

20  
23

# ANNUAL REPORT

DAYS FOR  
 GIRLS

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## OUR VISION

At DfG, we envision a world where menstruation is never a barrier to health, education, or opportunity. We strive to eliminate the stigma and limitations associated with menstruation and work to ensure that menstrual health is universally understood, respected, and supported.

## OUR MISSION

At DfG, we are dedicated to eliminating menstrual stigma through a trifecta of menstrual health advocacy, comprehensive menstrual health education and washable pad Kits, and the establishment of enterprises that manufacture washable menstrual pad Kits. We support people who menstruate to achieve improved health, education, and economic opportunities.

Central to our approach is community engagement, supporting local leaders to drive sustainable change. We train locally-owned Social Enterprises to produce environmentally sustainable menstrual pad Kits, deliver targeted education, and advocate for enhanced menstrual health policies. By dismantling menstrual barriers, we open doors for all people who menstruate.



To date, we  
have impacted  
over 3 million  
people across  
145 countries.

# CEO LETTER

As we close out this year, I want to take a moment to express my heartfelt gratitude to each of you for being a part of the Days for Girls community. Because of your unwavering support and generosity, we've accomplished so much together!

This year, we reached an incredible milestone—impacting over three million people globally with menstrual health solutions, education, and hope. Each girl we've reached is not just an individual, but someone with friends, family, hopes, dreams, and infinite potential.

From Nepal and Cambodia to Kenya, Uganda, and even crisis zones like Ukraine and Morocco, your commitment has ensured that women and girls are never left behind. Together, we've delivered menstrual health kits, provided critical education, and empowered local leaders to create lasting, sustainable change.

This work doesn't just change lives—it transforms futures. We are deeply grateful for the ongoing support of our volunteers, donors, and partners. As we continue to shatter menstrual stigma, eliminate period poverty, and equip girls and women with the tools and knowledge they need to pursue their dreams, we are building a world where periods are never a barrier.

Thank you for standing with us on this journey. Together, we are making a difference for generations to come.





# INTERNATIONAL BOARD OF DIRECTORS

Meg Fisher

Karen Harris

Juliana Howard

Cynthia Lange

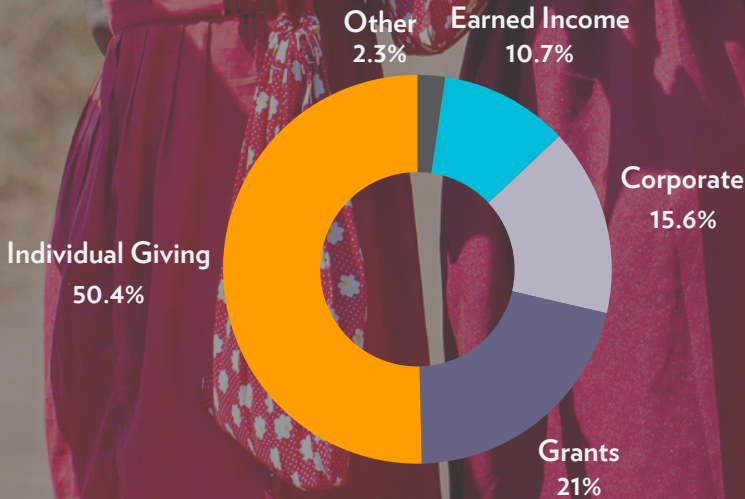
Severina Lemachokoti

Joleen Ong

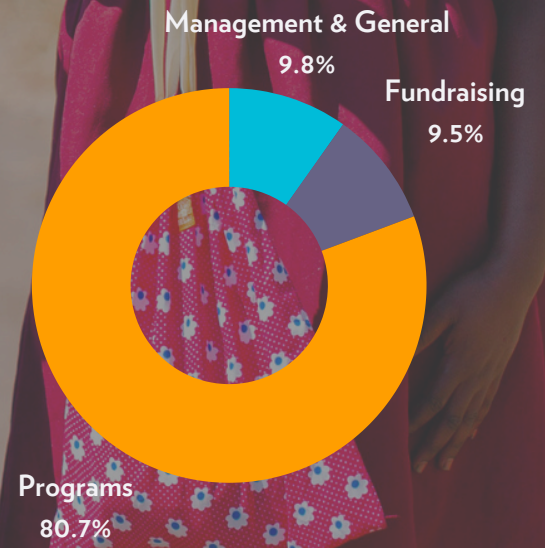
Janine Keblish Trainor

# FINANCIALS

## REVENUE BREAKDOWN



## EXPENSES



**Total Revenue**     \$2,913,820

**Total Expenses**     \$3,176,798

**Total Net Assets**     \$1,403,193



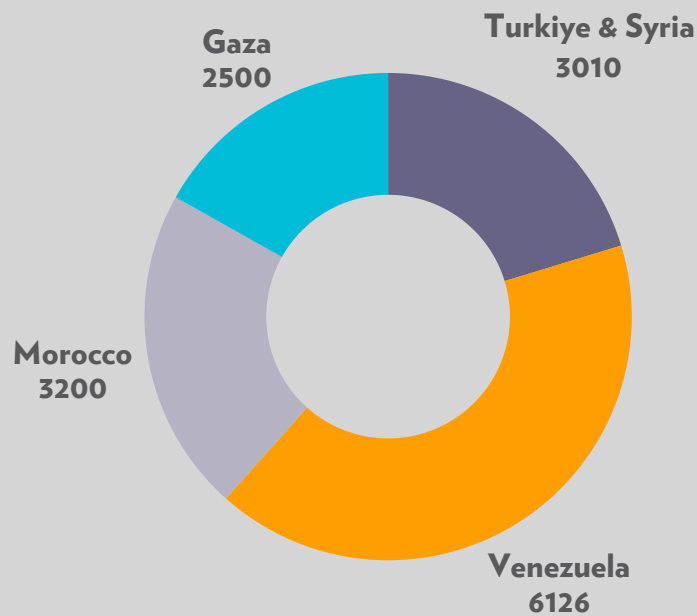
**READ OUR FULL  
FINANCIAL  
REPORT HERE**

# OUR REACH

**2023  
TOTALS**



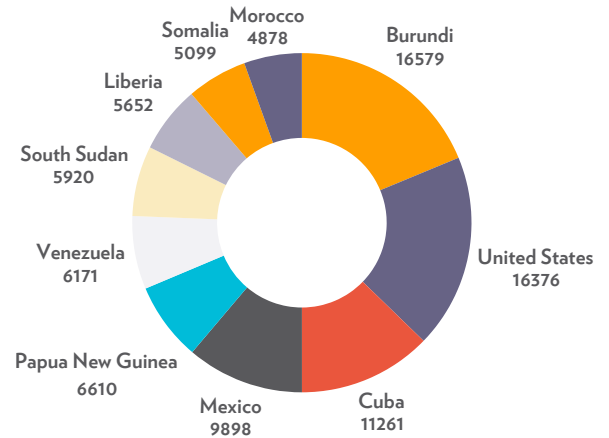
## HUMANITARIAN REACH



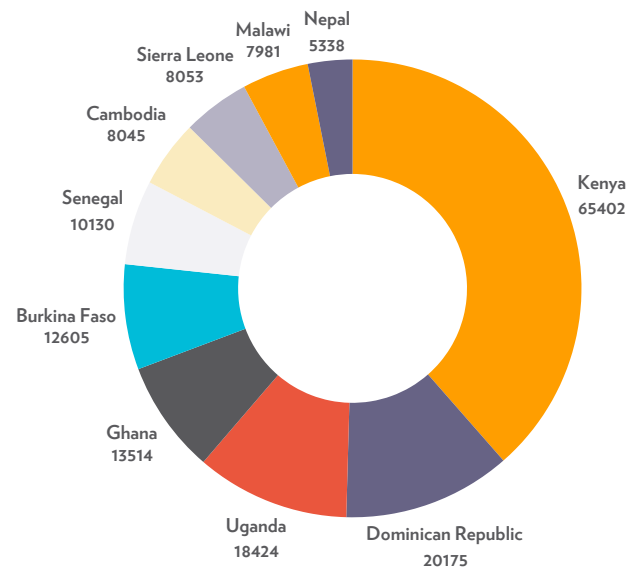
# OUR REACH



## TOP TEN PRODUCT REACH: VOLUNTEERS



## TOP TEN PRODUCT REACH: ENTERPRISES



# OUR ADVOCACY

## PERIOD POSITIVE WORKPLACE

Launched in the leadup to International Menstrual Health Day, the Period Positive Workplace (PPW) initiative seeks to advance menstrual equity in the workplace by galvanizing private sector support and encouraging companies to become Period Positive Workplaces. Becoming a PPW requires companies to meet three criteria:

**01** \_\_\_\_\_ **Provide free period products in or near bathrooms.**

**02** \_\_\_\_\_ **Meet bathroom facility standards.**

**03** \_\_\_\_\_ **Inform employees via a formal notice that period products are and will continue to be provided.**

Since its inception, over 200 businesses have been certified, spanning 28 partners across 42 countries. Morgan Stanley was one of the first businesses to implement the PPW globally.

## PPW IN THE DOMINICAN REPUBLIC

In 2023, Proinfancia, a Days for Girls Enterprise, launched the Period Positive Workplace initiative in the Dominican Republic, gaining national recognition and elevating Proinfancia onto a national platform.

The initiative successfully engaged various organizations, including Airac Credit Union, which became the first Latin American company to adopt the program across its 17 branches.

The PPW initiative is already making significant progress in the Dominican Republic and is poised to expand its influence across Latin America.



# PROGRAM HIGHLIGHTS

## CAMBODIA

In Cambodia, we have partnered with the Ministry of Education, Youth, and Sport to empower local teachers to confidently educate their students about menstrual health using the Days for Girls curriculum. This initiative is helping shift menstrual attitudes, significantly increasing student understanding of menstruation.

The impact of this education is clear: after participating in the lessons, 94% of surveyed students recognized menstruation as a natural sign of being a healthy woman, up from 56% before.



One Cambodian girl shared her enthusiasm, saying, "I will share with my parents, my aunt, and my sister. I brought the menstrual Kit that Days for Girls gave me and showed it to my mother."

**“When I use the DfG Kit, I feel comfortable, strong, and confident.”**  
**-Female Cambodian Student**

# HUMANITARIAN HIGHLIGHTS

**In 2023, we reached 49,321 refugees, internally displaced people, and others affected by disaster or conflict.**

We helped people worldwide who were affected by conflict or disaster:

Syria and Turkey - 3,010 people

Mexico - 1,866 people

Jordan - 3,490 people

Burundi - 16,176 people

South Sudan - 3,567 people

Ukraine - 1,002 people

United States - 2,310 people

Morocco - 3,200 people

Gaza - 2,500 people

Lebanon - 550 people

Uganda - 3,000 people



# ENTERPRISE HIGHLIGHTS

## ESWATINI

We are proud of the work the DfG Enterprise in Eswatini is doing to cultivate local and national environments of menstrual support.

The Enterprise staff are cultivating male menstrual allies - ambassadors who are making a remarkable impact - and are turning periods into pathways for girls and women across Eswatini.



## ECUADOR

Since 2018, the DfG Social Enterprise in Ecuador has been committed to providing cost-effective, high-quality, reusable menstrual solutions to communities in Ecuador.

To date, the DfG Social Enterprise in Ecuador has provided vital menstrual health education and distributed 5,037 menstrual health Kits to local individuals, significantly improving lives throughout the country.



# DONOR ACKNOWLEDGMENTS

Celebrating those who made donations of \$2,500 and above!

We extend our sincere gratitude to all of our individual donors, impact partners, and grantmaking organizations whose generous support made our work possible.



Alexa Renehan  
Andre Whitton  
Ava Palermo  
Connie and Bob Lurie  
Cynthia Lange ✨  
Grace Leslie  
J. Randal & Sharon Cochrane

Janet and Deonne Kahler  
Jay Bosshardt  
Jordan and Julie Clements  
Juliana Howard ✨  
Karen Harris ✨  
Kathy Mower  
Lana and Payton Jeppeson

Neal & Marcia Bosshardt  
Robert & Marlys Stark  
Susan & Jack Choquette  
Terri and John Peshorn  
Verlanne Johnson

✨ DfGI Board Member

## PARTNERS



Fleur & Bee



THE 7 VIRTUES®

## PARTNER ACKNOWLEDGMENTS

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Alterra Advisors  
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Capital Group  
Center for Spiritual Living  
Chipman-Russon Legacy Fund  
Cross Ridge Foundation, Inc.  
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Expedia Group, Inc.  
Farr Giving Fund  
Fleur & Bee  
Foundation for Children and Women  
Mite.org

New Relic, Inc.  
Paul and Kathy Littlefield Charitable Fund  
Premier Performance  
Raymond Family Foundation  
Rotary High Country PETS  
Sandra N. Tillotson Foundation  
The S.J. and Jessie E. Quinney Foundation  
Stanford University  
The 7 Virtues  
The Honey Pot  
This is L  
Trinity Lutheran Church of Lynnwood  
Whitt Family Foundation

# CONNECT WITH US



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