

## GUIDING PRINCIPLES

*/ Girl -Led:* We believe adolescent girls and young women of color, despite experiencing persistent inequities are resilient, creative, brave, and capable leaders, who when invested in will change the world for good for themselves, their families, and communities.

*/ Intersectionality :* We understand that adolescent girls and young women of color live at the intersections of multiple identities and social issues and therefore any solutions to support their health and well-being must also work at those intersections.

*/ Gender Expansive:* We believe gender is self-determined and include cis-girls, gender-non-conforming, and transgender girls in our community of adolescent girls and young women of color.

*/ Systems & Services:* We believe it is necessary to invest in both systems and services in parallel in order to support adolescent girls and young women of color while they participate in long-term efforts to disrupt systems that create disparities at the intersection of race, gender, and class.

## PURPOSE

Adolescent girls and young women\* of color are driving change, from their households to the forefront of social movements around the world. The Advancing Girls Fund supports their leadership, well-being, and advocacy so they can create the world they want and know is possible.

\*by girls and young women, we include young people between and around the ages of 11-30 who identify as girls, as well as non-binary and gender expansive youth

## STRATEGIES

*/ Convening a pooled fund of aligned donors learning and investing in the leadership, health, and well-being of adolescent girls and young women of color globally*

*/ Resourcing the design and holding of spaces where adolescent girls, young women and adult allies can come together to build relationships across geographies, environments, and cultures to learn from each other and build capacity and collective power to move social justice for girls and young women of color globally*

*/ Engaging adolescent girls' and young women of color perspectives, and ideas in decisions on resource distribution and programmatic investments*

*/ Providing multi-year, general operating grants to Black, Indigenous, and people of color-led and serving organizations and programs and strategies that are girl-led and reflective of girls' and young women of color lived experiences*

## OUTCOMES

*/ Grant sizes to BIPOC led and serving adolescent girl organizations are at the median of all Foundation grants.*

*/ Unrestricted, multi-year investment in policy/advocacy, organizing, and narrative change that shifts policies, cultural norms, and behaviors towards girls and young women are prioritized and normalized*

*/ Investment in girls and young women of color is multi-issue, intersectional, and not siloed to "girl grantmakers" or gender-based funds*

*/ Opportunities for girl-led and serving organizations and programs to build collective power and capacity are consistently resourced*