



girl scouts
of southern arizona

Girl Scouting for Every Girl

Girl Scouts of Southern Arizona's programs and their contribution to a vibrant community.

The Girl Scout Difference



Girl Scouts offers youth an unparalleled leadership development opportunity, designed with, by and for themselves. The Girl Scout Leadership Experience is based on key areas that help Girl Scouts take the lead through hands on, skill-building curriculum based in STEM, entrepreneurship, the outdoors, and other important life skills.

Girl Scout Program Pillars



STEM

Develop interests in science, technology, engineering, and math, exploring fields such as computer science, astronomy, and robotics.



Entrepreneurship

Learn key entrepreneurship and financial literacy skills, ranging from basic money management to running a business.



The Outdoors

Take on outdoor adventures like camping, hiking, and kayaking, while learning about topics such as conservation and environmental stewardship.



Life Skills

Gain an understanding of key life skills including civic engagement, nutrition, communication, and goal setting.



Girl Scouting creates the ideal environment where a Girl Scout can discover, connect, and take action.



Girl Scouts:

- Discover who they are, what they care about, and what their talents are.
- Connect with other people both locally and globally to learn from others and expand their horizons.
- Take action to make a difference in their communities.

Many Ways to Be a Girl Scout

Girl Scouts of Southern Arizona (GSSOAZ) is committed to making Girl Scout-centered programming accessible to all girls and female-identifying youth throughout our community.

We acknowledge that not every family has the same opportunity to access Girl Scouts due to systemic barriers, such as poverty or geographic isolation, which may make a volunteer-based program model difficult. To ensure accessibility and inclusivity, GSSOAZ operates two program models: volunteer-supported troops and staff-supported programs. Both program models are adaptable to meet Girl Scouts' needs and provide a supportive environment in which they are mentored by caring adults.



Volunteer-Supported Troop Model

Volunteers are foundational to the Girl Scout movement, providing thousands of Girl Scouts each year with quality mentorship and support. In volunteer-supported troops, Girl Scouts engage in the Girl Scout Leadership Experience with the help of dedicated adults who serve as mentors and role models, working in partnership with girls to plan and carry out meaningful troop activities.

Volunteers are trained by GSSOAZ staff and receive year-round support, including hands-on workshops, materials, and strategies to effectively facilitate girls' learning and growth. Volunteers work closely with GSSOAZ staff to connect girls to outside experts and resources, and opportunities such as council-led programs, events, and field trips.

Staff-Supported Program Model

Our staff-supported model offers high-quality program opportunities for every participating Girl Scout, including those who may not have a volunteer model accessible to them, such as Girl Scouts who live in rural or isolated communities, attend under-resourced schools, live in foster or out-of-home placement, are experiencing refugee, migrant or asylum-seeker status, or whose lives are impacted by the juvenile and criminal justice system.

Our staff-supported programs are facilitated by trained staff members of various backgrounds who want to make an impact on the next generation. Like our volunteers, Program Facilitators are crucial to the delivery of our mission to build girls of courage, confidence, and character. Program facilitators stay up-to-date on the current challenges faced by many children today. They learn skills to best support them through relevant training such as the Impact of Adverse Childhood Experiences (ACES) and Psychological First Aid. Program Facilitators are invested in creating memorable experiences and opportunities for growth for the Girl Scouts they work with, creating a transformative near-to-peer relationship in which Girl Scouts can establish healthy relationships with adult role models and envision positive futures for themselves.

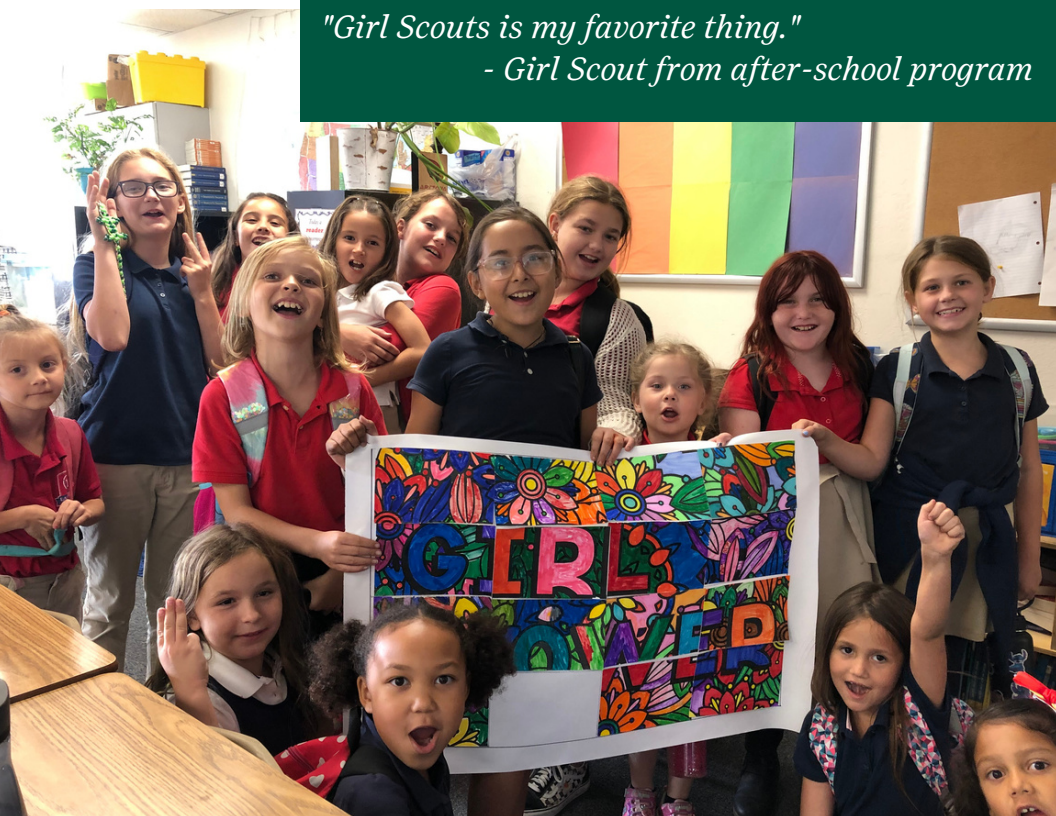
School-Based Programs

Our school-based programs provide the Girl Scout Leadership Experience—STEM, outdoors, life skills, and entrepreneurship—for youth and their caregivers. Offering programs directly at schools allows us to meet youth where they are with consistent, reliable program opportunities in a safe and familiar location. Our curriculum also places special emphasis on social emotional learning. School-based programs create space for building strong supportive relationships with peers and positive adults, opportunities for self-discovery, and life skill education, including decision making and financial literacy. Several school programs provide an opportunity for Girls to participate in the Girl Scout Cookie Program – the largest girl-led entrepreneurial program in the world, an excellent way to gain hands-on money management skills.

School-based programs are a great way to have a troop experience as an after-school program, and is just one of the many ways to be a Girl Scout!

"Girl Scouts is my favorite thing."

- Girl Scout from after-school program



Supporting Girl Scouts Affected by the Justice System

Arizona has a female incarceration rate nearly twice as high as the national average (1), and while recent reforms have reduced the number of men in state prison over the last few decades, the number of incarcerated women in Arizona has yet to see a similar decrease (2).

Girl Scouts of Southern Arizona's programs are designed to acknowledge the long and complex processes that lead to female incarceration and serve youth in a variety of situations such as those experiencing juvenile detention, those who, without intervention, are at risk of detention, those who have been recently released from detention, and those who have experienced the incarceration of a caregiver.

EmpowHERment

EmpowHERment, formerly known as Adelante Jovencitas or AJ focuses on the unique needs of youth impacted by or at risk for involvement with the juvenile justice or child welfare systems.

EmpowHERment places special emphasis on empowering youth to engage in positive pursuits and explore critical life skills, including career exploration, healthy relationships, and self-care techniques. Youth learn from a diverse set of program facilitators, who bring unique perspectives and experiences.

EmpowHERment's positive and stigma-free environment gives youth the opportunity to explore new interests and skills without fear of judgment, focusing on their strengths and looking forward to their futures.



15

Average age of
EmpowHERment
Participant

Girl Scouts Beyond Bars

Girl Scouts Beyond Bars (GSBB) connects youth and their incarcerated caregivers to build and preserve relationships, and foster leadership development in both youth and their caregivers. GSBB provides the Girl Scout Leadership Experience within the walls of the Perryville Complex in Goodyear, AZ. GSBB enhances the caregiver-child bond while promoting increased self-esteem and self-worth.

GSBB includes activities such as STEM, life skills, goal-setting and challenge seeking, and much more. Youth and their caregivers develop practical skills while working together in a classroom-like setting as a more engaging way to relate to one another and work toward a common goal.



"One of our moms has been incarcerated for 13 years, She entered prison when her daughter was only a year old, and she'll be returning home next May to a 13 year old. She shared with us how important GSBB has been to her throughout these 13 years. She credited the program with helping her create a bond with her daughter over these years"
- Program Staff

17

Average Age of GSSB Girl Scout

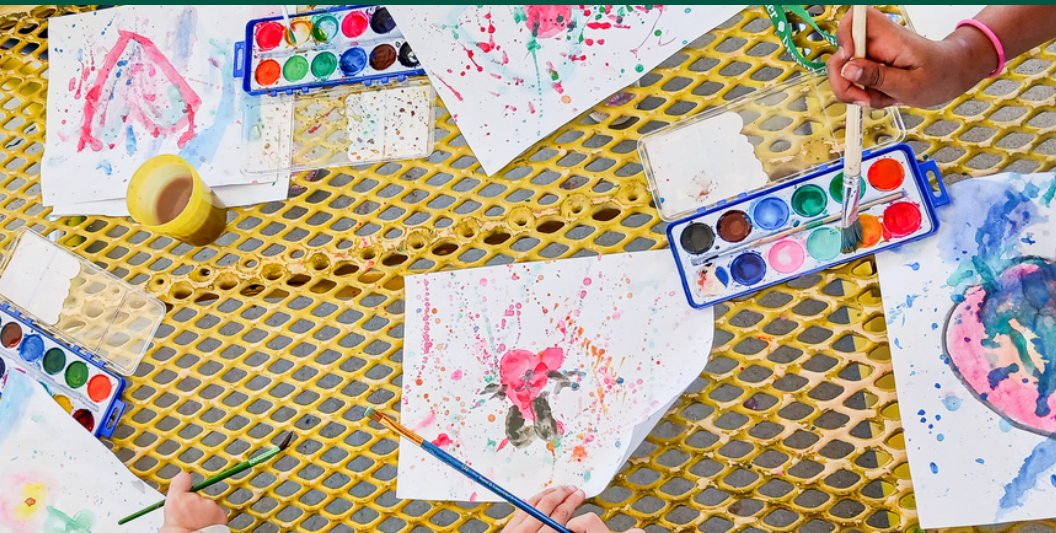
Supporting Girl Scouts in Foster and Kinship Care

To address the stress, uncertainty, and loss that many Girl Scouts living in foster or kinship care face, we provide a holistic program environment where those living in out-of-home placement can discover their passions, values, and talents. Program curriculum brings the Girl Scout Leadership Experience - learning about STEM, the outdoors, life skills, and entrepreneurship - to group homes, as another avenue to be a Girl Scout outside of the volunteer-supported model. By allowing Girl Scouts a full program experience, they develop tools for self-sufficiency while building a positive sense of self and lasting relationships, and are better prepared to age out of the foster care system and transition to life on their own.



"At the house, we're all doing our own thing, but when we come to Girl Scouts, we're working together"

- Girl Scout from a foster group home



Partnerships and a 2Gen Approach

With Arizona ranking among the lowest of states nationally for child well-being as it relates to economic well-being, education, and community outcomes, we recognize that Girl Scouts in Southern Arizona experience real and significant challenges (3). Additionally, Girls Scouts may face numerous systemic barriers due to gender, which can affect belief in their goals and abilities, confidence when using their voices, and willingness to take risks. Girl Scouts of Southern Arizona seeks to counter such barriers through youth-centric programming based on youth potential.



The well-being of a part of the community reverberates to the whole, which is why we engage in what we call 2Generation or 2Gen work, which supports both Girl Scouts and their parents especially as it relates to families who are involved with the justice system, may be experiencing poverty, and more.

Through the guidance of Social Venture Partners Tucson (4), we understand that the best way to address complex issues such as poverty is through wrap-around support for the entire family, which looks like quality partnerships between community organizations and barrier-free referrals to services.

We are proud to partner with Interfaith Community Services, Boys to Men, Tucson Jewish Free Loan, Parent Aid, YWCA, Jobpath, and Make Way for Books who provide excellent support to our community. Together, we are addressing systemic barriers from both angles to what research shows is a way to increase the social, emotional, and physical well-being of children and school and workplace outcomes of parents (5).



Partnerships help to ensure our programs are relevant, effective, and accessible. We work with numerous community members who strategize with us to identify the developmental, academic, and social needs of our diverse cohort of Girl Scouts and to assess education gaps that can be addressed through experiential learning outside of the classroom. Our partners also provide Girl Scouts with opportunities to learn from women working in various fields, helping them discover mentors, new interests, and future careers.

GSSOAZ strives to provide consistency for Girl Scouts by maintaining programs at the same schools and community centers year after year. In doing so, we develop ongoing relationships with school principals, staff, parents, and community partners and can better align the program curriculum to enhance learning and mentorship throughout their progression in Girl Scouts.

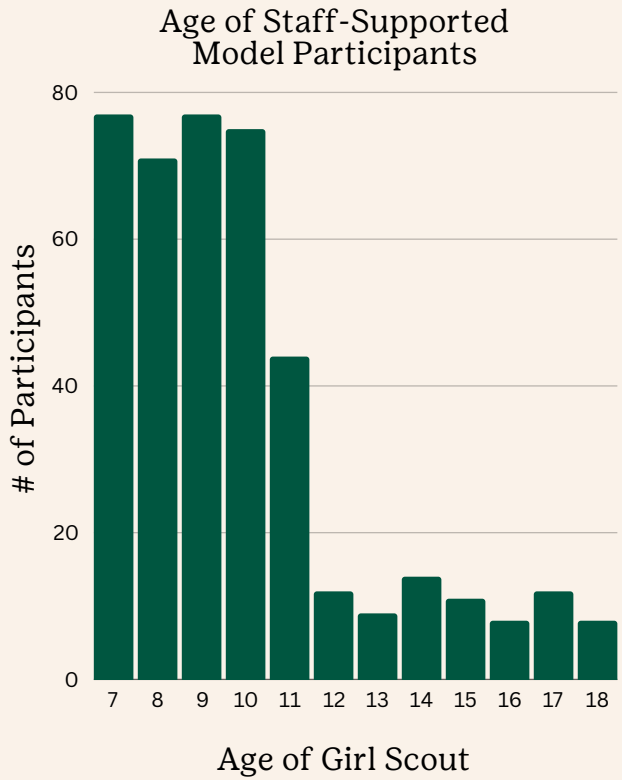


1,391

Total Participants of Staff-Supported Program Model

2,716

Total Participants of Volunteer-Led Program Model



Measuring Success

We monitor program impact through robust evaluation practices to ensure consistent, quality girl-led programming where Girl Scouts feel their voices and input are valued. As the interests and needs of Girl Scouts are ever-evolving, these evaluation practices ensure that program content and delivery methods continue to evolve with them. We utilize observation and program surveys to measure program success and the impact of all our programs.

As Girl Scout-led and Girl Scout-determined curricula are the heart of our program design and central to program impact, we find Girl Scout voices are an excellent indication of the long-term impact and the learning they will carry forward throughout their lives.

During check-in, when staff asked the girls what the best gift they've ever received was, they said, life, friendship, and Girl Scouts!

Invest in Girls, They'll Change the World.

Girl Scout alums are more likely to be in management positions at work, more satisfied with their careers, and more likely to want to have a positive impact on society through their work (6).

- 43% of Girl Scout alums have completed at least a 4-year college degree, compared to 32% of non-alums.
- 78% have attended at least some college, compared to 65% of non-alums.
- 42% of Girl Scout alums hold management positions, compared to 37% non-alums.

Women in leadership roles make a dramatic difference in policy and community well-being. When girls feel that their voices are heard, they are more likely to engage in the political and social spheres, giving back to their communities in important ways. Girl Scouts grow into exceptional members of their communities; Girl Scout alumnae represent over 71% of female US senators, 53% of U.S House members, and half of female business leaders in the country (7).



Opportunity for Investment

GSSOAZ believes that Girl Scouts of all backgrounds and experiences have limitless potential to become the leaders, creators, and doers of tomorrow. With our collective investment in their development, we can uplift the next generations to do some incredible things!

Cost per Girl

=

\$285

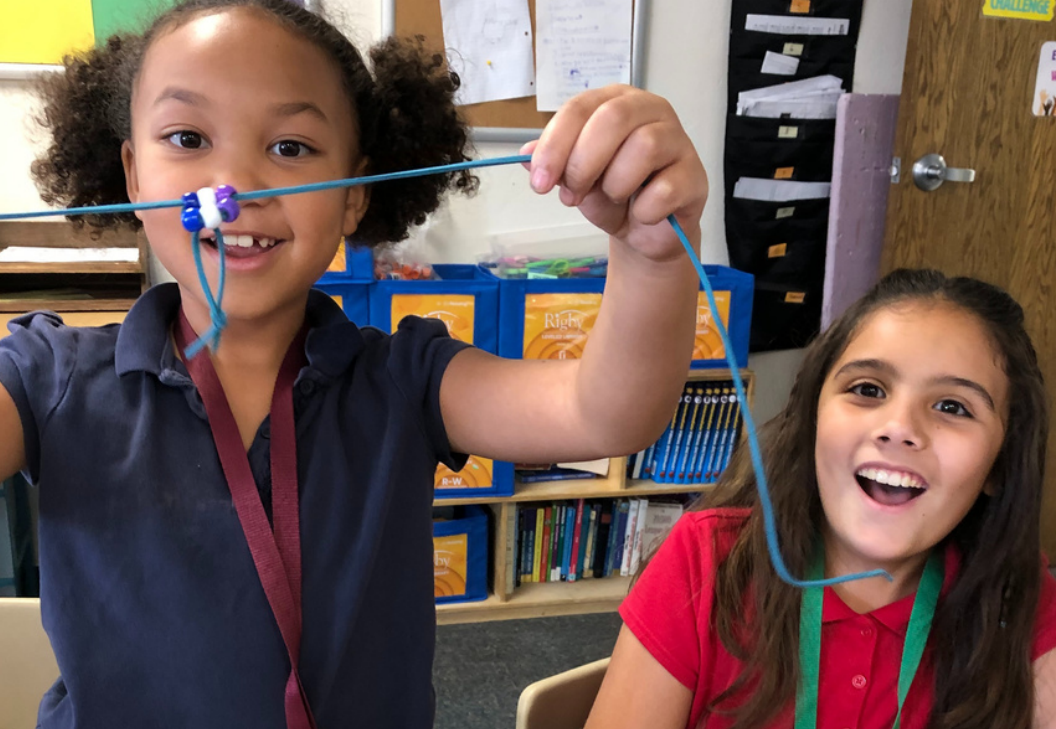
“Providing the Girl Scout Leadership experience to all girls in Southern Arizona is core to our mission as a council, because what would we be without all voices, experiences, and backgrounds represented in our movement? \$285/per staff-supported Girl Scout is a necessary expense in allowing the future leaders of Southern Arizona to tap into their full potential, no matter their circumstance”

Kristen Garcia-Hernandez, Chief Executive Officer



Currently, less than 2% of all philanthropic giving goes to causes that support women and girls (8), a staggering number considering that women and girls make up half the population. Though under-invested, women have proved that they are strong, intelligent, and more than capable to take on challenges and lead with confidence – all of which we teach to our Girl Scouts. Our programs equip youth to overcome current and future challenges - by building skills, finding their voice, and creating lasting connections.

Imagine what the world would look like if we increased our investment in women and girls.



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Girl Scouts is not just a
program, it's a movement.
Together, we are building girls
of courage, confidence, and
character who make the
world a better place.

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