

Annual Impact Report

July 2021 – June 2022



Our Mission

Girls E-Mentorship is a top 100 rated charity offering a research-based mentorship program for high school girls facing socioeconomic barriers to build their professional skills and achieve their academic and career potential.

A Year in Review

From the Founder and Executive Director



A Year in Review from the Founder and Executive Director

Dear GEM Community:

We're pleased to share our tremendous accomplishments with you in this Impact Report. As you'll read, Girls E-Mentorship has undergone significant growth in our reach, and the scale of our operations. Against a backdrop of a world besieged by crisis after crisis, we've worked hard to adapt and innovate, successfully expanding the breadth and scope of our work.

As N.COVID-19 evolved with new variants, we continued our remote work and lives. We wholeheartedly supported GEM girls whose communities abroad were ravaged by flood, fire, drought, war/conflict, famine, and the pursuit of freedom. We witnessed the discovery of hundreds, if not thousands, of unmarked graves of residential school children, bringing to light the horrors of colonialism. We perpetuated intolerance and polarization, culminating in the legal prohibition of a woman's right to abortion south of the border, and a 72% increase in reported hate crimes in Canada.

The Prosperity Project's Zero Report on women in the workforce provides us with this snapshot: in Canada as of September 2021 women represented roughly one-third of Corporate Directors (34.2%) and slightly less than one-third of Executive Officer roles (29.2%) with 41.9% in Senior Management roles and slightly more than half of the Pipeline to Senior Management (54.8%). However, women of colour hold only 6.2 percent of Board, Executive, and Pipeline positions collectively, with Black women, Indigenous women, women with disAbilities and 2SLGBTQ++ women each holding less than 1% of senior leadership and pipeline positions. This is why GEM exists, and why we continue to work towards systems change and the need to acknowledge how intersectionality, bias, prejudice, colonialism and patriarchy impacts women.

A Year in Review (cont'd)

GEM has received tremendous support enabling us to successfully transform our mentorship programme to reach and empower more future female leaders. GEM's first pilot with 20 girls in Flemingdon Park in 2014 has now grown to 250 mentees and 250 volunteer women mentors from across Greater Toronto and Hamilton. In the reporting year, we awarded over \$130,000 in scholarships to 50 mentees, and continued to facilitate paid internships for GEM's alumnae now made up of over 500 graduates of the program.

The GEM Lab, established in 2020, has successfully influenced public policy, garnering grants from Employment and Social Development Canada. The Lab is now in its second year of research with the University of Toronto's Faculty of Social Work for our Case Study of a Customized Mentorship protocol supporting mentees' success traits. We're encouraged to learn from last year's findings that the GEM Scale assessment tool is valid and reliable, and we look forward to results from this year's study.

Recently, we partnered with Deloitte Canada to define GEM's strategic priorities. After a significant process involving review, research, and stakeholder engagement, we're pleased to share our strategic priorities over the next five-years:

- Goal #1 Strengthening the hybrid model to continue delivering quality programs at scale.
- Goal #2 Targeting young women in local neighbourhoods with the highest needs.
- Goal #3 Expanding support to the GEM Alumnae to transition from student to young professionals.
- Goal #4 Geographic expansion through an informed, and phased approach in 2027.

To achieve GEM's programming goals, we've nearly tripled our program team size and welcome Lia Gibson, Programs & Operations Manager; Erika Keys, Mentee Program Lead; Janet Gerongco, Mentor Program Lead; Anna Bruce, Program Evaluation and Research Lead; and a Program Administrator, all of whom will join forces on GEM's future programming to enhance mentorship, GEMinars, Enrichments, Scholarships, Internships and networking for our GEM girls.

GEM's phenomenal growth is the result of the incredible generosity of 34 corporations including our GEMinar and Enrichment sponsors, 18 foundations, and over 400+ individuals who financially support our work. We're grateful for the generosity of the Slight Family Foundation, the RBC Foundation, and Employment and Social Development Canada for their significant grants. In addition to our donors, GEM relies on the 300+ professional women who dedicate nine months of their lives to be a mentor. Thank you, GEM mentors, for your volunteerism and dedication.

Behind the scenes, GEM is governed by a Board made up of ten deeply committed individuals who believe that every girl should have the opportunity to succeed, despite where she's come from, or what barriers she's faced. Each Board member contributes their skills, talents, and time to lead their committee volunteers, and chair a board committee. Every member of the Board is also a GEM donor. Our heartfelt gratitude to our board members, and committee volunteers for standing shoulder to shoulder with us in our work.

To every person who made a contribution, or rose above their personal challenges to support GEM's efforts over the past year, thank you for being a part of GEM's community. We couldn't have done it without you. Last, but not least, we can't wait to welcome the 150 GEM girl graduates of the 2021-22 to the GEM Alumnae. In the words of our '21 GEM Intern Shamrita, this is the GEM family we affectionately call "GEMILY".

Thank you for believing in our work.

Rochelle De Goias-Jackman
Chair & Founder

Wendy Sung-Aad
Executive Director

About GEMgirls 2021-2022



CAREER GOALS

40% Medical

20% STEM

15% Business



BARRIERS

78% Stress

59% Low self-esteem

64% Mental-health

34% Racial
discrimination



DEMOGRAPHICS

90% Come from
diverse
ethnocultural
backgrounds

71% Live in
neighborhoods
below the
poverty line

37% Identify as an
immigrant or
first-generation
Canadian

Program Overview

238

Applicants
to the program

154

Mentees
accepted

50

Scholarships
awarded

5

Internships
provided

Our Impact in Numbers

91%

Are optimistic about
attaining the career
path they want in the
future

98%

Were able to set goals
and achieve them

93%

Felt more confident
advocating for
themselves

85%

Had extensive
knowledge of various
industries they could
pursue



Breaking Barriers, Transforming Lives

Girls E-Mentorship (GEM) offers an innovative mentorship program for high school girls facing multiple barriers.

We equip girls with the necessary skills to achieve their grown-up aspirations, building a diverse network of talented, vibrant women and girls to inspire and support one other.

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92% of graduates know the direction they want to take after high-school.



96% have a strong sense of what they need to do to achieve their goals.

Meet Shamrita - GEM Mentee 2021-2022



GEM Scholarships



In 2022, GEM awarded scholarships to **50 Mentees**. Thank you to our donors and Scholarship Evaluators for supporting GEM's scholarships.

[2022 Scholarship Recipients](#)

GEM Internships



GEM works with our corporate partners to facilitate paid summer internships for Mentees and Alumnae. This summer, **5 GEM Alumnae** were offered internships from GEM's corporate partners.

[Read About our Internships](#)

GEM Lab Reports 2021-2022

Continuing GEM's commitment to research, GEM Lab is a Canadian centre for evidence-based mentorship solutions to dismantle barriers and contribute to the academic and professional success of marginalized girls and women.



GEM's Community of Supporters

By The Numbers

34

Corporate funders

18

Foundations

400+

Individual donors

300+

Volunteers

GEM Board of Directors



Rochelle de Goias-Jackman
Founder & Board Chair



Mary Lee
Vice-Chair



Joanna Agnello
Board Member



Christine Andrew
Board Member



Cameron Bossert
Board Member



Peggy Doe
Board Member



Melissa Krishna
Board Member



Jennifer Lockwood
Board Member



Ashley Payette
Board Secretary



Ayesha Singh
Board Member

Committee Members



Communications Committee

Jennifer Lockwood
Chair

Teresa Tonna
Member

Kassandra Hatlen
Member

Engagement Committee

Melissa Krishna
Co-Chair

Eliza Casinather
Member

Claire Glossop Irani
Member

Carrie Lee
Member

Beje Melamed Turkish
Member

Arlene Stratton
Member

Beth Warnica
Member

Cameron Bossert
Co-Chair

Alexandra Folkes
Member

Rebecca Hodge
Member

Deanna Logan
Member

Christina Persad
Member

Andrea Treier MacDonald
Member

Finance Committee

Joanna Agnello
Treasurer

Ayesha Assad
Member

HR Committee

Ayesha Singh
Committee Chair

Marisa Tuzi
Member

Salujah Gnanachandran
Member

Mentee Committee

Christine Andrew
Chair

Alexa Caturay
Member

Gail Graham
Member

Lipi Mishra
Member

Nese Sokmen
Member

Jennifer Armstrong
Member

Janice Chiu
Member

Jocelyn McCauley
Member

Smruti Patel
Member

Mentor Committee

Peggy Doe
Chair

Shilpa Joshi
Member

Anne Maggisano
Member

Priya Sam
Member

Rochelle De Goias-Jackman
Member

Kristina Khanduja
Member

Wendy Salisko
Member

Patricia Thaine
Member

The GEM Team



WENDY SUNG-AAD
EXECUTIVE DIRECTOR



ERIKA KEYS
PROGRAM LEAD, MENTEES



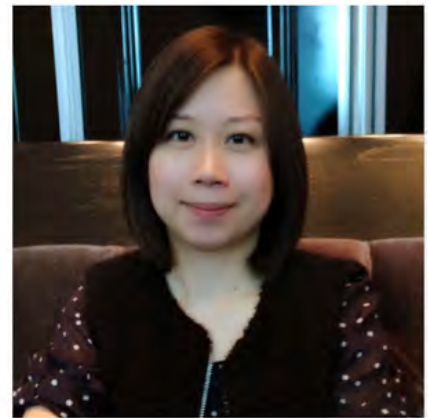
JANET GERONGCO
PROGRAM LEAD, MENTORS



ANNA BURCE
RESEARCH LEAD



SHANEELA CHOWDHURY
PROGRAM COORDINATOR



ROWENA WONG
FINANCE ASSISTANT

Financials

Statement of Income

GIRLS E-MENTORSHIP

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

FOR THE YEAR ENDED JUNE 30, 2022

	2022	2021
REVENUE		
Contributions	\$ 593,081	\$ 451,196
Interest	15	69
	<u>593,096</u>	<u>451,265</u>
EXPENSES		
Personnel		
Program	234,299	246,737
Administrative	60,055	48,771
Scholarship awards	133,650	16,500
Office and general	23,198	9,135
Occupancy	19,396	9,894
Professional fees	6,020	8,284
Program and events	730	-
	<u>477,348</u>	<u>339,321</u>
EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR	115,748	111,944
Net assets, beginning of year	<u>626,176</u>	<u>514,232</u>
NET ASSETS, END OF YEAR	<u>\$ 741,924</u>	<u>\$ 626,176</u>

Our Sincere Thanks!

The work of GEM would not be possible without the generous support of our funders and donors. On behalf of the GEM Community, thank you for supporting our GEM girls.

Our Supporters



Project She Soars

Our sincere thanks to the Slight Family Foundation for their generous support of \$500,000 over four years for project "She Soars"



Program Funder

Our thanks to RBC for their core Program Funding support of GEM

Leaders (\$15,000 - \$99,000)



The Allen and Milli Gould
Family Foundation

The Petman Foundation

The Throop Family Foundation

GEMinar Partners



Enrichment Partners



Champions (\$10,000 - \$14,999)



Cdn & Foreign Securities Co.

Debenture and Securities
Corp.

Dominion and Anglo Invest
Corp

Economic Investment Trust Ltd

SHEROs (\$5,000 to \$9,999)



The Acapella Foundation

The Arthur and Audrey Cutten Foundation

Pottruff Family Foundation

Smit-Vander Zaag Giving Fund

Advocates (\$1,000 - \$4,999)

Alexa Caturay

Bash America

BentallGreenOak

Farah Tamachi

Flagship Audio

George Lunan Foundation

Good Street Inc.

Jeannette Wiltse

La Fondation Emmanuelle Gattuso

Partum Consulting

Priya Chopra

Raised 80s Inc

RPIA

Wayne Bossert

Youth and Philanthropy Initiative Canada

The GEM Circle (Monthly Donors)

Joanna Agnello

Christine Andrew

Lara Beauvais

Cameron Bossert

Sarah Carter

Laura Chodola

Hugh Christie

Rochelle De Goias Jackman

Peggy Doe

Tatiana Garcia Loth

Amy Gildner

Lynn Grogan

Rebecca Hazel

Jennifer Hughes

Zosha Kristina Scheller

Mary Lee

Sally Lu

Anne Marie Sorrenti

Jocelyn McCauley

Catherine McNamee

Marcellina Mian

Emma Murray

Christina Persad

Rui Pires

Sonam Ringpa

Wendy Salisko

Zosha Scheller

Andrea Snider

Arlene Stratton

Wendy Sung-Aad

Daniela Turculet

Elizabeth Warnica



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