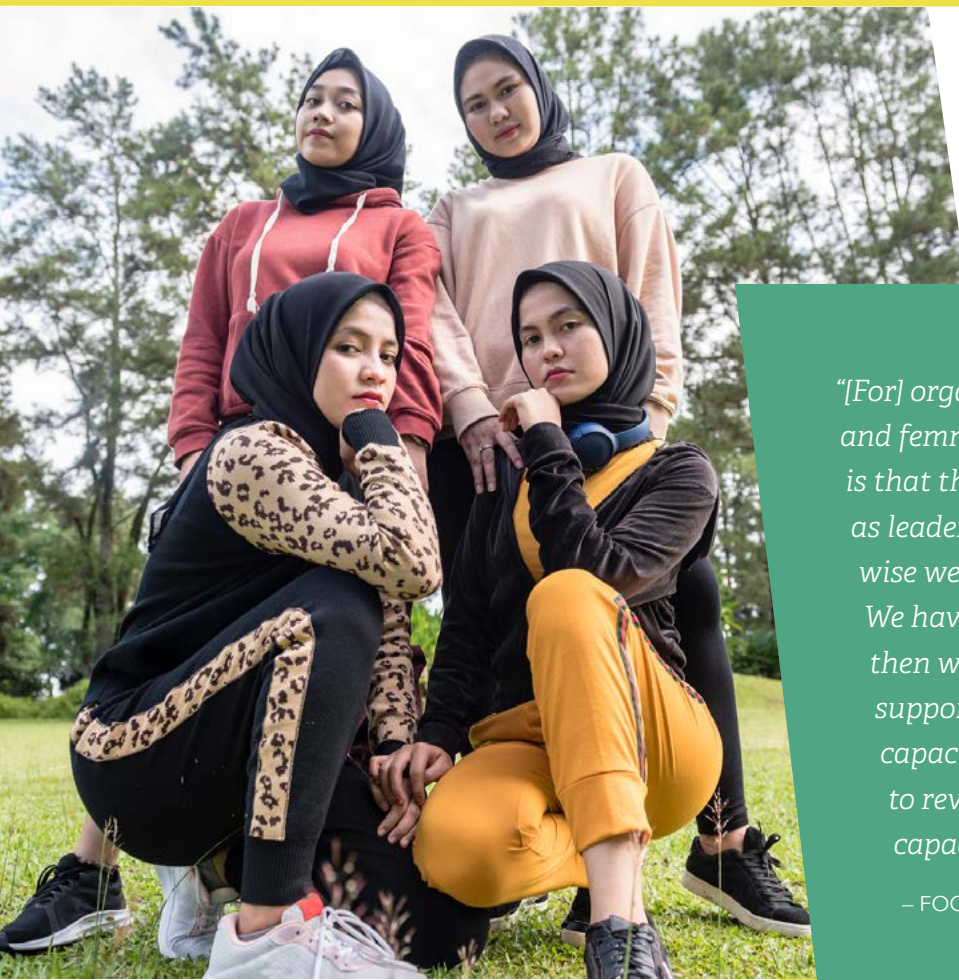
### FUNDER CONSIDERATIONS

- / Consider funding girl-led and girl-serving organizations in terms of years, not months.
- / Be realistic about goals and objectives when it comes to long-term, systems change work.
- / Build in things like overhead costs, livable wages, and participant stipends when considering grant sizes.

*“When you are trying to solve girls’ challenges or issues — this is a long-term thing. But with philanthropy, we have access to funds for 2 to 3 years, but the impact for 2-3 years is very small for programs like ours where we’re trying to change behaviors and attitudes, this takes a long time. There’s pressure to increase the number of girls, which jeopardizes the quality and depth of the program because philanthropy is concerned with scale and not the quality of what we’re giving to the girls. They want to see growth numbers year to year.”*

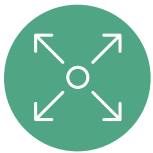
– FOCUS GROUP PARTICIPANT





*“[For] organizations led by Black or POC women and femmes, what happens a lot in philanthropy is that there are higher expectations of our work as leaders of these organizations, and capacity-wise we’re also put in these weird contradiction: We have to prove our capacity to get money but then we’re seeking TA and capacity-building support we have to show we don’t have that capacity. But there is a vulnerability there to reveal a lot and to say we don’t have the capacity with no promise for money.”*

– FOCUS GROUP PARTICIPANT



## 2. Center girls of color, BIPOC-led, and local efforts.

The majority of girls experiencing injustice and social-economic disparities are girls of color. Girls and adult leaders of color are the growing global majority consistently on the frontlines of solutions to address disparities that impact them, their families, and communities. Context matters, and what affects the health and well-being of an adolescent girl of color on the South Side of Chicago will be different than for a girl in rural Tanzania. Funders should focus on bottom-up efforts and fund in ways that recognize that girls have the solutions to the challenges that most impact their lives.

Stakeholders shared their concerns around funders’ tendencies to bifurcate funding along gender lines, focusing on either funding boys or girls of color, with girls programs often being the first to have funding cut. This practice has also created deep competitiveness in the field between organizations that are working primarily with boys or girls during a pivotal time in their development, creating fractures in a field where there might be opportunities for deeper collaboration and coalition-building to advance agendas that benefit all youth. As one advisor to philanthropy said, **“The goal should be to expand the pie, not reallocate the pie.”**

Of the Advancing Girls grantee partners who participated in the survey, 90% are BIPOC women-led organizations. From our conversations, BIPOC women leaders are struggling with many of the same challenges as the young girls they support, particularly because they live at the same intersections of gender and race, and bring lived experience of systems that have historically disenfranchised them. Recent proclamations from philanthropy about investing in BIPOC-led organizations are a step in the right direction, but it should be noted they are happening against the backdrop of years of underfunding, setting organizational leaders of color up for additional, specific challenges.<sup>5</sup> One Black woman ED stakeholder shared that two weeks after giving birth to twins she was wrapping herself up to meet with a funder because the organization couldn't afford staff to cover her maternity leave.

In comparison to funding from the anti-gender ideology movement<sup>6</sup> leaders in pro-gender, pro-feminist inclusive work are facing steep competition. The anti-gender movement is made up of an organized group of actors working in opposition to gender equity, LGBTQ rights, and reproductive health and freedom in the U.S. and globally. The aggregate revenue of the U.S.-based organizations associated with the anti-gender ideology movement during the 10-year span of 2008 to 2017 was \$6.2 billion. During that same time period, 11 United States organizations associated with the anti-gender movement exported at least \$1 billion into countries around the globe.



## FUNDER CONSIDERATIONS

- / Take a look at your current portfolio: How many of your grantee partners are girl- and BIPOC-led?
- / How many are driven or informed by local community needs?
- / If the majority of your grantee partners are not girl- and BIPOC-led, consider why, and find ways to shift dollars and power.



### 3. Limit barriers to access and practice trust-based philanthropy.

When funders recognize their power and take steps to shift it to grantees and communities, the work looks different and is often more impactful. This translates to everything from grantmaking practice and how learning and impact are defined to how funders see their role and what skills are deemed valuable in those roles.

This approach includes thinking more expansively about how to support the work of change outside the usual boxes and moving resources directly into the hands of communities, and specifically, girls. In their grantmaking, funders can think beyond status quo practices, taking steps such as eliminating the lengthy annual applications requirements and reporting mechanisms when possible, and building relationships with grantees that extend beyond the written word. In their partnerships, funders can work to recognize that not all efforts that support adolescent girls come in the form of a 501(c)(3). Grantmakers can increase girls' access to resources and investment by using local and regional intermediaries who can get money to girls operating outside of formal structures. For example, in an effort to maximize the money they gave out to the field, the Black Trans Fund at Groundswell Fund paid fiscal sponsor fees directly to fiscal sponsors of organizations that received core grants.



*“This constant writing and coming back every year to apply is really burdensome. As though you’re not familiar and don’t want to build a relationship with us. But if you’re asking people every year to reapply, it is not only burdensome and takes time away from the actual work, it’s just very unnecessary if we’re staying in touch and reporting to you. Trust us to do the work and to do it well.”*

– FOCUS GROUP PARTICIPANT

#### FUNDER CONSIDERATIONS

- / Find ways to reduce the burden on grantee organizations, such as moving from written reports to conversations when possible.
- / Make relationship building a part of your job as a funder and consider how to show up in ways that practice power-sharing, humility, and curiosity.
- / Once you’ve built trusting relationships with grantee partners, ask them what barriers they see in your partnership and new ways you can support them.



*“If we just were to focus on centering girls of color in some of the larger philanthropic spaces around social justice issues (education, climate, gender, race) that’s really what it’s going to take. Even when we think about all of the racial justice funding it really is directed at Black men and BLM. We still need to be intersectional around layering on all of the other things that cause disproportionate harm, and when we think about where the potential for impact lies, we should really be centering girls and young women of color into these larger strategies.”*

– FOCUS GROUP PARTICIPANT



## 4. Apply an intersectional gender justice lens.

Adolescent girls of color live multi-issue lives at the intersection of gender and racial identity. Young women are leading in all sectors and issue areas, including climate justice, disability justice, education equity, and carceral system reform. Funders should consider how they’re investing in the leadership of adolescent girls of color across their work and at the intersections of their many lived identities.

Girls are not a homogenous group; it is important to support girls living into their dignity and rights within their social and cultural identities. What rights and dignity mean for a Black transgender girl in the U.S. South is going to be different from the rights and dignity for an Indigenous cis-gender girl in Myanmar.

### FUNDER CONSIDERATIONS

- / Are you applying an intersectional gender justice lens within your portfolio? How?
- / Is it reflected in your grantee partners, including a majority of grantees whose leadership bring lived experience at the intersection of youth, gender identity, and race?
- / Is it captured in the demographic data you collect as a baseline for change?
- / Does it come across in how you fund, including providing additional support for healing justice for girl-, women-, and BIPOC-led organizations?



## 5. Support stronger safety nets *and* systems change.

Adolescent girls cannot be free, healthy, and thriving until we get at the root causes of racial and gender inequities. Given that systems change takes generations of focused work, girls also need to be supported with resources today for immediate needs around their mental and physical health, safety, education, and economic security.

Funders should consider supporting the **both/and approach of investing in safety net infrastructure for girls, while also investing in their leadership**, whether that's grassroots organizing, advocacy, or shifting narratives on gender norms. It is important to get girls' direct input on where there are "breaches in the system," specifically the systems that are directly impacting girls' lives, including foster care, health care, education, and carceral.

While mental health was cited as one of the biggest challenges for girls and young women, organizational leaders say they struggle to get funders to support mental health interventions and services, such as healing circles and restorative justice work.

### FUNDER CONSIDERATIONS

- / To support girls' immediate needs while building long-term systems change, funders can and should invest in both, not either/or.
- / Girls' mental health and healing is a large and under-resourced area that many grantee organizations named globally.
- / Consider ways to include that within your girls' grantmaking portfolio.

*"Very little money for girls around policy/advocacy and it's partly because of how we conceptualize childhood as very separate from the public sphere and political realm and yet by the time girls reach adolescence they are super engaged... demonstrating, organizing, talking about what they want to see change, etc. There is no long-term change without policy change. It's not just a funding gap, it is a conceptual and programmatic gap."*

– FOCUS GROUP PARTICIPANT





## 6. Fuel girls' innovation and creativity.

Adult leaders reflected on how the girls they work with have non-traditional approaches and ideas to solutions for social change. But philanthropy generally sticks to things that feel familiar and safe. In addition to flexible funding, funding the work that may be seen as more experimental is critical to girls being able to activate their own agency and power in the ways that work best for them. During the pandemic, the Southern Black Girls Leadership Consortium created the Black Girl Joy Challenge, an opportunity for girls to use their gifts to generate joy for themselves and a minimum of 10 other people. It was an opportunity for the girls to “shift the narrative of them just being victims to contributing and amplifying their creativity and resilience.”



*“It is very easy to request money for things like sanitary pads but when you try and get funding for girls to start their own factory where they will produce their own sanitary products it's really tough. You can imagine if girls can start their own simple factory, in this case creating sanitary products from banana stems, they're producing products at an affordable price and creating employment for themselves. But unfortunately, it's not something we can get funding for.”*

– FOCUS GROUP PARTICIPANT.

### FUNDER CONSIDERATIONS

- / Girls around the world are bringing forward bold ideas and new realities
- / Support their work and leadership!
- / If your grantmaking portfolio doesn't include any non-traditional ideas or organizations, get curious about what biases might be informing your decisions about what type of work is considered “worthy” and what is not.



*“It’s very important to bring grantees together because we want to collaborate. We don’t always know who is out there and who we could be in partnership with. We want to share and learn about each other’s different practices.”*

– FOCUS GROUP PARTICIPANT



## 7. Create opportunities for networked learning and support.

Despite their expertise and leadership across a range of social issues, poor girls of color are the most likely to be left out of traditional networks that can give them a broader perspective on what’s happening in the world, provide relationships to peers, and connect them to funding and other opportunities. Both organizational leaders and the girls they work with put a high premium on funded opportunities to network and learn with and from each other. The convenings previously hosted by the NoVo Foundation were highly valued spaces where peers could share practices and challenges, and validate one another’s journeys and work.

For girls, there was a particular human connection of understanding that girls outside of their immediate universe, community, or neighborhood grappled with some of the same challenges and opportunities. Through these connections, they started to create more expansive understanding of what was possible for them personally, as well as for their families and communities.

Grantees articulated that they missed these opportunities that NoVo provided to learn and build relationships with other adolescent girls-supporting organizations. They found high value in knowing who else is doing the work they do in the wider ecosystem, and learning about each other’s practices, programs, and opportunities for collaboration.

### FUNDER CONSIDERATIONS

- / Connection and co-learning help fuel stronger movements and organizations. Are you acting as a convener for the ecosystem of organizations you’re supporting?
- / Networking can be especially beneficial for smaller, less-resourced organizations. Are you offering to connect grantees with other organizations and potential supporters?
- / Meeting another girl who is doing similar work in another part of the world expands what’s possible for girls, and helps connect them to a wider network beyond their home, community, or organization



## 8. Eliminate the focus on quantity over quality.

Grantee survey participants shared that funders are constantly asking them to report on the increase in the number of girls served, with an overemphasis on scale. But there is a real cognitive dissonance for programs that work to go deep to support girls' development, sometimes working with a cohort of girls over a period of decades. For these organizations, **the impact is not about how many girls they can serve, but how well they can support the girls they engage.** For these organizations, the scale actually comes to fruition after the work with the girls is complete, as girls who have a sense of their own power and agency tend to bring that to bear on helping their families, communities, and other girls.

### FUNDER CONSIDERATIONS

- / Reflect on your perspective around quantity and why you are tracking things the way you are.
- / If you are focusing heavily on scale, what are you missing in the process?
- / Get curious about how your grantee partners define impact in their own work.





*“The trauma happens over a long period of time for the girls we work with. The healing will take the same amount of time. We are not just coming in putting band-aids on things, but actually making transformational and behavioral changes for girls. Change that not only impacts the individual girls' lives, but also her family and community.”*


– FOCUS GROUP PARTICIPANT

# Building a Bold New Framework for Advancing Girls Based on Grantee and Field Wisdom

At the onset of the landscape analysis, the Advancing Girls Fund was committed to taking what we learned from girl-centered and supporting organizations and adolescent girls to inform the future strategy and approach of the Advancing Girls Fund. As a result of our comprehensive reflection on all of the interviews, focus groups, discussions, and a document review, the **Advancing Girls Fund is building a bold, collaborative framework with the following:**

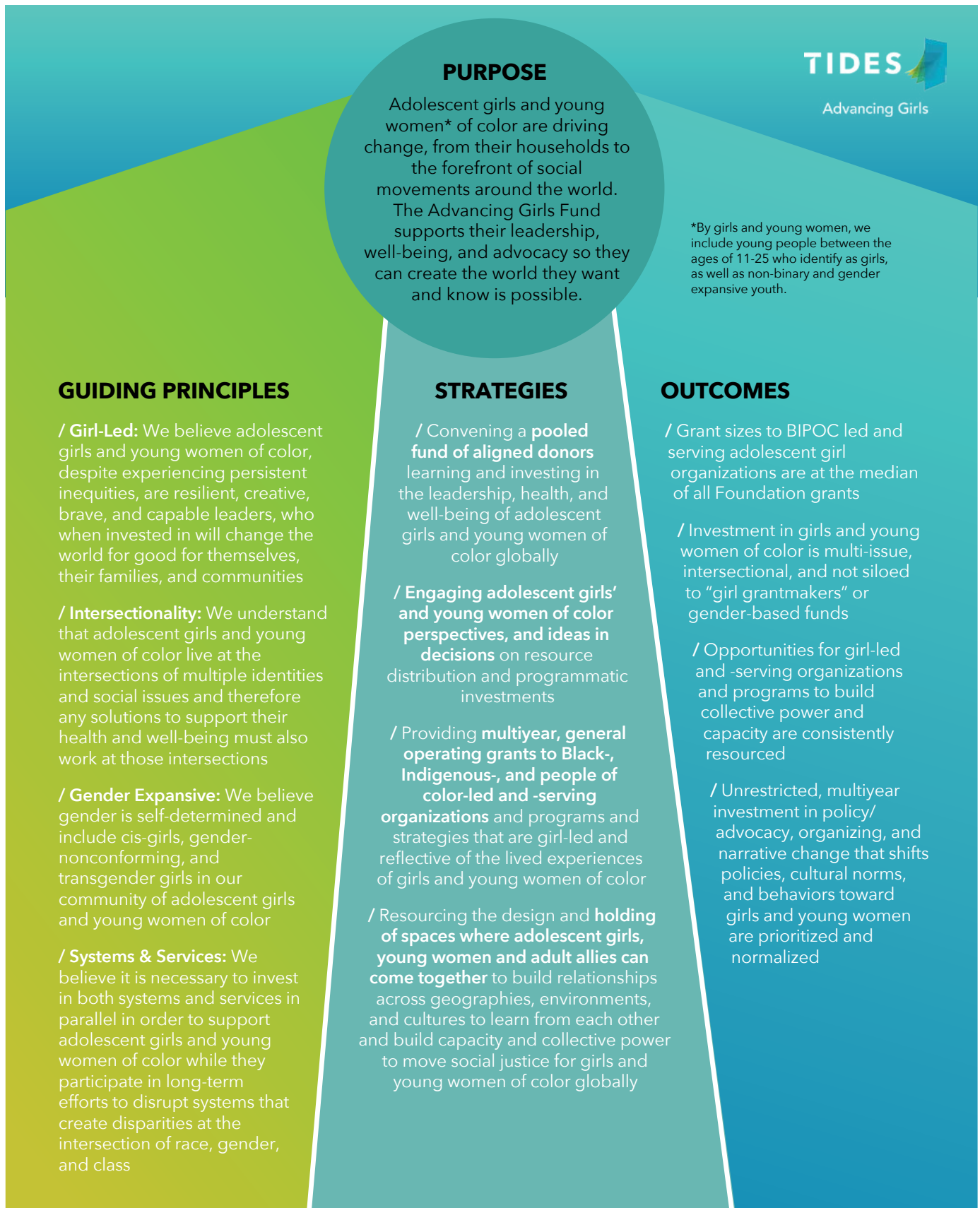
 **By transitioning to a pooled funding model, we aim to expand the number of donors providing new funding in adolescent girls of color.** We will do this by seeking out new donors and investments from untraditional donor spaces. Tides Foundation will focus on building up the number of individual donors and grantmakers who may not have a committed strategy around girls' grantmaking, but who have a demonstrated interest in supporting work that is led by and that centers adolescent girls of color through the Advancing Girls Fund." The pooled fund will create space for donors to be part of a coordinated effort to learn with one another about the practice of trust-based philanthropy and centering girls and feminist leadership in their issues of focus or strategies.

 **Championing an integrated and transparent approach to funding, we will share with the field where support is coming from in order to provide greater insight into resource shortfalls and needs, and better support adolescent girls and girl-centered organizations.** Currently, there are very few funders resourcing adolescent girls-focused strategies and programs, and little transparency around where that money is allocated. NoVo Foundation is one of less than a handful of funders that are providing investments into the field as a source funder. A "source funder" is defined as a funder who is investing dollars that have not been fundraised from other donors, or philanthropic grantmaking institutions. As a contributor to the Tides' Advancing Girls Fund, NoVo is a source funder for more than 15 adolescent grantmaking funds and institutions, representing, at times, significant double counting in terms of the dollars available to the field. By simultaneously prioritizing transparency while growing the number of source funders, Tides hopes to have a clearer understanding of what resources are needed and available, while growing investments to support this work.

 **The Fund will prioritize Black-, Indigenous-, and people of color-led and -serving organizations,** understanding that girl- and BIPOC-led organizations have been historically excluded and significantly under-resourced,<sup>7</sup> despite consistently being on the frontlines of social movements and bold organizing around the world. We will prioritize organizations that are close to the ground and understand the context of the places where girls live and learn.

- 
- Because we believe girls know best what they need to address the conditions and injustices that exist in their own lives, the Fund will prioritize funding organizations that center girls' power and voice** in all aspects of program design, service offerings, decision making, and implementation. We will engage adolescent girls in the grantmaking process through a girl's advisory body where they will inform decisions on the Fund's investments. Stipends will be provided to advisory body participants to honor and pay for their time and expertise.
- 
- Understanding that the anti-gender movement is heavily resourced by philanthropic institutions and donors, we seek to level the playing field by investing deeply in efforts that focus on systems and cultural change<sup>8</sup>** that benefit the health and well-being of girls and young women of color. This investment includes but is not limited to efforts that focus on shifting policy at the local and national levels; organizing efforts that move an anti-racist and gender justice agenda; and narrative change that aims to shift patriarchal conditions and behaviors, harmful gender and racist norms, and address gender-based violence.
- 
- The fund will grow and take on a pooled funding model over the next two years, with the goal of shifting to multiyear, general operating grant commitments** of a minimum of three years and structure the process to create a minimum time burden and barrier to entry on applicants and grantee organizations. The Fund will accept proposals and reports grantees have produced for other funders that provide the baseline information needed to make decisions about grants and renewals, with the option for applicants/grantees to submit verbal applications and reports. The threshold for grant amounts<sup>9</sup> will, at a minimum, cover the full-year salary of organization's senior leader.
- 
- We will co-design a responsible funding exit approach with current grantees and adolescent girl leaders.** NoVo Foundation boldly funded fledgling ideas and organizations that are still in their growth phase and are dependent on the funding now coming from Tides as their sole source of funding. Of the grantees survey participants, 53% of organizations receive over 30% of their funding from Tides Foundation. Tides is committed to working with current grantees to reduce budget dependency and co-design an informed exit approach/sustainability plan that may include investments in organizational stability, including the investment in identified skills building, knowledge transfer, and networked funder introductions and relationship-building support.
- 
- We will create opportunities to strengthen the network of adolescent girl leaders and the organizations that support them, including investment in the design and holding of spaces** where girls and adult allies can come together to build relationships across geographies, environments, and cultures to learn from each other and build capacity and collective power to move social justice for girls globally.

The Fund's purpose, guiding principles, strategies, and outcomes are shown in this visual framework:





## In Conclusion, an Invitation

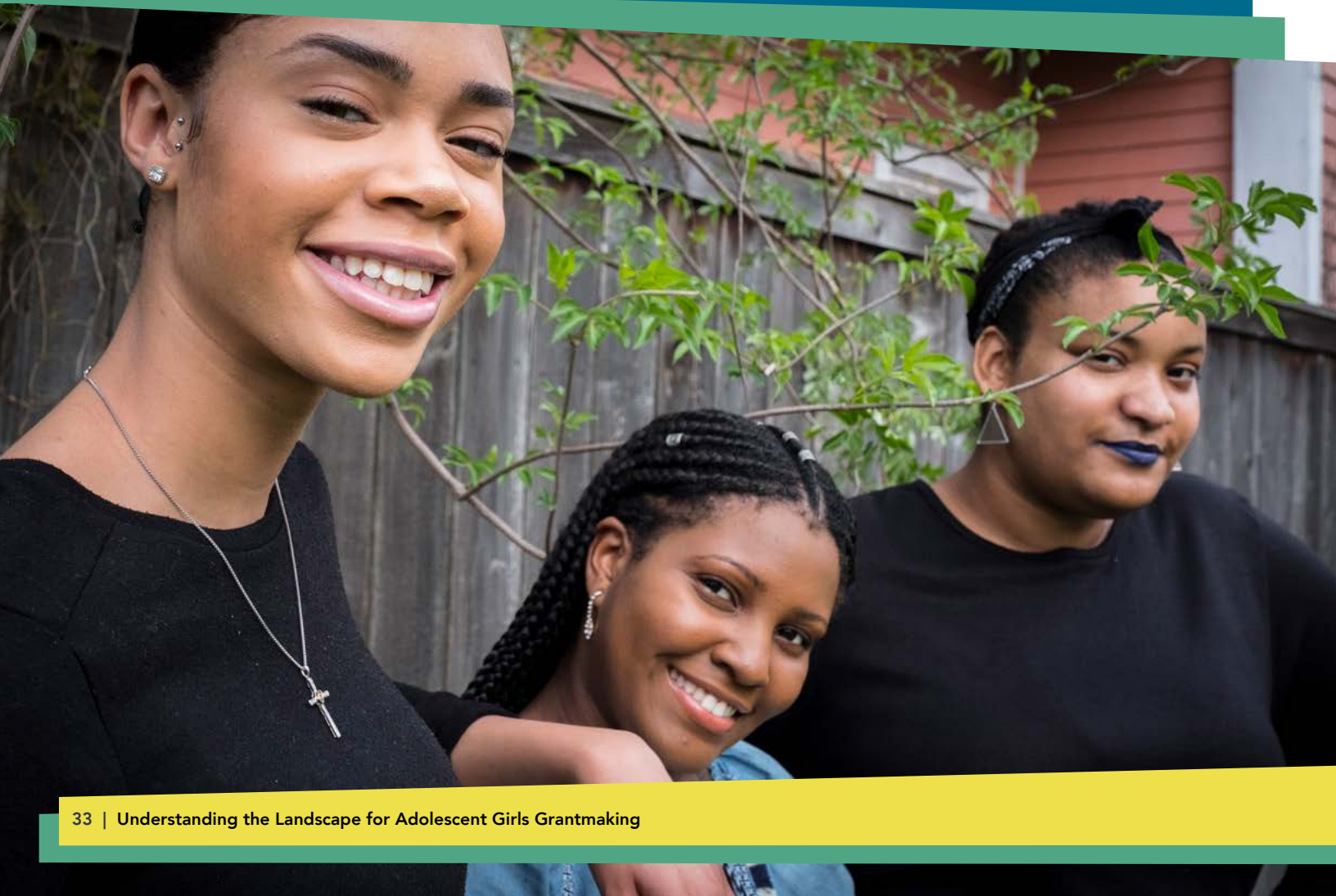
Funders have a chance to show up differently for adolescent girls and young women of color, and to meaningfully and collaboratively invest in taking down the systems of oppression that hold them back. We hope that the reflections and insights offered in the landscape analysis have helped fuel new thinking and ideas about what's needed and how to support this critical work.

For funders who are interested in building out this work with us, or if you have questions about the landscape analysis or strategy, we invite you to get in touch: [advancinggirls@tides.org](mailto:advancinggirls@tides.org). Learn more at <https://www.tides.org/campaigns/advancing-girls-fund/>.

The Advancing Girls Fund team would like to once again thank all of the girls and grantee partners who shared their time and wisdom with us, and with the field. A full list of Advancing Girls Fund grantees can be found at [tides.org/advancing-girls-fund-grantees](https://www.tides.org/advancing-girls-fund-grantees).

*“We would like funders to continue collaborative discussions prior to putting out the request for funding. Sometimes we receive an RFP and we’re like — wow, this is so misaligned because funders just don’t know the pulse of what’s happening for girls and young women.”*

– FOCUS GROUP PARTICIPANT



# Appendix

## Acknowledgments

### FIELD LEADER INTERVIEWEES

Sheena Johnson; Groundswell Foundation

Ada Williams Prince; Pivotal Ventures (Melinda Gates)

Surina Khan; Women's Foundation California

LaCora Bradford Kesti; Women's Foundation of Minnesota

Teresa Younger, Roz Lee & Shawnda Chapman; Ms. Foundation

Bre Rivera; The Black Trans Fund

Fanta Toure-Puri; Girls First Fund

Purity Kagwiria, With and For Girls

Rose Bransky; RedRosa

Tiffany Drake; Obama Foundation

Tia Oros Peters; Seventh Generation Fund for Indigenous Peoples

Zohra Moosa, Happy Kinyili; Mama Cash

Amy Babchek and Angelika Arutyunova; "Where is the Money For Adolescent Girls Report" Working Group

Riki Wilchins; TrueChild

Becky Ferguson; Salesforce Foundation

Cynthia Nimmo; UN Women, Generation Equality

Hakima Abbas, Gopika Bashi, Cindy Clark; Association for Women's Rights in Development

Shruthi Jayaram; Dalberg Advisors

Joanne Smith, Girls for Gender Equity (U.S.)

Shontina Vernon & Lara Davis; Visionary Justice StoryLab (Narrative Change)

Aisha Truss-Miller; Assata's Daughters

### FOCUS GROUP INTERVIEWS

Detroit Women of Color, Incorporated

Hawaii Women in Filmmaking

Shelectricity

Speaking Down Barriers

viBe Theater Experience

Bold Futures [Young Women United]  
Daughters Beyond Incarceration  
I Am Why  
Kids Rethink New Orleans Schools  
SisterSong  
SOUL School of Unity and Liberation  
Young Women's Freedom Center [Center for Young Women's Development]  
EduSeed  
Girls Livelihood and Mentorship Initiative (GLAMI)  
MikonoYetu  
Pace Center for Girls, Inc.  
The Evoluer House  
A Breeze of Hope Foundation  
Centre for Domestic Training and Development  
Chhori  
Elman Peace & Human Rights Center  
Girls Not Brides  
Aangan Trust  
Girl Determined  
Girls for a Change  
Empower House [Martinez Street Women's Center]  
National Compadres Network  
PEARLS for Teen Girls, Inc.  
Southwest LatinX of El Paso LLC  
The Brotherhood Sister Sol  
EMpower-Emerging Markets Foundation  
MADRE, Inc.  
Thousand Currents  
Alliance for Girls  
The National Crittenton Foundation  
New Mexico Fund for Women and Girls  
Philanthropy Advancing Women's Human Rights

The New York Women's Foundation

Women Win Foundation Inc.

EveryBlackGirl, Inc.

Girls Embracing Mothers

Operation Restoration

The Mentoring Center

Victim Offender Reconciliation Program [Youth Leadership Institute - Hueliti Girls Program]

Assata's Daughters

Black Trans Fund (Groundswell Fund)

Girls First Fund c/o Capital for Good USA / Geneva Global

Girls for Gender Equity Inc.

Ms. Foundation for Women

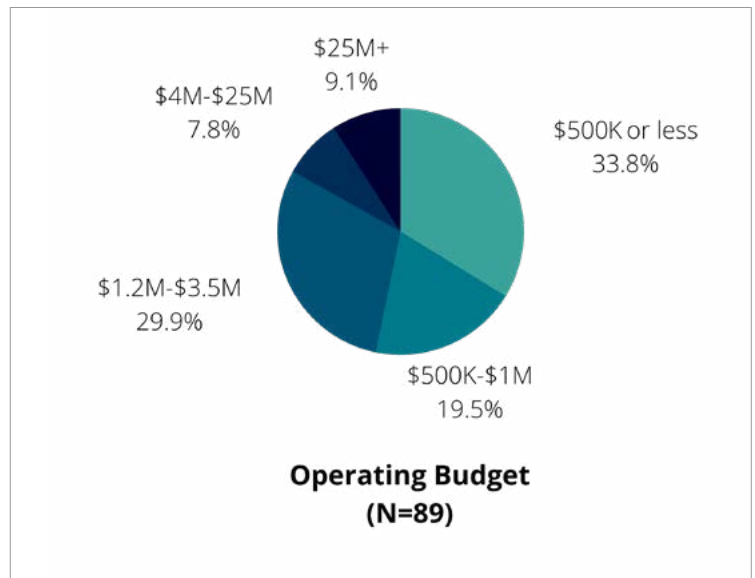
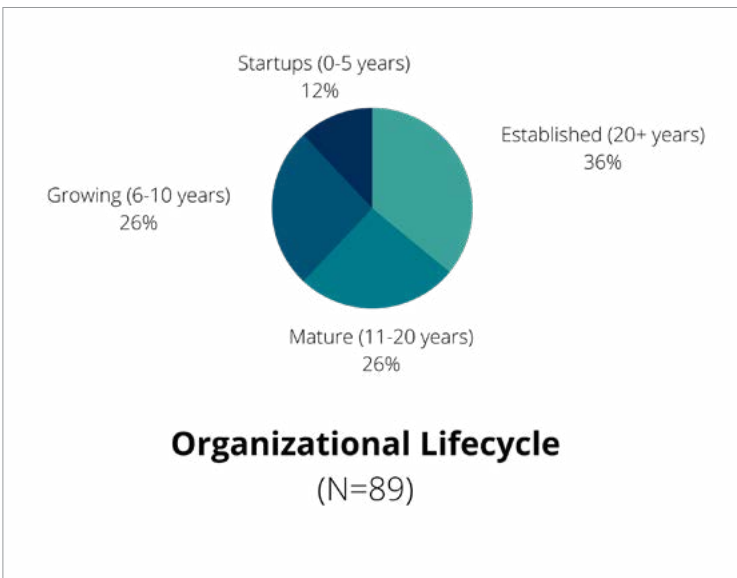
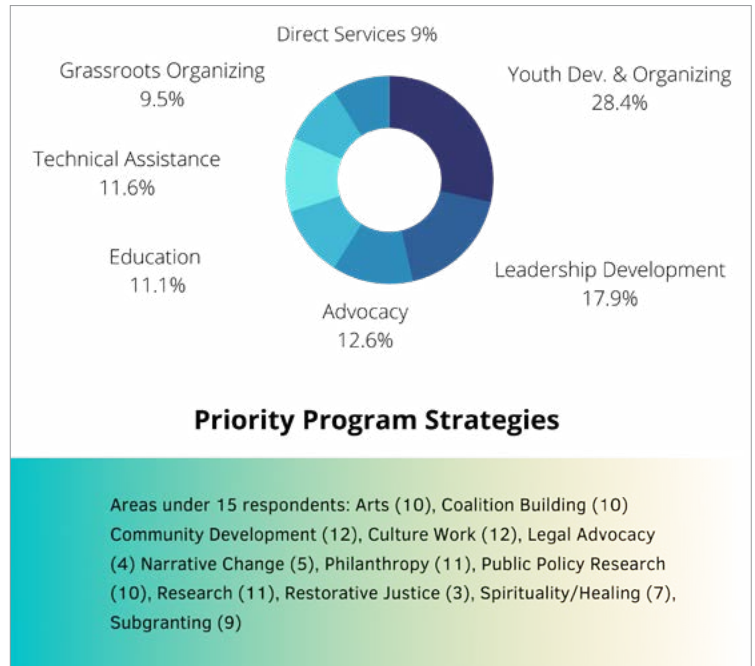
Purposeful Productions

Visionary Justice StoryLab

Women's Foundation of Minnesota

Restoring Justice for Indigenous Peoples

## More About Advancing Girls Fund Grantees





### 75% org have constituents who are gender-non-binary

Some grantees in international countries do not collect this data because of the stigma and concern for the safety of their constituents.



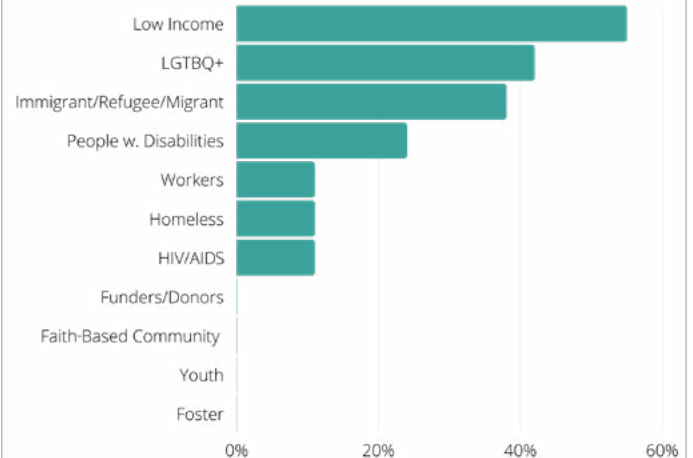
### 52% org respondents youth-led or youth-led program

Of the 89 organizations responding to our survey, a little more than half said their girls programming or organization is youth-led.

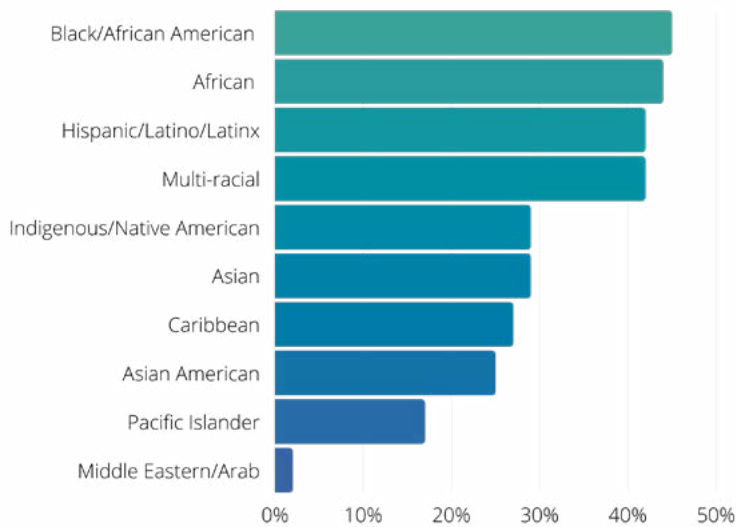


### 90% org respondents BIPOC-led

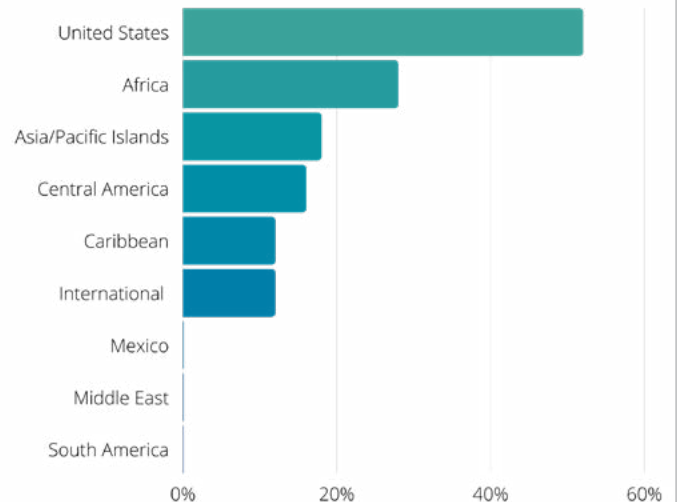
Of the 89 organizations responding to our survey, the overwhelming majority are led by people of color, this includes board and staff leadership.



**Key Grantee Constituent Groups by Population**  
N=89



**Racial/Ethnic Breakdown of Grantee Priority Constituents**



### Grantee regions served

Note only one respondent named Canada. And many grantees serve in multiple countries and regions.

# Endnotes

1. Researchers reported in *JAMA Pediatrics* that Black children make up 14% of the pediatric population in the United States, but 20% of all children who have lost a parent to COVID-19. <https://www.healio.com/news/primary-care/20210405/black-children-disproportionately-affected-by-parental-deaths-from-covid19>
2. *Out of Work, Taking on Care: Young Women Face Mounting Challenges in the “She-Cession”* – Institute for Women’s Policy Research <https://iwpr.org/iwpr-general/out-of-work-taking-on-care-young-women-face-mounting-challenges-in-the-she-cession/>
3. Notes to the Field: Girls and Secure Juvenile Detention, <https://www.evidentchange.org/sites/default/files/Notes%20to%20the%20Field%20Girls%20and%20Secure%20Juvenile%20Detnetion.pdf>
4. Adulthood bias is a form of racial prejudice where children of minority groups, such as African Americans, are treated as being more mature than they actually are by a reasonable social standard of development.
5. <https://racetolead.org/ceo-2019/>
6. *Understanding the Resourcing of the Global Anti-Gender Ideology Movement*, Executive Summary, Global Philanthropy Project, <https://globalphilanthropyproject.org/wp-content/uploads/2020/11/MTM-Summary-.pdf>
7. In 2020, foundations invested just 0.5 percent of \$66.9 billion in women and girls of color. The median size of grants made by foundations to organizations by and for women and girls of color is less than half the median size of all foundation grants. Moreover, no FY2020 federal solicitations explicitly focused on or named Black girls. *Assessing the Funding Landscape in Support of Black Girls*, pg. 4, <https://www.urban.org/sites/default/files/publication/103805/assessing-the-funding-landscape-for-programs-in-support-of-black-girls.pdf>
8. The aggregate revenue of U.S.-based organizations associated with the anti-gender movement during the 10-year span of 2008 to 2017 was \$6.2 billion and in that same time period, 11 United States organizations associated with the anti-gender movement funneled at least \$1 billion into countries across the globe. Source: The Global Philanthropy Project, *Understanding the Resourcing of the Global “Anti-Gender Ideology” Movement*, <https://globalphilanthropyproject.org/wp-content/uploads/2020/11/MTM-Summary-.pdf>
9. A 2020 study led by the Ms. Foundation for Women revealed the median size of grants made by foundations to organizations founded by and for women and girls of color is \$15,000, less than half the median grant size (\$35,000) for all foundation grants reported to Candid in 2017.

## Join Us

Tides Advancing Girls Fund knows that girls intimately understand the best solutions to address the challenges they face in their lives, families, communities, and societies, and that the world around them doesn't always recognize their contributions or future potential. To shift power and help girls thrive, there is an urgent need to support girl- and BIPOC-led change efforts that benefit the health and well-being of girls of color. **The Advancing Girls Fund at Tides Foundation brings donors together to invest meaningfully and collectively in adolescent girls and young women of color so that they have the resources to dream, learn, play, and lead.**

**To learn more and become a partner in our effort, please email [advancinggirls@tides.org](mailto:advancinggirls@tides.org).**

### About Tides

We specialize in bridging unlikely partners to drive bold solutions to society's toughest problems. To date, we have mobilized over \$4 billion for social change globally and facilitated over \$80 million in grants supporting immigrants and refugees—a majority focused on grassroots organizations led by people of color. The Tides network includes 50+ organizations and funds working on these issue areas.