

ANNUAL REVIEW OUR IMPACT IN 2019



FOREWORD





Each year, in our Annual Review, we look back over the previous 12 months, reflect on what we have achieved as a Movement and celebrate our work and the work of our incredible volunteers. These highlights evoke so much excitement across WAGGGS – and the world – proving why our Movement continues to grow.

We are thrilled to share our 2019 Annual Review through the voices of the young women in our Movement, those who have been at the forefront of positive change. We hear from girls who have taken a leap into the unknown, whether speaking out for the first time at international events, taking up governance positions in their regions, or becoming activists for causes like malnutrition, period poverty or climate change.

These young women convey the personal impact that Girl Guiding and Girl Scouting has had on their lives, in their local communities and in the wider world. Wherever we look, Girl Guides and Girl Scouts are taking action, speaking out and leading out loud.

What's more, we constantly take inspiration from the 1.5 million volunteers and supporters whose passion and contributions enhance the impact and reach of our Movement. Your support really does transform the lives of girls and young women, empowering them to fulfil their potential as responsible citizens of the world.

Over the next year, as we continue to grow our strong and vibrant Movement, we will continue to increase and diversify our membership, offering more opportunities for more girls and influencing the global issues that impact girls and young women worldwide.

Thank you for your support and for standing together with us.
Best wishes,

Ana María Mideros

Ana María Mideros - WAGGGS World Board Chair

MORE OPPORTUNITIES FOR MORE GIRLS

“Guiding has given me lots of chances to try so many roles that I cannot be more thankful. I have been a cook and an International Commissioner, a camp director in my country and an ordinary participant in the Centenary camp in the UK, a volunteer in one of the World Centres and a trainer and so many more I cannot even enumerate. But the most valuable experience that Guiding has given me is the role of a leader and a guide for hundreds of girls and young women who were able to learn about Guiding, who have discovered a whole new community of sisterhood for self-knowledge and self-development and means to change the world for the better, more sustainable and friendlier place to live in”

ANASTASIIA, VOLUNTEER ASOTSIATSIYA HAYDIV UKRAYINY

INCREASED AND DIVERSIFIED MEMBERSHIP

This year, we have been working with eight new countries, both new and Associate Members, to become full Member Organisations, enabling volunteers like **ANASTASIIA** and **DARIA** to unlock the full value of WAGGGS - and make international friendships along the way. Becoming a full Member Organisation means working with a common criteria and method to bring the best experience of Girl Guiding and Girl Scouting for all girls. We look forward to welcoming more Members to the Movement.

‘Guiding changed my life. How? I realised what is important for me, what I really want to do and how I can help others. The final piece of the puzzle was attending the WAGGGS Juliette Low Seminar 2019. It helped me to love myself first of all, to open my hidden horizons and to understand how I will help Ukrainian women to love themselves and change their lives for better. Guiding inspires me and I intend to inspire the world!’

DARIA, INTERNATIONAL COMMISSIONER ASOTSIATSIYA HAYDIV UKRAYINY





GUIDING EXPERIENCE

“I have definitely come out of my comfort zone and challenged myself. I feel much more engaged with Guiding and with environmental activism and [I feel] empowered to make a change in my local environment. I feel like I have re-evaluated my understanding of leadership and feel like I can take the skills learnt into my life.”



RACHEL HELEN STORROW SEMINAR PARTICIPANT

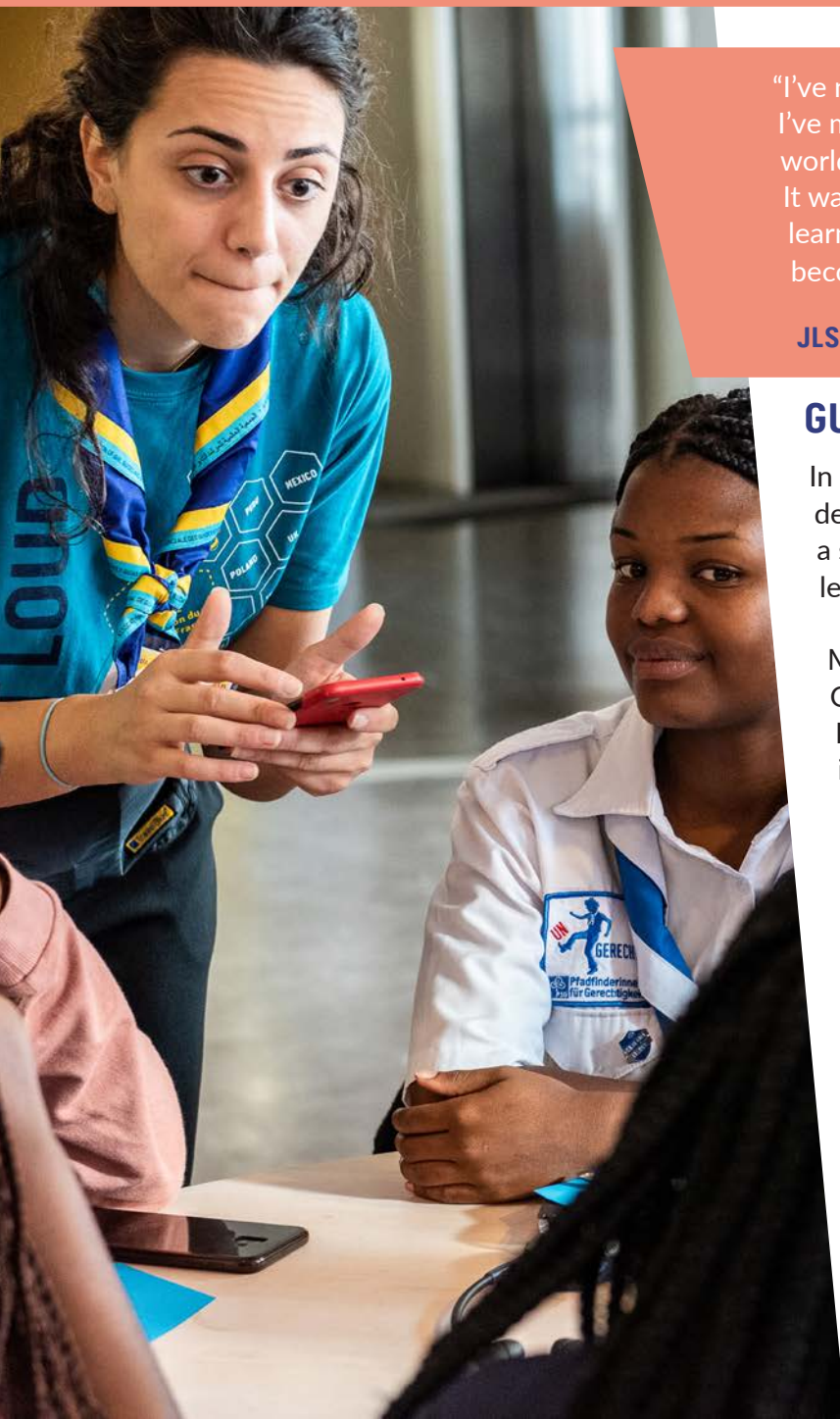
The Helen Storrow Seminar gives young women like **RACHEL** the chance to develop as leaders and return home and make a meaningful difference to the environment. In 2019, Our Chalet hosted 36 participants from 28 different countries to become environmental changemakers.

Pop-up Helen Storrow Seminars take place during the same week as the event at Our Chalet and deliver an adapted programme at national level. In 2019, 8 locations hosted Helen Storrow pop-up seminars, between half a day and 6 days, for over 350 girls and women in total.

“Accessibility to a WAGGGS international experience is fantastic for our girls because we’re so far from anywhere else so travel is much more expensive and difficult. We love the concept of pop-ups or linking to others and want to really explore this further. If our pop-up had been longer, we feel we might have indicated different important advantages using this model. The facilitators really appreciated being able to be a part of this opportunity, hone their knowledge further about the Mindsets and to use their skills in our MO.”

KAREN AND EMILY AUSTRALIA POP-UP FACILITATORS

MORE OPPORTUNITIES FOR MORE GIRLS



“I’ve never seen so much diversity in one place before. I’ve met so many inspiring people from all over the world. I was learning as much as i was enjoying myself. It was an honour to be a part of JLS 2019. From learning new skills to overcoming fear, I believe I’ve become a better version of myself.”

JLS PARTICIPANT KUSAFIRI WORLD CENTRE, TANZANIA

GUIDING EXPERIENCE

In 2019, we launched a brand new and ambitious delivery model for the Juliette Low Seminar, creating a space for over 700 volunteers and participants to lead, learn and connect together.

Made possible by the participating Member Organisations and supported by the Olave Baden-Powell Society (OB-PS), participants took part in one of 18 different global hub locations. Each location offered the one-week programme in up to two of the WAGGGS languages: Arabic, English, French or Spanish.

In the next 12 months, we will see up to 500 girl-powered projects take flight as a direct result of the Juliette Low Seminar, ranging from programmes to end gender-based violence, to projects targeting climate action, girls’ nutrition and inclusion and equality.

LEAD OUT LOUD
JULIETTE LOW SEMINAR 2019



“

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 learn 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 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.

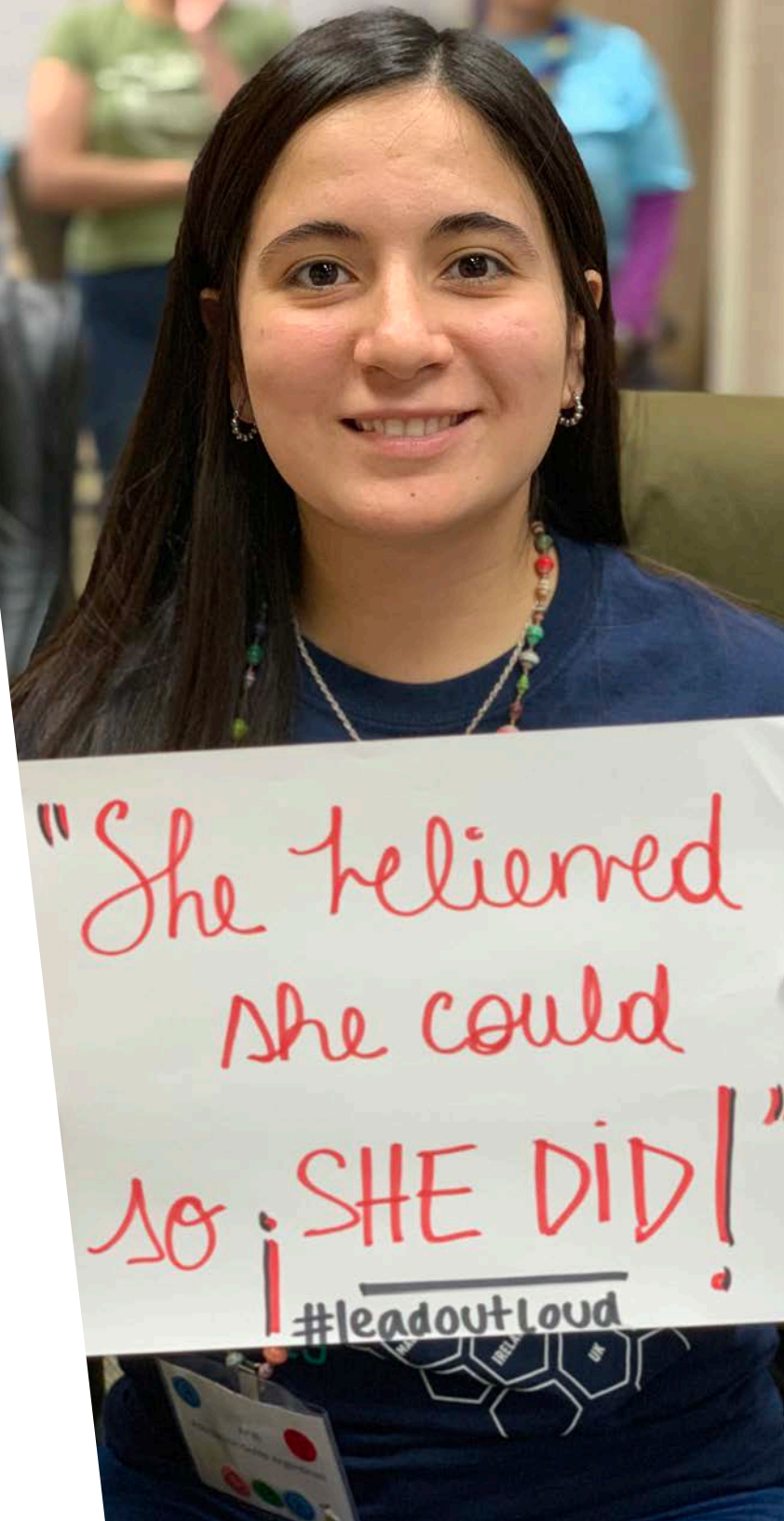
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“

I will organise a conference style event with sessions on resume building, salary negotiation, leadership, entrepreneurship, practical skills (landscaping, computer programming...), 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 with the girls.

”

500 GIRL PROJECTS JULIETTE LOW SEMINAR 2019



MORE OPPORTUNITIES FOR MORE GIRLS

“In July 2019, I was elected as a WAGGGS African Region committee member.

At every turn, I was always conscious of the duty to deliver and perform because the YESS journey has been transformational”

LUCIA YESS ALUMNAE, 2019
MEMBER OF THE WAGGGS AFRICA
REGION COMMITTEE

CROSS-CULTURAL EXPERIENCE

The Youth Exchange South to South (YESS) Girls Movement is our international exchange programme, funded by the Norwegian Agency For Exchange Cooperation (NOREC), a Norwegian Government Agency.

YESS gives women like **LUCIA** the skills and confidence to take up governance positions at local, regional and even international level.

This year, 45 young women took part in their YESS International Exchange experience, giving them a platform to become agents of change in their host countries, home countries and in the global community.



YESS PROGRAMME

60,624 new Girl Guides recruited in 2019 from formerly unreachable, under reached and hard to reach areas.

Over **150,000** new Girl Guides in total since 2015.



“I had the best experience. I got to learn how the girls felt about [their periods], hearing and actually sharing their stories; hearing about how myths and taboos have affected the girls was the saddest and quite emotional part. However getting to see a shift of change and understanding was more overwhelming”.

GEORGINA ROSIE'S WORLD PARTICIPANT ZAMBIA

GIRL-LED PROGRAMMES

We launched our first Menstrual Hygiene Education Guide ‘Rosie’s World’ in collaboration with WASH United. The MHM Education Guide takes girls like **GEORGINA** on a journey to teach them about menstruation and how to manage it safely, hygienically and with confidence.

“Lots of women living in my community have experienced domestic violence. I was keen to learn more about it – the causes and the consequences, and what we can do to reduce it in our community”.

JOAN GIRLS AS DRIVERS OF CHANGE PARTICIPANT, UGANDA

Girls as Drivers of Change, funded by Postcode Global Trust and in a partnership with Save the Children UK, runs in Uganda and Jordan until the end of 2020. Our ambition: to end gender-based violence through awareness raising, community action and developing the leadership skills of girls and young women like **JOAN**.

ROSIE'S WORLD

14,000 girls reached in 2019

100,000 girls by the end of 2020



GREATER GLOBAL INFLUENCE

"I had self-esteem issues when I was a teenager. The Free Being Me programme helped me to see myself beyond my appearance. Now I am a body confidence advocate and I want every girl in the world to feel strong. Girls need to be confident to speak out, to be themselves and to be responsible for what kind of world they want to be part of."

IZABEL GIRL GUIDE LEADER AND WAGGGS DELEGATE AT WOMEN DELIVER, BRAZIL



Just Launched!
UNICEF and Dove
Self-Esteem Project are
partnering to help 10 million
young people gain self-esteem and body
confidence by 2022.

The world's largest self-project has educated 35 million young people on body confidence since 2004.

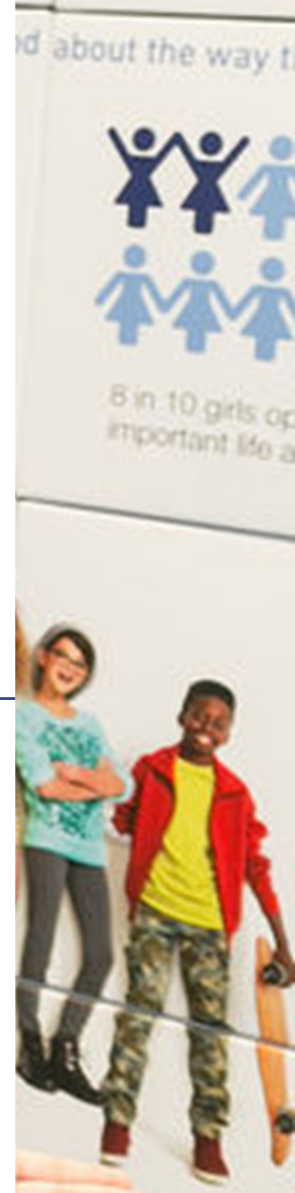
INCREASE VISIBILITY

The Young Women's Advocacy Forum (YWAF) is an annual event held before the Women Deliver Conference to give young women like **IZABEL** practical advocacy and communication skills to help them plan a project in their own country. This year, YWAF was organised by our global programmes Action on Body Confidence and Girl Powered Nutrition and in partnership with Dove and Nutrition International.

These global partnerships also facilitated access for WAGGGS delegates to speak at Women Deliver events as experts on girls and young women alongside high-level government and UN representatives, CEOs, social entrepreneurs as well as other youth delegates.

“Since returning from YWAF, I have been asked to be the youth representative on our local government's nutrition council. I have spoken on local radio stations about iron-deficiency anaemia and what needs to be done to help adolescent girls.”

VALENTINE GIRL GUIDE AND WAGGGS DELEGATE AT WOMEN DELIVER, TANZANIA





INFLUENCE GLOBAL POLICY

WAGGGS joined WOSM and the Big 6 youth organisations at the Non Formal Education Forum in Brazil this year to promote the power of non-formal education and, together, develop a joint position statement on nonformal education.

Our leadership model was recognised at the “Active Global Citizenship – and How to Educate for It” Global Conference in Canada, where we presented the work delivered by Guiding and Scouting volunteers worldwide to empower girls and young women to develop their potential as global citizens of the world.



A STRONG AND VIBRANT MOVEMENT

GLOBALLY CONNECTED

“I’m very excited to be part of the team [WAGGGS Volunteer network]. I am passionate about girls and young women, i look forward to learn new skills and make friends towards creating a positive impact.”

PAMELA KIAMBI FROM KENYA

Our new WAGGGS Volunteer system pools multiple volunteers from all over the world into a single space. Volunteers like **PAMELA** can connect directly with others like them and apply to participate in a wider range of opportunities, learning new skills, exploring their individual talents and practising leadership at a global scale. Our transparent and inclusive process ensures more women from all backgrounds can enjoy more international volunteering.

“I came back full of ideas and contacts, so inspired... It showed us the importance of working together in the region and globally, and I hope to be able to mirror that back in our own country.”

PARTICIPANT, REGIONAL CONFERENCE

2019 saw us bring together 500 people across all five regions for the WAGGGS Regional Conferences. On the programme, a celebration of world Guiding and Scouting and a chance to discuss the future of the Movement, with valuable feedback for WAGGGS. Members appointed five brand new Regional Committees, paving the way for more young women to take decision-making roles at Board level.



BUILDING LEADERSHIP CAPACITY



"It was eye-opening to see different concerns from different countries due to the situation of the MOs. It is interesting that we are still able to come up with common thoughts for the outcomes framework. I'm truly looking forward to the result of the discussion. Not only because of the impact of this model on the girls, but also to see how far this leadership model will lead us to the vision and mission of WAGGGS in the future."

JOEY, VOLUNTEER, HONG KONG

Working in collaboration with seven Member Organisations, and volunteers like **JOEY**, this year we built a set of ten outcomes of the WAGGGS leadership model. The outcomes describe the leadership that we believe girls will develop by practising the model; and we will use them to evaluate the quality and impact of the global leadership programme, local leadership training and approaches.

"The model gives you a clear picture on how to provide the best at any particular time or situation. This has made it easier for me to connect internationally. It has made me realise how a small action or decision can affect the group. Now, before I react, I take time to understand my intention and apply all the mindsets."

ACKISSAH, VOLUNTEER, MALAWI

This year, we trained 38 volunteers from the Africa Region, in French and English, to become WAGGGS facilitators. Young women like **ACKISSAH** will become ambassadors for WAGGGS' core mission, implementing the new leadership offer in the Africa Region and beyond. These young women have already facilitated at the Africa Region Conference, Juliette Low Seminars and introduced the model to over 700 girls at a National Camp.

A STRONG AND VIBRANT MOVEMENT

CAPACITY BUILDING

Our Capacity Assessment Tool (CAT) helps associations, and WAGGGS, to understand and evaluate their organisational capacity via a self-assessment process. We are using the results to identify individual needs and areas of development, and finding recognised areas of best practice. With over 70 Member Organisations taking the non-compulsory assessment up until the end of 2019, we've already gathered significant insights.

INTERNATIONAL EXPERIENCE

"World Thinking Day is a time for Guides all around the world to stop and think about our sisters; especially those living in poverty, forced to fight in war, or suffering from the impact of a natural disaster."

RACHEL, BARBADOS

This year, World Thinking Day commenced the Leadership - Diversity, Equity and Inclusion - Peacebuilding theme. World Thinking Day 2019 focused on introducing the new WAGGGS leadership offer to the grassroots of the Movement.



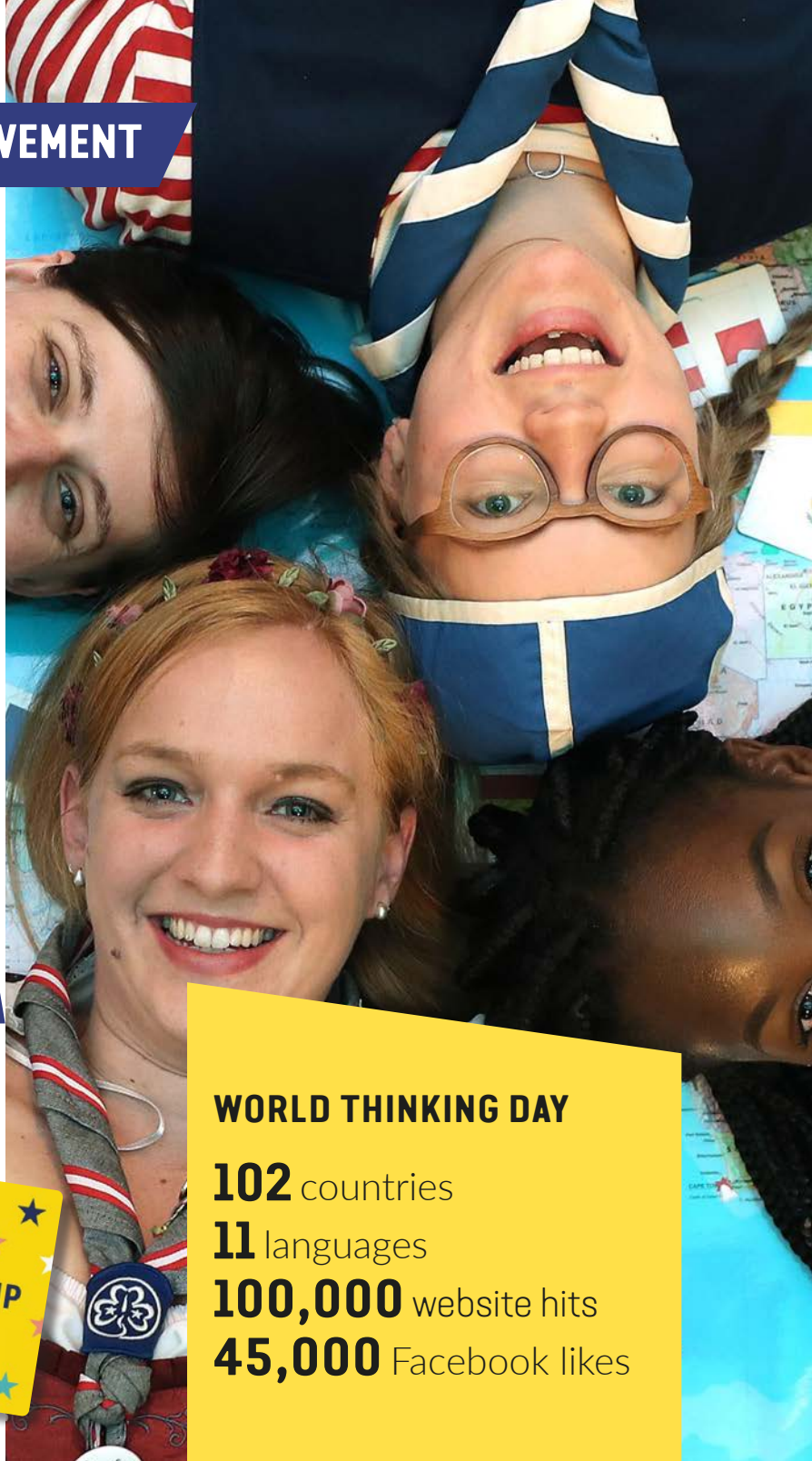
WORLD THINKING DAY

102 countries

11 languages

100,000 website hits

45,000 Facebook likes





“I’ve never tasted so much freedom in my life. Where I can be who I want to be, do what I want to do and say what I want to say. Because of that I’ve discovered my fullest potential and limitations. Thank you so much JLS Kusafiri for the experience”

KUSAFIRI PROGRAMME PARTICIPANT

[What I most valued was] “the opportunity to network and make friends with girl Guides and Girl Scouts from around the world, learn about and from their leadership/environmental experiences. The informal conversations during meals were some of the most inspiring and eye-opening for me”

OUR CHALET PROGRAMME PARTICIPANT

“As a volunteer facilitator, you help young woman develop their leadership journey and potential through workshops and trainings. We loved to see the halls filled with girls (and facilitators!) full of potential and wonder as they lived a World Centre experience”

VOLUNTEER PROGRAMME FACILITATOR, PAX LODGE

“In Sangam, I found the perfect place to grow, discover my abilities, improve my skills and find the confidence to continue life’s journey.”

MARKETING AND COMMUNICATIONS INTERN, SANGAM

Our Cabana is a truly wonderful place, sometimes filled with guides of all different colors and sizes and sometimes filled only with silence and peace. Here I have learned a lot not only about WAGGGS and Guiding but also about myself, my dreams and my goals and how being a Guide has had a positive influence in them.

INTERNATIONAL VOLUNTEER, OUR CABANA

INTERNATIONAL CULTURE

Our WAGGGS World Centres nurture and develop strong young leaders through their bespoke volunteer and internship programmes. They offer young girls and women a fantastic hands on opportunity to develop both professionally and personally. And every year, these same volunteers and interns from across the world successfully bring our World Centres to life.



FOR HER WORLD

There are over a billion girls in the world.

Girl Guiding and Girl Scouting is the place they need to be the best they can be.

For over 100 years, we've been the only global movement geared entirely to every girl and any girl. In places local to them – safe from judgement, stereotyping and violence – girls learn by doing, make friends and have fun.

Free to make what they want of all that the Movement offers, girls can reach for their full potential. They become happy and adventurous individuals, with the skills and attitude that are changing their community and their world.

Girl Guiding and Girl Scouting creates connected generations of capable, fair and daring girls.

**WAGGGS KEEPS THE MOVEMENT UNITED,
THRIVING AND GROWING.**

Malaysia

Bru



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