STRONG WOMEN STRONG GIRLS

Monitoring Evaluation & Learning (MEL) Report

2023-2024

Prepared by Rachel Vinciguerra

Impact

In the 2023-2024 program year, Strong Women, Strong Girls held programs in 99 schools and community centers across the neighborhoods of Boston & Salem and Pittsburgh (an increase in 12 sites from last year).

913 Mentees

589 College Mentors

158 Strong Leaders

Pittsburgh

Boston & Salem

Glimpses

Data comes with many limitations, especially in community-based programs like SWSG. The data does not always capture the impact we see in the day-to-date moments, in drawings, and relationships overtime. Here are some glimpses.

SWSG builds efficacy and self-esteem

When one mentee was asked by her guardian what she gained from SWSG she said, *"How to get better at clay, and feeling better about myself."* Her attitude about herself and her potential has definitely changed toward the positive.

SWSG makes time for EVERY child

"We even had a mentee join in the Spring semester who is extremely shy and quiet and who came to sessions inconsistently, but they loved on her just as much as they did on the mentees whom they had established relationships with, brought her out of her shell, and she was so happy to be there! The mentors even went out of their way to support the girls outside of our weekly sessions, coming to cheer on many of the girls during the school day in their spelling bee, for example!" -Site Facilitator
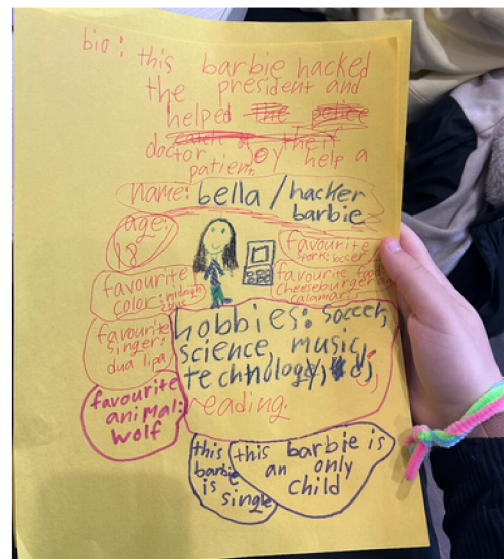
SWSG is part of a supportive ecosystem

"2 of the activities incited conversations around sensitive topics. This led to mentees disclosing potential past trauma or secondary trauma in the absence of an adult trained to support the disclosure. Mentors managed the situation well by listening attentively and contacting the site facilitator. The following day, mentees were able to process with school social worker and guardians were informed as necessary." -Site Facilitator
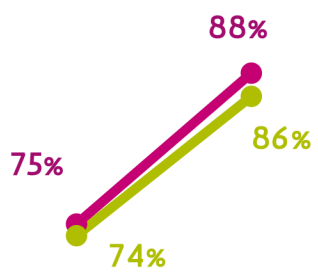
Mentees

473 **PGH**   417 **BOS**   23 **Salem**

6 Cs of Positive Youth Development

88%

75%

74%

86%

In Pittsburgh the greatest change was a 13% increase in mentees' belief that they could go to college if they so chose.
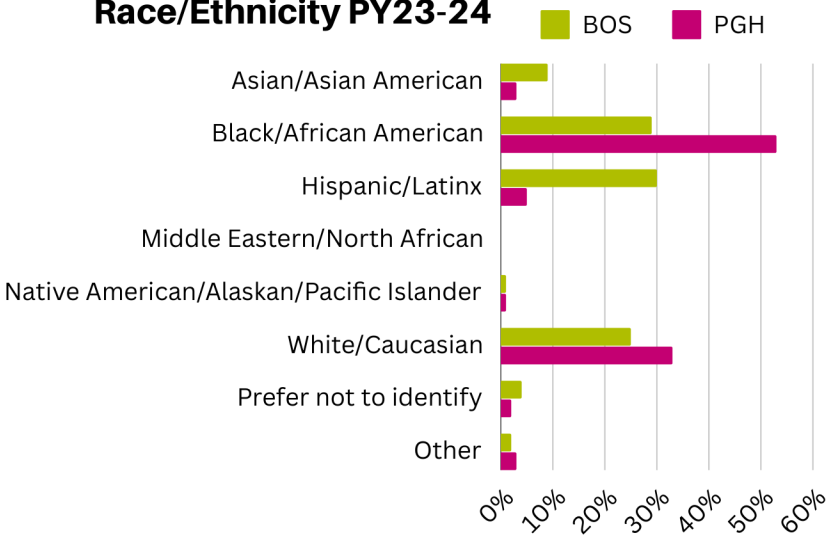
In Boston, the greatest positive change was a 12% increase in mentees' belief they can make friends they can trust easily.

Boston **Pittsburgh**

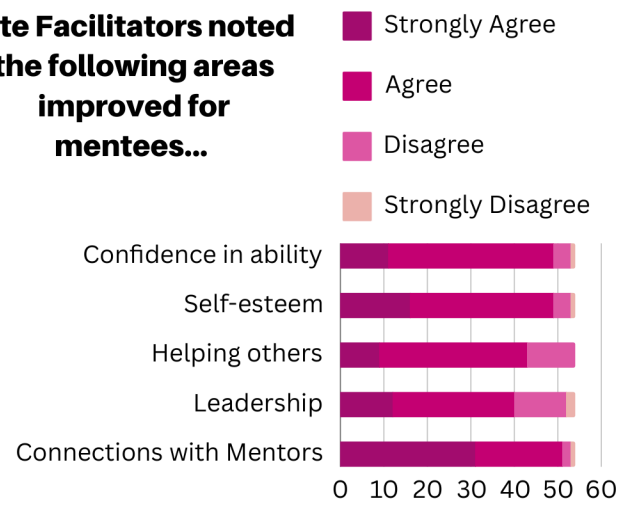|	Confidence	Competence	Character	Caring	Connection
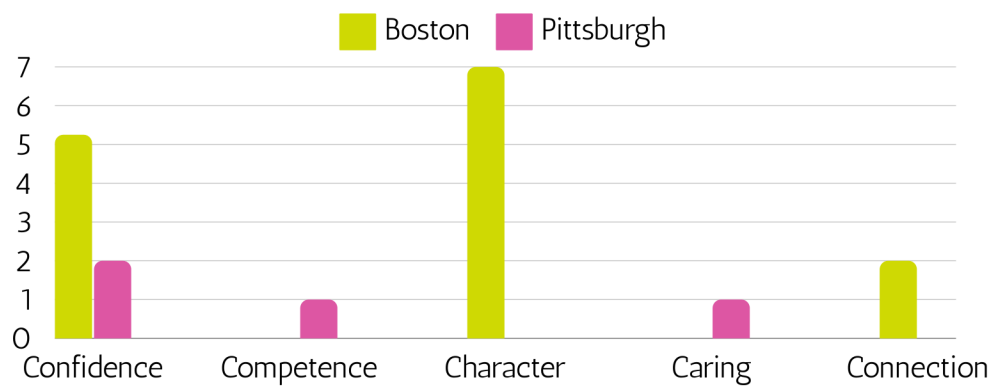
This chart highlights the % improvement during the program year across selected 6 Cs by location.

With low survey response rates, this is a snapshot but it is not fully representative.

Race/Ethnicity PY23-24

BOS **PGH**

- Asian/Asian American
- Black/African American
- Hispanic/Latinx
- Middle Eastern/North African
- Native American/Alaskan/Pacific Islander
- White/Caucasian
- Prefer not to identify
- Other

0% 10% 20% 30% 40% 50% 60%

Site Facilitators noted the following areas improved for mentees...

Strongly Agree
Agree
Disagree
Strongly Disagree

- Confidence in ability
- Self-esteem
- Helping others
- Leadership
- Connections with Mentors

0 10 20 30 40 50 60

Program Feedback-From Guardians

Guardians saw changes beyond what program staff and mentors might see highlighted below

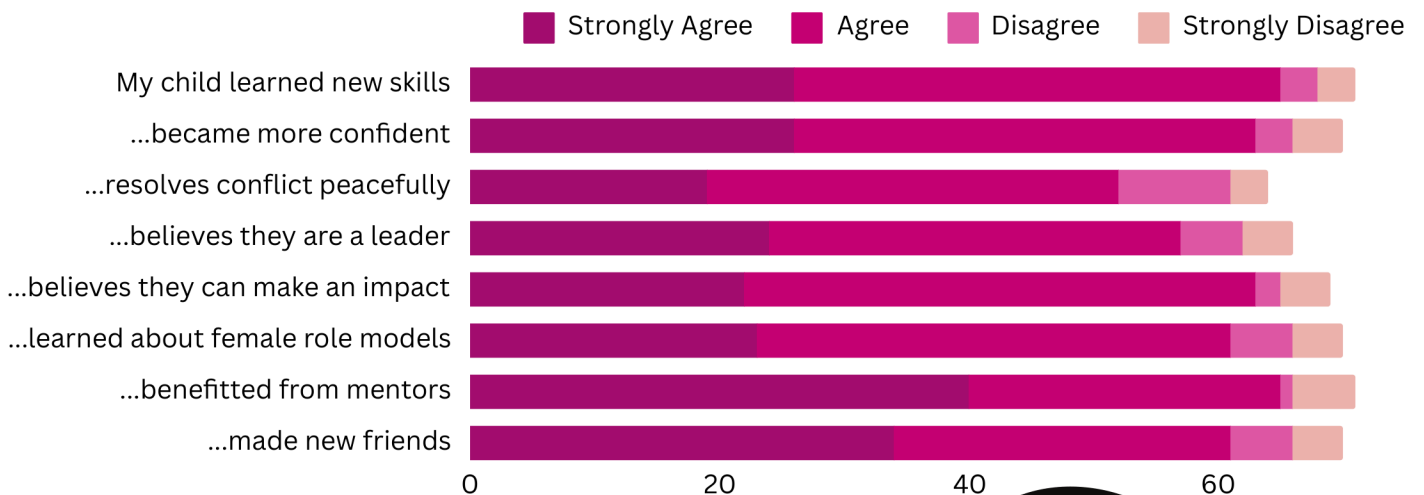*"Forging friendships, insight into college and a desire to go to college."*
"She is becoming more of a leader every day."
"She learned the importance of resolving conflict and being a good friend."
"My child loves this program so much. She is always so excited to come home & tell me what they have learned or discussed. One of the SWSG advisors was into Science which is what she currently wants to do in life - and the impact of talking to someone in college about this has made a massive impact on her thinking she can do this down the road."
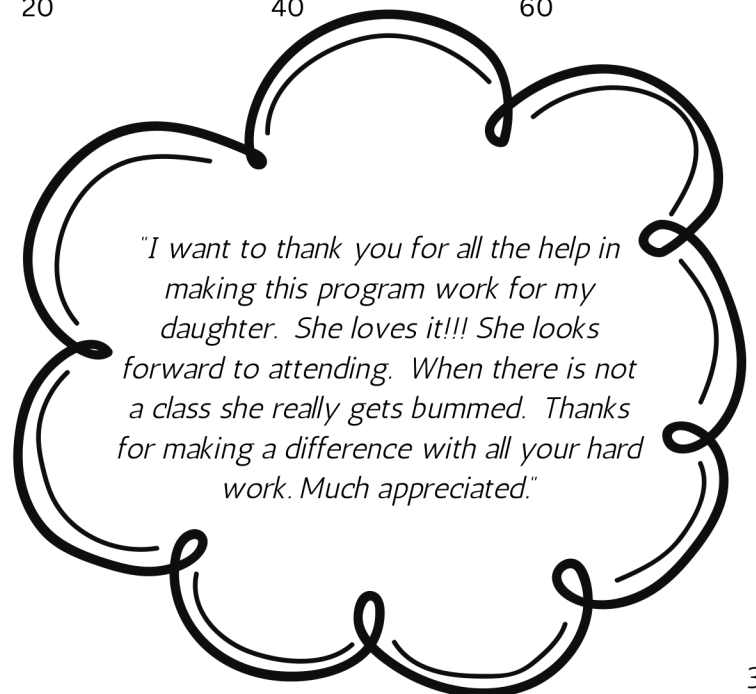*"Being accepted for who she is as part of the queer community by people she looks up to."*

94% of guardians said SWSG met their child's needs

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

My child learned new skills
...became more confident
...resolves conflict peacefully
...believes they are a leader
...believes they can make an impact
...learned about female role models
...benefitted from mentors
...made new friends

0   20   40   60

When asked what would make SWSG better, the most common responses asked for lesson plans and more insight into program curriculum.

"I would love to receive a paper at the beginning of the year that outlines the lessons each week. I often ask my daughter which powerful leader they learned about and the lessons. My conversation would be better facilitate with this information." -Guardian

"I want to thank you for all the help in making this program work for my daughter. She loves it!!! She looks forward to attending. When there is not a class she really gets bummed. Thanks for making a difference with all your hard work. Much appreciated."

100%

of mentors were involved in a social action project (activity for the good of others) in the last 3 months
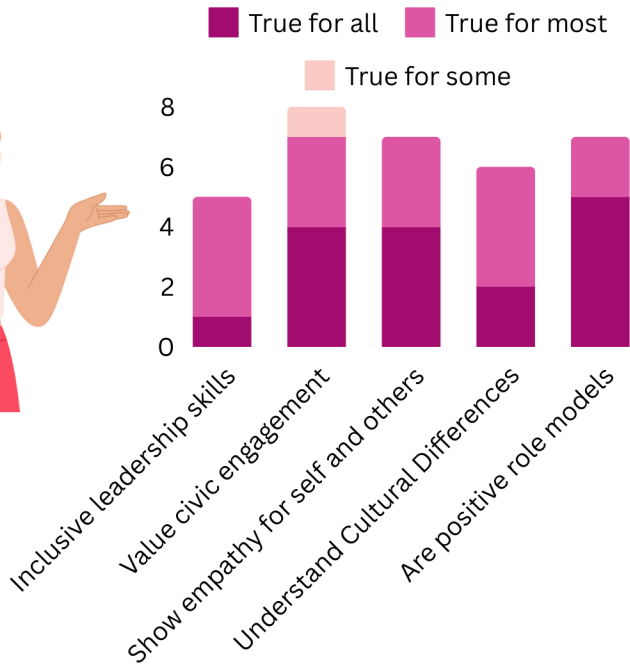
Mentors

266 **316** **7**
PGH BOS Salem

Boston: 45% returning mentors
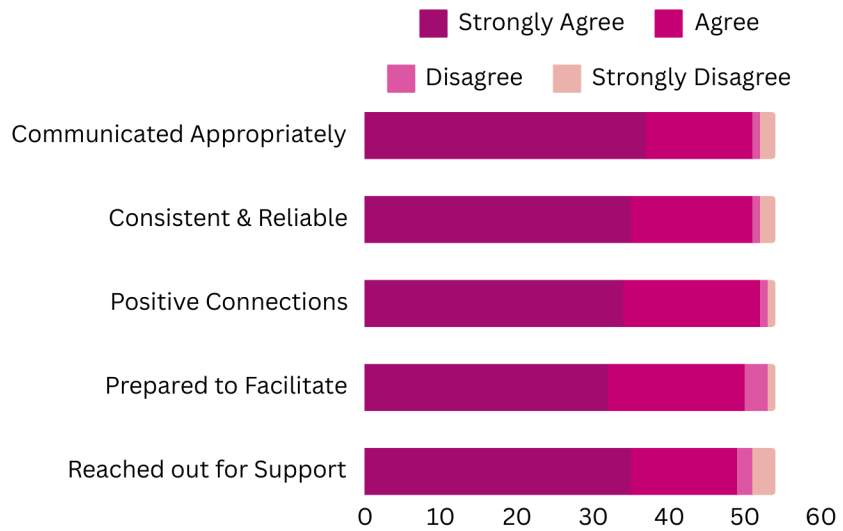Pittsburgh: 50% returning mentors

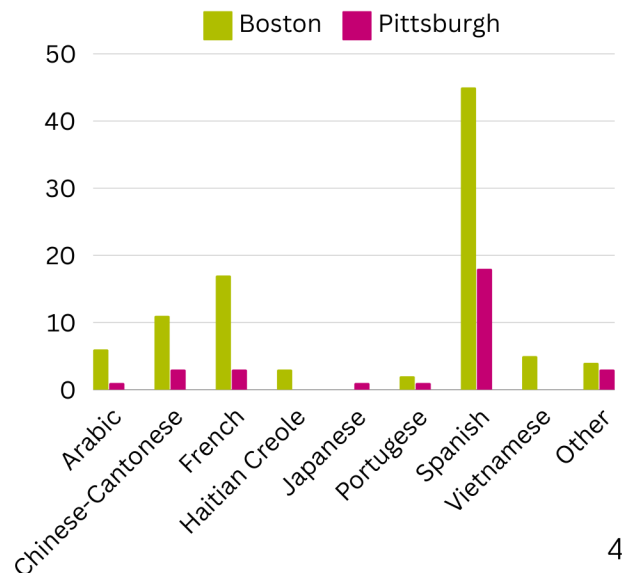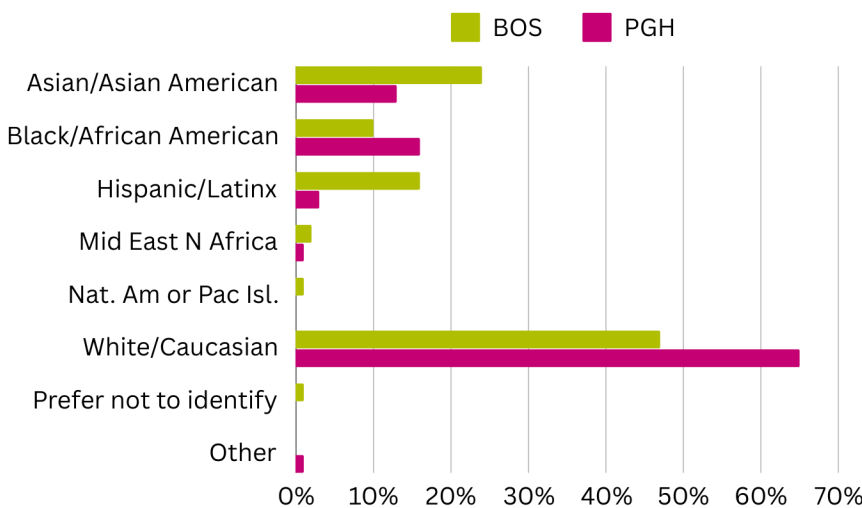## According to campus coaches

Mentors had the following traits...

- True for all
- True for most
- True for some

Bar chart categories:
- Inclusive leadership skills
- Value civic engagement
- Show empathy for self and others
- Understand Cultural Differences
- Are positive role models

According to Site Facilitators

96%

agreed mentors were positive role models

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

- Communicated Appropriately
- Consistent & Reliable
- Positive Connections
- Prepared to Facilitate
- Reached out for Support

0 10 20 30 40 50 60

Race & Ethnicity & non-English languages spoken

- BOS
- PGH

- Asian/Asian American
- Black/African American
- Hispanic/Latinx
- Mid East N Africa
- Nat. Am or Pac Isl.
- White/Caucasian
- Prefer not to identify
- Other

0% 10% 20% 30% 40% 50% 60% 70%

- Boston
- Pittsburgh

50
40
30
20
10
0

- Arabic
- Chinese-Cantonese
- French
- Haitian Creole
- Japanese
- Portugese
- Spanish
- Vietnamese
- Other

4

Mentor Input

I am confident identifying as strong woman or person.
I understand and accept areas in which I can grow.
I have diverse groups of friends I trust.
I stand up for what I believe in, even when it's unpopular.
I can work effectively with people of diverse backgrounds.
There are diverse women I go to for support.
I can think of a problem in my community I want to solve.

0   20   40   60   80   100

Boston · Pittsburgh
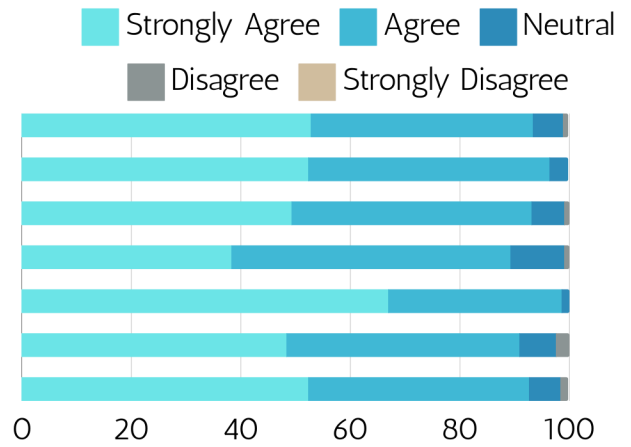
My chapter provides an inclusive evironment
I am able to voice my concerns to my chapter and be heard.
Chapter meetings help me prepare for mentoring sessions.
My chapter is a safe community to discuss race and racial identity.
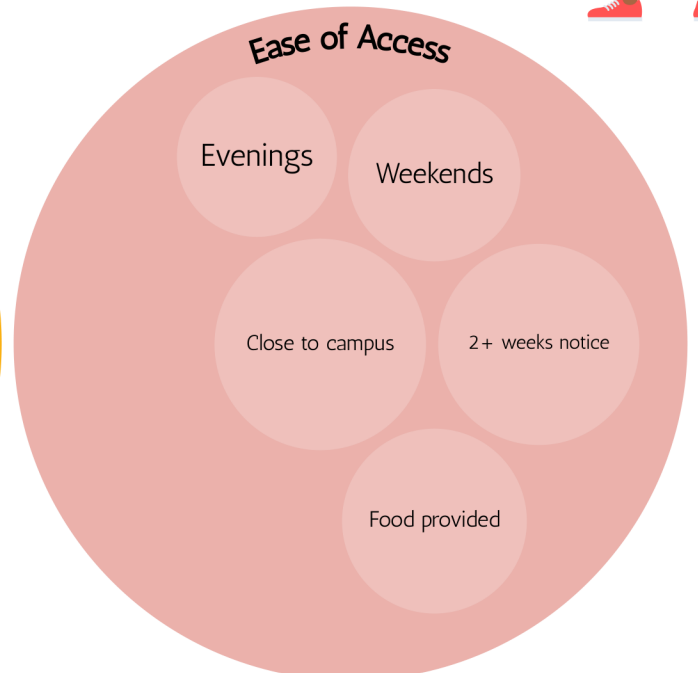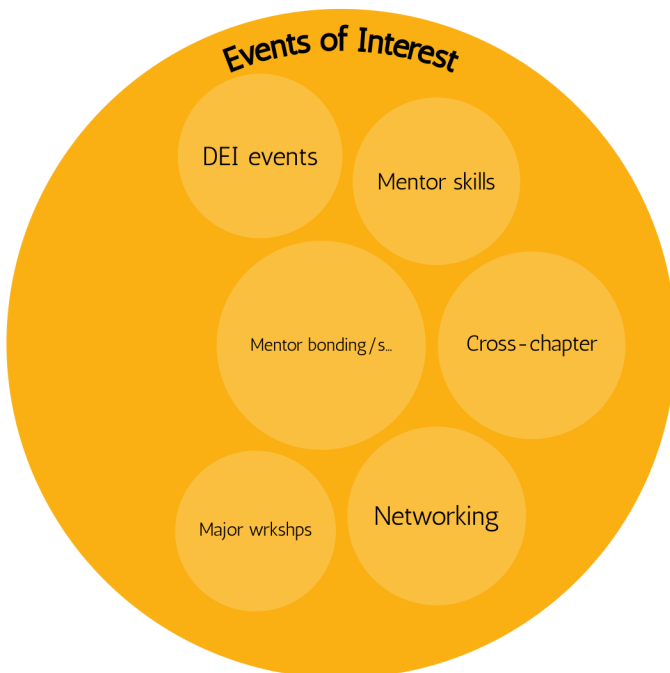
0   20   40   60   80   100
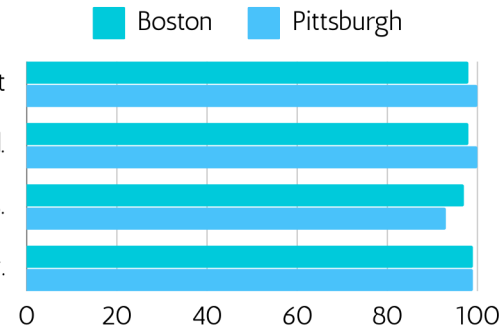
Pittsburgh responses indicate positive receptions to DEI discussions exploring topics like gender identity and navigating DEI conversations with mentees.

Boston responses identify areas they'd like to explore including: puberty education, systemic issues in education, period poverty, environemtnal justice and more.
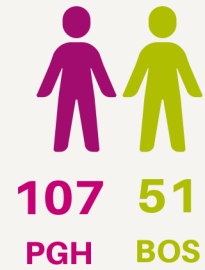
Mentors shared areas of interest for future semesters.

Events of Interest

DEI events
Mentor skills
Mentor bonding/s...
Cross-chapter
Major wrkshps
Networking

Ease of Access

Evenings
Weekends
Close to campus
2+ weeks notice
Food provided

Strong Leaders

107 **51**
PGH BOS

73% of those matched, met with their mentee

★★★★★★★★

6/8 that met with their mentee, met in person

Boston

75%

were NEW mentors

Pittsburgh

63%

were NEW mentors

Communication with SWSG Office

Fair
25%

Excellent
25%

Very Good
16.7%

Good
33.3%

Race & Ethnicity

BOS PGH

Asian/Asian American
Black/African American
Hispanic/Latinx
Mid East N Africa
Nat. Am or Pac Isl.
White/Caucasian
Prefer not to identify
Other

0% 20% 40% 60% 80%

6
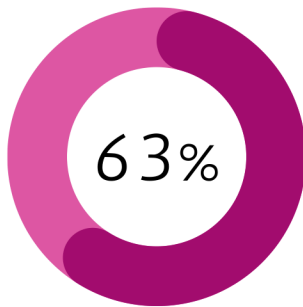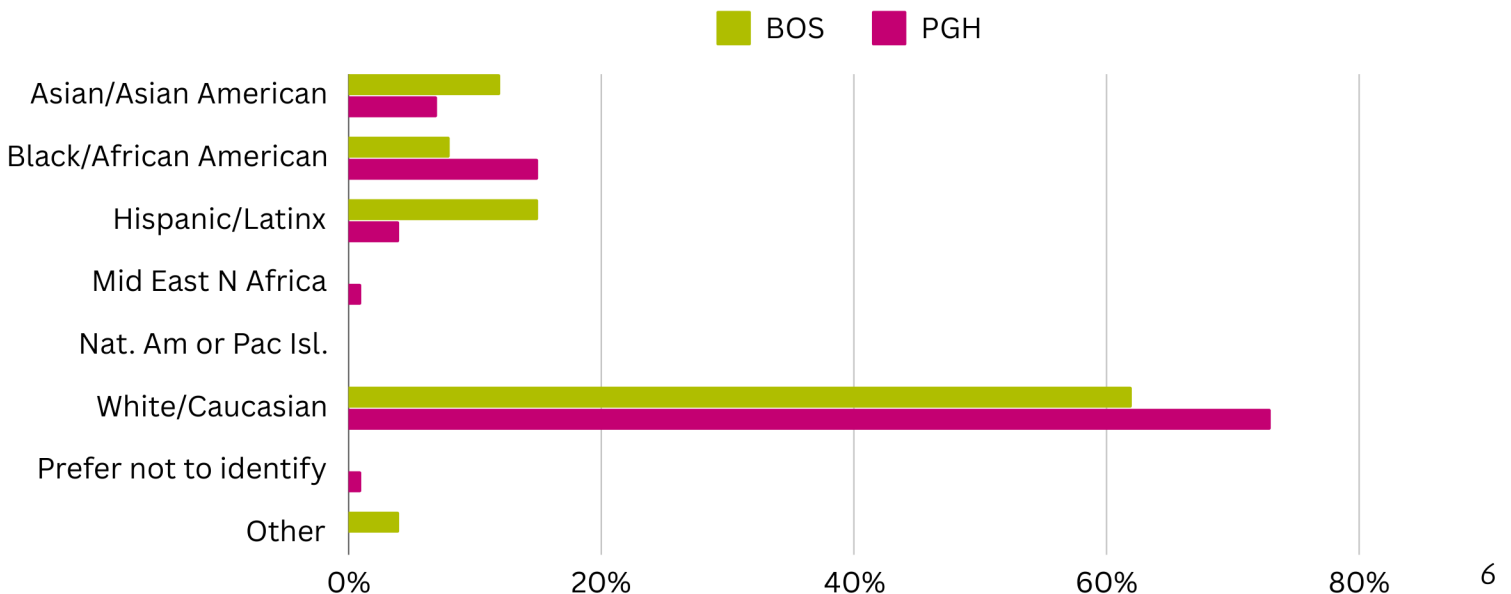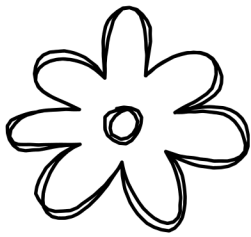
Program Sites

Pittsburgh: 53 sites

Boston: 43 sites
Salem: 3 sites

Metro Boston Schools
19.6%

Community Centers
4.3%

Boys & Girls Clubs
10.9%

Parochial Schools
4.3%

Boston Public Schools
60.9%
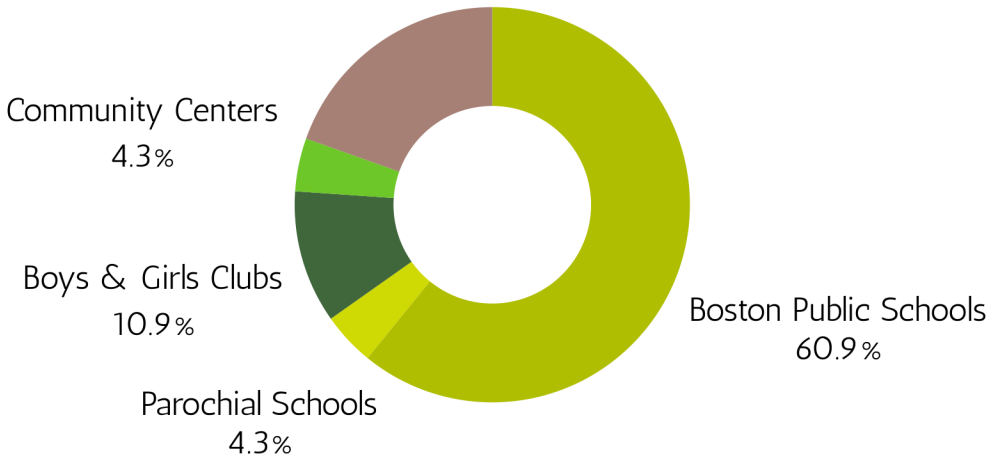
Site Evaluator Average Ratings

Average site rankings were consistent between cities.

- Boston
- Pittsburgh

Physical Facility

Interactions

Site Facilitator

0.00 1.00 2.00 3.00 4.00 5.00
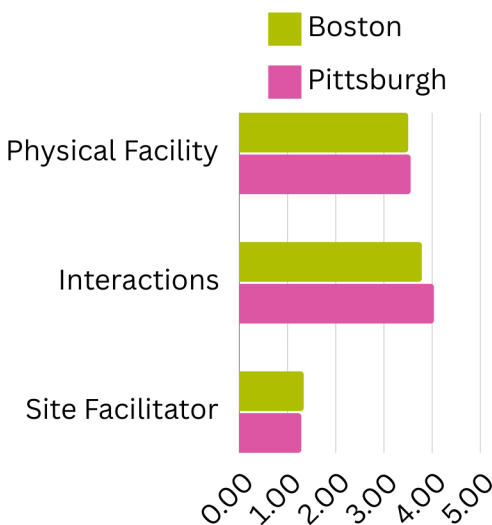
Metro Pittsburgh Schools
11.3%

Pittsburgh Public Schools
45.3%

Community Centers
30.2%

Charter Schools
9.4%

7
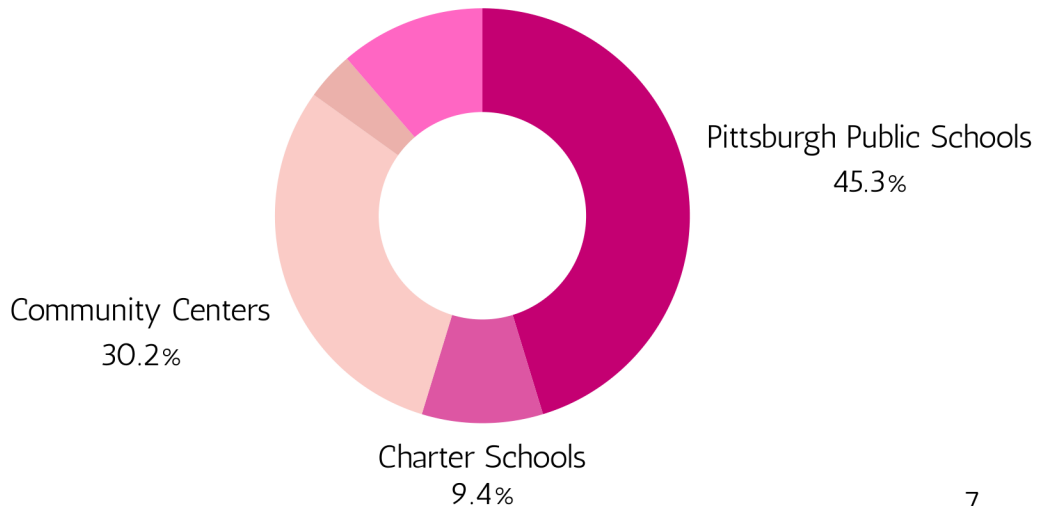
Program Feedback-From Site Facilitators

To what extent were the following a challenge...

Legend: ■ Not a Challenge ■ Slight Challenge ■ Major Challenge

Categories (top to bottom):
- Mentee Participation
- General Lessons
- Session Timing
- Implementing Curriculum
- Communication w/Staff
- Communication w/Mentors
- Mentor Connection with Mentees

X-axis: 0, 10, 20, 30, 40, 50, 60
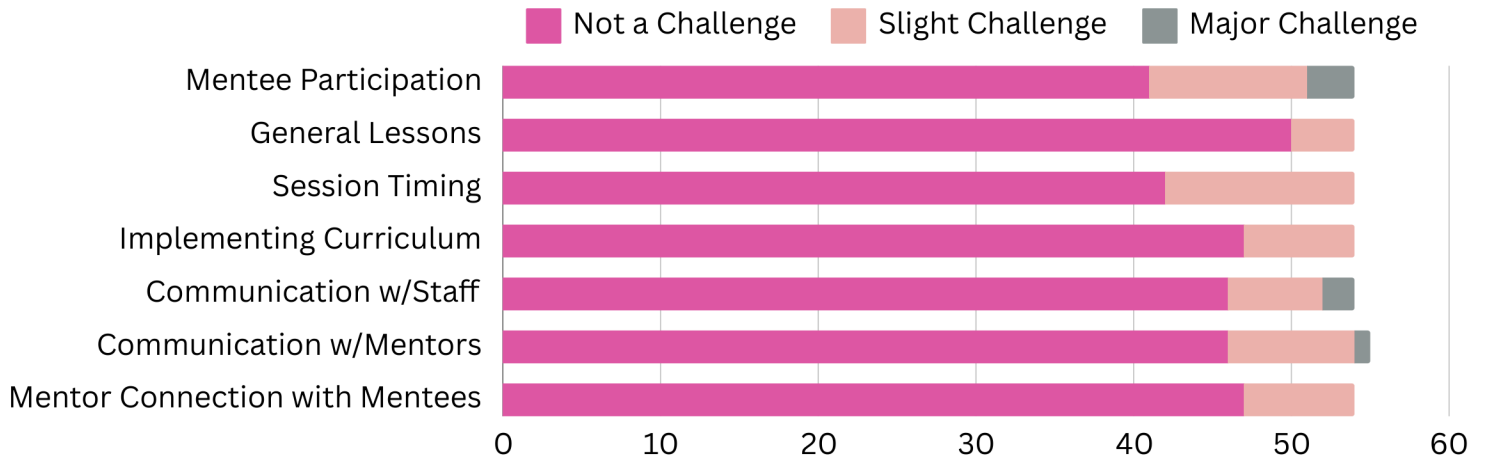
Feedback varied site by site, but some themes include...

What went well

"**Reliable, communicative, built rapport** immediately with mentees, positive attitudes and excitement for the program"

"They were able to **arrive early, provide insightful advice and connect with our student**s. They were able to the influence our students."

The Ladies went **above and beyond to be positive role models**, connected well with the Girls and communicated thoroughly with me the entire year. The Mentors were **extra organized and extremely excellent** during our annual field trip to Duquesne University. The Girls listened, learned great things and enjoyed themselves.

Challenges/Room for Improvement

"The hardest part was the **multiple different people from SWSG contacting me**. I couldn't keep them straight and most of them I had never heard about."

"We had some students that had challenging behaviors towards each other. There were **moments during the programs where mentors did not address name calling of other students** (not in the program) **and how to reframe the conversations in a more appropriate manner**. The newer mentors in spring were more stand offish when it came to engaging with the parents and leaders at the school."

**Feedback at the site level is very relevant to be reviewed by program staff.

Learning in Action

Field Trips

Field trips are one of the year's most valued activities and although surveys weren't collected this year, a lot of photos tell the story.

STRONG WOMEN STRONG GIRLS
PITTSBURGH

Role Models in Residence

6 sites, 6 role models/groups, 30 mentee respondents

83%

learned about a new type of job from the role model

67% tried something they had never tried before that day!

83%

want RMIR next year

Behind the Data

Here's a peak into what was going on behind the data in this report.

01 ——————— Big improvements & increased response rates

Through the efforts of program teams there were significantly higher response rates this year for attendance as well as site facilitator, guardian, and campus coach surveys.

02 ——————— Quality attendance data

Despite challenges tracking attendance through the CRM system, mentors and program staff managed to successfully log comprehensive attendance data for the year.

03 ——————— Data limitations

With limited staff, every MEL activity cannot be prioritized. There were some survey activities with lower or no response rates this year as other data collection and programs took priority. For next year, SWSG will work to build back up for field trip surveys, strong leader check-in surveys, and build on pre and post surveys.

Data Sources for this report

Data Source	Data set
Mentee Pre-Surveys	82
Mentee Post Surveys	151
Attendance	10,840
Site Scorecards	93
Strong Leader Registration	158
Strong Leader Survey Post	12
Campus Coach Survey	10
Site facilitator surveys	54
Guardian surveys	71
Mentor Surveys	421
Role Models in Residence Surveys	30

Contact

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