

THE REALITY

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

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

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

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

OUR STRATEGY

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

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

We will ensure young women's educational attainment and skill development to position them for professional leadership roles within this transformed working environment. Project Accelerate will catalyze women's advancement to positions of power and influence, from which they have the means and the opportunity to elevate their status—and their families, neighborhoods, organizations, and communities.

DIRECT SERVICE

Project Accelerate is a targeted extension of the Girls Inc. Experience, designed to support young women through their next critical transitions—from high school through college and career. By 2025, Project Accelerate will scale to 30 Girls Inc. affiliates, each implementing the program with young women for at least two years. By 2030, the project will have directly served 5,400 young women, with approximately 1,000 having entered the workforce, and the remainder advancing toward college graduation.

Current Project Accelerate affiliates:

- Girls Inc. of Alameda County (CA)
- Girls Inc. of Central Alabama
- Girls Inc. of Chattanooga (TN)
- Girls Inc. of Delaware
- Girls Inc. of Greater Houston
- Girls Inc. of Greater Philadelphia and Southern New Jersey
- Girls Inc. of Indianapolis
- Girls Inc. of Jacksonville (FL)
- Girls Inc. of Kingsport (TN)
- Girls Inc. of Lynn (MA)
- Girls Inc. of Metro Denver
- Girls Inc. of Metropolitan Dallas
- Girls Inc. of New York City
- Girls Inc. of Omaha
- Girls Inc. of Orange County
- Girls Inc. of the Pacific Northwest (OR)
- Girls Inc. of San Antonio
- Girls Inc. of Sarasota County (FL)
- Girls Inc. of St. Louis
- Girls Inc. of Tarrant County (TX)
- Girls Inc. of The Valley (MA)



STRONG. SMART. BOLD.

Girls Inc. is the pre-eminent girls' leadership organization equipping girls to reach their full potential. For nearly 160 years, Girls Inc. has been evolving with girls, supporting them to best meet the challenges and opportunities of the day and to envision and advocate for a more equitable and sustainable future.

Whether after school or during the school day, in person or virtually, the Girls Inc. Experience provides comprehensive and interactive leadership development to equip girls with the knowledge and skills to reach their full potential and the support to actively realize it.

The combination of long-lasting mentoring relationships, a pro-girl environment, and evidence-based programming prepares girls to navigate gender, economic, and social barriers, and grow up healthy, educated, and independent. Informed by girls and their families, Girls Inc. also advocates for legislation and policies to increase opportunities and rights for all girls.

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

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LEADERSHIP COUNCIL

The Project Accelerate Leadership Council is a group of influential leaders in corporations and social impact organizations collaborating to remove barriers to women's advancement and create welcoming professional environments in which women, especially women of color, will assume leadership roles.

Current Leadership Council members represent the following organizations:

- American Red Cross
- Capital One
- Cox Enterprises
- Cummins
- Deloitte
- JPMorgan Chase



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

Stephanie J. Hull, Ph.D.
President & CEO of Girls Inc.