

2019

GIRLS
GARAGE

IMPACT REPORT



7

YEARS IN OPERATION

71

DIFFERENT POWER TOOLS
IN OUR WORKSHOP

130

PROJECTS COMPLETED
SINCE 2013

420

PARTICIPATING GIRLS
SINCE 2013





WELCOME

Dear friends, partners, and fellow builders:

In July 2013, 48 girls signed up for a two-week building camp. They enrolled with fervor, hungry to fuse metal, cut and sand wood, speak up, stand out. I welcomed every one of them, and taught them how to use a chop saw, drill, driver, welder, and about a dozen other power tools. My own background in architecture and construction (and the male-dominated dynamics that came along with these careers) had inspired this experiment, to ask and answer the question: "What is possible when we give girls the tools to build the world they want to see for themselves?"

For the past 7 years, that first program has grown into a thriving, diverse, and ferocious community of fearless builder girls, including some of the very same girls who enrolled that first summer. We occupy our own workshop in Berkeley, a space built for, with, and by the next generation of female leaders. As an organization, we are made up of rockstar female architects, builders, artists, educators, and mentors who are deeply committed to changing the makeup of STEM, trades, and creative careers.

This past year was our biggest and boldest so far: we enrolled nearly 200 girls, committed to offering all our teen programming at no cost, exceeded our annual budget projection, built ambitious architectural projects for local nonprofits on schedule and under budget, and established community partnerships that connect our girls' skills to real-world impact. We've added talented women to our team, been featured on the TODAY Show, and even hosted Melinda Gates and Mandy Moore (and taught them how to use some power tools, too).

It's been an incredible year, but we've got more in store in 2020. We're looking forward to providing all the support, love, and opportunity that our fearless builder girls deserve. Thank you for being part of the Girls Garage family yesterday, today, and tomorrow.

Together in fearlessness,



EMILY PILLOTON
FOUNDER AND EXECUTIVE DIRECTOR





OUR MISSION

Girls Garage is a nonprofit design and building program and dedicated workspace for girls* and female-identifying youth ages 9-18. Speak up. Stand out. Make trouble. Build the world you want to see.

Founded in 2013, Girls Garage is the first-ever design and building workshop for female youth in the United States. Through after-school and summer pathways, Girls Garage provides free and low-cost programs in carpentry, welding, architecture, engineering, and activist art to a diverse community of 200 girls per year. Integrating technical skills, college/career guidance, and community leadership, our programs equip girls with tools to build the world they want to see. In our 3,600-square-foot workshop in Berkeley and under the guidance of our highly skilled all-female staff, we invite girls to bring their creative voice and put technical skills to work on real-world building projects that live in our community. Beyond power tools, Girls Garage is a physical space that provides a supportive and

safe environment for girls to exercise voice and power. We provide 1:1 career and academic advising and workshops to develop the confidence and the communication skills to navigate the intersectional challenges facing young girls today. To date, girls have built 130 projects ranging from furniture for a domestic abuse shelter to a greenhouse for a community garden to a fruit stand for an organization serving refugee families. All teen participants attend the program at no cost to their families. 66% of girls are girls of color, and 62% attend Girls Garage for 3 or more years.

**"Girls" refers to gender-expansive youth: cis girls, trans girls, non-binary youth, gender non-conforming youth, gender queer youth, and any girl-identified youth.



WHY IT MATTERS



We've all seen the statistics that paint a bleak picture of female underrepresentation in STEM and the trades. These are problems of access, support, culture, and inclusion. These statistics represent more, however, than an unbalanced, unequal workforce; they are a dire implication of who gets to have a say in the authorship of our built world. What might our cities, technology, and environments look like if they were created by women, queer women, women of color, nonbinary individuals? We believe that addressing the problems of underrepresentation and retention of women in these career paths is not merely for statistical gain, but for the betterment of our world.

We are also living in a time in which teen girls face the intersectional pressures of race, identity, nationality and citizenship, mental health, body image and consent,

academic stresses, and more. In traditional public schools there are few supports available for the whole girl, honoring and taking into account all the socioemotional needs of a young woman.

Lastly, there is a common narrative that girls "aren't interested," or are "shy," or "need to be encouraged." This, too, is part of the problem. From what we've witnessed at Girls Garage, the narrative is quite the opposite: girls are hungry to be builders, leaders, to be given space, to take up space. They are the ones we've been waiting for.

References:
1 - Hamilton Project at Brookings, 2018
2 - Society of Women Engineers, 2016
3 - National Science Board, 2018
4 - Essence, 2019

22%

STEM WORKFORCE THAT IS FEMALE¹

50%

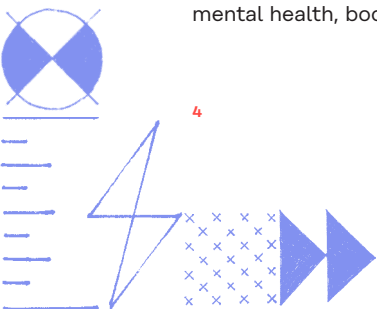
WOMEN IN STEM WHO LEAVE WITHIN A DECADE²

7.9%

CONSTRUCTION MANAGER JOBS HELD BY WOMEN³

.3%

LICENSED ARCHITECTS IN THE US WHO ARE BLACK WOMEN⁴





OUR APPROACH

The minute you walk in the door at Girls Garage, you can feel a sense of belonging and bravery. In our programs and our physical space, we cultivate an environment of love, girl power, and power tools.



WE MAKE SPACE

-

Girls Garage is a physical space for girls, including a wall with the name of every fearless builder girl who has taken a class at Girls Garage. Their work is on the shelves. They also built the shelves themselves. Making space means that girls are seen, supported, and invited to shape their own world.

TECHNICAL, HIGH-FIDELITY INSTRUCTION

-

Do you know what kerf is? Or the difference between MIG and TIG welding? Our girls do. Led by skilled female builders and instructors, girls learn the industry-relevant techniques, terminology, and problem-solving skills that set them up for success in our projects and future careers.

A FOCUS ON COMMUNITY

-

Projects designed and built by girls are responses to needs in our community: a neighborhood parklet, a chicken coop for an urban farm. By connecting skills to the real world, girls amplify their voice and leadership potential.

INTIMATE, LONG-TERM MENTORSHIP

-

Our staff and instructors are talented professional architects, designers, and educators who support socioemotional growth and personalized pathways. We truly love our girls and do whatever we can to support them year after year.

FREE TEEN PROGRAMS

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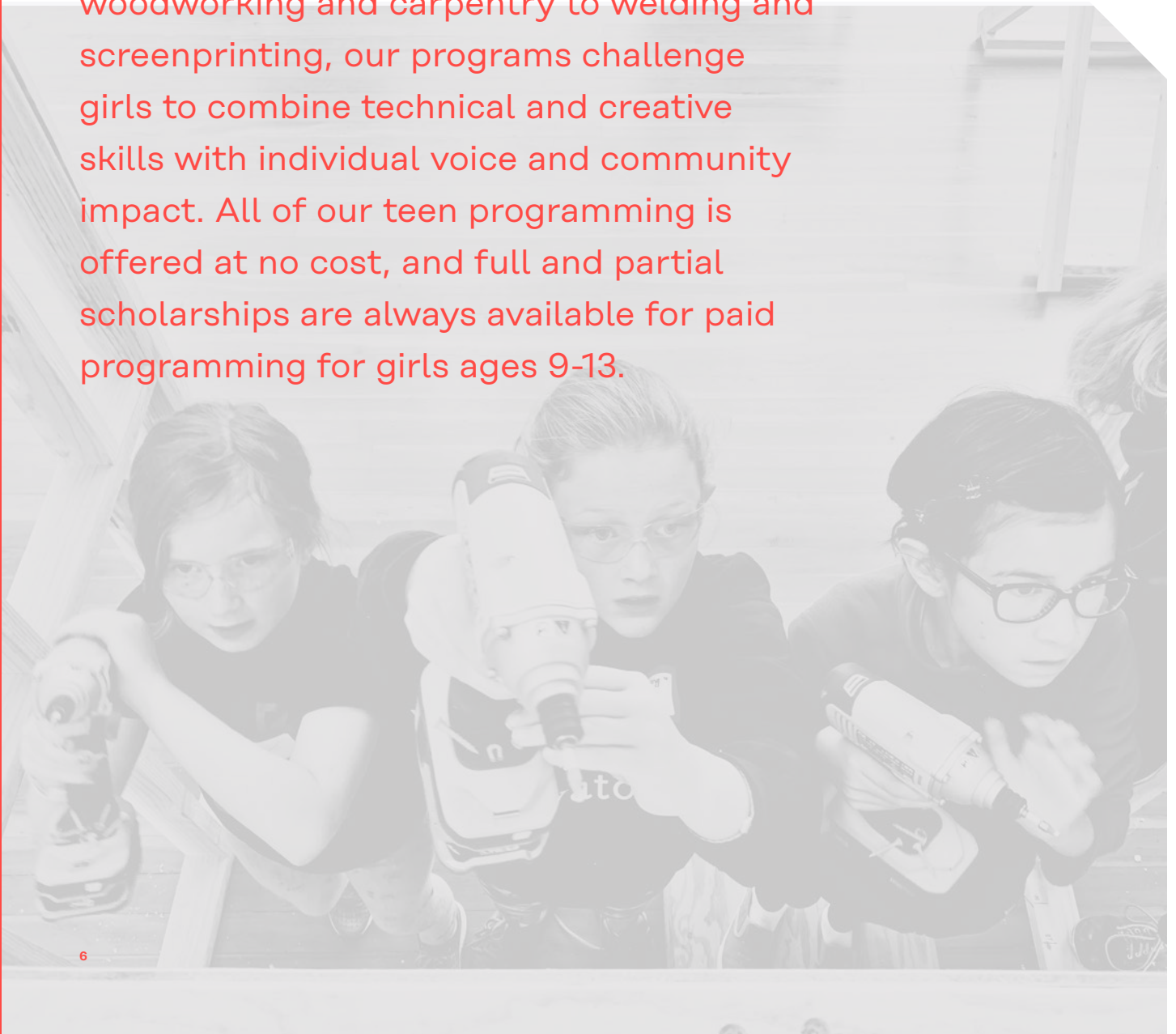
Girls Garage's teen programs are free of charge for all high school girls and focus on supporting girls of color and underserved girls throughout the Bay Area.





PROGRAMS

We offer year-round instruction for girls to bring their audacious ideas to life. From woodworking and carpentry to welding and screenprinting, our programs challenge girls to combine technical and creative skills with individual voice and community impact. All of our teen programming is offered at no cost, and full and partial scholarships are always available for paid programming for girls ages 9-13.



AFTER-SCHOOL CLASSES

Our after-school sessions are offered in fall, winter, and spring. Each 6-8 week class offers focused instruction in one skill area with a new project challenge each season. For new and returning girls alike, after-school programming provides a structure to build upon previous knowledge or experiment with new media.

WEEKEND WORKSHOPS

For aspiring builders and makers of all ages and experience levels, we host weekend workshops for “quickfire” creative experiences. Ranging from screenprinting and blockprinting to Mother Daughter Builder/Bootcamp, these programs are a great way to get a taste of the Girls Garage builder spirit. Workshops are offered during Fall, Winter, and Spring.

SUMMER CAMPS

Our week-long summer sessions are a deep dive into the world of design and building. Every day from 9am to 4pm, girls use their creative voices and power tools to build a real-world community project each week. We also integrate activities and discussions about female leadership, confidence, STEM careers, fear, bravery, and how to support each other as girls and women.

CORPORATE WORKSHOPS

Building is bonding, whether you’re 9 years old or 79 years old. We love welcoming corporate groups and teams of educators for professional development or team-building (and real building!). Our previous workshops have included project-based learning and design thinking training for educators, a community planter box build with a team of female contractors, and DIY t-shirt screenprinting for companies.

36

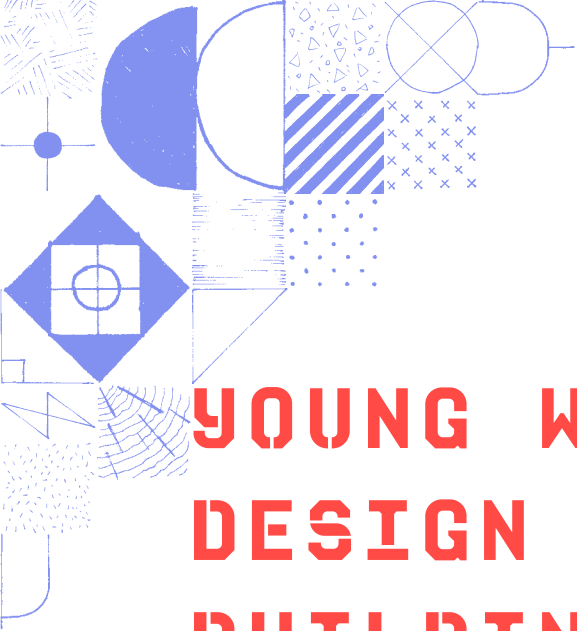
PROGRAM SESSIONS
OFFERED EACH YEAR

1030

TOTAL BADGES AWARDED
TO DATE IN 10 SKILL
AREAS

62%

GIRLS THAT ATTEND FOR
3 OR MORE YEARS



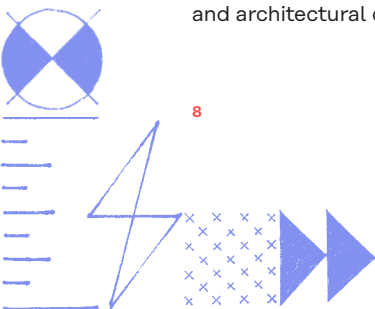
YOUNG WOMEN'S DESIGN AND BUILDING INSTITUTE



**GIRLS PRACTICE MIG WELDING
SKILLS TO BUILD A KINETIC
WIND SCULPTURE
JUNE 2019**

The Young Women's Design and Building Institute is an immersive week-long design/build experience for 9th-12th grade girls. The summer program brings together diverse cohorts of teen girls to design and build a real-world project for a local nonprofit client over the course of just five days. Previous projects have included furniture for a local women's shelter, sandboxes and wind sculptures for local preschools, and more. As part of this program, girls learn and hone creative and vocational STEM skills, from carpentry and welding to applied math, screen printing, and architectural drafting. This program is led by our

Executive Director, Emily Pilloton, along with highly skilled female educators, builders, fabricators, and architects who provide personalized mentorship and guidance to every girl. Our work is complemented by discussions and readings related to feminism, making, and community. This program is by application only, at no cost to participants if accepted, and limited to a cohort of 12 girls. Priority is given to girls with limited financial resources and/or limited access to similar programming in their schools or communities.





"I think that Girls Garage matters because most girls aren't 'allowed' to do woodwork or welding. Girls need to be empowered to do things that people tell them they can't do."

-
SOLYANA
15 YEARS OLD

WE BUILT THIS!

24

GIRLS IN 2019

92%

GIRLS OF COLOR

100%

ATTENDED FOR FREE

20

TOOLS LEARNED



COVERED SANDBOX AND WIND SCULPTURE FOR FRANKLIN PRESCHOOL
JUNE 2019



"We should not quit because we are afraid to fail... take risks when it's something you believe in."

EVELIN

16 YEARS OLD

JUNIOR AT EL CERRITO HIGH SCHOOL



MEET EVELIN

-

Evelin joined our Young Women's Design and Building program in June 2019. During the first discussion, Evelin said to the group, "We're all here because we want to be here. Let's speak up and come together." From helping others with power tools to figuring out how to carry 2,000 pounds of sand in the most efficient way, Evelin says the skills she learned and the friendships she formed have changed the way she sees herself and her future.

IN HER WORDS

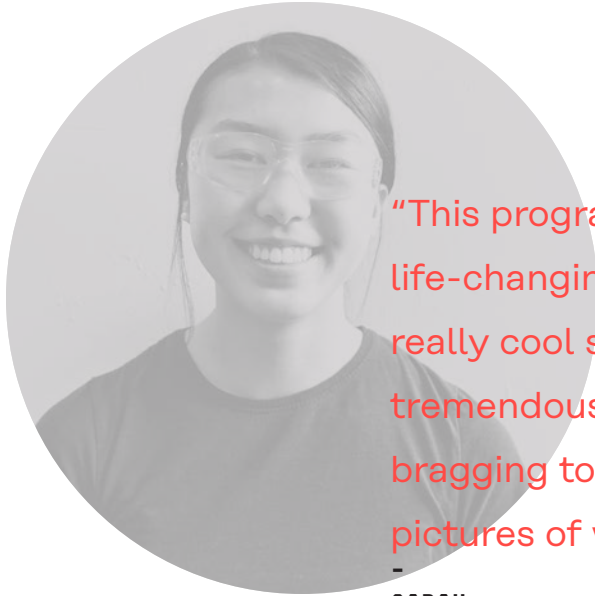
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"This past summer I attended the Young Women's Design and Build Institute with 12 other girls. We worked together to build a sandbox and a wind sculpture for a preschool. I got to learn how to use tools like a drill, miter saw, electric sander, and clamps.

Not only did I get to know all the girls I was working with, but I also built friendships with all of them. I learned a lot of skills like being more confident, problem-solving, teamwork, and patience. Every day before we started building, we all sat down and discussed topics that affect us as women. These topics helped me become more aware, question certain things, and see that equality for women is a big justice issue.

Fear Less Build More is an important idea because it shows young girls that we should not quit because we are afraid to fail, to take risks when it's something you believe in, and build more communities, friendships, and make an impact. Girls Garage is important because there aren't programs that teach young girls design and building skills; it also teaches girls and young women that we can do anything a man can do.

This is a place where there are amazing role models that care about us as young women. This is a place where any girl is welcome no matter what class, race, etc. she may be from. Girls Garage is a diverse place where we are not judged and don't have to be afraid of being ourselves. Girls Garage helped me grow and I am so happy to be part of this community."



"This program has been eye-opening and life-changing because it has taught me really cool skills and boosted my confidence tremendously. I've gone home every day bragging to my parents and showing them pictures of what we've built together."

SARAH
16 YEARS OLD

WE BUILT THIS!

4

COMMUNITY PROJECTS BUILT

300

PRESCHOOLERS USING OUR
SANDBOXES

17

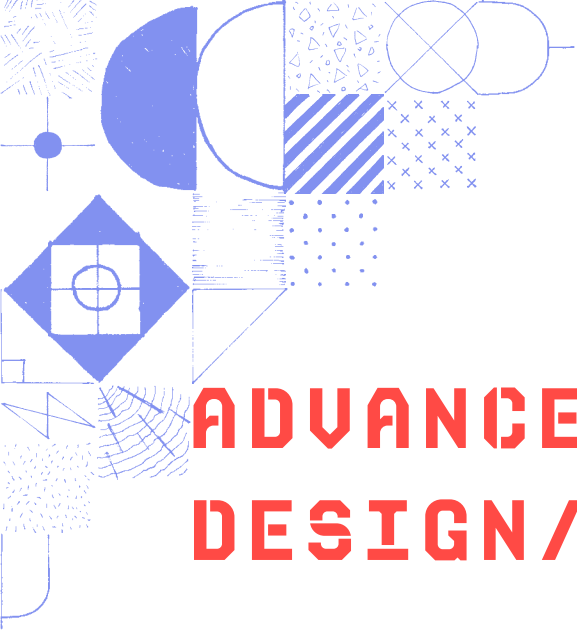
CITIES REPRESENTED BY
GIRL BUILDERS

58%

GIRLS IDENTIFYING AS
LOW-INCOME



HEXAGONAL SANDBOX FOR HOPKINS PRESCHOOL
JUNE 2019



ADVANCED DESIGN/BUILD

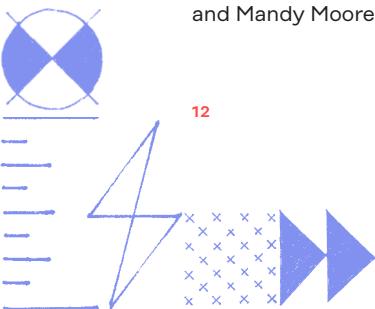


**LAYING REDWOOD DECKING FOR
THE CHICKEN COOP STRUCTURE
AT URBAN TILTH
DECEMBER 2019**

Our Advanced Design/Build program takes place on Mondays after school and in a week-long summer session. This cohort brings together 9th-12th grade girls from diverse backgrounds to tackle complex, community-based projects designed and built by girls themselves. By applying math, science, carpentry, drafting, welding, and other media, projects from the Advanced Design/Build program challenge girls to put their skills to work on architectural or product-based projects that will live in the world for years to come. Girls from this program have built a greenhouse, furniture for a women's shelter, a public parklet for a local restaurant, and taught Melinda Gates and Mandy Moore how to use power tools. Girls in our

advanced cohort are dedicated builders and ambassadors, and most have attended for 5 or more years. The program is no-cost to girls and families by application or invitation

This program also puts girls in a position of leadership and activism, voicing their ideas in public arenas and with real clients. We work hard to support this advanced cohort with supplementary discussions and lessons related to career pathways, college applications, how to apply for a job or put together a resume, and more. We also hold a safe space for intimate conversations about identity, confidence, and navigating the world as a young woman.





"If this place has taught me anything, it's to be resilient and to be fearless. So I look forward to the next project. I look forward to the next commitment. I look forward to the next build. I look forward to being fearless."

-
NAUTICA
15 YEARS OLD

WE BUILT THIS!

17

GIRLS IN 2019

70%

GIRLS OF COLOR

8

CLIENTS AND PARTNERS

3

INSTRUCTORS



21-FOOT BENCH PARKLET BY TEEN GIRLS FOR SANCTUARY BISTRO
JULY 2019



"I fell in love with designing and building, and Girls Garage gave me the ability to build my visions."

**ERICA
17 YEARS OLD
SENIOR AT BERKELEY HIGH SCHOOL
HEADED TO COLLEGE FOR ENGINEERING**



MEET ERICA

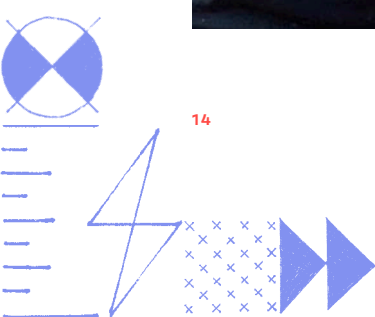
Erica signed up for the first Girls Garage program ever in 2013, when she was 10 years old. Since then, she has participated in 21 of our classes and camps, and has worked as a junior instructor for younger girls. She is a formidable welder, builder, leader, and aspiring structural engineer.

IN HER WORDS

"My grandfather was an architect who taught me the basics of power tools and home repairs. Back in 2013, I took my first class at Girls Garage. It sounded like an awesome opportunity and I joined to explore design and build. At first, not gonna lie, I was scared. I had never used a tool bigger than I was, and had never even dreamed of welding. I didn't know it was a possibility.

The first week, I designed a metal art piece that represented the meaning of my name. Then, I learned how to weld it and built a birdhouse, too. I have built dozens of projects: toolboxes, dog houses, a playhouse for a women's shelter, and a beautiful parklet around the corner. I fell in love with designing and building, and Girls Garage gave me the ability to build my visions.

I realize how important Girls Garage is as a girls-only space where we have female teachers who are super skilled. This program has taught me my importance to the world around me; as a young female engineer who has huge goals of building beautiful, functional buildings. I now have a duty to help those around me thrive, in the same way that every mentor in Girls Garage has for me. Finally, Girls Garage has taught me to dream big, huge actually, build-the-next-Disneyland big!"





"This project was really cool because we experienced what a real commissioned project is like. Being able to design and model from the very beginning showed me what it is like to do real work that uses those skills."

-
ANNA
17 YEARS OLD

WE BUILT THIS!

225

SQUARE FOOT COOP

900

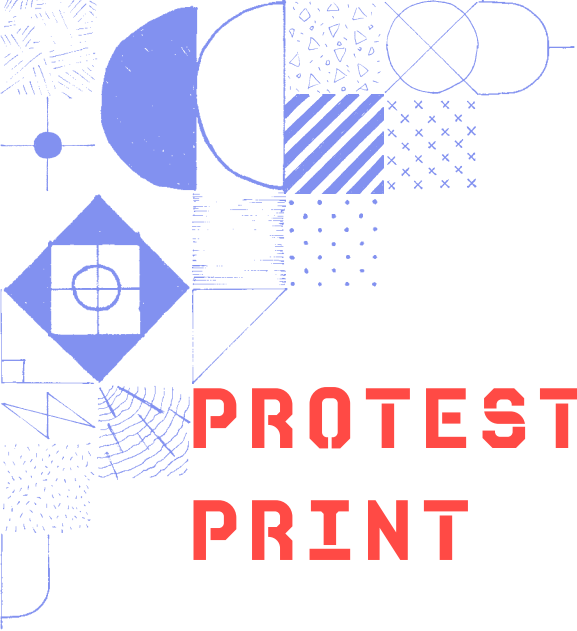
LINEAR FEET OF LUMBER

\$0

PROGRAM FEE FOR GIRLS
AND FAMILIES



CURRENTLY BUILDING A LARGE CHICKEN COOP FOR URBAN TILTH, A LOCAL COMMUNITY FARM
SEPTEMBER 2019



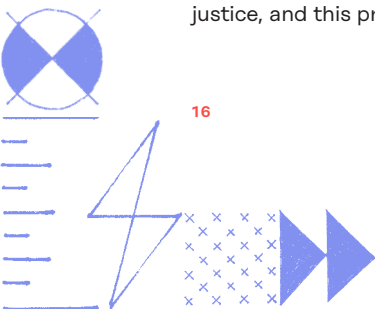
PROTEST + PRINT



**HAND-DRAWN, SCREENPRINTED
PROTEST POSTERS BY GIRLS
FILL OUR FRONT WINDOWS
MARCH 2019**

We created the Protest + Print class as a venue for girls to explore and express the complex personal and political issues that impact their daily lives. This is a free after-school program for high school girls, nearly all of whom are girls of color. Over the past few years, we've spoken with girls who feel deeply confused and worried about the future, but also inspired and hopeful that they can be the change they want to see. Protest + Print is rooted in art as activism, using printmaking as a tool to amplify girls' creative voices. Printmaking has been used historically and recently as an artistic tool for protest, activism, and social justice, and this program continues that legacy.

Each session, we challenge girls to have personal and sometimes difficult conversations about the things that feel pressing in our lives: identity, consent, body image, mental health, gender discrimination, climate change, underrepresentation, and more. We use these conversations to make personal and collective print-based work, using screen printing, hand-drawing, wheat-pasting, and other large-scale graphic installation techniques to bring our voices to life. Previous projects included a group picket sign poster, individual posters in response to social issues, and installation of wheat-pasted hand symbols at a local middle school.





"The experience was so amazing for me because I got to show my work to school kids, teachers, and parents that use the classrooms and school space. I am so grateful that I got the experience to create a powerful symbol of hope and interconnectedness. I don't think I could have gotten the same experience anywhere else, creating powerful artwork alongside girls my age, artwork with a social justice purpose."

-
KEIANI
17 YEARS OLD

WE BUILT THIS!

19

9TH-12TH GRADE GIRLS
IN 2019

95%

GIRLS OF COLOR

3

PRINT-BASED PROJECTS
PER YEAR

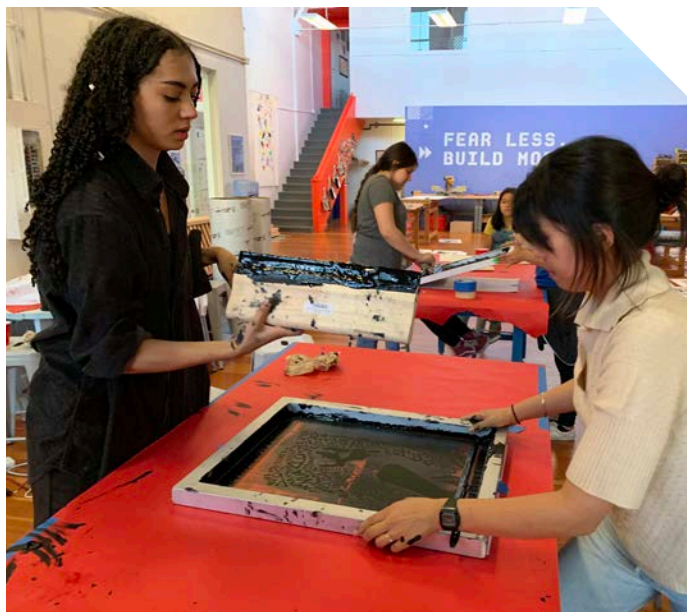


**WHEAT-PASTE PRINT INSTALLATION AT REALM MIDDLE SCHOOL
MAY 2019**



"The space radiates with support, appreciation, and empathy, helping me further my work and connect with others."

**INNUA
17 YEARS OLD
HIGH SCHOOL SENIOR IN BERKELEY
YOUNG ARTIST**



MEET INNUA

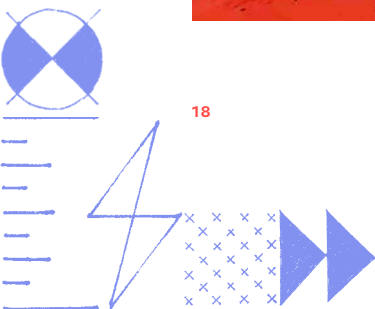
Innua is an aspiring visual artist with a fierce commitment to social justice. She joined our Protest + Print class because she was seeking an inclusive, safe space that would encourage and expand her creative voice. She's off to art school this fall and we cannot wait to see how she will continue to use art for positive social change.

IN HER WORDS

"I am part of the Girls Garage community through the Protest + Print class held here weekly. The class focuses on empowering us through artistic and political expression via the medium of screenprinting. There are many facets that make this class truly unique and special to me. The fact that it is a free class within an all-female space that provides such depth in history, technique, and resources immediately sets it apart from any other class or organization I have encountered.

Girls Garage opens the space up to girls from all walks of life, incomes, political ideologies and areas, creating a safe space where we feel empowered to express ourselves and listen to each other, while also making such a beautiful and sought-after art form available to those who may not be able to access it on their own.

As a young artist in the Bay Area, there is always that feeling that because you are a woman, and especially a young one, that what you are doing is lesser: less informed, less talented, less valuable. But when I'm at Girls Garage, I truly feel the exact opposite, which is the reason I have stuck around so long and plan to as long as I can. The space radiates with support, appreciation, and empathy, helping me further my work and connect with others."





"I was met with open arms and surrounded by girls and instructors who showed me my purpose and gave me a sense of belonging. The creation of my first piece was just the beginning of my journey to making sure my voice was heard and representing those who were being misrepresented or not represented at all."

-
AISHA
16 YEARS OLD



WE BUILT THIS!

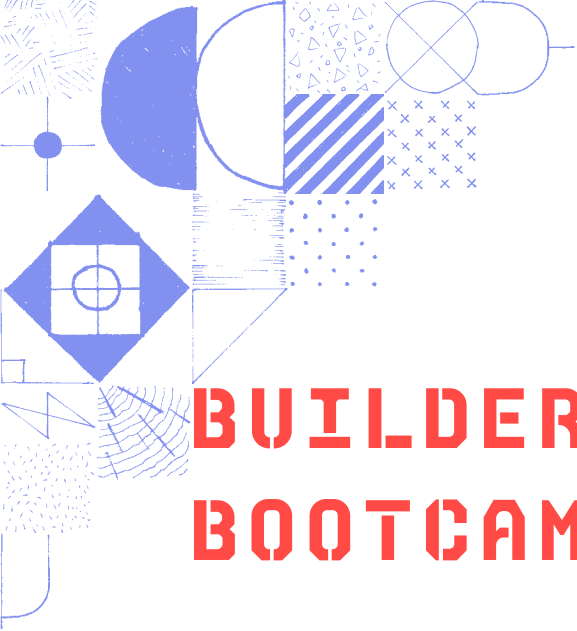
380

SCREENPRINTED POSTERS
MADE BY GIRLS

12

SOCIAL ISSUES REPRESENTED
AS ACTIVIST ART

ACTIVIST ART POSTERS IN RESPONSE TO PRESSING SOCIAL ISSUES
OF PERSONAL IMPORTANCE USING HAND-DRAWING, DIGITAL, AND
SCREENPRINTING TECHNIQUES
MARCH 2019



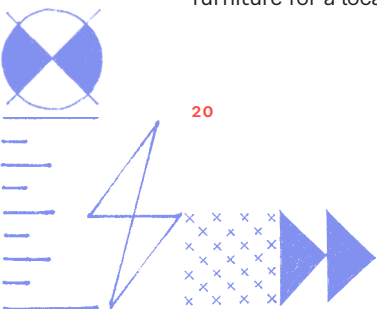
BUILDER BOOTCAMP



**OUR YOUNGEST PARTICIPANTS
PRACTICE MEASURING AND
MARKING WITH A TAPE MEASURE
AND SPEED SQUARE
JULY 2019**

Over a week-long summer camp, 9-13 year old girls design and build projects to take home as well as projects responding to real-world challenges. Along the way, girls learn skills in carpentry, graphic design, metalwork, collaboration, and teamwork. The program challenges girls to use power tools and work together to build projects for a local nonprofit client. Previous projects have included furniture for a local women's shelter, a tool wall for a

school maker space, and 3 "mini houses" for Rebuilding Together. Girls also work on a graphic design project (screen printing, block printing, etc.) to respond to social issues. Our summer programs are led by highly skilled female educators and builders with decades of experience who prioritize safety, socio-emotional well-being, and practicing bravery together. Enrollment is limited to 20, at a 4:1 instructor-to-camper ratio.





“Girls Garage is a place of transformation. As I learned about power tools, I built a house, practiced leadership skills, and learned how to fear less and build more. My favorite part was being able to be hands-on with this project and being able to use a drill and driver. Those are definitely my favorite tools now.”

-
ELLAH
 13 YEARS OLD

WE BUILT THIS!

53

9-13 YEAR OLD GIRLS
 IN 2019

4 : 1

INSTRUCTOR:GIRL RATIO

33%

ATTENDING WITH FULL OR
 PARTIAL SCHOLARSHIP

35

HOURS OF INSTRUCTION PER
 PARTICIPANT



**THREE MINI KIOSKS FOR REBUILDING TOGETHER'S 30TH-ANNIVERSARY
 SEPTEMBER 2019**



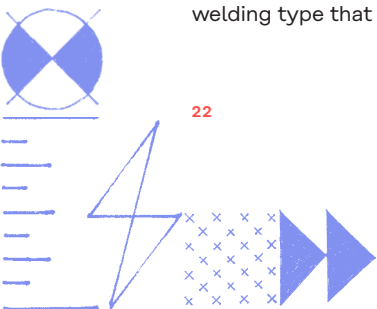
AFTER-SCHOOL WELDING



**SIDE TABLES WITH WOODEN TOPS
AND MIG-WELDED STEEL BASES
MARCH 2019**

If you can fuse metal, what can't you do?! Our after-school welding classes (fall, winter, spring) convene a small group of 8 girls to maximize 1-on-1 work time with our welding instructor and the machine itself. We teach MIG (metal inert gas) flux-core welding, which is a great entry-level welding type that is forgiving, fun, and structurally sound.

In each after-school session, girls work to measure, cut, file, weld, and finish a personal welding project out of standard steel stock. Previous projects have included side tables, kinetic wind sculptures, planter stands, book ends, and rulers. We provide all safety gear including welding jackets, gloves, and auto-darkening helmets.





"I learned a lot of skills like welding and how to cut steel. I had so much fun and made new friends."

- MAYA
12 YEARS OLD

WE BUILT THIS!

24

10-14 YEAR OLD GIRLS
EACH YEAR

3

WELDING PROJECTS
PER YEAR

1,240

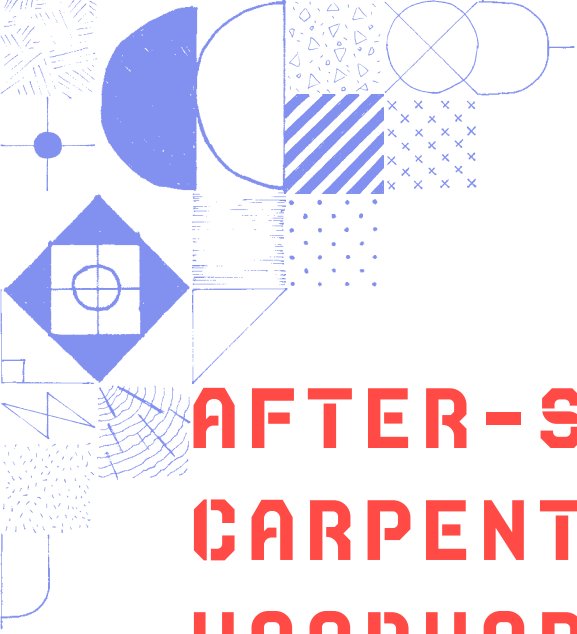
FEET OF WELDING WIRE USED

38%

ATTENDING WITH FULL OR
PARTIAL SCHOLARSHIPS



ROLLING BALL SCULPTURE WITH CUT, ROLLED, WELDED, AND BRAZED FRAME AND TRACK
NOVEMBER 2019



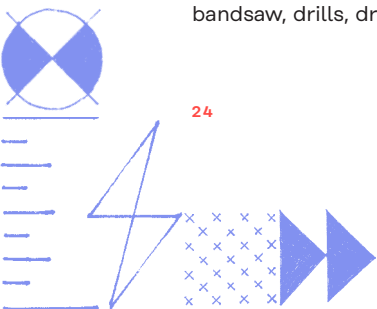
AFTER-SCHOOL CARPENTRY AND WOODWORKING



**LEARNING TO USE THE CHOP SAW
IS AN EXERCISE IN PRECISION
AND BRAVERY
SEPTEMBER 2019**

Starting at age 9, we offer 3 sessions of after-school wood classes that begin with hand tools and continue with power tools and an integrated wood workshop. With a focus on safety, we teach layout and measurement fundamentals and precise cutting, carving, and assembly techniques. Tools taught include tape measure, speed square, clamps, hammers, chisels, files, handsaws, chop saw, jigsaw, bandsaw, drills, drivers, and hand and power sanders. Each

session focuses on one project, integrating tool knowledge and mathematical concepts. Girls take home personal projects that will remind them of their craft and growing knowledge. Our Carpentry and Woodworking program for 9-13 year old girls is also great preparation for girls interested in continuing on in our Advanced Design/Build teen program.





"I loved making my chair! My favorite part was assembling all of the pieces with a drill and driver."

-
ANISHA
12 YEARS OLD

WE BUILT THIS!

36

GIRLS EACH YEAR

5

PROJECTS PER YEAR

33%

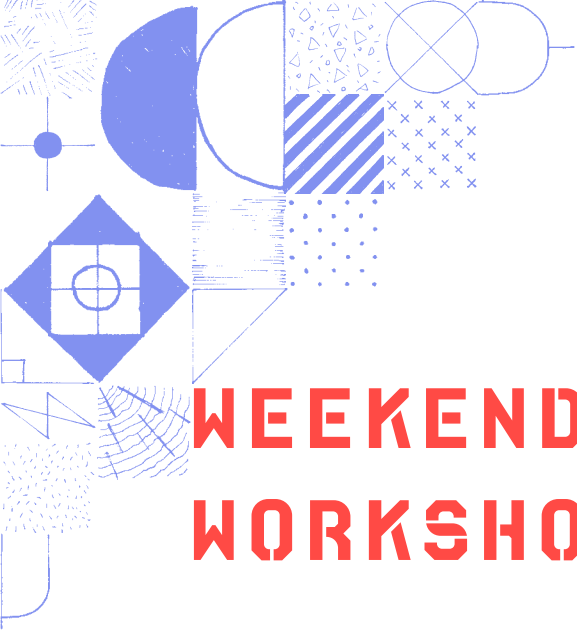
ATTENDING WITH FULL OR
PARTIAL SCHOLARSHIPS

1,900

SCREWS USED



LOUNGE CHAIRS MADE OF PLYWOOD AND DIMENSIONAL LUMBER,
CUSTOM-DESIGNED FOR COMFORT
MARCH 2019



WEEKEND WORKSHOPS

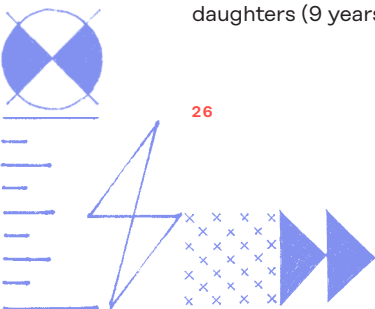


**LOCAL GIRL SCOUT TROOP
MAKING DOG AND CAT SIGNAGE
FOR THE MILO FOUNDATION
MAY 2019**

For aspiring builders and makers of all ages and experience levels, we host public, private, and school group workshops. Our public workshops are a perfect and affordable way to try out Girls Garage programming as an adult, child, parent, or family. Our range of workshops change seasonally.

In our popular Mother/Daughter Builder Bootcamp—a 3-hour multi-generational workshop—moms and daughters (9 years and up) learn the basics of wood-based

building in our Girls Garage workshop. Building is bonding! Mother/daughter pairs work together to learn the proper use of a wide variety of hand tools and power tools—measuring tape, speed square, chop saw, jigsaw, bandsaw, sanding block, drill, and driver—and tricks of the trade for efficiency and craft. Participants put all these skills to use to complete their very own wooden toolbox to take home (to fill with tools, obviously!). Each mother/daughter duo builds a toolbox together and leaves with a beautiful reminder of their work.





"It was a true bonding experience to build the toolbox together. We both felt empowered by what we had built. Learning these skills in the company of other women is crucial to feeling comfortable in your work space."

MELISSA AND AYLA
MOTHER/DAUGHTER BUILDER BOOTCAMP PARTICIPANTS

WE BUILT THIS!

114

WEEKEND PARTICIPANTS

18

WEEKEND WORKSHOPS

72

TOOLBOXES BUILT

6

GIRL SCOUT TROOP
WORKSHOPS HOSTED



MOTHER/DAUGHTER BUILDER BOOTCAMP PARTICIPANTS WITH TOOLBOXES
DECEMBER 2019



CORPORATE WORKSHOPS



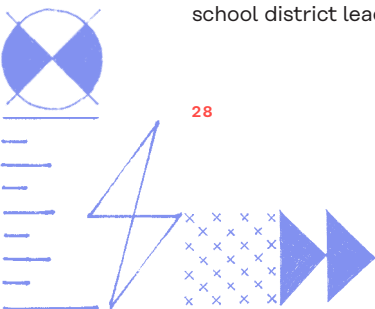
HIGH SCHOOL EDUCATORS FROM SAN DIEGO WITH SCREENPRINTED CLASSROOM POSTERS JANUARY 2019

We welcome corporate groups of adults for a day or half-day of team-building, creative calisthenics, and hands-on building. Our skilled staff guides groups through activities that challenge participants to problem-solve together, communicate effectively, and establish a culture of creativity.

We have helped tech companies re-establish shared priorities after a company restructuring, led a team of female construction managers through activities to improve communication with jobsite teams, and helped school district leadership create a more positive working

culture for their principals and teachers. Fees from our corporate workshops also support low- and no-cost programming for girls, so as each company builds together, they are paying it forward to the next generation, too.

For groups within "road trip distance," we load up the Girls Garage truck with tools and materials, and travel to conferences, events, or company headquarters. We've previously run building workshops at the TEDWomen Conference, East Bay Maker Faire, and on-site at schools and companies.





"We chose Girls Garage as it promises unique and valuable education and experience for girls, in contrast to popular mainstream yet stereotypical options. Meticulously planned, closely coordinated, and perfectly executed. Thank you, Girls Garage, for a unique experience and meaningful memories!"

-
DEEPTI
 PARTICIPANT IN FACEBOOK CORPORATE WORKSHOP

WE BUILT THIS!

25

CORPORATE ATTENDEES

12

PLANTER BOXES BUILT

1,001

MILES TRAVELLED TO
 HOST WORKSHOPS



ON-THE-ROAD, HANDS-ON "GIRL POWER AND POWER TOOLS" WORKSHOP AT TEDWOMEN CONFERENCE DECEMBER 2019



OUR TEAM

Our skilled female instructors have decades of educational and building experience. They embody the strength, mentorship, and grit we seek to instill in our young women.





**EMILY
PILLOTON**

-

**EXECUTIVE
DIRECTOR
& FOUNDER**

Emily Pilloton is the Founder and Executive Director of Girls Garage (formerly Project H Design). A designer, builder, and educator, she has taught thousands of young girls how to use power tools, weld, and build projects for their communities. She has presented her work and ideas on the TED stage and The TODAY Show and authored three books. She is currently a lecturer in the College of Environmental Design at the University of California, Berkeley, and teaches or co-teaches all Girls Garage classes.



**KRISTY
HIGARES**

-

**DIRECTOR OF
DEVELOPMENT**

Kristy Higare is an educator, writer, and arts administrator who has worked for over twenty years serving youth and communities in Oakland and the Greater Bay Area. She was an integral leader of the youth program at The Crucible, where she worked for 12 years and received a Jefferson Award in Public Service for her work. She is a Yerba Buena Center for the Arts Equity Fellow, and in 2017 was selected as a fellow through the University of Pennsylvania, Executive Leadership Program, exploring Arts and Culture Strategy.

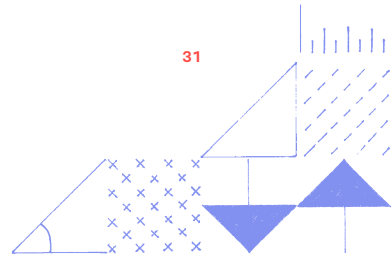


**MAYA
VILAPLANA**

-

**PROGRAM
ASSISTANT**

Maya Vilaplana is an artist, educator, and organizer raised in New York City and proudly based in Oakland. Drawing inspiration from the labor and love of her family and community, Maya writes and performs music, assists various extraordinary artists, and supports programs at Girls Garage and Yerba Buena Center for the Arts. Through her work, Maya is focused on empowering young people to hone confidence and creativity in imagining and instigating social change.





ALLISON OROPALLO

CARPENTRY INSTRUCTOR

Allison is a high school shop and technology educator with over 15 years of building experience. She was featured (and voted Fan Favorite!) on HGTV's All American Handyman. She currently teaches at the Marin School of Environmental Leadership and the Regional Occupational Program Construction Technology Class at Terra Linda High School in Marin County, California. Alongside students and girls, she has built a greenhouse, playstructures for goats, pop-up shops, and tiny homes.



HALLIE CHEN

ARCHITECTURE INSTRUCTOR

Born and raised in the Bay Area, Hallie attended UC Berkeley where she began examining the relationship between human beings and the environment through the study of sustainable agriculture, urban planning, critical urban theory, and the visual arts. This led to public space design projects in Kibera, Kenya and rebuilding abandoned houses into cultural spaces on Chicago's south side while getting her Masters in Architecture from Harvard University's Graduate School of Design. Now in the process of becoming a licensed architect, Hallie is the principal and co-founder of CAHA Design Group.



AUGUSTA SITNEY

WELDING INSTRUCTOR

Augusta Sitney is a skilled MIG and TIG welder and sculptor who runs her own metal fabrication business in Oakland, California. She has made all kinds of radical things out of metal, from custom furniture for commercial clients to kinetic wind-powered sculptures. Augusta is also a shop mechanic at the California College of the Arts. Her work has been exhibited nationally and internationally.



HYEYOON SONG

PRINTMAKING INSTRUCTOR

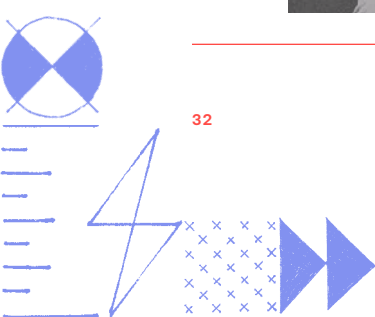
HyeYoon Song is an interdisciplinary artist with a primary focus on printmaking, painting, and sculpture. She explores landscape, identity, and narrative in her work through the vocabularies of print in an unconventional and multi-disciplinary context. HyeYoon obtained a BFA from the School of the Art Institute of Chicago and a MFA at the California College of the Arts. HyeYoon is an arts educator in the greater Bay Area and has taught at various institutions, including CCA, Berkeley Art Museum, Mission Cultural Center for Latino Arts, and Youth Art Exchange.



MEGHANN HARRIS

GRAPHIC DESIGN & VISUAL ARTS INSTRUCTOR

Meghann Harris is a graphic designer and middle and high school educator based in Baltimore. After working as a web designer, she earned her teaching credential from the Maryland Institute College of Art. She currently teaches Design Thinking and Graphic Design at the Baltimore Design School and is the Co-Sponsor of the National Junior Arts Honor Society. Meghann teaches digital and graphic design at Girls Garage's summer camp.





**SARAH
RICH**

-
BOARD MEMBER

Sarah Rich is the Global Editorial Director of IDEO, a design firm based in San Francisco. During her career as a writer and editor, she has run a variety of culture, business, and design publications; authored and edited four books, and published articles in numerous media outlets. She graduated from Stanford University with a degree in Cultural and Social Anthropology. Sarah has proudly served on the board of Girls Garage since the organization's inception in January 2008. She lives with her husband and two young children in Oakland.



**STEPHANIE
MECHURA**

-
BOARD MEMBER

Stephanie Mechura has been editing documentary films for nearly 25 years. A staff editor with Lucasfilm, Ltd. in the earlier part of her career, Stephanie has been freelance ever since, editing documentaries that premiered at Sundance, Full Frame, San Francisco International Film Festival, Telluride, and Human Rights Watch Film Festival. Her films have received many of journalism's highest awards. Stephanie holds B.A. Degrees in Economics and Political Science from the Maxwell School of Citizenship and Public Affairs at Syracuse University.



**VELETA
ALLEN**

-
BOARD MEMBER

Veleta Allen is a strategic, facts-focused, and well-connected CFO with 14+ years' experience in business development, corporate strategy, nonprofit management, financial reporting, and finance. Veleta holds a Bachelor of Science in Accounting from University of San Francisco and a Master of Science in Accounting from Golden Gate University, San Francisco. Her personal mission is to serve as a voice for the underserved, empower young girls to become great leaders, and to educate communities on financial literacy.



2019 IMPACT

From day one, we've worked hard to forge meaningful relationships with girls and measure real results over time. We use strategic evaluation tools to document and improve our work each year.



\$86,900

AMOUNT OF FREE PROGRAMMING AND SCHOLARSHIPS OFFERED IN 2019

96%

GIRLS REPORTING INCREASED CONFIDENCE AND INTEREST IN STEM AND BUILDING TRADES BECAUSE OF GIRLS GARAGE

88%

TEEN GIRLS ATTENDING GIRLS GARAGE THAT IDENTIFY AS GIRLS OF COLOR

100%

TEEN GIRLS ATTENDING GIRLS GARAGE FOR FREE

184

GIRLS IN 2019

407

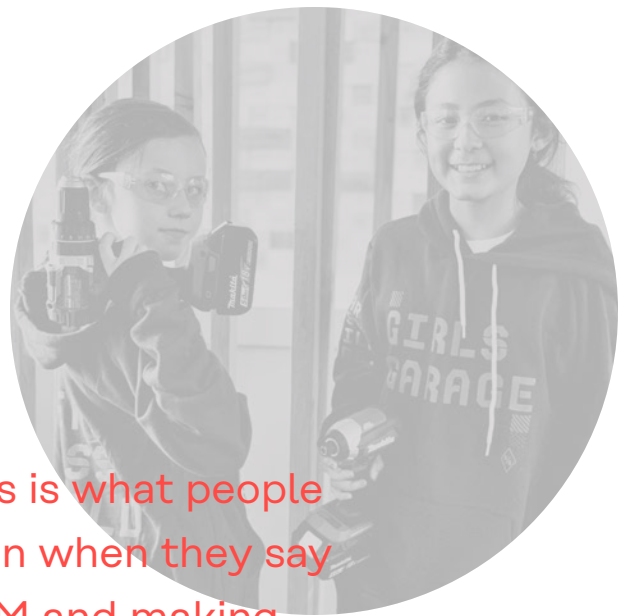
HOURS OF HANDS-ON
INSTRUCTION

134

PROGRAM REGISTRATIONS
PAID IN FULL BY
SCHOLARSHIPS

8

COMMUNITY PROJECTS
COMPLETED IN 2019
(PLUS ONE IN PROGRESS)



"Girls Garage has changed the way my daughter feels about herself as a learner and a creative person—and perhaps that is the greatest gift the program offers our girls. The skill set my daughter is building is clear and undeniable. I never anticipated the self-reliance she would gain, or the faith she would develop in herself as a result of her work. The experience has exploded her notion of what she believes she is capable of doing."

-
FROM A PARENT

"I'm only 10 years old and I know how to weld. I can do anything."

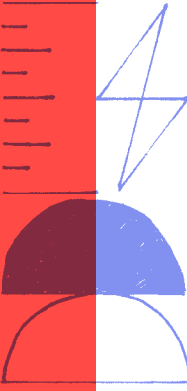
-
FROM A YOUNG PARTICIPANT

"This is what people mean when they say STEM and making empowers girls!"

-
FROM A FUNDER

"Being at Girls Garage for the past six years has definitely made me more confident in myself and my abilities. I am happier here than anywhere else. Working in this community has allowed me to make new friends and practice new knowledge. I am excited to do more of this because I want to be a structural engineer. Girls Garage makes me feel like that crazy idea isn't so crazy."

-
FROM A TEEN PARTICIPANT



OPERATIONS + FINANCIALS

2019 was a huge year of growth for Girls Garage, in terms of dollars, programming, and scale. As we continue to grow, we're mindful of all the systems and support required to maintain the quality of our programming in the service of girls.



FISCALLY SOUND

-

We ended our 2019 fiscal year in a positive financial position, exceeding our budgeted revenue projection. We attribute this increase to new and multi-year funding, the addition of our spring Fearless100 fundraising campaign, and a successful fall Gala.

FREE PROGRAMMING

-

At the start of the year, we committed to offering 100% free teen programming to all high school girls. We made this decision to demonstrate blanket support for the balancing act of academics, college applications, jobs, finances, and individual stresses that teen girls and their families face. This free program model has shifted our income breakdown, reducing our overall earned revenue. However, we have made up for it through grants and individual donations from sources who want to invest in accessible programming for all girls.

DIRECTOR OF DEVELOPMENT

-

Last April, we hired a full-time Director of Development, Kristy Higare, who comes to us with over 20 years of experience in education and nonprofit arts programming. Kristy joins us as an indispensable resource who will shape our development strategy for years to come.

IMPROVED SYSTEMS AND GOVERNANCE

-

In order to streamline our donor management and accounting processes, we have moved our financial data to Aplos, a nonprofit accounting and CRM software. We have also added a new board member, Veleta Allen, who is a seasoned nonprofit financial professional. These two efforts have vastly improved our ability to create financial projections, reports, and clear donor acknowledgment communications.

41%

**INCREASE IN REVENUE
IN FISCAL YEAR 2019**

109%

**INCREASE IN
INDIVIDUAL DONATIONS
IN FISCAL YEAR 2019**

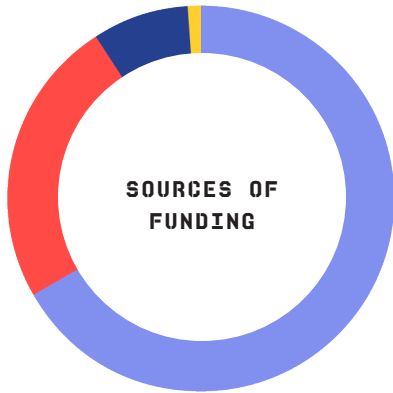
72%

**EXPENSES THAT ARE
DIRECTLY RELATED
TO PROGRAM COSTS**

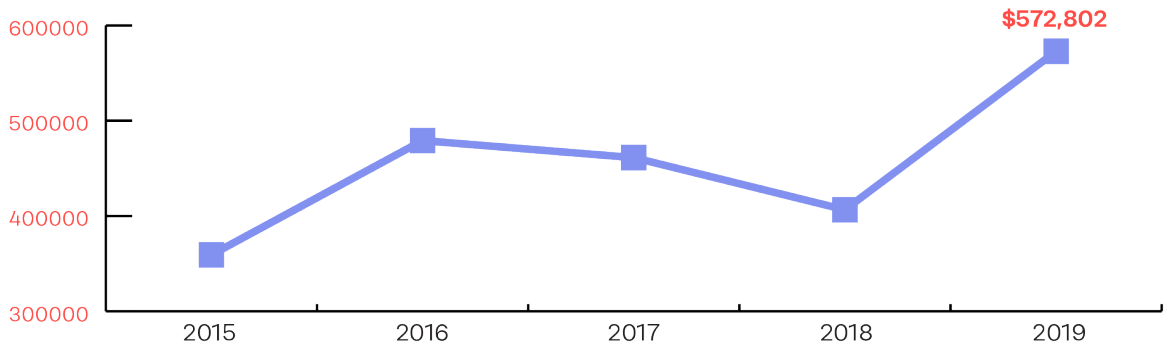
REVENUE

\$572,802

TOTAL REVENUE (FY2019)



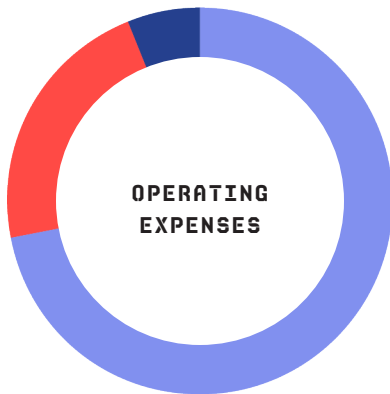
Grants	\$380,412 (66%)
Individual donations	\$135,453 (24%)
Earned revenue	\$48,410 (8%)
Other	\$8,527 (1%)



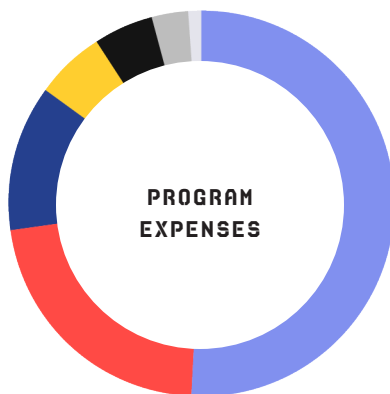
EXPENSES

\$513,575

TOTAL EXPENSES (FY2019)



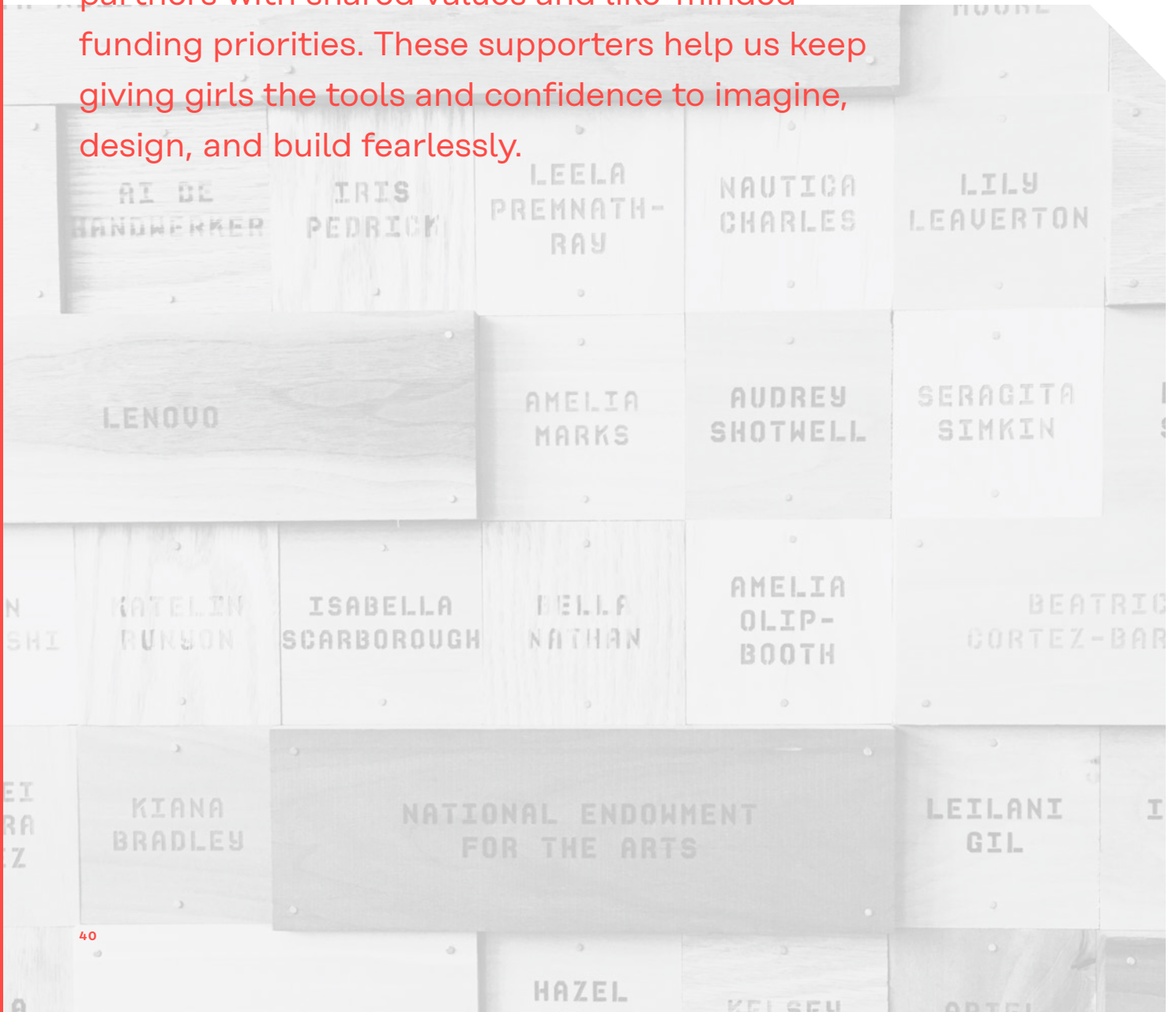
● Program services	\$371,346 (72%)
● Overhead	\$117,132 (23%)
● Fundraising	\$25,097 (5%)



● Salaries and instructor wages	\$193,220 (52%)
● Occupancy and utilities	\$75,766 (20%)
● Building materials and equipment	\$52,174 (14%)
● Conferences and workshop travel	\$22,317 (6%)
● Other	\$21,633 (6%)
● Office expenses	\$6,126 (2%)
● Advertisement and promotion	\$110 (<1%)

DONORS + PARTNERS

Our general operations and programs are backed by incredible foundations, individual donors, and partners with shared values and like-minded funding priorities. These supporters help us keep giving girls the tools and confidence to imagine, design, and build fearlessly.



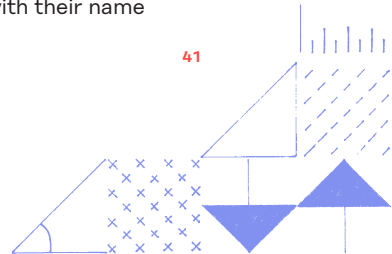


Over our next three fiscal years (2020, 2021, 2022), our four programmatic goals are to:

- 1) Increase our annual enrollment to 300 girls per year, with a focus on expanded teen programs
- 2) Increase the number of no-cost programs available to all girls
- 3) Outfit the Girls Garage workshop with updated, cutting-edge, and industry-relevant tools and equipment
- 4) Expand our organizational capacity with strategic hires in the executive team and instructors with new expertise in STEM fields

All of these goals will be made possible because of support from partners and donors like you. Meeting our development targets for grant, corporate, and individual funding will propel Girls Garage into the next decade of programming with a solid operational base. Most importantly, your support allows us to offer more free classes, eliminating the barriers for all girls to attend and to go forth confidently into their lives and careers.

We invite you to join our donors circle and the dozens of other companies, individuals, and foundations who make our work possible. All donors at a level of \$10,000 or greater will have a laser-etched tile with their name installed on our community wall.





FOUNDATIONS + GRANTMAKERS

Adobe Employee Community Fund
 American Association of University Women
 Carmax Foundation
 Fossil Foundation
 HMC Designing Futures Foundation
 Kelson Foundation
 The Kendeda Fund
 Miranda Lux Foundation
 Nancy P. and Richard K Robbins Foundation
 National Endowment for the Arts
 Pivotal Ventures
 Western Digital Foundation

CORPORATE

Ancien Wines
 Astra Zeneca-OSLT
 Bohlin Cywinski Jackson
 Boochcraft
 Cabot Cheese
 Clif Bar and Company
 Demolition Management Group, Inc.
 DesignLab/SupplyFrame
 Damar Construction and Remodeling
 Dovetail Workwear
 Dunn Vineyards
 East Bay Community Energy
 East Bay Tow, Inc.
 Golden State Lumber
 IIDA Northern California
 Old Kan Beer & Co.
 Picante
 Three Clicks Wine
 Truchard Vineyards
 Wareham Development

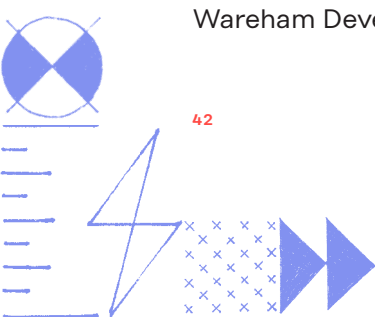


PARTNERS

Chronicle Books
 City of Berkeley Office of Economic Development
 Dovetail Workwear
 Franklin and Hopkins Preschools
 Firebelly Design
 REALM Charter School
 Rebuilding Together San Francisco
 Sanctuary Bistro
 Studio KDA
 Urban Tilth

INDIVIDUALS

A.J. Barks	Callen Thompson
Alexandra Wahl	Cameron McKnight
Alexis Morgan	Carla Hall
Alfred Barber III	Carlos Guerrero
Alice Rawsthorn	Carmelita Welsh Reyes
Allison Arieff	Carol Riordan
Alton B. Nelson	Carolyn Choy
Amanda Hinton	Catherine Paddock
Amanda Mitchell	Celeste Ballerino
Amanda Schwartz	Chantelle Grimaud
Amber Macias	Charles Hargrove
Amin Sikander	Chelsea E. Burton
Andre Foster	Chris Springmeyer
April Gavin	Christine Rehm
Ariana Sopher	Christopher Smith
Ariel Fortune	Claire Stein
Ariel Gordon	Colin Dixon
Aron Michalski	Colleen Keating-Crawford
Barbara McDonald	Connie Cagampang Heller
Benjamin Nicholson	Connie Migliazzo
Beth Clarke	Corentin Jardel
Beth Nelson	Crystal + Chris Sacca
Bhrett Lash	David Koo
Brianne Johnson Pham	Davis Everett
Brooke Harrison	Dawn Hancock





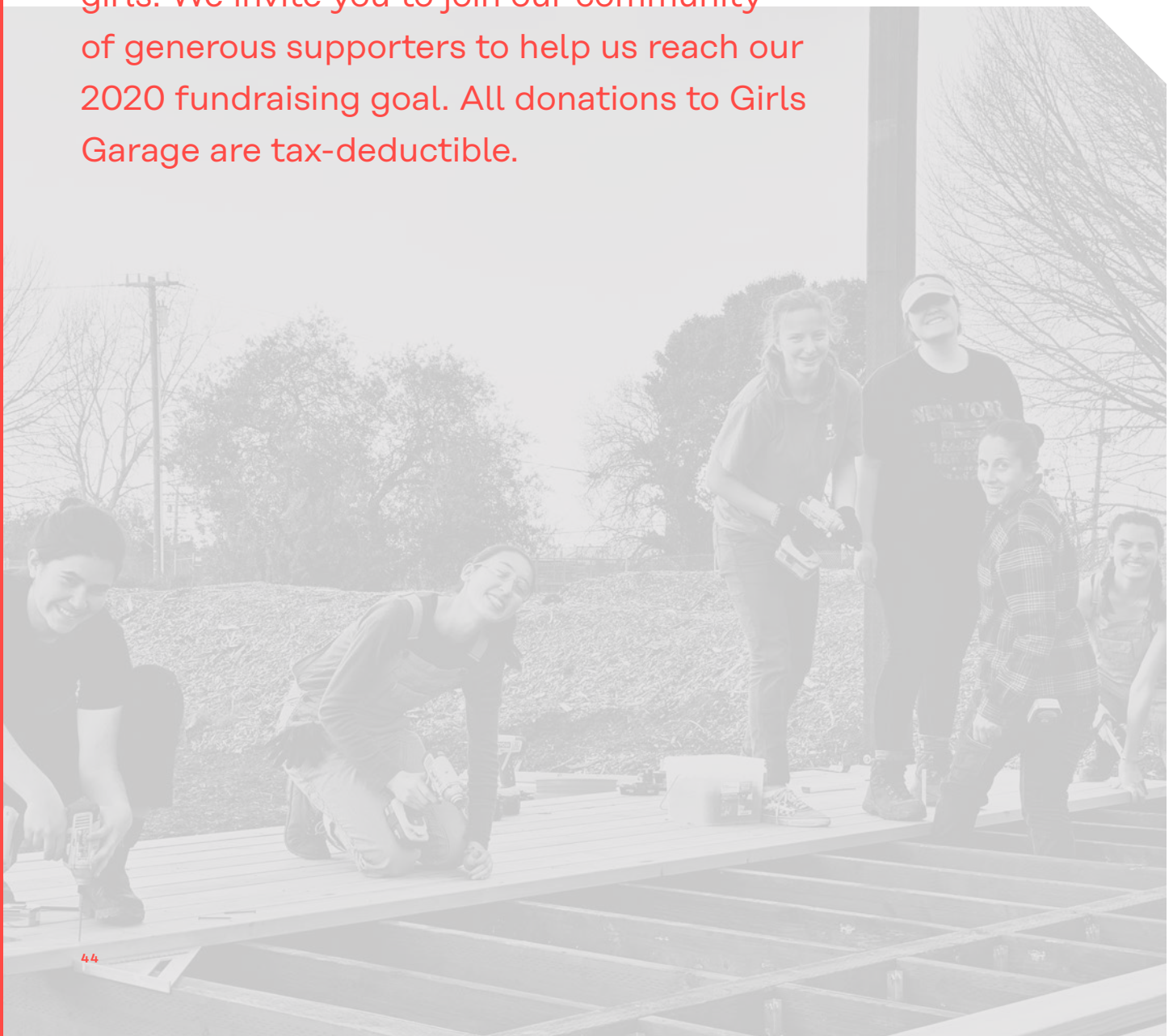
Deb + Lance Rake	John Sander + Patti White	Marcia Cho	Sami Packard
Debbe Stern	Jolie Karno	Margot Cunningham	Sara + Joshua To
Diana Trickett-Coyle	Jonathan Santos	Maria Giudice	Sara DiNoto
Donald Creaves	Judith Wetterer	Mariette Shin	Sara Paul
Eden Brukman	Julia C. Cosgrove	Marites Abueg	Sarah + Robyn Brody-Kaplan
Eleanor W. Beaton	Julianne Schrick	Marvin K. White	Sarah Capitelli
Elizabeth Alspach	Julie De Jesus	Matthew Berger	Sarah King
Elizabeth Desmond	Kaja Sehrt + Pradeep	Maureen Simpson	Sarah Rich
Elizabeth Monroe	Chhibber	Megan White	Sarah Szweczyk
Elizabeth Stoll	Kara Sabourin	Meiyen Shipek	Sarah Vettors
Ellen Pocius	Karen Nemsick	Melanie Franklin	Shawna Peterson
Emily Harris	Kate Rancourt	Melanie Kahl	Sheila Breysse
Eric Heiman	Katherine Darnstadt	Melissa Ehman	Sheri Matteo
Eric Wang	Katherine T. Sharafi	Melody Kozma-Kennedy	Shoshana Berger
Erica Hudson	Katheryn Godfrey	Meredith DeLucia	Stacy Vogan
Erica Swenson	Kathryn Creaves	Merri Chu	Stephanie Crabtree
Eula Idemoto	Katie Storey	Michael Sturtz	Stephanie Mechura
Feby Boediarto	Katrina Herman	Mingyi Ryn Wu Kreidl	Stephanie Shipman
Fran Osborne	Kayci Holland	Missy McKinney Duffy	Steve Tornallyay
Gabriel Kleinman	Kelly Castaneda	Molly Piloton	Stina Hanson
Gabrielle Cameron	Kesten Migdal	Morgan Agnew	Sue Lautze
Gabrielle + Marc Hedlund	Kim Harley + Chris Fry	Morgan Brown	Susan Morrow
George + Anna Pilloton	Kristin Lueke	Murry Waldman	Susie Wise
Hannah Kahl	Kristin Uhlemeyer	Najari Smith	Suzanne LaFetra Collier
Helen Cagampang	Kristy Higaes	Natalie Uduwela	Sweepek Quek
Helen Gee	Laura Galicia	Noel Lyons	Tara Belkin
Henri Loh	Laura Staley	Paola Bea	Tasha Woods
Inna Harbove	Laura Zimbaldi	Patricia Milner	Tiffany Kolahdooz
James Kirkpatrick	Lauren Hatfield	Patty Katsura	Tommy Sowers
Jane Williams	Lauren Marie Taylor	Paul Gray	Tovah Cook
Jason T. Mickelson	Lauren Rosenfield	Paula Henderson	Tracy Mills
Jeffrey Franklin	Lee Courtney	Paula J. Black	Val Lord
Jennifer M. Agnew	Lee Ehman	Phillippa Smyth	Veleta Allen
Jennifer Jackson	Leon Nash	Pooja Mehta Shah	Victor Diaz
Jennifer Janisch	Leslie Palaroan	Prescott Reavis	Vita Wells
Jennifer Wolch	Lisa Brown	Rae Oakley	Vlasta Komorous-King
Jesse Karp	Lisa Kalar	Randall Dowler	Wei Wu
Jesse Weser	Lisa Wong	Rebecca Fox	Wendy MacNaughton
Jessica Bendy	Llisa Demetrios	Riah Gouvea	William J. Heffern
Jessica Peat	Lois Pyle	Robert Davis	William Mevers
Jo Ann Thomas	Lori Zook	Rochelle Jacobs	Yaroslav Buzko
Joan Bartlett	Louisa Pregerson	Ronna Bach	Yumiko Igarashi
Joanne Kihara	M. S. (Sandy) Hunter	Russell Ives	Yvonne F. Charles
Joe Parisi	Maggie Pilloton	Russell Winslow	
John Cary	Marcela Jacober	Sagit Betser	





GIVING

Your support at any level creates tangible, long-lasting impact for our fearless builder girls. We invite you to join our community of generous supporters to help us reach our 2020 fundraising goal. All donations to Girls Garage are tax-deductible.





APPRENTICE

-
\$25
Funds screws and drill bits for a wood project



DESIGNER

-
\$1,000
Funds a one-week summer program for one girl



MASON

-
\$50
Funds lumber for an after-school class



BUILDER

-
\$2,500
Funds one full year of classes for one girl



CARPENTER

-
\$100
Funds a weekend workshop for one girl



ARCHITECT

-
\$5,000
Funds one after-school class for 10 girls



WELDER

-
\$250
Funds a workshop for a school field trip



ACTIVIST

-
\$10,000
Funds one week-long cohort of the Young Women's Design and Building Institute



ENGINEER

-
\$500
Funds an eight-week after-school class for one girl



CATALYST

-
\$25,000
Funds one year of no-cost programming for 25 girls



GIRLS
GARAGE



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TAX ID # 26-1703034

