2020 Impact Report

YEARS IN OPERATION

DIFFERENT TOOLS IN OUR WORKSHOP

PROJECTS COMPLETED SINCE 2013

PARTICIPATING GIRLS SINCE 2013

8 75 146 476
To our beloved community:

The year 2020 was like no other, and trying to capture it is an exercise in reflection, grieving, and gratitude. As COVID-19 changed all of our lives, routines, and interactions, it also forced us to adapt and pivot without losing sight of what’s important: the health and well-being of our girls and community.

When the pandemic hit in March, our girls asked us for more: for opportunities to build at home, for emotional support, for resources, for space to make protest posters, for online classes and community circles. So we assembled and distributed 200 builder kits for families. We published our much-anticipated 300-page book! We distributed fully stocked toolboxes to our teen girls (with 100 more to come). We built our own seats at the table, literally. We built a 500-square-foot chicken coop. We celebrated our graduating class of 17 seniors! We exceeded our budget goals, joined forces with new partners, hired new instructors, and welcomed new donors.

And we learned what it really means to be fearless builders. 2020 stretched our capacity and tested our patience, but it also reminded us of our own power. During Black Lives Matter protests, pandemic shutdowns, and challenging economic circumstances, it was the act of building projects, strengthening community ties, and leading with love and hope that manifested the kind of world and future we want to see. 2020 revealed that when challenges arise, we show up for our girls, and our community shows up for us.

We move into 2021 with deep gratitude for every young person, family, partner, and donor, who showed up for us, supported us, and pushed us to do all we can for our girls. In the words of Amanda Gorman in her inaugural poem, we go forth into this next year “aflame and unafraid.”

In gratitude and fearlessness,

Emily Pilloton-Lam
Founder and Executive Director
OUR MISSION

Girls Garage is a nonprofit design and building program and dedicated workspace for girls* and gender-expansive youth ages 9-18. Founded in 2013, Girls Garage is the first-ever design and building workshop for girls in the United States.

Through after-school, summer, and weekend 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 voices 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 146 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. 68% of girls are girls of color, and 61% 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.
2020 presented an additional urgency to support girls in their creative and technical endeavors. As families were sheltering-in-place, schools moved online, and we faced a political and racial reckoning, many turned to hands-on activities for relief, expression, and agency. As such, we felt more driven than ever to provide at-home resources, physical toolboxes, in-person classes when possible, and constant support for girls in their building practices.

One of the troubling statistics of STEM fields and the trades is the high exit-rate of women in these industries after a short few years. We know that their departure has nothing to do with interest or motivation, but more to do with access, support, culture, and inclusion. If 2020 has shown us anything, it is the power of building together when we feel like giving up. We firmly believe that the skills practiced and learned by girls this past year will only fortify their resilience as they enter into future careers.

The statistics reveal not only a dire demographic imbalance of these industries, but an implication of who gets to build our world. As we build back what we lost in 2020, we envision a world created by women, queer women, women of color, gender-expansive individuals.

The work of Girls Garage and like-minded organizations matters now more than ever, because we stand at the precipice of a changing tide that is asking us, “Who gets to author the future?” We look to the hundreds of girls who come to us every year, equipped with their power tools and innate power. 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
OUR APPROACH

We lead with our hearts and hammers. We build an intentional environment of love, girl power, and bravery that spans beyond our workspace walls. Our values inform every aspect of our work.

WE MAKE SPACE
- Making physical space matters. We honor our fearless builder girls by displaying their projects, hanging their art, and emblazoning their names on our entry wall. Making space means that girls are seen, supported, and invited to shape their own worlds in our workshop and beyond.

INTENTIONAL DIVERSITY
- We serve a diverse community of girls who hold varying racial, gender, and socioeconomic identities. By reimagining what it means to be a fearless builder girl, we celebrate and amplify expansive narratives.

FREE TEEN PROGRAMS
- Girls Garage’s teen programs are always free of charge for all high school girls. Removing financial barriers helps us focus on supporting girls of color and under-resourced families throughout the Bay Area without question.

TECHNICAL, HIGH-FIDELITY INSTRUCTION
- We teach trade skills, architecture, and applied art with the veracity of college programs. We use technical language because knowing how to name and ask for what we want in the world is powerful. Our girls learn industry-relevant techniques, terminology, and problem-solving skills to set them up for success in our projects and future careers.

INTIMATE, LONG-TERM MENTORSHIP
- Our team of adult instructors is dedicated to our community. We truly love our girls and do whatever we can to support them year after year.

SERVICE-BASED PROJECTS
- We’re always looking beyond our walls to understand how our work impacts the world. This year, we built a giant chicken pavilion for a local urban farm, shelves for a food pantry, and a fridge enclosure for a mutual aid project. By connecting skills to the real world, girls amplify their voice and leadership potential.
"I want girls, who have big dreams, goals, and ideas, to have zero barriers to access the tools they need to be successful. That tool might be a hammer, a little extra confidence to try something new, or the ability to see yourself in the world of STEM."

- EMILY PILLOTON-LAM
FROM THE INTRODUCTION
“An indispensable guide to building things, fixings things, and being a better, bolder version of yourself.”

MELINDA GATES
PHILANTHROPIST
In our eighth year of programming, we offered in-person and virtual instruction to support our fearless builder girls. From woodworking and carpentry to welding and screenprinting, our programs challenged 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**
- We offered after-school sessions in fall, winter, and spring. Each 6-8 week class provided focused instruction in one skill area with a new project challenge each season. Through in-person and virtual classes, girls built upon previous knowledge and experimented with new media.

**WEEKEND EXTENSION WORKSHOPS**
- To continue supporting our fearless builder teens, we offered 3 Saturday extension classes for the Young Women’s Design and Building Institute participants. During these workshops, girls met in-person to use bigger power tools, such as the miter saw and band saw, and to create risograph-printed feminist posters.

**SUMMER INTENSIVES**
- Our week-long summer sessions—both virtual and in-person—offered a deep dive into the world of design and building. Every day, girls used their creative voices and power tools to build a real-world community project each week. We also integrated activities and discussions about female leadership, confidence, STEM careers, fear, bravery, and how to support each other as girls and women.

**DISTANCE LEARNING**
- To adapt to the limitations of COVID-19, we created distance learning programs to connect with our fearless builders. Our curriculum included at-home design challenges, the “Tool School” video series, and a new Illustrated Narratives class.
The Young Women's Design and Building Institute (YWDBI) is an immersive week-long design/build experience for 9th-12th grade girls. This summer program is by application only, at no cost to participants if accepted, and limited to 2 cohorts of 12 girls each. Priority is given to girls of color and/or with limited financial resources.

Due to the pandemic constraints, we transitioned to a virtual Zoom format for YWDBI. To provide girls with the proper tools and lumber to build at home, we personally delivered a fully stocked toolbox to each participant. Fully equipped and ready to build, our YWDBI participants dove into “Building Your Own Seats at the Table,” an exercise in empowerment and furniture-making. They also built shelving units for a nearby community center.

Even after YWDBI, our girls continued to design, repair, and build projects using the tools from their Girls Garage toolbox. In fact, their gumption and creativity inspired us to launch the Fearless100 toolbox fundraiser, which will equip 100 teen girls with toolboxes in 2021.
“Building my chair allowed me to struggle, learn, and construct something I never thought would be possible.”

ASHLEY
14 YEARS OLD

27 GIRLS IN 2020
89% GIRLS OF COLOR
100% ATTENDED FOR FREE
16 TOOLS GIFTED TO EACH GIRL

GIRLS BUILD THEIR OWN SEATS AT THE TABLE
JUNE 2020
“I got the opportunity to do things my way, whenever I want, without having the fear of making a mistake.”

-SHEYLIN
17 YEARS OLD

MEET SHEYLIN

Sheylin joined our Young Women’s Design and Building Institute in the summer of 2020. She was excited to be part of an all-girls space where she could experience and provide different forms of support. She later enrolled in Protest + Print, expanding her voice and power through activist art. Sheylin also returned as a classroom assistant and translator in our afterschool carpentry class.

IN HER WORDS

“I felt excited to receive the toolbox. I have never had tools of my own and knowing that I have the freedom to build whatever I want made me feel enthusiastic.

My favorite tool is the drill because it has so much power. I can put things together in two seconds and end up with a crazy product! I feel like the drill is a necessity when building something. I have used the tools to make a bench for my community. My neighbors and I are working on an area for people to safely come and relax.

My toolbox represents freedom. In my family, the men are usually the ones in control of building and putting things together. But now I get the opportunity to do things my way, whenever I want, without the fear of making a mistake.

I am planning to put up a shelf in my room. Being able to do things my way has allowed me to feel confident in my work and feel motivated to keep trying new things.

Tools are important for young women because it allows us to have complete creativity and freedom. We come up with ideas and turn them into realities with the help of tools. We have the opportunity to learn from our mistakes and grow into great builders.”
“I left this program thinking I could go out in the world and do anything. I loved how I could fit in and not be excluded.”

- Jocelin
17 years old
Our year-round Advanced Design/Build program is comprised of our most veteran, committed young builders. The 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 projects that will live in the world for years to come. The program is no-cost to girls and families by application or invitation.

In the summer of 2020, our cohort completed construction on a 500 square-foot chicken pavilion at Urban Tilth, a community farm in North Richmond. The chicken pavilion is Girls Garage’s most complex project to date. In the fall, our girls designed and built a pantry enclosure for Town Fridge, a mutual aid organization providing a network of free food to low-income residents throughout Oakland.
“I don’t think a lot of people—girl or otherwise—can use a chop saw, which is really fun. Or weld. Or even build a simple structure.”

- Azusa
16 years old

17
GIRLS IN 2020

65%
GIRLS OF COLOR

3
CLIENTS AND PARTNERS

3
INSTRUCTORS

CUTTING LUMBER FOR THE CHICKEN PAVILION
JULY 2020
"When I come to Girls Garage, I feel a sense of empowerment that I don’t get anywhere else."

- SIMONE
  18 YEARS OLD

MEET SIMONE

Simone has been coming to Girls Garage since she was eleven years old. During these years, she’s built a playhouse for a women’s shelter, designed a parklet, constructed a 500 sq. ft. chicken pavilion, and learned how to expertly wield a smorgasboard of power tools.

IN HER WORDS

"When I first started building at Girls Garage, powers tools intimidated me. I was overwhelmed by the complex machinery; my only other building experience was in an all boys after-school carpentry class. However, over time at Girls Garage I learned to have confidence in myself as a builder and as a woman. Now when I pick up a drill or use the chop saw, I feel empowered to create and make an impact.

Through community-based projects, whether a playhouse for a women’s shelter or a parklet for a local restaurant, I have learned to harness my creativity to bring my unique vision to the real world through tangible structures.

With my creativity in building and beyond, I can improve and beautify my communities. Especially in a male-dominated field and a world that continues to be predominantly influenced by men, building has allowed me to shape the environment around me while bringing my ideas to life."
“The most valuable thing I’ve learned is how to just jump into a project. You just have to work on it until you make it happen!”

- Aiko

17 YEARS OLD

500 SQUARE FOOT CHICKEN PAVILION

800 LINEAR FEET OF LUMBER

$0 PROGRAM FEE FOR GIRLS AND FAMILIES

TOWN FRIDGE MUTUAL AID PANTRY ENCLOSURE

OCTOBER 2020
The Protest + Print class is a free after-school program for high school girls, nearly all of whom are girls of color. The curriculum is rooted in art as activism, using printmaking as a tool to amplify girls’ creative voices around the personal (and often challenging) aspects of their identities.

In the winter months before the pandemic hit, our participants created a flag-themed screenprinting project. The class culminated in a public artshow at Sphere, a coworking space in downtown Oakland.

With shelter-in-place, we moved our spring class online. To supplement our distance learning, we delivered visual material kits to our participants so that they could create powerful artwork from home.

When the fall rolled around, we met in-person in small, socially distant groups at Girls Garage. Together, we created “Living Monuments,” a risograph project featuring the women and nonbinary heroes our participants wished to memorialize. In a serendipitous opportunity, we then wheatpasted the “Living Monuments” mural onto the side of the Advanced Design/Build Town Fridge pantry enclosure.
“I feel supported here. It is a safe place for me. I think this is a very safe space for girls.”

- Quetzalli
  15 years old

19
9th-12th grade girls
in 2020

89%
girls of color

4
print-based projects
per year

Prepping screenprinted posters for exhibition
February 2020
MEET AISHA

Aisha's first Girls Garage experience was building a sandbox with Young Women's Design and Building Institute. Although she enjoyed building, Aisha realized she was more interested in activist artmaking, and so she enrolled in Protest + Print.

IN HER WORDS

“When I showed up for my first Protest + Print class, I wasn’t sure who I was, what I wanted to do, or why I joined. But 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.

I now feel much more empowered and confident in general and in my ability to design and build. I’m grateful for Girls Garage and my peers for helping regain that sense of self and belonging that I felt I had lost. So like the Camila Cabello song, “I will never be the same.” I can now say that I built something and gave back to the community that has helped in shaping me into the beautiful, strong, fearless young woman I am today. And that is all thanks to this program. I know that when I grow up and earn my Bachelor’s in Sociology, I’ll be able to look back to the Protest + Print class and know exactly what brought me to that spot.”

“I was surrounded by girls and instructors who showed me my purpose and gave me a sense of belonging.”

AISHA
17 YEARS OLD
"I really like the community. Everyone's so nice!"

- Isabel

16 years old

720 Screenprinted or Risograph Posters Printed

13 Artworks Exhibited Publicly

Political Protest Risograph Posters

September 2020
Builder Bootcamp is a week-long summer program in which girls ages 9-13 build projects for themselves and their community. Throughout the week, girls learn skills in carpentry, graphic design, metalwork, and collaboration.

Unsurprisingly, things looked a little different in 2020. We transitioned Builder Bootcamp to a virtual Zoom format and lengthened the program to 3 weeks. To bolster at-home learning, we delivered “creator kits” to our girls. They used the contents to complete illustration prompts for visual storytelling, paper model-making for engineering challenges, and architectural exercises for representing space from multiple perspectives. Although we missed seeing the girls in-person, a virtual Builder Bootcamp allowed us to dive more deeply into the fundamentals of building, illustration, and architecture.
"I look forward to building with more advanced power tools in the future!"
- Kiera
12 YEARS OLD (CURRENTLY BUILDING A TINY HOME)

23
9-13 YEAR OLD GIRLS
IN 2020

11
TOTAL PROJECTS

15
HOURS OF VIRTUAL INSTRUCTION PER PARTICIPANT

43%
ATTENDING WITH FULL OR PARTIAL SCHOLARSHIP

PARTICIPANTS PRACTICE PLAN, SECTION, AND ELEVATION SKETCHES
JULY 2020
Our after-school welding classes 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 2020, we were only able to offer one winter session of after-school welding before the pandemic struck. The participants built coffee tables with MIG-welded steel bases.
“My favorite part was the conversations we had at Girls Garage.”

- Neela
11 years old

Welding instructor Augusta demos the Mig-welder February 2020
We offer 3 sessions of after-school carpentry classes for girls ages 9-13. With a focus on safety, we teach layout and measurement fundamentals and precise cutting, carving, and assembly techniques. Each session focuses on one project, integrating tool knowledge and mathematical concepts.

Pre-pandemic, our winter cohort built their own wooden birdhouses with precise math and assembly. In our spring virtual session, the cohort build a camshaft kinetic caterpillar. In the fall, our girls met in small groups at Girls Garage to build their own wooden chairs.
“My favorite tool to use was the hand sander. It was so satisfying to make the lumber soft!”

- MAYA
13 YEARS OLD

40 GIRLS IN 2020
5 PROJECTS PER YEAR
25% ATTENDING WITH FULL OR PARTIAL SCHOLARSHIPS
2,400 LINEAR FEET OF LUMBER

GIRLS BUILD THEIR OWN CUSTOM BIRD HOUSES
MARCH 2020
After our virtual summer session of the Young Women’s Design and Building Institute, we couldn’t stand the idea of losing contact with our cohort of teen builder girls. We added a fall extension with 3 Saturday sessions so that girls could meet in-person to use bigger power tools (like the band saw and miter saw).

In addition to building wooden planter boxes and welding steel hairpin legs for a side table, our cohort of girls experimented with the risograph printer to create colorful feminist prints, which we proudly showcased on our front windows. After months of Zoom fatigue, our girls jumped at the opportunity to meet, learn, and build in-person during these weekend workshops!

Looking to the years ahead, we’ll continue to offer Saturday extension workshops throughout the school year to augment our girls’ building experiences.
“Girls Garage was one of the first times that I found myself being able to learn without any fear of judgment or failure. In this extremely supportive environment, I found my passion for creating.”

- Alisha
18 Years Old
When the COVID-19 pandemic moved the world online, we took advantage of the opportunity to develop robust, engaging distance learning content and media. From distributing over 200 at-home builder kits to creating a video series, “Tool School,” our staff worked tirelessly to provide high-level instruction to our fearless builder girls during this challenging time. In fact, we even added an additional class, “Illustrated Narratives,” taught by our graphic design instructor and Zoom enthusiast, Meghann Harris!

While we missed teaching our girls in-person, we’re grateful for the challenge and opportunity to get creative in supporting our community.
“My daughter has been hating Zoom and online school, so I worried before her virtual Girls Garage session. But she LOVED it, immediately felt connected, and kept working even after the session.”

- PARENT OF DISTANCE LEARNING PARTICIPANT WINTER 2020

44 GIRLS IN SPRING VIRTUAL SESSION 2020

48 HOURS ON ZOOM

1600 VIEWS OF TOOL SCHOOL VIDEOS

201 AT-HOME BUILDER KITS AND TOOLBOXES FOR GIRLS MAY 2020
Our skilled 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-Lam is the Founder and Executive Director of Girls Garage. 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 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.

Bethany Kaylor is a writer, visual-notetaker, and illustrator. She believes in the power of conversations, curiosity, and power tools. In the Bay, she continually finds herself inspired by social activism and the produce section at Berkeley Bowl. Her short stories and essays can be found on DIAGRAM, Mid-American Review, Entropy, LitHub, and CrimeReads. Bethany is our multi-talented Communications Manager, combining engaging and authentic words and pictures to tell the Girls Garage story.

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 is a licensed architect and principal and co-founder of CAHA Design. She attended UC Berkeley where she studied sustainable agriculture, urban planning, critical urban theory, and the visual arts, which 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.
**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 has been a shop mechanician at the California College of the Arts and currently works at a large-scale art production company. Her work has been exhibited nationally and internationally.

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**Hannah Geitner**  
**Woodworking Instructor**

Hannah is a Special Education Teacher in Richmond, CA, a soccer referee/coach/player, and artist. After studying Studio Art and playing collegiate soccer at the University of Rochester, Hannah moved to the Bay Area to focus her efforts on bringing creative, compassionate classroom experiences to all children. She is currently working towards her Masters in Special Education, and in her free time loves hiking, watching professional soccer, exploring museums, and spending time with friends and loved ones.

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**Yetunde Olágbajú**  
**Arts Instructor**

Yetunde Olágbajú is an artist and maker, currently residing on Chochenyo-Ohlone land. They utilize performance, sculpture, action, gesture, and photography as through-lines for inquiries regarding Black labor, legacy and processes of healing. They are rooted in the need to understand history, the people that made it, the myths surrounding them and how their own body is implicated in history’s timeline.

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**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.

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**Meghann Harris**  
**Graphic Design 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 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 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 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.
Every decision we make is for our girls—they are our North Star. Strategic evaluation tools help us document and improve our impact each year. We know our work is most meaningful when it extends quantifiably beyond our walls, into the girls' lives.

2020 Impact

96%
Girls reporting increased confidence and interest in STEM and building trades because of Girls Garage

82%
Teen girls attending Girls Garage who identify as girls of color in 2020

$266,829
Amount of free programming and scholarships offered in 2020

100%
Teen girls attending Girls Garage for free
“My daughter loved it. She was immediately inspired to build a swing in our backyard. It blows my mind that you’re offering this resource and a full box of tools for free. But the bigger gift is the empowerment she feels to take on almost anything. That’s pure gold!”

FROM A PARENT

“Girls Garage has made me feel empowered to pick up a drill and build a better world!”

FROM A YOUNG PARTICIPANT

“Girls Garage continually pushes boundaries to put girls at the forefront of built environment futures.”

FROM A FUNDER

“I think there’s this very misogynistic concept that a woman cannot build and men need to do all the sweaty work, but honestly, that idea is very outdated. Toolboxes help break that stereotype and give girls pride and confidence.”

FROM A TEEN PARTICIPANT
Despite the COVID-19 pandemic, 2020 was a huge year of growth for Girls Garage. In fact, it was our biggest year yet in terms of dollars, programming, and impact.

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.
UNPRECEDENTED FINANCIAL GROWTH
- When shelter-in-place began in March, we more than doubled our operations to support our community. In return, our community showed up for us—we ended the year in a better financial position than ever before. We attribute this largely to the increase in individual donors, as well as support from families, corporations, and grantmakers who recognize the importance of our work during challenging times.

FREE TOOLBOXES
- When our Young Women’s Design and Building Institute went online, we assembled 27 fully stocked toolboxes for each participant so they could build properly from home. Upon witnessing how our fearless girls kept building, experimenting, and designing even after the program ended, we committed to gifting 100 teen builders each year with a toolbox of her own.

COMMUNICATIONS MANAGER
- Last November, we hired a full-time Communications Manager, Bethany Kaylor, who brings 5+ years of writing and visual design to our team. Bringing a full-time communications manager expands our community reach and deepens our storytelling opportunities.

NEW ARTS PROGRAMMING
- We expanded our activist arts programming with the addition of a risograph printer, an Advanced Print Shop Class, and an artists-in-residence program. The goal of our activist arts programming is to respond to what’s happening in the world, in the nation, and in our girls’ daily lives. As with all Girls Garage teen programs, these classes are free to participants.

35%
INCREASE IN REVENUE IN FISCAL YEAR 2020

114%
INCREASE IN INDIVIDUAL DONORS IN FISCAL YEAR 2020

$50K
RAISED FOR 100 FREE TOOLBOXES
$773,381
TOTAL REVENUE (2020)

SOURCES OF FUNDING

- Grants: $501,921 (65%)
- Individual donations: $138,858 (18%)
- Earned revenue: $72,709 (9%)
- Corporate sponsorships: $59,892 (8%)

Graph showing revenue growth from 2016 to 2020, with 2020 reaching $773,381.
$636,101
TOTAL EXPENSES (2020)

**OPERATING EXPENSES**
- Program services $475,071 (72%)
- Overhead $142,580 (22%)
- Fundraising $36,450 (6%)

**PROGRAM EXPENSES**
- Salaries and instructor wages $371,285 (58%)
- Occupancy and utilities $80,221 (13%)
- Building materials and equipment $95,399 (15%)
- Advertisement and promotion $37,318 (6%)
- Conferences and workshop travel $12,034 (2%)
- Administration and other $23,869 (4%)
- Office expenses $15,975 (2%)
Our general operations and programs are backed by incredible foundations, individual donors, and partners with shared values and like-minded funding priorities. In a really tough year, our supporters demonstrated their steadfast trust and belief in our mission and impact.

For years to come, we will continue to nurture and sustain these relationships to best serve our community of fearless girls.
FOUNDATIONS + GRANTMAKERS

Autodesk Foundation
CarMax Foundation
City of Berkeley Office of Economic Development & Civic Arts
Cognizant Technology Solutions Charitable Fund
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Bosque Design
Brookside Wood
California Association for Nurse Practitioners Alameda/Contra Costa Chapter
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Children’s Creativity Museum
Damar Construction and Remodeling
Def Society Management
Demolition Management Group
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Gastboards
GCI General Contractors
Girls in Civil
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Portland Chapter of Construction Specifications Institute
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Ramen Shop
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Sanabria + Co
Semi Exact
SOBU
Steinberg Hart
Stillwater Sciences
Studio KDA
Sun Night Editions
Symantec
Supply Frame Design Lab
Termite4Life
Title Nine
Wareham Development

PARTNERS

Ashby Lumber
At My Sphere
Chronicle Books
St. Vincent de Paul Oakland
Town Fridge
Urban Tith
<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Alma @ PinkSoul Studios</td>
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Jeff and Susan Charles
Jeffrey Jay & Molly Peter
Jen Nguyuen
Jennifer Abel
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Jennifer Bove
Jennifer Nicholson
Jennifer Russell
Jennifer Wolch & Michael
Dear
Jerri Kemble
Jessica Knobloch
Jessica Minor
Jillin Hickey
Jillian Wein Riley
Jim and Linda Hargrove
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Jim Skidmore
Jo Ann Thomas
Joan Bartlett
Joan Broussard
Joanna Massey
Joanne C. McLaughlin
Joanne Choir
Joe Hebenstreit
Joe Parisi
Joe Stoner
Joey & Laura Moreno in honor of Laura Cook Moreno
John Cary & Courtney
Martin
John MacMillan
John Merola
John Nagler
John Sander and Patti White
John-David Bergeron
Jon Currey in memory of Sylvia Currey
Jonathan Santos
Julia C. Cosgrove
Julia Hyatt
Julia Jiao
Julia LaChica
Julia Teixeira
Julie Graham
Julie Luu
Julie Pierog
Julie Wayer
Julija Constantino
Kaia and Pradeep Chhibber
Kara Chanasyk
Karen Nemsick
Karen Raichoudhury
Karina Manalo Wernecke
Karina Mandell
Karlin Marg
Kat Trataris
Kate Bowen
Kate Erly in honor of Laura Cook Moreno
Kate Hubbell
Kate Rancourt
Kate Waffner
Katherine Burns
Katheryn Godfrey
Kathleen Maclay
Kathleen Reist
Katie Herbek
Katrin Rawks
Katyt Mogal
Kayci Holland
Kelly Calderon
Kelly Gomez
Kelly Inouye
Kelly Ross Schueler in memory of Charles Ross II
Kelsey Keith
Kelsey Oesmann
Kevin Baitz
Kevin Parichan
Kim Harley and Chris Fry
Kimberly Chamberlin in honor of Laura Cook Moreno
Kiran Jain
Koren Bosworth in honor of Adrienne Bosworth
Kori Chen
Kristie Martin
Kristin Fairfield
Kristin Lueke
Kristina Markula
Kristy Higares
Kulsum Arif and Amin
Sikander in honor of Zaara Amin
Lakshmi Jayaraman
Lassen Hines
LaTrisha Hollines
Laura Galicia
Laura Shen in honor of Laura Cook Moreno
Laura Stevens in honor of Laura Cook Moreno
Laura Turbow
Lauren Hatfield
Lauri VanWert
Lawrence Smyth
Layla Forrest-White
Leah Tremblay-Adams
Liisa Pine Schoonmaker
Liisa Turan-Walters
Lindsay Jones
Lindsay Launderdale
Linnea Kalar
Linnea Pearson
Liora Brosse
Lisa Gilliland
Lisa Kalar
Lisa R Riordan Seville
Lisa Toyama
Lisa Wong
Lise Shelton
Livier Bejinez
Liz Richmond
Lizzi Neelsen
Lois Pyle
Loras Ojeda
Lou Ann Schlchter
Lucy Anderson
Lynn Curtis
Lynn Kuo
M. S. (Sandy) Hunter
Mackenzie Findesin
Madhu Gadam
Maika Godwin in memory of Laura Cook Moreno
Margaret Glendening
Maria Barairo
Maria Giudice
Maria Paz
Mariah Bozeman
Lauren Marie
Marites Abueg & Keith Morris
Marjorie Swett
Mark Lucia
Marla Ehler
Martine Stillman
Marty Knox
Mary Bruce Clemons
Mary Webb
Matthew Cole
Mawiyah Johnson
Maxine Wong
Maya Kelley
Megan DePumpo
Megan Simmons
Melanie Mintz
Melicia Charles
Melissa Ehman and Alex James
Melissa Sanabria
Melissa Schneider
Meredith DeLucia
Merideth Tennant
Merri Chu
Michael Nevotti
Michela Abrams
Michelle Dumont
Michelle Stadelman
Miakela James
Mike and Deb Kaylor
Mike Pflieger
Mikiko Thelwell in honor of Hallie Chen
Mikkel Lysseggen
Min. Marvin K. White
Mingyi Ryn Wu Kreidl
Mira De Avila-Shin
Mollie Lounibos
Molly Piloto
Morgan Agnew
Nancy Cech
Natasha Khokhar
Nautica Charles
Neil Meredith
nialla rose
Nick Parker
Nicolette Stockwell
Nina Gannes
Nilka de Porta
Noelle and the Nash Family
Norman Eisenmann
Nuzi Barkatally
Odile Ducatez
Pamela Briskman
Pamela Kan
Partha Bose
Pat Reddemann
Patricia Morrissey
Patrick Omeara in honor of
Jodie Prud’homme
Patti Adams
Patty Katsura and Brian
Dougherty
Paul Morello
Pete Sclafani
Peter and Roberta Gluck
Peter Steinglass
Phil Lam
Sehrt
Priscilla Deville
Quetzalli Feria-Galicia
Rachel and Micah Bornstein
Rachel Goss
Rachel Haorwitz
Rachel Marullo
Rachel Prince
Rae Oakley
Rebecca Hensler
Rebecca Johnson
Rebecca Marshall
Rebecca Richkus
Renu Agrawal
Richard Robbins
Riley Schnee
Robert Hegermiller
Roberta Stone
Robin Busch-Wheaton
Ron and Ashley Eberhart
Rosalyn Tonai, Grant Din, and Charlene Tonai Din
Rose Molina and the Tolbert, Molina, and Macias family
Roy Rumaner
Russell Winslow
Samantha Wallace
Sami Packard
Sandy Swing
Sara & Joshua To
Sara Lesser
Sara Paul
Sara Strong
Sarah and Paul Roberts in honor of Ally Lee
Sarah Augusta
Sarah and Robyn Brody-Kaplan
Sarah Heath
Sarah Lum and Meghan
Khandekar
Sarah Rich
Sarah Sawyer
Sarah Veters
Scott Nakamura
Shakila Marando
Shannon Ahern
Shannon Arms
Sharon Ng
Sharoz Makarechi
Shauna Derby
Shelley Bull
Shirley Hinton
Shoshana Berger
Simy Bhagat
Sky Sitney
Sonya Isaeff
Sophie Hwang
Stacie La Grange
Stacy Blom
Stacy Vogan
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Stephanie Kwan
Stephanie Mechura
Stephanie Murri
Steven & Cindy Yee
Steven Spickard
Stina Hanson
Sue Cooper
Sue Lautze
Surabhi Bhandari
Susette Min
Susie Meskill
Susie Wise
Suzanne Furuya
Sweepeck Quek
Sybil Wolin
Talia Rosen
Tamsin Levy
Tasha Fitterer
Tasha Woods
Terry Reed
The Arzt/Denhardt Family
Tiffany Tam
Timothy Kempf
Tina Fidler
Tobyn Celler
Tom Kelley
Tommy Canavan
Toni and David Bickart
Tony and Lisa Morello
Tori Creaves
Torreya Cummings
Tracy Yaden
Tristan Watson
Tutti Taygerly
Val Lord
Vanessa Stump Koning
Veleta Allen
Vicente Maia
Victoria Chandler
Virginia McManus
Vita Wells
Vivian Chiu
Wen Xing
Wendy MacNaughton
Wendy MacNaughton
Courtney Martin
Wyeth Hansen
Yaroslav “Buzz” Buzko
Yas Newgren
Yoko Olsgaard
Yumiko Igarashi
Zendra Hines
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 2021 fundraising goal. All donations to Girls Garage are tax-deductible.
Over our next three fiscal years (2021, 2022, 2023), our four programmatic goals are to:

1) Increase the number of no-cost programs to serve a wider group of diverse youth who may not otherwise have such high-fidelity opportunities

2) Develop wraparound services to meet the socio-emotional needs of our girls and their families

3) Invest in professional development resources to support the growth of our dedicated team of instructors

4) Provide 100 fully stocked toolboxes per year to 100 teen girls enrolled in our program at no cost

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.
<table>
<thead>
<tr>
<th>Role</th>
<th>Contribution</th>
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<tr>
<td>Apprentice</td>
<td>$25</td>
<td>Funds screws and drill bits for a wood project</td>
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<td>Mason</td>
<td>$50</td>
<td>Funds lumber for an after-school class</td>
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<tr>
<td>Carpenter</td>
<td>$100</td>
<td>Funds a weekend workshop for one girl</td>
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<td>Welder</td>
<td>$250</td>
<td>Funds a workshop for a school field trip</td>
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<td>Engineer</td>
<td>$500</td>
<td>Funds an eight-week after-school class for one girl</td>
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<td>Designer</td>
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<td>Funds a one-week summer program for one girl</td>
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<td>Builder</td>
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<td>Funds one full year of classes for one girl</td>
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<td>Architect</td>
<td>$5,000</td>
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<td>Activist</td>
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<td>Funds one week-long cohort of the Young Women’s Design and Building Institute</td>
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<td>Catalyst</td>
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<td>Funds one year of no-cost programming for 25 girls</td>
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