2023 ANNUAL IMPACT REPORT
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About SHARE

We foster a society that embraces diversity by bringing different groups together under ideal conditions to transform beliefs and develop mutual support.

Since 2013, we have worked in three countries in collaboration with over 500 partner organizations that have presence in over 90 countries.

IMPACT summary

+233,000 people reached

- 968 schools reached through inclusive leadership certification of 609 teachers and 93 methodological advisors.
- +169,000 Students benefited by certified and trained teachers.
- +22,000 Teachers trained by certified teachers in diversity and inclusion with a gender approach.
- +42,000 People reached through conferences and workshops.
- 484 Business leaders and collaborators participating in workshops, conferences and trainings.
- 187 Youth in weekend gatherings.

90% claim that they became aware of their prejudices.
89% had experiences that allowed them to see beyond their prejudices.
92% acquired tools of solidarity and mutual support.
SEMSGEM
COLLABORATION
SUMMARY

Since 2021 we have collaborated with the **Subsecretaría de Educación Media Superior del Estado de México**, to promote inclusive education in **1,160 schools in the state**, benefiting more than **300,000 students**.

During 2023, **609 teachers from 968 schools** completed their certification process in inclusive leadership, training **22,250 teachers** and conducting healthy socio-emotional development workshops with **169,200 students** to prevent gender violence in the State of Mexico. **93 methodological advisors and zone coordinators** of Telebachillerato, General Baccalaureate and Technological Baccalaureate began their certification in Inclusive Leadership to support certified teachers from schools under their responsibility.

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**Claim that they became aware of their prejudices**

93%

**Had experiences that allowed them to see beyond their prejudices**

93%

**Acquired tools of solidarity and mutual support**

93%

**Developed inclusive leadership**

92%

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*"I learned to observe the needs of others, to have an analysis of the projection of social activity and open my panorama more by better understanding the role that each of us plays according to the society where we are."*  
- Alma Ponce, CBT Jaime Keller Torres (2023)

*"It allowed me to reinforce personal characteristics in self-knowledge, by realizing aspects that I did not visualize about myself, it allowed me to remove prejudices when interacting with others and I think that I can be capable of being a guide by sharing and helping to promote self-awareness, mutual collaboration and inclusion."*  
- Lourdes Calixto Camacho, EpOem 82 (2023)

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SHARE FOUNDATION

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Throughout 2023, 11 conferences were held in collaboration with the Subsecretaría de Educación Media Superior del Estado de México in which more than 6,000 people belonging to educational communities in the state participated in order to promote reflection on everyday situations, in order to identify stereotypes and gender roles that promote inequality and violence.
TRAINING ABOUT TOOLS OF EXPRESSIVE ART THERAPY

5 training sessions were held on support activities for the gender equality curricular strategy, specifically in Art Therapy, in which more than 1,300 teachers participated, who are already teaching the subject on gender equality, culture of peace and human rights weekly on school schedule in all state-controlled high schools in the State of Mexico.

These teachers will be able to facilitate the art therapy tools developed by share during their subjects to offer their students experiential learning opportunities that strengthen their socio-emotional development.
WOMEN LEADERS PROGRAM
In order to encourage women to become leaders and agents of change in all aspects of their lives, we collaborate with Universidad Insurgentes in alliance with other institutions such as Dalia Empower, Ashoka, World Visión, Universia and Amedirh, to launch the **Women Leaders program; an educational and empowerment program.**

Another purpose of the program is to open employability opportunities so that **women have more opportunities in the labor and educational markets**, helping the economic and social development of communities, **reaching more than 40,000 women.**

SHARE developed the content of one of the course modules focused on the development of sisterhood among women.

Additional to the program, SHARE is currently in the process of **certifying leaders from the 20 campuses of the Insurgentes University in Inclusive Leadership** to promote a cultural change in the organization on gender issues.
ASHOKA | GENDER INCIATIVE
Throughout the year we built a community of social entrepreneurs who are dedicated to solving gender problems around the world. In September 2023, we facilitated a gathering of this community with 37 international ASHOKA collaborators with the aim of bridging the gender gap, addressing gender issues and the bastion of patriarchy within different organizations and countries.

Through open and honest discussions, I learned about the unique struggles faced by individuals directly affected by the patriarchal systems society perpetuates. This new perspective allowed me to view the fight against inequality through the lens of intersectionality, understanding the interplay between various forms of discrimination.

- Dr. Charles Clayton Daniels, Founder and CEO Father’s Uplift Inc.

For me it was a very personal experience, not only related to social activities, I am at a point in my life where I am trying to redefine myself and consider whether I will want to continue what I have been doing so far. For two days of talking and reflecting on a better world, first of all, I became convinced that the feeling that I still wanted to work for other people, but on Friday, when we could talk to a larger group, I heard from one of the people words that still ring in my head, everything that I am currently doing, both as a writer, and activist can be called a narrative change.

- Sylwia Chutnik, Mama Foundation

To learn more about the initiative click here for the English video, and here for the video in Spanish.
COLLABORATION WITH EDUCA
Since 2014 we have had the honor of training teachers from the EDUCA Network on issues of diversity, equity and inclusion. This year we had the pleasure of training 60 school managers and supervisors through the workshop 'Rights Approach and Gender Perspective.' providing theoretical-practical tools that allow them to raise educational quality and enhance the learning of their students. The workshop was part of the annual conference organized by EDUCA.

Check the results here
ACTIVITIES WITH companies, CSOs, educational organizations, etc.
Throughout 2023, 14 workshops, conferences, and gatherings, were facilitated in which more than 400 collaborators from different companies and civil society organizations and educational organizations participated, including the BMW Foundation, Heifer, Schneider Electric, TMF Group, Insurgentes University, Parents for Parents, Club España, and more.

**TESTIMONIES**

**WORK ON MY OWN PREJUDICES TO MAKE MORE CONSCIOUS MANAGEMENT OF MY TEAM AND HOW I CAN HELP THEM TO MAKE THAT SAME AWARENESS, AND PERMEATE THE KNOWLEDGE I ACQUIRED.**

- **INGRID ESPEJEL**, UIN

**I LEARNED TO CHANGE MY PARADIGM ABOUT CONFLICT, UNDERSTAND AND EMBRACE DISCOMFORT, LISTEN AND GET CLOSER TO MY COLLEAGUES.**

- **ISABEL RUIZ**, HEIFER
YOUTH GATHERINGS
YOUTH GATHERINGS

Throughout 2023, 6 gatherings were facilitated with more than 180 young people from different contexts so that they could have experiential learning about how to embrace diversity.

Among the participating schools and organizations are Colegio Regina, Colegio Claudina, Colegio Vistahermosa, Colegio Frances Hidalgo, Centro Comunitario Santa Fé, Colectivo Xochimilco and Casa Hogar Alegria.

THE TRUTH IS, I REALLY LIKED SHARE, BECAUSE I WAS ABLE TO MEET SOME INCREDIBLE PEOPLE AND I WAS ABLE TO REALIZE THAT NOT EVERYTHING WE THINK IS TRUE. - MA CAMILA, COLEGIO REGINA

I LEARNED THAT WE ALL HAVE THINGS IN COMMON NO MATTER WHERE WE ARE FROM. - ABIGAIL, COLEGIO CLAUDINA
LIVE DIALOGUES
LIVE DIALOGUES

Throughout 2023, 6 live dialogues were facilitated via Zoom, moderated by different experts on the respective topics. People who are part of the SHARE network of inclusive leaders have access to these conversations through private YouTube links. With a reach of more than 1,000 people

Below are listed 3 of the conversations facilitated this year with their link to YouTube.

- **Change agency for your inclusive leadership** - Brenda Villegas, ASHOKA (784 views on YouTube and 100 people connected on ZOOM)
- **Positive Psychology and tools to create emotional well-being** - Pisc. Ma. Fernanda Evia, UIN (127 views on YouTube)
PARTICIPATIONS IN CONFERENCES AND EVENTS
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**TPrize Tec de Monterrey**

During 2023, Verónica Escalante, director and founder of SHARE, participated as part of the jury of the TPrize 2022 challenge for educational innovation where the finalist projects and winners were presented. T Prize is an open innovation initiative of the Institute for the Future of Education of the Tecnológico de Monterrey and the Universidad de los Andes, which aims to provide and promote solutions to the educational challenges that exist in Latin America and the Caribbean.

**CINNED UPAEP**

We were invited to participate in the 4th International Congress of Educational Innovation CINNED UPAEP, where Verónica Escalante PhD, founder and director of SHARE, together with Laura Segura Guzmán from Movimiento STEM and Dr. Matthias Etienne from IPBP UPAEP, participated in the discussion table dialogue “Innovation for the common good” to value the meaning of innovation and share specific dynamics that contribute to the construction of the common good from their areas of work.

**FORO ADN | UIN**

We participated by giving a conference in the third UIN 2030 ADN Forum, where Beatriz Burquez, CEO of Dalia Empower, and Verónica Escalante, general director of Share, spoke about the ideas that limit us from gender, but also about the importance of mentors in professional careers.
PARTICIPATIONS IN CONFERENCES AND EVENTS

The Third Interuniversity Gathering of Agents of Change,

The Third Interuniversity Gathering of Agents of Change, held in April at the Tecnológico de Monterrey, Guadalajara Campus, Mexico, was an opportunity for the co-leading transformative education community to which SHARE belongs to share experiences on how to become agents of change from the educational ecosystem.

The Art of Connection – Building Bridges for Sustainable Community Impact

We participated in the 'Art of Connection' event celebrating the art of connection and its profound impact on building sustainable communities throughout North America, Central America and Latin America. It is organized as part of the "Building Bridges" initiative. Thanks to the foundations involved: Bosch Alumni Network, the BMW Foundation, Fulbrigh, Skoll Foundation and Mineralito, for making this event possible.
RECOGNITIONS
RECOGNITIONS OF SHARE

RESPONSIBLE LEADERS NETWORK - Fundación BMW Herbert Quandt

In 2023, Verónica Escalante PhD, director and founder of SHARE, was recognized as a Responsible Leader in the international network of the BMW Foundation.

Learn more about this recognition by clicking here.

CATALYST 2030

Since 2023 we have been part of the Catalyst 2030 network. Learn more about the network here.

CERTIFICADO CASE – PYMO HUB

SHARE received the CASE certificate: Sustainability and Transparency Assessment for your organization and a specific project. This is an evaluation made by experts in which it is proven that you are an authorized donee, who complies with Mexican regulations. Also, through a project, it is evaluated that you generate transparent and quality impact to the beneficiaries.

Learn more about this recognition by clicking here.