



SUPPORTING  
HER EDUCATION  
CHANGES  
A NATION



## Building Women's Leadership in Post-Conflict Countries

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June 2021

# Solving Today's Global Issues Requires Women Leaders

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Photo from Goldman Environmental Foundation

## Wangari Maathai

Nobel Prize for The Green Belt Movement  
BS in Biology, Mount St. Scholastica College in Kansas  
MA in Biology, The University of Pittsburgh

Women are severely underrepresented in leadership, yet studies show that when women are leaders:

- Peace lasts longer
- Economies grow faster
- Debilitating issues are raised and addressed

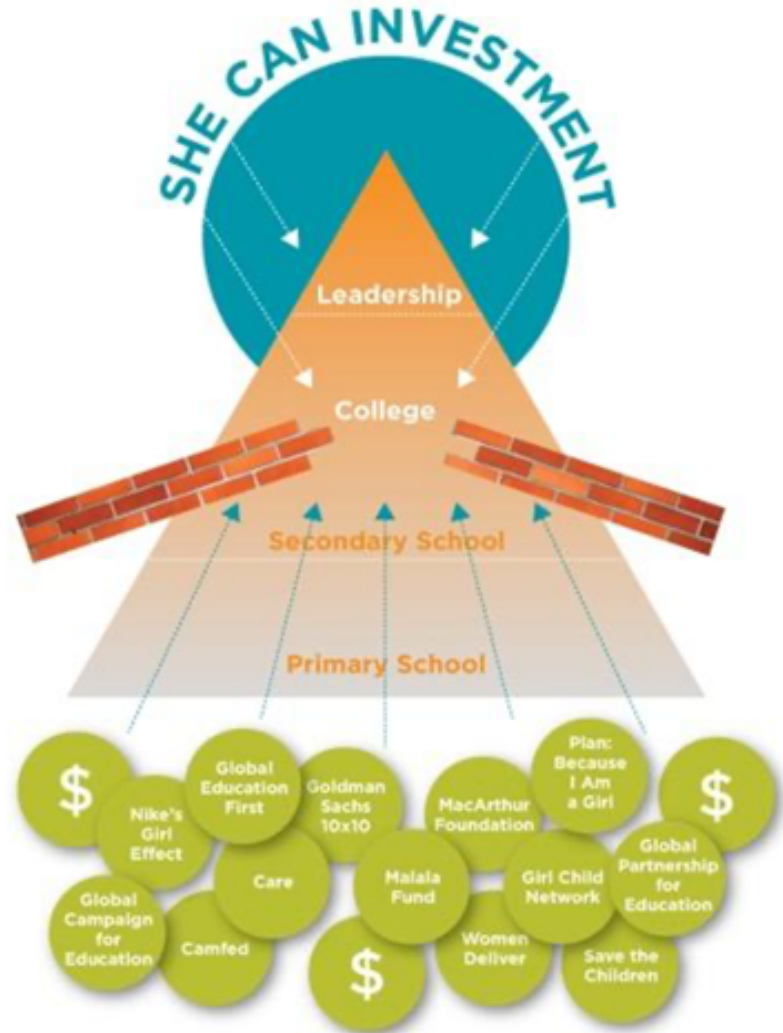
Women are held back in part by lack of opportunity

# SHE-CAN is a Systemic Solution

Despite billions spent on girls' primary and secondary education, the investment is not helping girls become leaders.

SHE-CAN helps **the best and brightest get the credentials needed to step up as leaders**

*“When we invest in women and girls, we are investing in the people who invest in everyone else.”*  
*Melinda Gates*



# **SHE-CAN Builds Women Leaders**

## Who Change Nations

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**Future C Suite Leaders  
Engineering Innovators  
Health Care Advocates  
Parliamentarians  
Peace Negotiators  
NGO Leaders  
Ministers  
Heads of State**

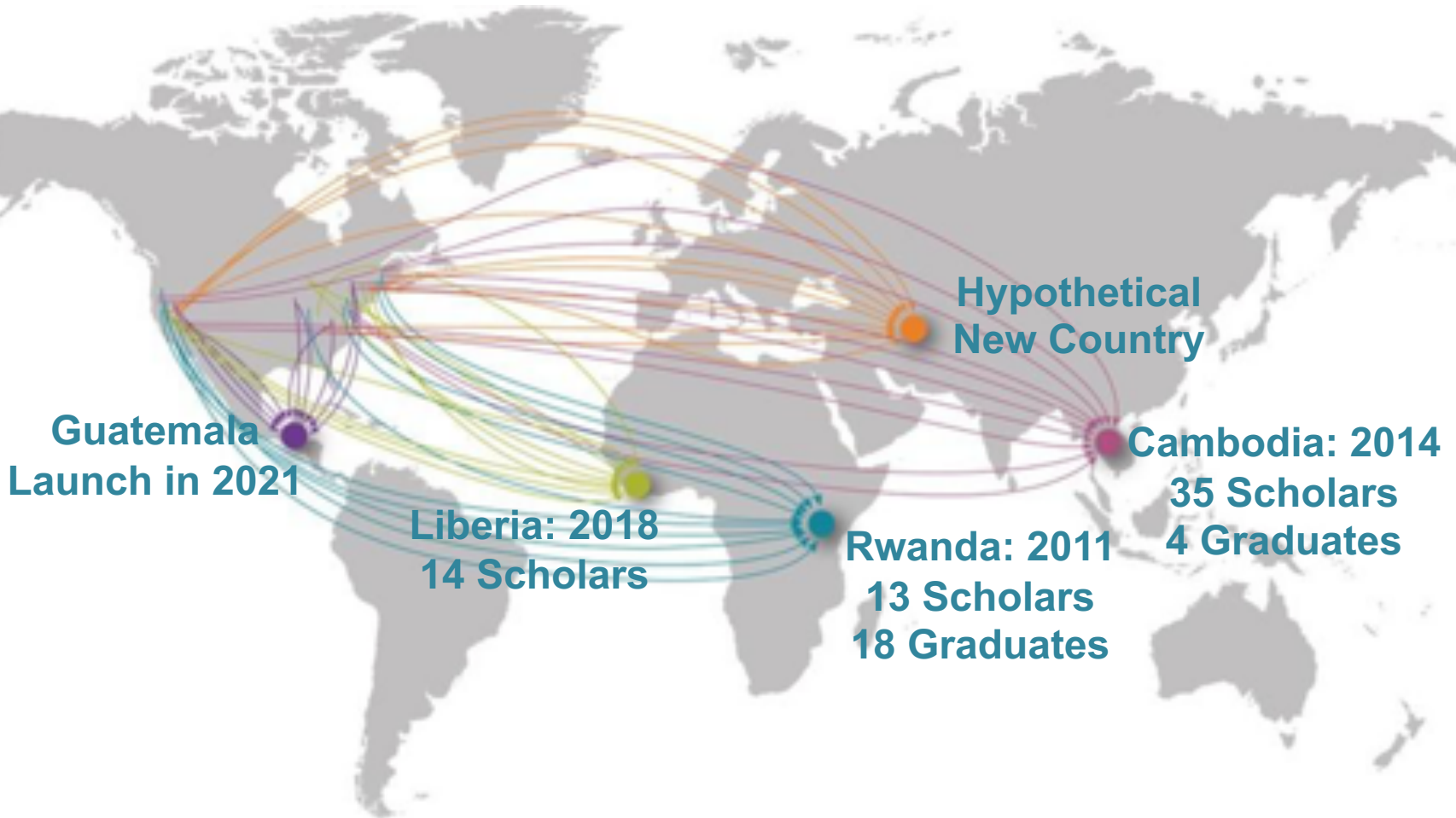
SHE-CAN builds a growing pipeline of women leaders who will bring their female voice to shaping how businesses, governments and organizations are run.

This impact will continue for generations to come.

# SHE-CAN Builds Concentrated Leadership

We Build Cohorts of Leaders in Post-Conflict Countries

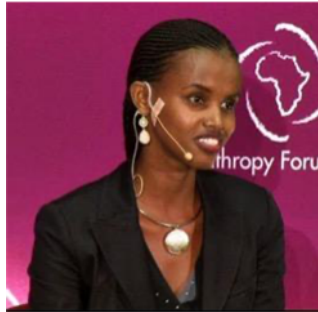
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# It's Working!

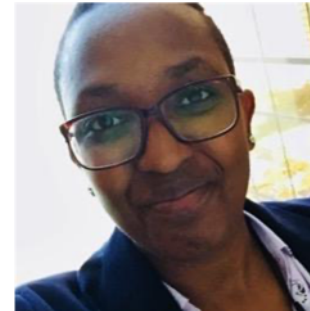
## Meet Some of Our Graduates

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**Patricie Uwase**

**UC Berkeley:** Permanent Secretary to the Ministry of Infrastructure in Kigali



**Rina Ntagozera**

**Haverford College:** Advisor to the Minister in Rwanda's Ministry of Trade and Industry



**Nicole Mugeni**

**Arizona State:** Manager, Sustainable Harvest Kigali



**Phalkun Out**

**Lafayette College:** Energy Ambassador at New Energy Nexus



**Bonnette Ishimwe**

**Whitman College:** Admin in Consular Affairs, Rwandan Embassy, Washington DC

# Investments in SHE-CAN Impact Guatemala

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## **Build Pipeline of Women Leaders:**

Continually grow the number of Guatemalan women prepared to step into influential leadership roles

## **Expand Women's Opportunities:**

Women leaders exponentially increase opportunities for other women

## **Grow Female Role Models:**

SHE-CAN scholars will soon be powerful role models who inspire millions of girls

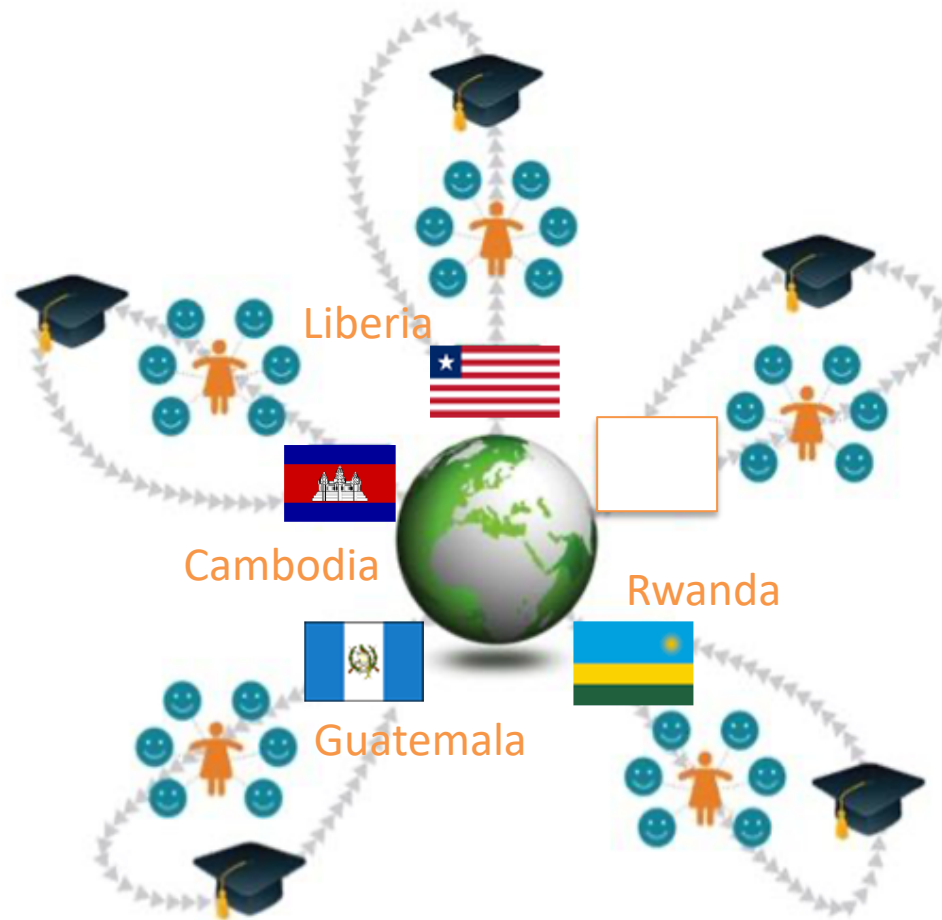
## **Bring Network Connections:**

Scholars bring home powerful connections to people, companies and organizations

# How We Build Female Leaders

# SHE-CAN's Leadership Model

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# Placed 74 Scholars at 29 Colleges

## 14 Schools Joined our SHE-CAN Scholarship Coalition

Arizona State

**Babson** (2)

**Beloit** (9)

Bennington (2)

**Bucknell** (9)

Centre

Dartmouth (2)

Georgetown

**Gettysburg** (6)

Haverford

Harvard

**Lafayette** (8)

Lehigh (2)

**Lewis & Clark**

Michigan State (3)



**Muhlenberg** (8)

Oberlin

**Northwestern**

Scripps

Smith

**Spelman**

**Syracuse** (2)

Tufts

**U of Minnesota** (2)

**U of Portland** (4)

**U of San Francisco** (2)

UC Berkeley

Wellesley

Whitman

# Our Decade of Success

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## 10 Candidates

applying for Fall 2022

## 376 Mentors

provide love & guidance

## 29 Colleges

support their education.

## 14 Colleges

have signed on-going commitments



**74 Scholars Have Won Scholarships!**  
\$19M mobilized  
in building women's global leadership

## Powerful Women Leaders

support us with guidance, credibility & connections

## 150 Global Partner Organizations

provide internship, job and network support

**2K+ Donors** financially support their journey

# SHE-CAN's Leadership Program

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## Education



Fully supported in gaining a world class education

## Mentorship



- Role models
- Support system
- Home for holidays
  - Wisdom
  - Lots of love

## Leadership



- Leadership training
- Internship support
  - Career support
- Valuable connections

# Recruit the BEST Candidates

## Through Building Relationships

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### International Organizations:

Vital Voices, Global Fund for Women, Georgetown Institute for Women, Peace & Security, World Vision



### Government:

U.S. Embassies, EducationUSA, Ministries of Gender, Ministries of Education



### In-Country NGO's & Schools:

MAIA, Colegio San Bernabé, Education for the Children, Esperanza Juvenil, HELPS International, la Puerta Abierta, Atitlán Multicultural Academy, Amigos de Santa Cruz, INDESGUA, Bpeace Guatemala



**MAIA**  
her infinite impact



# Who We Target

## Dynamic Potential Leaders Hungry to Become Change-Agents

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**Little Opportunity:** Lacks both financial stability and opportunities to help her grow to her potential.

**Emotionally Astute:** Connects with and captures the hearts of mentors, peers, and school faculty.

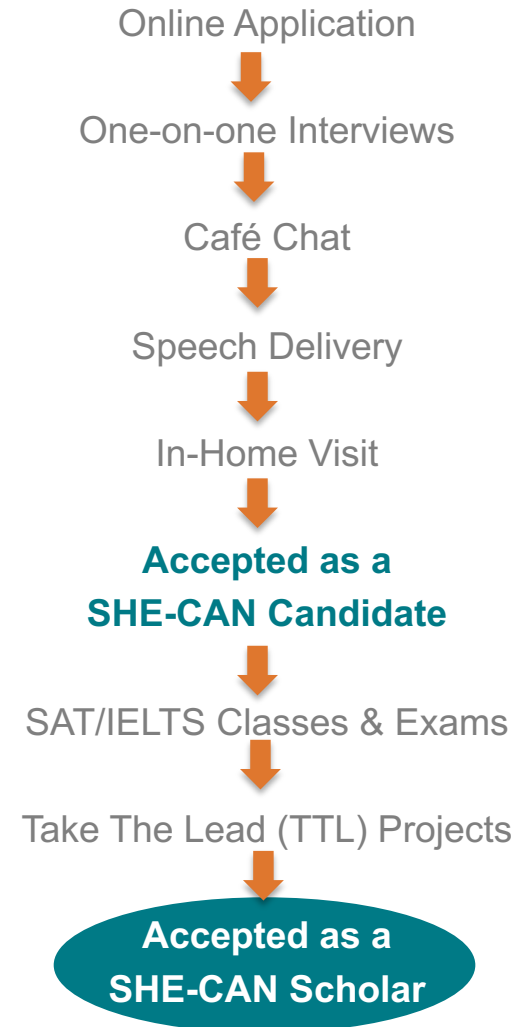
**Excels Academically:** Top in class, excellent classroom grades, high secondary leaving exam score

**Strong Leadership Potential:** Gutsy risk-taker with grit, experienced at inspiring others

**Heartfelt about her country:** Sincerely passionate about how she will change her country

# Extensive Recruiting Process

## Multiple Steps Over 7 Months



# Each Scholar is Supported by 5 Mentors

## Mentor Bonds = Life-long Relationships

Mentors are a home-base for acclimating before school and during holidays, continued emotional support, network connections, career guidance & goal setting

Mentors become powerful role models who showcase for their scholar the mind-set of equality, empowerment and leadership in all aspects of their lives



# 376 Mentors Are Successful Role Models

## Leaders at Top Companies

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Adobe  
Advent Software  
Akila One  
Align Impact  
Andalou Naturals  
Apple  
Arena Financial  
Attention Span Media  
Autodesk  
Baron Capital  
Blue Shield  
BNP Paribas - Bank of the West  
BPM  
CBS Interactive  
Chartres Lodging  
Group  
Cisco  
Citi Bank  
Clorox  
Corcoran Realty  
Core-Mark  
Coblentz, Patch,  
Duffy & Bass  
Deloitte  
EcoR1 Capital  
Facebook

FBI  
First Republic Bank  
GE Ventures  
Genentech  
Go-Daddy  
Goodwin Procter  
Google  
H Mercer  
Hitachi GST  
Impact Tax Group  
Intuit  
Jewish Cmty. Federation  
John Hancock

John Muir Medical Ctr.  
JP Morgan Chase  
KPMG  
Lantern  
Latham and Watkins  
Macys.com  
Morgan Stanley  
Mercer  
Merck  
Microsoft  
Mozilla  
Netflix  
OSK Mktg. & Comm.

Pacific In-Patient Medical  
Group  
Peerless Coffee and Tea  
Peet's Coffee  
Salesforce  
SCAN Health Plan  
Sephora  
Silicon Valley Bank  
Smithsonian  
Square  
Standard and Poor's  
Stanford Admission  
Sustainable Harvest  
The Economist Group  
Torani Flavored Syrups  
UC Berkeley  
UCSF Medical  
Upwork  
USF School of Law  
Walgreens  
Wells Fargo  
William Sonoma  
World Vision Stanford  
Yelp  
Zynga



# Leadership Training

## Leadership Preparation is Integrated Throughout

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Every January we host a weekend-long Leadership Summit:

- Becoming a Global Change-Agent
- Navigating a Male Dominated World

On-going webinars:

- Health, diversity, finances, culture, etc.

Engage scholars with experiences

- SHE-CAN speaking engagements
- Goal setting with mentors every 6 months
- Projects

Mentors often identify leadership opportunities

- Visits to mentors' companies and business meetings
- Leadership camps and conferences



# World Class Internships & Jobs

## Government Agencies, Organizations and Corporations

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### US-Based

- AnnieCannons, San Francisco
- Bay Area Cosmetic Dermatology
- Boeing, Seattle
- Congresswoman Betty McCollum's Office, Washington, DC
- County of San Francisco Transportation
- Ernst & Young, NYC
- Genentech, LA
- JP Morgan, NYC
- Physicians for Human Rights, Boston
- The 11th Hour Project, San Francisco
- Vital Voices, DC
- Voice of America, DC

### Cambodia-Based

- Fauna in Focus, Siem Reap
- Ministry of Women's Affairs
- Securities & Exchange Commission
- WorldBridge

### Rwanda-Based

- BK TechHouse
- Clinton Health Initiative
- Health Development Initiative
- Kasha
- Kountable
- Ministry of Finance & Economics Planning
- Ministry of Foreign Affairs
- Ministry of Infrastructure
- Partners in Health
- Rwanda Aeronautical Authority
- Rwanda Biomedical Center
- Rwanda Development Board
- Rwanda Environmental
- Rwanda Housing Authority
- Sustainable Harvest
- University of Rwanda
- Women For Women International
- Zipline

### Other International

- Tiba Foundation, Kenya

# Commitment to Return

## SHE-CAN Program Motivates Scholar's Return

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### All sign pledge to return home to help their country

- Return within 1 year of graduation and stay and work for at least 3 years
- Each class creates a Sister Bond committing to support each other

### SHE-CAN/mentors work with scholars to ensure a smooth path home

- Create goals for leadership at home
- Build a cohesive team spirit
- Help them cultivate career connections at home

# We Leverage Investments

$$\text{\$100K}^* + \text{\$260K} = \text{\$360K}$$

## SHE-CAN:

\$25K from Mentor Donations

\$75K from Raised Funds

### Direct Scholar Costs

In-country vetting

SAT and IELTS course and testing

Passport, Visa, SEVIS, Immunizations

Flight to/from home country

\$1,000 dorm room supplies

Computer and phone

Books, health insurance

Leadership training

### Overhead

Recruit and manage mentors

Recruit college partners

Recruit employment partners

Scholar management

Overhead & admin costs

## University Scholarship:

Tuition

Room & Board

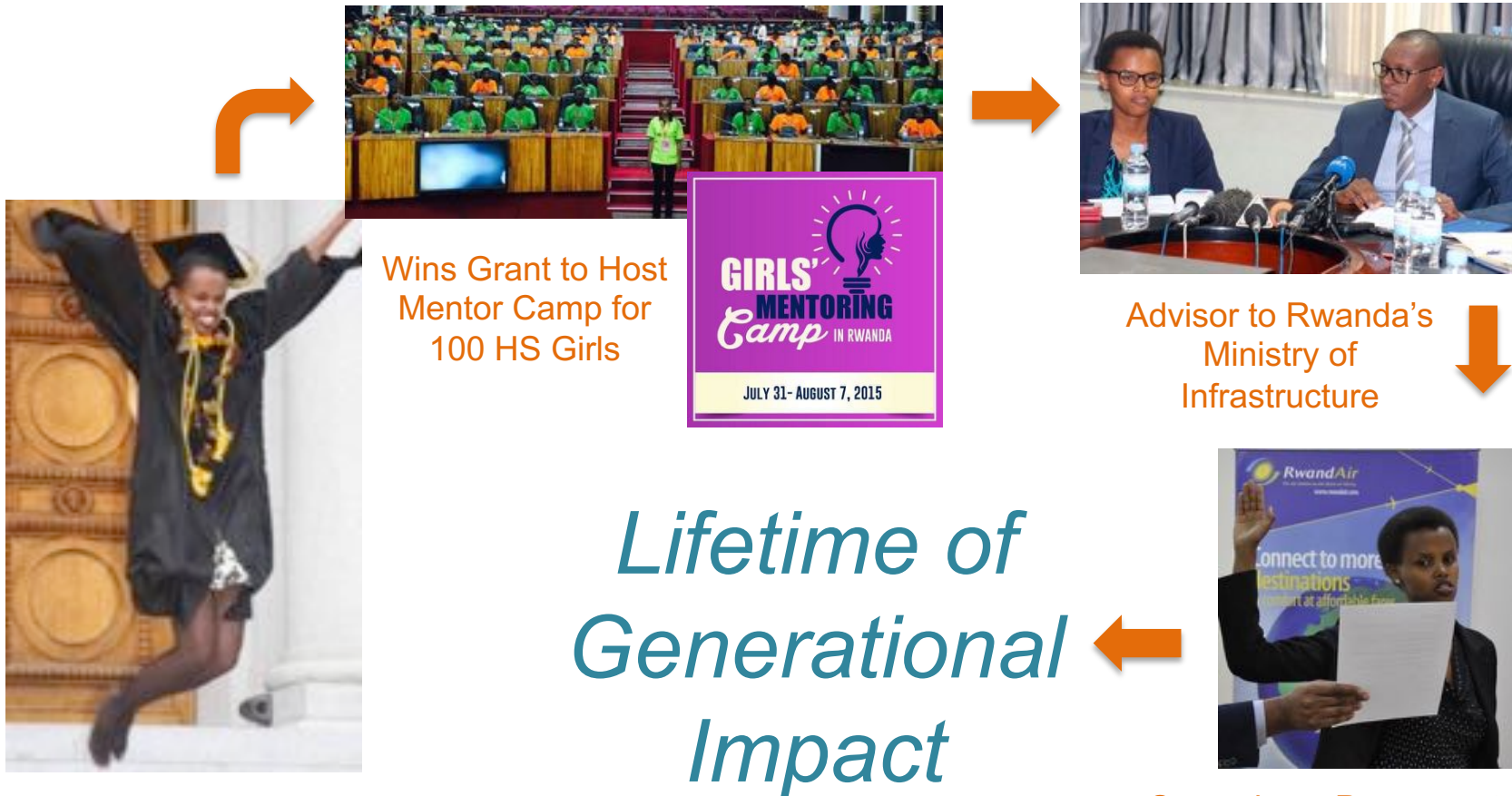
## Leader is Launched



\*Current per scholar cost is \$100K, once scaled cost decreases to ~\$75K

# Investment Keeps Growing

## Patricie Uwase's Return on Investment



Leader is Launched

Sworn in as Permanent Secretary of Ministry of Infrastructure

# Challenges & Opportunities

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## Challenges in Guatemala

- English language proficiency
- Employment opportunities at home
- Ability to identify enough indigenous girls
- Family support of education in US

## Opportunities for Guatemala

- Make a difference addressing root cause of migration
- Indigenous community needs support
- Potential to partner with local organization to launch a local version of SHE-CAN
  - Program prepares more students for regional university education



# Looking Forward

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## 2021

- Accept 15 scholars in Guatemala, Cambodia and Liberia
- Expand SHE-CAN Scholarship Coalition to 15 schools

## 2030

- Accept 50 scholars/year, 10 scholars per country
- Expand SHE-CAN Scholarship Coalition to 50 schools
- Recruit in 5 countries



# SHE-CAN Ushers In Systemic Change in Guatemala

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SHE-CAN scholars are the start of a ripple effect because they become:

- **Leaders** who bring solutions that last generations
- **Role models** who inspire millions
- **Sisterhood** that allows each to be exponentially more powerful





Thank You!