

2025 IMPACT REPORT

Inspiring All Girls to
be Strong, Smart
and Bold.



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.



FROM THE DESK OF LUCY SANTANA, CEO

Over the past year, Girls Inc. of Orange County has continued to write a powerful chapter in our story – one defined by growth, impact, and an unwavering commitment to the girls we serve. Every day, we show up for girls, evolving alongside them while staying grounded in our mission to inspire all girls to be strong, smart, and bold.

From kindergarteners discovering their voices to college students preparing to launch their careers, we served more than 11,000 participants. Through a strong pipeline of programs, dedicated partners, and a passionate team, we met them where they are and walked beside them as they grew. This year, we deepened our focus on mental health, workforce readiness, and sustained mentorship. We celebrated important milestones and created space for meaningful conversations about equity, identity, and girlhood. Through it all, our girls continued to show us what’s possible when they are equipped with the tools, opportunities, and support to thrive.

As we look ahead to 2026, our commitment is stronger than ever. We are building, expanding, and moving forward with urgency and purpose. Because every girl deserves the chance to grow up strong, smart, and bold – and together, we are helping make that future possible.

Gratefully,



Lucy Santana, Chief Executive Officer



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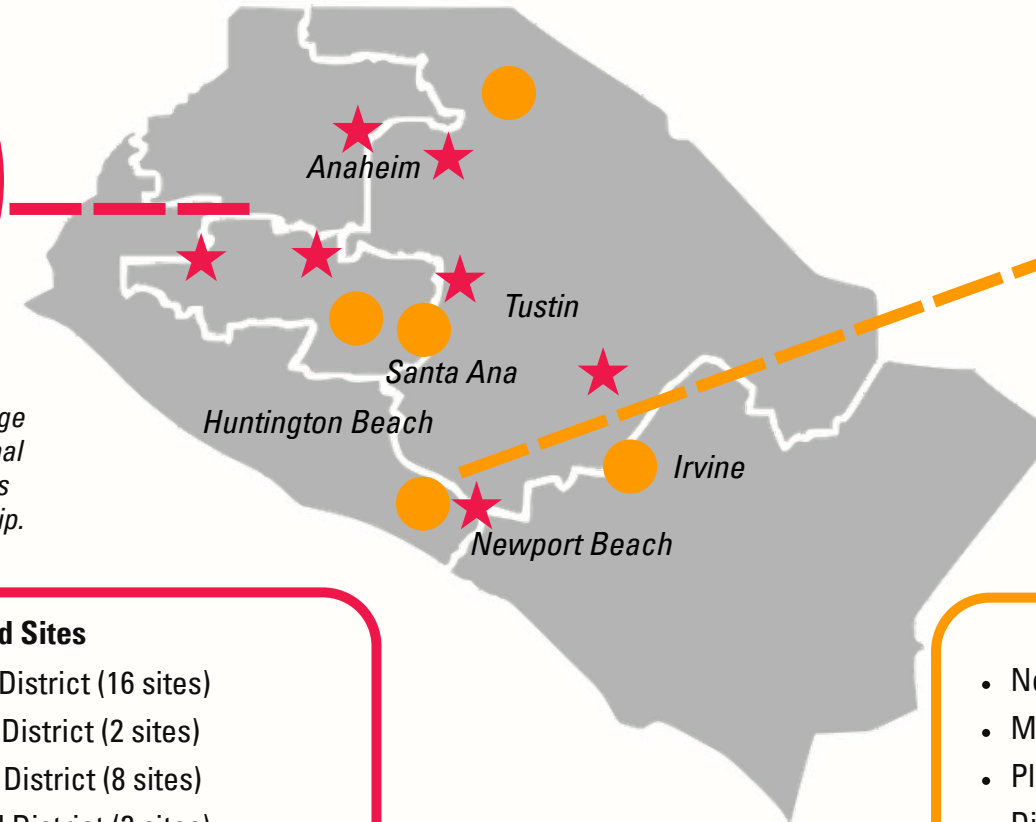


OUR REACH:

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 (16 sites)
- Anaheim Elementary School District (2 sites)
- Centralia Elementary School District (8 sites)
- Garden Grove Unified School District (2 sites)
- Newport-Mesa Unified School District (1 site)
- Orange County Department of Education (3 sites)
- Santa Ana Unified School District (8 sites)

Community Based Sites

- Newport Mesa Family Resource Center
- Minnie St. Family Resource Center
- Placentia Yorba Linda Unified School District (PLYUSD) ELOP Center
- Santa Ana College
- Irvine Valley College

46 schools served

81% Title 1* schools served

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

11,200

participants served in 2025.

418

caregivers served across 7 programs

Serving the whole girl means supporting her growth while also empowering the people around her to reinforce her skills and confidence.



At Girls Inc. of Orange County, we believe every girl deserves a champion. Our role is to walk beside her, providing the mentorship, resources, and opportunities that help her realize that potential. By intentionally creating spaces where girls can find their voice and build on their strengths, we empower them with the confidence and skills to shape their own futures.



Watch this video to see how Girls Inc. prepares girls for unapologetic girlhood.

Volunteer Hours:

7,895

hours of direct service program support provided by **260** volunteers and interns.

Age

● 5-12 ● 13-18 ● 19+

19%

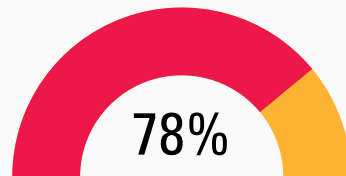
68%

13%

“ Without Girls Inc., my journey would have looked very different. Their support gave me the confidence and independence to succeed on my own. ”

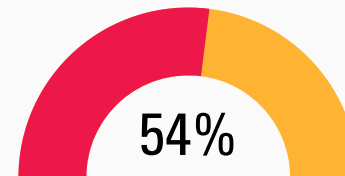
Jocelyn,
Girls Inc. alumna

Race



78%
of Girls Inc. girls identify as a girl of color

Household Income



54%
of Girls Inc. girls are from families earning less than \$50,000/year



BIG DREAMS TO BOLD FUTURES

From school to graduation and beyond, we give girls the mentorship, skills, and opportunities to grow into confident, workforce-ready leaders. With consistent support, her future is powerful.



Social Emotional Learning

Identifying emotions and healthy responses



Entrepreneurship

Building and pitching businesses



Early Literacy

Reaching grade level reading



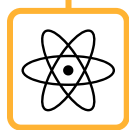
Advocacy

Using their voices to create change



Mental Health

Tools for emotional well-being



STEM

Exposing girls to careers in STEM



Advocacy

Taking action and bettering the world



Mentorship

Connecting with female role models



College Prep

Supporting the college application process



Workforce Development

Real-world work experience



Networking

Building professional relationships



Community

Staying connected post-graduation



Giving Back

Serving and supporting others



Elementary School

Middle School

High School

College & Career

SUSTAINED EXPOSURE PROGRAM PIPELINE

ELEMENTARY SCHOOL

Where Confidence Begins

The early years shape what girls believe about themselves and what's possible. At Girls Inc., we create safe, supportive spaces where elementary school girls discover their strengths, explore new ideas, and learn to speak up with confidence. These formative experiences lay the groundwork for bold goals and bright futures.

Confidence Starts with Reading



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

Starting Girls off Strong



15

Elementary School programs in 2025

Preparing Future CEOs



of participants feel confident creating a prototype for a business idea

“

This is one of the best programs I've ever done. It really helped me get out of my shell and grow my confidence.

”

*Kennedy,
6th Grade Participant*



MIDDLE SCHOOL

Where She Steps Into Her Strength

As girls enter middle school, they face rapid academic, social, and emotional growth. Girls Inc. of Orange County provides structured, research-based programming that builds self-advocacy, emotional wellness, and leadership skills while sparking interest in fields like STEM. With consistent mentorship and community support, girls gain the confidence to lead and the courage to define their own path.

Exposing Girls to STEM



of participants understand how STEM concepts connect to everyday life

Navigating the Internet with Confidence



of participants know how to establish boundaries to protect themselves online

Finding Their Voice



of participants understand how to advocate for something they care about

“Girls Inc. helped me become more productive, confident, and proud of who I am. It taught me that being yourself is powerful, and that confidence is key.”

*Italia,
8th grade Girls Inc. participant*

HIGH SCHOOL

Where Purpose Takes Flight

High school is where goals become tangible. Through college preparation, career exploration, and leadership development, Girls Inc. ensures young women are equipped to navigate what comes next with clarity and confidence. Our participants leave ready to pursue higher education, step into professional spaces, and build meaningful futures.

Workforce Ready



of participants feel confident in their ability to communicate professionally in-person and online

Investing in Her Future

\$18,910

covered in college application fees for high school graduates pursuing higher education

College Ready



of participants demonstrate increased knowledge of the college application process

“ Girls Inc. challenged my fear of failure and gave me the freedom to lead, knowing if I faltered, I’d be caught and encouraged to rise again. ”

*Madison
12th grade Girls Inc. participant*



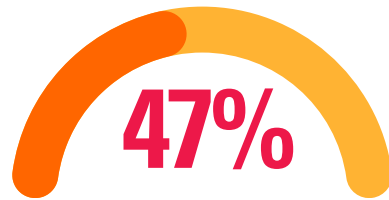


COLLEGE & CAREER

Where Her Future Takes Shape

Graduation is just the beginning. Girls Inc. of Orange County continues to mentor and guide young women as they pursue higher education and step into the workforce. Through professional experiences, leadership development, and community support, they gain the confidence, skills, and networks to thrive — turning ambition into action and potential into real-world impact.

Breaking Barriers



of participants are first-generation college students

With Them Every Year

249

participants in our alumnae programs

Future STEM Leaders



of participants are pursuing STEM degrees



Girls Inc. gave me the mentorship and support to pursue my passion for science. Today, after earning a master's degrees in biochemistry, I'm applying to medical school to become a physician.



*Jenny,
Girls Inc. alumna and UCLA graduate*

CORPORATE PARTNERSHIP



Our partners show up for Girls Inc. of Orange County in powerful ways. In 2025, corporate partners engaged with our girls by hosting company tours, mentoring, volunteering, and organizing events that expanded their opportunities. Through their time, talent, and generosity, they helped inspire and empower the next generation of strong, smart, and bold leaders.

 **1,573**
corporate partner
employees volunteered

 **34**
companies hosted an
activity/event

 **84**
companies made
in-kind donations

“ I was honored to be a corporate mentor. All the mentees are so impressive. They were engaged, prepared, and had a lot of insight to share. I cannot wait to see their successes in the future! ”

Desiree Diaz, Ultimate Staffing Employee and Girls Inc. of Orange County Mentor

THANK YOU TO OUR 2025 EXTERN HOST COMPANIES



Allergan Aesthetics
an AbbVie company



source



PEPSICO



A LETTER FROM THE BOARD CHAIR

2025 FINANCIALS



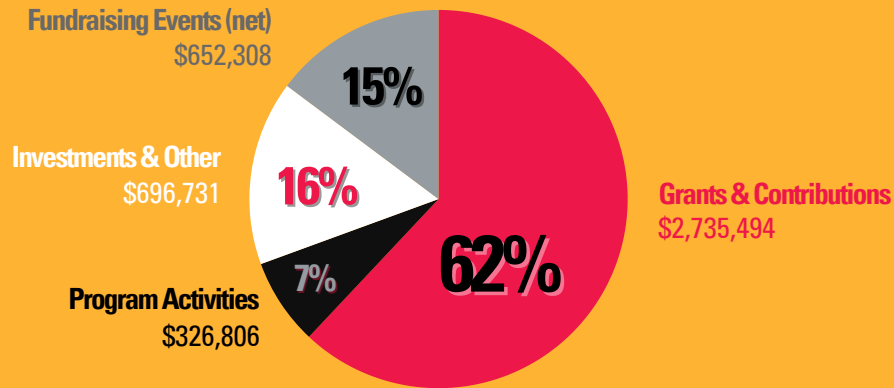
\$4,411,339

REVENUE

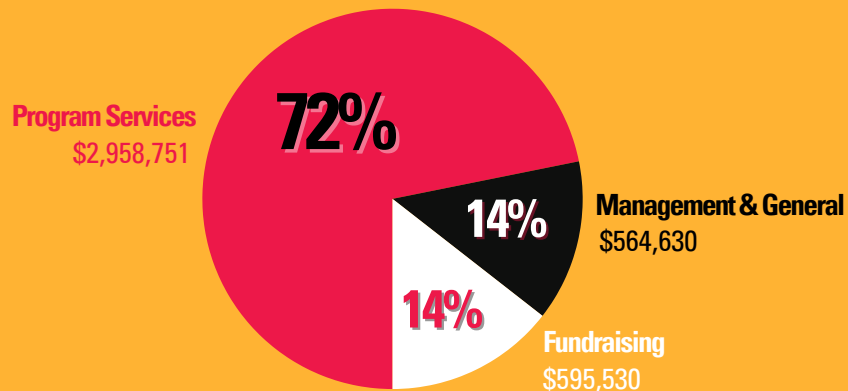
\$4,118,911

EXPENSES

REVENUE BREAKDOWN



EXPENSES BREAKDOWN



As I reflect on the past year at Girls Inc. of Orange County, I am filled with gratitude for the collective commitment that drives our mission forward and creates meaningful opportunities for the girls we serve.

Serving as Board President is both an honor and a responsibility. Our impact is made possible by a dedicated community of staff, volunteers, supporters, and fellow board members who share a vision of a future where every girl has the opportunity to grow up healthy, educated, and empowered.

This year, we strengthened our College and Career programming by providing girls with the tools, mentorship, and real-world experiences needed to succeed in their futures. New corporate partnerships expanded opportunities for career exploration and workforce readiness, connecting girls to pathways that were once out of reach.



We also expanded our programming to serve more girls and strengthen support throughout their educational journey, preparing them for college, meaningful careers, and leadership in their communities.

I am proud to serve alongside a board that remains deeply committed to advancing this work and ensuring that Girls Inc. of Orange County continues to grow its impact for years to come.

Kendra Miller

Kendra Miller | 2025 Board Chair

THANK YOU TO OUR DONORS

Pacesetter | \$100,000 +

The Boeing Company
Deborah Rodriguez, Carol Beckwith
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U.S. Bank Foundation
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The Tappan Foundation
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Advocate | \$10,000 +

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Dr. Adrienne and Rick Matros
Fluor Foundation

WE'LL NEED HER TOMORROW, SHE NEEDS US TODAY.

**girls
inc.**
of Orange County



SustainHERs provide us with the certainty that we can continue to reach ALL girls, regardless of circumstances, through monthly, recurring gifts.

Now more than ever, sustainable giving is the difference maker in our work.

THANK YOU TO OUR SUSTAINHERS

Dawn Austin	Mayra Martin
Orleda Azevedo	Kendra Miller
Tiffany Braxton	Faith Pearce
Sybil Crum	Nancy Pon
Daisy Esparza	Lucy Santana
Becky Hoffman	Jennifer Seislove
Alp Serdar Kalaycioglu	Mark Tomaszewski



Become a SustainHER
girlsinc-oc.org/sustainher



THANK YOU TO OUR DONORS

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TravisMathew
Women Investing in Security Education

Ally | \$5,000 +

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THANK YOU TO OUR DONORS



of Orange County

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OC Women for Good Giving Circle
OCC Foundation
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Vivian Khalil
Wendy and Dale Peterson

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Anaheim Elementary School District	Irvine Valley College
Anaheim Union High School District	Orange County Department of Education
Boys and Girls Club of Garden Grove	Placentia Yorba Linda Unified School District
Centralia Elementary School District	Sage Hill High School
Garden Grove Unified School District	Santa Ana College
Girls Inc. of New York City	

GIRLS INC. GIRLS' BILL OF RIGHTS

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

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

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

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

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

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



At Girls Inc. I've learned confidence, resilience, and the power of community. I've learned that "strong, smart and bold" isn't just a motto but a way of living.

— TATYANA BRICENO
Girls Inc. of OC Alum | UCSD Class of 2027

 GirlsInc_OC

 www.girlsinc-oc.org

 GirlsIncOrangeCounty

 Girls Inc. of Orange County

**girls
inc.**

of Orange County