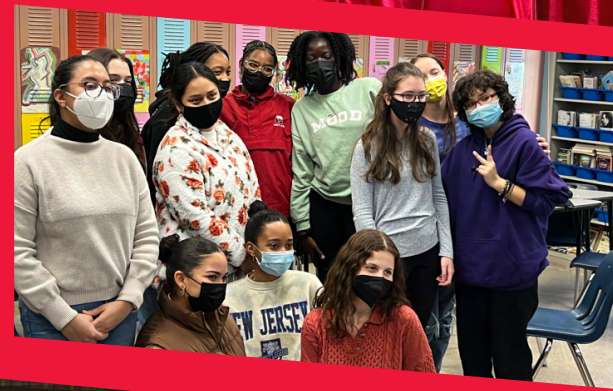




**girls
inc.**
Of New York City



Teen Leadership Circles

Leadership | Empowerment | Advocacy

strong
smart
bold

ABOUT THE ORGANIZATION

Girls Inc. of New York City inspires all girls to be strong, smart, and bold through direct service and advocacy. We provide life-changing programming to girls ages 6-18 in all five boroughs. The Girls Inc. Experience consists of people, an environment, and programming that, together, empower girls to succeed. At Girls Inc., we create pro-girl spaces that are physically and emotionally safe and where girls find a sisterhood of support with a shared drive, mutual respect, and high expectations. Our programs provide girls with the skills and knowledge to set goals, overcome obstacles, and improve academic performance.

**INSPIRING
ALL GIRLS
TO BE
STRONG,
SMART,
AND BOLD.**



GIRLS HAVE THE RIGHT TO
**BE THEMSELVES
AND TO RESIST GENDER
STEREOTYPES.**

GIRLS HAVE THE RIGHT TO
**EXPRESS THEMSELVES
WITH ORIGINALITY AND
ENTHUSIASM.**

GIRLS HAVE THE RIGHT TO
**TAKE RISKS, TO STRIVE
FREELY, AND TO TAKE
PRIDE IN SUCCESS.**

GIRLS HAVE THE RIGHT TO
**ACCEPT AND
APPRECIATE
THEIR BODIES.**

GIRLS HAVE THE RIGHT TO
**HAVE CONFIDENCE IN
THEMSELVES AND BE
SAFE IN THE WORLD.**

GIRLS HAVE THE RIGHT TO
**PREPARE FOR INTERESTING
WORK AND ECONOMIC
INDEPENDENCE.**

THREE ELEMENTS ARE CRITICAL TO SUCCESSFUL OUTCOMES

PEOPLE

Trained staff and volunteers who build lasting, mentoring relationships. Our staff take the time to engage with families, encourage girls to pursue leadership positions, and serve as role models.

ENVIRONMENT

Girls-only, physically and emotionally safe; where there is a sisterhood of support, high expectations, and mutual respect.

RESEARCH-BASED PROGRAMS

Hands-on and minds-on, age-appropriate, meeting the needs of today's girls. Our trained staff develop locally-focused programs that ensure girls are exposed to new experiences.

The Phases

1

SELECTION

Informational sessions are held to recruit peer leaders. School staff recommendations are also welcome. All interested girls must apply.



2

KICKOFF

Newly selected peer leaders from all partnering schools attend a three-day leadership retreat.



3

TRAINING

Peer leaders participate in weekly training sessions during the Fall semester, which are held in a central location in each borough.

4

GIRL CLUBS

Peer leaders begin hosting weekly workshops for their peers **the first Week of March**. Training sessions switch to a biweekly schedule.



5

CERTIFICATION

Peer leaders who complete the year-long program become certified as Girls Inc. facilitators.

WHAT IS TEEN LEADERSHIP CIRCLES?

Girls Inc. of New York City recognizes the untapped leadership potential in every girl. Our Teen Leadership Circles (TLC) provides an intensive training and personal development program for high school girls. Through their participation, girls are trained to become Peer Leaders at their schools.

As peer leaders, they will educate and support their peers by creating girl-only safe spaces and facilitate workshops on the many challenges they face as growing young women.

Programs are more sustainable and effective when youth are partners in their design, development, and implementation! Each club will feel different and it's up to the students to create a club they enjoy.



Model

PEER EDUCATOR

Girls have a right to have a voice in shaping the programs and policies that will affect them. Research resoundingly supports the effectiveness of peer led, adult supported programs. Peers are seen as a more credible information source than adults. Adolescents are more likely to hear and personalize messages, change attitudes and behaviors, when the messenger is similar to them and faces the same attitudes and pressures. .

Goal

STUDENT LED SPACES

Our aim is to provide a host of girl-friendly spaces where girls can thrive and succeed, and are inspired to become advocates who positively influence their peers and ultimately change the world. Encouraging conversations about money management, self care, healthy relationships and more early on allow transformative messaging to stay with the girls as they continue to grow and develop.

BENEFITS & OUTCOMES

Empowering girls to find their authentic voices and commit to inspiring others.



EMPOWERMENT

Girls are equipped to navigate gender, economic, and social barriers.



LIFE SKILLS

Girls build the learning, skills, and behaviors that increase confidence and resilience.



SELF-AWARENESS

Girls improve their self and emotional control. Demonstrated avoidance of high-risk behaviors.



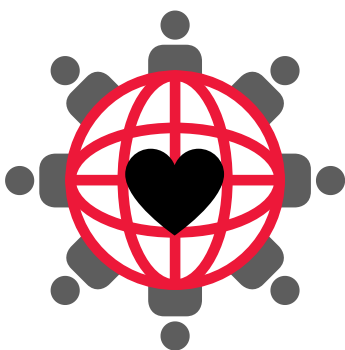
PERSONAL GROWTH

Girls learn the values of self-love, confidence and true leadership and begin opening doors of opportunities for themselves.

SCHOOL TESTIMONIAL

“ As the school Liaison for Girls Inc., it has been very gratifying to witness the journey of this group of young ladies. Our participants started the program as timid young ladies with little confidence in public speaking. By the end of the year, our young ladies were quite comfortable in conducting circles for students, teachers and other professional audiences. Our young ladies started to find their voices and feel their strength. Girls Inc. empowered our young ladies to be self-confident and assertive. The participants have become positive role models for the girls in our school community. Girls Inc. also exposed the girls to outside venues with positive messages for girls, that otherwise would not be available to most of our students. For example, our Girls Inc. young ladies attended the Today Show to listen to Michelle Obama speak, they were featured in a J. Crew Magazine and were invited to ring the Bell at the New York Stock Exchange. The experience and knowledge gained through Girls Inc. have helped our girls develop leadership qualities. As a result there is a stronger bond among the girls in our school community and a greater appreciation of each other's diverse background.

- Carmen Escobar, LMSW
Kingsbridge International High School



THE GIRLS INC. NETWORK

As a part of the Girls Inc. network, girls are invited to trips and events that promote empowerment, the pursuit of higher education, and career exploration. Girls are also eligible to apply for our National Scholarship award, as well as our annual College Shower event, where we honor girls with everything needed to be successful in college (12th graders only).



Trips, and special events are a big part of the Peer Leader Experience. Students are often invited to sporting events, immersive experiences and campaigns with reputable partners!

PARTNERSHIP COMMITMENT



THE SCHOOL

Girls receive leadership training and long-term mentorship by trained Girls Inc. professionals. However, the success also lies on the support of the school administration and assigned faculty liaison. Schools are responsible for identifying and confirming a faculty liaison. Visibility of the academic performance of participants is critical as it is our aim to improve academic achievements. Reports cards must be provided at the end of each school year.

FACULTY ADVISOR

The liaison is a person who believes in the power young people have and the cultivation of this power through proper skill development and guidance. The faculty liaison will work closely with the TLC Coordinator to ensure the academic and professional success of each peer leader and maintain open and timely communication between Girls Inc. and your school. The liaison acts as support and guidance once girls are ready to run their circles in the Spring semester. The faculty liaison will also be responsible for the proper utilization of resources provided by Girls Inc.

REQUIREMENTS

01

Schools must provide space for the peer leaders to run weekly girl clubs during the Spring semester. Girls must complete **at least 30 hours**.

02

Once your club has 25 interested participants Each school will be provided with a \$500 stipend to be used by peer leaders to run their clubs.

03

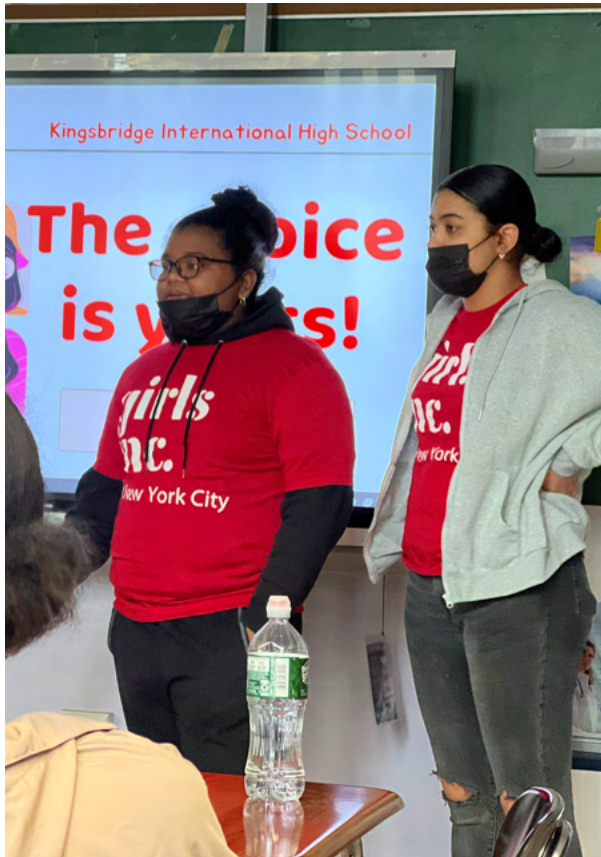
If available, schools will grant access to a two-ride Metrolink card for peer leaders to travel to and from training sessions when in person trainings are available

04

Trips and event opportunities are a big part of the Girls Inc. Experience We appreciate the support of administrators to allow for early dismissal or special requests when possible.

STARTING TIMELINE

- Initial partnership meeting in the Summer/Early Fall
- Upon assessment of the program and its benefits, your school agrees to partner for the upcoming school year.
- School Principal must sign Memorandum of Understanding.
- Discussion begins to identify options for a faculty advisor. Must be confirmed by the end of September.
- Peer leaders must be selected before the TLC Kickoff in October. We work with your schedule to host informational sessions.



QUALITIES OF A GREAT PEER LEADER

We appreciate the support of the school when it comes to the selection process of the Peer Leaders. The ideal Peer Leader is:

- a girl who may not yet be a leader but has the potential to be. ✓
- can benefit from the support of a long-term mentor who will encourage development and growth. ✓
- is passionate about advocacy and girl empowerment. ✓
- is not heavily involved in extra-curricular activities and can commit to attending weekly training sessions. ✓

TESTIMONIALS

“ Before I was introduced to Girls Inc. I was very lost within myself. I didn't really know what my purpose or my worth was. My parents often argued. I have a younger brother and I always had to make sure I was strong for him but in turn, I had nobody that was willing to be strong for me. I wasn't getting the attention or guidance I longed for, so I focused on getting attention from boys. I knew that wasn't the answer, but I didn't know what else to do. My teacher noticed that I wasn't myself and talked to me about the opportunity with Girls Inc. I found my purpose and goal in life and that is to guide young girls like myself to be on the right path and remind them that they are special, beautiful and worth a lot as well.

- Josephine, 10th grade
first-year participant

“ Being in Girls Inc. has impacted me because I feel that I am more of a leader since I started the program. It has also given me a lot more responsibility to take on in terms of planning workshops and speaking up. I have seen the girls in the sessions grow and learn since the beginning and it makes me happy that I am even just a little bit responsible for that, just like my fellow co-leaders.

- Doha, 9th grade
first-year participant

“ I'm a very shy person, so I've done better with speaking in front of large groups and learned how to handle anxiety and little fears better. I learned relationship skills and I'm better with interacting with people and getting out of my shell.

- Shaniah, 12th grade
third-year participant

WHY DID YOU BECOME A PEER LEADER? WHAT CHANGE DO YOU WANT TO MAKE IN YOUR SCHOOL?

“ Girls Inc. was such a positive program for me. During my freshmen year, it was hard to make friends because people already had their cliques. Joining Girls Inc. as a peer leader made me realize that girls can come together and have a place to talk and not judge each other. All the peer leaders formed a bond right away. When I started the girl club at my school, it was nice to see girls from every grade join and get along with each other right away. They realized there was no need for cliques. The Girls Inc. staff were always helpful and caring about each of us and made us feel comfortable at all the events and trips we attended where we might not know anyone.

- Daisy, 12th grade
second-year participant

I didn't realize it before but the training on open-ended questions helped a lot in making a friend that was going through a really hard time, feel better. It has improved a lot of my other relationships, too. And for that, I want to say thank you. It makes all the difference in tough conversations. And I hope that lesson gets passed on to more girls because it's truly a useful tool.

- Mahima, 11th grade
second year participant

LEADERSHIP TRAINING OUTLINE

WEEKLY TRAINING SESSIONS

For 10 weeks, peer leaders will come together on a weekly basis to be trained in the following areas:

- The Girls Inc. Experience
- Developmental Stages and External Challenges
- Personal Power
- Developing Our Personal Brand
- Managing Our Time Efficiency
- The Application of the Experiential Learning Cycle
- Building Trust
- Practicing Self-Care
- Facilitation 101
- Public Speaking 101
- Recruitment and Retention of Circle Members
- Financial Literacy



TRAINING LOCATIONS

Training sessions take place every week during the Fall semester and switch to bi-weekly in the Spring semester. To accommodate for travel time, each day of the week is designated to a different borough:

- Monday - Manhattan
- Tuesday - Brooklyn
- Wednesday - Queens
- Thursday - The Bronx

LEADERSHIP RETREAT



A weekend of leadership development, new friends, and everlasting memories! We kick off the weekend with a welcome reception, where girls get the chance to meet each other and learn about the exciting year ahead. The weekend consists of workshops where the girls learn what it means to be a leader, the importance of community, juggling different responsibilities, effective communication, vulnerability and empathy-all important skills needed for their new roles.



But it isn't all work and no fun. The girls participate in an array of team-building activities, that test their will to put trust in total strangers. Nights are filled with laughs, songs, and dancing! Campfires and s'mores are a must, as well as an ice cream sundae party.



In just those three short days, girls form new friendships, bond with their new mentors, and learned what it is to take risks. All newly selected peer leaders are encouraged to attend.

girls inc.

Inspiring all girls to be
strong, smart, and bold



contact us

@girlsincnyc

facebook.com/girlsincnyc

Phone: 212-531-7620 x.410

Email: TLC@girlsincnyc.org

Web: www.girlsincnyc.org

@girlsincnyc



Girls Inc. of New York City

120 Wall St., Suite 1800
New York, NY 10005