



EDUCATE GIRLS ANNUAL REPORT 2023-24

Investing in Girls' Education



Letter from Our Founder



Safeena Husain

Dear Friends and Partners,

As we reflect on an extraordinary year at Educate Girls, I am thrilled to share with you our record-breaking accomplishments, updates on our deep commitment to outcomes-based funding, and our growth in achieving impact through local partnerships. Over more than a decade of work, we have seen our model successfully change hearts and minds while strengthening communities. These successes have only deepened our commitment to girls' education, and I refuse to rest until every girl—especially those in the most rural and marginalized areas of India—is in school, learning well, and filled with a sense of hope and possibility for her future.

I want to thank you, our generous and deeply thoughtful partners, for your support. You are a critical part of our success. Please know that we value your partnership on this journey, and we recognize that we would not have the privilege of transforming the lives of girls in India without you walking alongside us on this path.

We have set our sights on an ambitious and bold goal for the next decade in our new strategic plan to impact 10 million learners in 10 years. We can make a seismic dent in the problem of out-of-school girls, from primary through secondary school, with an approach that is simultaneously hyperlocal and focused on larger systemic change. Our efforts are laser-focused on sustainable change that will have demonstrable results in the lives of women and girls, as well as civil society, with population-level impact. We envision an India where every girl and woman is empowered with an education and understands her options for her future.

As part of our strategic plan, and our commitment to engagement with community-based organizations through robust local grant-making, we are expanding our U.S. operations. I am delighted to introduce Carrie Bernier as the Executive Director of Educate Girls in the U.S. Carrie is leading the launch of our U.S.-based team and will work to build our fundraising and grantmaking operations in the U.S. while collaborating deeply with our implementation partners in India. This new chapter represents a global journey of impact, as we work in the U.S. to garner the support necessary to enhance and scale our efforts on the ground in India.

I am proud of our achievements and excited about the future. My commitment to our mission and work is steadfast, and we put the girl at the heart of all we do. I deeply appreciate your support and look forward to continuing to share the journey with you in the coming year.

Thank you for being a vital part of our mission. Together, we will continue to make a profound difference in the lives of millions of girls.

Warmly and with deep gratitude,

Safeena Husain
Founder, Educate Girls

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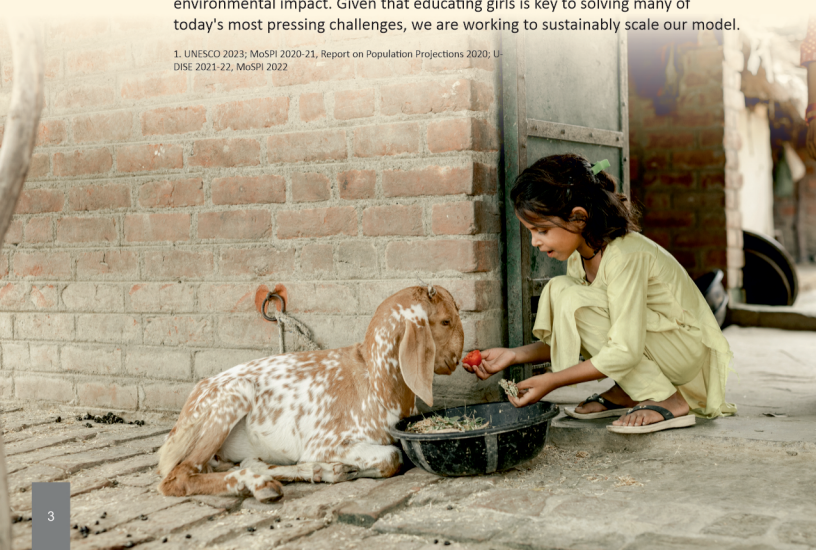
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The Challenge

Globally, an estimated 122 million girls are out of school. In India, over 95 million girls between the ages of 6-29 are not in education, employment or training.¹ A majority of these out-of-school girls are concentrated in India's most remote areas, which are also home to many of the country's historically marginalized populations, and deep pockets of poverty. In these regions, conservative and rigid beliefs about gender roles often prevail. A goat may be seen as an asset while a girl is viewed as a liability. Our approach is rooted at the intersection of local mindset and behavioral changes with a systems-wide lens for larger population-level impact.

Not only is education every girl's inherent right, but it is also a critical driver of progress, contributing to at least 9 of the 17 Sustainable Development Goals. Research demonstrates that an educated girl is less vulnerable to child marriage, is more likely to immunize and educate her children, and will significantly contribute to the economy through participation in the labor force. Research also indicates that educated girls tend to have fewer children, which can help prevent over 85 gigatons of carbon emissions, demonstrating a significant environmental impact. Given that educating girls is key to solving many of today's most pressing challenges, we are working to sustainably scale our model.

1. UNESCO 2023; MoSPI 2020-21, Report on Population Projections 2020; UN-DISE 2021-22, MoSPI 2022





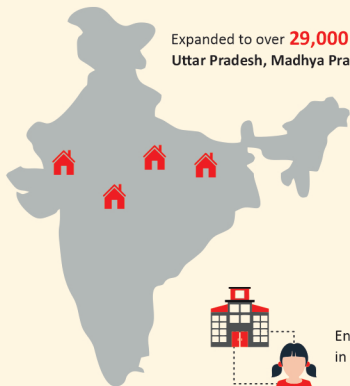
Our Solution

Educate Girls works with local implementation partners to ensure that girls in even the most remote areas of India have access to educational opportunities. Our partners in India leverage smart data and technology to pinpoint regions where factors like poverty, migration, gender stereotyping, and a lack of resources prevent girls from attending school. Once these hotspots are identified, village-based volunteers and field coordinators implement a multi-pronged approach, working with local leaders, public schools, and parents to ensure girls are enrolled in school, and supported to stay and thrive. This approach is the foundation of our **Vidya program**, which serves girls aged 6-14, focusing on enrollment, retention, and learning goals.

Adolescent girls entering secondary school encounter mounting socio-economic barriers to education, from increasing household responsibilities to early marriage. Even for those committed to continuing their education, the availability of middle and high schools within walking distance dramatically decreases, and distance-learning alternatives are either non-existent or inaccessible to rural adolescent girls. To address this, our local implementation partners take a dual-pronged approach through our **Pragati program** to offer girls aged 15-29 a second chance at secondary school. They engage local community-based organizations to train adult mentors in hotspot villages and identify out-of-school adolescent girls. These mentors then set up community-based learning camps to build girls' agency and prepare them for 10th grade exams through the State Open School system. Simultaneously, our partners engage with state governments to address gender barriers and strengthen the State Open School system to be more inclusive and accessible.

Our Impact

Since inception, Educate Girls and its mission aligned implementation partners have achieved the following:



Enrolled more than **1.8 million girls** in primary school



Demonstrated learning gains for over

2.2 million children



87%

Retention rate

World Leaders in Education

In 2015, Educate Girls and its mission aligned implementation partner made history by launching the world's first Development Impact Bond (DIB) in education. This innovative financial model tied financial returns to educational outcomes. Implemented in Rajasthan, the DIB aimed to improve educational outcomes for 7,300 children. Results from a 2018 Randomized Control Trial (RCT) found that the DIB achieved 160% of its learning targets and 116% of its enrollment targets. This groundbreaking approach demonstrated the power of linking funding to impact, setting a new standard for scaling educational programs through performance-based funding models.

In 2019, Educate Girls became the first Asian organization selected for The Audacious Project, a global coalition that funds bold, high-impact ideas. This recognition has enabled Educate Girls to scale its work even further and to continue challenging societal norms and transforming communities, with a bold vision of enrolling 40% of India's out-of-school girls in primary school with retention and learning gains. Our most recent RCT reveals that over a two-year period, students in grades 3-5 participating in our bridge learning program achieved an average improvement of 4.0 ASER levels, compared to students in control schools. This represents an extraordinary treatment effect of 1.25 standard deviations, one of the best RCTs conducted in education programs across the world.

Looking ahead, Educate Girls is poised to build on this success. With our sights set on the successful completion of our Audacious Project targets in 2025, we are now also embarking on our next ten-year strategic plan: to impact 10 million learners ages 6-29 over the next 10 years ("10 x 10").



Expanding Our Role as Grant-Maker

Educate Girls is a U.S.-based charity dedicated to ensuring girls' access to quality education in India by raising financial support in the U.S. and engaging in strategic grantmaking through local implementation partners in India. Our grantmaking approach is both strategic and outcomes-focused, aiming to address educational barriers faced by girls and young women. We support local, community-based non-governmental organizations (NGOs) that are deeply embedded in their communities and equipped to tackle local challenges effectively. Our grants are designed to achieve specific, measurable goals. Funds are allocated based on performance milestones, ensuring that resources are used efficiently to drive tangible results. In addition to financial support, our implementing partners share knowledge, expertise, technical assistance, and training with each other to enhance their capabilities and achieve their objectives. By fostering strong, localized partnerships, we ensure that our efforts are not only impactful but also sustainable, building a foundation for long-term educational reform and empowerment.





Through our **Project Maitri** (Hindi for “Friendship”), we partner with local NGOs to enroll and support girls in some of India's most rural and marginalized regions. The objective of Project Maitri is to create a network of like-minded community-based organizations to develop an additional delivery channel that is hyper-local, cost-effective, and efficient. With technical support and capacity-building, our partners are trained in the Educate Girls model and then develop work plans to meet targets in their communities, ensuring sustainability of impact and local decision-making.



Vidya

The Vidya Program leverages government public school infrastructure and community engagement to reintegrate out-of-school girls aged 6-14 into the mainstream education system. Our Vidya partners recruit a network of village-based community volunteers and gender champions, known as Team Balika, to aid in the identification, mobilization, and enrollment of marginalized girls in rural geographies.

Once enrolled, our partners ensure girls are learning well by offering supplemental remedial classes to improve their learning outcomes. Many of these girls face steep challenges in catching up with their peers, as they are often the first generation of girls in their families to attend school. To address these gaps, we use a micro-competency-based, in-school curriculum, known as Gyan Ka Pitara (GKP or “Box of Knowledge”), tailored for children in grades 3-5. This approach focuses on strengthening core skills and enabling new learners to build the foundation needed for academic success and long-term educational attainment.



FY 23-24 Achievements through Implementation Partners in India

Our partners have set new records in primary school enrollment and remedial learning, achieving exceptional results in both student retention and impact expansion.

Historic Annual Enrollment

411,461

girls enrolled in
primary schools



87%
retention rate
of girls enrolled in
FY 2022-2023

Gyan Ka Pitara (GKP) Remedial Support



5,392
schools



260,083
children
benefiting

School Management Committees (SMC)



9,190
SMC meetings
organized



93,698
SMC members
trained

Average Grade Gains

Hindi - **46%**

English - **32%**

Math - **42%**



Achievements through Project Maitri Partners

This year our new Project Maitri grantmaking to local non-governmental organizations (NGOs) in deeply rural and tribal areas in Northern India successfully delivered.



16
grantees



36,773
girls enrolled



85%+
retention rate



Celebrating Team Balika's Impact: *Sunita's Daily Trek*



In the remote Chitrangi Block of Singrauli District, a 26-year-old Educate Girls Team Balika volunteer named Sunita crosses hills, rivers, and streams daily to ensure that 20 children from her village reach their primary school. Many parents in her village had long been hesitant to send their children—especially their daughters—the long distance to school, fearing for their safety. Sunita persistently met with families, encouraging them to send their children to school and offering to accompany them each day. Over time, she gained their trust and now leads 20 girls and boys to school every day, helping them embark on an educational journey they might otherwise have missed. Her daily trek is breaking down barriers and reshaping

her community's approach to education. Team Balika volunteers, like Sunita, are at the heart of Educate Girls' mission, driving change from the ground up and transforming attitudes towards girls' education within their own communities.





Pragati

Launched in 2021, Pragati is a second chance program for adolescent girls and young women, ages 15-29, in rural areas whose education has been disrupted. Utilizing the State Open School system and curriculum, Pragati offers community-based learning camps where learners gain vital 21st-century skills and prepare to take the critical 10th grade exam—a certification critical for entry-level jobs, vocational training, and accessing other life opportunities. Facilitated by local mentors known as Preraks, these camps build girls' aspirations and as well as community ownership. Learners gain agency, confidence, life skills, and their 10th grade credential, unlocking new opportunities for their futures. Additionally, to address the limited availability of functional open schools, Pragati works with state governments to enhance and establish State Open School programs. This is done through the establishment of Technical Advisory Units (TAUs), which are embedded within education ministries to provide ongoing support and guidance and drive population-level systems change.

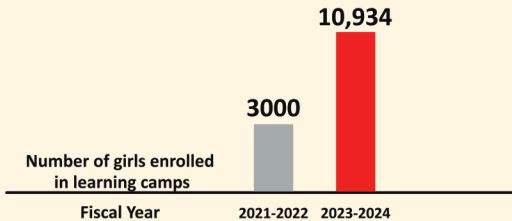




Pragati Program

FY 23-24 Achievements through Implementation Partners in India

Our partners made impressive strides in increasing access to secondary education through successful camp implementation and strategic government partnerships.



- Now operating in **nine districts of Rajasthan** and **one district of Bihar**
- **73% grade 10 pass rate** (achieved by the 2023 cohort in Rajasthan)

Celebrating Pragati's Impact:
Roshni's Story



Roshni's story is a powerful testament to the life-changing impact of education and community support. At 22, seven years after failing her 10th-grade exam and dropping out of school, Roshni enrolled in a Pragati camp. Surrounded by peers and mentors who believed in her, Roshni not only passed her exams but excelled with top marks in the Rajasthan State Open School. Her success has inspired her to pursue further education and even mentor new learners. Roshni's story is a powerful example of the life-changing potential of targeted educational support and community dedication. Her journey underscores the vital role Pragati can play in transforming lives and fostering educational aspirations, proving that with the right support, even long educational gaps can be bridged.



Key Awards and Milestones

WISE Prize for Education:

Safeena Husain, our founder, was awarded the 2023 WISE Prize for Education, becoming the first Indian woman to receive this honor for her outstanding contributions to girls' education in rural India.

The Hindu BusinessLine Changemaker Award:

Our partner, Foundation to Educate Girls Globally, was recognized with this prestigious award, presented by Shri R.K. Singh, Union Cabinet Minister of the Government of India, for their impactful work in the field of education.



Empowering

1



Million
Learners

in 10 years



As Educate Girls embarks on its next chapter, we are excited to launch our new ten-year vision, supported by a comprehensive five-year strategic plan (2025-30). This marks a pivotal moment in our journey, setting a bold direction for the future as we aim to close educational gaps and expand our impact up the school lifecycle to include the “invisible middle” of older adolescent girls and young women aged 15-29 for whom the door to education appears to have been closed for good.

Our strategic plan focuses on addressing education gaps in key regions, with an increased emphasis on secondary education. As we expand our Pragati program, providing a critical second chance for adolescent girls and young women, we will continue to drive progress in enrolling and improving learning outcomes for girls aged 6-14 through our Vidya program.

Our ten-year vision, backed by a detailed five-year implementation plan, underscores our commitment to maximizing our impact and creating systemic, long-term change. We are making generational commitments to the communities we serve, with marginalized and underserved girls at the heart of everything we do.

With a proven track record and a clear roadmap for the future, Educate Girls is laser-focused on impacting more than ~3 million learners in the next five years. This ambitious effort will pave the way for scaling our solutions to reach 10 million learners in the next 10 years. By investing in girls' education, we are not only addressing immediate educational needs but also driving social and economic transformation, paving the way for a more equitable and prosperous future for girls and their communities.



Goals for 2025-26

Vidya (ages 6-14)

Primary School Enrollment, Retention & Learning

- **Enrollment Goals:** Enroll **260,000+** out-of-school girls.
- **Learning Outcomes:** Improve foundational literacy & numeracy for **165,000+** children through the Gyan Ka Pitara (GKP) curriculum.
- **Leadership Training:** Train **26,000** adolescent girl leaders in life skills & leadership.
- **Community Engagement:** Engage **36,000+** School Management Committee (SMC) members.



Through Project Maitri Partners:

- **Survey and Enrollment:** Conduct door-to-door surveys to identify & enroll **64,000** out-of-school girls.
- **Partnerships with local NGOs:** Support **15 NGOs**.
- **Strategic Expansion:** Expand local grantmaking model to increase impact in rural geographies.

Pragati (ages 15-29)

Second chance at Secondary School through learning camps & government partnerships

- **Grade 10 Certification:** Enable **40,000** adolescent girls and young women to pass their 10th grade exams via State Open Schools.
- **Government Partnerships:** Partner with **12 state governments** in areas that account for 75% of young women aged 15-29 not in education, employment, or training.



Our new strategic vision is a bold commitment to creating lasting, transformative change by empowering girls across all stages of their educational and personal development. With a clear roadmap in place, we are poised to drive significant progress towards our goal of reaching **10 million learners in 10 years**—reinforcing our unwavering dedication to education and empowerment.

Thank You



Donate Now

It is thrilling to see Educate Girls expand our reach, deliver impact at scale, and empower girls and young women across India. But until every girl is in school and learning well, the job is not yet done. Together, we are driving transformational change—your support is the catalyst that makes this progress possible. Thank you for being an essential part of this journey.

Statement of Financial Position - March 31, 2024

Assets

Cash	\$	7,914,000
Investments		35,853,000
Other current assets		7,000

Liabilities and Net Assets

Current liabilities other	\$	338,000
Grants payable		12,039,000

Total current liabilities \$ 12,377,000

Noncurrent - Grant payable **24,868,000**

Net Assets

Without donor restrictions		-735,000
With donor restrictions		7,274,000

Total net assets \$ 6,529,000

Total Assets \$ 43,774,000

Total Liabilities and Net Assets \$ 43,774,000

Statement of Activities - March 31, 2024

Total Support \$ 9,545,000

Expenses:

Program services **29,346,000** (97.73%)

Management and general **263,000** (0.88%)

Fundraising **420,000** (1.40%)

Total expenses \$ 30,029,000

Net investment return **1,899,000**

Changes in net assets \$ (18,585,000)

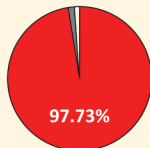
Revenue Sources

Individuals **2,510,000** (26.26%)

Institutions **7,035,000** (73.72%)

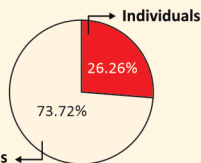
Total Support \$ 9,545,000

Functional Expenses



- Program Service
- Mgm't and General
- Fundraising

Revenue sources



Meet Our Board

Our board is composed of passionate, international leaders who provide strategic direction and governance for Educate Girls. Their diverse expertise and unwavering commitment are crucial in guiding our mission and ensuring that we achieve our goals effectively.



Safeena Husain
*Founder & President,
Educate Girls*



Phyllis Kurlander Costanza
*Board Chair
Chief Social Investment Officer,
Advanced Portfolio Management*



Gaurav Gupta
*Board Member
Global Managing Partner
of Dalberg Advisors*



Indrani Goradia
*Board Member
Founder,
Indrani's Light Foundation
Chief Influencing Officer,
Indrani Goradia*



Dr. Neil Buddy Shah
*Board Member
CEO,
Clinton Health Access
Initiative (CHAI)*



Michael Pollack
*Board Member, Treasurer
Co-Founder &
Chief Investment Officer,
Destrier Capital Management
Co-Founder and
CEO of SCA Charitable Foundation*

Meet Our Team

Our dedicated team is at the heart of Educate Girls' success. Each member brings a wealth of expertise and a deep commitment to our mission. From our leadership to our operational staff, their combined efforts ensure that we effectively address the educational needs of marginalized girls and drive meaningful change.



Carrie Bernier
Executive Director



Alison Bukhari
International Director



Nooreen Dossa
*Director, Strategic Engagements,
Asia-Pacific Regions*



Tom Meehan
Chief Financial Officer



Madelyn Landauer
Senior Manager, Major Gifts



Karishma Amin
Grant Manager



Sarah Park
Development Operations Associate



Claire O'Donnell
Development Associate



Jitendra Valecha
Board and Admin Officer



Lionel Pengal
Grants Officer

Letter from our Executive Director



Carrie Bernier

Dear Friends and Supporters,

I am honored and humbled to join Educate Girls and to lead our organization at such a pivotal moment in its history. I am deeply inspired and excited about the journey that lies ahead. Given the barriers facing out-of-school girls, and the dedication they bring to the pursuit of their education and opportunity, I am proud to be building a team in the U.S. that will help to bring about transformative change in the lives of girls.

With the launch of our new ten-year strategic vision, we are embarking on a transformative phase that promises to amplify our efforts and deepen our impact on education across India. This new strategy not only builds on our rich history of success but also charts a bold course for scaling our initiatives and achieving even greater outcomes.

I am particularly excited about our expanded team in the U.S., our visionary board, and the growing support base that will drive our efforts forward. Their dedication and innovative thinking are crucial as we strive to create population-level systems change in girls' access to education. By harnessing the lessons learned and the strong partnerships we've established, we are positioning ourselves to foster systemic, enduring change.

Together, with your continued support and engagement, we can build a future where every girl has the opportunity to succeed and where no girl is left behind. I look forward to working alongside each of you to ensure that every girl has the chance to forge her own future.

Thank you for welcoming me into this incredible journey. I am eager to contribute to our shared mission and make a lasting difference.

Warmest regards,

A handwritten signature in blue ink that reads "Carrie Bernier".

Carrie Bernier
Executive Director
Educate Girls

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