



# Measure Up

## Evaluation Project Report

---



Madeline Ing  
Runa Miah  
Cherie'e Collins

Jah' Torri Bettis  
Amani Almahbashi  
Bella Tishkovskaya



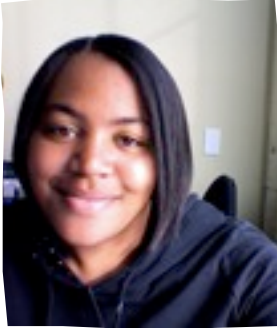
2009

# Table of Contents

---

The Measure Up Team.....	1
About Oasis for Girls.....	3
Partnership with Youth In Focus.....	5
Youth-Adult Partnerships.....	6
JAB Chapter: Introduction.....	7
JAB Methodology.....	8
JAB Demographics.....	9
JAB Findings.....	11
JAB Limitations, Lessons Learned, and Recommendation....	14
RCM Chapter: Introduction.....	15
RCM Methodology.....	16
RCM Demographics.....	19
RCM Findings.....	21
RCM Limitations and Lessons Learned.....	25
RCM Recommendations.....	26
JAB Research Tools.....	27
RCM Research Tools.....	31
Most Valuable Part.....	36
Thank You and Acknowledgements.....	37

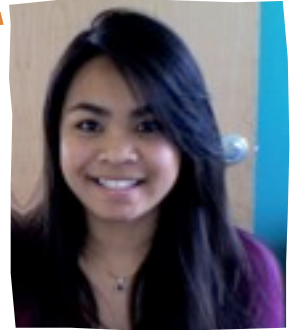
# The MEASURE UP Team



My name is **Cherie'e Collins**, I am 17 years old in the 11<sup>th</sup> grade and attend Mission High School. Right now the most important thing in my life is graduating high school and getting into college. This project was introduced to me after I was done with my Arts Apprenticeship program with Oasis in the year of 2008 Summer time. I was sure I could do the project and gain some communication and leadership skills on the way but I gained more which is friendship, tough and playful times, real feelings were shared and more. I wanted to participate in this project because I wanted to see how effective Oasis was, not just for me but for other girls who participated in it also.



My name is **Madeline Ing** and I am 17 years old attending George Washington High School. I have been involved with Oasis for Girls for almost three years now and I plan on continuing to help support Oasis in the future. How I first started getting involved with Oasis was applying for the Rise program, which was the kick off of introducing Oasis for me. What kept me coming back after the Rise session ended was the environment that Oasis invited me into that had me involved in anyway possible, which encouraged me to help represent Oasis as a whole. But most of all I love the all girls atmosphere as well as how much staff support that they have provided me with. Oasis empowered me to reach for environment in multiple ways. Nothing now can stop me from being involved in the movement.



My name is **Runa Miah** and I am a high school senior at Lowell High School. I have been through three Oasis Programs including two art apprenticeship programs and the RISE Internship. I am going to go to college next fall and currently it is important to me to get to know other people, open up, and network... not to mention how excited I am. I participated in this project because I have enjoyed the previous Oasis programs I have been through and I wanted to come back to the familiar and friendly environment to see who other people like about Oasis and how it can be improved.





My name is **Bella Tishkovskaya** and I am 16 years old. I am a junior at George Washington High School. I love to hang out with my friends and I love the sunshine. I participated in this project because I wanted to gain leadership skills and I am very social. Also, I thought it would be interesting to get to talk to so many different girls about what they think is important for girls. School and having a good education are very important to me because I want to do something big and great with myself when I am older.



My name is **Amani Almahbashi**, and I attend San Francisco State University. I joined the Measure up project to be one of the girls that evaluate Oasis and SF girls needs and make a difference. I enjoy working at Oasis because it is a very lovely environment that I like to be a part of. I joined Oasis in 2005 after being alumni.



I am **Jah'Torri Bettis** and I am a permanent youth staff at Oasis and I have been working with Oasis since June 2007. I am 15 years old and I go to Galileo High School and I am a sophomore. I did this because I wanted to see what Oasis has done and how we can improve as an organization to serve girls properly all over San Francisco.



# About Oasis for Girls, a project of the Tides Center

Oasis for Girls provides a safe space where girls and young women are inspired and empowered to become strong and creative leaders in their communities. Oasis for Girls provides culturally relevant and gender specific Arts and Arts Education, Leadership Development, and Life Skills Education programs that support the growth of low-income and immigrant girls and young women of color in urban communities. Through these programs, girls and young women have access to a community of adults who support them in creating change and integrating their skills to address issues they face in their lives and in their communities.



## The Measure Up Evaluation Project

Girls divided into two teams that each took on different parts of the evaluation.

**JAB - (Jah' Torri, Amani, Bella)** We're the external team who put together the information about the needs of girls in San Francisco. The team's purpose was to evaluate how girls feel about the accessibility of health, safety, and girls programs in their neighborhood and surroundings. We also wanted to know what the "word on the street" about Oasis was.

**RCM - (Reaching Change Matters)** Our purpose of our team was to collect data from girls who participated in Oasis programs, their parents, also from current and former staff. Mostly, we asked alumni girls for their opinions and comments on Oasis programs to fit their needs.

## Programs that Oasis offers:

- **Life Skills Education** focuses on giving girls and young women tools, knowledge, and practice in making healthier decisions in life.
  - **RISE** is a 10-week, stipend life-skills program offered three times a year to up to 20 girls each session. The participants are between the ages of 14 to 18. Focusing on mental, emotional, and physical well-being, RISE fosters appreciation of health care and positive behaviors to prepare girls to live healthy lives.
  - **Girl 2 Girl** is a school-based program for middle school girls. There are 15-20 girls each session. Our overall program goal is to ensure girls ages 11-14 are healthy, well educated, and well prepared for the transition from middle to high school.
- **Arts and Arts Education programming** encourages and provides innovative opportunities for creative expression and self-esteem development.
  - **Studio Oasis Arts Initiative** supports the creative ideas of our girls through multimedia education and action. Workshops connect girls of all ages with diverse contemporary guest artists and arts organizations. Studio Oasis occurs during Spring Break.
  - **Oasis Arts Apprenticeship** is offered yearly during the summer to up to 20 girls ages 14-20 who work with professional artists to create community arts projects.
- **The Leadership Institute** is a young women social/political awareness and action program that provides young women ages 14-20 with workshops, training, and guest speakers to build their capacity on creating social and political change and develop an organizational assessment as an official youth advisory board.



# Partnership with Youth in Focus

## Mission and Vision

The guiding vision of Youth In Focus is of a world in which youth and adults share knowledge and power to create a more just, sustainable, and democratic society. Since 1990 YIF has pursued this vision by providing training, consulting and coaching support in youth-led action research (Youth-REP) to underrepresented youth and adult allies working for positive change. Youth-led action research brings young people's energy and information to bear upon social and organizational challenges. Young people play lead roles in designing, doing, and following up on research or evaluation projects that serve to change or initiate a program, organization, community initiative, organizing campaign, or policy that affects them and their peers.

Our mission is to educate underrepresented youth and adult partners in youth-led action research, evaluation and planning to create the conditions for social justice.

Through the Stepping Stones process, youth teams hone project goals, develop strategic relationships, design and use data collection instruments, analyze data, report on their findings and recommendations, and lead follow-up action and organizing projects. Host organization staff learn to facilitate Youth REP through training, coaching, and curriculum materials. Executive leaders gain knowledge of what it will take to sustain Youth REP, and powerful information to support program planning and fundraising. Our training and support are customized to match the needs, interests and resources of collaborating organizations and youth leadership teams.





# Youth-Adult Partnerships

It is important that we did this research rather than adults because we are young women ourselves, so we can better connect with the girls we interview. Since we have personally been in the programs, we can relate to and look at data with a better perspective than adult facilitators and the girls may feel more comfortable talking to us than adults and be able to answer the questions to their greatest potential. Also, it shows how (we) the youth can take action and evaluate programs we are in to make them better. And we benefit from us doing the research because we gain research and leadership skills, preparing us to become adults.



## Information about youth researchers:

We were all picked by filling out applications and getting interviewed by Oasis staff and youth staff. We are a team of six researchers. After losing two of the original team, we found Bella and Runa to make our team complete. Girls were chosen

according to how passionate they were about Oasis. Oasis staff was looking for girls who had potential to be leaders in their communities. We usually met two times a week for two hours each day. This was a nine-month project.

## Coordinator Statement

I am honored and humbled to have been a part of the measure up experience. While my primary role focused on facilitating the girls through the research process as an adult ally, I was also fortunate to be a part of the leadership development of six fierce, young women! They have taught me so much about the importance of youth development work and have nurtured my process of growth as a youth advocate, a woman of color, and a sister.

After nine-months of labor, preparation, and commitment we present a holistic report on the needs of girls in San Francisco and ways in which Oasis for Girls affected girls and young women through our programming. I urge everyone to take note of the findings and recommendations the girls present. They are the experts in the needs of girls because they experience these issues on the daily. Their truths and the stories of the young women they've collected will help inform the work we do at Oasis and will provide the groundwork for naming ways we can build **sisterhood for social change**.

In love and solidarity,  
Jocyl Sacramento  
Program Coordinator



# JAB

## Introduction

Our research question was...

**HOW DO GIRLS AGES (13-21) FEEL ABOUT THE  
ACCESSIBILITY OF HEALTH, SAFETY, AND GIRLS  
PROGRAMS IN THEIR NEIGHBORHOOD AND  
SURROUNDINGS?**

Now that JAB has this information, we hope to serve all girls such as women of color, LGBTQ girls, different age groups and girls from different backgrounds. We also hope to greatly inform funders, staff members, and parents when we present our final project, sharing our findings and recommendations from the research on girls in San Francisco.

JAB chose to look at this issue because we wanted to evaluate Oasis by interviewing people, to see how Oasis either does or doesn't affect girls in San Francisco. We also wanted to find out the needs of girls and if Oasis is or isn't addressing these certain needs. We chose to focus on health and safety issues because we felt that these issues affected girls everyday. We care about girls needs because we're girls ourselves, so we can connect and relate with other girls and their needs as young women in SF.

## JAB Methodology

We came up with our main research question based on all the issues and problems that girls have and that we can help change by being an all girls program.

We chose to do interviews because it was more personal and it was a better way for us to connect with our interviewees. We chose to do focus groups because Oasis has always used focus groups to get feedback about programming to ensure sessions reflect girls' need. Focus groups give girls confidence because they will be around peers so it makes it easier to speak.

### **Our Sample and Participants:**

- We chose girls that were from the ages of 14-23 and they had to live in San Francisco.
- We chose girls from all different kinds of programs and that have different opinions.
- We chose funders that have given us or denied us funding.
- We chose specific staff members at organizations who are involved in the community and who've we worked with.

### **How JAB decided where to conduct focus groups and interviews and where we collected our data:**

We chose to conduct focus groups and interviews in places that we knew girls from all different kinds of background would be at. For example we went to the recreation center, GirlSource and interviewed girls at high schools such as Galileo High School, Washington High School, Lowell High School and San Francisco State University.

# JAB Demographics

## Our research participants:

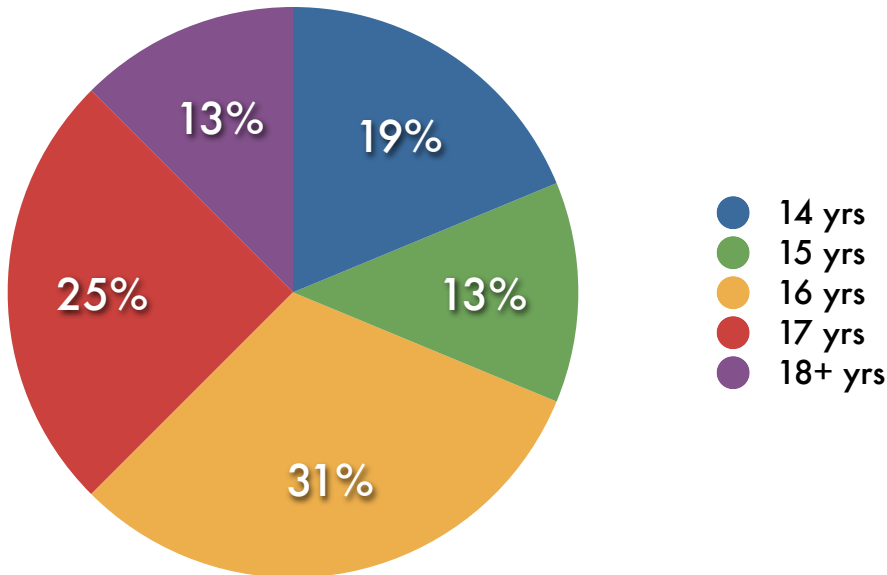
Interviews with girls, n = 25

Interviews with funders, n = 4

Focus groups, n = 3 with total number of girls, n = 45

Interviews with staff from other community based organizations, n = 5

## Girls Interviewed by Age



After collecting data, we organized the different kinds of interviews we had into their own category (funders, focus groups, etc). Then we organized all that information into six different main themes. Our themes were:

- sex education
- drugs and alcohol
- self-esteem
- girls' safety
- funders opinions
- how community partners felt about Oasis

We looked to see if our main research question was answered in some kind of way. We identified our key findings by looking at what most people talked about and seeing what they thought were the most needed resources for girls.



# JAB Findings

## Finding #1

**Girls in San Francisco identified sexual health as one of their top health issues.**

- A 17-year-old respondent claimed, “Teen pregnancy is a major issue in today’s society.”
- When a 16-year old respondent was asked to identify the top health issues that concerned her as a young women, she answered “a lot of girls are pressured into having sex when they aren’t even close to ready.”
- Another girl we interviewed shared that “many girls are having unprotected sex.” She also mentioned, “I know many teenagers that are getting pregnant.”
- One 16-year-old young woman suggested “teen pregnancy should be talked about more in order to prevent it.”
- 70% of girls we interviewed mentioned concerns around sexual health. This shows that many girls know that sexual health is an important topic amongst teenage girls.

## Finding #2

**Teenage girls identified drug and alcohol consumption as one of the leading health issues in San Francisco.**

- A 17-year-old girl we interviewed said that “smoking and drinking” was one of the top health issues among girls in San Francisco.
- A 16-year-old interviewee shared “a lot of my friends drink and smoke. I worry about them because they are not on the right path.”
- A 16-year-old interviewee stated, “Girls feel peer pressured to drink.” While some girls choose to drink because they want to, others feel pressured up to the point where they feel like they have to consume alcohol.
- Another 17-year-old girl interviewee confessed, “You don’t know when to stop with alcohol.” A girl in a focus group shared “I don’t want to quit smoking weed. I’m not ready yet. I need to live my life”
- When discussing the needs of girls in terms of health, a 14-year-old interviewee suggested “give more counseling on drug use and alcohol prevention.”

### **Finding #3**

#### **Many teenage girls don't feel safe in their neighborhood.**

- 60% of girls said that they don't feel safe in their neighborhoods.
- A 14-year-old girl interviewee shared that "I don't feel safe in my neighborhood because of homeless people."
- Another 16-year-old girl interviewee also shared that "I don't feel safe in my neighborhood because there aren't a lot of people around and its quiet."
- In another girl interview a 21-year-old girl shared that she doesn't feel safe because of what happens in her neighborhood.
- A 14-year-old interviewee stated "Neighborhoods are more dangerous at night."
- A girl complained "I don't feel safe in my neighborhood because it is a dangerous neighborhood. "

### **Finding #4**

#### **Girls are struggling with negative body image, low self-esteem, lack of confidence and guidance.**

- Girls in a focus group said that confidence, high self-esteem, "motherly-like figures", guidance, mentors and acceptance were the most important needs of girls in San Francisco.
- A 17-year-old interview respondent identified body image as a top health concern, "sweets make me gain weight." She continues, "Baked goods are addicting and I worry about my body sometimes."
- A 14-year-old interview respondent suggested that, "girls need to not eat junk food." The 17-year-old respondent said it would be helpful to have, "a class on how to eat healthy."
- In another interview, a 16-year-old said, "Young women are too focused on having a type of body that celebrities have... a lot of girls are focused on having 'the perfect body.'"
- When asked about their needs, girls in a focus group said that they need guidance and mentors in their schools.
- In addition, another focus group participant said, "girls are getting pregnant and doing the wrong thing because of their low self-esteem."

# JAB Findings

## **Finding #5: Funders want to fund girls programs that encourage diversity and serve girls with limited resources.**

- When a funder was asked what type of programs do you fund she stated “I fund programs that encourage women leading with the integration of culture”
- Another funder stated that she is “willing to fund programs consisted of “particular young women who are potentially at risk.”

## **Finding #6**

### **Community partners agree that Oasis is a beneficial program that serves all types of girls in San Francisco.**

- When asked what’s the word on the street about Oasis, one community partner based in the SOMA said, “Oasis is a good organization ran by women of color who want girls to make a difference and become leaders in the world.”
- Another community partner shared, “I think it’s a much needed service that Oasis provides, youth need a safe place to talk and they [Oasis] do that...Oasis provides a safe place for girls to learn about different topics.”
- Another community partner agreed, “Oasis is a safe place...a good environment for girls.”





# JAB Limitations & Recommendations

## Limitations

We could have got more data from lgbqq youth and adult staff.

We could have got more adult staff from other neighborhoods.

We could have kept track of the racial background of participants to have gotten a more representative sample.

## Lessons Learned

We all learned that research is really hard especially if you don't know the girls and you are just asking them questions. It was really hard to go to other people outside of our comfort zone but we had to so that we would get all types of different opinions and answers. I learned that girls are really interested in helping their community.

## JAB Recommendations

- Talk with a YMCA program to try and get girls free access to an all female gym. Girls would feel more comfortable and safe in an all girls gym, which they could benefit from physically and mentally.
- There should be youth organizations in neighborhoods to promote a safe and friendly environment, such as, block gatherings/parties and common interests among neighbors.\*
- Staff should take the time to share their own personal stories with youth so that youth could better connect with them.\*
- There should be nutrition, self-esteem, and confidence workshops. A lot of girls struggle with these matters, so workshops could help.\*
- Funders should find ways to interact with girls at least once a month. This is a way that funders can get to know the girls who come from programs they fund.\*
- Tutors, mentors, and counselors should be welcoming and available to girls at all times.\*
- A free self- defense class should be offered sometimes at places like schools, rec centers, gyms, etc. because it gives girls tools to take care of themselves.\*
- There should be an all girls sex education class held outside of school. Girls would feel like they could be more open and taken more seriously.\*

\*The implementation of many of these recommendations are already in progress. Please contact Oasis for Girls staff for more information.

# RCM

## Introduction

Our research question was...

**HOW HAS OASIS MADE A DIFFERENCE IN THE LIVES OF GIRLS THEY'VE SERVED AND WHAT ARE SOME OF THE WAYS TO CHANGE OASIS?**

**The major questions that we wanted to answer were...**

- What change would you like to see at Oasis?
- How did Oasis fulfill your needs? If so, how? If not, why not?
- Regarding staff members, at your time at Oasis, what was the biggest need for the girls you served? Did Oasis meet these needs?

Now that RCM has this information, we hope to present it to funders, staff members from community based organizations, girls, family, and friends to show them our results and all our research that we have obtained and hope to get feedback from them and make Oasis the ideal place for SF girls.

RCM chose to look at this issue because it is always a good idea to keep a check on things and see that they are on track, in this case looking at how effective and successful the Oasis programs are and what changes can be made to improve them and satisfy the girls more. Also, in attempt to inform more people about the effectiveness of Oasis programming and share our successes with funders.

## RCM Methodology

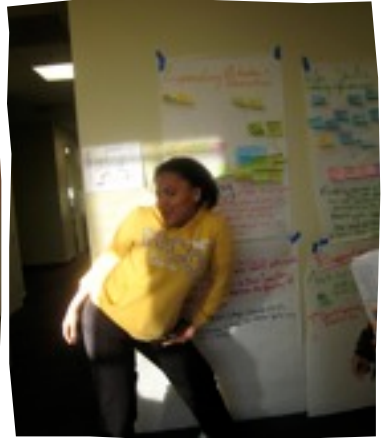
The information we obtained were the opinions, questions, and concerns of the girls, parents, and staff members (former and current) through surveys, focus groups, and phone interviews in order to answer our research question.

We decided on our research question by asking ourselves what it actually is that we want to know and collect data for and then we came up with small suggestions and following up with an overall question.

We chose surveys so that we have a clear source of collecting data on paper and the surveys are a private way that girls can open up and express their feelings if they feel uncomfortable talking in person. Also, some girls may not be able to come to Oasis for an interview and so a survey is more convenient and less time consuming. We had focus groups and interviews so that we can see some of the people we are collecting data from and observe how they answer and react to the questions.

We chose people who have been or are involved in Oasis Programs, as well as outside girls and organization in order to get a diverse set of data to put together the changes that Oasis needs and also information on how effective the programs are. We had also looked into asking the staff who help conduct and manage the programs and along side that we asked parents questions concerning their daughter's growth development after participating in an Oasis program.

We chose the most convenient location, which is obviously at Oasis. It is the best choice because the project is about Oasis and it wouldn't make sense to conduct interviews or focus groups elsewhere. How we distributed the surveys were at the beginning of each of our focus group or interview. We also sent the link to our survey through e-mails to those who could not attend any of our scheduled dates of focus groups or interviews. We had also made phone calls from the Oasis office to collect the data and/or out reach for our focus group interviews.



Photos documenting our process...



# RCM

## Our research participants:

Surveys that RCM collected: n= 30

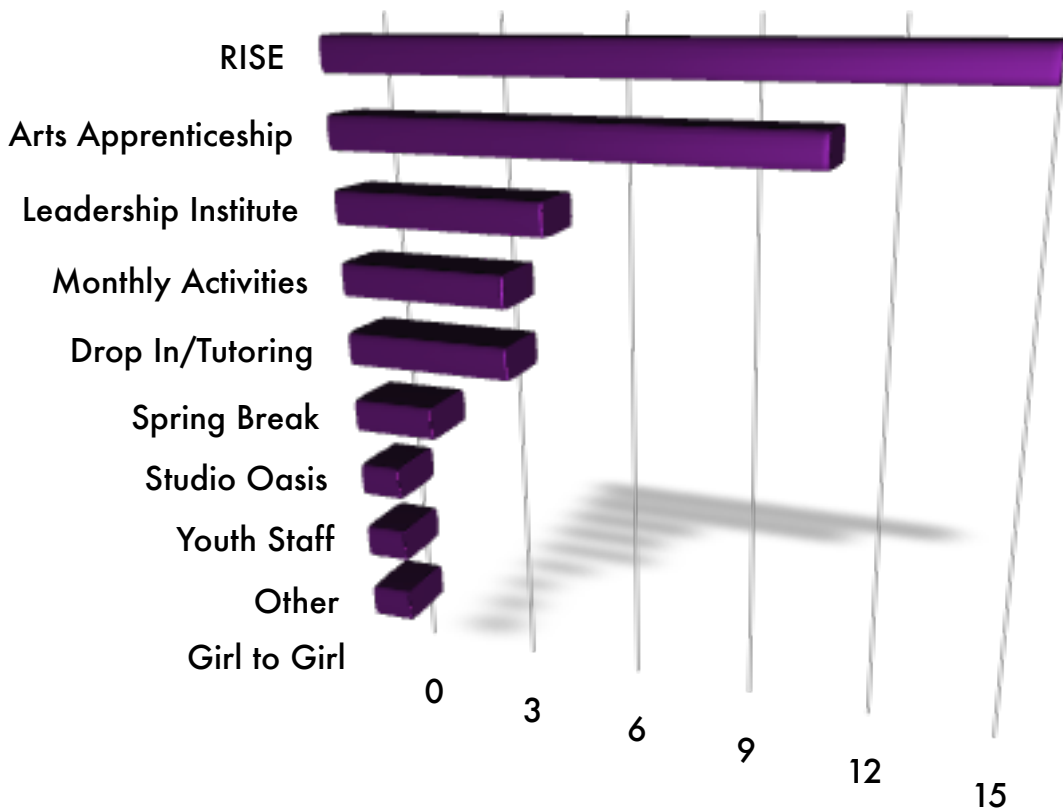
Girls RCM interviewed: n = 8

Parents RCM interviewed: n = 10

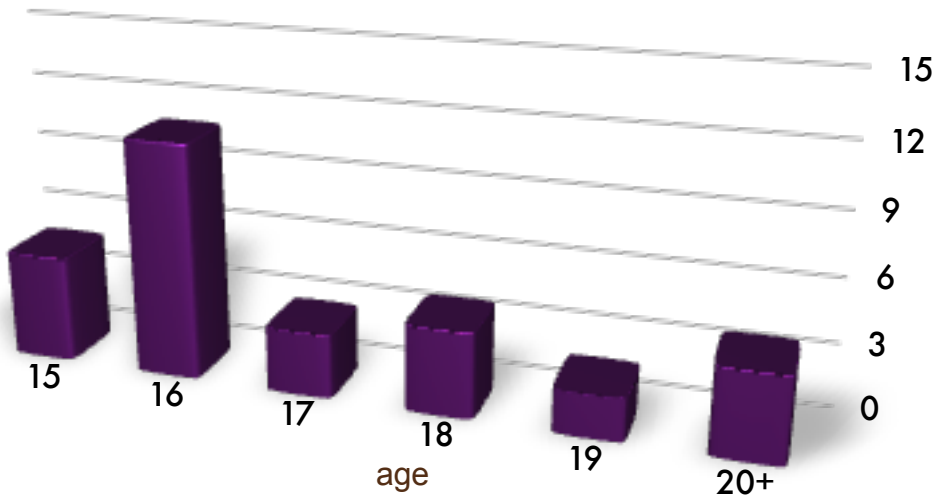
Staff RCM interviewed: n = 4

Number of people that attended Focus Group: n=5

## Program participation among Survey Participants



### Survey Participants by Age



We categorized the data into seven themes, which are:

**Expressing Yourself, Technology, Social Skills (Self-esteem and Communication), Expanding: Activities & Collaborations, Location (Safe Space, Age, Safe Neighborhood), Leadership, and Life Skills.**

We had analyzed the data and looked at the similarities and differences that were present in order to sort the opinions, comments, and concerns into the themes to come up with the overall ideas that led to our findings and supporting data to show our research and overall results.

We identified our key findings by looking at the overall data and looking at what was most common or important information or suggestions. We came up with our recommendations by looking at what can be improved and be done to meet the girls needs.



# RCM Findings

## **Expressing Yourself (Creativity):**

**Oasis for Girls is doing well on helping girls express themselves by sharing cultures through things such as dance, art, and communicating, but needs to work on reaching out to quiet girls.**

1. When asked to finish the sentence “Oasis empowered me to…” a past RISE participant stated, “do what I want to do and not let people’s thoughts affect me.”
2. When asked, “What skills did you gain from Oasis?”, 82% of the girls who participated in the Arts Apprenticeship chose Artistic Expression.
3. One girl participant added on to the question “Oasis empowered me to **express myself through art**”
4. A 17-year old alumni said, “At a previous Oasis workshop, I used to be really quiet and shy and at time felt left out of discussions and decisions.”

## **Social Skills, Self Esteem, and Communication**

**Finding: Oasis for Girls helps girls gain communication skills and develop self esteem by creating a family-like atmosphere.**

1. 82% of Arts Apprenticeship alumni survey participants felt that they were more in control of their body through the program(s).
2. A survey participant adds, “I wanted to come back as a leader because I remembered being inspired by the camaraderie at Oasis and I longed for those close relationships.”
3. One participant that was 22-years-old stated “I think that Oasis offers relationships to adults staff members and also it feels very homey when I am at Oasis”.

## **Leadership (Goal Setting):**

**Finding: In Oasis for Girls, girls are able to take action and gain more leadership skills with others and also within themselves.**

1. 63% of girls replied that Oasis for girls helped them increase opportunities to develop their leadership skills. In the RISE program, that number was even higher, with 86% of girls reporting that they gained leadership skills.

2. 22-year-old RISE alumni said, “Oasis empowered me to become the self-aware and independent person I am today. Oasis has empowered me to have goals for my future.
3. A 16-year-old girl in RISE said, “My goal was to meet new people and gain leadership skills, my goals were fulfilled with the activities RISE offered.”

### **Technology:**

**Finding: Right now we have limited amount of computers and training but girls would like to see a computer lab and gain more technology training and computer skills.**

1. When asked in a survey “Has Oasis provided you with useful information?,” only 13% of girls learned technology skills as useful information to use.
2. However, in RISE, Oasis provided useful information about technology to 20% of the girls. When asked, “What do girls need that Oasis doesn’t offer, 32% of girls chose the answer “technology training.”
3. In a phone interview, a parent stated that they would like their girls to have more training and experience with computers and digital art.

### **Life Skills (making right decisions):**

**Finding: Oasis for Girls helps girls to make the right choices about their own development, future careers, and making healthy choices. However, girls believe that workshops were not long enough for them to have a deeper understanding of the topics.**

1. 57% of girls said that healthy decision-making was useful information that they gained, also including college prep and job opportunity.
2. A member from RISE said “Oasis empowered me to get out of a bad relationship.”
3. When asked, “what change would you like to see at Oasis?,” a 16-year-old, past RISE participant responded that the self-defense workshop was not long enough and that the activities should be longer and could possibly extend into the weekend.

# RCM Findings

4. On the survey, a 16-year-old said, “My goals were to create new relationships and obtain more information about a better lifestyle. Oasis fulfilled my goals. I met a lot of new people and I learned a lot about my options after high school, better eating habits, and safer sex.”

## Expanding: Activities & Collaborations

**Finding: Girls like the program we have now, but would like more out of the Oasis core programs plus drop in activities, expanding to different cities, having scholarships, tutoring, and one-on-one mentoring.**



1. A survey participant said, “I’d like to see more intervention happening at the girls’ schools or in the families or with the doctors, to try to improve the quality of their life when not at Oasis.”
2. A 22-year-old RISE was asked “What does Oasis offer to girls that other non-profit programs do not offer?” She said “\$1,000 college scholarships, because it helps low-income girls pay for college but more should be offered”
3. 39% of the girls who participated in the survey believe that Oasis should expand to other cities as well as having drop in activities for girls who want to come and just relax. An 18-year-old alumni adds, “You mostly go to Oasis if you are a part of an Oasis program. There should be a time where someone can go there to have fun without being part of an Oasis program, because that person may not be able to go to Oasis that often.”



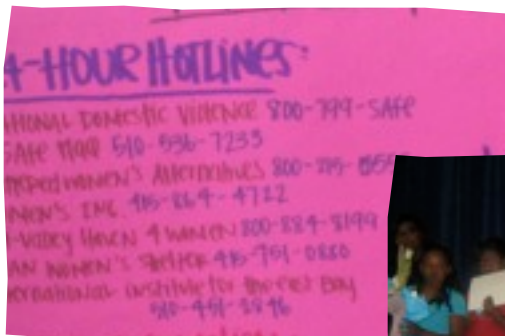
4. A former Oasis staff said, “Oasis is very effective in helping girls but if it can possibly grow larger, such as with SFUSD or to reach out more it will be better and more sufficient. Oasis is also limited to how many girls can be in the programs, so it may be good to grow.”

5. 28% of girls who took the survey would like to have mentoring and tutoring.

### Location (Safe Space, Age, Safe Neighborhood)

**Finding:** Oasis is currently located in the SOMA and serves girls 11-24. Girls agree that we serve the right population but they would like to see a younger set of girls included. If we weren't located in the SOMA girls suggested many other popular locations. We are unsure if the girls feel safe in the new location because we did the survey at the old Oasis location.

1. 99% of girls agree or strongly agree that Oasis program help girls around the city.
2. But if Oasis wasn't located in the SOMA, 35% of the girls ranked the Mission as the other neighborhood they would want to see Oasis located in.
3. And 28% of the girls said that if Oasis weren't located in the SOMA they would want it to be located in either the Tenderloin, the Castro, Embarcadero or the Haight.
4. When asked what age group Oasis should serve, 100% of the girls said ages 15-19, 67% said ages 11-14 and 50% said ages 19-21. 27% of girls wanted Oasis to serve 5-11 year olds.



# RCM Limitations and Lessons Learned

## **What we could have done better that would have given us better data:**

- We could have managed time better and completed tasks more on time and met deadlines.
- We could have done more outreach to the people interviewed by telling them about Oasis and refer them to more Oasis programs and other opportunities so that they can stay involved and support Oasis and similar programs.
- We could have organized better such as the contact list and information of the girls (correct and updated data needed). Also we could have used a more successful outreach strategy.
- We could have found more committed youth members who could have stayed for a longer duration of time (check with their schedule).

## **Important things we learned about research during this project:**

- We learned that it is important to get various data from people to obtain different point of views and also so that we have a variety and represented set of people to use in our data collection. By using a big selection of participants, it gave us a larger range to find key points and themes.
- We learned that it is very important to outreach and network with people (ex. No one came to the focus groups ☹).
- We also noticed that older participants provided more information that was complete and informative, it also seemed like they were more interested than younger girls.
- We learned that having notes is important because they create flashbulb memories and also it is easier to recall and refer to the data.

# RCM Recommendations

## Recommendations from RCM:

- Finding ways **to connect and reach out to quiet girls** within the program, so they can express themselves easily. (More Art Programs, writing)
- **Lengthen duration of programs**, so that girls can get a deeper understanding of the topic.
- Girls suggested that we should **have a computer lab** alongside that we can incorporate basic computer technology skills/training amongst current programs provided or possibly have it's own program, or even both or collaborating with organizations.\*
- Since some parents and girls would like to see more advice and support given, we recommend **offering for counseling and mentoring**.\*\*
- Current and previous Oasis staff agrees that Oasis is doing a good job in reaching its mission, but can expand to reach out to more girls. From these suggestions we recommend **collaborating with more schools from elementary to high school** so that a diverse and larger group of girls can be selected for Oasis programs.\*
- Girls suggest that Oasis should spread amongst populated areas in order to serve other diverse groups as well as different neighborhood. What we recommend is as we are settling down at our new location and we look to expand our organization through staff, **we should look into opening another branch to expand our organization**.

\*The implementation of many of these recommendations are already in progress. Please contact Oasis for Girls staff for more information.

# JAB Research Tools

## Interview Questions for San Francisco Girls

### Opening:

1. How are you doing today? How was your day?
2. Have you heard about Oasis for Girls? What have you heard about Oasis?

### Background:

1. Are you part of any girls or youth programs?
2. Do you feel safe walking around your neighborhood and surroundings? Why or why not?
3. What are the top three health issues that concern you as a young woman? And why?
4. Where do you go after school? Why?
5. What do girls in San Francisco need in terms of health, safety and girls programs?
6. If you know about Oasis but don't go, why not?
7. Would you be interested in traveling to Oasis in another neighborhood? Which ones?

- Tenderloin
- Marina
- North Beach
- Castro
- Mission
- Sunset
- Haight
- Excelsior
- Parkside
- Richmond
- Nob Hill
- Embarcadero
- West Portal
- Portola
- Visitacion Valley
- Bayview/Hunters Point
- Other \_\_\_\_\_



8. What age group should Oasis serve?
  - 5-11 years old
  - 11-14 years old
  - 15-19 years old
  - 19-21 years old
  - 21-24 years old

### Conclusion:

1. Do you have any comments or questions for us?



## Interview Questions for staff members of Community-Based Organization

### Opening:

1. What type of programs do you offer?
2. How many youth do you serve?

### Body:

1. Have you heard about Oasis? Have you worked with Oasis? If yes, then in what way
2. What do you know about what Oasis does?
3. What do you think about Oasis in terms of providing a safe space, resources and programs for girls? What's the "word" on the street about oasis?
4. What is an area of growth for Oasis?
5. Would you be interested in collaborating with Oasis? If so, how?
6. What's one program or service that you think oasis should provide that we are NOT currently doing?

### Closing:

1. Anything else you'd like to share with us?

### Questions for Funders

1. What do you look for in programs that you choose to fund?
2. What inspires you to fund girls programs?
3. What type of girls programs do you fund?
4. What do you think are the needs of girls in SF?

*For funders who rejected Oasis:*

What made you decide to deny Oasis funding and what could we do differently next time?

*For funders who have funded Oasis:*

What do you expect from your funded programs- specifically girls programs and Oasis?

# JAB Research Tools

## JAB Focus Group

Research question:

How do girls (ages 13-21) feel about the accessibility of health, safety and girl's programs (like Oasis) in their neighborhood and surroundings?

Opening:

Introduce ourselves! (check-in question: Who has made a big impact in your life?)

1. How are you doing today? How was your day?

Background:

2. Do you know about Oasis for girls? If so, what have heard about it?

3. What type of activities do you like to do? Where do you go after school? Why?

4. How does being in a girls program benefit you? Would you consider yourself a changed person? A better person? Do you wish there were other kinds of programs in your neighborhood?

Body:

5. What do you think the needs of girls in San Francisco are, in terms of health, safety, and girls programs? If it helps, you can pick one thing that you think is the most important need for girls in each area.

6. What does your ideal girls program look like? Do you think girls programs are affective?

7. If you, or someone you know feels like they can't stop taking a drug, do you know what to do or where to go to seek help? What would you do? What programs are available that you know of? ( follow up question)

8. How do you keep yourself safe in your school? How do you keep yourself safe at home? How about in a relationship? Do you know about programs that can help you when you feel unsafe? Or, how could you help a friend if they were feeling unsafe in a relationship or in their life.

5. Would you be interested in traveling to Oasis in another neighborhood?  
Which ones?

- |                                      |                                    |  |
|--------------------------------------|------------------------------------|--|
| <input type="checkbox"/> Tenderloin  | <input type="checkbox"/> Sunset    | <input type="checkbox"/> Embarcadero           |
| <input type="checkbox"/> Marina      | <input type="checkbox"/> Haight    | <input type="checkbox"/> West Portal           |
| <input type="checkbox"/> Chinatown   | <input type="checkbox"/> Excelsior | <input type="checkbox"/> Portola               |
| <input type="checkbox"/> North Beach | <input type="checkbox"/> Parkside  | <input type="checkbox"/> Visitation Valley     |
| <input type="checkbox"/> Castro      | <input type="checkbox"/> Richmond  | <input type="checkbox"/> Bayview/Hunters Point |
| <input type="checkbox"/> Mission     | <input type="checkbox"/> Nob Hill  | <input type="checkbox"/> Other _____           |

10. What age group should Oasis serve?

- 5 - 11 years old  
 11 - 14 years old  
 15 - 19 years old  
 19 - 21 years old  
 21 - 24 years old

Closing

11. Is there anything else you want to add?  
12. Do you have questions for us?

# RCM Research Tools

## RCM Focus Group/Interview Question

Research Questions: How has Oasis made a difference in the lives of Girls they've served and what are some of the ways to change Oasis?

1. How did you find out about Oasis for Girls?
2. When you first heard about Oasis for Girls, what were you expecting? Were your expectations met?
3. How long have you been a part of Oasis?
4. How did you feel about each program(s)?
5. What skills did you learn from the Oasis program(s)?
6. What have you learned about social change from Oasis?
7. What change would you like to see at Oasis?
8. What does an ideal all girls space look like? How can Oasis for Girls provide the girls with an ideal all girls space?
9. How did Oasis fulfill your needs? If so, how? If not, why not?
10. *Read and share handout on mission statement.* How has Oasis fulfilled what it stated in our mission statement?
11. Does oasis meet its program goals? Do you feel Oasis has provided a space to
  - Develop ongoing, caring relationships with adult staff and community
  - Allow girls to determine the activities they participate in
  - Increase opportunities to develop leadership skills
12. What age group should Oasis serve?
13. If Oasis were not located in the SOMA, what other neighborhoods would girls be interested in traveling to for Oasis program(s)?
14. What makes Oasis unique?

### RCM Parent Phone Survey Questions

Goal: To find out how Oasis has affected the girl's life. How it has affected the child and parent relationship. How it changed the child's behavior and way of learning. (Parents are more concerned about this)

1. How old is your daughter?
2. What do you know about Oasis for Girls? (State what Oasis is if parent does not know)
3. When you were growing up, were you in a youth program?
4. What types of programs would you like to see at Oasis for Girls?
5. Has your daughter changed after participating in Oasis? If so, how?
6. What did your daughter share about her experience at Oasis for Girls?
7. How has the relationship between your daughter and you changed after her participation at Oasis for Girls?
8. How has Oasis affected your daughter's relationships with peers?
9. Do you think that Oasis for Girls is a safe place for girls to go to?
10. What neighborhoods would you feel comfortable with your girls traveling to for Oasis?
11. What ages of girls should Oasis serve?
12. How would you like to get involved and other parents involved at Oasis for Girls?

### Past/Present Oasis Staff Questions:

1. How did you find out about Oasis for Girls?
2. How long were you a part of Oasis? What position did you hold?
3. At your time at Oasis, what was the biggest need for the girls you served? Did Oasis meet these needs?
4. At your time, what was the most effective program? And why?
5. What was the least effective program and why?
6. If there's one program that you wished Oasis did, what would it be? Or one new area of services?
7. What do you know about what's going on at Oasis now?
8. What age group of girls should Oasis serve?
9. What change would you like to see at Oasis?
10. What other neighborhoods should Oasis be in?
11. What did you think was unique at Oasis?
12. What collaborations should Oasis develop?



# RCM Research Tools

## Oasis for Girls Measure Up Survey

### 1. Oasis for Girls Measure Up

Thank you for taking our survey. This survey is for girls who have gone through Oasis for Girls program(s). Please answer as honestly as possible. Your answers are anonymous and will help us to know what Oasis is doing well and what we can improve on.

#### 1. Age: How old are you?

#### 2. Which program(s) have you participated in? Check all that apply.

- |  |  |
|--|--|
| <input type="checkbox"/> KISS/Mein On Up/Keynote                           | <input type="checkbox"/> Girl to Girl                          |
| <input type="checkbox"/> Leadership Circle/Leadership Institute            | <input type="checkbox"/> Drop In/Think Tank/Tutoring/Mentoring |
| <input type="checkbox"/> Arts Apprenticeship                               | <input type="checkbox"/> Spring Break                          |
| <input type="checkbox"/> Monthly Activities (Hip Hop, dance, cooking, etc) | <input type="checkbox"/> Studio Oasis                          |
| <input type="checkbox"/> Internship  | <input type="checkbox"/> Youth Staff                           |

Other (please specify)

#### 3. Which of the following goals did Oasis programs help you meet? Check all that apply.

- Develop ongoing, caring relationships with adult staff
- Create community networks
- Allow girls to determine the activities they participate in
- Increase opportunities to develop leadership skills
- Make healthy choices in their lives
- Be able to identify abusive situations and take active steps to seek help
- Be in control of my body

#### 4. Has Oasis provided you with useful information? Check all that apply.

- |  |  |
|--|--|
| <input type="checkbox"/> Safer Sex                   | <input type="checkbox"/> College Prep/Information  |
| <input type="checkbox"/> Safety                      | <input type="checkbox"/> Woman Rights/Economy  |
| <input type="checkbox"/> Technology                  | <input type="checkbox"/> Career Planning   |
| <input type="checkbox"/> Self Defense                | <input type="checkbox"/> Becoming an Activist  |
| <input type="checkbox"/> Drug/Alcohol abuse          | <input type="checkbox"/> Healthy Decision-making (i.e. Food, relationships, friendships, etc.) |
| <input type="checkbox"/> Oppression                  | <input type="checkbox"/> Self-confidence/esteem  |
| <input type="checkbox"/> Budget Management           | <input type="checkbox"/> Community Organizations (i.e. YMCA, SOMCAN, Beacon, etc)              |
| <input type="checkbox"/> Sisterhood                  | <input type="checkbox"/> Networking  |
| <input type="checkbox"/> Job Opportunities/Readiness |  |

Other (please specify)

**5. How strongly do you believe that Oasis programs help girls around the city?**

- Strongly Agree  
 Agree  
 Not Sure  
 Disagree  
 Strongly Disagree

**6. What skills did you gain from Oasis? Check all that apply.**

- Leadership  
 Communication  
 Organization  
 Listening  
 Being Resourceful  
 Writing  
 Artistic Expression  
 Conflict Resolution  
 Awareness (i.e. surroundings, social issues, current events, etc.)  
 Grassroots organizing  
 Public speaking  
 Event planning  
 Relationship building  
 Job readiness  
 Healthy decision-making

Other (please specify)

**7. Please finish the sentence, "Oasis empowered me to..." (for example, "Oasis empowered me to take a leadership role at my school")**

**8. What was your favorite Oasis program and why?**

**9. What were your goals when you started Oasis program(s)? Did Oasis fulfill your goals and if so, how?**

**10. What does Oasis offer to girls that other non-profit programs do not offer?**

**11. What change would you like to see at Oasis?**

**12. What do girls need that Oasis DOESN'T offer? Check all that apply.**

- |  |  |
|--|--|
| <input type="checkbox"/> Tutoring                                | <input type="checkbox"/> Expanding to other cities |
| <input type="checkbox"/> Mentoring                               | <input type="checkbox"/> Becoming school based     |
| <input type="checkbox"/> Girl Talk: One on Ones with Oasis staff | <input type="checkbox"/> Drop in activities        |
| <input type="checkbox"/> Advance Art program                     | <input type="checkbox"/> Girls led program         |
| <input type="checkbox"/> Technology training                     | <input type="checkbox"/> Other (please specify)    |



# RCM Research Tools

**13. For returning members: If you have attended more than one program, what keeps you coming back?**

**14. What other organizations or youth programs have you been a part of other than Oasis for Girls? (For example: YMCA, CYC, Beacon, United Playaz, etc)**

**15. If we were not located in the SOMA, what other neighborhoods would girls be interested in traveling to for Oasis programs? Check all that apply.**

- |   |  |
|---|--|
| <input type="checkbox"/> Tenderloin             | <input type="checkbox"/> Richmond              |
| <input type="checkbox"/> Marina                 | <input type="checkbox"/> Nob Hill              |
| <input type="checkbox"/> Chinatown              | <input type="checkbox"/> Embarcadero           |
| <input type="checkbox"/> North Beach            | <input type="checkbox"/> Haight                |
| <input type="checkbox"/> Castro                 | <input type="checkbox"/> West Portal           |
| <input type="checkbox"/> Mission                | <input type="checkbox"/> Potrero               |
| <input type="checkbox"/> Sunset                 | <input type="checkbox"/> Visitacion Valley     |
| <input type="checkbox"/> Excelsior              | <input type="checkbox"/> Bayview/Hunters Point |
| <input type="checkbox"/> Parkside               |  |
| <input type="checkbox"/> Other (please specify) |  |

**16. What age group should Oasis serve? Check all that apply.**

- 5 - 11 years old
- 11 - 14 years old
- 15 - 19 years old
- 19 - 21 years old
- 21 - 24 years old

**17. Thank you for taking the survey. To be part of the \$25 Visa card giveaway drawing, please provide an email. Your email will in no way be connected to the survey during analysis of data.**

## Most Valuable Part...

---

We felt the most valuable part of this project was our teamwork and the cooperation and consistence of hard work we encountered with our team. We also thought getting to know everyone and learning to work with each other was very important. For the evaluation process, coming up with the sub questions and main questions was important. We learned leadership skills and we learned how to be more patient with girls around our age. Lastly, we thought asking girls questions and seeing their facial expressions and body language was valuable.

# Thank You and Acknowledgements

The **girls** who participated in our research for taking time to do this and for being honest.

The **parents** of girls who are in Oasis who participated in our research, for answering our phone calls, taking time out of their days to do our survey and because they shared good information.

Girls from **RISE** who participated in our focus group.

**Ly and Yoriko**, past staff at Oasis, for being able to do interviews with us.

**GirlSource**, for our SisterBridge partnership.

**Rudy** from **United Playas** because he gave really in-depth answers to our interview

**Amal Kouttab** from **SF Women Against Rape** because she gave a lot of information and wanted to answer even more questions!

We would like to also thank **Linda Aguilar**, **April from Chalk**, **Susan Hanshaw**, and **Nikkie Magsambol** for their willingness to share.

**Lisa Farrell**, **Nicole Lambrou**, **Ebony McKinney** and **Kim Ganade** for their honesty and enthusiasm.

We would like to thank past youth workers, **Fia** and **May**.

**Julia** and **Nedzada** for all your support and encouraging words.

This project would not have been possible without the financial assistance from **Lisa and Douglas Goldman Fund**, **Haas Jr. Fund**, **San Francisco Arts Commission**, and **Lumpkin Foundation**.

**Cadelba** and **Youth In Focus** for guiding us through the project, teaching us skills, and being patient and youth friendly

**Jocyl**, **Jessica** and **Rachel** at **Oasis For Girls** for setting up an amazing project, and for their patience, creativity and fun!

**Oasis for Girls is a project of the Tides Center**

245 - 11th St, Third Floor  
San Francisco, CA 94103  
[www.sfoasis.org](http://www.sfoasis.org)