

# DIVERSITY

2021

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Twelve marginalized girls in Kenya rise-up, and twelve Microsoft mentors rise with them.

# INCLUSION



# ADVANCING DIVERSITY & INCLUSION THROUGH MENTORSHIP

For the past 10 years, women at Microsoft have been supporting the *Diversity & Inclusion Movement* through their mentorship of at-risk adolescent girls in the Global Give Back Circle—girls located in Kenya, Rwanda, and India. They have been doing this without leaving their desk, just leveraging technology. By “walking in the shoes” of marginalized girls, thousands of miles away, they have expanded their own capacity for empathy and frame-of-reference for innovation.

Today, 400+ women at Microsoft are long-distance mentoring 400+ girls in the program. These girls can continue their educational journey because Microsoft matches each hour of volunteerism with \$25. When girls are educated and empowered, they lean into opportunities in the economy and leadership positions in their communities, thus becoming role models for the next generation of girls.

This year’s calendar celebrates the resiliency and courage of twelve once at-risk girls from Kenya who are being mentored and supported by women at Microsoft. When schools were closed in Kenya due to the COVID-19 pandemic, the digital divide did not stand in the way of girls in the program taking remote classes from home. Laptops, tablets and Internet ‘bundles’ were mobilized to their hard-to-reach communities to ensure they keep learning. The silver lining of this COVID-19 technology intervention is that mentors and mentees are now communicating more frequently than ever, and they are leveraging ‘Microsoft Teams’ to experience deep conversations and see each other’s smiles!







Like me, my mentor was raised by a single mother. As I shared my challenges regarding my family situation, I felt understood. Rosann challenges me to be the best version of myself. She has taught me resilience through her inspiring story of having moved from Nigeria to successfully settle in the U.S., despite the challenges she faced as a black woman. She is also a leader and I attribute a lot of the leadership skills I have acquired to my interaction with her.

**Jane Adhiambo**  
Student at Moi University  
Majoring in Business Management



Jane has changed my life in so many ways. Her tenacity and level of curiosity around how she can solve complex problems in the world, pushes me to work harder every single day. When I speak to Jane, I’m reminded of all the possibilities out there and why some of us work so hard to pave the way for the next generation to be better than we ever hoped we could be. Jane motivates me to never give up and to remember that the world is my oyster, because if she sees me achieve, then it reminds her that she can too.

**Rosann (Roxy) Ndebumadu**  
Sr. Customer Success Manager

JAN

| Su | M                                | Tu                 | W           | Th | F                   | Sa |
|----|----------------------------------|--------------------|-------------|----|---------------------|----|
| 26 | 27                               | 28                 | 29          | 30 | 1<br>New Year's Day | 2  |
| 3  | 4                                | 5<br>Cinco de Mayo | 6           | 7  | 8                   | 9  |
| 10 | 11                               | 12                 | 13<br>Lohri | 14 | 15                  | 16 |
| 17 | 18<br>Martin Luther King Jr. Day | 19                 | 20          | 21 | 22                  | 23 |
| 24 | 25                               | 26                 | 27          | 28 | 29                  | 30 |
| 31 | 1                                | 2                  | 3           | 4  | 5                   | 6  |



# Dorcas



I am from Kericho County, Kenya, where it is very common for girls to be deprived of education, while others drop out due to teenage pregnancies and early marriage. This is the reason I chose to focus my Give Back Commitment on educating girls on the dangers of teen and unplanned pregnancies. I feel very fortunate to have my mentor, Tara. She has been of great importance in my life. She encourages me to work hard in my studies and never to lose hope.

**Dorcas Cheruiyot**  
*Student at the Cooperative University of Kenya  
Majoring in Purchasing and Supplies*

# Tara



I am honored to be supporting my second mentee through the Global Give Back Circle. Dorcas has a huge heart and is working so hard to change her life. The gratitude she expresses for the support of this program, and my impact, is extremely humbling. On Mashujaa Day (Hero’s Day) in Kenya, Dorcas shared with me that I am her heroine. I told her that she is ‘my’ heroine, to rise up like she has, and change her future and those around her in such an impactful way. I have three daughters, and I would be thrilled if any of them turn out as strong, determined, empathetic, and amazing as Dorcas.

**Tara Prosser**  
*Enterprise Sales Director  
Manufacturing*

# FEB

| Su                               | M                     | Tu                 | W  | Th | F  | Sa |
|----------------------------------|-----------------------|--------------------|----|----|----|----|
| 31                               | 1                     | 2<br>Groundhog Day | 3  | 4  | 5  | 6  |
| 7                                | 8                     | 9                  | 10 | 11 | 12 | 13 |
| 14<br>Valentine's Day            | 15<br>President's Day | 16                 | 17 | 18 | 19 | 20 |
| 21<br>Sahle-Work Zewd's Birthday | 22                    | 23                 | 24 | 25 | 26 | 27 |
| 28                               | 1                     | 2                  | 3  | 4  | 5  | 6  |
| 7                                | 8                     | 9                  | 10 | 11 | 12 | 13 |





Betty

Verwray

My family had no means to take me to college, and as far as my community was concerned, I was already ripe for marriage. I was so relieved when I qualified to join the Global Give Back Circle’s HER Lab program in 2019. There, I had the chance to learn skills I didn’t even know were necessary. I used a computer for the very first time, learned code, bead work and entrepreneurship.

Verwray brought a new perspective into my life. She has helped me develop effective communication skills. She has helped me in my studies by encouraging me to be my personal best. It is rare to find successful career women in my rural community. It was an eye-opening experience to interact with a woman working in one of the biggest organizations in the world. Through her mentorship, I know I will one day reach my goal of becoming an economically empowered career woman, just like her.

**Betty Yatich**  
*Student at the Technical University of Mombasa  
Majoring in Medical Engineering*



I was introduced to the Global Give Back Circle during an event at work. I knew I wanted to be a part of this. I am honored to be a small part of Betty’s journey. She is blessed with much wisdom. She asks such deep questions. I simply help her bring out the God-given “spark” that is within her! Having traveled to Kenya many times between 2000 and 2014, I am aware of the struggles of the people. I strongly believe we’re blessed so we can be a blessing!

**Verwray Scott**  
*Business Program Manager  
Customer Experience & Success*

MAR

| Su   | M               | Tu | W                                   | Th                           | F                | Sa |
|--|-----------------|----|-------------------------------------|------------------------------|------------------|----|
| 31   | 1               | 2  | 3                                   | 4                            | 5                | 6  |
| 7  | 8               | 9  | 10                                  | 11                           | 12               | 13 |
| 14   | 15              | 16 | 17<br>Saint Patrick's Day           | 18                           | 19               | 20 |
| 21   | 22              | 23 | 24                                  | 25                           | 26               | 27 |
| 28<br>Holi begins<br>Palm Sunday<br>Passover | 29<br>Holi ends | 30 | 31                                  | 1<br>Passover<br>(first day) | 2<br>Good Friday | 3  |
| 4<br>Easter                                  | 5               | 6  | 7<br>Tutsi Genocide<br>Memorial Day | 8                            | 9                | 10 |





Samantha

Valary reminds me to never give up. Every day she honors this as she confronts life’s challenges with poise. She reminds me of who I was when I was younger. We all face the pressure of hardships, but we look to our dreams to guide us. Her determination to excel in science and math and to go to college inspires me. We are fearless together and build a circle of love, support and compassion that enables our resiliency. We extend this to our own communities and embrace empathy.

**Samantha Koncal**  
*Sr. Enterprise Account Executive*



Valary

The most outstanding experience I had with my mentor, was when she traveled to Kenya from the U.S. to meet me! It was amazing to meet her in person, hug her, and to get to know her better. It was the most memorable day. Samantha has taught me how to prioritize tasks and create a working timetable. Her experience and practical examples are helping me manage my time better and to get more things done. It feels great to have someone to share my dreams and ambitions with. I especially appreciate the support she has been giving me.

**Valary Akelo**  
*Eleventh Grade Student  
Starehe Girls' Centre*

APR

| Su          | M  | Tu | W                                   | Th                           | F                | Sa |
|-------------|----|----|-------------------------------------|------------------------------|------------------|----|
| 28          | 29 | 30 | 31                                  | 1<br>Passover<br>(first day) | 2<br>Good Friday | 3  |
| 4<br>Easter | 5  | 6  | 7<br>Tutsi Genocide<br>Memorial Day | 8                            | 9                | 10 |
| 11          | 12 | 13 | 14                                  | 15                           | 16               | 17 |
| 18          | 19 | 20 | 21                                  | 22                           | 23               | 24 |
| 25          | 26 | 27 | 28                                  | 29                           | 30               | 1  |
| 2           | 3  | 4  | 5<br>Cinco de Mayo                  | 6                            | 7                | 8  |





Spencer

Jazzy



Stephanie has exceeded my expectations of what a mentor is in a girl’s life. I was very excited to learn that she has the same passion for education as I do. She has been particularly helpful especially during the Covid-19 lockdown. Like many of my peers and community, the uncertainty of the pandemic has been hard on us. Every time I get a letter from her, it leaves me happy and more focused on my dreams.

I aspire to be an aeronautical engineer and to provide solutions that allow all children to get an education.

**Spencer Okeyo**  
Tenth Grade Student  
Starehe Girls’ Centre

Having Spencer in my life has been a blessing and a confirmation to me. She reminds me of my daughter and so many other young ladies with whom I have had the pleasure to mentor over the years. She is caring, dedicated, smart, and just wants better for herself and the world. I am blessed to be able to share my perspective and give guidance to help her achieve her goals. God brings people in our lives for a reason and I am thankful to have Spencer in my circle of friends and influence.

**Stephanie (Jazzy) Doakes**  
Enterprise Architect

MAY

| Su                | M                  | Tu | W                  | Th                | F  | Sa |
|-------------------|--------------------|----|--------------------|-------------------|----|----|
| 26                | 27                 | 28 | 29                 | 30                | 31 | 1  |
| 2                 | 3                  | 4  | 5<br>Cinco de Mayo | 6                 | 7  | 8  |
| 9<br>Mother's Day | 10                 | 11 | 12<br>Eid al-Fitr  | 13<br>Eid al-Fitr | 14 | 15 |
| 16                | 17                 | 18 | 19                 | 20                | 21 | 22 |
| 23                | 24                 | 25 | 26                 | 27                | 28 | 29 |
| 30                | 31<br>Memorial Day | 1  | 2                  | 3                 | 4  | 5  |





Emelda

Colleen

Before being matched with my mentor, Colleen, I knew I needed someone to guide me on how to reach my dreams. Colleen does just this and more! When I shared my dream of becoming a lawyer, she exposed me to an assessment which made me aware of my values and how they are aligned with my career choice. We have mapped out an action plan for me to achieve my goal of practicing international law. I have learned about vision boards and gratitude journals, and that being grateful leads to a fulfilled life. Whenever I feel like I have doubts in my abilities, I think back to my conversations with Colleen and I am reminded of how capable I am.

**Emelda Obota**  
Twelfth Grade Student  
Starehe Girls' Centre



While 2020 in the United States has been full of challenges, I am grateful to be mentoring Emelda. She is curious, tenacious, motivated to achieve her educational goals, and grateful for what she has. She sees big challenges as small roadblocks and has taught me how to look for the good, to never forget that kindness rules, and that one person can make a huge difference in another person's life and ultimately in the world. I cannot wait to see what Emelda accomplishes in this world and I'm grateful to be on this journey with her.

**Colleen Tyler**  
Sr. Director  
Global Industry Product Marketing  
Microsoft Cloud

JUN

| Su                 | M  | Tu                | W  | Th | F  | Sa |
|--------------------|----|-------------------|----|----|----|----|
| 30                 | 31 | 1<br>Madaraka Day | 2  | 3  | 4  | 5  |
| 6                  | 7  | 8                 | 9  | 10 | 11 | 12 |
| 13                 | 14 | 15                | 16 | 17 | 18 | 19 |
| 20<br>Father's Day | 21 | 22                | 23 | 24 | 25 | 26 |
| 27                 | 28 | 29                | 30 | 1  | 2  | 3  |
| 4                  | 5  | 6                 | 7  | 8  | 9  | 10 |





Defying the embedded gender-biased cultural expectations in my community has been difficult. Over the past five years, my mentor Lisa helped me work through this. She is my mentor, confidant, and coach. My interactions and conversations with her have boosted my self-confidence and given me the desire to inspire and motivate other girls in my community. Today, I am studying education and aspire to be a school principal. In such a role, I will support and impact the lives of girls in Kenya by being an advocate for diversity and inclusion at all levels of our society.

**Jessicah Rotich**  
*Student at University of Eldoret  
Majoring in Education*

Lisa



Mentoring Jessica over the last five years has been such a great experience. While our relationship started out focused on her schooling, we are now like family, as we share life events, big and small with each other. I am so proud of the woman she has become, and excited for the future ahead of her.

**Lisa Stratton**  
*Sr. Marketing Communications Manager*

| JULY | Su                    | M  | Tu | W  | Th | F  | Sa |
|------|-----------------------|----|----|----|----|----|----|
|      | 27                    | 28 | 29 | 30 | 1  | 2  | 3  |
|      | 4<br>Independence Day | 5  | 6  | 7  | 8  | 9  | 10 |
|      | 11                    | 12 | 13 | 14 | 15 | 16 | 17 |
|      | 18                    | 19 | 20 | 21 | 22 | 23 | 24 |
|      | 25                    | 26 | 27 | 28 | 29 | 30 | 31 |
|      | 1                     | 2  | 3  | 4  | 5  | 6  | 7  |
|      |                       |    |    |    |    |    |    |





Efrat

# Angeline

My mentor, Efrat, constantly reminds me of how capable I am of achieving my dreams; a role no one in my life has ever taken before. She is a very hands-on mentor and even helps me with my assignments! The highlight of my relationship with Efrat was when I met her in person, merely two months into our virtual communication mentoring journey. I got the chance to spend two days with her and I was fascinated by her love for animals. I feel so lucky to have Efrat in my life.

**Angeline Chepchumba**  
Student at Kitale National Polytechnic  
Majoring in Medical Engineering



Having seen the world through Angeline’s eyes has given me a better perspective about my life. I appreciate simplicity and human relationships and I am grateful for what I have. She has goals and is working hard towards achieving them. She is curious and eager to learn. I love sharing with Angeline the ongoing journey of self-improvement. Although we are continents apart, our common values and experiences bring us closer.

**Efrat Shabtai**  
Principal Software  
Engineering Manager

# AUG

| Su | M  | Tu             | W  | Th | F              | Sa |
|----|----|----------------|----|----|----------------|----|
| 1  | 2  | 3              | 4  | 5  | 6<br>Umuganura | 7  |
| 8  | 9  | 10             | 11 | 12 | 13             | 14 |
| 15 | 16 | 17             | 18 | 19 | 20             | 21 |
| 22 | 23 | 24             | 25 | 26 | 27             | 28 |
| 29 | 30 | 31             | 1  | 2  | 3              | 4  |
| 5  | 6  | 7<br>Labor Day | 8  | 9  | 10             | 11 |





Miriam

I have learned so much from my mentor. The greatest lesson Brittany has taught me is that I should not let my background determine my future. Like me, she comes from a big family with many siblings. She has had to work hard to get to where she is and she is proof to me that with determination and focus I can have a bright future too. Interacting with my mentor has broadened my perception of what success is and how it can be achieved.

**Miriam Wambui**  
*Eleventh Grade Student  
Starehe Girls’ Centre*



Brittany

Miriam and I are alike in many ways. We both come from humble beginnings, similar family structure, we like the same things, and enjoy helping other people. Miriam and I speak mostly about how the pandemic has changed our lives, including the way we work, learn, and communicate with each other. I enjoy Miriam’s optimistic personality, she’s a role model to her siblings, and I’m certain a bright future is ahead.

**Brittany Hollins**  
*Customer Success Account Manager*

STEPS

| Su | M                                      | Tu | W                       | Th                    | F  | Sa |
|----|--|----|-------------------------|-----------------------|----|----|
| 29 | 30                                     | 31 | 1                       | 2                     | 3  | 4  |
| 5  | 6<br>Rosh Hashanah begins<br>Labor Day | 7  | 8<br>Rosh Hashanah ends | 9                     | 10 | 11 |
| 12 | 13                                     | 14 | 15<br>Yom Kippur begins | 16<br>Yom Kippur ends | 17 | 18 |
| 19 | 20                                     | 21 | 22                      | 23                    | 24 | 25 |
| 26 | 27                                     | 28 | 29                      | 30                    | 1  | 2  |
| 3  | 4                                      | 5  | 6                       | 7                     | 8  | 9  |





Shirleen

My family allowed me to go to Primary school so I could gain Basic English that would later enable me to recognize and explain my sick children’s symptoms to medical practitioners when I got married. A universe of well-wishers allowed me to graduate high school and attend the Global Give Back Circle’s ‘HER Lab’. There I was matched with my mentor Gina and she made my dream of attending college a reality. My dream is to become a notable entrepreneur in Kenya and an independent woman, one who can positively influence society. I dream of a world where women and girls no longer live in fear of harmful cultural practices and diversity and inclusion is a way of life.

**Shirleen Kasmeri**  
*Student at Masai Mara University  
Majoring in Business Commerce*

Gina



Shirleen is an exceptional young woman who has left an indelible impression on me. Her unrelenting resiliency in the face of incredibly challenging circumstances is a reminder of the strength of a human soul. She reminds me daily to embrace gratitude, to persevere in the face of adversity, and to embrace progress in one’s life. Shirleen refers to me as “sister”, and it is truly an honor to have such a name given by an amazingly remarkable individual. I know Shirleen is going to achieve her goals (and more), and I have no doubt that she will bring up other girls and women in her orbit as she does so.

**Gina Choi**  
*Strategic Account Manager—Advertising*

OCT

| Su              | M                             | Tu                | W                  | Th          | F  | Sa |
|-----------------|-------------------------------|-------------------|--------------------|-------------|----|----|
| 26              | 27                            | 28                | 29                 | 30          | 1  | 2  |
| 3               | 4                             | 5                 | 6                  | 7           | 8  | 9  |
| 10<br>Moi Day   | 11<br>Indigenous Peoples' Day | 12                | 13                 | 14          | 15 | 16 |
| 17              | 18                            | 19                | 20<br>Mashujaa Day | 21          | 22 | 23 |
| 24              | 25                            | 26                | 27                 | 28          | 29 | 30 |
| 31<br>Halloween | 1                             | 2<br>Election Day | 3                  | 4<br>Diwali | 5  | 6  |





Hellen

Aya

My supportive mentor, Aya, has been a welcome force in my life. I have developed into a young woman confident to voice my rights and be in touch with my feelings. I feel comfortable sharing with her my challenges and thoughts on issues affecting my life. Like me, she also comes from a community that places little value on women’s education and women’s opinions on matters which affect society. Learning about her journey from her native country to the U.S., where she is now a successful manager at Microsoft, has served to encourage me in my own journey. I am also very proud to be the first in my family to get a college education, and as my give back to my community, I mentor girls on the importance of education and their rights with regard to FGM and early marriage.

**Hellen Chemtai**  
*Student at Chuka University  
Majoring in Education*



Mentoring Hellen has opened up my perspective to the world beyond my own. My daily life, while seeming so large and familiar in my immediate circle, has been expanded to include Hellen’s daily life. I realized I lived in a bubble of privilege and my “first world problems” are drastically different from the challenges people in developing countries face daily. Hellen’s always open, positive, kind and optimistic worldview is fascinating to me—she inspires me with her resilience and drive. I’m grateful for this connection as I learn from her and I aspire to be a good guide and support for her.

**Aya Kikimova,**  
*Account Manager—Advertising*

NOV

| Su                       | M  | Tu                   | W  | Th                    | F  | Sa |
|--------------------------|----|----------------------|----|-----------------------|----|----|
| 31                       | 1  | 2<br>Election<br>Day | 3  | 4<br>Diwali           | 5  | 6  |
| 7                        | 8  | 9                    | 10 | 11<br>Veterans<br>Day | 12 | 13 |
| 14                       | 15 | 16                   | 17 | 18                    | 19 | 20 |
| 21                       | 22 | 23                   | 24 | 25<br>Thanksgiving    | 26 | 27 |
| 28<br>Chanukah<br>begins | 29 | 30                   | 1  | 2                     | 3  | 4  |
| 5                        | 6  | 7                    | 8  | 9                     | 10 | 11 |





# Stephanie

My relationship with Blossom started at a pivotal period in my life—I had just lost my mother and I was facing a lot of changes. Blossom’s positivity played a big part in helping me stay focused on a successful future. In 2018 it was amazing to finally meet the woman I had come to respect and admire. I was awestruck by our similarities and how readily she embraced me. Blossom has since introduced me to her daughters who have become close friends and I am so glad to be part of the family. As I transition to university, I am so very grateful to have Blossom checking in on my progress and motivating me to keep reaching high!

**Stephanie Nyaboke**  
*Student at University of Nairobi  
Majoring in Nutrition & Dietetics*



I have been mentoring Stephanie for a few years now and she is my bonus daughter. Stephanie is smart, very driven, and will make all of us proud. She is a disciplined and dedicated student. More importantly, she has integrity, is respectful and ambitious. I love that about her! I truly enjoy my time mentoring Stephanie both personally and academically. Our relationship continues to blossom.

**Blossom Baker**  
*Sr. Cybersecurity Program Manager*

 Blossom

DEC

| Su                   | M                     | Tu | W  | Th | F                       | Sa                     |
|----------------------|-----------------------|----|----|----|-------------------------|------------------------|
| 28                   | 29                    | 30 | 1  | 2  | 3                       | 4                      |
| 5                    | 6<br>Chanukah<br>ends | 7  | 8  | 9  | 10                      | 11                     |
| 12<br>Jamhuri<br>Day | 13                    | 14 | 15 | 16 | 17                      | 18                     |
| 19                   | 20                    | 21 | 22 | 23 | 24                      | 25<br>Christmas<br>Dy  |
| 26<br>Boxing<br>Day  | 27                    | 28 | 29 | 30 | 31<br>New Year's<br>Eve | 1<br>New Year's<br>Day |
| 2                    | 3                     | 4  | 5  | 6  | 7                       | 8                      |



# 276 MICROSOFT EMPLOYEES CREATE A DIVERSITY & INCLUSION BOOK OF REFLECTIONS

Throughout the month of October, Microsoft Mentors and their allies hosted nine virtual GIVE Events within the organization, and invited coworkers from all over the globe to take part in a volunteer activity designed to create a digital book of reflections about Diversity & Inclusion.

To the question, “How do you define Diversity & Inclusion”, 276 unique and inspirational passages were published, many of which were accompanied by photos and images.

The book has been shared among 3,000 girls and young women in the Global Give Back Circle. They are sharing it with their families, friends, and networks as they continue to advance the Diversity & Inclusion movement in their communities. Here are just a few of the images which appear in the book.







| JAN 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    |    |    |    | 1  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 |
| 30       | 31 |    |    |    |    |    |

| FEB 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    | 1  | 2  | 3  | 4  | 5  |
| 6        | 7  | 8  | 9  | 10 | 11 | 12 |
| 13       | 14 | 15 | 16 | 17 | 18 | 19 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 |
| 27       | 28 |    |    |    |    |    |

| MAR 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
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| 6        | 7  | 8  | 9  | 10 | 11 | 12 |
| 13       | 14 | 15 | 16 | 17 | 18 | 19 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 |
| 27       | 28 | 29 | 30 | 31 |    |    |

| APR 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    |    |    | 1  | 2  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 |
| 24       | 25 | 26 | 27 | 28 | 29 | 30 |

| MAY 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
| 1        | 2  | 3  | 4  | 5  | 6  | 7  |
| 8        | 9  | 10 | 11 | 12 | 13 | 14 |
| 15       | 16 | 17 | 18 | 19 | 20 | 21 |
| 22       | 23 | 24 | 25 | 26 | 27 | 28 |
| 29       | 30 | 31 |    |    |    |    |

| JUN 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    | 1  | 2  | 3  | 4  |
| 5        | 6  | 7  | 8  | 9  | 10 | 11 |
| 12       | 13 | 14 | 15 | 16 | 17 | 18 |
| 19       | 20 | 21 | 22 | 23 | 24 | 25 |
| 26       | 27 | 28 | 29 | 30 |    |    |

| JUL 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    |    |    | 1  | 2  |
| 3        | 4  | 5  | 6  | 7  | 8  | 9  |
| 10       | 11 | 12 | 13 | 14 | 15 | 16 |
| 17       | 18 | 19 | 20 | 21 | 22 | 23 |
| 24       | 25 | 26 | 27 | 28 | 29 | 30 |
| 31       |    |    |    |    |    |    |

| AUG 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

| SEP 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    |    | 1  | 2  | 3  |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 |
| 25       | 26 | 27 | 28 | 29 | 30 |    |

| OCT 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    |    |    |    | 1  |
| 2        | 3  | 4  | 5  | 6  | 7  | 8  |
| 9        | 10 | 11 | 12 | 13 | 14 | 15 |
| 16       | 17 | 18 | 19 | 20 | 21 | 22 |
| 23       | 24 | 25 | 26 | 27 | 28 | 29 |
| 30       | 31 |    |    |    |    |    |

| NOV 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    | 1  | 2  | 3  | 4  | 5  |
| 6        | 7  | 8  | 9  | 10 | 11 | 12 |
| 13       | 14 | 15 | 16 | 17 | 18 | 19 |
| 20       | 21 | 22 | 23 | 24 | 25 | 26 |
| 27       | 28 | 29 | 30 |    |    |    |

| DEC 2022 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| Su       | Mo | Tu | We | Th | Fr | Sa |
|          |    |    |    | 1  | 2  | 3  |
| 4        | 5  | 6  | 7  | 8  | 9  | 10 |
| 11       | 12 | 13 | 14 | 15 | 16 | 17 |
| 18       | 19 | 20 | 21 | 22 | 23 | 24 |
| 25       | 26 | 27 | 28 | 29 | 30 | 31 |








Thank you for supporting the Global Give Back Circle. From the very beginning, our belief was that everyone, all over the world, wants to give back. Giving back is not just meant for people of privilege. It is quite the opposite. When it comes to giving back, we are all privileged.

We also believed that there were women in the world who wanted to give back in time and talent as mentors, but needed a structure to be able to do this in a country which was oceans away. The internet has flattened the world and today a woman sitting in her office in Seattle, New York or Chicago, can mentor a girl in some of the world's most remote areas, via email, Skype, WhatsApp, Teams and other communication platforms. There are now over 1,500 mentors in the Global Give Back Circle.

In Kenya, Rwanda and India, the Global Give Back Circle is implemented by a team of alumni—empowered young women who at one time 'were that girl'. In addition, the program's beneficiaries are now stepping up to be benefactors and mentor the next generation of girls. As we enter our 15th year, the Global Give Back Circle is coming full circle as we all exercise the privilege of giving back.

Thank you again and have a spectacular 2021!

Sincerely,  
The Global Give Back Circle Team

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