

July 1, 2022 to  
June 30, 2023

# Annual Impact Report



**Thank  
You**

**Thanks to our incredible network of supporters, partners, and dedicated staff and volunteers, the GEM community continues to grow and empower young women from across the Greater Toronto and Hamilton Area. This report proudly highlights key achievements and impacts from GEM's 2022-2023 program cycle.**

## A Year in Review ED & Chair Report

We're delighted to present our Annual Impact Report detailing our accomplishments over the past year. Your unwavering support and generosity have played a pivotal role in helping us to empower more girls through our professional mentorship program.

Over the past year, we have witnessed continued growth and success of our efforts in providing mentorship to young women. Because of you, we have been able to expand our reach and play a part in transforming the lives of hundreds of young women in our community. In 2022, for the first time since establishment, GEM was able to admit more girls into the program than we turned away. We admitted a record number of 252 mentees and standing beside them, 252 mentors. This was a significant increase from the previous year's 150 mentees. We also expanded our program's reach to include mentees and mentors from Hamilton. Our thanks to GEM's dedicated mentors,

volunteers, and our staff who work tirelessly to provide personalized support, career exploration opportunities, and skill-building opportunities to equip GEM girls with the tools they need to succeed. With the generosity of our funders and supporters, we awarded a record \$214,000 to 88 mentees. Because of you, one out of three mentees in the program received a scholarship, and the gift of confidence along with the financial resources encouraging them to pursue their highest academic ambitions.

We implemented the Strategic Plan and focused on strengthening our hybrid program delivery model. We successfully launched a new video interview platform allowing us to effectively screen hundreds of mentee and mentor applicants. We undertook an examination of our work procedures and technology with RBC's assistance to assure our capacity to continue providing programming at scale in a secure and impactful manner. We doubled

the size of the professional team with an additional program lead to ensure that the increased number of program participants are well supported.

The GEM Lab produced two key reports providing the evidence GEM required to move forward on program development. The first report identified priority neighbourhoods for GEM to focus on in our mentee outreach. The second report was an Alumni Needs Assessment, carried out with the GEM Alumni to help determine their needs in the development of GEM's Alumni programming.

We welcomed GEM's inaugural Alumni Council, comprised of five outstanding GEM girls who have graduated from the program and who sit as the council's executives. Over the next two years, the Alumni Council will work with the team to spearhead and develop meaningful Alumni programming.

# Dear GEM Community

## A Year in Review ED & Chair Report

We promise to continue to strive to empower these girls to become future leaders and change-makers. You'll find many impact statistics and testimonials from mentees on what the program means to them in this report. None of this is possible without the continued support of GEM's dedicated Board of Directors, volunteers, committee members, the GEM team and the hundreds of individual donors, foundations, corporations and partners who financially support our work.

Special thanks to Employment and Social Development Canada's Students Supports Learning Program, the Slaight Family Foundation, and our Program Funder, RBC for their significant capacity building grants. Your commitment to our mandate fuels our growth.

In working against a persistent backdrop of social turmoil both at home and abroad, GEM's community of diverse individuals, organizations and sectors is proof of the power of good that comes from working together in support of the next generation.

We hope you enjoy GEM's new website and branding developed in partnership with The Local Collective. This update was made to showcase GEM's youthful, energetic and uplifting mission.

### **Together, we can take on the world!**

It truly is our community's belief in our mission that has made a difference in the lives of so many young women, empowering them with hope, inspiration, and the courage to reach for their dreams.

As we forge ahead, we remain committed to reaching out to more young women from communities with the greatest needs from priority neighbourhoods and enhancing the quality and impact of our mentorship program to ensure equitable economic opportunities for all young women, regardless of where they come from or what barriers they face.

Our goal is to raise a million dollars to fund more scholarships and paid internships, and increased support for our Alumni, upgrading our technology, and refining our program delivery model while strengthening our research to ultimately allow more girls to access career mentorship.

With your continued support, we are confident in achieving all of this and more. Together, we'll make an even greater impact in the lives of more young women.

**Thank you for your continued partnership in the years to come.**

**With deep appreciation,**

**Wendy Sung-Aad**  
EXECUTIVE DIRECTOR

**Rochelle De Goias**  
FOUNDER, CHAIR

November, 2023



**Girls E-Mentorship's program was designed by girls for girls and delivered by a community of dedicated volunteers and program partners.**

**Our mission is to advance gender equity and economic opportunity by providing one- to-one mentorship and skills development to female high school students navigating social and economic barriers to success.**

Our mentorship program runs concurrently with the nine-month school year. Upon acceptance to the program, each mentee is matched with a qualified and trained GEM mentor based on their interests and experiences.

In addition to one-to-one mentorship, GEM mentees participate in leadership and professional development activities, and receive access to post-secondary scholarships and exclusive paid internship opportunities with our partners.

A group of young women are gathered around a table in a meeting. One woman is standing and pointing at a whiteboard with a pen. The other women are sitting at the table, looking at the whiteboard and talking. The image has a teal overlay.

Since 2014, close to  
**1,000** young women have  
graduated from GEM's  
mentorship program.

**Program  
Overview**

**253** **One-to-One Mentorship**  
# of Mentees matched  
with a mentor

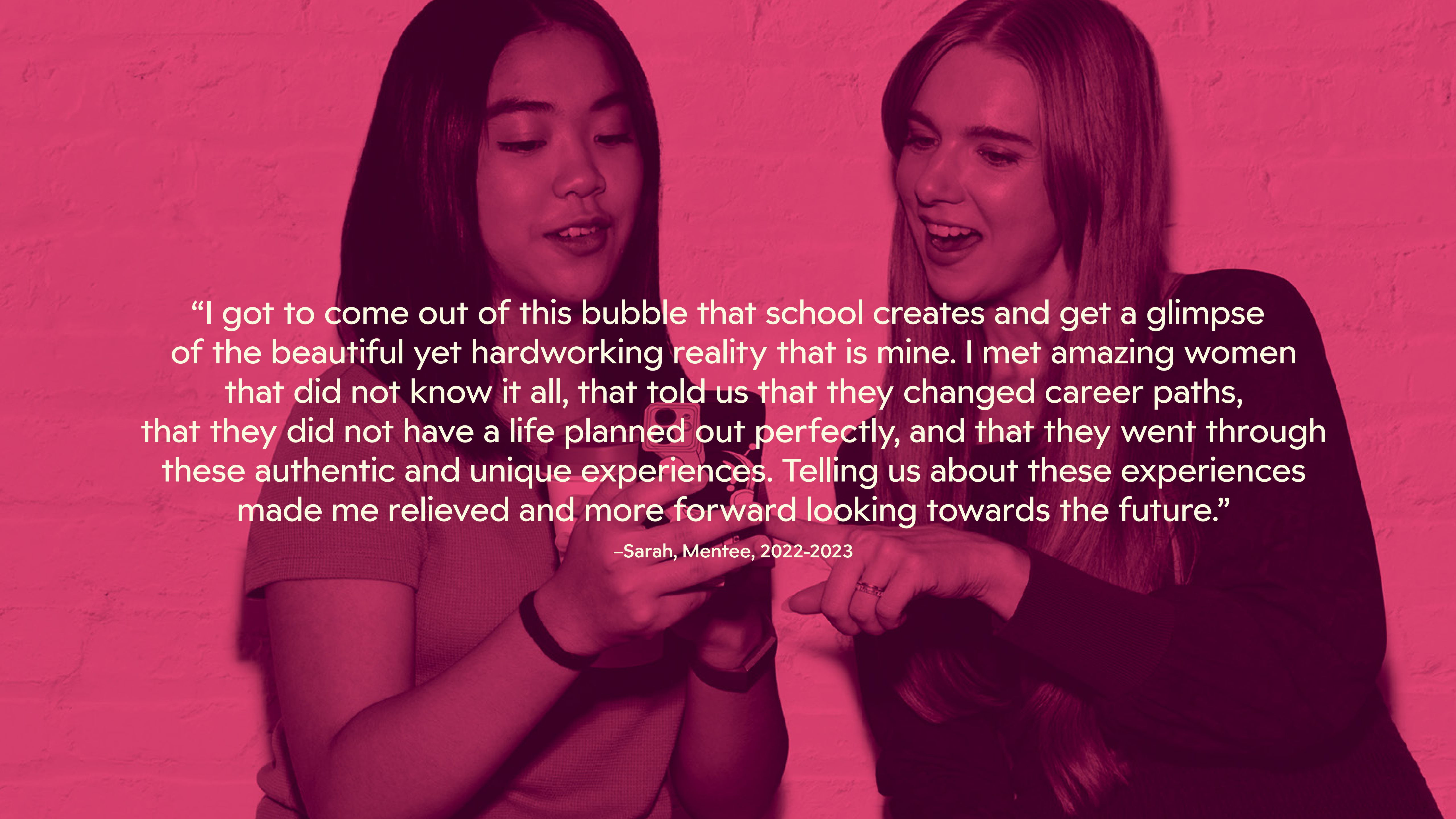
**5** **GEMinars**  
# of MasterClasses focused on  
professional skills development

**10** **Enrichments**  
# of experiential  
learning opportunities

**88** **Scholarships**  
# of mentees who received  
a scholarship award

**7** **Internships**  
# of paid  
internships



A photograph of two young women with long hair, one of Asian descent and one of Caucasian descent, looking at a smartphone together. The woman on the left is holding the phone, and the woman on the right is pointing at the screen. They are both smiling and appear to be in a positive, collaborative interaction. The background is a textured, light-colored wall. The entire image is overlaid with a semi-transparent pink filter.

“I got to come out of this bubble that school creates and get a glimpse of the beautiful yet hardworking reality that is mine. I met amazing women that did not know it all, that told us that they changed career paths, that they did not have a life planned out perfectly, and that they went through these authentic and unique experiences. Telling us about these experiences made me relieved and more forward looking towards the future.”

—Sarah, Mentee, 2022-2023

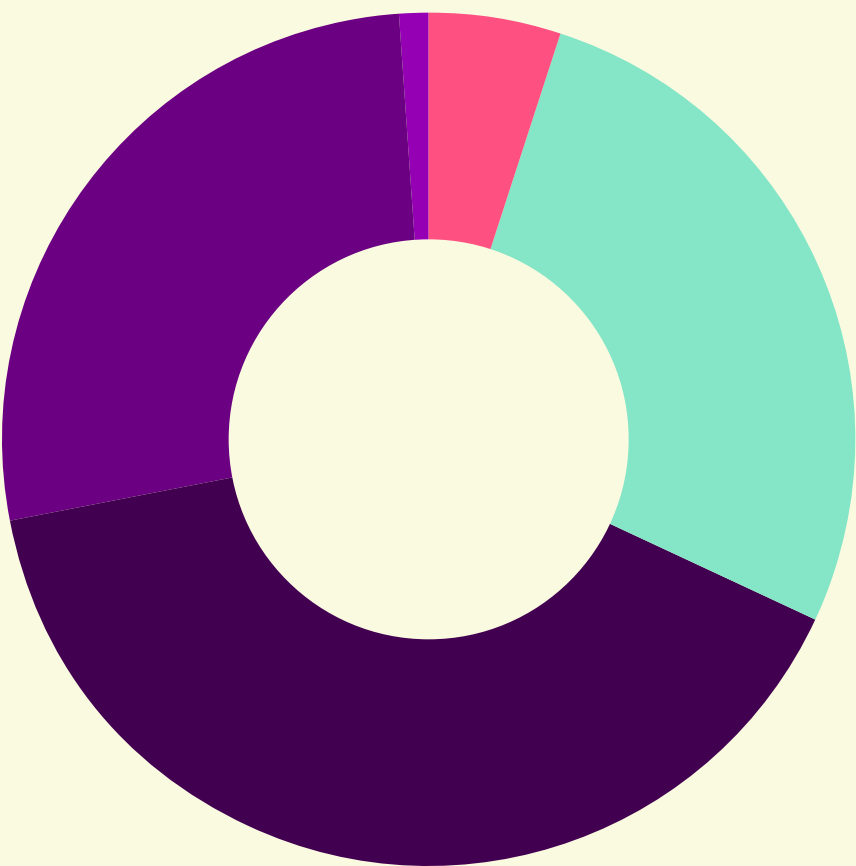


# Program Impact & Results

GEM’s program engages female high school students residing in the Greater Toronto and Hamilton Area (GTHA) who experience social and economic barriers to achieve their success. The 2022-2023 cohort is a diverse group of young women representing many identities and life experiences. The below are snapshots taken before the start of the program.

## AGE RANGE

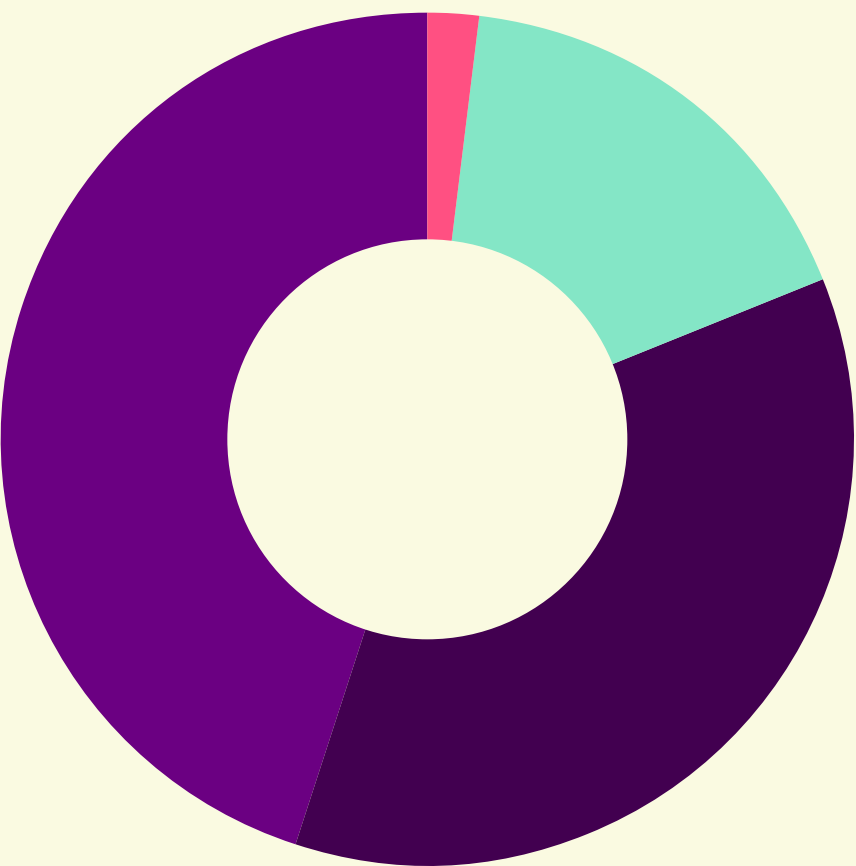
Number of students by age



- AGE 14 = 12 OR 5%
- AGE 15 = 67 OR 27%
- AGE 16 = 101 OR 40%
- AGE 17 = 67 OR 27%
- AGE 18 = 3 OR 1%

## SCHOOL GRADE

Number of students by grade

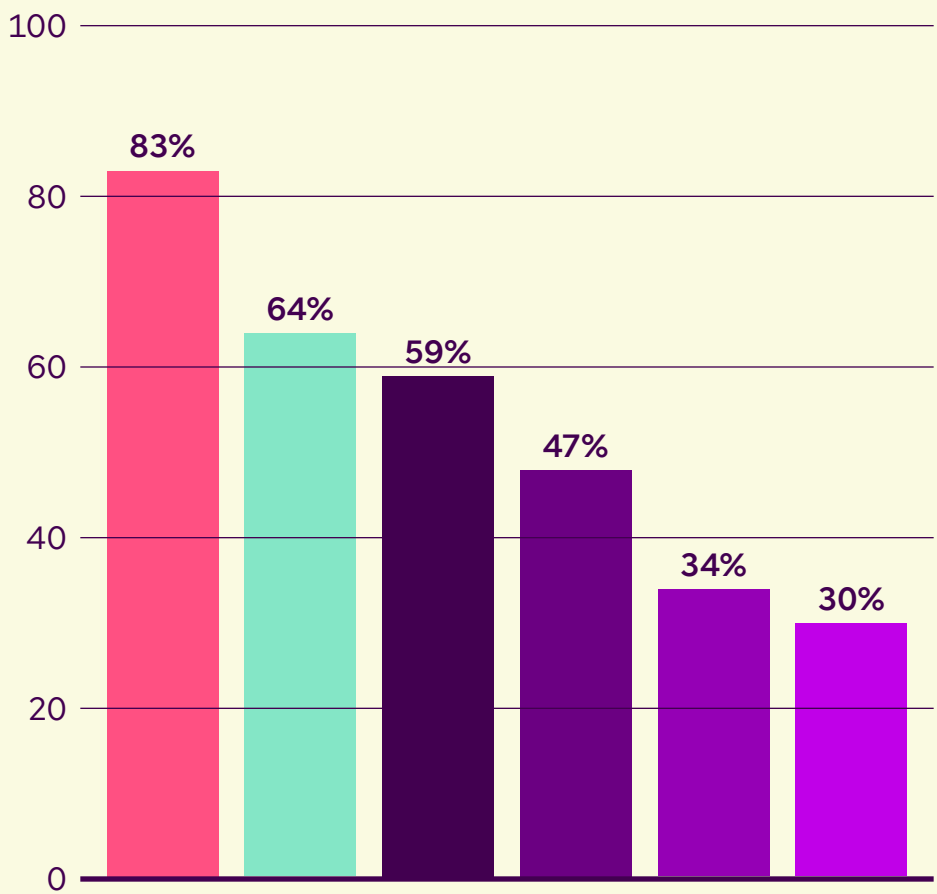


- GRADE 9 = 4 OR 2%
- GRADE 10 = 42 OR 17%
- GRADE 11 = 91 OR 36%
- GRADE 12 = 114 OR 45%

At the start of the program, mentees identified their career aspirations, learning goals, and the personal challenges they navigate.

## SELF-IDENTIFIED CHALLENGES

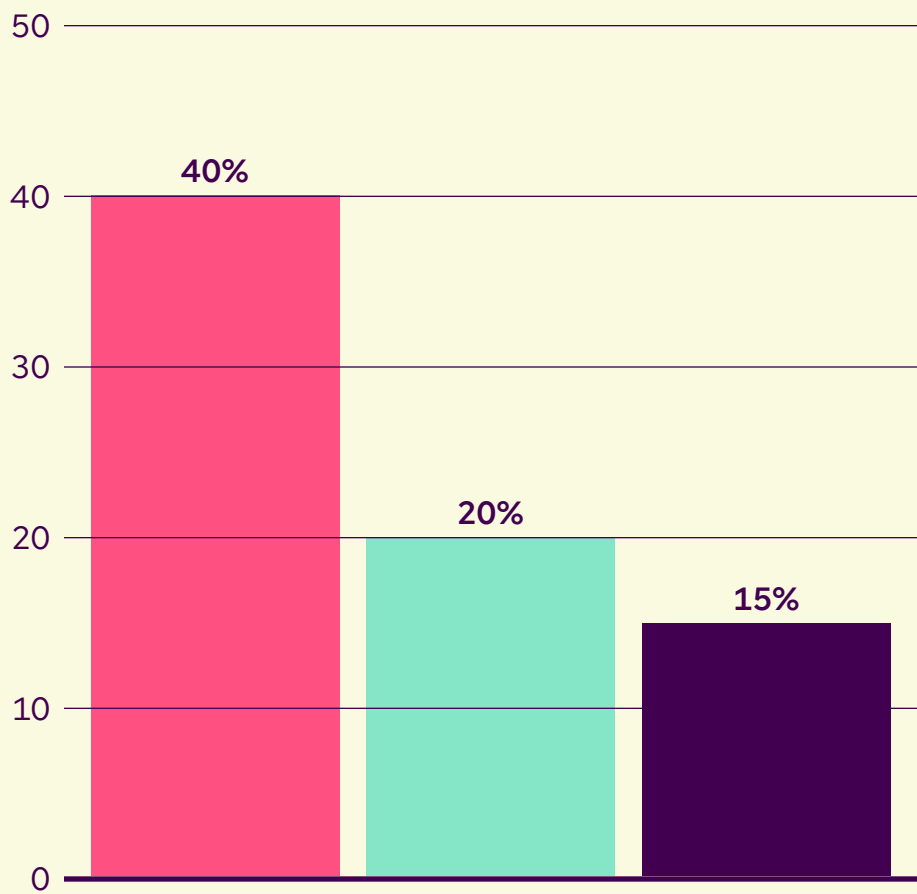
Percentage of challenges



- WORRY ABOUT THEIR FUTURE
- MENTAL HEALTH CHALLENGES
- LOW SELF-CONFIDENCE
- GENDER-BASED DISCRIMINATION
- RACIAL DISCRIMINATION
- RELIGIOUS AND/OR CULTURAL DISCRIMINATION

## THE TOP THREE CAREER GOALS

75% of mentees aspired to work in these three primary industries



- HEALTHCARE/MEDICINE  
100 OR 40%
- STEM  
49 OR 20%
- BUSINESS/FINANCE/ENTREPRENEURSHIP  
38 OR 15%

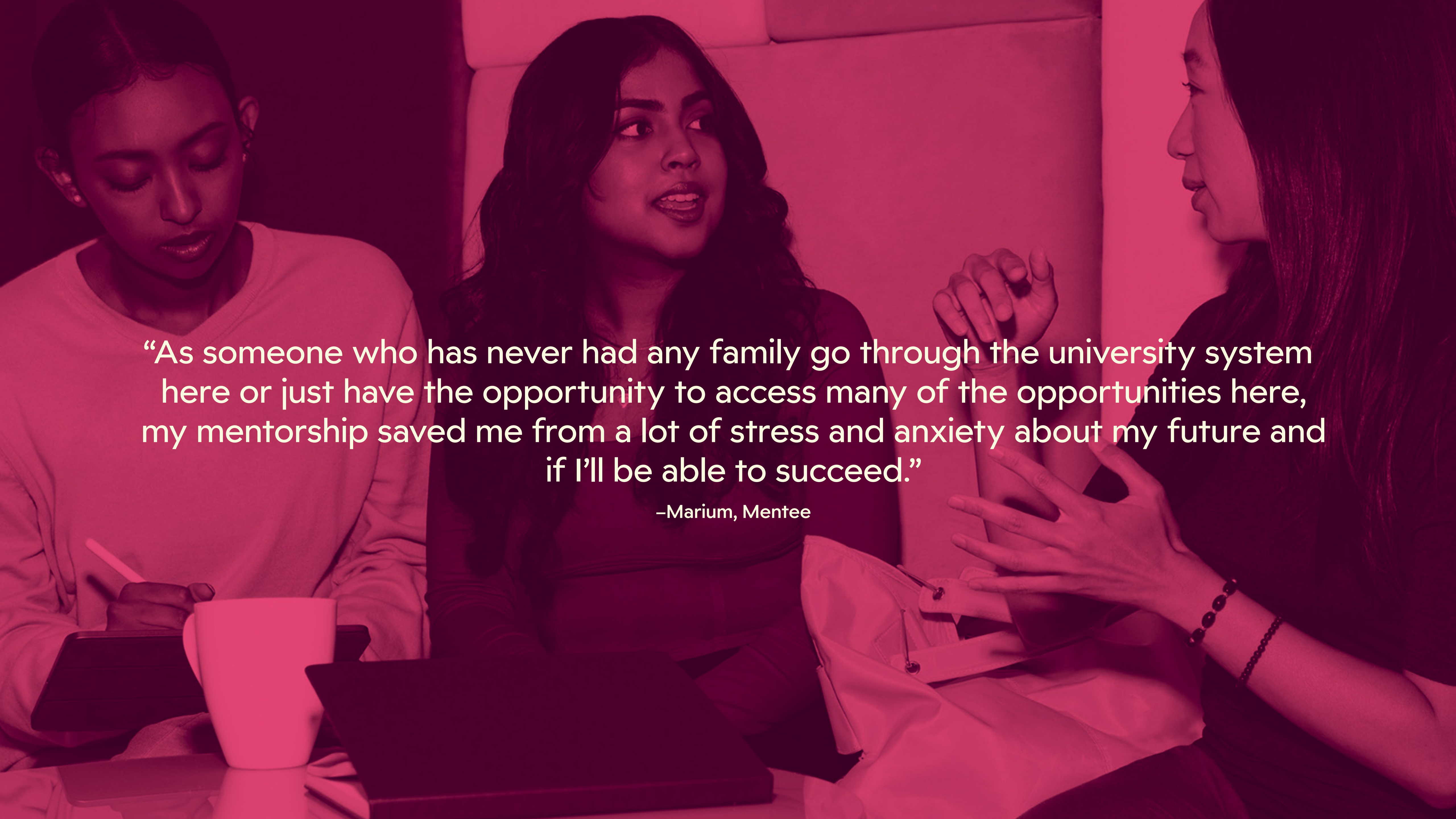
**Program  
Impact  
& Results**

**71%**  
live in a  
low-income  
neighbourhood

**90%**  
identified as  
a member of a  
BIPOC community

**37%**  
identified as a  
newcomer or first-  
generation Canadian



A photograph of three young women sitting around a table, engaged in a discussion. The woman on the left is looking down at a tablet. The woman in the center is looking towards the woman on the right. The woman on the right is gesturing with her hands while speaking. The image has a strong magenta/pink color overlay.

“As someone who has never had any family go through the university system here or just have the opportunity to access many of the opportunities here, my mentorship saved me from a lot of stress and anxiety about my future and if I’ll be able to succeed.”

–Marium, Mentee





“As a first-generation student, I felt lost when trying to find opportunities. I knew how important networking was, but I was also scared to put myself out there.

Through GEM, I was able to overcome the hesitation. With the help of my mentor, I made many new connections during the span of the year and got a lot of insight about the path I want to pursue. I’m more confident and eager to learn because of GEM.”

–Tiendara, Mentee



## Outcomes of Mentorship

With the guidance of their mentors and participation in GEM's activities, mentees expressed their primary motivations as being:

1

Gaining professional skills & industry knowledge.

2

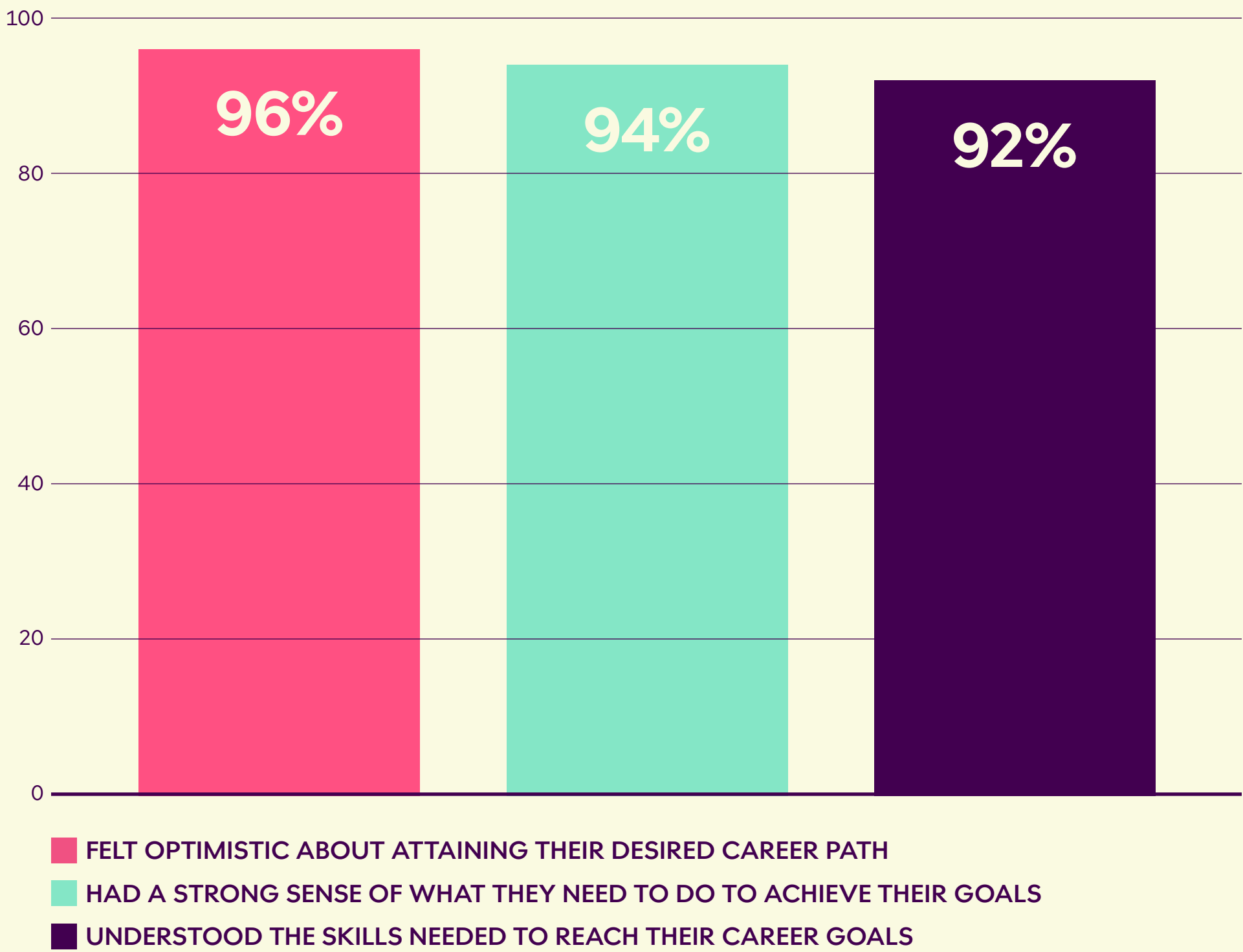
Developing their networks.

3

Building their self-confidence.

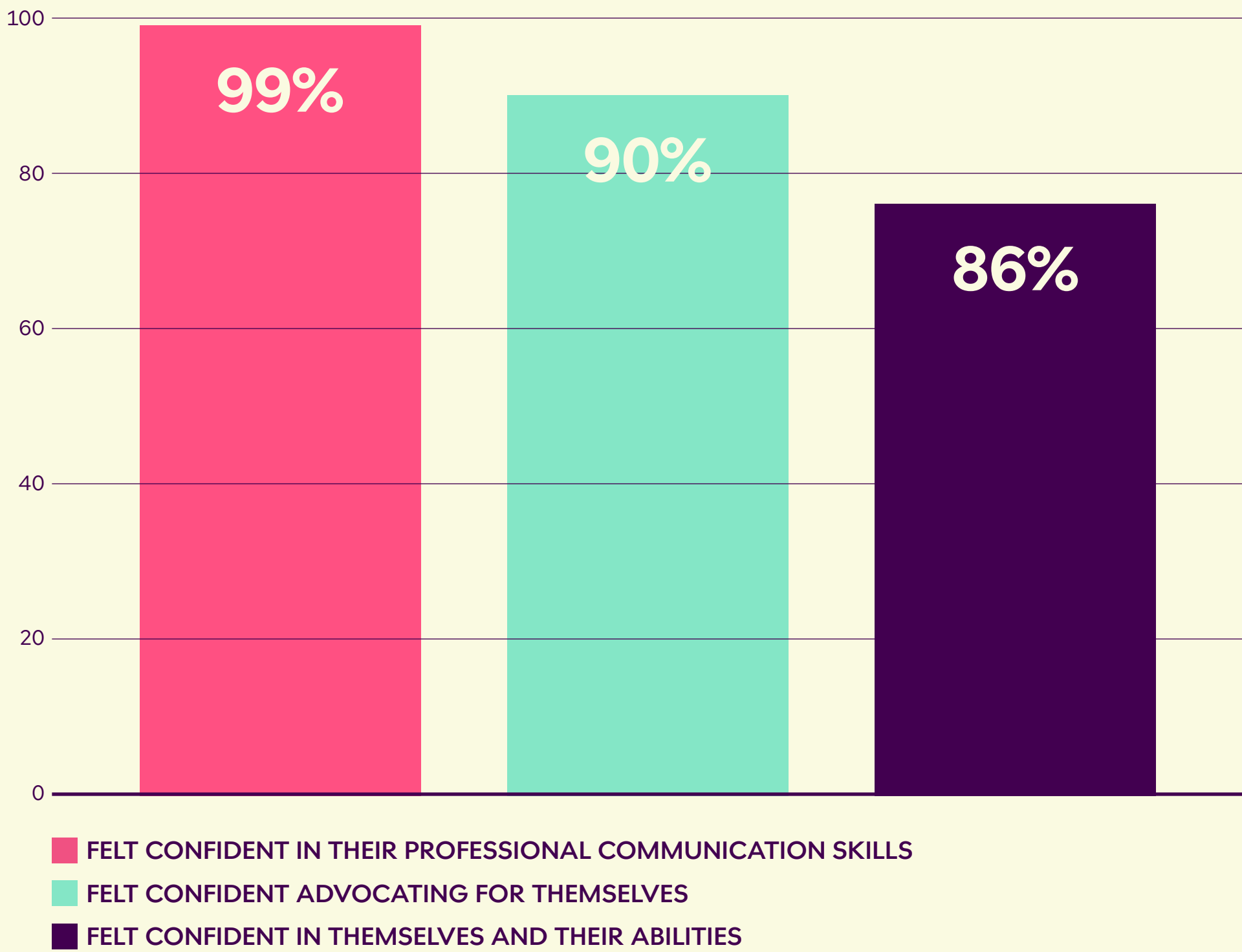
Post-Program  
Impact

Planning for the Future



“ GEM has allowed me to discover who I truly am and has given me the confidence to go into a professional workplace well prepared.”  
–Emily, Mentee

Increased Confidence



“ GEM helped me gain skills that schools weren’t able to give me. In an environment with powerful women I grew into someone who believes in themselves and feels they have a place in the world.”  
–Danica, Mentee





## Mentee & Mentor Spotlight

[Click for video](#)  
Sedra, Mentee,  
2022-23  
Cohort

Sydney  
Torgov,  
Mentor

“The GEM program taught me a lot about my mentee, Sedra, but also about trust, friendship and personal growth. The relationship between the mentor and mentee is unique and a special one that I know will continue to evolve over the years. I’m excited to have built a solid foundation with Sedra and cannot wait to see what’s next for her. I would highly recommend this program to anyone who has personally benefited from mentorship in both their personal and professional lives and can “pay it forward” to the next generation.”

—Sydney Torgov, Mentor



Every year, GEM with our corporate partners, facilitates paid internships for our Alumni. We are pleased that seven internship placements were offered in the summer of 2023.

#### INTERN SPOTLIGHT: WENDY YANG

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My internship this summer at E-L Financial as an investment intern was an incredible experience and a big step in my professional development.

Through the internship, I became more knowledgeable about finance and investments, which inspired me to take a risk and pursue Financial Analysis and Risk Management. I believe the knowledge and skills I've gained will be a strong foundation for my academic success and future in finance and investment.

I would like to express my heartfelt gratitude to everyone at E-L Financial and GEM for making this internship possible and a truly rewarding experience!

Sincerely,  
Wendy



Thanks to the incredible  
support of our  
community

**88** GEM Mentees  
received a total of  
\$214,000 in scholarships!

Congratulations to 2023  
GEM Scholarship  
recipients Kiara and Misa.

# 2023 GEM SCHOLARSHIPS



## The GEM Lab

The GEM Lab was established in 2020 as the first centre for research on mentorship solutions from an intersectional and gendered lens. In the reporting year, GEM conducted two reports in support of programming:

1

An Evidence-Based  
Neighbourhood  
Targeting Strategy

2

GEM Alumni  
Needs Assessment



**The GEM  
Alumni Council  
2023-2025**

**We're pleased to  
introduce you to GEM's  
new Alumni Council.  
Over the next two  
years, these five  
outstanding GEM  
graduates will lead the  
GEM Alumni Network  
and its activities.**

From top row left to  
right:  
Anuja Subedi,  
Communications  
Coordinator;  
Daniela Kuntzevitsky,  
Treasurer;  
Shamrita Saravanakumar,  
Vice Chair;  
Arshdeep Kaur,  
Secretary; and  
Jessica Lu, EDI Officer.





# GEM TEAM

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**Rochelle De Goias-Jackman**  
FOUNDER & BOARD CHAIR



# GEM BOARD



**Joanna Agnello**  
BOARD TREASURER



**Christine Andrew**  
CHAIR MENTEE COMMITTEE



**Cameron Bossert**  
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**Peggy Doe**  
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**Melissa Krishna**  
COCHAIR GOVERNANCE  
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**Mary Lee**  
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**Jennifer Lockhart**  
CHAIR COMMUNICATIONS



**Ashley Payette**  
BOARD SECRETARY



**Ayesha Singh**  
CHAIR, HR COMMITTEE



Thank You to  
Our Supporters!

Thank you to GEM’s financial supporters for making it possible for GEM to be a part of a young woman’s journey to adulthood.

We want to thank each and every donor for financially supporting our work. However, due to limited space, the following lists gifts of \$5,000 and above

OUR LEADING PARTNERS

PROJECT SHE SOARS (\$500,000)

Our sincere thanks goes to the Slaight Family Foundation for increasing economic opportunities for more girls through scholarships, internships, and mentorship.



PROJECT OWNING HER FUTURE (\$475,000)

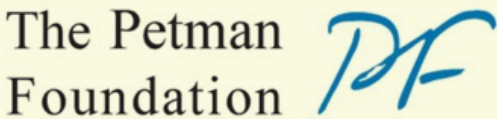
Thank you to Employment and Social Development Canada (Support for Student Learning Program) for helping GEM build its capacity so more girls can access mentorship.



GEM PROGRAM FUNDER (\$200,000)

Thank you to RBC for ongoing core program funding for GEM’s Mentorship Program.

LEADERS (\$20,000+)



GEMINAR PARTNERS



ENRICHMENT PARTNERS



CHAMPIONS (\$5,000 – \$19,000)



DIANE BLAKE  
CAMERON BOSSERT & FAMILY  
DOMINION AND ANGLO INVESTMENT CORP.  
ALLEN MILLI GOULD FAMILY FOUNDATION

CDN & FOREIGN SECURITIES CO.  
JUSTINE DELUCE & DAVE WILEY  
ECONOMIC INVESTMENT TRUST LTD.  
TIPPET FOUNDATION

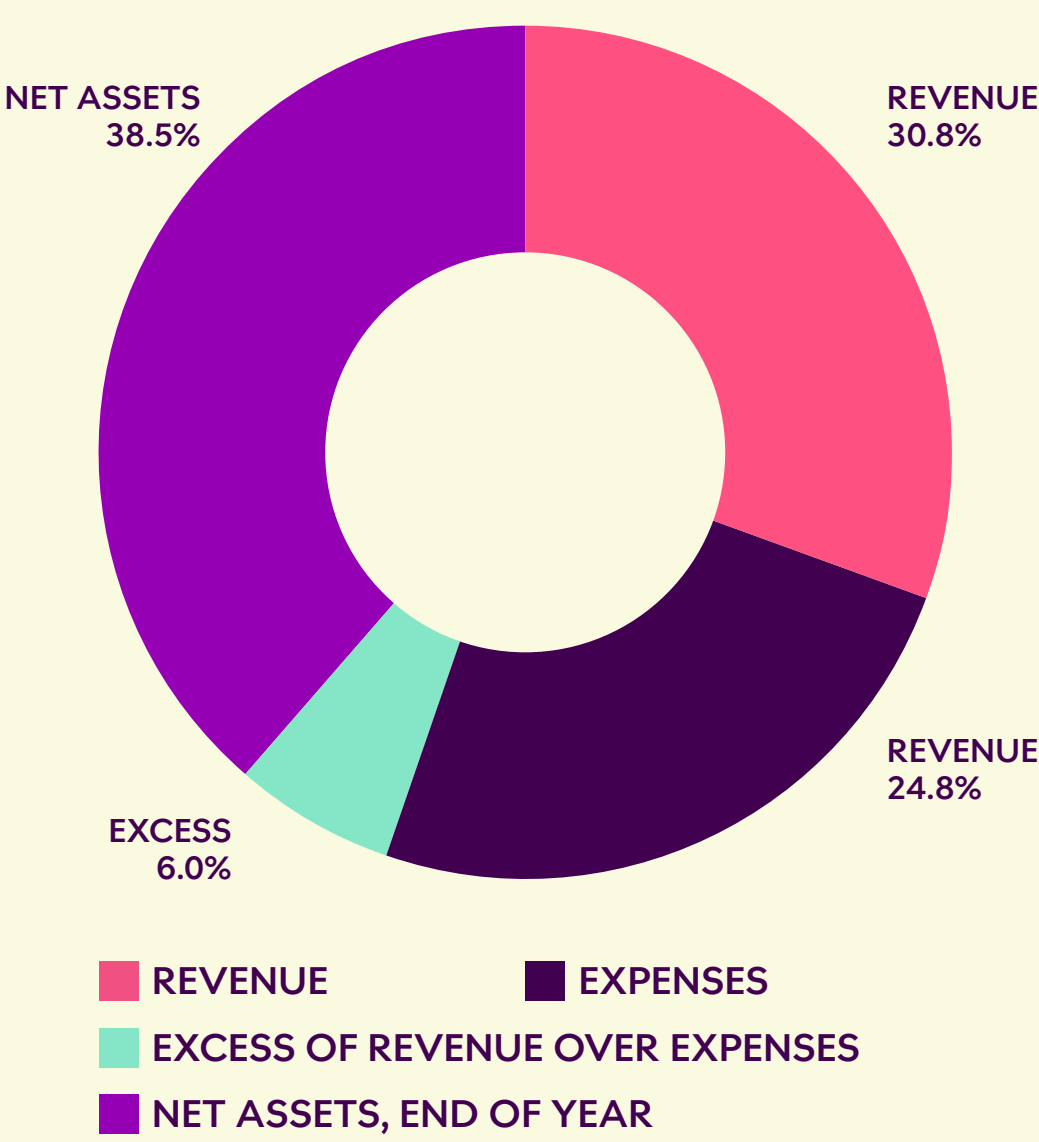
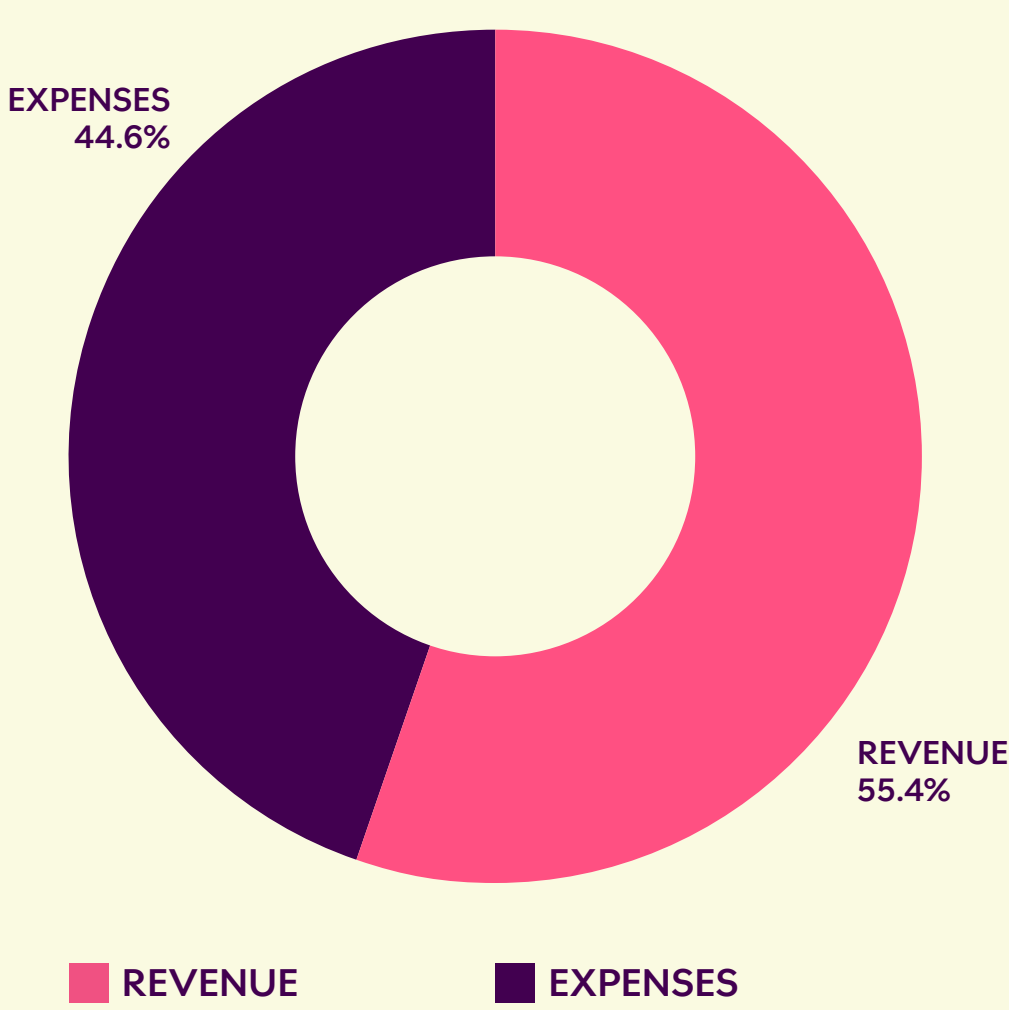
DEBENTURE AND SECURITIES CORP.  
THE POTTRUFF FOUNDATION  
THE THROOP FAMILY FOUNDATION

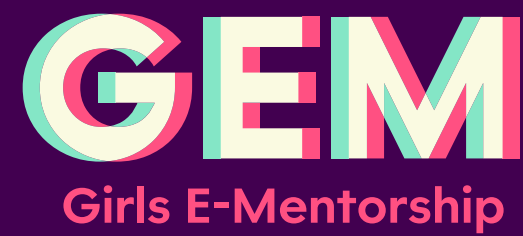


# Financial Report

## STATEMENT OF OPERATIONS FOR THE YEAR ENDED JUNE 30, 2023.

	2023	2022
<strong>Revenue</strong>		
Contributions	\$1,138,506	\$593,081
Interest	3,217	15
	1,141,723	593,096
<strong>Expenses</strong>		
Personnel		
Program	358,175	230,277
Administrative	48,346	64,078
Scholarship Awards	216,350	133,650
Program and Events	137,666	730
Office and General	19,542	23,197
Occupancy	17,655	19,396
Professional Fees	5,500	6,020
	803,234	477,348
<strong>Excess of Revenues over expenses for the year</strong>	338,489	115,748
Net Assets, Beginning of the Year	741,924	626,176
<strong>NET ASSETS, END OF YEAR</strong>	<strong>\$1,080,413</strong>	<strong>\$741,924</strong>





## Girls E-Mentorship

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VERITAS CHARITY SERVICES



CHARITY INTELLIGENCE CANADA

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