



IMPACT REPORT

Q2 2025
APRIL - JUNE

MENTOR GIRLS • DEVELOP LEADERS • TRANSFORM COMMUNITIES

Girls Livelihood and Mentorship Initiative (GLAMI) mentors secondary school girls in Tanzania to complete their education, develop into confident leaders, and transform their own lives and their communities.



The Problem

Girls in Tanzania face barriers to education that include poverty, pregnancy, and early marriage.

Only 39% of girls in Tanzania go to secondary school. Of those, only 2/3 complete secondary education, and only 3% go to university.

Our Mission

Supporting girls' education in Tanzania so they can transform their own lives and the futures of their communities. We accomplish this through our two extracurricular mentoring programs: Kisa Program and Binti Shupavu Program.

Our Vision

To create a future in which all Tanzania girls have equal access to high-quality educational opportunities that empower them to achieve their goals and better their communities.



Our Programs

Kisa Program

share · grow · lead

Our two-year leadership course prepares girls in their last two years of secondary school to attend university and create positive social change in their communities. Kisa means "story" in Swahili. Through the Kisa Project, young Tanzanian women are empowered to become the creative authors of their own future stories.

Binti Shupavu

courageous daughters

Binti Shupavu is a four-year life skills course for lower secondary school girls covering topics such as study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls. Binti Shupavu is a Swahili word for "Courageous Daughters"



Where We Work



GLAMI works across three regions (Arusha, Kilimanjaro and Morogoro) in Tanzania, supporting more than 50 schools.

Our Offices are Located at:

- Arusha: AICC | Ngorongoro Building | Floor No 2
- Kilimanjaro: Majengo | Kilihub
- Morogoro: Pamba Street | Mbuyuni House

9,011 Scholars in the Program



Our Impact

22,200+

Tanzanian girls have directly benefited from our programs.

97%

of Kisa Program graduates continue on to university.

98%

of Binti Program scholars graduate from Secondary school

75%

of our scholars hold a leadership role at school, work & or community.

70%

of Programs Mentors are Kisa alumni with 62% staff as alumni

57

Partner Schools with 7 schools overlapping with both programs



A Note from GLAMI

Dear Friends,

We are excited to share with you our Quarter 2 Report, highlighting the continued impact of GLAMI's mentorship programs across Tanzania.

From celebrating Kisa Scholar graduations and providing career and health education, to promoting girls' leadership, engaging parents, and strengthening community partnerships, this quarter reflects the power of mentorship in action.

You'll read stories of transformation, like Mary's journey to academic confidence, and see how thousands of girls are gaining the tools to overcome barriers and shape brighter futures for themselves and their communities.

We invite you to explore the full report and witness how, together, we are transforming girls' lives through education and mentorship.

Thank you for being part of the movement.

GLAMI team

**GIRLS HAVE RIGHTS.
GIRLS ARE CAPABLE.
GIRLS CAN IGNITE CHANGE.**

Key Success



Shifting Cultural Norms

- 1 Testimonies revealed that fathers—especially in traditionally conservative communities such as the Maasai—are now engaging in open conversations with their daughters about sensitive topics like menstruation and hygiene. This marks a significant shift in breaking long-standing taboos and improving family communication..



Leadership in Action

- 2 A total of 621 scholars in the Binti Shupavu and Kisa Programs currently hold leadership positions in their schools, demonstrating the practical application of the skills and knowledge gained through the programs.
- 3 Girls' Education Advocacy: Scholars and alumni actively contributed to the Girls' Education Project Co-Creation process in partnership with RELI, sharing their insights and advocating for girls' empowerment.



Stakeholder Support and Demand for Growth

- 4 Stakeholders expressed strong appreciation for the program's positive impact on girls' confidence, academic performance, and life skills. There were repeated calls to expand GLAMI's reach to more schools and regions, and increased interest in including boys in similar life skills and mentorship programs.
- 5 Staff Trainings : All staff participated in training sessions facilitated by Fortune Consultants. Mentors and Social Workers learned about emotional intelligence, work-life balance, personality types, digital marketing, and giving and receiving feedback. Leads and Managers focused on ethical leadership, strategic talent development, turning vision into action, and building trust and psychological safety.
- 6 A total of 98 Kisa Scholars graduated from the program this quarter, adding to the 1,227 who graduated in the first quarter — bringing the total number of Kisa graduates this year to 1,325.



Kisa Graduations



Module Delivery

Through continuous module delivery, Binti Scholars successfully learned strategies to tackle examination challenges and the importance of being responsible and accountable, especially when facing difficulties—emphasizing that owning one’s challenges can lead to personal growth. Meanwhile, Kisa Scholars learned about business planning and the Sustainable Development Goals in relation to community assessments, in preparation for their upcoming Two Day Challenge projects.



One on One session

Mentors conducted one-on-one sessions with a total of 526 scholars. These personalized interactions significantly strengthened the mentor-scholar bond, encouraging scholars to openly share their challenges. As a result, mentors were better positioned to guide them toward effective solutions or provide additional support by referring them to GLAMI social workers when necessary.



Bonding Sessions

Bonding sessions provided a safe space for mentees to openly share their holiday experiences and any challenges they faced with mentors or social workers. These sessions were conducted for all program scholars upon their return from a short school holiday, allowing mentors to reconnect and re-establish rapport with the scholars.



Binti Career Guidance

A total of 4,030 Binti Scholars participated in career guidance sessions where they explored the importance of both hard and soft skills, recognizing that even minor yet essential skills contribute to success in their chosen career paths. These sessions helped mentors promote awareness by encouraging scholars to align their education with meaningful and attainable career goals.



Career Sessions

A total of 1,319 Kisa scholars participated in career sessions that prepared them for the upcoming Career Exhibition Day. During these sessions, scholars learned to use the RIASEC tool to explore and identify their career interests, enabling them to select careers aligned with their strengths and preferences. These sessions play a crucial role in equipping scholars for the annual Career Exhibition Day scheduled for the coming quarter.



Kisa Health Sessions

A total of 753 Kisa Year 1 scholars participated in health sessions where they gained essential knowledge about sexually transmitted infections (STIs) and sexually transmitted diseases (STDs), equipping them to make informed decisions and adopt safer practices regarding their sexual health.



Home Visits

10 home visits were conducted to scholars facing challenges that required intervention at home. In collaboration with the Community Development Officer and Ward Education Officer, social workers assessed the best ways to support scholars in partnership with local leaders. Home visits play a crucial role in verifying reported challenges, particularly cases of truancy, behavioral issues, illness, and unsafe or long commutes to school.



Emergency Fund

A total of 122 program scholars received emergency fund support, which addressed essential needs such as uniforms and other school supplies. This assistance helped scholars overcome barriers related to low family income, fostering greater confidence, motivation, and active participation in learning activities.



Psychosocial Support and Group Counselling

Psychosocial support was provided to 150 program scholars, resulting in improved emotional well-being and helping scholars cope with various challenges. This support has proven effective in fostering emotional strength and confidence. Through counseling and regular check-ins, scholars learn to manage stress, build self-esteem, and express their feelings in healthy ways. Seven group counseling sessions with 141 scholars were conducted, covering topics such as self-protection during puberty and adolescence, as well as academic issues.



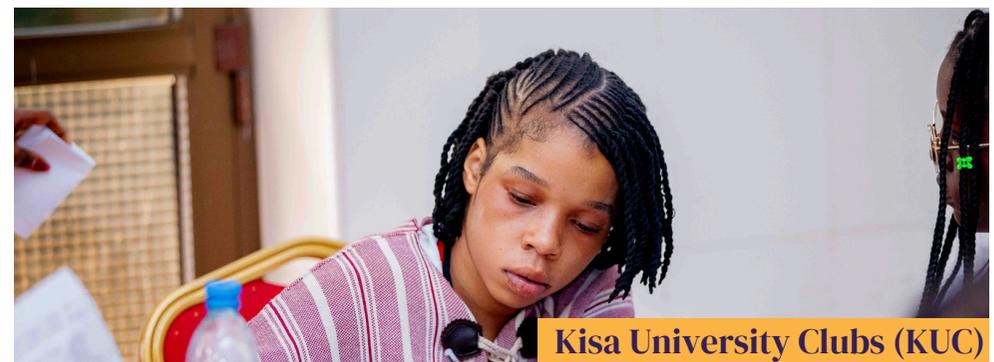
Alumni Scholarship

One Kisa alumna received tuition support to continue her university studies. Such scholarship support enables alumni to remain in school, university, or college, further their education, and work toward achieving their goals.



GBV and VAC Sessions

A total of 3,728 scholars participated in sessions on Gender-Based Violence (GBV) and Violence Against Children (VAC). During these sessions, scholars were reminded of ways to protect themselves, including how to set personal boundaries, speak up when something feels wrong, and seek support. They were also informed about safe spaces and trusted individuals they can report to, such as teachers, social workers, local authorities, or parents.



Kisa University Clubs (KUC)

Kisa Alumni from Kisa University Clubs (KUC) in Zanzibar, Dar es Salaam, Kilimanjaro, Dodoma, Morogoro, and Mwanza zones attended the Niajiri event, UNIKONEKT. They gained valuable knowledge on CV writing, networking, and career development as they continue to pursue their studies.



Binti Opportunity Day

A total of 270 Binti Shupavu alumni attended the annual Opportunity Day, where they learned about sexual and reproductive health (SRH), career guidance—particularly for those seeking alternative opportunities—and business management. The event aimed to equip them to take advantage of various opportunities they may encounter in school, college, or at home. A guest speaker from the government, the Youth Officer, shared information about available youth-focused government opportunities, especially business loans.



Binti Health and Wealth

Binti Health and Wealth event was conducted for alumni who graduated from Form Four but, due to academic reasons, are unable to pursue further formal education. A total of 28 alumni attended the event, where they learned about alternative opportunities such as entrepreneurship and vocational training. These sessions aimed to help them explore career paths, generate income, and improve their quality of life.



Government Officials Engagement in Activities

Nine government stakeholders, from the community to regional levels, attended various program sessions and activities to strengthen relationships and enhance engagement in supporting girls. They acknowledged the program's contribution to reducing dropout rates and increasing girls' confidence.



Partner School Staff Meetings

We conducted partner school staff meetings at five partner schools, where we introduced GLAMI's programs and activities to new staff, shared achievements and challenges. The Teacher Mentor initiative was also presented to the broader teaching staff, providing an opportunity for teachers to share their feedback.



Monthly Messages to Binti Shupavu parents

Mentors shared monthly messages with 6,467 Binti Shupavu parents, emphasizing the importance of monitoring their daughters' academic progress as they prepare for Terminal and Mock examinations. Through the delivery of these messages, mentors have successfully built strong and trusting relationships with parents, resulting in increased collaboration in addressing the challenges scholars face.



Stakeholders Meeting

We conducted stakeholder meetings in Arusha, Kilimanjaro and Morogoro regions, attended by heads of partner schools and government representatives, with a total of 128 stakeholders participating. These meetings served as platforms to introduce the program to new stakeholders, provide updates on our Programs, align the Teacher Mentor Program with GLAMI's strategic goals, and present the 2025 activity plan for teacher mentors.



International Days Celebration

We celebrated two international days: International Menstrual Hygiene Day and International Day of the African Child. On Menstrual Hygiene Day, we delivered informative sessions on the importance of menstrual hygiene and the significance of the day, engaging scholars in discussions to dispel myths and encourage open dialogue about menstruation. The International Day of the African Child was a meaningful and reflective celebration it helped raise awareness and inspire action toward a better future for African children.





Parents Engagement Meetings (PEM)

A total of 832 Binti Shupavu parents attended the annual Parent Engagement Meetings (PEM), bringing the cumulative number of parents in attendance to 2,393. This year's focus was placed on sexual and reproductive health (SRH) and adolescent mental health. The sessions were crucial in equipping parents with the knowledge and tools to better support their children's well-being and development. PEM in Arusha and Kilimanjaro have been completed, and we look forward to finalizing these meetings in Morogoro in the coming quarter.



RELI co-creation meeting

Nineteen community members attended the RELI Co-creation meeting held in Arusha. The meeting initiated planning for the co-creation activities under the GERAP Initiative — Girls' Education RELI Africa Project — a regional effort to strengthen advocacy for safe, supportive, and equal learning environments for girls aged 12-17 in East Africa. Community members shared their insights and recommendations on girls' education and discussed how they can contribute to creating safe spaces and supportive learning environments.

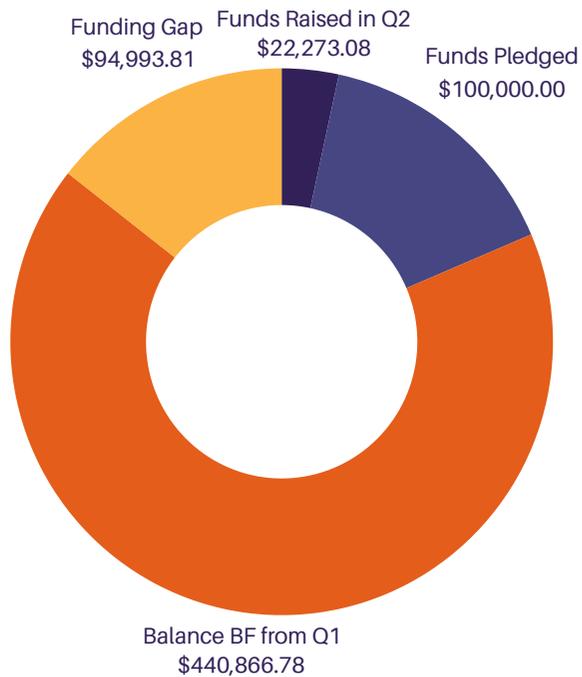
Collaborative efforts from 19 representatives—including those from the Ministry of Education, Science and Technology, Regional Education Officers, Community Development, and the girls themselves—successfully created an in-country project.

“Binti Shupavu opened a path for me. I didn't know about my future plans, who I wanted to be in future... but now I do know that I want to be an Accountant.” Jane, Binti Year 2 Scholar



Income Statement as at 30th March 2025.

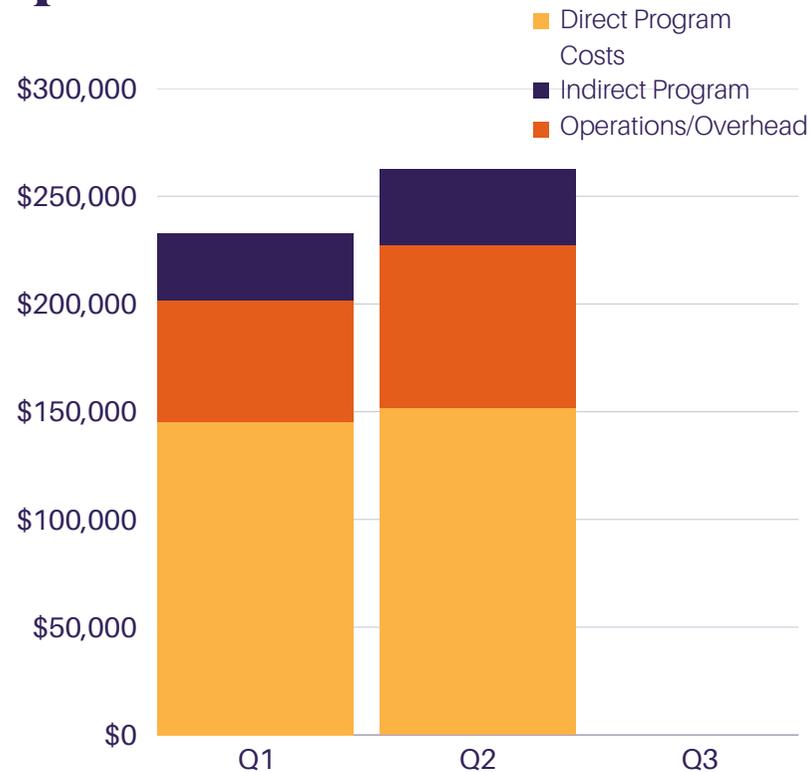
Income



2025 Budget

\$1,040,760.48

Expenditure



Total Expenses

\$495,415.67

Our Partners

We appreciate all our partners, donors, and collaborators who continually support our vision of advancing girls' education in Tanzania. Thank you!



L'ORÉAL
FUND FOR WOMEN



SENSE FOUNDATION BRUSSELS



Impact Story

Mary, a Form Two scholar, previously struggled with managing her tasks and schedule. She didn't know how to create a personal timetable and had difficulty identifying which tasks were important and urgent, often mixing them up with less important ones. As a result, she failed to complete some critical tasks such as school homework on time, which negatively impacted her studies.

However, after attending a Binti Shupavu session on "Learning Strategies," Mary learned how to create and follow her own personal timetable. She now understands how to prioritize her tasks and plan her day effectively.

Thanks to this new skill, Mary's study time no longer interferes with her other responsibilities at home or school. She has a dedicated schedule for both household chores and academic work—and the best part is that her parents too respect her study time and don't assign her any tasks during those hours.

Mary now follows her schedule consistently and has seen noticeable improvements in her academic performance.



Challenges and Learnings

- There has been limited time to deliver Binti and Kisa sessions due to other ongoing activities, such as remedial classes. However, collaboration with educational stakeholders at the district and regional levels has led to strong support in coordinating more effective timetables in schools.

Request for Support

1. 4x4 Vehicle

We seek support for the provision of a 4x4 vehicle to reach the rural areas where our scholars live and learn. Rough road conditions make outsourcing transport costly and unreliable. With a dedicated vehicle, our mentors will consistently reach even the most remote schools, ensuring more girls have access to life-changing mentorship and educational support.

2. Closing the Gap: Your Support Matters

Together, we have seen how mentorship changes lives. Yet this year, GLAMI faces a USD 95,000 budget gap — the final 10% needed to keep our programs running. We encourage you to continue investing in GLAMI's mission to support girls' education. Your support will directly sustain our mentorship programs, ensuring that thousands of girls continue to access the guidance they need to thrive.

“
Having a mentor has changed my life. I now have someone I can trust with my challenges. When things feel heavy, she guides me, and through her advice, I start to see more clearly the path that is right for me.

~ Binti Scholar ~



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