



Inspiring all girls
to be strong,
smart, and bold

GIRLS
INCORPORATED
of Limestone,
Algonquin, and
Lakeshore



31 Weller Avenue
Kingston, Ontario
K7K 2T1
(613) 542-9202

R1-205 North Front St.
Belleville, Ontario
K8P 3C3

Phone: (613) 542-9202
Fax: (888) 542-9250
www.girlsinlimestone.ca



United Way
Kingston, Frontenac
Lennox and Addington

AGENCY OVERVIEW

MISSION: Inspiring all girls to be strong, smart and bold!

Girls Inc. Limestone provides life-skills education and mentoring programs for girls, and is at the heart of girls' lives and the forefront of the girls' rights movement. With programs that are grounded in research and tested in the field, our organization celebrates and empowers girls and young women, and advocates for an equitable world.

The compelling voices and perspectives of girls and women are woven throughout our work, which includes engaging programs, original research that highlights underlying causes and effective solutions for girls' issues, and persuasive advocacy at both local and national levels.

Serving Frontenac, Lennox and Addington, Hastings, and Prince Edward Counties in Ontario, we provide programming for more than 1,400 girls and young women each year. We are dedicated to providing comprehensive services for girls and young women in our community because:

1 IN 5 GIRLS will become the victim of childhood sexual violence.

SOCIETAL GENDER INEQUITY is the leading cause of violence against girls and women.

78% OF GIRLS HATE THEIR BODIES. This leads to poor self-confidence and often, eating disorders. Eating disorders are the third most common chronic illness in adolescent girls.

BULLYING, RELATIONAL AGGRESSION AND POOR BODY IMAGE are key contributors to widespread low self-esteem among girls.

UNHEALTHY PEER RELATIONSHIPS have a serious impact on a girl's ability to focus on achieving educational success.

1 IN 3 MINIMUM WAGE WORKERS in Canada are women.

WOMEN WHO DROP OUT OF SCHOOL before completing Grade 9 make only \$20,800, which is 50% less than their male counterparts at \$40,400.

WOMEN HOLD AN INEQUITABLE SHARE OF JOBS in the areas of Management (39%), National and Applied Sciences (25%), Processing and Manufacturing (36%), and Trades, Transport and Equipment Operators (7%). This is a key factor in the income disparity between men and women in Canada.



Inspiring all girls
to be strong,
smart, and bold

GIRLS
INCORPORATED
of Limestone,
Algonquin, and
Lakeshore



31 Weller Avenue
Kingston, Ontario
K7K 2T1
(613) 542-9202

R1-205 North Front St.
Belleville, Ontario
K8P 3C3

Phone: (613) 542-9202
Fax: (888) 542-9250
www.girlsinlimestone.ca



United Way
Kingston, Frontenac
Lennox and Addington

AGENCY OBJECTIVES

- To provide services for girls and young women within a holistic framework.
- To provide distinct services tailored specifically for girls, young women, and their families in a safe and non-threatening environment.
- To provide group educational programs and support services for girls, young women, and their families.
- To provide mentoring programs for girls and young women with complex needs, who require intensive, long-term individual support that is not provided through our group programs.
- To provide individual client and family support, as well as referrals and co-operation with other service providers in the community.
- To adequately address the needs of extremely high-needs young women, including the areas of employment and housing.
- To effectively serve girls and young women residing in all areas of our district of service.
- To provide strong, ongoing advocacy for girls and young women in our community.

GIRLS INC. LIMESTONE PROGRAMS

Girls Inc. inspires all girls to be strong, smart, and bold through life-changing programs and experiences that help girls navigate gender, economic, and social barriers. Research-based curricula, delivered by trained professionals in a positive all-girl environment equip girls to achieve academically, lead healthy and physically active lives, manage money, navigate media messages, and discover an interest in science, technology, engineering, and math.

Our programs provide critical support for all girls – girls who need intensive, ongoing support, girls whose needs are best met through participation in a topic-specific workshop series, and girls who benefit from receiving ongoing girl-specific information and occasional support.

School and Community Group Program

Our group program and curriculum is research-based and deliberately responsive to the statistics on the status of girls and women in Canada. We provide both intervention and prevention support that help girls navigate their adolescent and teen years and transition to adulthood as healthy, educated, financially self-sufficient women.



Inspiring all girls
to be strong,
smart, and bold

GIRLS
INCORPORATED
of Limestone,
Algonquin, and
Lakeshore



31 Weller Avenue
Kingston, Ontario
K7K 2T1
(613) 542-9202

R1-205 North Front St.
Belleville, Ontario
K8P 3C3

Phone: (613) 542-9202
Fax: (888) 542-9250
www.girlsinlimestone.ca



United Way
Kingston, Frontenac
Lennox and Addington

School Groups: Throughout the school year, we continuously deliver school groups for girls on a wide variety of topics, from bullying and relational aggression, to self-esteem and body image, to peer pressure and healthy relationships, and personal and internet safety.

Community Groups: Girls Inc. delivers ongoing special program rounds in community centers and for partner organizations. We are often asked to support a specific group of girls through the provision of program rounds on personal safety and self defence, media literacy, and relational aggression.

Summer Day Camp: Each summer, we deliver at least four weeks of free summer day camp. Girls are inspired to step outside their comfort zone to participate in fun physical activities, hands-on science projects, and other activities that are not so traditional for summer camp.

After School Program: Girls Inc. delivers a comprehensive and fun healthy lifestyle program for girls Monday to Thursday from 2:30 to 5:30 p.m. on school days. The program is delivered at a local community center in an identified disadvantaged community in Kingston, Ontario. Each evening includes a safe walking group for transportation to and from the center, a healthy snack prepared together, and terrific activities and educational workshops designed just for girls. All neighbourhood girls from 6 to 14 are welcome.

Girls Inc. Smart Start Youth Employment Program

The Girls Inc. Smart Start Youth Employment Program is a 22-week, intensive employment readiness program for young women. The program is designed to assist young women with complex needs overcome barriers to education and employment, and work towards career success and financial independence.

Individual Support and Special Programs

The provision of individual and family support has always set our agency apart in terms of client care. Agency staff work closely with the families of program participants to ensure needs are met in a holistic manner through our agency programs, available community services, or individual support.

The includes ongoing support to girls and families in need of more intensive or ongoing support, and one-to-one mentoring for our Smart Start graduates to assist them as they strive to reach their post-program education and career goals.

In addition to our core programs above, Girls Inc. continually seeks out funding opportunities to support the advancement, education, economic and social status of girls and women in our community.



Inspiring all girls
to be strong,
smart, and bold

GIRLS
INCORPORATED
of Limestone,
Algonquin, and
Lakeshore



31 Weller Avenue
Kingston, Ontario
K7K 2T1
(613) 542-9202

R1-205 North Front St.
Belleville, Ontario
K8P 3C3

Phone: (613) 542-9202
Fax: (888) 542-9250
www.girlsinclimestone.ca



United Way
Kingston, Frontenac
Lennox and Addington

THE GIRLS INC. CURRICULA

Project BOLD: Girls learn skills and strategies to lead safer lives in their homes, in relationships, in their communities, and online. Girls learn specific self-defence techniques and how to seek out and talk to caring adults about personal violence. Older girls take on a community action project to advocate for a safer world for all women and girls.

Results: Girls learn specific emotional and physical strategies that decrease their likelihood of victimization.

Media Literacy: Media Literacy is designed to assist girls in identifying and combatting the negative effects of media messages. Girls increase their awareness of the scope and power of the media and the effects of media messages on girls and women. They learn to analyze critically what they see and hear in the media, advocate for change in entertainment, news, and advertising media, and create images that are more realistic and reflective of their lives.

Results: Girls learn to love and appreciate their bodies. They are better able to reject societal opinions on how girls should look and act, and gain a better appreciation of themselves.

Allies in Action: The Allies in Action curriculum empowers girls to acknowledge peer behaviours that are harmful to peer relationships and lead to a myriad of mental health issues. Allies in Action fosters critical thinking and pro-social skills and takes an empowering approach that is engaging, fast-paced and reflective. Owning and correcting individual behaviours that negatively impact others is a critical step to self-awareness.

Results: Girls learn how enacting bullying and hurtful behaviour affects others. They gain important communication tools to avoid being a perpetrator, and to successfully deflect bullying, exclusion and peer violence from themselves and others in their school or community.

Healthy Mind+Body: Girls need access to information, resources, and skills to be effective partners in promoting their own healthy development. Mind + Body, focuses on four pillars that, according to research, play a major role in fortifying girls' ability to develop and sustain strong minds and strong bodies. The pillars are nutrition, physical activity, stress management, and body image.

Results: Girls understand the importance of taking charge of their physical and mental well-being. They gain important tools to manage stress, avoid and overcome body image issues, and integrate healthy daily nutrition and activity into their daily lives.

Economic Literacy: Girls learn to manage money, invest, and begin to develop an appreciation for global economics. Girls as young as six explore how the economy



Inspiring all girls
to be strong,
smart, and bold

GIRLS
INCORPORATED
of Limestone,
Algonquin, and
Lakeshore



31 Weller Avenue
Kingston, Ontario
K7K 2T1
(613) 542-9202

R1-205 North Front St.
Belleville, Ontario
K8P 3C3

Phone: (613) 542-9202
Fax: (888) 542-9250
www.girlsinlimestone.ca



United Way
Kingston, Frontenac
Lennox and Addington

affects us locally and globally and develop skills needed to be economically independent.

Results: Girls develop skills critical to being financially savvy, and to becoming economically independent adults.

Friendly Peersuasion: Girls from 11 to 14 develop skills to resist pressure to use harmful substances such as alcohol, tobacco, household chemicals, and other drugs. In this peer-education program, girls learn healthy ways to manage stress and confront peer, media, and other pressures. They then assume the roles of PEERSuaders for young girls.

Results: Girls learn to avoid detrimental decisions that could lead to addictions and impact their ability to focus positively on the future.

Leadership and Community Action: Girls build their leadership skills and create lasting social change through community action projects. This program celebrates the heritage of girls and women as leaders and the development of awareness of themselves as community resources and trustees of the common good.

Results: Participating girls will discover the power of their capacity for formal and informal leadership.

Operation Smart: Girls develop enthusiasm for and skills in science, technology, engineering, and mathematics. Through hands-on activities, girls explore, ask questions, and solve problems.

Results: Girls come to view these careers as exciting and realistic options for their education and career paths.

Healthy Sexuality: The Girls Inc. Healthy Sexuality curricula is divided into age-appropriate components to assist girls in understanding sexuality. Girls Inc. recognizes that sexuality is a key element of the whole girl. To be Strong, Smart, and Bold, it is critical that girls have the knowledge and skills necessary to take charge of and to make informed, thoughtful decisions about their health.

Results: Girls understand sexuality with a positive, empowered approach that is built on a foundation of accurate information, cultural sensitivity, and values of inclusiveness and respect.

Sporting Chance: Through Girls Inc. Sporting Chance, girls build a foundation for enjoying sports, adventure and physical activity throughout their lives. Girls develop movement and athletic skills, cooperative and competitive spirit, and healthy habits. They experience the benefits and excitement of taking positive risks that bolster their self-confidence and personal growth.

Results: Sports participation helps lower the risk of obesity and associated diseases, decreases feelings of anxiety and depression.



Inspiring all girls
to be strong,
smart, and bold

GIRLS
INCORPORATED
of Limestone,
Algonquin, and
Lakeshore



31 Weller Avenue
Kingston, Ontario
K7K 2T1
(613) 542-9202

R1-205 North Front St.
Belleville, Ontario
K8P 3C3

Phone: (613) 542-9202
Fax: (888) 542-9250
www.girlsinlimestone.ca

Netsmartz: The internet is used for many positive activities; however, girls also face some serious risks, such as online predators, cyber bullying, and consequences from revealing too much personal information. Girls may encounter these risks during common online activities like school work, chatting with friends, or updating their social networking pages.

Results: Girls learn about the risks of the online world and how to be safer while accessing the internet.



United Way
Kingston, Frontenac
Lennox and Addington