

THE REALITY

Women are almost half of the workforce in the United States but they still only earn an average of 82% of what men earn, and progress on closing this wage gap has stagnated*. Despite small gains in the pipeline, **women remain underrepresented** across the corporate ladder. Women of color account for **only 6 percent of C-suite leaders****, a number that hasn't moved significantly in the past three years. Only one in four organizations is making the advancement of women a top ten priority. And perhaps most concerning, there are now fewer women in the pipeline to fill executive roles than there were in 2019.

OUR STRATEGY

Girls Inc. Project Accelerate speeds the entry of young women, especially women of color, into positions of influence and leadership, particularly in sectors where pay equity and gender disparities are far too prevalent.

Our comprehensive programs advance young women's educational attainment and skill development, positioning them for professional leadership roles in an evolving work environment.

We leverage partnerships with corporations and social impact organizations to support change towards equity in the workplace and access to meaningful careers.

OUR IMPACT

Through Project Accelerate, young women attain relevant leadership, social emotional learning (SEL), and diversity, equity, and inclusion (DEI) skills that will help them throughout their career trajectory, and

- graduate high school with the skills and confidence to pursue their post-secondary plans;
- successfully navigate through their college experience;
- participate in valuable paid internship opportunities;
- connect and establish relationships with mentors and coaches;
- pursue career and postgraduate education; and
- experience rewarding and well-compensated employment opportunities.



Scan or visit
girlsincpa-nj.org/project-accelerate
for more information

*<https://www.pewresearch.org/social-trends/2023/03/01/the-enduring-grip-of-the-gender-pay-gap/>

**https://leanin.org/women-in-the-workplace?gclid=EALalQobChMliYWnid_7gwMVE2dHAR0qWAKgEAAAYASAAEglx3fD_BwE

STRONG. SMART. BOLD.

Project Accelerate addresses generational poverty and inequality in the workplace, particularly the absence of women of color in positions of influence and leadership in the corporate and social impact sectors where pay inequity and gender disparities, including occupational segregation, are far too prevalent. In the Project Accelerate model, participants in their final two years of high school and as alumnae for the following 6 years participate in a supportive community, receive mentoring and professional development programs, and are connected with employers for meaningful, well-paying internships and careers. These young people have participated in Girls Inc. for at least several years before joining Project Accelerate. They participate in Girls Inc. post-secondary readiness programming that moves them, and their families, through the college application or other post-secondary career process and equips them with the social emotional learning skills needed to support a successful transition to post-secondary life. In order to plan for post-secondary education and careers with leadership trajectories, they need exposure to a broad range of career opportunities and meaningful work as high school students to build their skills and confidence. Our participants face generational and intersectional challenges living in low-income communities, being people of color, and having marginalized gender identities. Most will be the first in their families to attend college and few have access to professional networks that would make it possible to obtain those first critical internships and full-time positions.

Project Accelerate is a targeted extension of the Girls Inc. Experience, designed to support young women through their next critical transitions—from high school through college and from college to career. The project prepares young women leaders not merely to succeed in the workplace environments, but also to affect cultural change from within.

To learn more about investing in our work and the young women we support, connect with us.

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YOUR INVESTMENT

- Increase leadership, mentorship, and sponsorship opportunities for women in your organization;
- Create career exploration opportunities;
- Offer meaningful paid internships for Girls Inc. high school and college students; and
- Make a financial investment to grow the pipeline of tomorrow's leaders.

**HELP US CREATE THE
WORKFORCE OF THE FUTURE**