

COMMUNICATION ON ENGAGEMENT (COE)

Part I. Statement of Continued Support

From: Ken Baker
To: Our Stakeholders

I am pleased to confirm that Glasswing International reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Baker". The signature is fluid and cursive, with a long horizontal stroke at the end.

Ken Baker, CEO
Glasswing International

Part II. Description of Actions

About Glasswing International: Glasswing is an innovative non-profit development organization, winner of the Skoll Social Entrepreneurship Award in 2020, winner of the 2021-2022 Audacious project, and winner of the Social Innovation Award by The Schwab Foundation for Social Entrepreneurship in 2023, that addresses the root causes of poverty, violence, trauma, and migration in Central America, Mexico, and the Caribbean.

As an organization founded and led in the Global South, Glasswing is a leader in positive youth development; trauma-informed approaches; community-based learning; formal and non-formal education; locally-driven research and evaluation, and cross-sector programming. To date, our work has focused on collaborating with communities to build on their existing capacity, strengths, and assets, fostering civic participation and restoring social cohesion, while engendering eco-systems that mitigate risks and amplify conditions for resilient and thriving families, communities and institutions.

Glasswing's core work focuses on positive youth development (e.g., after-school enrichment, mentoring and gender-focused programming); community health and mental health (e.g., trauma education and self-care skills development for individuals, and organizations and public institutions in communities); youth employment and entrepreneurship (e.g. Central Americorp) and volunteerism. Fifteen years of experience and evidence has shown that these areas of work — both independently and collectively — deliver deep community impact. Across these settings, we've found addressing mental health and wellbeing to be a critical piece of the puzzle.

Since Glasswing's inception in 2007 as a local organization in El Salvador, we have directly impacted over 1.5 million lives, including over 398,000 participants in its education programs and more than 347,000 participants in its health and mental health programs. Glasswing has expanded to more than 10 countries, grown to over 500 employees, engaged 150,000 volunteers, mobilized almost \$200M for programming, and partnered with hundreds of public institutions.

Through our presence in the communities, we have grown to understand the consequences of trauma and the impact of violence, marginalization, lack of access to opportunities and other injustices faced by vulnerable individuals and systems. Glasswing's expansion in the region has been demand-driven, and made possible through partnerships with communities, foundations, businesses, and governments.

Glasswing builds partnerships across public, private, and civil society, leveraging human, financial, and material resources to achieve the greatest – and most sustainable – impact. Glasswing's model builds on its inherent strengths and includes the following characteristics:

- 1) **Assets-Based Approach:** Build on and strengthen communities' existing resources, to enhance local ownership and ensure sustainability. This approach is cost-effective and avoids duplications, while empowering individuals as agents of change.
- 2) **A Global Vision with Local Operations:** Glasswing's leadership is composed of individuals with diverse international experience, which brings a global perspective into all of our work. 98% of our staff is located in Central America, from where we design, implement, and oversee all of our own programs.

- 3) **Powered by Volunteers:** Volunteerism is an integral part of all of our programs – not only for its economic value, but also for its power in fostering social cohesion. Volunteerism allows community members to be involved and engaged, which multiplies the impact of the programming and strengthens the social fabric of the community.

Please find below a review of Glasswing International’s activities to incorporate the UN Global Compact principles and to support and achieve the SDGs through our direct organizational action.

Programs:

SDG 3, Good Health and Wellbeing: Glasswing addresses SDG 3 throughout our programming, SanaMente (Healthy Minds). Glasswing developed SanaMente, a trauma-informed approach which recognizes the vast impact of trauma, helps assess and identify the signs and symptoms of trauma, and also understands the potential pathways for recovery. In 2015, Glasswing began applying our trauma-informed model in various clinics and hospitals in Central America, with the support from the Inter-American Development Bank (IDB). As of 2019, Glasswing has scaled SanaMente through a broader range of institutions, such as schools and law enforcement, in addition to hospitals and clinics.

Glasswing builds the capacity of institutions by:

- Providing basic trauma training for every staff member at prioritized institutions.
- Training a subset of staff as interventionists who can provide acute care to trauma survivors.
- Certifying a subset of interventionists as trainers so they can train community organizations, therefore building a network of trauma-informed service providers based in communities.
- Establishing local referral systems that include public, private, and civil society organizations, linking communities to additional trauma-informed services. This non-clinical approach assures more providers are available, allowing more people affected by trauma to receive care.

Through a trauma-informed system, this knowledge can subsequently be translated into practices, procedures, and even policies to stop the transmission of violence through community action that democratizes and sustains access to mental health services. Viewing SanaMente through a public health lens, we believe it can achieve trauma-related “Herd Immunity” – the resistance to the spread of a contagious disease within a population that results if a sufficiently high proportion of individuals are immune to the disease, especially through vaccination. SanaMente has the potential of creating a paradigm shift in violence prevention and trauma care – filling the developing world’s vast mental health void – with an approach that is rooted in the power of human connection, empathy, and collective action. Through Glasswing’s current funding, SanaMente will provide basic trauma training to 9 million school teachers and staff, health and hospital staff, and law enforcement institutions in El Salvador, Guatemala and Honduras over the next five years.

Impact: Through our health programming we have impacted over 320,000 people to date.

SDG 1 & 4, No Poverty and Quality Education: Widespread poverty and extreme violence hinder access to quality education as well as other basic services and opportunities. Poverty and violence are compounded by under-resourced public schools, with inadequate infrastructure, overcrowding, and many safety concerns. Glasswing programs supportive of these SDG’s are Community Schools, Jóvenes Constructores (Youth Build), Nucleo: Social innovation and entrepreneurship, and Leadership, Entrepreneurship and Development - LEAD.

Glasswing’s evidence-based positive youth development and violence prevention interventions — Escuelas Comunitarias (Community Schools) — converts public schools in high-risk communities into

secure “centers of community” with the goal to enhance children and youth’s protective factors. The children who participate in Glasswing’s Escuelas Comunitarias develop core life skills, build supportive relationships, increase academic performance, and reduce their risk factors, enabling children and youth to thrive despite adversity. Glasswing mobilizes and trains volunteer educators as mentors who lead weekly activities and promote students’ health and well-being, building the kind of social scaffoldings necessary for youth resilience.

This multifaceted approach emphasizes the teaching and learning of social and emotional competencies. Through after-school clubs and competitions, academic reinforcement, restorative practices, and community service, students are offered a safe and stimulating environment that strengthens self-confidence, resilience, and agency. They engender pride in self, school, and community which leads to a growing sense of belonging and aspirational thinking.

Jóvenes Constructores (Youth Build) is adapted from the US-based YouthBuild model, this program consists of vocational training, socio-emotional learning, and job preparedness. Glasswing’s multidisciplinary team works with local institutions such as universities, training institutes, and technical schools that understand the needs of the labor market. Glasswing’s team of psychologists and social workers provide the essential tools for youth and their families to establish the foundation for resilience based on stronger skill sets like critical thinking and analysis, problem solving, and effective communication. This program includes support for job placement, reinsertion to the education system, and entrepreneurial initiatives.

Nucleo: Social innovation and entrepreneurship. Significant human potential is lost due to traditional teaching methods that are not hands-on or learner-centric. In this social innovation and social entrepreneurship initiative, Glasswing prepares “opportunity” youth with the 21st century skills needed to create innovative solutions to the most pressing challenges in their communities, in many cases based on technological solutions. In addition, Glasswing has implemented Ideathons, both online and in-person, to inspire youth to think in creative ways to address prevailing challenges such as gender inequality, lack of public transportation, environmental sustainability, and poor access to education and remote learning.

Leadership, Entrepreneurship and Development - LEAD. This program empowers youth as economic actors within their families and communities, providing them with the entrepreneurial tools, life skills, and financial literacy necessary to prosper. The program includes training and capacity building on life skills, entrepreneurship practices, business techniques, employability, and developing a business plan through practice-based learning techniques that are hands-on and highly engaging.

Impact:

- Community Schools: To date we have impacted over 400,000 youth.
- Jóvenes Constructores: From 2014 through 2022, Glasswing has attended over 2,525 youth through this program.
- Nucleo: To date we have impacted over 1,000 youth.
- LEAD: Since 2014, the program has worked with nearly 11,246 youth.

SDG 5, Gender Equality: Glasswing supports this SDG through integrating a comprehensive gender lens into all programming.

Glasswing’s Entre Jóvenes (Among Youth) program is a school-based intervention that equips youth with the skills to recognize, challenge, and act against harmful gender norms. The aim is to shift their perceived attitudes and change specific behaviors such as social and academic misconduct, dropping out of school, and teen pregnancy. Glasswing’s “New Masculinities” work helps boys and young men develop new attitudes and understanding to help shift harmful gender attitudes and behaviors. Glasswing

works with teachers, parents, and caregivers to validate and put into practice these new learnings for positive and sustained impact, while mitigating the risks of gender-based violence. This [video](#) provides a glimpse into the project's impact.

Glasswing implements the [Club de Niñas \(Girls Club\)](#) in public schools and health clinics in marginalized rural and urban communities, focusing on girls ages 9-18. This is an evidence-based, holistic program that develops girls' social, health, and financial assets to build their protective factors, reduce vulnerabilities, and avoid negative outcomes, such as school dropouts, teen pregnancy, and gender-based violence. Glasswing trains local community leaders and peer mentors to lead these clubs and serve as positive role models for girls. This broader community involvement has been key to establishing strong peer support networks that foster the power of both individual leadership and collective action through community service activities that can be sustained over time. Among the objectives for this program are enhanced self-esteem and interpersonal skills, improved financial literacy and options for income generation, promoting youth agency and aspirational thinking, and a reduction in dropouts, early pregnancies, and violence. See how the [Club de Niñas](#) has transformed lives.

Impact: Through our gender programming we have impacted over 10,000 youth.

SDG 11, Sustainable Cities and Communities: Glasswing supports this SDG by working and remodeling public spaces. Glasswing draws from the Crime Prevention through Environmental Design (CPTED) approach and works hand in hand with youth, community leaders, and other relevant actors to jointly identify “latent” community public spaces (e.g. abandoned parks, schools, and community centers) and transform them into safe havens for communities to convene and play. The recovery of public spaces is an important part of violence prevention and positive child and youth development strategies, engendering a sense of belonging and pride. See Glasswing's most recent public space project [video](#).

Impact: To date, Glasswing has renovated over 600 public schools and 50 public spaces, such as parks, plazas, community centers and streets.

SDG 17, Partnerships: Building cross-sector alliances is essential for Glasswing's work to leverage human, financial, and material resources, which is key to achieving the most sustainable impact. Our partnerships include multinational and local corporations (e.g. Citi, SURA, Google, Samsung, J&J, Sanofi, Hanesbrands, and local agricultural companies); private foundations (e.g. NoVo, Tinker, Summit, Templeton, Pestalozzi, Howard G. Buffett, Skoll, and Fundación Meza Ayau); as well as bilateral and multilateral donors and partners such as USAID, UK/DFID (now FCDO), World Bank, IDB, UN Agencies, and Embassies. As part of a strong commitment to evidence-based programming, Glasswing also works closely with local governments, and research institutions such as the University of Chicago, JPAL, NYU, IDRC, and Facultad Latinoamericana de Ciencias Sociales (FLACSO). All of our partners socially invest in building human capital, increasing access to opportunities, and improving the lives of vulnerable populations.

SDG 1, 3, 4, 5, 8, 9, 10, 11 and 17, Community Empowerment: Community resilience requires local agency, empowerment, and ownership. Glasswing strives to co- create programs with communities, maintaining an ongoing feedback loop that ensures we respond directly to priorities that are set locally. We build on community strengths, and believe that people are a country's most important asset. By engaging and training community members as volunteers, we believe that we are not only generating economic value, but also critical social value – restoring trust and healing social fabric that has often been torn by violence, family disintegration, and social injustice. We believe deeply in the power of empathy and transformation through volunteerism, in which parents, students, teachers, government officials, corporate employees, University students, among others, dedicate their time and expertise to being role

models for children and youth. We believe in each individual's potential to make a difference, maximizing the impact and sustainability of our programs.

Impact: To date we have engaged more than 150,000 volunteers.

Engaging with Global Compact Local Networks: Events attended

- June 2020 Leaders Summit - attended by Glasswing representatives
- September 2020 Uniting Business Live - attended by Glasswing representatives
- March 2021, Target Gender Equality Live- attended by Glasswing representatives
- UN Global Compact Leaders Summit 2022- attended by Glasswing representatives
- Uniting Business Live 2022 - attended by Glasswing representatives

Part III. Measurement of Outcomes – please see qualitative and quantitative outcomes incorporated into Part II above.