

2024

ANNUAL REPORT

CELEBRATING
70
Years

girls
inc.

of Orange County





OUR MISSION:

To inspire all girls to be strong, smart, and bold.

OUR VISION:

Powerful girls in an equitable society.

OUR OC VISION:

To create parity for all girls in Orange County in education, career, and society.



Letter from the CEO



Lucy Santana
Chief Executive Officer

This past year marked a powerful chapter in Girls Inc. of Orange County's story — our 70th anniversary. Seventy years of showing up for girls, evolving alongside them, and staying grounded in our mission to inspire all girls to be strong, smart, and bold. And while we took time to honor our legacy, we were equally focused on the future.

From kindergarteners discovering their voices to college students launching their careers, we served more girls than ever before. With a strong pipeline of programs, dedicated partners, and a passionate team, we met them where they are and walked with them as they grew.

We deepened our focus on mental health, workforce readiness, and sustained mentorship. We celebrated major wins and made space for meaningful conversations about equity, identity, and girlhood. Through it all, our girls reminded us what's possible when they're given the tools and the space to thrive.

As we look ahead to 2025, we're not slowing down. We're building, expanding, and pushing forward with even greater urgency. Because every girl deserves the chance to grow up strong, smart, and bold, and together, we're making that future a reality.

Thank you for being part of this movement.

A handwritten signature of Lucy Santana in black ink.

This year, Girls Inc. of Orange County proudly celebrated 70 years of inspiring girls to be strong, smart, and bold. Since 1954, we've championed the limitless potential of girls across our community by innovating programs to meet girls where they are at. This milestone year honored the legacy of our past while energizing our commitment to the next generation of leaders.

Los Angeles Times Daily Pilot

News Sports TimesOC Opinion

Girls Inc. of Orange County celebrates turning 70



Program alumna Emily Olvera and Girls Inc. of Orange County CEO Lucy Santana, from left, will help celebrate the organization's 70th anniversary during its annual gala next weekend. The nonprofit's mission is to empower girls to be strong, smart and bold. (Don Leach / Staff Photographer)

Emily Olvera is the keynote speaker for the [Girls Inc. of Orange County 70th anniversary gala](#), and she's well equipped to talk about the program and its benefits.

Olvera's mother first put her in Girls Inc. when she was a 7-year-old growing up in Costa Mesa. Matilde Olvera, an immigrant from Mexico, was a single mom and working three jobs to support Emily and her older brother.

Newport Beach Independent

HOME PAGE ONE LIFESTYLE COMMUNITY STEPPING OUT DIGITAL EDITION SPORTS

Girls Inc. Raises \$540K During 70th Anniversary Gala at Balboa Bay Resort



Girls Inc. Alumnae, Girls meet the workforce, Girl Bosses, and Lucy Santana, CEO

Girls Inc. of Orange County, the Santa Ana-based affiliate of the national nonprofit organization dedicated to inspiring all girls to be strong, smart, and bold, held its 70th Anniversary Gala at the Balboa Bay Resort on April 20.

Daily Pilot

News Sports TimesOC Opinion

High school student helps girls break boundaries in STEM with Girls Inc.



High school senior Katie Kee didn't always enjoy studying STEM (the acronym for science, technology, engineering and mathematics) coursework, although she puts it a little more bluntly.

"I basically hated STEM," said Kee.

Today, she feels differently. She sits in a space at the Girls Inc. of Orange County headquarters in Santa Ana, where staff members are busy putting up red and silver

70th Anniversary Gala

Our 70th year was marked by a signature celebration, the Strong, Smart, Bold Futures Tour, our annual gala that brought together supporters, alumni, and future leaders. With powerful stories from Girls Inc. participants and a bold vision for the future, the gala honored our legacy and rallied support for the decades ahead.

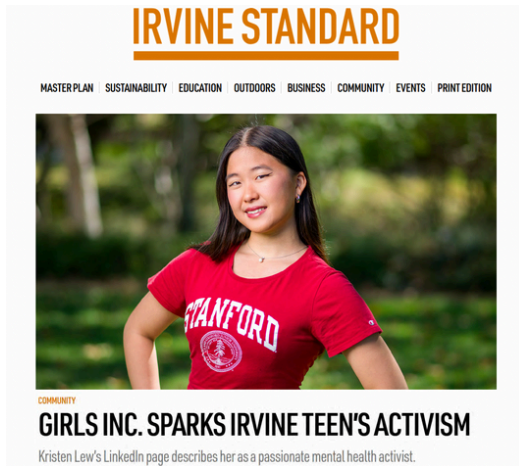
Girls Inc. saved me. I was in a very dark place, and now I'm not. I'm so much more of a happy person and have new dreams and aspirations.

The sisterhood is like a safe haven.

Emily Olvera, Girls Inc. Alumna

**excerpt from award winning scholarship essay*

In The Spotlight



 **96**
PR hits

 **22**
media outlets

 **Over 170 million**
impressions

Girls Inc. Girl Featured in Allergan Aesthetics Women in STEM Series

Girls Inc. of Orange County participant, Skye, was asked to participate in Allergan Aesthetics 'Women in STEM' video series. Skye, 11th grade, and her mom were flown to Brooklyn, NY to film the series where they met women from various stages of STEM careers.

Watch Skye's feature:

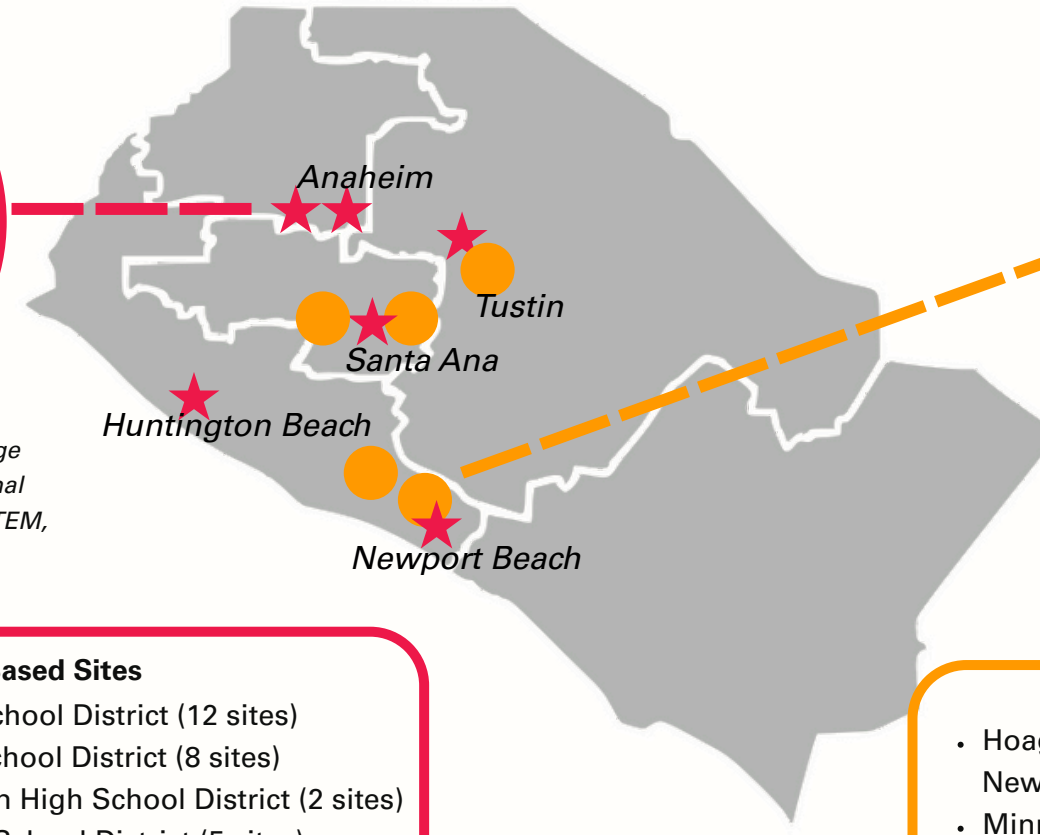


Our Reach

With both school-based and community-based sites, Girls Inc. of Orange County ensures that girls from every corner of the county have access to our transformative programming.



We provide schools with cutting-edge programs that infuse Social Emotional Learning content into areas such as STEM, literacy, and entrepreneurship.



Open to girls across Orange County, our out-of-school programs give girls the tools to shape their futures.

School-Based Sites

- Anaheim Union High School District (12 sites)
- Centralia Elementary School District (8 sites)
- Huntington Beach Union High School District (2 sites)
- Newport-Mesa Unified School District (5 sites)
- Orange County Department of Education (2 sites)
- Santa Ana Unified School District (19 sites)

Community Based Sites

- Hoag Center for Healthy Living/
Newport Mesa Family Resource Center
- Minnie St. Family Resource Center
- Santa Ana College
- Orange Coast College
- Orange County Juvenile Hall

47 schools
served

36 Title 1*
schools
served

*Title 1 schools are federally funded schools supporting students from low-income families.

Our Girls

9,433

girls served in 2024.
A **118%** increase
in girls served
since 2019.



At Girls Inc. of Orange County, we serve girls from elementary school through college, guiding them at every stage of their journey. The majority of our participants are girls of color, and each one brings a story of strength, resilience, and determination. This year, they've achieved incredible milestones and the future they're building is nothing short of extraordinary.



Watch this video to see how
Girls Inc. allows girls to dream big.

Volunteers

1,143

volunteers donated
12,348 hours of their
time to provide
assistance and
mentorship to the
girls we serve

Age

5-12

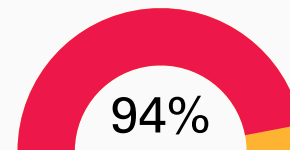
13-18

19+

21%

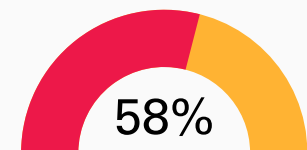
76%

Race



94%
of Girls Inc. girls
identify as a
girl of color

Household Income



58%
of Girls Inc. girls
are from families
earning less than
\$50,000/year

“Being with other
amazing, hardworking
girls really motivates
you to do your best.”

*Maria,
12th grade Girls Inc. participant*

From backpacks to briefcases

Girls Inc. Offers a Pathway to Empowerment

From kindergarten through college, our sustained programming provides a consistent foundation of support, mentorship, and opportunity. As girls grow, their needs evolve and we're with them every step of the way, helping them discover their strengths, navigate challenges, and step into their futures with confidence.



Social Emotional Learning

Identifying emotions and healthy responses



Entrepreneurship

Gain experience developing and pitching businesses



Early Literacy

Developing a love of reading and reach grade-level reading by 3rd grade



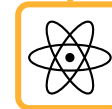
Advocacy

Using their voice to better their communities



Mental Health

Learning the tools for emotional well-being



STEM

Maintaining STEM interest when curiosity begins to wane



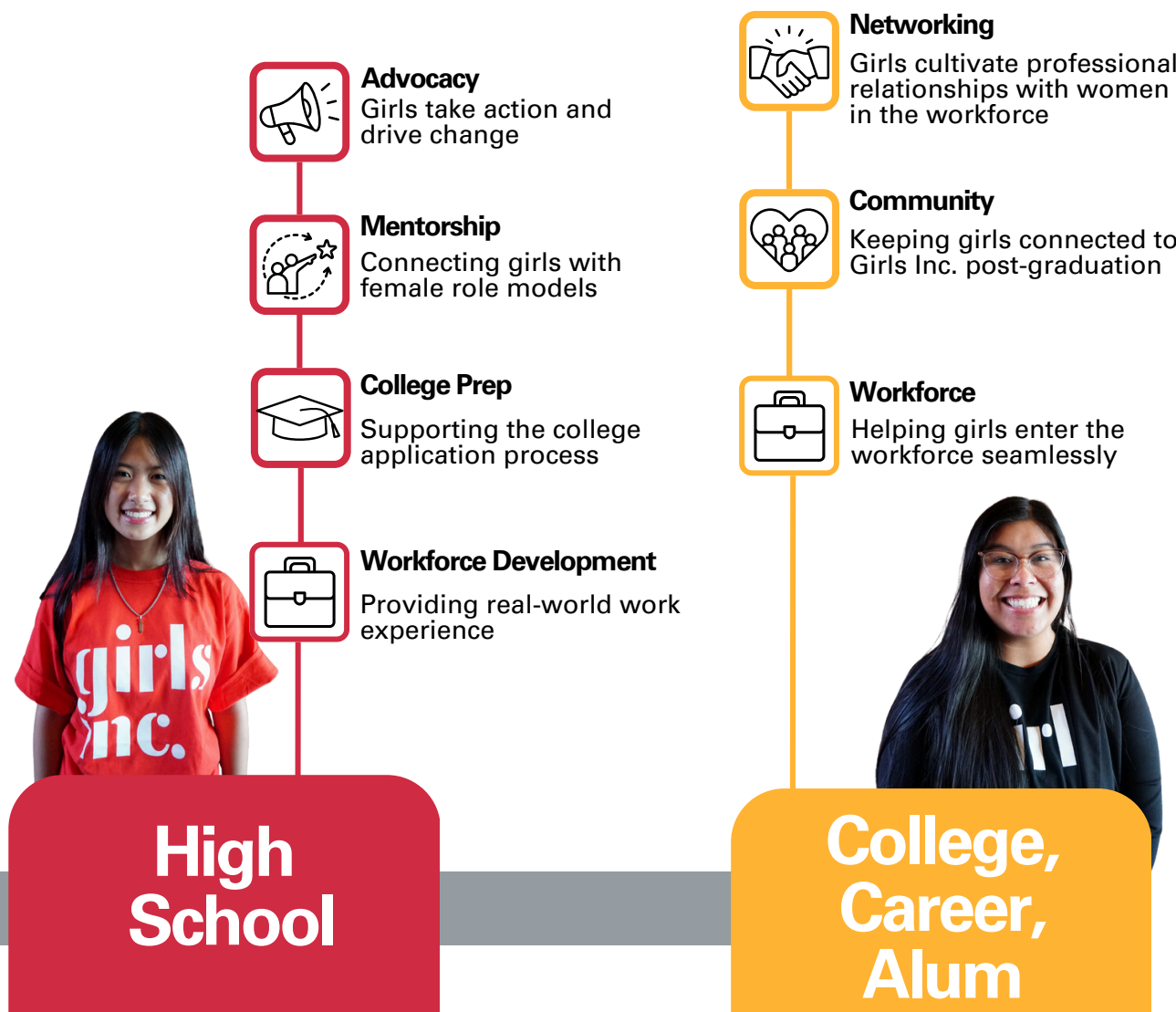
**Elementary
School**



**Middle
School**

Sustained Exposure

Girls Inc. is with girls every step of the way



Program Pipeline

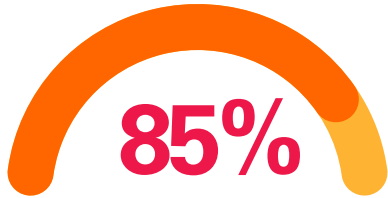


Elementary School:

Building Strong Starts for Bold Futures

Elementary school is where confidence takes root. At Girls Inc. of Orange County, we provide our youngest participants with the tools to express themselves, think critically, and embrace learning. Through age-appropriate, engaging programming, girls develop essential skills that set the stage for lifelong success.

Confidence Starts with Reading



of participants agreed with the statement, "I feel more confident in school because of my reading skills."

Expanding Our Reach



New elementary school partnerships in 2024

Preparing Future CEOs



of 2024 Smart Ups participants know how to prepare a pitch for investors for a product, service, or business

“My favorite thing about Smart Ups was meeting new people and being able to express your true self.”

*Yurianna,
4th grade Girls Inc. participant*



Middle School

Guiding Girls Through Growth and Discovery

Middle school is a time of change, it is also a time of discovery. Our programs help girls navigate this critical stage with confidence, equipping them with tools to understand themselves, advocate for what matters, care for their mental health, and ignite new interests like STEM. With the support of mentors and a strong community, girls learn to lead, take risks, and believe in their value.

Prioritizing Mental Health



of middle school participants know how to maintain a healthy body by managing their mental health

Expanding Our Reach

In 2024, we launched a new Eureka! location in Anaheim, serving an additional

71

girls with STEM and life skills programming

Navigating the Internet with Confidence



of 2024 Eureka! participants know how to be safe online

“I used to be timid and unsure. Girls Inc. helped me find confidence, self-love, and my voice.”

*Nahomi,
7th grade Girls Inc. participant*



High School: Turning Potential into Purpose

High school is where dreams sharpen into plans. Through mentorship, college preparation, advocacy training, and workforce development, girls gain the tools to lead with confidence and purpose. Whether they're applying to college, launching passion projects, or stepping into their first internships, our high schoolers are not just preparing for the future, they're shaping it.

Workforce Ready



of Girls Meet the Workforce participants believe their externship prepared them for a job in the future

Investing in Her Future

\$222,000

in scholarship funds from our local supporters awarded to 20 girls from Girls Inc. of Orange County

College Ready



of College Bound participants feel confident they will meet their educational goals

“Girls Inc. has had a profound impact on my college career, providing me with invaluable support and opportunities for personal growth.”

*Lana,
11th grade Girls Inc. participant*



College & Career

Lifting Girls into Leadership

At Girls Inc. of Orange County, our commitment doesn't stop at high school graduation. We support girls as they pursue higher education and launch meaningful careers. Through mentorship and real-world experience, participants gain the confidence, skills, and networks they need to thrive in college and step boldly into the workforce.

Breaking Barriers



of collegiate participants are
first-generation college students

With Them Every Year

198

collegiate participants
in our alumnae
programs

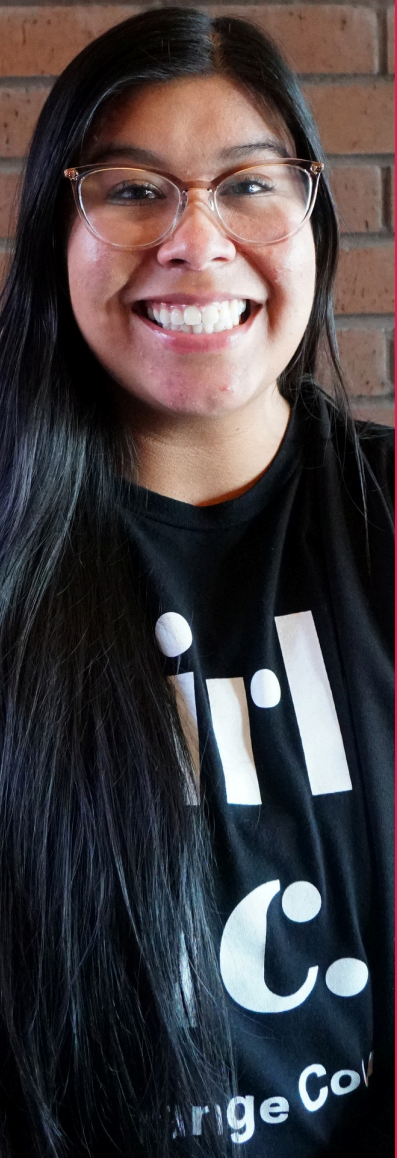
Future STEM Leaders



of collegiate participants have
declared a STEM major

“Girls Inc. taught me independence, confidence, and the power of standing my ground and that I can achieve anything I set my mind to.”

Yvonne,
Girls Inc. alumna & staff member



The Power Of

122

corporate partners fueled the next generation of leaders through time, talent, and generosity in 2024.



From hosting company tours and career panels to volunteering, mentoring, and delivering educational workshops, our corporate partners show up for Girls Inc. of Orange County in powerful ways. This year, 122 companies invested their time, talent, and resources through hands-on projects, in-kind gifts, and financial support to help girls become the strong, smart, and bold leaders of tomorrow.



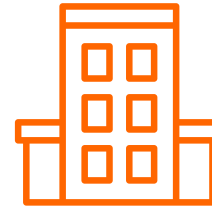
80

companies gave financially



167

corporate partner employees volunteered



17

companies hosted an activity/event



28

companies made in-kind donations

“I never imagined how much both the mentor & mentee could get out of an experience like this.”

*Catherine McCoy,
Disneyland Resort Employee and
Girls Inc. of Orange County Mentor*

Corporate Partnerships

CELEBRATING
70 Years
girls
inc.
of Orange County



Thank you to our Girls Meet the Workforce host sites!

After our Girls Meet the Workforce participants complete over 30 hours of professional development trainings, they are placed at an Orange County business where they completed a 20+ hour externship. During their externship, they are paired with a mentor and gain workforce experience.



Champions for Girls' Futures

Letter from the Board President

As we reflect on the incredible milestone of Girls Inc. of Orange County's 70th year, I'm filled with gratitude for all that this organization has accomplished.

Serving as board president during such a pivotal year has been both an honor and a reminder of the impact we can have when we lead with purpose. Behind every program, partnership, and success story is a team of people, staff, volunteers, supporters, and fellow board members, committed to a shared vision: a world where every girl has the opportunity to grow up healthy, educated, and empowered.

In 2024, we didn't just reflect on the past, we invested in the future. We strengthened our governance, championed new partnerships, and supported the expansion of programs that meet girls at every stage of their journey.

I'm proud to serve alongside a board that is committed to ensuring Girls Inc. of Orange County continues to thrive, for the next 70 years and beyond.



Kendra Miller
Board President

2024 Board of Directors

Executive Committee

Kendra Miller
President & Chair

Dawn Austin
Treasurer

Jennifer Anaya
VP, Board Development

Kate Phelan
Immediate Past President

Renee Van Dorne
Member-at-Large

Fatima Arshad
VP, Fund Development

Mark Tomaszewski
Secretary

Roeya Vaughan
VP, Marketing & Communications

Daisy Esparza
Member-at-Large

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Amy Amirani

Andrea Bereal

Dr. Angelica L. Suarez

Anh Tran

Carrie Strom

Chris Looney

Erika Hayflick Lowe

Janet Michels

Jennifer Jaffe

Kristin Auslander

Nancy Altobello

Raj Luhar

Rick Matros

Sybil Crum

Emeritus Board Members

Gena H. Reed

Sue Stern

Donors

Pacesetter | \$100,000 +

Anaheim Community Foundation
Anonymous
Deborah Rodriguez
Gena H. Reed Family Foundation
Girls Incorporated Headquarters
Goldman Sachs Philanthropy Fund
Hoag Memorial Hospital Presbyterian
Sue and Ralph Stern
Suzi Chauvel
The Boeing Company
The Moca Foundation
U.S. Bank Foundation
Ueberroth Family Foundation

Vanguard | \$50,000 +

Disneyland Resort
*Ellen and Gary Palo
Janet and Mike Michels
Quiksilver
The Tappan Foundation
Yum! Brands

Luminary | \$25,000 +

AbbVie
ADP Foundation
Adrienne and Rick Matros
Anonymous donor of the Orange County
Community Foundation
Capitol Network
City of Santa Ana
Honda Foundation
Ingram Micro Inc.

Luminary (cont.) | \$25,000 +

Johnson and Johnson MedTech Southern California
Community Fund
Kaiser Permanente Foundation
Kendra and Daniel Miller
Lineage Foundation
Orange County Department of Education
Orange County Community Foundation

Advocate | \$10,000 +

Amanda and Jason Hunt
Anh Tran and John Wong
Anisha and Chris Looney
Argyros Family Foundation
Assemblymember Avelino Valencia
Bank of America Foundation
BJ's Restaurants Foundation Inc.
Broadcom Foundation
Chevron
Chris P. Dialynas
Comerica Bank Foundation
Daksha and Raj Luhar
Diana and David Sun
Edwards Lifesciences Foundation
Erika Hayflick Lowe
Fluor Foundation
Howmet Aerospace
Human Options
Insurance Industry Charitable Foundation
Irene and Hiro Kinoshita
Judy and Joel Slutzky
JW and Sandra Mitchell Foundation
Kate Phelan-Lowen and Kiel Lowen
Kevin Burke

Advocate (cont.) | \$10,000 +

Macy's
Masson Family Foundation
Mazda North American Operations
Nancy and Arn Youngman
Nicole Campbell
O. L. Halsell Foundation
Pacific Life Foundation
PepsiCo
Rachel Levin
Richard and Elizabeth Steele Endowment Fund
Sabra Health Care REIT
Sam Dawson, The Dawson Difference
Sammy Perricone
Samuel P. Adams Trust
The Capital Group Companies Charitable Foundation
The Croul Family Foundation
The Tides Foundation
Women Investing in Security Education (WISE)

Ally | \$5,000 +

Katherine Bland
Alice Hsu
Amy Amirani
Andrea D. Bereal
Anonymous
Assemblywoman Cottie Petrie-Norris
Auto Club Enterprises (Interinsurance Exchange of
the Automobile Club)
Barbara Bowman
Behr Paint Company
Brasstech, Inc.

Donors

Ally (cont.) | \$5,000 +

C.J. Segerstrom and Sons
Claudia Looney
Covenant Philanthropic Solutions
Deborah and Larry Bridges
Deloitte & Touche, LLP
Denise Orozco
Dr. Barbara Ann Hamkalo
Dr. Debra J. Richardson
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Ellen Meltzer
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Grapevine Giving Foundation
Hensel Phelps
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Jennifer Anaya
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Joel Block
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Lamb Family Foundation
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Nancy DeRusso
National Charity League, Newport Chapter
Nordstrom Foundation
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Orange County United Way
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Pam Gilmour

Renee and Scott Van Dorne
Rhina Castillo and Michael Bachenheimer
SageMint Wealth
Sherri Bovino
Smart & Final Charitable Foundation
Southern California Gas Co.
Sprouts Healthy Community Foundation
Stephanie Atencio
The Allergan Foundation (Allergan Aesthetics)
UPS Foundation, Inc.
Vineyard Offshore
Whitt Family Foundation

Partner | \$1,000 +

Advanced Placemats
Advantech Corporation
Allen Charitable Lead Annuity Trust
Alison Davis
Amber Glende
Aminta Price
Amy Vieth
Anaheim Ducks
Angela Perry
Ann and Alan Levy
Anne L. Bohn
Anonymous
Anthony Saba
Antis Roofing & Waterproofing
Antony Vandersande
Artyn and Max Gardner
Ashley Bleckner
Autumn McAlpin
AvalonBay Communities, Inc.
Bailey and Paul Weinberg

Partner (cont.) | \$1,000 +

Beacon Pointe Advisors, LLC
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Beverly and Alan Zembrosky
Brandi Karnes
Burns and McDonnell Foundation
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Caribou Industries
Carrie Jean Okoorian
Cathy Han
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Denise Smith
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Duyen Hutchinson
Each One Teach One
Ellen and Steve Weinstein
Enterprise Holdings Foundation
Fifth Third Bank
Frito-Lay, Inc.
Fullerton College
Gita Patel

Donors

Partner (cont.) | \$1,000 +

Greg and Sharon Wohl
Heidi and Jeff Rogers
Hyundai Motor America
In-N-Out Burger
Jacqueline Erickson Russell
Janet and Bob Dryden
Jason Owyang
Jaya Giyanani
Jeff Pham
Jewish Community Center of Orange County
(CARES)
Jinhy Yoon
Joan Brantley Martinez
Joanna Callaghan
Josh Ingalls
Joyce and Herb Rosenblum
Judy Lee Vogt
Julia Powers
Julie and Peter Hill
Karen Clark
Karen Cohen
Karen K Jacoby
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Mika Savani
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Nancy and David Sheffner
Neil Eibeler and Schavon Suchanek
Olivia and Alan Slutzky
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Orange County Department of Education
Orange County Power Authority
Orange County Trial Lawyers' Charities
Pam and Ryan Lowen
Paragon Construction Consulting
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Wingspire Equipment Finance LLC
Workers United Local 50
Wyatt Russell

Educational Partners

Anaheim Elementary School District
Anaheim Union High School District
Boys & Girls Clubs of Garden Grove
Centralia Elementary School District
Newport-Mesa Unified School District
Orange County Department of Education
Samueli Academy
Santa Ana Unified School District

BILL OF RIGHTS



1 GIRLS HAVE THE RIGHT TO
**BETHEMSELVES ANDTO RESIST GENDER
STEREOTYPES.**



2 GIRLS HAVE THE RIGHT TO
**EXPRESSTHEMSELVES WITH ORIGINALITY AND
ENTHUSIASM.**



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



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



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



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



www.girlsinc-oc.org



GirlsIncOrangeCounty



GirlsInc_OC



Girls Inc. of Orange County

**girls
inc.**

of Orange County