



LEAD OUT LOUD  
JULIETTE LOW SEMINAR 2019

# 50,000 GIRLS AND COUNTING

## JLS 2019 EVENT REPORT

An overview of the 2019 Juliette Low Seminar pilot project



2019 Juliette Low Seminar event report.

WAGGGS, 2020

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# GLOSSARY

This glossary is to be view in the context of this report and the 2019 JLS pilot project, and therefore does not supersede any official WAGGGS glossary.

## Facilitator

A volunteer aged 18+ who supported the design and delivery of the JLS programme in one of the 18 hub locations.

## Girl Guide and Girl Scout Educational Method

WAGGGS' unique model of non-formal education to support the development of young people in diverse groups. Used well, it creates a learning environment where young people can take the lead and make choices about what they do.

## Girl Guide and Girl Scout Leadership Model

The GG/GS Leadership Model is the foundational concept that underpins WAGGGS' leadership development work, based on current leadership theories and thinking.

The model uses a system of six mindsets as the main tool to make leadership practice conscious and to consciously influence reactions, reflections, choices and behaviours. Through practising the GG/GS Leadership Model, individuals are more likely to achieve the 10 leadership outcomes.

## Head of Logistics

A member of staff or volunteer from a JLS host responsible for managing the hub budget, pre-event communications with participants and national service team. This role also manages risk throughout the programme and the safety and well-being of all participating in the JLS.

## Hub/JLS location

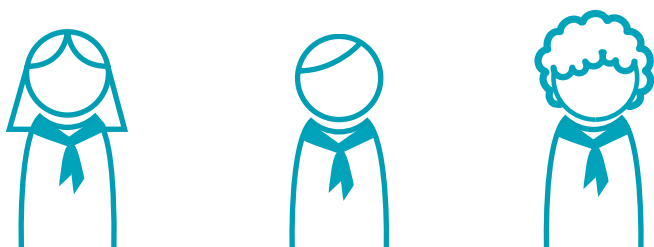
A Girl Guiding or Girl Scouting Association or World Centre, approved and supported by WAGGGS to host an event that delivers a full JLS programme for international participants.

## Juliette Low

Juliette Gordon Low (October 31, 1860 – January 17, 1927) was the founder of Girl Scouts of the USA. The first Juliette Low Seminar was held at Our Chalet in 1932, and was funded by Juliette Low.

## Participant

A person aged 18 - 32 who attended the JLS as a learner in one of the 18 hub locations.



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*The information contained in this report was gathered from the discussions and evaluations from Juliette Low Seminar (JLS) participants, facilitators, logistics leads, in country service teams and the JLS core team (planning team).*

# FOREWORD

**After 20 November 2019, almost 500 young women returned to their homes, already missing their new friends and the deep sense of connection they experienced during six and a half special days together. They returned home with new confidence, new awareness of the wider world and its diversity, and a new understanding of leadership. They have been inspired and are ready to change the lives of 100 girls; to pass on the learning and energy of the Juliette Low Seminar (JLS).**

They touched the sea and snow for the first time, rode camels, camped in the desert and sledged down mountains, built sandcastles, sailed on the Baltic Sea, practised Thai weaving, explored London through the eyes of a homeless woman, met Guiding groups in asylum centres, learned how others live, and learned to live together. They practised yoga, sang around campfires and they danced, all the time! They snorkelled and processed plastic waste, learned how to establish community gardens, make reusable sanitary pads, learned about food poverty and climate change and why gender equality matters if we are going to create a sustainable world. They met and listened to women leaders, public figures, advocates, journalists, adventurers, social entrepreneurs, engineers, STEM professionals. They joined online meet ups with other hubs, sharing sessions and stories. They learned to practise the Girl Guide and Girl Scout Leadership Model in their lives inside and outside the Movement. They looked wider, and deeper, into the societies they live in and how they can lead for impact.

They 'met' Juliette Low, and lived by her words:



**The work of today is the history of tomorrow, and we are its makers.**

*– Juliette Gordon Low, Founder of Girl Scouts of the USA*



Preliminary information from our pre- and post-surveying shows a significant change in confidence and understanding levels around all key themes from the programme, with around 75% of respondents saying they feel “extremely confident” that they have a firm plan on how they can use the leadership model in their lives, and in how they can implement what they have learned through their 100 girls projects. After the JLS, 80% of the participants feel confident calling themselves a change maker, against 42% before the JLS.

There is a lot of wrap-up still to be done before we can share the full story of JLS through its impact. Until the close of their 100 Girls project, we will stay in touch with the participants to see how their projects are going. Each project will create new spaces for at least 100 girls to consciously practise leadership.

The JLS is a huge part of our work to strengthen leadership development across the Movement and champion girl-led approaches, and we aim to reach 100,000 girls with this work by 2021. We could not be prouder of these 500 leaders who will start this journey from the grassroots.

**Andii, Elsa, Héla, Korana, Manuela, Mel, Rita, Sarah & Wumi**

**JLS core team**

# EXECUTIVE SUMMARY

The Juliette Low Seminar (JLS) is WAGGGS' flagship leadership development programme and has been growing leaders since 1932. JLS provides opportunities for young members to develop their skills in a creative, supportive, and inspirational environment.

The JLS took place from 14 - 20 November 2019 (six and a half days). With 18 parallel 'hub' events, the 2019 JLS pilot project was WAGGGS' largest ever international leadership event.

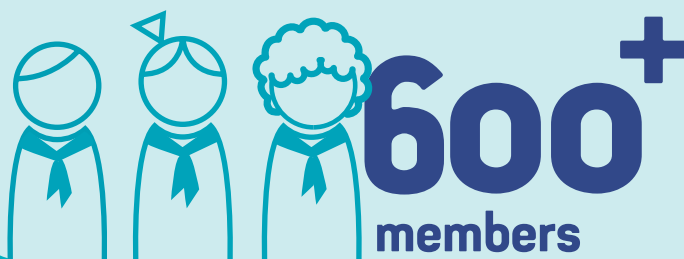


# 107

countries

107 countries & territories and 104 Member Organisations were represented across the 18 hub locations.

Africa Region	118 participants from 22 Associations
Asia Pacific Region	111 participants from 19 Associations
Arab Region	31 participants from 6 Associations
Europe Region	111 participants from 33 Associations
Western Hemisphere Region	96 participants from 24 Associations



Over 600 WAGGGS members took part in the JLS: 467 participants, 106 facilitators, a core team of 12 volunteers and staff in addition to the in-country service and logistics teams.

# 700+

grants given



Thanks to the generosity of our donors, we were able to offer grants to participants who would otherwise have been unable to take part in the Juliette Low Seminar.

329 participants were awarded full or partial programme scholarships.

334 participants were given full or partial travel grants.

All facilitators were offered a full travel scholarship.

# 50,000

girls impacted

## HOW WAS THE 2019 JLS DIFFERENT?

- Up to 1000 participant places were offered to Girl Guiding and Girl Scouting Associations, in comparison to 60 places in previous years.
- Rather than various post event projects, all participants were trained and supported to deliver an adapted version of one single project; the 100 Girls Project.
- A co-educational JLS programme was trialled in France and Poland.
- The participant age range was extended by four years, to include members aged 18 - 32.
- A programme was delivered in every WAGGGS region and in Arabic, English, French, Mandarin, Spanish, Swahili or Thai.

Each JLS participant and many facilitators committed to completing the 100 Girls Project.

The 100 Girls Project seeks to enable 100 girls aged 12+ to develop new leadership practices to take the lead in their lives and communities. A project will be delivered by each JLS participant.

**MORE OPPORTUNITIES, MORE GIRLS**

# EVENT OVERVIEW



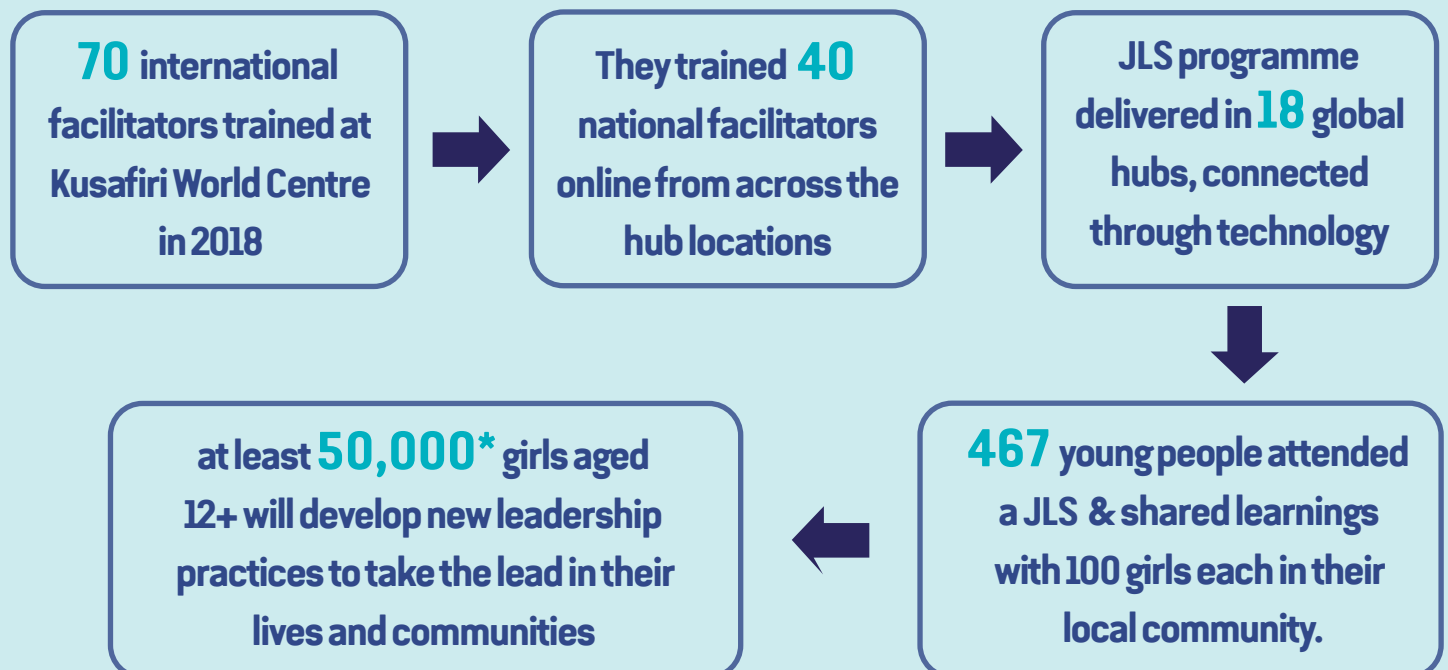
Traditionally, the JLS was held twice every three years. In 2019, we used feedback from across the Movement to change the way we deliver the JLS; one programme that utilised technology delivered by a team of global facilitators across 18 different locations in parallel. This new approach brought more people to the JLS than ever before, by amplifying the very best parts of the JLS.

A key element of WAGGGS' global strategy for 2018 - 2020 was to create 'more opportunities, for more girls'. The JLS 2019 pilot project is one way that this was achieved, as for the first time places were available for up to 1000 young people to participate.

**The 2019 JLS was divided into two parts:**

**PART 1** - Participants attend a JLS hub and experience the programme with peers from around the world.

**PART 2** - Using this new knowledge and network, participants then give at least 100 girls aged 12+ a space to practise leadership through the 100 Girls Project.



\* Many facilitators opted into completing a 100 Girls Project, bringing the total number of projected projects to 500.



**STRONG AND VIBRANT MOVEMENT**

# EVENT PROGRAMME



**Another key element of the WAGGGS' global strategy for 2018 - 2020 was to develop a 'strong and vibrant movement'. By involving the facilitators in the programme design and by delivering the programme using innovative techniques, we built the leadership capacity of both the JLS participants and facilitators.**

The programme encouraged young people from different backgrounds and cultures to work together to solve complex issues affecting them all, and then gave them the tools to respond to issues affecting girls in their communities.

The programme was made up of a series of sessions spanning six and a half days. Sessions were a balance of international connections between hub locations, interactive workshops, adventurous activities, guest speakers, virtual events, simulation activities and community connections.

The learning outcomes alongside the learning journey **read more on page 10**, were used as a framework to support all JLS hubs fully deliver a high quality programme.

## LEARNING OUTCOMES

After the Juliette Low Seminar, participants will be able to:

- Understand their values, attitudes and behaviours as leaders
- Use the WAGGGS leadership mindsets to practise leadership in their everyday lives
- Recognise and respond to gender barriers in their context
- Speak out for gender equality in their societies and contribute to the SDGs
- Create positive change and inspire girls to take the lead
- Feel empowered by a diverse and supportive global JLS network

“ **Leading Out Loud is not about being an extrovert or loud in volume, but leading with confidence, and with an understanding of your self-worth.** ”

– Wumi, JLS Core Team



**For an insight into what took place at each JLS hub location, see pages 19 - 36.**



## THEGOALS.ORG

Before the event, participants were given a series of online tasks and challenges to complete. A special course was developed by a group of JLS Core Team and facilitators.

This course was hosted at WAGGGS.TheGoals.Org - a crowd learning platform designed for Girl Guides and Girl Scouts to explore the Sustainable Development Goals (SDGs). The course was designed to develop their understanding of SDG 5: Gender Equality and the relationship between gender and leadership.

This course is available online for anyone to complete and is best completed as part of a group working remotely.

## FACILITATORS

Volunteer facilitators for each hub used their creativity to design sessions and workshops that focused on empowering participants to develop their leadership practice, understand and tackle gender barriers to leadership, and participate in decision making. Each hub location delivered workshops that utilised the local knowledge and culture.

**STEP 1** Facilitators received a combination of face to face and virtual training, delivered by the JLS core team and their peers. This training covered the Girl Guide and Girl Scout Educational method, the four themes of the participant's learning journey, developing interactive workshops and general facilitation techniques. The training package was created using the Girl Guide and Girl Scout Leadership Model.

**STEP 2** Each facilitation team was given a guide, a recommended programme structure and a mentor to support the development of their JLS programme.

The wider facilitators team stayed connected through webinars and online meet ups.

**STEP 3** Facilitators worked in their hub teams to identify local partners, design and write the sessions of their JLS programme. As this was a collaborative process, teams shared ideas and plans across hubs.

**STEP 4** Facilitators had two full days before the JLS programme to meet their entire team face to face. This time was used to further bond as a team and make final adjustments to their programme.



**Average facilitator age: 33**

## PARTICIPANTS

For six and a half days, JLS participants explored how to lead with confidence in a way that was authentic for them. All JLS hubs followed a single learning journey that was divided into four themes to meet the programme objectives.



**Average participant age: 24**

“

**Sharing the magic that [was] created at the JLS, with the participants and facilitators is forever, it was hard work, challenging and the best experience.**

**I have made lifelong friends.**

*- Linda, Facilitator, JLS Australia*

”

# MEASURING IMPACT



## Why have a JLS?

The JLS has evolved from an event to foster international friendships in 1932, to a tangible way young women can inspire each other and girls to take action to transform their place in the world.

As such, the impact goes beyond the individual. It becomes about how one person can create a change at the most grassroots level of the Girl Guide and Girl Scout Movement, through their leadership. With this in mind a single call to action was created for all participants following the event; the 100 Girls Project, [read more on page 14](#).

## How we measure impact

A series of goals were set against the learning outcomes of the event, [read more on page 8](#), to map the short long term impact of the JLS. Quantitative and qualitative data was collected from members before, during and after the event. This report aims to provide an honest overview of their experiences and highlight the lessons learnt as a result.

We also set out to understand how far the JLS enabled participants to develop the ten WAGGGS leadership outcomes. The JLS learning journey was divided into four parts, all parts were created to support participants to understand and begin to mainstream the new Girl Guide and Girl Scout Leadership Model.

### The four themes of the JLS:

### By practising the Girl Guide and Girl Scout Leadership Model, leaders are more likely to:

<b>LEADERSHIP PRACTICE</b> →	<ul style="list-style-type: none"> <li>• Treat themselves kindly</li> <li>• Learn from their own feelings and experiences</li> <li>• Challenge themselves to understand, and take into account, different perspectives</li> <li>• Seek the information they need to understand the full picture</li> <li>• Adapt their behaviour to the context</li> </ul>
<b>GENDER EQUALITY</b> →	<ul style="list-style-type: none"> <li>• Challenge gender expectations</li> <li>• Work with others to create spaces where everyone can fully participate</li> </ul>
<b>SOCIAL INNOVATION</b> →	<ul style="list-style-type: none"> <li>• Innovate to create positive impact</li> <li>• Make choices rooted in their values</li> </ul>
<b>LEAD OUT LOUD</b> →	<ul style="list-style-type: none"> <li>• Empower any and every girl to practise leadership</li> </ul>

# WHAT WE AIM TO SEE AFTER THE JLS



PARTICIPANT FROM THE PHILIPPINES, AT JLS USA

JLS PARTICIPANT FROM THE PHILIPPINES

## BY THE END OF THE JLS EVENT:

**80%** of participants say they feel more confident in their leadership abilities.

**75%** of participants say they are more aware of gender barriers to leadership in their daily life and feel more confident to tackle them.

**75%** of participants say they are more likely to consider applying for national governance responsibilities.

**50%** of participants say they are more likely to consider applying for governance roles in the World Association of Girl Guides and Girl Scouts (WAGGGS).

**80%** of participants say they are confident and ready to carry out their 100 Girl projects.

## 18 MONTHS AFTER THE JLS:

**50,000** girls who feel more confident to call themselves leaders and can identify ways they can act for gender equality.

**25%** of the 100 Girls Projects can show evidence of wider positive social impact beyond the 100 direct beneficiaries.

**75%** of participants can identify how they are practising the Girl Guide and Girl Scout Leadership Model in their daily lives.

**50%** of participants can articulate how the Girl Guide and Girl Scout Leadership Model is enabling them to practise better leadership.

**10%** of participants to have applied for or hold national governance roles.

## THREE YEARS AFTER THE JLS:

**50%** of participants to be able to identify how they have practised leadership in new ways and spaces because of the JLS.

**10** participants to be running for WAGGGS governance roles.

“

**I have learned that I have the capacity to do more than I ever imagined and that I was able to help others feel that way too. My highlight was to hear a team member exclaim "we are actually changing lives!"**

– Mel, Facilitator, JLS England

# EARLY INSIGHTS

## FROM PARTICIPANT PRE AND POST SURVEYS

### LEADERSHIP

X2

#### see themselves as leaders

At the end of the JLS, twice as many participants strongly identified themselves as leaders, outside Girl Guiding and Girl Scouting.



90%

are confident leaders

After the JLS over 90% of participants were confident that they had the tools to practice leadership in their daily lives, a 36% increase.

89%

have a strong understanding of the GG/GS Leadership Model



89% of participants agree they understand the new Girl Guide and Girl Scout leadership model and 82% are strongly confident or confident they could explain it to others after the JLS. An increase of up to 41%.

### WAS IT REAL?

REAL = relevant, exciting, accessible and learner-led.

72% felt JLS was highly Relevant in their everyday lives

77% felt JLS was highly Relevant in their Girl Guiding and Girl Scouting lives

92% strongly agreed JLS was Exciting

72% strongly agreed JLS was Accessible

78% strongly agreed JLS was Learner-led

51% felt strongly connected to other hubs



## GENDER EQUALITY AND SDG 5

Only

7%

say that they **do not** experience daily obstacles or **discrimination because of their gender.**

74%

are confident talking about SDG 5 and why it's key in achieving other SDGs. An increase of 40%, before the JLS.

92%

will prioritise putting their time and effort into taking action towards gender equality after the JLS.

### More confident to challenge gender stereotypes

After the JLS, participants were more confident to challenge gender stereotypes...



70%

in their professional lives



84%

in their personal lives



89%

in Guiding and Scouting

An average increase of 20% in all areas.

## ACTIVE GLOBAL CITIZENSHIP

71% strongly agree they feel part of a global world changing movement –twice as many as before the JLS.

71% feel strongly confident they have a firm plan for their 100 Girls Projects, an increase of 55%.

80%

71%

71%

76%

Twice as many participants feel they have a strong international network of friends to collaborate with.

76% strongly identify as a changemaker who know they'll make the world a better place, an increase of 30%.



**MORE OPPORTUNITIES, MORE GIRLS**

# 100 GIRLS PROJECT

Through the 100 Girls Project, each JLS participant was tasked with enabling girls at a local level – both inside and outside of the Movement – to practise their leadership, overcome gender barriers and see themselves as leaders.

At least 50,000 girls will be equipped with the tools to see themselves as leaders and challenge gender barriers in their lives, whilst contributing to the SDGs. We strongly believe in the power of the Girl Guide and Girl Scout Leadership Model, and the Juliette Low Seminar, to inspire and prepare young people to thrive in a complex world and to raise up other girls, and their

societies, along the way.

Of 467 JLS participants, we have initial project plans submitted by 445. We will be following up with all participants throughout 2020 to get updated plans and understand how their projects are progressing. Each participant is assigned a 100 Girls Project coordinator, chosen by their Association, who will receive support from WAGGGS for the 18 months following the JLS. The following information is based on initial analysis of these 445 project plans.

Additionally, some facilitators opted into completing a 100 Girls Project, bringing the total number of projected projects to 500.

## PROJECT STATISTICS

- **Total predicted beneficiaries: 80,763**
- **Average number of beneficiaries per project: 181**
- **21 projects only for girls outside of Girl Guiding and Girl Scouting**
- **222 projects for a mixture of girls from inside and outside the Movement**
- **202 projects for girls inside the Movement**
- **Projects will be delivered across 107 countries and territories**
- **144 participants have confirmed plans to collaborate with other JLS participants**
- **80% will work with girls within age range 12-18**

# 100 GIRLS PROJECT BY SDG



We cross referenced the submitted participant project plans to the SDG indicators they contribute to. Given that the JLS 2019 programme focused heavily on leadership practice and tackling gender barriers to leadership, the most common project areas are the GG/GS Leadership Model and SDG 5. An outcome of all the projects, is to empower at least 100 girls through leadership practice, so that they can see themselves as leaders. However, many participants have linked their project to other areas they are passionate about, most have approached their area with a gender equality lens.



**MAINSTREAMING THE GG/GS LEADERSHIP MODEL**  
**200** PROJECTS



**TACKLING GENDER BASED VIOLENCE**  
**10** PROJECTS

Indicators 5.2 & 5.3



**ACTIVE GLOBAL CITIZENSHIP & SDG EDUCATION**  
**57** PROJECTS

Indicator 4.7



**RESPONSIBLE CONSUMPTION**  
**5** PROJECTS

Indicators 12.5 & 12.8



**ENTREPRENEURSHIP**  
**17** PROJECTS

Indicators 8.3 & 8.6



**GROWING THE MOVEMENT**  
**5** PROJECTS



**GIRLS' LEADERSHIP & PARTICIPATION**  
**104** PROJECTS

Indicators 5.5 & 16.7



**CLIMATE ACTION**  
**5** PROJECTS

Indicators 13.3



**MENSTRUAL, SEXUAL & REPRODUCTIVE HEALTH**  
**21** PROJECTS

Indicators 3.1, 3.7 & 5.6



**INCLUSION & EQUALITY**  
**5** PROJECTS

Indicators 10.3



**21st CENTURY & STEM SKILLS FOR LIFE**  
**12** PROJECTS

Indicators 8.3 & 8.6



**PLASTIC POLLUTION IN THE SEA**  
**3** PROJECTS

Indicators 14.1



**GIRLS' NUTRITION**  
**1** PROJECT

Indicators 2.2



# EXAMPLE PROJECTS

The following examples are taken from the 100 Girls Project plans participants completed at the end of the JLS. Participants are free to adapt and change their project to meet the needs of their local setting.

“

I will organise a conference style event with sessions on résumé building, salary negotiation, leadership, entrepreneurship, practical skills (landscaping, computer programming etc), etc. Girls will learn about the pay gap that begins with youth and ways to fight it. They will be encouraged to explore different options for summer work. At the end of the workshop employers will be invited to a summer job networking fair

”

PARTICIPANT FROM CHILE, AT JLS PERU



Voy a empoderar 100 niñas,  
que saquen la voz en sus  
contextos, sin miedo  
con ganas de ser

“

My project will inspire, mentor, empower, and rehabilitate 100 teenage girls who are either school dropouts or on the verge of dropping out, to enable them access to motivational and educational opportunities.

”

“

I will run a series of workshops to [share] about the leadership mindsets and WAGGGS. Female leaders holding corporate jobs / female parliament members will be invited to help us figure out why we don't have [an] equal number of men and women in leadership positions – building towards a seminar to improve the situation of female representation in our 3 national scout organizations.

”

# INNOVATION & CHANGE



The JLS 2019 pilot project showed the importance of creating more spaces for young people to feel equipped and valued enough to combat gender inequality through leadership and social innovation.

By obtaining feedback regularly from participants, facilitators and the logistic teams, we identified recommendations for future JLS events.

## PARTICIPANT REGISTRATIONS

Two registration processes were trialled as part of the 2019 pilot; the standard process of Associations submitting a delegation of JLS participants, and an open application process to enable participants who were not aware of the national selections. The registration deadline was also extended to include more Associations.

### LESSONS LEARNT:

1. Registrations should close earlier to reduce pressure on hub locations and ensure all JLS participants have time to compete pre-tasks and other preparations.
2. The open registration process allowed more participants to access the JLS. However, many who applied this way subsequently withdrew, creating extra work for the Core Team, hub logistics teams, and facilitators. As a result, open registration will not be offered for future JLS events.



## BUILDING THE CAPACITY OF HOSTS

Hub locations were selected after all WAGGGS Member Organisations were invited to submit a bid to host a JLS. Selections were made based on factors including: the safety of the location, the benefits the JLS would bring to the Region and accessibility for potential participants.

Hosts needed differing levels of support, as the JLS was the first international event for some.

### LESSONS LEARNT:

1. Continue to encourage Girl Guiding and Girl Scouting Associations who are less experienced in running international events to host a JLS.
2. Reduce the numbers of JLS hosts outside of World Centres, to provide more tailored support to hub locations that require this.
3. Host more opportunities for the hubs to connect before the JLS, including webinars about hosting international events.



**Prior to the event, perhaps there could have been [more drop in sessions] so that hubs could call up and deal with outstanding points. During the event the team was very responsive.** ”

- Jessica, volunteer logistic lead at JLS Our Chalet

## INTERNATIONAL CONNECTIONS

As the 2019 JLS was one event in 18 locations, international connections were a way to meet participants from other hubs online and build one network of incredible leaders. Real-time connections included; live streamed sessions, activities and guest speakers, topical discussions via video or instant messaging, casual conversations over meals and social media.

### LESSONS LEARNT:

1. Create more opportunities for participants to connect with hubs on their own, and informally i.e. during mealtimes, in between sessions or in free time.
2. Reduce the number of platforms used in the event to provide connections.
3. Ensure each hub has a designated person responsible for international connections to build on the meaningful virtual connections made.

## FACILITATOR TEAMS

In December 2018, international facilitators were trained at Kusafiri, World Centre in Uganda to deliver the 2019 JLS. In 2019, national facilitators for each hub were trained online by the international facilitators. The facilitator team of each hub was a combination of national and international facilitators.

### LESSONS LEARNT:

1. Connect the national and international facilitators earlier, to allow them to spend more time as a team.
2. Continue to offer places on the team for national and international facilitators; to benefit from different skills, experiences and cultural perspectives.
3. Facilitators would have preferred to have a protected budget for team building before the JLS and more preparation days at their JLS hub.

## CULTURAL EXCHANGE & DIVERSITY

Participants valued the opportunity to exchange cultures and ideas. For the first time the full programme was offered in a combination of Arabic, English, French and Spanish, thereby offering millions of members the chance to participate.

These dual language hubs meant that not all participants spoke a common language. At times some found it difficult to share ideas and build a rapport without the assistance of the interpretation services.

### LESSONS LEARNT:

1. Provide more training to facilitators and logistics teams in order to create an atmosphere where participants are more comfortable to connect outside of language.
2. Provide more spaces in the JLS programme that focus on developing culture awareness and encourage all participants to make connections outside of their language groups.
3. Continue to offer the JLS programme in each WAGGGS Region to provide more opportunities for more girls.



PARTICIPANT FROM THE MALDIVES, AT JLS MALDIVES

“

**I've learned that I can work and flourish in a cross cultural team.**

**I have felt included and valued and empowered by this experience and am truly grateful for the opportunity, to both my [Association] and WAGGGS.**

”

– Rosemary, Facilitator, JLS USA

# AUSTRALIA, ASIA PACIFIC REGION

## HOSTED BY GIRL GUIDES AUSTRALIA



**ENGLISH**



**SYDNEY**



**28 PARTICIPANTS**



**5 FACILITATORS**



**16 COUNTRIES**

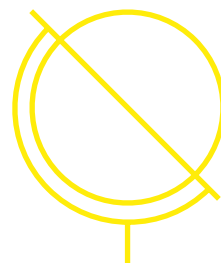
**“I have learnt what true friendship and sisterhood is.”**

Grace, participant, Tanzania

At JLS Australia, Grace and her fellow participants had the opportunity to attend afternoon tea hosted at the State Parliament by the Australian Minister for Mental Health, Regional Youth and Women. This provided them with the chance to talk with female parliamentarians about their leadership journey and reflect on differences across their political systems.

They continued to step out of their comfort zones on a high ropes course during their team building adventure day at Taronga Zoo. Some even managed to conquer their fears! At the zoo they deepened their understanding of global research and conservation programmes.

Here, they explored the barriers, leadership challenges and opportunities for women in the world of research and animal welfare.



## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs before the event



How far did the logistics support from your hub meet your needs **during** the event



How far did you feel connected to other hubs and feel part of a global team



### FACILITATORS

Out of five, how supported did you feel by the logistics team



PARTICIPANTS, AT JLS AUSTRALIA



# ENGLAND, EUROPE REGION

HOSTED BY GIRLGUIDING (UK)



ENGLISH



CLITHEROE



23 PARTICIPANTS



5 FACILITATORS



17 COUNTRIES

**“I have learnt to interact with persons from various cultures, to accept different cultures and speak up against gender inequality.”**

Nkese, participant, Trinidad and Tobago

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



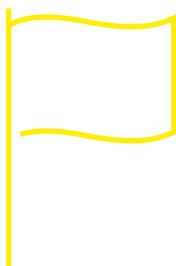
The JLS England was situated at Waddow Hall, a 17th Century manor situated in the English countryside. Nkese and her cohort were able to connect with nature and explore local flora and fauna in between their workshops.

As part of the programme, participants visited The Larder, a local social enterprise that promotes healthy, local and waste-free food. Through this they were able to understand how local residents were 'leading out loud' by creatively reacting to social issues. All participants were able to explore each other's culture by taking part in a cooking competition where the winning dish went on the menu the following week. Money raised from this dish provided funding for a cooking class for the community.

Throughout the event guest speakers helped participants explore a range of topics to understand how leadership developed in the face of adversity and how to overcome stigma. The topics discussed included escaping the Holocaust, period positivity and craftivism.



PARTICIPANTS, AT JLS ENGLAND



# FRANCE, EUROPE REGION

HOSTED BY FEDERATION DU SCOUTISME FRANCAIS

 ENGLISH & FRENCH

 PARIS

 30 PARTICIPANTS

 6 FACILITATORS

 22 COUNTRIES



FACILITATOR FROM LEBANON & PARTICIPANT FROM  
RWANDA, AT JLS FRANCE

**"I met wonderful women from around the world, many of them, became role models."**

**Alejandra, participant, Chile**

JLS France was held in the suburbs of Paris and provided a unique opportunity for Alejandra and her role models to support social entrepreneurship in a metropolitan setting. As part of the interactive workshops on gender equality and leadership, participants chose how they wanted to connect with the local community and explore Paris. From promoting urban agriculture, to completing activities with ATD Fourth World - an organisation aimed at eradicating poverty - to helping local scouts conduct a 'clean walk' participants practised worldly leadership and team building.

This urban location allowed the team to get creative by organising an indoors camp fire that connected online with JLS Poland. They further experienced Parisian culture, through an urban adventure by boat on the river Seine.

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?

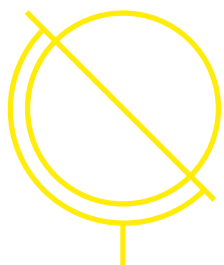


How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



# INDIA, ASIA PACIFIC REGION

HOSTED BY SANGAM, WORLD CENTRE



ENGLISH



PUNE



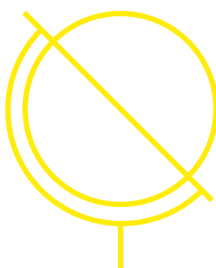
21 PARTICIPANTS



7 FACILITATORS



18 COUNTRIES



**“At the JLS, I realised that I am truly part of a global sisterhood...”**

Agnes\*, facilitator, Austria

Agnes and her team created an environment where participants were able to make the most of their Sangam experience. They started their days with mindful reflection through optional swimming, yoga and climbing the Sangam water tower.

JLS Sangam used the city of Pune to introduce participants to Indian culture. Through a Sangam wide game known as the Wadi challenge, they completed self-guided team building activities in the local area.

Participants were also introduced to one of Sangam's community partners, Maher, a organisation supporting women and children, where they prepared for their 100 Girls Project by planning and delivering activities that promoted leadership reflection and cultural exchange.

*\*Agnes has gone on to become a committee member of WAGGGS Europe Region.*

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



PARTICIPANTS, AT JLS SANGAM





# IRELAND, EUROPE REGION

HOSTED BY IRISH GIRL GUIDES

 ENGLISH

 LEINSTER

 22 PARTICIPANTS

 5 FACILITATORS

 18 COUNTRIES

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



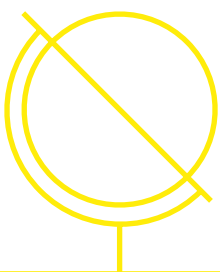
**“The JLS was an amazing experience! I can’t wait to share everything I’ve learnt with my Guides and start my 100 Girls Project.”**

**Inés, participant, Spain**

As part of the JLS Ireland programme Inés and her JLS cohort had the opportunity to explore different areas of Ireland.

Their workshops were merged with local history exploration; through hikes in Laytown, visits to the local estuary, adventures to Newgrange - a prehistoric tomb built during the Neolithic period, and Drogheda, one of the oldest towns in Ireland.

JLS Ireland partnered with Sonairte National Ecology Centre, where participants offered horticulture services to support the local community.



PARTICIPANTS, AT JLS IRELAND

# MADAGASCAR, AFRICA REGION

HOSTED SKOTISMA ZAZAVAVY ETO MADAGASIKARA

“This experience was also a growth for me. It has built me to be a better facilitator, to be a better leader, to be a better person.”

Annie, facilitator, Madagascar

Annie, worked as part of a facilitator team for 12 months to prepare for the JLS. The JLS Madagascar programme created space for a community connection in line with the central JLS programme.

Through this community connection, participants had the opportunity to meet with organisations responding to after effects of gender inequality; the Humanitarian Association AKAMASOA, an organisation supporting people in insecure housing to live with dignity, and Akany Avoko Faravohitra, a place that hosts girls and women who have been alienated from their communities or abandoned.

They were also able to meet with the national Minister of Youth and discuss issues that were affecting their lives and local communities.

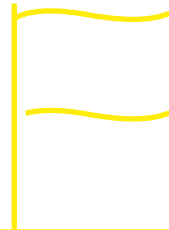
 ENGLISH & FRENCH

 ANTANANARIVO

 18 PARTICIPANTS

 7 FACILITATORS

 14 COUNTRIES



## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?

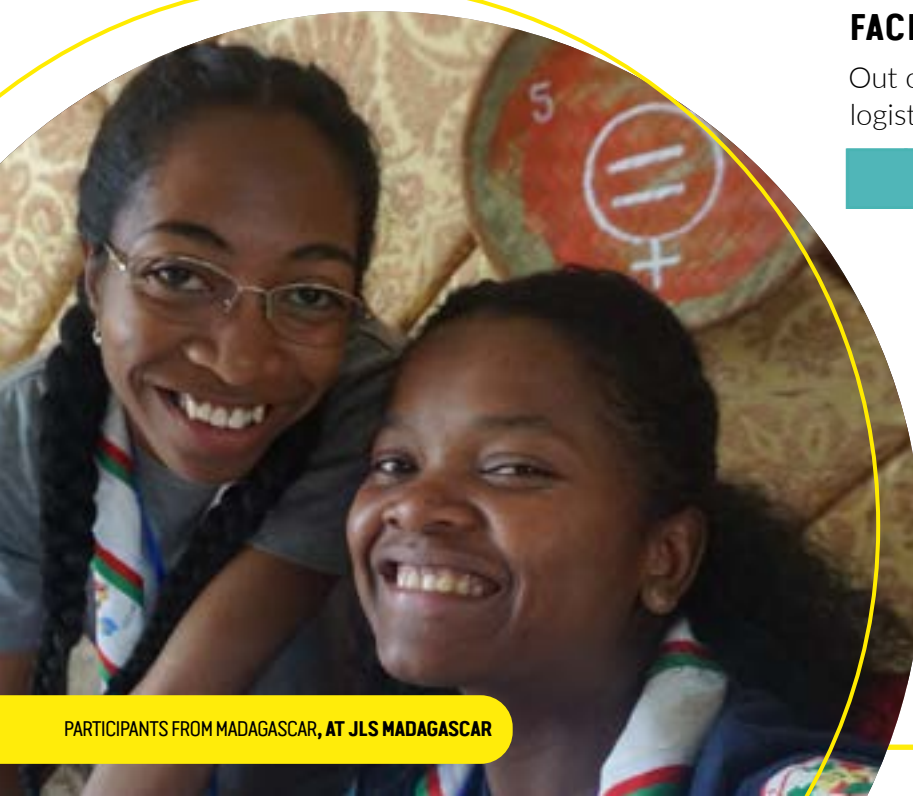


How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



PARTICIPANTS FROM MADAGASCAR, AT JLS MADAGASCAR

# MALDIVES, ASIA PACIFIC REGION

HOSTED BY MALDIVES GIRL GUIDE ASSOCIATION

 **ENGLISH** (WITH LIMITED ARABIC SUPPORT)

 **MAAFUSHI**

 **33 PARTICIPANTS**

 **6 FACILITATORS**

 **18 COUNTRIES**

**“I now know that to #leadoutloud is to raise other leaders up, to share my passions, to connect with others from around the world, to champion other women, to be a change maker within my community.”**

Miriam, participant, UK

Miriam's JLS hub was located by the sea and provided all participants with the option to start their day with mindfulness activities such as yoga on the beach.

JLS Maldives partnered with Parley Maldives, an organisation working on ocean protection through advocating against single use plastics. Parley Maldives took participants on a snorkelling expedition to explore the ocean and how marine life is being affected by this issue. After learning more about the organisation, and completing a beach clean-up, they discussed how they themselves and others could reduce their plastic consumption in their home communities.

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



# MEXICO, WESTERN HEMISPHERE REGION

 **ENGLISH & SPANISH**

 **CUERNAVACA**

 **29 PARTICIPANTS**

 **6 FACILITATORS**

 **19 COUNTRIES**

**HOSTED BY OUR CABAÑA, WORLD CENTRE**

**“I developed my potential and I am proud to have learned to be inclusive in all aspects.”**

Maria, participant, Venezuela



Maria and her peers started their JLS programme in true Our Cabaña fashion, with a pre-hispanic welcome ceremony. They spent their first evening having an international online pyjama party with JLS Peru, which included quizzes and games.

In addition to workshops and wide games focusing on gender equality and the new Girl Guide and Girl Scout Leadership Model, participants explored the local community.

Non Spanish speakers were able to exercise their language skills through a treasure hunt in the centre of Cuernavaca, and by supporting the community through the renovation of Ramon Hernandez park.



PARTICIPANT FROM CHILE, AT JLS MEXICO

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?





# NIGERIA, AFRICA REGION

HOSTED BY NIGERIA GIRL GUIDES ASSOCIATION

 ENGLISH & FRENCH

 LAGOS

 29 PARTICIPANTS

 7 FACILITATORS

 11 COUNTRIES

**“Leadership is not gender bias, I must take action to lead out loud.”**

Aminata, participant, Sierra Leone

Aminata's cohort experienced the JLS programme in Lagos city, a mix of urban infrastructure, sandy beaches and nature sites.

To explore social entrepreneurship in action, participants completed workshops with Edupoint. This social enterprise increases access so that young learners can connect with teachers within the community and receive tailored learning outside of a classroom.

One way JLS Nigeria explored leadership and the SDGs, was through a challenge held at the Lekki Conservation Centre, involving a suspension bridge tree line walk.

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



JLS FACILITATORS IN NIGERIA



FACILITATORS, AT JLS NIGERIA

# OMAN, ARAB REGION

HOSTED BY THE SCOUTS AND GUIDES  
OF OMAN

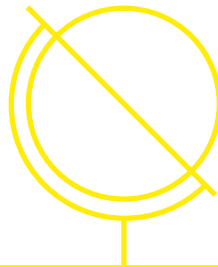
 ARABIC & ENGLISH

 MUSCAT

 29 PARTICIPANTS

 7 FACILITATORS

 16 COUNTRIES



**“I have learnt the importance of open-mindedness, tolerance and inter-cultural understanding. Friendship does not know race, age or experiences.”**

Lada, participant, Czech Republic

Lada attended the first JLS programme fully delivered in Arabic, and held in the Arab Region.

Participants were invited to spend the day with Zara Aloufi. Zara opened Quran schools in remote areas of Oman and as a result won the Sultan Qaboos Award for Voluntary work in 2017 for her project building the literacy skills of local people. Zara hosted participants in her home where she answered questions and shared her leadership journey. Participants were able to share a meal with her and taste the food she cooked to initially raise funds for her project.

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



# PERU, WESTERN HEMISPHERE REGION

HOSTED BY ASOCIACIÓN NACIONAL DE GUÍAS  
SCOUTS DEL PERÚ

 ENGLISH & SPANISH

 LIMA

 28 PARTICIPANTS

 6 FACILITATORS

 15 COUNTRIES

**“I have learnt that no matter how different we are and how different the places we come from are, we are all fighting the same battle and we should stick together for a better outcome.”**

**Brittanie, participant, Barbados**

Brittanie, alongside her fellow participants attended the JLS in La Castellana, the programme centre of the Guides of Peru. Participants experienced a snippet of national culture through a Peruvian fair and a night of traditional food, songs and dances at a local restaurant.

The Peru hub was made possible through the funding and support of TheGoals.org and their Unlock Leadership for Change programme. The hub programme centred around the Sustainable Development Goals (SDGs), how the goals are interlinked and how significant progression in gender equality worldwide, is paramount to the achievement of all 17 goals.

For their community connection day, the JLS participants worked with Kantaya, an organisation offering education to vulnerable children. Participants focused on tackling SDG 5: Gender equality and ran activities from the Free Being Me programme, which was the first step in building a collaboration between Kantaya and Guías Scouts del Perú.

**This hub was made possible  
by funds provided by Swedish  
Postcode Lottery & TheGoals.org**



## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



PARTICIPANTS FROM BRAZIL AND PANAMA, AT PERU



# POLAND, EUROPE REGION

HOSTED BY THE POLISH SCOUTING AND GUIDING ASSOCIATION

**“I have gained so much from the conversations with other participants, learning about their countries, their cultures and Guiding & Scouting internationally.”**

Eva, participant, the Netherlands

Eva was one of the first participants to attend a co-educational JLS. Delivering a girl-centred programme in this setting, stimulated diverse discussions and gave male members of WAGGGS an opportunity to be part of our largest leadership development event.

Participants of JLS Poland visited the cities of Gdansk and Gdynia during their programme. In Gdansk, they took part in a leadership wide game to develop their understanding of the new Girl Guide and Girl Scout Leadership Model. They also travelled to the European Solidarity Centre, a library and museum that highlights the history of Polish Civic energy, bravery and solidarity.

In Gdynia, participants went on a team building adventure and sailed through the deep waters of the Baltic sea.

 ENGLISH

 PUCK

 25 PARTICIPANTS

 6 FACILITATORS

 19 COUNTRIES

JLS PARTICIPANTS FROM CHILE AND POLAND, AT JLS POLAND



## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



# SWITZERLAND, EUROPE REGION

HOSTED BY OUR CHALET, WORLD CENTRE



ENGLISH



ADELBODEN



38 PARTICIPANTS



7 FACILITATORS



35 COUNTRIES

"I have learnt that I can make a difference, I can make a contribution to others lives."

Rezida, participant, Azerbaijan

Rezida and her JLS cohort were the only participants to experience snow during the event. This provided a great setting to practise leadership and test their limits through indoor workshops and outdoor adventures.

They were able to explore social entrepreneurship through a visit to Bücherbergwerk, a second-hand bookshop helping people who have been out of work back into employment through valuable skills sharing and training.

They also saw how local Guiding and Scouting were responding to social issues when they met with Pfasyl Bern, a group of scout leaders who run scout activities with children and teenagers living in asylum centres in Bern.

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



PARTICIPANTS FROM HONG KONG AND IRELAND, AT JLS OUR CHALET



# TAIWAN

## ASIA PACIFIC REGION

HOSTED BY GIRLS SCOUTS OF TAIWAN

 **ENGLISH** (WITH LIMITED MANDARIN SUPPORT)

 **TAIPEI**

 **24 PARTICIPANTS**

 **7 FACILITATORS**

 **11 COUNTRIES**



PARTICIPANTS FROM THE USA, TAIWAN AND THAILAND,  
AT JLS TAIWAN

**“This journey has helped me to see how I can aspire to leadership roles within my workplace and use the skills that I have learnt through my JLS journey to get there.”**

**Ruby, facilitator, New Zealand**

Ruby supported her fellow facilitators to deliver a programme that enabled participants to explore the culture of Taipei on a daily basis.

Regional participants were offered Mandarin support on select days that provided a space for them to express their ideas and hone their English communication skills.

The wide games used throughout the programme, allowed participants to practise using the new Girl Guide and Girl Scout Leadership Model and explore the famous Taiwan night markets.

Participants were also introduced to two organisations tackling Taiwan’s social issues through innovation. They learnt from caseworkers and shared a meal at Do You A Favor - a cafe and support service that bridge the gap between the sheltered and unsheltered community, and Brilliant Time Bookstore, who provide an open space for regional language learning and exchange, for both locals and migrant workers.

## EVALUATION SNAPSHOT

### PARTICIPANTS

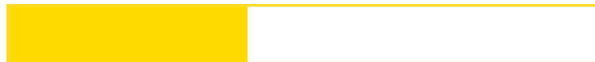
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How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



# TANZANIA, AFRICA REGION

HOSTED BY KUSAFIRI, WORLD CENTRE,  
THE TANZANIA GIRL GUIDES ASSOCIATION  
& KENYA GIRL GUIDES

**“I have learnt to have courage and hope even when difficulties come my way.”**

**Barbra, participant, Uganda**

Barbra was one of the many participants who overcame challenges and stepped outside her comfort zone at JLS Kusafiri, in Tanzania. Participants were immersed in the vibrant and diverse cultures of Tanzania at our travelling World Centre. JLS Kusafiri delivered the JLS in English with limited Swahili support.

Participants connected with Bethsaida School - a school for orphan girls in Tanzania, where the students taught participants how they were supporting themselves through entrepreneurship. The school girls ran sessions on tie dying and creating greetings cards, all used to generate an income for the centre.

A local guide leader from Tanzania delivered a training on how to create reusable menstrual hygiene pads. Participants also had the chance to purchase the pads and gifted some to the girls of Bethsaida school.

 **ENGLISH** (WITH LIMITED SWAHILI SUPPORT)

 **DAR ES SALAAM**

 **32 PARTICIPANTS**

 **6 FACILITATORS**

 **17 COUNTRIES**

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?







# UNITED KINGDOM, EUROPE REGION

HOSTED BY PAX LODGE, WORLD CENTRE



ENGLISH



LONDON



16 PARTICIPANTS



5 FACILITATORS



15 COUNTRIES

## EVALUATION SNAPSHOT

### PARTICIPANTS

How far did the logistics support from your hub meet your needs **before** the event?



How far did the logistics support from your hub meet your needs **during** the event?



How far did you feel connected to other hubs and feel part of a global team?



### FACILITATORS

Out of five, how supported did you feel by the logistics team?



**“I loved being around such a diverse, strong, supportive and empowering group of women for a week.”**

**Ru, participant, Malaysia**

Ru and her fellow participants attended JLS Pax Lodge, located next to the WAGGGS World Bureau. They were able to meet with the people behind WAGGGS' operations, and ask about how the Movement was run.

To connect with their local community, participants were able to explore London with the topic of kindness in mind. This was done in partnership with the pioneering social enterprise Unseen Tours, who offer employment opportunities to unsheltered or vulnerably-housed people. Through this interactive workshop, participants saw London from the perspective of someone who has experienced difficulties but has been helped by the social enterprise.



PARTICIPANTS & FACILITATORS, AT JLS PAX LODGE

# UNITED STATES OF AMERICA, WESTERN HEMISPHERE REGION

 ENGLISH

 NEW YORK STATE

 20 PARTICIPANTS

 5 FACILITATORS

 14 COUNTRIES

## HOSTED BY GIRL SCOUTS OF THE USA

**“... I have learnt to empower myself, to believe in my own abilities, and to find the right people to support me.”**

Stephanie, participant, Lebanon

Stephanie and her JLS cohort stayed at the Edith Macy Centre, which was the location of the last Girl Scout gathering attended by Juliette Low. Outside of the Edith Macy Centre, the JLS facilitators used the backdrop of New York to enable participants to explore leadership barriers, consequences of gender inequality and possible solutions. This was achieved by connecting with local partners in the community.

Participants received workshops from VoteRunLead, to explore the barriers to women running for office in the USA. They also were able to meet with representatives from the social action initiative, Sanctuary Families, an organisation which focuses on helping victims of domestic violence. They then interacted with New York Women’s Foundation, a non-profit with a grant program that is community focused, locally driven and locally organised.

## EVALUATION SNAPSHOT

### PARTICIPANTS

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How far did the logistics support from your hub meet your needs **during** the event?

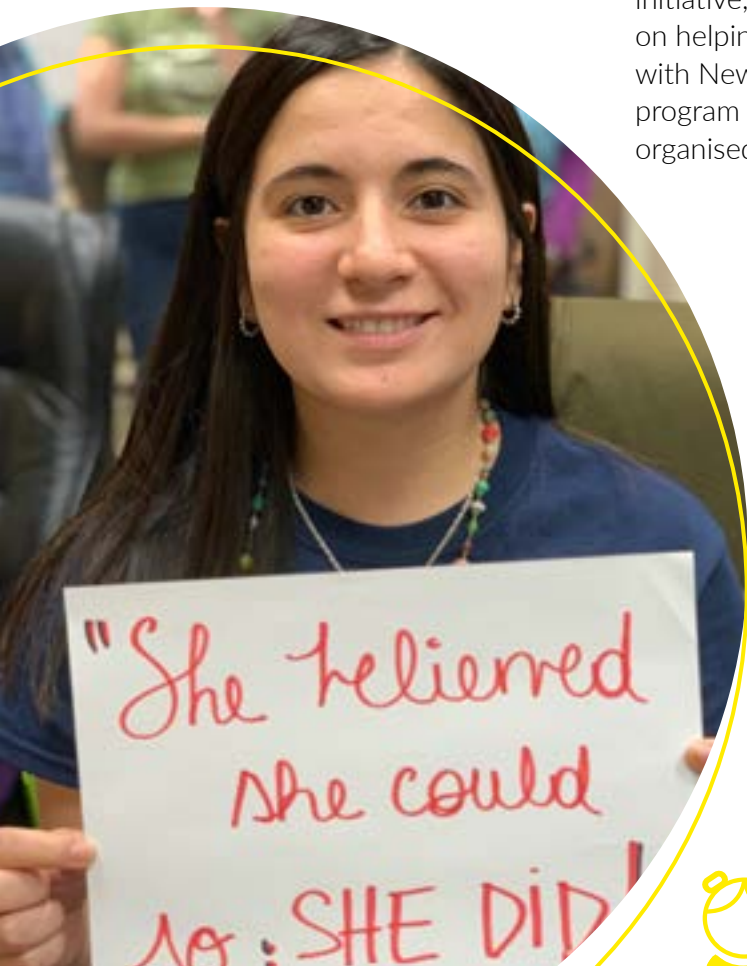


How far did you feel connected to other hubs and feel part of a global team?

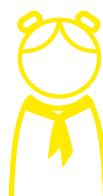


### FACILITATORS

Out of five, how supported did you feel by the logistics team?



PARTICIPANT FROM ARGENTINA, AT JLS USA





# ACKNOWLEDGEMENTS



**During late 2019, large scale protests and demonstrations in both Chile and Lebanon had a big impact on these countries.**

**After discussions with the JLS hub hosts and following external advice, WAGGGS took the difficult decision to cancel two JLS hubs. The ability for participants, facilitators and the host teams to easily and safely travel between the airports, their homes and JLS venues was the primary reason for this decision.**

**All participants affected were contacted and offered support to attend another JLS hub. Those who took up this offer were successfully relocated and therefore able to fully participate in the JLS.**

## JLS CHILE

Asociación de Guías y Scouts de Chile intended to deliver a full programme in English and Spanish and host participants in the countryside location of Picaquin. We hugely appreciate the commitment of the host Association in preparing for the JLS and look forward to bringing WAGGGS events to Chile in the future.

## JLS LEBANON

Association des Guides Du Liban intended to deliver a full programme in Arabic and English and welcome participants to Bqennaya. We hugely appreciate the creativity and professionalism of the host Association, and look forward to the Arab Regional Conference in 2022 hosted in Lebanon by La Fédération Libanaise des Eclaireuses et des Guides.

## DONORS

Without our donors we would not have been able to support hundreds of WAGGGS members to attend the JLS, develop friendships across borders and 'Lead Out Loud'. **Thank you to:**



World Foundation of Girl Guides  
and Girl Scouts



Swedish Postcode Lottery



OB-PS



Friends of Asia Pacific Region  
WAGGGS



TheGoals.Org

Individual donors who  
sponsored participants  
to attend.

## “Thank you so much for organising this”

“We realised very soon that when you read newspapers, it doesn't look very good for the world out there in terms of politics, climate crisis, and empowerment of young people. Attending the JLS shows you that there are so many amazing young women across the world who are fighting the same fight, to achieve gender equality and get the same opportunities!

It reminds you that there is a lot of willpower, too. If we work together, we will be able to create that better world for everyone in it. I didn't have so much hope before.

**Now I can bring hope to others.”**

Eva, participant, Netherlands

”



PARTICIPANT FROM POLAND, AT JLS POLAND

## JLS CORE TEAM & INTERNS

The JLS core team (planning) team consisted of WAGGGS staff and volunteers who spent many months and many Zoom calls developing the tools and processes to deliver the JLS 2019 pilot project.

Andii Verhoeven

Elsa Cardona

Elise Haltz

Fran Northcott

Héla Ourir

Korana Kovacevic

Manuela Capraro

Mel Ford

Rita Kihembo

Sarah Hammoud

'Wumi' Ayowunmi Nuga



FACILITATOR FROM CANADA & GIRL SCOUT FROM TAIWAN, AT JLS TAIWAN

# JLS FACILITATORS

Thank you to the facilitators who worked tirelessly to bring the JLS programme to 18 global locations.

**By facilitating at the JLS, they have left a valuable impact on not only the participants they supported, but the 100 girls that each participant will go on to inspire.**



FACILITATORS, AT JLS OUR CABANA

Ada Achi	Christine Egli		
Adele Lynch	Danae Fredes Toledo		
Adrienne Edmunds	Daniela Aguirre	Joanna Stempel	
Agnes Kauer	Daniela Pardo Zúñiga	Joanna Wu	Myriam Sakkal
Aishath Nasheeda	Dharshini Mugunam	Joey Cham	Nadia Skeete
Aisling Claffey	Eirini Kappou	Josephine Mwangi	Naouel Ghali
Aisling O'Boyle	Elizabeth Chatuwa	Junerkis Chirinos	Odile Frenn
Alexandra Barrera	Elizabeth Lynch	Karen Salas	Patricia Abi Aad
'Alice' Min-Hsuan Tsai	Ella Löwensohn	Karling Koh	Patricia Tahirindray
Alissa Sallans	Elsa Cardona	Katia Sfeir	Rama Wicas Adjovi
Alyssa Meredith	Elsa Sullivan Gbenyo	Korrapin Lertkittisuk	Rasheeda Najeeb
Amal Said AL-Shekaili	Ewa Gaşiorowska	Kundhavi Balachandran	Rayane Tayara
Amani Saif AL-Jabri	Faniriantsoa Ratiamamonjy	Laura Anderson	Rebecca Kendrick
'Amy' Hsin Pin Huang	Fathimath Khalid	Lena Rojas Segura	Rosemary Waite
Amy von Diest	Fliss Callanan	Liliane Rakotoarisolo	Ruby Sands
Andrea Félix	Florence Nabwami	Linda Elezovich	Samantha Yarmiy
Anne-Claire Guerin	Gámiz Sandoval	Lizette Maradiegue	Sandra Chaoul
Annie Gilberte	Germaine Umuraza	Lucia Pineiro	Sarah Wach
Annina Kainu	Ghofrane Ben Hamed	Lucía Scándalo	Seren Beautyman
Antonia Yip	Gwen Lee	Luisa McDiarmid	Simone Voit
Augusta Muhimpundu	Heather Madill	Maegan Fargeat	Sophie Xavier Njarasoa
'Bee' Bijal Rama	Helen Beecher Bryant	Magdalene Utouh	Stephanie Naa-Dei Amon
Becca Drane	Helen Musa	Maia Faulkner	Susan Campbell
Brandi Johnson	Helga Mutasingwa	MaLau Navarro	Tamara Mesman
Bronwyn Hughes	Hilary Clauson	María Teresa Pierret Correa	Tania Mendes
Carine Uwizeyimana	Ifeoma Ogbe	Mariola Mazerska	Thammy Chong
Catherine Moody	Inês Gonçalves	Mary-May Hubert	Thariya Alma'mari
Chelsea Teodoro	Isabella Namusoke	Megan Reardon	Villie Appoo
Chenda Yen	'Jasmine' Xing Ting Cheong	Mel Reoch	Virginia Miller
Christa Ochocki	Jenna Goodwin	Michelle Alvarez	Yolanda King
Christiane Rouhana	Jennifer Abou Hamad	Monika Grądecka	



# JLS LOGISTICS & SUPPORT TEAM

(HOL = Head of Logistics) (WCM = World Centre Manager)

Another team of dedicated staff and volunteers are the logistics and in country support teams selected by JLS hosts to ensure that the JLS in each hub location came to life. **Thank you.**

## AUSTRALIA

Belinda Allen **HOL**

Helen Jarvis

Jo Kitchener

Pip Bloomfield

Rosemary Derwin

## CHILE

Ana Lorena Mora **HOL**

## ENGLAND, UK

Claire Maddison

Jade Johnson **HOL**

Mary Lodwig

Nicola Wareing

## FRANCE

Coline Garnier **HOL**

Maguelone Aurrant

Manon Soubeyran

Philippe Pereira

Sahila Ouali

## INDIA (SANGAM)

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Katy Millgate

Louise Pennington

Michelle Hughes **WCM**

Minakshi Jadhav

Narindra Andriamahefalon

Nicola Stuart

Priya Bhole

Radhika Tiwade

Uzma Khan

Verity Shaw

## IRELAND

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Evelyn Hayes

Fiona Walsh

Lorna Finnegan **HOL**

## LEBANON

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Zeina Menhem **HOL**

## MADAGASCAR

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Helinoro Rakotomalala **HOL**

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Rado Randriamanantena

Rasoloniaina Marcelia

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Tokinirina Cynthia Henintsoa

## MALDIVES

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## MEXICO

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Magdalena Peña

Paulina Garci

Susana Mendoza **WCM**

Yara Lobo

## NIGERIA

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## OMAN

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Amal Ahmed Nasser AL-Rahbi

Amna Abdallah Mohammed AL  
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Maryam Abdallah Mohammed AL  
Hadhri **HOL**

Samira Juma Mohamed AL  
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Zakiya Bakhit Khamis AL-Mezeini

## PERU

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Gladys Sánchez **HOL**

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## SWITZERLAND

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Anna Finster

Anne Sauer

Allison Hooper

Bethanie Pelloquin

Jessica Hackett **HOL**

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Rosanna Atkins

Sue Hislop

Tanya Tulloch **WCM**

## TAIWAN

Anna Chun-Chun Hsieh

Jeff Hsu **HOL**

## TANZANIA (KUSAFIRI)

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Jen Barron **WCM**

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Valentina Gonza

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## THAILAND

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