Impact Report

April 2022

Mission Lift
External Evaluators

SAGSAW
SAVE A GIRL SAVE A WORLD

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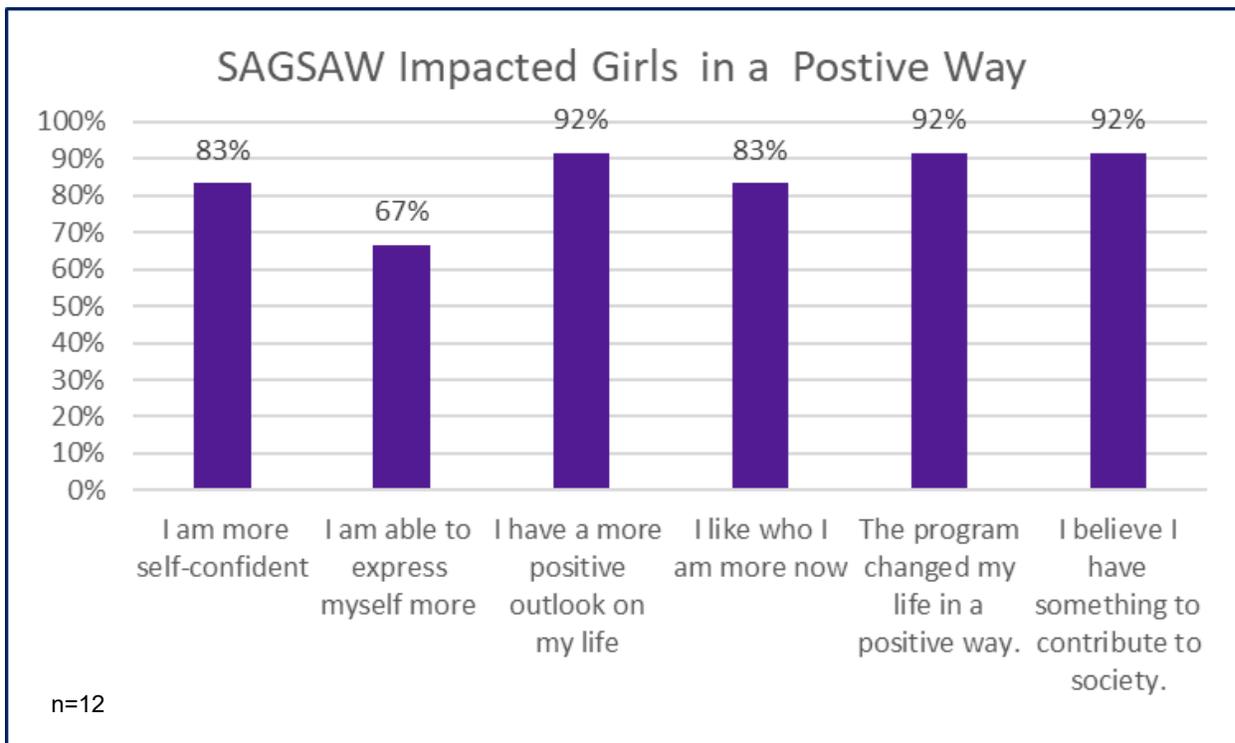**Section**

Participant Feedback

"This program helped me to understand what all goes into starting a business and how to go about getting the proper things in place."

Executive Summary

Program Description: With four intersecting pillar of health and wellness, financial literacy and wealth legacy, career and entrepreneurship, and lifestyle and leadership, Save and Girl Save a World (SAGSAW) is a multigenerational mentoring and esteem building program designed to enhance personal development and academic and professional growth. To that end, a survey was conducted of recent participants to assess the program fulfilling its mission.

Evaluation Design: A post program customized assessment was conducted with 3 areas of inquiry: reflecting on their self improvement since starting the program, and comparing their growth to their peers and family. A total of 12 out of 34 participants (response rate of 35%) completed the survey.

Impact: In general, almost three-quarters of participants had a positive sentiment after participating in the program. No participant noted being able to achieve this without the program. More than half felt they were in a better position than a friend that had not participated in the program. The majority of participants feel that they will be better off than a family member in both their career trajectory and related earning potential.

SAGSAW Impacted Girls in a Postive Way

Category	Percentage
I am more self-confident	83%
I am able to express myself more	67%
I have a more positive outlook on my life	92%
I like who I am more now	83%
The program changed my life in a positive way.	92%
I believe I have something to contribute to society.	92%

n=12

Participant Feedback

"The program placed me in the room with college students and as a high school student it made me feel inspired to want to go to college."

Program Background

Introduction

According to an article in The Chronicle of Evidence-Based Mentoring (Rhodes, 2015) mentor/mentee relationships can be seen as impactful for everyday people as it is for celebrities. Pairs such as Maya Angelou and Oprah Winfrey are among the noted figures whose relationship between each other evidenced a positive result in career and self because of support and advisement. This, in fact, is what can be accomplished when a mentor relationship is in place. Described as a distinct human experience, Burns (1978, p. 20) describes the interaction as one that entails "raising one another to higher levels of morality and motivation".

From Maslow's (1943) hierarchy of needs and a desire to belong, mentoring's vital importance to maintaining positive relationships are tantamount to interpersonal development. Though the term has been cited in theories and academic research for hundreds of years, the impact or importance of mentoring is acknowledged by seminal work written by Levinson, Darrow, Klein, Levinson (1978). In their work, they purport the notion that mentoring is one of the most "developmentally important relationships" (Campbell et al. 2012, p. 97).

While mentoring has engendered research in its scholarship from youth, academic and workplace (Eby, Allen, Hoffman, Baranik, Sauer, Baldwin, Morrison, Kinkade, Maher, Curtis, Evans, 2013), there is limited empirical data on the impact of mentoring scholarship on young black women. In this respect, young black women are quantified as women who identify as African American ages 13 to 24 years old. The relational connections made between this demographic and mentors fosters success through the presence of psychosocial support in informal settings, but in the case of more formal instances, such as the mentoring organization, Save a Girl, Save a World (SAGSAW), a culture of mentoring permeates the ethos of the organization to promote practices that aim to embody effective measures of what Zachary (2005) says is inclusive of: alignment of goals, accountability, effective communication, program value, visibility and demand, multiple mentoring opportunities, education and training, and safety nets.

Participant Feedback

"I've been able to make connections for the long term and network with phenomenal people in places I haven't been yet."

Organizational History

SAGSAW is a nonprofit organization whose existence was birthed out of a conversation amongst women of color at the Rainbow Push Annual Conference. Its name is credited from remarks given by renowned economist, Dr. Julianne Malveaux during this event. The concept morphed into an organization when founder, Glenda A. Gill, brought the idea to fruition backed with the financial support from Ford Motor Company. With its start originally as a 3-day retreat on the campus of Bennett College in Greensboro, North Carolina, the organization has evolved into a full fledge organization headquartered on the campus of Clark Atlanta University with presence on 9 historically black colleges and universities and University of Michigan through its Speak program.

Since its inception, SAGSAW has been responsible for mentoring relationships of over 1000 young women through a formal structured program. The impact of this touchpoint has been instrumental in helping young high school girls gain greater exposure to post-secondary education. Of this group of 475 high schoolers, 85% matriculated through high school successfully and went on to attend college. For college women, our data suggests that SAGSAW had 0 college dropouts, indicated greater satisfaction with their college experience, and higher GPA and academic performances. SAGSAW's impact on our mentees evidenced significant progress toward post college professional plans as students have gone on to work in a myriad of different industries from entrepreneurship, to medicine to the Federal Bureau of Investigation. College level mentees have been supported in career exploration with the over 100 professional mentors from across the nation which includes executives from various industries.

SAGSAW's financial commitment to mentees has an investment of $50,000 in scholarships since 2016. This has had a significant impact on college students' ability to continue their education and in some ways has helped their families offset financial burdens.

Since its inception SAGSAW has had 49 sponsors who has supported this book of work either through financial giving, in-kind, and branded materials, and incentives. Over the years, these contributions has fostered a community of practice that has made available programs that have fostered pyscho-social health, with mentoring efforts that enhanced opportunities for entrepreneurial and social justice exposure, internships, and social engagements that best align with the needs of women students of color.

The work of SAGSAW is replete with partners whose work has intersectionality with that of its organization. These partners, like Black Women's Imperative, Steve and Marjorie Harvey Foundation, A Seat at My Sister's Table, and Joy Collective continue to advance the voice and upliftment of black women.

Mentoring Rationale

While there is a small amount of information available on mentoring women of color on the campuses of predominately white institutions, there is a dearth on what that looks like on the campuses of historically black colleges and universities. Nevertheless, the need for positive role models and mentors for black women are salient. According to research, even with several strides to ensure equality and equity for all (Howard-Hamilton, 2003), being a black woman in America still comes with stigma on at least two fronts: race and gender. Howard-Hamilton (2003), suggested that black women face "double oppression – racism and sexism" due to their "subordinate status [that] was enforced by white and black men as well as white women" (p. 19).

Academic Success

Supporting black women on a college track through mentorship is paramount for their overall academic success (Bartman, 2015). Collins (2015) provides poignant disparities for black women as it relates to what is probable for this demographic when a support system such as mentoring is not in place, noting the failed support they receive in educational settings which could seemingly occur even on the campuses of HBCUs. Sullivan (2015) contends the effects of mentoring have included higher GPAs and graduation rates, lower dropout rates, and more complete units per semester. According to the U.S. Department of Education's National Center for Education Statistics (2010) only 45.7% of all 100,210 (about 45,796) black women students graduated in 2008, while 50.7% (319,683) of white women students graduated. Further, Bartman (2015) purported that black women in higher education "are not keeping pace with White, Latina, or Asian women" about academics (p. 3). Because mentoring programs can offer a wholistic approach to supporting not academic areas and fostering resilience, the results of mentoring has a value that is unrivaled.

Interconnectedness

Hughes and Howard-Hamilton (2003) provides research on the connection that exists between black women who are mentors and black women mentees. In their research they shed light on the fact that despite the backgrounds of black women in these instances, collectively as black women, they share "the struggle to be accepted and respected members of society and their desire to have a voice that can be heard" (p. 102). A phenomenon occurs when organizations like SAGSAW has black women being mentored by mentors who look like them: cultural connections stem from relatability, ultimately making the mentoring experience more enjoyable for both parties (Hughes & Howard-Hamilton, 2003). Moreover, Griffin (2013) concluded that black mentors had an unprecedented commitment to the success of black students due to relatability and comfortability, which was a concept Hughes and Howard-Hamilton (2003) discussed. Dahlvig (2010) offers insight into the racial dynamics of said pairings, as they address: racial identity development, psychosocial development, and cultural connections are among the most salient.

Evaluation methods

Introduction

An external evaluator created a post program assessment to measure the impact of the program. The survey was administered via an electronic tool distributed via email to SAGSAW's distribution list. There were a total of 12 participants that completed the survey in its entirety

The following were the metrics that were used in the assessment.
- Participants were asked to provide their level of agreement with the following statements, rating them on a 5 point scale of strongly agree, agree, neither agree or disagree, disagree, or strongly disagree. I am more self-confident after participating in the Save a Girl, Save a World program
    - I am able to express myself more after participating in the Save a Girl, Save a World program.
    - I have a more positive outlook on my life after participating in the Save a Girl, Save a World program.
    - I like who I am more now after participating in the Save a Girl, Save a World program, compared to before the program.
    - The Save a Girl, Save a World program changed my life in a positive way.
    - I believe I have something to contribute to society.
- Participants were then asked to provide written comments around what ways they thought the program helped them to become successful as well as what they achieved. They were then asked to rate if they would have been able to achieve this without SAGSAW on a rating of yes, no, or unsure.
- Thinking about a friend that was not in the SASAW program, participants were asked to evaluate the following statements using a 5 point scale of strongly agree, agree, neither agree or disagree, disagree, or strongly disagree. Participants were given the opportunity to provide additional written comments at the end of this section.
    - You will make more money than them after you launch your career?
    - You will enjoy your job more than them, once you launch your career?
    - Did you obtain a higher education level?
    - Are you happier with your life?
    - Do you have a larger professional network (i.e. do you know more people in your field)?
- At the end of the survey, participants were asked question to better understand the participant profile.
    - Their self-perceived future job prospects and job earnings
    - Their gender, race, and highest level of education
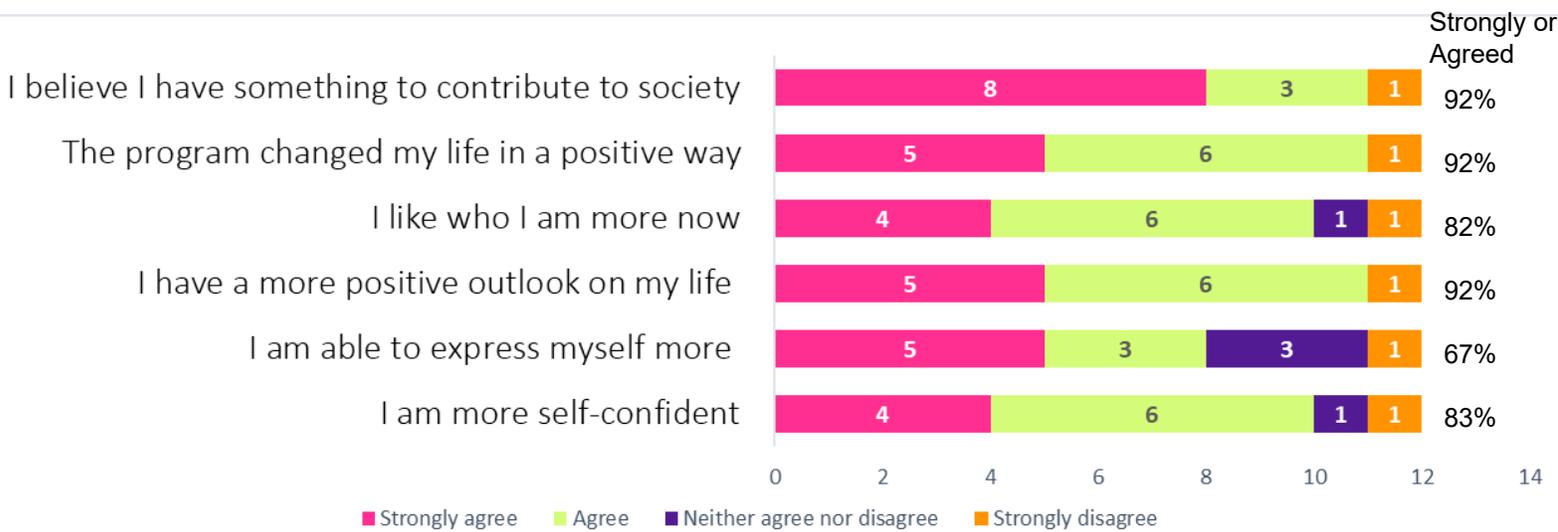   - Whether any family members are business owners or entrepreneurs

SAGSAW Impact

Figure 1

After participating in Save a Girl, Save a World:

Strongly or Agreed

	Strongly or Agreed
I believe I have something to contribute to society	92%
The program changed my life in a positive way	92%
I like who I am more now	82%
I have a more positive outlook on my life	92%
I am able to express myself more	67%
I am more self-confident	83%

■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Strongly disagree

Of the 12 participants in the survey, 67% strongly agree that they have something to contribute to society after participating in the SAGSAW program. 42% of the 12 participants strongly agree they are able to express themselves more after their participation. 50% of the participants agree the program changed their life in a positive way, as well as liking themselves more and feeling more self-confident. In addition, 50% agree they have a more positive outlook on life as a result of SASAW. Participants provided comments mainly around the benefits they received from participating in the program, including teaching them new skills our leadership or business ownership as well as providing them networking and exposure to folks outside their communities. The smallest gain was 67% of girls sharing that they could express themselves more.

Figure 2

Could you have achieved those accomplishments without Save a Girl, Save a World?
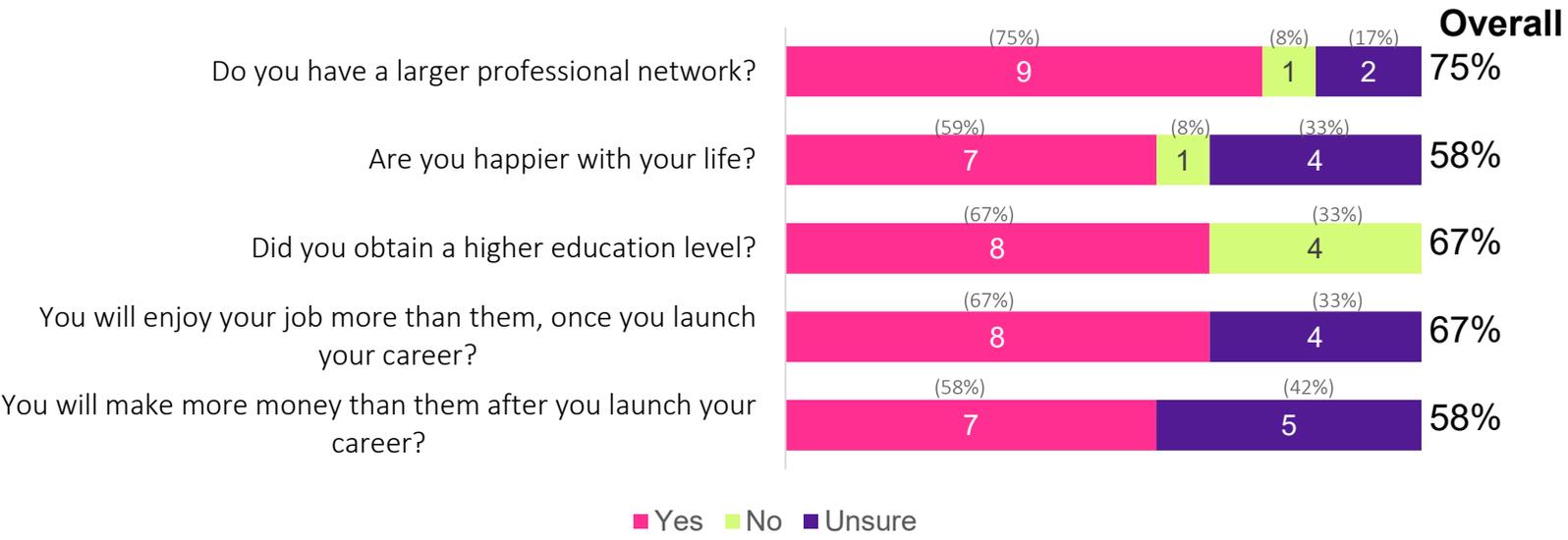

Unsure — 9 — 75%
No — 3 — 25%

■ No ■ Unsure

Participants were asked whether they could have accomplished the items from Figure 1 without the help of SAGSAW. While the majority of the participants are unsure, 25% confirmed they could not have done these accomplishments without the program.

Figure 3

Thinking about a friend who is not in a program Save a Girl, Save a World.

Overall

|		
Do you have a larger professional network?	(75%) **9** (8%) **1** (17%) **2**	**75%**
Are you happier with your life?	(59%) **7** (8%) **1** (33%) **4**	**58%**
Did you obtain a higher education level?	(67%) **8** (33%) **4**	**67%**
You will enjoy your job more than them, once you launch your career?	(67%) **8** (33%) **4**	**67%**
You will make more money than them after you launch your career?	(58%) **7** (42%) **5**	**58%**

■ Yes ■ No ■ Unsure

Over 50% of the participants believe they are doing better than their friends that have not participated in SAGSAW among the various items measured. 100% of the survey participants provided a response to this question.
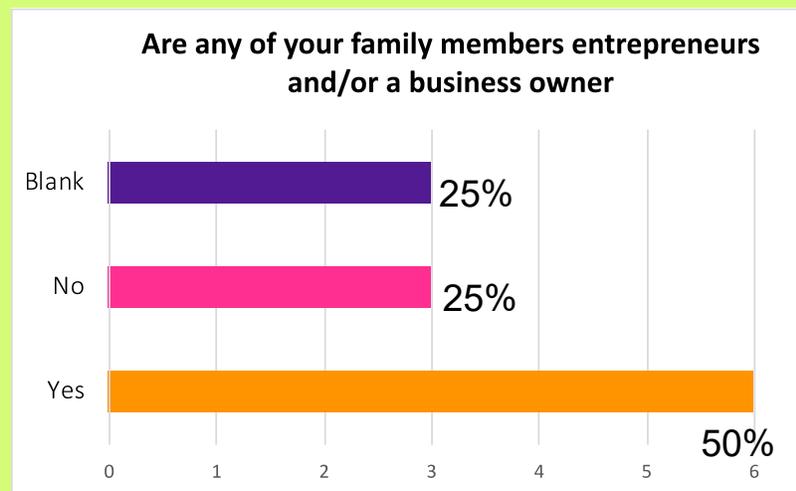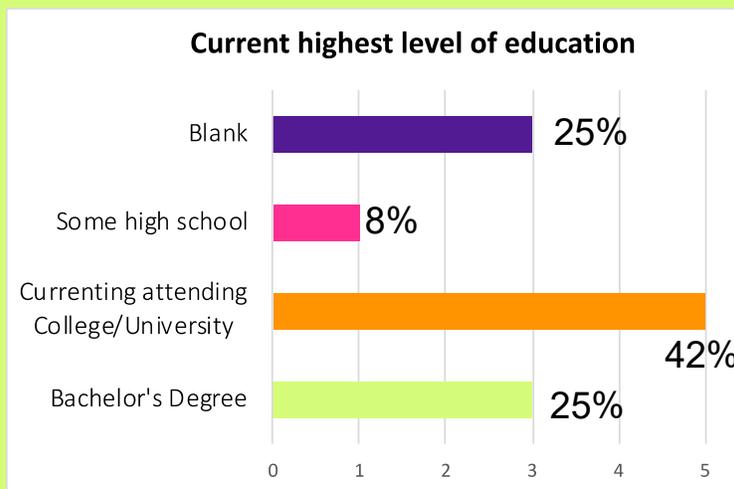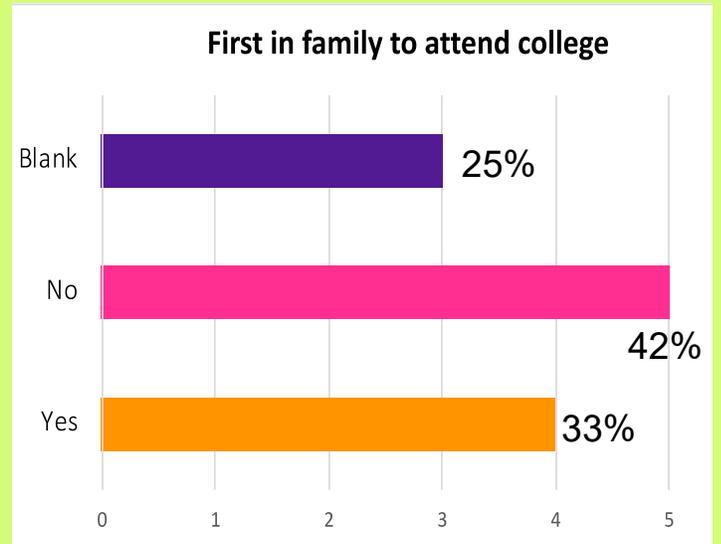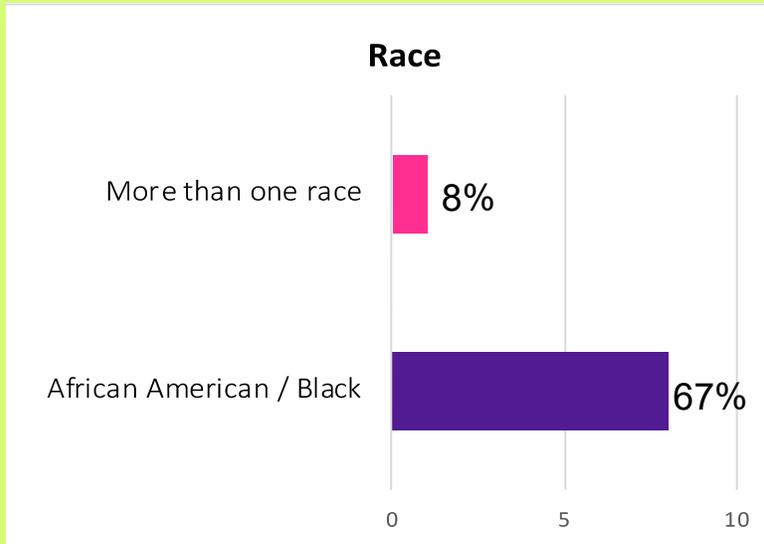
Figure 4

Do you think you will have a better job than the people who raised you

Unsure	**3**	8%
No	**1**	25%
Yes	**8**	67%

0 1 2 3 4 5 6 7 8

■ Yes ■ No ■ Unsure
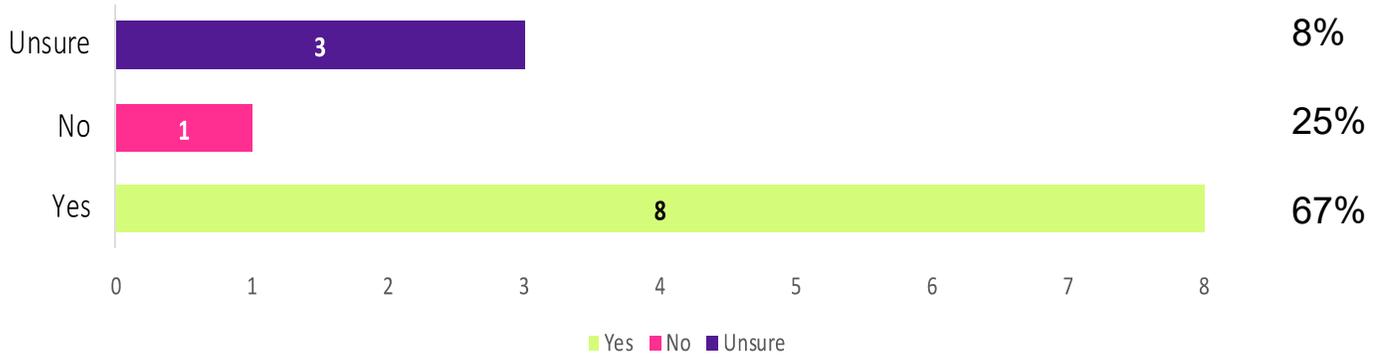
67% of the participants believe they will have a better job than the people that raised them. 100% of the survey participants provided a response to this question.

Figure 5

Participant insights

35% of the 34 total program participants completed an impact survey. The figures below provide insight some into the background of the participants. 100% Female. 67% African American. 33% were the first to attend college in their family. 50% came from family with the tradition of owning business or were entrepureur.

Race

More than one race — 8%

African American / Black — 67%

First in family to attend college

Blank — 25%

No — 42%

Yes — 33%

Current highest level of education

Blank — 25%

Some high school — 8%

Currenting attending College/University — 42%

Bachelor's Degree — 25%

Are any of your family members entrepreneurs and/or a business owner

Blank — 25%

No — 25%

Yes — 50%

100%

Female

Think they **will make more money** than those who raised them once their career launches

Program Improvements

STAY CONNECTED: "While I feel the education aspect is a person's choice being happier with life and my career I do feel was influenced by SAGSAW. The retreats and the support was immense. I keep pointing out the retreats because they are so powerful. I put unsure for the professional network part because I do feel like after a certain time I lost my connection with SAGSAW. At one time my mentors were checking on me and communicating, but that stopped. As a whole I feel like for the past year I've been very disconnected from the program and I would like to change that. As a recent college graduate I know that I can gain so much, but also give as well."

PUSH OUT OF THEIR COMFORT ZONE: "One of the biggest lessons that SAGSAW taught me is that networking matters. Networking has allowed me to meet very powerful people and it has allowed me to walk into a lot of opportunities just by opening up and building new connections. I would argue that networking is something that many of my peers haven't done, not because they don't have the capability but because it can sometimes force one out of their comfort zone. SAGSAW allowed me to build up the confidence to get to that point."

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