



2023 Impact Report

Seeding and Ceding Power to Youth



When G4GC refers to “Girls of Color” we include any cis, trans, gender-expansive, non-binary and/or any girl- or femme-identified person age 25 and younger who identifies as Black, Indigenous, Latina/e, Asian, Arab, Pacific Islander, and/or other People of Color.





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Building a Philanthropic Home that Follows the Wisdom and Leadership of Girls of Color*

To our community of co-investors,

Azariah, an 18-year-old artist and activist working with Chicago's [A Long Walk Home](#), collaborated with a dozen neighborhood teens to transform an abandoned liquor store into a fresh produce market that provides nutritious and healthful choices for her community.

At [Freedom Inc.](#) in Madison, WI, young people have successfully organized to remove the Madison Police Department from Madison Metropolitan School District campuses. They also launched the [Black Sanctuary Pledge](#) to ensure that schools are sanctuaries for Black students.

Young people like Emma, Maria, and Cielo collaborated with [Familia: Trans Queer Liberation Movement](#) to facilitate a healing retreat for queer and trans youth of Color in the South. They created a safe space for young people to heal and step into their full potential through the lens of rest and play.

These are just some examples of what can grow when we trust and abundantly invest in the leadership of girls and gender-expansive youth of Color. That's what we do every day at Grantmakers for Girls of Color (G4GC), the primary national intermediary organization dedicated to mobilizing philanthropy to abundantly resource girls and gender-expansive youth of Color in the U.S. and territories. We are co-creating a

philanthropic home for co-investors in the wisdom and leadership of girls and gender-expansive youth of Color, and abundantly investing in their liberated futures. And we are doing it all in the spirit of generosity, abundance, and reciprocity.

Our work is now more critical than ever. Just in the last three years, we have collectively endured seismic social and political shifts that have exposed the inequities

“We are co-creating a philanthropic home for co-investors in the wisdom and leadership of girls and gender-expansive youth of Color, and abundantly investing in their liberated futures.”

and injustices that have burdened Black, Indigenous, and other communities of Color for far too long. The challenges facing us are myriad and interconnected — from the COVID-19 pandemic, the racial justice uprisings, and our increasingly fragile democracy, to the climate crisis and emergent backlash against intersectional approaches to access economic opportunities.

In these times, we find lasting hope in the brilliance, power, and solutions that girls and gender-expansive youth of Color hold.

Young people are pushing us to expand our visions of justice and equity. Doing so requires adults to both cede power and seed power. To cede power is to release it. To seed power is to leverage our own resources to grow opportunities for leadership. And yet, far too often, those of us in philanthropy fall short of doing either. Consider this: [Women and girls](#) receive only 1.9 percent of philanthropic giving in the United States. Girls and gender-expansive youth, particularly those of Color, receive only a small portion of that.

“Imagine what they could accomplish if we committed to a daily practice of ceding power where necessary, and seeding power by pouring into the financial, human, and institutional resources that will help them realize their full potential.”

I am in awe of the level of transformative impact girls and gender-expansive youth of Color make everyday with the scarce resources to which they currently have access. But imagine what they could accomplish if we committed to a daily practice of ceding power where necessary, and seeding power by pouring into the financial, human, and institutional resources that will help them realize their full potential.

That’s our commitment at G4GC.

- Since 2020, through initiatives like our Love is Healing Fund, Black Girl Freedom Fund, New Songs Rising Initiative, and Holding a Sister Initiative, we have mobilized more than \$25 million to nearly 400 organizations centering and/or led by girls and gender-expansive youth of Color.
- Our grantmaking spans across all 50 states, Washington D.C., Puerto Rico, and Guam, and supports organizations focused on organizing and powerbuilding, leadership development, research, and much more.
- We elevate youth as decision-makers in our grantmaking. Young people have given out almost \$6 million in grants over the past three years. They also influence our programs and communications.

I am grateful to share more about our impact with you in this report, and invite you to join us in both ceding and seeding power. Girls and gender-expansive youth of Color have always been worthy of investment, protection, and care. It has been long overdue. Together, we can mobilize all corners of philanthropy so that they can have the freedom, wellness, and resources they need to thrive, dream, and lead.



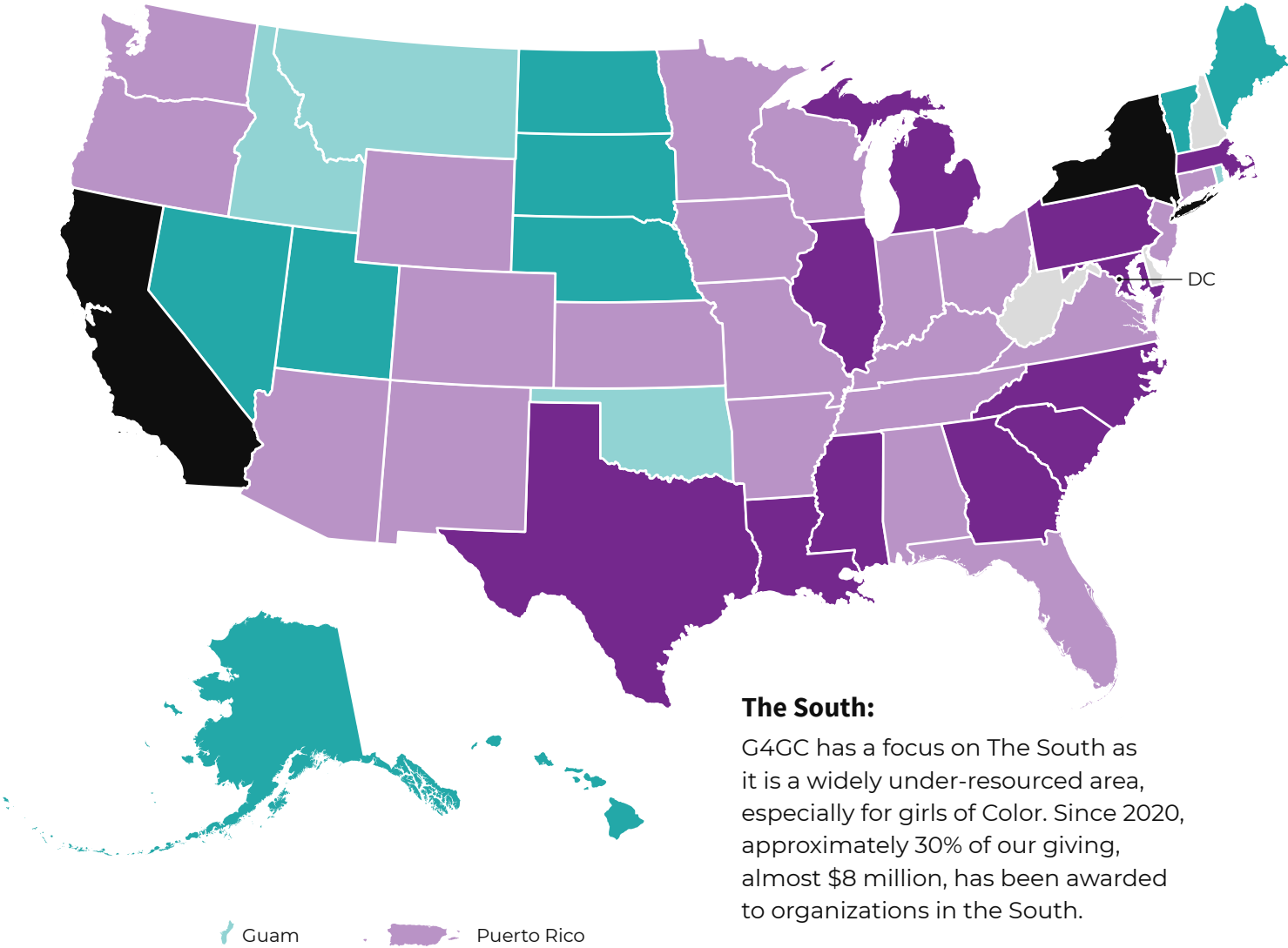
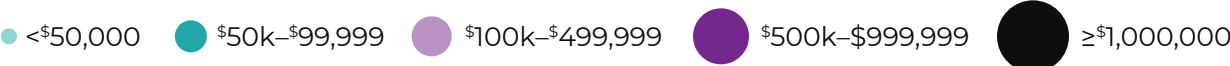
Monique Couvson, Ed.D.
President and CEO of G4GC



G4GC Impact by the Numbers[†]

Where We Fund

G4GC recognizes that organizations serving and centering girls and youth of Color exist across our nation, and we are intentional about finding and resourcing grantee partnerships across our country and U.S. territories.



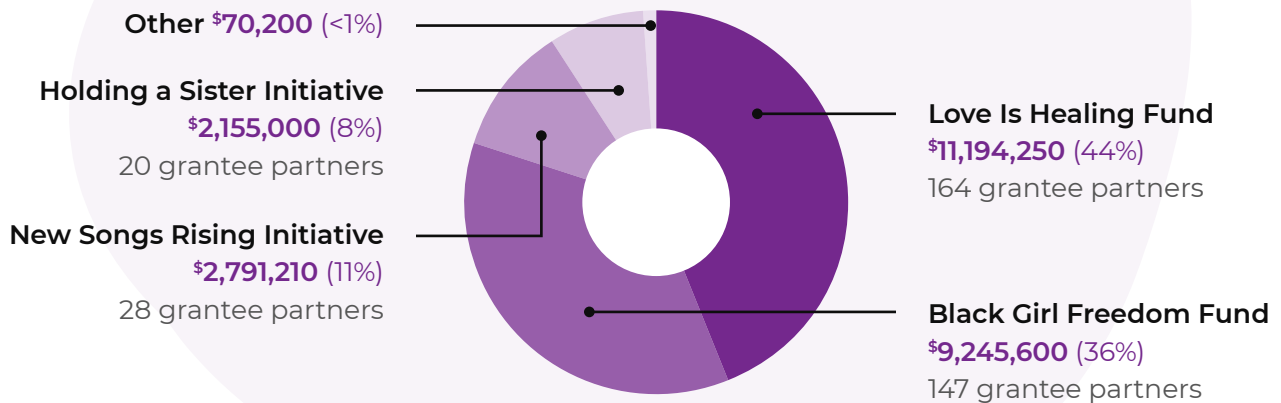
The South:

G4GC has a focus on The South as it is a widely under-resourced area, especially for girls of Color. Since 2020, approximately 30% of our giving, almost \$8 million, has been awarded to organizations in the South.

[†] All the numbers shared reflect G4GC giving through June 2023 and are based on resources that have already been dispersed.

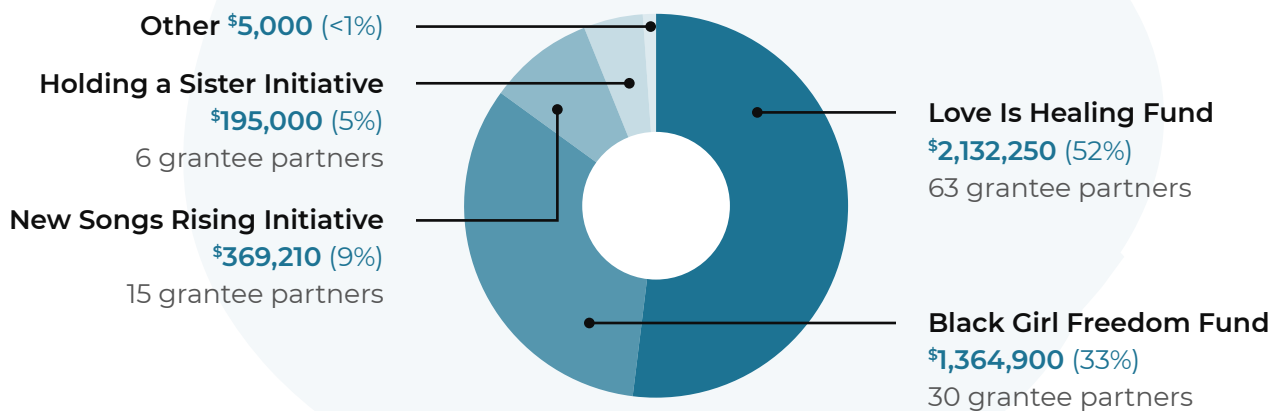
\$25,456,260

total awarded from April 2020–June 2023



\$4,066,360

total awarded from January–June 2023



G4GC Impact by the Numbers

(continued)

“To know that you have a voice and to see people like you on large platforms is extremely important, especially to younger people.”

– **Jamison Ford**, Former Black Girl Freedom Grantmaking Council Member



Over 60%
of our funding has gone to regranting since 2020.

This illustrates our commitment as a funder intermediary to be a consistent, responsive resource for our grantee community, and expand our reach.



362
grantee partners since April 2020

“Being able to learn traditions [in order to] hold those traditions for future generations is very important.”

– **Kaya (Lower Elwha Klallam), 22**, Listening Circle Participant, Celebration of Indigenous Joy Participant, and grantee-connected youth



“It’s nice to take those moments to sit with yourself and with your energy, and with other Indigenous friends going through the same thing. It’s validating to talk with them and share that energy.”

– **Moriah (Tlingit), 24**, Listening Circle Participant, Celebration of Indigenous Joy Participant and grantee-connected youth

“Indigenous youth have the power to do whatever their hearts and their minds set out to do. Indigenous youth are really powerful, creative people who are able to come together to make powerful movements that maintain tradition and build upon it [to] create indigenous futurisms.”

– **Moriah (Tlingit), 24**, Listening Circle Participant, Celebration of Indigenous Joy Participant and grantee-connected youth



**More than
\$20,000**

has gone to youth as compensation for lending us their expertise and insight across all of our work since April 2020.

“Youth have so much energy, creation, creativity, imagination, etc. It helps to allow us the spaces to do that.”

– **Zunneh-bah (Diné, Modoc, Xicana), 24**, Future Economy Lab fellow and Celebration of Indigenous Joy Participant

G4GC Initiatives: Engaging Youth as Community Builders

At G4GC, we follow a model of reciprocity as praxis, where we operationalize the idea that we are all co-investors in the just and liberated futures of girls and gender-expansive youth of Color. This model also compels us to engage youth as thought partners, strategists, designers, and decision-makers across the breadth of our work.

Through our various paid opportunities to engage youth — fellowships, youth participatory grantmaking councils, grantmaking, narrative work and internships — we ensure that young people of Color in our community have a hand in building out the infrastructure of our organization. The young people we engage are all directly connected to our grantee community. Working with them in this way enables us to remain deeply accountable to our core constituency — girls and gender-expansive youth of Color and organizations that lead, serve and support them.

Since 2020, we have worked with over **60 young people** through paid opportunities where they directly advise, inform, and serve as final decision-makers on programmatic decisions and grant distribution. To date, we have hosted three **Black Girl Freedom Fund Youth Grantmaking Councils**, in which participants have served as final decision-makers for more than \$4 million in grants. Over a period of eight weeks, these young people determine criteria for grant evaluation, review applications, and make final decisions. In 2023, we also launched two 18-month fellowships for our **New Songs Rising Initiative** and **Holding a Sister Initiative**; fellows help us articulate priorities and strategies for those two initiatives.

We also value community building with young people and prioritize creating opportunities for youth of Color to connect with one another through in-person and virtual celebrations and gatherings. Whether camping in the Ozarks, group yoga on a rooftop in Brooklyn, or listening circles via Zoom, we engage youth in ways where they can feel safe, celebrated, and respected.

We will continue nurturing these connections with the young leaders to foster mutual growth with us, and to deepen our connections to our grantee community.



Holding A Sister Initiative

Holding A Sister Initiative (HASI), in partnership with the [Black Trans Fund](#) incubated at Groundswell, is the first national fund explicitly dedicated to resourcing and uplifting trans girls, non-binary, gender non-conforming, and gender-expansive youth of Color.

HASI has awarded a total of \$2,155,000 to 20 grantee partners since November 2021, when the fund was launched on Transgender Awareness Week. In the first half of 2023, HASI awarded \$195,000. We plan to award close to \$1 million in additional grants in early 2024. Holding A Sister grantee partners work to create a world where trans and queer youth of Color are safe to pursue their passions and thrive through their expertise.

In Summer 2023, HASI sponsored trans and gender non-conforming young people of Color (ages 18-25) from across the country to participate in a Trans Liberation Camp. The camp was held in partnership with [TransformationsKC](#), a grantee partner supporting trans communities of color and trans youth in survival to build capacity and leadership skills in the Arkansas, Kansas, and Missouri regions.

The cohort met virtually throughout the summer and gathered in person in late September in the Ozarks to camp with other trans youth of Color. Camp attendees described their experience of being in community with other trans youth as life changing.

\$2,155,000

awarded through Holding a Sister Initiative **since 2020**

\$195,000

awarded through Holding a Sister Initiative from **January–June 2023**



Through virtual workshops led by our Holding A Sister Initiative Fund Manager, Nahr Suha, the HASI youth cohort is shaping the future grantmaking for the fund. We're excited for HASI's next round of grantmaking inspired by the inaugural HASI cohort.

[Learn more about Holding A Sister Initiative and our grantee partners.](#)

Love is Healing

Love is Healing Fund (LIH) is our primary grantmaking fund, established in April 2020 to move resources to girls, femmes, and gender-expansive youth affected by the Covid-19 pandemic, which further exacerbated race-based and gender-based disparities.

LIH is our most diverse fund and supports girls and gender expansive youth who identify as Black, Indigenous, Latina/e, Asian, Arab, Pacific Islander, and/or other people of Color.

Since 2020, Love Is Healing has awarded \$11,194,250 to 164 organizations across the country, with over 50% of that amount going to grant renewals. In the first half of 2023, LIH awarded \$2,132,250.

Through LIH, we've funded organizations supporting girls and youth of Color in the arts, sciences, education, healing work, community building, and more. The initiative also has a specific focus on work led by immigrant and refugee girls and gender expansive youth of Color, and youth who are survivors of and working to end gender-based violence. In addition, it focuses on young people organizing to advance reproductive justice, climate justice, youth who have been impacted by family and criminal legal systems, and organizations that are working across communities to engage in multi-racial organizing.

In June 2022, we coordinated a youth retreat in New York City with our inaugural Youth Advisory Committee and Design Team, as well as members of the Black Girl Freedom Fund Youth Grantmaking

\$11,194,250

awarded through Love is Healing Fund **since 2020**

\$2,132,250

awarded through Love is Healing Fund from **January-June 2023**



Council. We brought together 13 girls, femmes, and gender-expansive youth to help guide us on choosing many of our LIH grantee partners.

At the retreat, we held workshops on grantmaking, infrastructure building, storytelling, and communications. The young people shared their insights around what it means to engage and center youth of Color in philanthropy, to deepen their relationships with each other and the G4GC community, and to celebrate their work and leadership. Some members of this council developed a smaller participatory grantmaking opportunity that invited existing grantee partners to receive one-time grants focused on reproductive justice and climate justice.

[Learn more about our Love is Healing Fund and grantee partners.](#)

New Songs Rising Initiative

The New Songs Rising Initiative (NSRI) in partnership with [Seventh Generation Fund for Indigenous Peoples](#) centers and supports Indigenous girls and gender-expansive young people through grantmaking and community building while embracing multi-generational healing and organizing.

NSRI is working to fund the growing conversations and connections across indigenous communities and is funding across the country in order to embody a diverse definition of Indigenous.

New Songs has awarded a total of \$2,791,210 to 28 grantee partners since its inception in July 2021, with \$369,210 of that amount going out to our grantee partners in the first half of 2023. Our NSRI grantees are committed to intergenerational healing work within Indigenous communities, climate justice, education, the arts, and helping keep traditions alive for Indigenous girls and gender-expansive youth.

In early 2023, NSRI Fund Manager Rana LaPine hosted listening circles with Native and Indigenous-identifying girls, femmes, and gender-expansive young people under 25; they shared their insights on immediate needs and priorities of their communities, structures for a youth advisory council that makes youth feel most assured, and how they're defining indigeneity.

From these sessions, we learned how to better respect and effectively reflect the broad differences in individual and community Indigenous identities. These listening circles also helped build out

\$2,791,210

awarded through New Songs Rising Initiative **since 2020**

\$369,210

awarded through New Songs Rising Initiative from **January–June 2023**

the framework for our New Songs Rising Initiative Fellowship.

Our inaugural youth fellowship is an 18-month-long program engaging a cohort of ten Indigenous young people who will shape the future of the fund through monthly grantmaking workshops.

In 2023, NSRI added 21 new grantee partners. We also marked the second anniversary of the initiative with a [Celebration of Indigenous Joy](#) with panels and videos from Indigenous girls, femmes and gender-expansive youth, as well as representatives from NSRI grantee partner organizations who support the brilliance and leadership of Indigenous youth.

The event featured a conversation with our NSRI partner the [Seventh Generation Fund for Indigenous Peoples](#), a panel with grantee partners on **Centering Indigenous Representation in Data** as well as a conversation with Indigenous youth. We also debuted a video by NSRI grantee partner Allie Redhorse Young of Protect The Sacred with appearances and testimonials from New Songs Rising Initiative grantee partner organizations and Native and globally-Indigenous young people. [Watch the full celebration.](#)

[Learn more about New Songs Rising Initiative and our grantee partners.](#)

Black Girl Freedom Fund

Black Girl Freedom Fund (BGFF), along with the #1Billion4BlackGirls campaign, was founded to mobilize urgent investment in Black girls and gender-expansive youth and their families because it is necessary for our collective freedom. Launched in September 2020, the Black Girl Freedom Fund invests in the brain trust, innovation, health, research, and joy of Black girls and gender-expansive youth.

Since 2020, the Black Girl Freedom Fund has awarded \$9,245,600 to 147 organizations across the country and U.S. territories. In the first half of 2023, BGFF awarded \$1,364,900.

Black Girl Freedom Fund is committed to investing in organizations and programs that elevate the braintrust, artistic genius, education, safety, joy, and innovative power of Black girls and gender-expansive youth.

Led by the BGFF Fund Manager [Cidra Sebastien](#), a rotating BGFF Youth Grantmaking Council, comprised of Black girls and gender-expansive youth, help decide on criteria to evaluate applications, and ultimately make final decisions on which organizations receive grants.

BGFF just completed its third round of grantmaking in summer 2023. This year, we are excited to announce that, in addition to offering funding to organizations led by and serving Black girls, femmes, and gender-expansive youth, we also provided grants to support specific youth-led and created projects. BGFF selected these 18 projects led by Black girls, femmes, and/or gender-expansive youth, ages 15-25, to receive

\$9,245,600

awarded through Black Girl Freedom Fund **since 2020**

\$1,364,900

awarded through Black Girl Freedom Fund from **January-June 2023**



\$10,000 grants each. Their projects focused on the artistic vision, activism, and innovation of Black girls, femmes, and gender-expansive youth.

Every year, Black Girl Freedom Fund and the #1Billion4BlackGirls campaign host Black Girl Freedom Week, an annual week-long celebration of Black girls and gender-expansive youth. Throughout the week, we demonstrate what is possible when we invest abundantly in their dreams, power, and leadership. Some of our partners and special guests for the week have included: Kelly McCreary, Tracee Ellis Ross, Eva Reign, Rashida Jones, Marley Dias, Ciara, and Gina Prince-Bythewood. The 2024 Black Girl Freedom Week will be held February 12-18, 2024.

[Learn more about Black Girl Freedom Fund, the youth-led projects and the Black Girl Freedom Fund grantee partners.](#)



#1Billion4BlackGirls

In partnership with the Black Girl Freedom Fund

The **#1Billion4BlackGirls** campaign is a [call for a \\$1 billion investment](#) in Black girls*, femmes, and gender-expansive youth and their families by 2030. A collective of outstanding Black women and femme activists, artists, educators, organizers, and philanthropist leaders united to create the #1Billion4BlackGirls campaign, (which is part of G4GC's Black Girl Freedom Fund). The co-founders recognize that all social justice movements uniquely impact Black girls*, who are already exhibiting leadership. Put simply, every issue is a Black girl issue.



Future Economy Lab: Abundantly Investing in Girls and Gender-Expansive Youth of Color

Historically, the financial structures that make up our economies have been developed through highly exclusive and extractive processes at the expense of communities that have experienced centuries of systemic oppression.

The [Future Economy Lab](#): Abundantly Investing in Girls, Femmes, and Gender-Expansive Youth of Color (FEL) aims to change that. Co-created between G4GC and [SecondMuse Capital](#), this lab engages girls and gender-expansive youth of Color in building financial mechanisms and strategies that could ramp up investment in their peers and communities.

“What do economies that center well-being and justice for you and your communities look like?”

Through a year-long fellowship and advisory council, we engaged nearly 40 girls and gender-expansive youth of Color from across the U.S., ages 13 to 24, in co-creating economic systems to achieve a plan for economic justice. The fellowship started by asking them, “what do economies that center well-being and justice for you and your communities look like?”

Together, young people learned about different economic theories and approaches, shared their own expertise as young and active participants in the economy, and engaged directly with stakeholders, including leaders in the financial sector and social movements. They then launched a survey of nearly 500 of their peers to clearly define and articulate the areas of investments that they see as most catalytic in advancing economic justice.

The project targets the unmet needs and barriers faced by girls and gender-expansive youth of Color, as well as the assets they

hold to help create an equitable economic system. It also invited them to answer what it means to be invested in — financially, emotionally, spiritually, and intellectually — to nurture their dreams, joy, and power.

In 2023, we released a [Summary of Findings report](#) that encapsulates the brilliant insights of the participating youth advisors and fellows, as well as the peers they surveyed. Through a series of facilitated co-creation and brainstorming workshops, one-on-one conversations, and monthly meetings with the fellows and visionaries, they came up with a collective vision their own words: “An **abundant future** is where we are **consistently thriving** in a tranquil world, surrounded by a **sustainable society** built on **communal love reimagined**, that is **inclusive** of all of us and our cultures”

Ultimately, the initiative aims to create financial opportunities for girls, femmes, and gender-expansive youth of Color, and to include them in the design and co-construction of new financial

mechanisms that best serve them, their families, and their communities. This could include building opportunities to grow their own businesses, investing in their entrepreneurial endeavors, and contributing to the financial sustainability of innovative, regenerative, and sustainable economic infrastructures that support girls and gender-expansive youth of Color. We are excited by the possibility of expanding our already diverse community of co-investors through the mechanisms we develop.

“An abundant future is where we are consistently thriving in a tranquil world, surrounded by a sustainable society built on communal love reimagined, that is inclusive of all of us and our cultures”

– Future Economy Lab youth



The Power of Narrative

G4GC recognizes the power of narrative and finds it integral to our work. Being able to support the artistic visions and storytelling of our grantee communities combats the erasure of girls and gender-expansive youth of Color from larger public dialogues about social justice.

This year, we produced two documentaries that exemplify storytelling, the G4GC way. We also proudly invested in a range of narrative projects led by our grantee partners to continue to weave a more nuanced, more specific story of the powerful work of movements and organizations that center and are led by girls and gender-expansive youth of Color.

“In Conversation with Nikki Giovanni”

In 1971, esteemed poet and civil rights leader Dr. Nikki Giovanni sat down with acclaimed writer and activist James Baldwin for the television show *Soul!* to discuss relationships and liberation in the Black Community. Their conversation remains a touchstone of intergenerational and intergender dialogue on race and relationships that still resonates with audiences half a century later.

In 2022, Dr. Nikki Giovanni sat down with award winning social justice scholar and filmmaker and President & CEO of Grantmakers for Girls of Color, Dr. Monique Couvson. In the G4GC documentary *“In Conversation with Nikki Giovanni”*, they discuss Nikki’s own girlhood, her life, activism, art, and the profound impact she has had on generations of Black and other girls of Color. That conversation was filmed as an ode to and a continuation of the original 1971 conversation.



“I think life is a good idea, and I would certainly recommend it. It’s wonderful.”

– Nikki Giovanni

This year we premiered “In Conversation with Nikki Giovanni” at Martha’s Vineyard with members of our community and partners.

Pass The Mic Project

In 2020, when we launched our Love is Healing fund, we awarded grants to several organizations engaging in participatory research about the impacts of the pandemic on the lives and communities of girls and gender-expansive youth of Color. G4GC's **Pass the Mic Project (PTMP)** is a narrative-shifting filmmaking project to amplify these compelling participatory research projects, the amazing work of our grantee partners, and stories by girls and youth of Color from around the U.S. In 2022 and 2023, G4GC hosted ten virtual filmmaking workshops and interviewed and filmed youth from our grantee community from across five major cities.

2022–2023 PTMP participating organizations include:

HEART, National

Focus: Reproductive justice and research on sexual health for Muslim women, youth, and girls



Justice and Joy National Collaborative

Focus: Impacts of COVID-18 on cis and trans girls and gender-expansive young people

The Beautiful Project, North Carolina

Focus: Black women's experience of COVID-19 in NC

Beyond Identity at CUNY, NYC

Focus: Identity-driven research by women of Color from immigrant and U.S.-based minority communities

African American Policy Forum (AAPF), Young Scholars Program, NY/D.C.

Focus: Racial equity, gender justice, and Black girl lived experiences across spaces

Taking Root

Another narrative project that we are proud to have supported is “Taking Root: Southeast Asian Stories of Resettlement in Philadelphia”, which highlights the intergenerational impact of structural violence and demonstrates the power of Southeast Asians in resisting and rebuilding in the U.S. We are proud to have supported filmmaker Oanh-Nhi Nguyen (also a G4GC consultant!), and our grantee partner VietLead in the production of this beautiful film series. [The film was selected to premiere at the Tribeca Film Festival in 2023!](#) Additional episodes will be released in 2024.



G4GC in the News

As part of our work, we aim to advance positive narratives about the leadership and power of girls and gender-expansive youth of Color, and push reframa harmful ones. See some of the highlights from media coverage we have garnered about our initiatives and solutions in mainstream and philanthropy media.



The 19th

[Black Girl Freedom Week hosts free, virtual events to raise awareness — and funding — for Black youth](#)



The Advocate

[Celebrating Black Girl Freedom Week](#)



Associated Press

- [On Anniversary of Church Bombing that Killed Four Black Girls, Group of Prominent Black Women Leaders and Advocates Call for \\$1 Billion Investment to Help Black Girls Thrive](#)
- [A philanthropic drive to aid Black women is gaining momentum](#)



Chronicle of Philanthropy

[New Campaigns Seek to Generate More Than \\$1 Billion for Women and Girls](#)



Essence

- [Black Girl Freedom Fund: Extraordinary Times Require Extraordinary Measures](#)
- [The Black Girl Freedom Fund Shows We Need Investment, And Not Just](#)



Essence Girls United

[Black Girl Freedom Week Calls For Investment In Gen-Z](#)



TheGrio

- [Protecting girls and gender-expansive youths of color in a post-Roe world](#)
- [Innovation by Black girls and women in the arts creates possibilities for us all](#)
- [Cultivating the transformative power of girls](#)
- [Transforming trans survival into trans joy](#)



ForbesWomen

[Black Girl Freedom Fund Invests Over \\$4 Million In 68 Organizations, Part Of #1Billion4BlackGirls Campaign](#)



Inside Philanthropy

[New Funding Partnership to Address Severe Underinvestment in Indigenous Girls](#)



MSNBC: American Voices

[Celebrating the First Ever Black Girl Freedom Week](#)



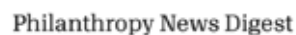
Ms. Magazine and Inside Philanthropy

[Black Girl Freedom Fund Puts Teens in the Drivers Seat](#)



The New York Times

[‘More Than Just Tragic’: Ma’Khia Bryant and the Burden of Black Girlhood](#)



Philanthropy News Digest

[Let Black women-led funds and Black girls lead the way: Centering Black women-led funds to lead social justice efforts](#)



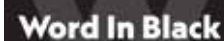
The Root

[2022's Most influential Black Americans](#)



WNYC's The Takeaway

- [Report Details How Black Girls are Disproportionately Affected by Covid-19 and Systemic Racism](#)
- [Closing the Philanthropy Gap](#)
- [The Importance of Mentoring for Black Girls](#)



Word in Black

[There's a Black Girl Funding Gap — But Black Futures Are Worth Billions](#)

Our G4GC Values & Our Team

Our team embodies our shared values of accountability, urgency, transformation, inclusivity, authenticity, and love.

Our G4GC Values



Authentic

We are bold, unapologetic, clear, and explicit in our messaging and action.



Transformational

We seek to break molds and redefine or completely transform structures, systems, and mindsets.



Accountable

Everything we do, how we do it, and who we do it for is grounded in the aspirations, dreams, and demands of girls and gender-expansive youth of Color, as directly articulated by our constituency.



Inclusive

We are a place of belonging, collaboration, and collective learning.



Urgent

We are goal-oriented, disciplined, and focused on achieving measurable change with, and on behalf of, girls and gender-expansive youth of Color. We do our work and advance our agenda with a sense of urgency and expedience.



Motivated by Love

We transform through the exercised power of love and healing. We center the well-being of ourselves, our colleagues, and our partners in the work, and create safe spaces for healing, growth, and evolution.



Freedom and Creativity

We are nontraditional in our approach, unafraid of being different, and excited by the possibilities of what hasn't existed before.

Our G4GC Values & Our Team

(continued)

“In everything we do, our team is committed to supporting movements that center and are led by girls and gender-expansive youth of Color.”

– Dr. Monique Couvson

Our Team

Dr. Monique Couvson, Ed.D.

President & CEO
(she/her)

Maheen Kaleem, Esq

Vice President of Operations and Programs
(she/her)

Tara Quarrie, MBA

Vice President of Development
(she/her)

Nneka Nwaifejoku, MPA

Senior Director of Strategic Partnerships
(she/her)

Dr. Whitney Richards-Calathes

Senior Director of Research, Advocacy, and Policy
(she/her)

Josefina V. Casati

Senior Director of Communications
(she/her)

Sam Lee

Senior Director, Data and Technology Operations
(she/her)

Kyndall Clark Osibodu

Director of Organizational Health, Operations and Learning
(she/her)

Cidra M. Sebastien

Black Girl Freedom Fund Manager
(she/her)

Dominique Couvson

Manager, Office of the President and Technology Operations
(she/her)

Mariah Gill

Manager, Organizational Health and Operations
(she/her)

Solace Mensah-Narh

Data Analyst
(they/she)

Lisann Ramos

Communications Manager
(she/her)

Rana LaPine

New Songs Rising Initiative Fund Manager
(she/her)

Nahr Suha

Holding a Sister Initiative Fund Manager
(they/them)

Raquel Thomas

Operations Associate
(she/her)

Tran Tonnu

Digital Communications Strategist
(they/them)





G4GC Advisory Board

Tynesha McHarris

Founder and Principal
Black Harvest Co-founder,
Black Feminist Fund

Prachi Patankar

Program Officer
Foundation for a Just Society

Tia Oros Peters (Zuni)

Chief Executive Officer
Seventh Generation Fund for
Indigenous Peoples

Ada Williams Prince

Senior Advisor
Program Strategy and Investments,
Pivotal Ventures

Bré Anne Rivera

Program Fellow
The Black Trans Fund

Teresa C. Younger

President and CEO
Ms. Foundation for Women

Former G4GC Advisory Board Members

Leticia Peguero

Life & Executive Coach Consulting

Lateefah Simon

Board Member
Akonadi Foundation



Looking Ahead

Thank you for supporting girls and gender-expansive youth of Color.

As we reflect on the strides we have taken together, we are filled with immense gratitude for your unwavering commitment to uplifting girls and gender-expansive youth of Color.

As we turn the page and look to the horizon, our outlook is not only hopeful but also charged with the promise of expanded impact. The groundwork we have laid is robust, yet the path forward beckons us to reach even further—to touch more lives, break down more barriers, and ignite more young minds with the power of possibility. We are looking forward to hosting more in-person events and opportunities for deeper involvement.

Your belief in our cause is the bedrock upon which our shared vision rests, and for that, we are eternally grateful. The tapestry of support you help weave extends far beyond the here and now—it carries the legacy of a future where every girl and gender-expansive youth of Color is seen, heard, and supported.

We invite you to continue this journey with us, hand in hand, as we embark on the next chapter of empowerment and growth.





Grantmakers for Girls of Color

g4gc.org | info@g4gc.org

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