



# GLOBAL REPORT

2021



epic

# TABLE OF CONTENTS

## FOREWORD \_\_\_\_\_ 3

## 01 ABOUT EPIC

Who we are _____	5
What we do _____	6
Our values _____	8
Our guiding principles _____	9

## 02 OUR CHILDREN AND YOUTH PORTFOLIO

Our portfolio in 2021 _____	13
Our selection and monitoring framework _____	18
How our portfolio drove change in 2021 _____	21
• Goal 1: Eliminating violence against children	
• Goal 2: Protecting mental health	
• Goal 3: Advancing gender equity	
• Goal 4: Building futures, securing education and livelihoods	
• Goal 5: Communities fighting poverty	
Changes to our portfolio _____	40

## 03 OUR IMPACT IN 2021

Our impact on our portfolio organizations _____	44
Our impact on our donor community _____	49

## 04 OUR GRANTMAKING ENABLED BY OUR FUNDRAISING

How we disbursed our funds _____	53
How our funds were used by the organizations _____	54
Fundraising for smart giving _____	56

## 05 ENGAGING OUR COMMUNITY

The Epic chat series _____	60
The Epic nights _____	61

## 06 LOOKING FORWARD

_____	64
-------	----

## 07 APPENDIX

Evolving our monitoring and selection _____	66
Our team _____	67
Our ambassadors _____	69

# “FOREWORD

The monitoring and evaluation we performed on Epic portfolio organizations' work in 2021 bolsters our sense of trust and respect for them and the impact they have on the lives of children and youth.

In 2021, Epic celebrated its 7<sup>th</sup> birthday, and in light of this, our Global Report has taken on a fresh twist: we share the impact of our portfolio, but also the achievements of the Epic team. Here are some main highlights:

- We commissioned two third-party organizations to perform impact studies on both Epic's impact on donors, and the organizations we support. This enabled us to further understand our role, but most importantly, has affirmed Epic's strategic funding choices made from the start, notably our multi-year unrestricted support;
- We beat our fundraising record, and have mobilized \$54 million since Epic's conception! This is an irrefutable testament to our primary objective to deeply impact the lives of thousands of children and youth;
- We celebrated the end of our partnership with seven organizations, with a lot of pride and respect for the work they accomplished. This is a standard process, as we support our portfolio organizations for a minimum of three years, renewable. We also welcomed four new organizations working on violence against women, racial equity and mental health;
- We decided to create a second portfolio dedicated to the climate. We are now in the process of selecting nonprofits and are looking forward to revealing them by the end of 2022.

Over the past few years, if we have learnt one thing, it is that nonprofits can be absolutely critical and transformational in ensuring that children, young people, their families and communities, can continue to live and thrive. Innovation is essential to our work at Epic. This wouldn't be possible without our community of nonprofits, donors, partners and supporters. Thank you!

Alexandre Mars  
Founder and CEO



01  
**ABOUT EPIC**



# WHO WE ARE

Transform lives,  
protect our planet.



## WHO WE ARE

Epic is a global foundation which seeks to empower and protect children, youth and our planet. We bridge the gap between nonprofits forging solutions to today's pressing challenges, and individuals and businesses who want to drive positive change. We build a global community of nonprofits and donors alike who come together to build a more just, equitable and sustainable world.

48

nonprofits and social enterprises backed to date

\$54

million mobilized to date

45.9

million lives impacted by our organizations in 2021

5

© CFK Africa



# WHAT WE DO

We connect people and mobilize resources in order to foster lasting change.



## WHAT WE DO



Using a private equity-inspired approach and best practice in the field, **we build, back and monitor portfolios of diverse, complementary and highly-vetted nonprofit organizations.** Not the small ones, not the big ones, but those who want to further their impact and for which our support will be a game-changer. We offer them the kind of **transformational funding**—unrestricted and multi-year—that enables them to foster lasting change.

Our work spans across continents, and our portfolio approach enables us to support tested and highly effective solutions carried out by a complementary

set of organizations, all making a difference in their own way. It also permits us to adapt our grantmaking in a timely manner to better support the strategic goals, opportunities and challenges of our portfolio, which has proven vital during the COVID-19 pandemic.

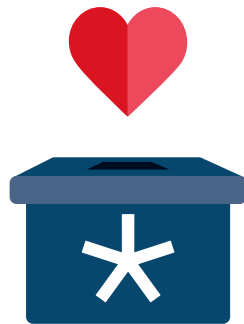
Because this model **ensures trust, transparency and accountability**, we are able to mobilize individuals and businesses who pool their resources to strategically make a difference and maximize their impact. We act as an **innovative one-stop shop**, and tailor giving solutions that are adapted to our donors and what they do.





## WE SELECT AND BACK NONPROFITS

We build and manage portfolios of highly-vetted impactful nonprofits to whom our strategic support will be game-changing, so that they can be even more impactful.



## WE MOBILIZE DONORS

We offer innovative giving solutions so that individuals and companies alike can support the nonprofits within our portfolios and drive positive change.

7

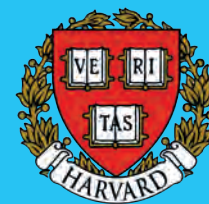


## WE GUARANTEE IMPACT

We analyze the performance of nonprofits and report back to our donors so that they can stay up to date with the organizations' impact, ensuring trust, transparency and accountability.

### HARVARD CASE STUDY

Harvard Business School and Harvard Kennedy School have published a case study of Epic.





## OUR VALUES

© M'Lop Tapang

A photograph of a slum area with people and children in front of a building made of corrugated metal. The scene is set outdoors under a cloudy sky. In the foreground, a woman in a white off-the-shoulder top and blue jeans stands on the left, looking towards a group of children. A man in a red shirt is leaning over a small table, interacting with the children. A woman in a dark blue jacket is crouching on the right, also engaged with the group. The building behind them is constructed from rusted corrugated metal and wood. A white tarp is hanging from the building. The overall atmosphere is one of community and social interaction in a disadvantaged setting.

ADVOCACY  
TRANSPARENCY  
IMPACT  
INNOVATION  
CHANGE  
ACCOUNTABILITY



## OUR GUIDING PRINCIPLES

---



### THOROUGH DUE DILIGENCE AND SELECTION

At Epic we make a core promise to conduct a rigorous selection process in order to support highly effective solutions, to ensure that donors trust in their giving.

We select high impact nonprofits through a **sophisticated methodology** which leverages multiple rounds of **due-diligence**, expert networks and on-the-ground analysis. We are committed to ensuring that all aspects of the organizations we fund are strong. To do so, we produce a **360° review** of an organization by looking at quantitative and qualitative findings across three focus areas: impact, operations and leadership. We make sure that the nonprofits we fund look at the root causes behind the issues they are trying to solve—we want change to be **systemic**.



### CUTTING-EDGE MONITORING

For Epic, monitoring is not only necessary, it is strategic. Epic invests in developing an **industry-leading monitoring methodology** that ensures nonprofits are able to create positive change whether in the lives of children and youth, or our planet.

Our monitoring is **holistic** and encompasses all the aspects of a nonprofit rather than focusing on a specific project or program. It moves away from outdated approaches which rely on control, and rather fosters collaboration. This ensures progress towards agreed objectives, and gives us the opportunity to anticipate issues within an organization before they arise.

We are committed to providing our analysis to our donors so as to give them more **transparency and visibility** on the social impact they support. This assures them that their philanthropy makes a difference, and builds trust in the organizations they support.



## MULTI-YEAR, UNRESTRICTED GRANTMAKING

At Epic, we strive for impact. In order to achieve this, we need to fund nonprofits in ways which are most **transformative** for them so that they can better solve the bigger issues we all want to see eradicated.

Epic provides multi-year, unrestricted funding—this means we do not fund specific programs or projects, but rather **invest in the organization itself**. We let the people who know best spend the funds in the ways which are most needed. Unrestricted funding is important, because it enables organizations to **iterate on their existing programs and innovate** when and where necessary. It allows them to deepen their services and expand their reach through different types of scale. It **ensures flexibility and resilience**, especially when responding to emergency situations like COVID-19. Unrestricted funding is possible thanks to Epic’s 360 degree thorough selection and monitoring. It is still rare in the philanthropic sector—but it is a true catalyst for change.

Epic commits to raising a minimum of \$100,000 per year, for a minimum of three years, for each of our grantee organizations. This amount is usually exceeded.

10



## 100% MODEL

Our goal is to foster lasting change for children, youth and our planet. We want to move the needle, positively changing the way philanthropy currently operates. To do so, we invested in building a team of experts from diverse backgrounds (see annex) who use their knowledge and expertise to bridge the gap between nonprofits and donors.

Our board covers 100% of these operational expenses to ensure that **100% of the donations we receive go to the nonprofits** in our portfolio.

## EPIC AMBASSADORS

Epic's Ambassadors community is a powerful extension of Epic's outreach and impact on society. Spread around Epic's strongholds (San Francisco, New York City, London, Paris, Brussels, Mumbai and a handful of nomadic ambassadors), this community represents an outstanding force of good for us through advocacy, giving power, networking or sourcing of our now famous annual auction of experiences that money cannot buy. This eclectic group gathers influencers, CEOs, artists, economists, entrepreneurs, athletes, investors, etc., each at the top of their game. At the end of 2021, we put together a dedicated Epic Ambassadors taskforce. Its objective is to nurture and leverage this amazing group of socially active high achievers who commit to Epic. Thank you to our fantastic Ambassadors!

(See annex for the full list).







02

**OUR CHILDREN  
& YOUTH  
PORTFOLIO**

## OUR PORTFOLIO IN 2021

Around the world, millions of children and youth are currently being denied their rights and deprived of what they need to grow up healthy, protected, educated and empowered. At Epic we believe in a world where young people, no matter their race, gender, sexuality, health or their place of birth can live their lives to its full potential. That is why we created a portfolio of cutting-edge organizations that are moving the needle for children and youth, across four continents, on the issues of violence, mental health, gender equity, education and livelihoods, and poverty alleviation.

**In 2021, we supported:**

**25** in **11**  
**ORGANIZATIONS** **COUNTRIES**

13





### **AGIR POUR L'ÉCOLE (France)**

Agir pour l'école's mission is to fight school failure by bridging the reading gap between young children from underserved areas and their peers. Agir pour l'école provides a neuroscience research-based approach to supporting children in developing four reading skills that ultimately predict success in school. They develop online and offline innovative methods based on scientific research, for teachers to use with their students.

14

### **APNALAYA (India)**

Apnalaya's aim is to empower disadvantaged populations living in the informal settlements of Mumbai to overcome the many social, political and economic barriers they face, and to help them access opportunities that lead to a better quality of life.



### **BECODE (Belgium)**

BeCode's mission is to grow today's talented – and especially vulnerable – job seekers into tomorrow's best developers. They are a next-generation training center, active in 5 cities across Belgium, which provides training programs on digital technologies free of charge. The training targets job seekers and early school leavers as well as other candidates who experience barriers to employment.

### **CFK AFRICA (Kenya)**

CFK Africa is a locally-led, holistic community-based organization that exists to develop local leaders, catalyze positive change, and alleviate poverty in the informal settlement of Kibera in Nairobi, Kenya. CFK's programs are aligned under three departments: Primary Healthcare, Education & Livelihoods and Girls Empowerment.







## **COMMONLIT (United States)**

CommonLit is working to solve the educational resource disparity and ensure that more students in low income schools graduate high school with the reading and writing skills they need to be successful. CommonLit has developed an innovative free online reading program that helps teachers advance their students' literacy.

## **DEPAUL UK (UK)**

Depaul UK is working to prevent homelessness and provide support to at-risk young people at every step of their journey. From emergency accommodation to longer-term housing and outreach services in the community, Depaul provides immediate solutions for people in crisis.



## **DUO FOR A JOB (Belgium & France)**

DUO for a JOB's mission is to reduce barriers to employment for young people from immigrant backgrounds and to fight against stereotypes. DUO supports immigrant youth seeking employment in Belgium and France through intergenerational mentoring provided by experienced professionals in retirement.

## **FRIENDS-INTERNATIONAL (Cambodia)**

Friends-International offers holistic support to vulnerable children and youth across the many challenges they face, including social marginalization, exclusion from education and training, child labor, poverty and separation from family.



## **KIRON (Germany)**

Kiron Open Higher Education (Kiron) offers free online learning opportunities to refugees and underserved communities through an online learning platform that ensures that students receive free access to high-quality education for academic, professional and personal growth.

## **LEARN EDUCATION (Thailand)**

Learn Education is Thailand's leading education technology social enterprise that tackles poor academic outcomes. It supports teachers and students with an online tool that provides context-integrated textbooks, workbooks, and video lessons.



## **LIVING GOODS (Uganda)**

Living Goods strives to reduce child mortality through low-cost, high impact health solutions. The organization leverages a network of Community Health Workers to bring healthcare products and services directly to the homes of communities living in poverty.



## **M'LOP TAPANG (Cambodia)**

M'Lop Tapang is a comprehensive organization dedicated to children and youth living and working on the streets in Sihanoukville, Cambodia. M'Lop Tapang operates multiple sites which provide a range of services such as shelter, medical care, education, sports, arts, vocational training, counseling, family support and protection from all types of child abuse.

## **NEW CLASSROOMS (United States)**

New Classrooms creates and inspires better ways to give every student an educational foundation for lifelong success through individualized learning, so that students who have fallen behind are able to progress at their own pace.



## **PIVOTAL (United States)**

Pivotal works to support the foster youth of Santa Clara County to help them achieve education, employment and income parity. Pivotal provides job and internship support to youth through their post secondary education.

## **PRERANA (India)**

Prerana works in the red light areas of Mumbai, India to end intergenerational trafficking. Prerana empowers mothers to actively protect their children from the sex trade and to bring them security and success throughout childhood and beyond.



## **REACH (Vietnam)**

REACH enables disadvantaged Vietnamese youth to access economic opportunities and employment through targeted vocational training, professional skills training, and career placement services.

## **SIMPLON (France)**

Simplon.co's network of digital factories aims to fight against social inequalities by providing free web development and programming training to young people facing barriers to education or employment.



## **SNEHA (India)**

SNEHA supports women and girls at reproductive age. The organization works at the community level to empower women and informal settlement communities to be catalysts of change in their own right by collaborating with existing public health systems and healthcare providers to create sustainable improvements in urban health.

## **SPORT DANS LA VILLE (France)**

Sport dans la Ville promotes the social and professional integration of young people from disadvantaged neighborhoods through the use of sport. The organization's programs are designed to support young people of different ages throughout their development.



## **STREET LEAGUE (UK)**

Street League uses sport to end structural youth unemployment by teaching young people essential workplace skills such as teamwork, leadership, problem solving, presenting and offering competitive free educational support and job training to unemployed young people.

## **STRONGMINDS (Uganda)**

StrongMinds empowers African women living in poverty by treating depression at scale to enable them to lead more healthy, productive and satisfying lives. Their model is based on Group Interpersonal Psychotherapy (IPT-G), which is evidence-based and has successfully been tested in Uganda.



## **TÉLÉMAQUE (France)**

Télémaque supports highly motivated middle and high school students and apprentices from modest backgrounds in order to encourage them to achieve their full potential through a unique double mentoring approach, receiving support from both teachers and corporate mentors.

17

## **THE BRILLIANT CLUB (UK)**

The Brilliant Club is a university access non-profit that works with schools and universities across the UK. It exists to increase the number of pupils from underrepresented backgrounds progressing to highly selective universities by mobilizing the PhD community to share its academic expertise.



## **THE JED FOUNDATION (United States)**

The Jed Foundation (JED) helps schools evaluate and strengthen their mental health, substance abuse, and suicide prevention programs as well as systems to safeguard individual and community health. JED empowers teens and young adults with the skills and support to grow into healthy, thriving adults.

## **THINKFORWARD (UK)**

ThinkForward works with schools to identify the most at-risk youth, and commits to coaching them for five years through their transition from high school to employment or college. ThinkForward facilitates employability activities to broaden horizons and provide experience of the workplace.





# OUR SELECTION AND MONITORING FRAMEWORK

For our Children and Youth portfolio, we selected organizations with the **proven ability to create change**, enhance access to quality education, improve health, empower economically, and uphold rights to protection. We also chose these nonprofits for **their organizational strength**, including: their governance practices, operational processes, financial controls, organizational design and efficiency, use of scalability and innovation, and ethical approaches. Epic monitors the impact and strength of each grantee organization throughout the lifecycle of our partnership. (See annex for additional information on 2021 updates.)

18

## \* WHAT WE MONITOR

Epic applies a holistic methodology, using a **15 factor framework** which analyzes each organization in its entirety across the primary categories of impact, operations, and leadership.

In addition to the standard set of factors, Epic also assesses each organization against **their own theory of change**, strategic plan and designated set of

key performance indicators. Indeed, at the onset of the relationship with Epic, portfolio organizations identify three to five outcomes achieved through their work that create **quantifiable changes** for children (such as the number of youth accessing higher education or the reduction in violence and abuse affecting children in a given community) that are used in Epic's ongoing monitoring.

## IMPACT

Epic looks for evidence of sustainable, scalable, and measurable positive social impact on program participants and/or the community:



### Strategy

Researched, realistic and contextualized strategy; quality of implementation of the strategy.



### Impact

Defined social objectives and activities, and positive measurable outcomes



### Context

Understanding of various context and systems affecting the organization's program participants, sector and peers



### M&E

Monitoring and evaluation supported by accurate indicators, metrics & frameworks



### Innovation

Innovative approach, methodology, and/or tools

19

## OPERATIONS

Epic assesses and audits how an organization functions, focusing on operational efficiency, process accountability, and financial sustainability:



### Financial health and systems

Ongoing financial sustainability and systems to ensure financial control



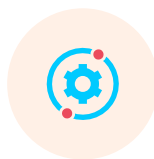
### Safeguarding

Known and used approach to protecting program participants and staff from harm and abuse



### Human resources

Processes and systems to manage teams ethically and efficiently



### Systems, operation & policy

Operational systems to support organizational strategy and ensure efficiency



### Marketing & communication

Effective use of marketing and communication to drive impact

## LEADERSHIP

Epic evaluates whether the organization is supported by an innovative and experienced team, with a proven ability to engage key stakeholders and beneficiaries:



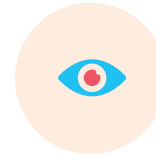
### Governance

Effectively functioning, inclusive and representative governance



### Management

Knowledgeable, innovative, and results-oriented management



### Accountability & learning

Informed growth and organizational design based on learning and reflection



### Ethics

Trusted and principled leader in local, national, and/or international community



### Partnerships

Strong knowledge of and partnership with organizations, beneficiaries, stakeholders

## \* HOW WE MONITOR

Epic uses a variety of approaches to assess organizations:

- Three times a year, reports are submitted by the organizations using webform, that provide data and feedback that enable us to track their performance;
- Every submission is complemented by face-to-face or virtual interview (depending on the location of the organization) with key leadership members;
- Epic's team regularly tracks relevant third-party information through social media, websites, discussions with partners and other donors;
- Supporting documentation (annual reports, strategic plans, financial audits, budgets, evaluations) is analyzed annually to complement our own internal assessment;
- Site visits are conducted at least once annually, so that we can meet management teams, key stakeholders and program participants.



# HOW OUR PORTFOLIO DROVE CHANGE IN 2021



Our portfolio is carefully curated, intended to serve as a collective response to the diverse challenges facing children and youth globally. As a funder, Epic’s portfolio is composed of the issues we think most centrally in need of addressing to ensure children, youth and families have access to what they need to realize their rights and full potential. Our strategic approach centers around five core areas of focus: Eliminating

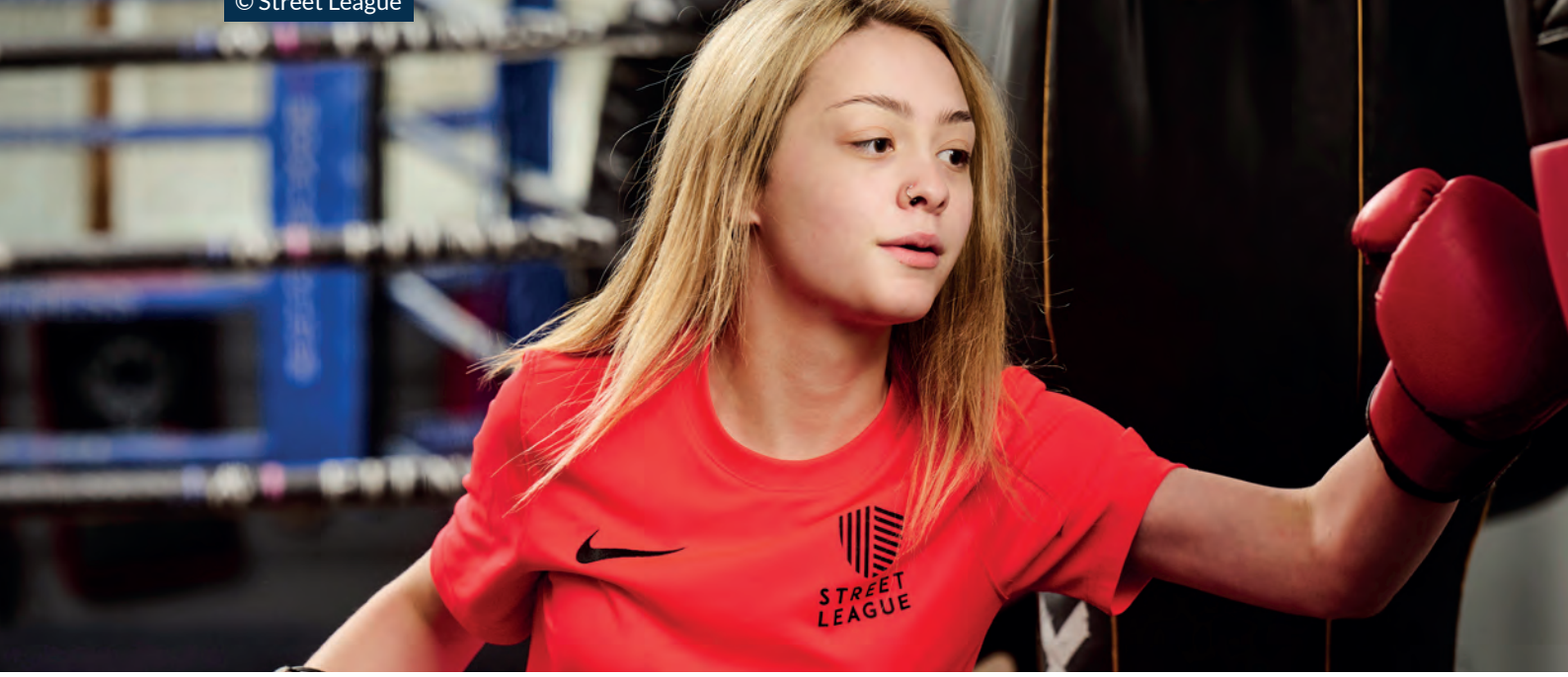
violence against children, Empowering mental health, Advancing gender equity, Securing education and livelihoods, and Combating poverty.

What we share in this section is not an exhaustive representation of the vast amount of diverse work achieved within each goal, but rather a sampling of noteworthy accomplishments and trends from our 2021 monitoring.

21

**NOTA BENE:** Every year, Epic produces individual annual reports for each organization within the portfolio, which include a more detailed presentation and analysis of the organization’s developments, strengths and areas for improvement. Donors to Epic’s global portfolio may request these reports for any of the portfolio organizations by contacting [donor@epic.foundation](mailto:donor@epic.foundation).

© Street League



## GOAL 1: ELIMINATING VIOLENCE AGAINST CHILDREN

### \* THE GOAL WE COMMIT TO

Epic is dedicated to a world where children have the ability to grow and thrive in safe, caring environments, treated with dignity and fairness, and able to develop to their full potential, free from violence.

### \* THE CHALLENGE WE FACE

A staggering **1.7 billion children experience violence each year, and every 5 minutes a child dies as a result**. Violence against children takes many forms and occurs in every country and context—in homes, schools, and communities. Growing up with violence, whether witnessing it or experiencing it, poses serious threats to a child’s development, dignity, and physical and psychological well-being. Despite these known consequences, the vast majority of children experiencing violence and abuse go without the care they need, and insufficient effort is made to prevent violence, abuse and neglect<sup>(1)</sup>.

22

### \* HOW EPIC POWERS CHANGE

Specifically, Epic centers our support in freedom from violence towards organizations that:

- Provide families with social, financial, medical support to enable them to care for their children in a family setting
- Invest in the prevention of all violence, abuse, neglect and exploitation of children and youth
- Deliver legal, medical, social and therapeutic support to children and youth who have experienced violence
- Increase protective policies and behaviors affecting violence against children and youth
- Strengthen and capacitate child protection systems to ensure they are fit for purpose, and are able to protect future generations to come

### \* THE PROGRESS WE CELEBRATE

Throughout 2021, Epic portfolio organizations made great strides to advance how families, communities and systems care for children and reduce violence.

(1) <https://www.unicef.org/documents/ending-violence-against-children-six-strategies-action>

## Enhancing quality of care for children, reducing likelihood of violence

In many places around the world institutional care (a one-size-fits-all type of residential care for large groups of children such as orphanages) remains a common solution for children. While at times well-intentioned as a means to provide a child with shelter, care, or education, global evidence conclusively indicates that long term stays in institutions are rarely in a child's best interests and often unnecessarily expose a child to potential violence, abuse, neglect and/or psychological and socio-emotional harm.

To combat this harmful trend in children's care, **Prerana**, which works in the red light areas of Mumbai (India) to end intergenerational trafficking, launched interventions in three districts (Mumbai City, Mumbai Suburban and Thane) aimed to strengthen the ability of families to keep their children in their care, reducing

unnecessary placements in juvenile justice or institutional care arrangements. Currently under development, the program will be implemented in two parts: the first will involve working with the local district child protection system to assess and implement the model of family-based care (living with family members including extended family or foster parents) for those who are already in, or have been in contact with institutional care system; the second will involve working with two to three vulnerable communities through community-based centers (children remain in their communities and are cared for by familiar adults). These types of developments are critical to reduce occurrences of violence, abuse, and neglect affecting children but also to recreate how formal child protection systems design and implement solutions more reflective of children's rights.

© Prerana





## Community responses to violence against children

In April 2021, **SNEHA**, which focuses on improving health outcomes of vulnerable urban women and children in India, introduced a new program, Prevention of Violence against Children, with the objective of raising awareness on all forms of violence against children and establishing response mechanisms within the community to prevent and address cases of violence. The ultimate goal is to ensure children's safety and well-being by ensuring that anyone involved in the child's life, such as parents, community members and the children themselves, builds a culture of zero tolerance for violence against children.

For the third consecutive year, SNEHA was an implementing partner for the government's Department of Women & Child Development to run the One Stop Center and provide support to women and children survivors of violence.



© SNEHA

24

## Creating accountability for violence against children

**M'Lop Tapang** is a comprehensive center dedicated to disadvantaged children and youth in Sihanoukville, Cambodia. The Center provides safe temporary shelter, medical care, education, sports, arts, vocational training, counseling, family support and protection from all types of child abuse. M'Lop Tapang continues to impress through their intervention and advocacy for securing justice for victims of abuse.

Often, in cases of child abuse, local police in Sihanoukville will encourage the families of the victim to accept

an out-of-court settlement from the perpetrator. This is essentially a bribe that bypasses due process through the courts. Whilst the offer of a settlement is often attractive to families, particularly in times of financial hardship, M'Lop Tapang has been working hard with the police, the courts, victims and their families to encourage them to pursue perpetrators through the courts. This is vital to uphold the rule of law and due process in the criminal justice system and contributes to enhancing community attitudes and practice around violence against children.



© Friends-International



## Preventing exploitation

**Friends-International** (Friends), based in Cambodia, focuses on child protection and family strengthening work. Recognized as international experts in child protection, Friends is leading a public awareness campaign on the potential abuses of international volunteering. Voluntourism has become increasingly popular, fueled by well intentioned but unaware foreigners who desire to volunteer internationally amongst local children. The influx of volunteers creates a kind of “demand for orphans” to showcase to volunteers. Institutions, often referred to as orphanages, are therefore unnecessarily recruiting children away from families into orphanages to have vulnerable children to show to international volunteers for the purposes of fundraising. False promises of education or shelter for their children are often made to very poor families, who under pressure and hopes for better services for their children, enter their children into the institutional care system unnecessarily.

To tackle this shocking phenomenon, Friends launched the “Children are not Tourist Attractions” campaign with support from UNICEF (The United Nations Children’s Fund) in hopes of ending orphanage tourism and the dangers it poses to children. Friends is now aiming to address the issue at its source: wealthy nations who collectively send millions of people each year to developing nations, hoping to do good. This campaign supports individuals to understand the consequences of their actions and choose to engage in opportunities that respect children’s rights, while having a positive impact on local communities.

## \* LOOKING FORWARD: EPIC WELCOMES NEW ORGANIZATION WORKING ON VIOLENCE

Epic recognizes that violence, trauma and toxic stress make it impossible for countless youth to thrive or to leverage the opportunities of education or economic empowerment, leaving many trapped in negative cycles. In 2021, Epic welcomed **Common Justice** to our portfolio. The organization operates the first-of-its-kind alternative-to-incarceration and victim-service program to tackle violent crime among youth in New York City. Following the principles of restorative justice, it designs and implements interventions that recognize the harm done, honors the needs and interests of those harmed, and holds the perpetrator accountable. With consent

from the parties harmed, youth who have committed violent crimes are given the opportunity to enter an 18 month restorative justice program instead of being incarcerated. They receive therapy and engage in face-to-face conversations with those whom they have harmed to drive accountability and reduce likelihood of further violence. The program is comprehensive, seeking to address the personal trauma, economic and social factors driving a youth to engage in violence. Successful completion of the program releases the criminal offense from the youth's record, enabling a truly new beginning.

26

## GOAL 2: PROTECTING MENTAL HEALTH

### \* THE GOAL WE COMMIT TO

Epic aims to ensure the mental health and wellbeing of children, youth and women is protected and supported, thus reducing depression, anxiety, social marginalization and suicide.

### \* THE CHALLENGE WE FACE

Mental health issues pose threats not just to the emotional well-being of those affected, but also to their broader health, social and economic outcomes as well. Mental health issues facing youth are on the rise, with suicide as the fourth leading

cause of death among 15-29-year-olds<sup>(1)</sup>. Despite these growing rates of depression and suicide—particularly amongst women and youth—mental health remains a largely under-funded aspect of human development.

(1) [https://www.who.int/health-topics/mental-health#tab=tab\\_1](https://www.who.int/health-topics/mental-health#tab=tab_1)

Globally, for instance, annual spending on mental health is less than \$2 per person and less than \$0.25 per person in low-income countries<sup>(1)</sup>. In Africa, where **66 million women are living with depression, 85% are without access to treatment.**

The millions who remain without the care they need, are often more likely to experience human rights violations, discrimination, and stigma, as well as poor economic and health outcomes as

a result<sup>(2)</sup>. Research shows that children of depressed mothers are more likely to have poor health, struggle in or miss school, and suffer from depression themselves<sup>(3)</sup>. For those living in poverty, or those most subject to inequity due to race, gender or ethnicity, there are often more prohibitive barriers to receiving needed care. While highly effective solutions exist, more comprehensive investments must be made at national scales to address the needs.

## \* HOW EPIC POWERS CHANGE

Specifically, Epic centers our support in mental health around organizations that:

- Strengthen communities, schools, and public health systems to support mental health of those most in need
- Prioritize and resource the mental wellness and resilience of children and youth and their caretakers
- Avail mental health services to children and youth when needed
- Reduce depression, anxiety and suicide amongst youth and women
- Reduce social taboos and stigma around mental health through awareness raising and advocacy
- Advocate for laws, policies and systems to provide better mental health coverage

27

## \* THE PROGRESS WE CELEBRATE

The gap between people needing care and those with access to care remains substantial around the world, despite availability of scalable and highly effective solutions. Throughout 2021, Epic portfolio organizations expanded the scale of their mental health initiatives as well as the scope of who they served.

(1) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5398308/>

(2) <https://www.nami.org/mhstats>

(3) <https://strongminds.org/our-impact/>

Epic grantee partner, **StrongMinds**, empowers African women and young people living in poverty by treating depression at scale. Their model uses Group Interpersonal Psychotherapy (IPT-G) to convene individuals in group-based therapy for 8-12 weeks, after which an average of 80% of participants report being depression free. As of fall 2021, the organization reached the important milestone of **treating 100,000 women with depression in sub-Saharan Africa** since 2014, positively transforming their lives and those of their 400,000 household members, and improving the likelihood their children would eat more and attend school more frequently, and that they would prosper more fully as a family.

During the pandemic, StrongMinds took the strategic move to adapt their model, historically done in in-person groups, to also include options for group therapy sessions conducted over the phone. In 2021 alone, StrongMinds treated 42,482 individuals with depression, far exceeding their projections of 36,500 patients treated, and nearly doubling their highest pre-pandemic annual numbers. Much of this success is attributed to leveraging technology in new ways. In addition to delivering teletherapy, technology now enables StrongMinds to offer remote supervision and training to partners who provide in-person therapy, enabling those more marginalized due to distance or social exclusion to access much needed support.

**The Jed Foundation** (JED) shares StrongMinds commitment to addressing mental health at scale, centering their focus on students in the United States. JED helps schools evaluate and strengthen their mental health, substance abuse, and suicide prevention programs, making it more likely students will seek help, be recognized, connected to mental

health care, and supported. As of the 2021 school year, JED now serves over **4.8 million students in over 400 schools.**

JED Campus—a four-year program, during which schools are provided dedicated support by Campus Advisors that guide them through a continuous process of assessment, strategic planning, implementation, and sustainability—surpassed its goals this year and engaged 69 new colleges serving a combined 654,000 students. To ground this growth, JED has developed rigorous assessments showing its success in strengthening schools' approach to supporting student mental health and reducing risks for suicide. JED and StrongMinds serve as robust examples of how scaling mental health solutions both meets the needs of individuals and strengthens systems and institutions at large.

**Street League**, a UK nonprofit which uses sport to end structural youth unemployment, has observed in 2021 an increase in prevalence of mental health issues amongst the young people it supports. Through forums with young people, individual learning plans and staff surveys, it became evident that the number of instances of mental health issues was higher than before the pandemic. In response to this, Street League implemented a range of interventions to increase its support for young people's mental health and wellbeing, including rolling out a suicide awareness training to all staff and strengthening referral pathways into local mental health services. The primary purpose of the suicide awareness training was to equip all staff with the skills and confidence to help someone who may be considering suicide. The training also works towards the wider aim of breaking down the stigma surrounding suicide by encouraging open conversations about it.



## \* LOOKING FORWARD: EPIC WELCOMES A NEW MENTAL HEALTH ORGANIZATION

In recognition of the scale of need and great promise emerging from the non-profit mental health community, Epic sought to expand our mental health focus. In 2021, we selected **Nightline France** into our global portfolio as a core contributor to our mental health work to come. Founded by students for students, Nightline France works to improve student mental well-being. Its goal is to provide support to young people in France (in particular through a night-time listening service), end mental health stigma and discrimination, and advocate to public institutions to offer adequate service and support in universities.

29

## GOAL 3: ADVANCING GENDER EQUITY

### \* THE GOAL WE COMMIT TO

Epic believes in a world where women and girls have equal power and opportunities in every aspect of their lives, where they are free from oppression, discrimination and violence, and are able to live with autonomy and direction over their own lives and the lives of their children.

### \* THE CHALLENGE WE FACE

Women and girls around the world face lifelong gender-based inequalities: exposure to sexual violence, domestic violence, FGM (female genital mutilation), forced marriage and so-called 'honour-based violence', trafficking and prostitution. Worldwide, patriarchal gender norms and discrimination drive violence against women and girls. They disempower women and girls from opportunities for equitable education, economic independence, and civil rights.

## \* HOW EPIC POWERS CHANGE

Epic advances gender equity by supporting organizations that:

- Reduce instances of violence, abuse and exploitation of women and girls
- Increase protective policies and behaviors affecting violence against women and girls
- Prevent abuse and inequity by shifting social norms, behaviors and public policies
- Uphold the rights of women and girls to quality and equitable basic, maternal reproductive and mental health services
- Ensure women and girls are able to realize their potential to be leaders, change agents and advocates in their communities and countries at large

## \* THE PROGRESS WE CELEBRATE

### Investing in women and girls' livelihoods

Globally women and girls often shoulder a heavy burden related to domestic and child care responsibilities, limiting prospects for outside employment and opportunity. In Shivaji Nagar, Mumbai (India), the female labor force participation is a mere 16.8%, as opportunities for women are limited. Recognizing this, **Apnalaya**, a local community-based organization which aims to empower the disadvantaged populations living in the slums of Mumbai, introduced new solutions to integrate women into livelihood opportunities by creating childcare centers.

This past year, Apnalaya opened 12 new Community Childcare Centers (CCCs) and worked to train 24 partners to scale the work. The training included the basics of business and financial literacy to help them set up these centers in the new areas. A model like CCC helps raise up community women whether through creating entrepreneurial opportunities for the women running the CCCs or by availing childcare options for those seeking opportunities elsewhere.



© Apnalaya

## Reaching those affected by gender-based violence

**SNEHA** aims to prevent and address violence at four levels of society—individual, community, institutional and policy and public policy. SNEHA assists individuals on a case-by-case basis through five Mumbai crisis centers and four public hospital women’s outpatient departments. These centers provide immediate and long-term counseling for survivors of violence and facilitate access to medical, legal and police services. As of 2021, SNEHA **has counseled over 19,000 survivors of violence with 81% reporting a reduction in violence** and distress levels.

Those experiencing interpersonal violence often suffer in silence, prohibited by fear or social taboo to disclose abuse. SNEHA is breaking ground finding alternative ways to reach those in need of therapeutic support, whether due to mental health needs or exposure to violence. The nonprofit leveraged creative virtual tools to reach communities, launching a chatbot on its website and social media to serve as a self-help toolkit for those who are not yet ready to talk directly to SNEHA’s counselors. Through this medium, people are made aware of their rights and are offered guidance and advice that help them transition out of a crisis situation.

**CFK Africa**, a Kenya based nonprofit dedicated to improving the lives of Africans living in informal settlements, is similarly increasing their dedication to gender-based violence, in recognition of the escalating rates of violence affecting women and girls in the wake of the pandemic and associated economic downturn. Throughout 2021, CFK Africa increased commitment to sexual violence and need for mental health and gender-based violence services. The nonprofit responded to rising cases of sexual and gender-based violence by training 10 psychosocial counselors from Nairobi, Machokos, and Mombasa, in leading group therapy through over 150 sessions for survivors. They are currently collaborating with the Adelle Onyango<sup>(1)</sup> Initiative to develop and pilot the model for survivors of sexual violence.



© SNEHA

(1) Adelle Onyango is one of Kenya’s leading radio presenters. After nine and a half years of hosting the biggest shows on Kiss FM (Kenya’s most listened to radio station), Adelle is now starting a podcast. Thanks to her notoriety, Adelle liberates the word about rape in Kenya and emancipates women through storytelling. She shakes up the forms of expression by advocating free and independent speech, without any censorship. As a social activist, she was selected as one of the BBC’s 100 Women in 2017 and one of OkayAfrica’s of OkayAfrica’s top women in 2018. (Editor’s note).

## Changing community attitudes towards women's rights

Combating violence is not just about targeting perpetrators but about creating community knowledge, attitudes and behaviors that uphold the rights of women. In this vein, **SNEHA** commenced a transition in their program model from a 'counselor' based to a 'community stewardship' model. This involves building the capacity of community

volunteers to identify, refer and take action against cases of gender-based violence. Epic sees this shift as a positive development that enables sustainability of solutions in communities, overturning long held attitudes around violence and building the responsibility of all community members to contribute to changes in gender-based issues.

## \* LOOKING FORWARD: EPIC WELCOMES TWO NEW GENDER EQUITY ORGANIZATIONS

As Epic commenced its 2021 selection process for new portfolio organizations, we identified key areas in need of more global attention and investment. Central to these priorities for Epic was a deepening of our commitment to organizations responding to the inequity, exclusion and violence facing women and girls globally. As such, we welcomed SafeLives and La Maison des Femmes de Saint-Denis in recognition for the progress they are making to prevent and respond to gender-based violence in their respective countries.

**SafeLives** is a UK-wide charity dedicated to ending domestic abuse for everyone, for good. It does so by:

- 1. designing innovative interventions that prevent and respond to violence, that are then scaled nationally and delivered through partners;

- 2. providing research, training and support to frontline domestic abuse services and professionals,
- 3. advocating for change in the policies and laws that negatively impact survivors of violence.

**La Maison des femmes** de Saint-Denis is a unique care center for women who have experienced violence, and their children. It's attached to the Saint-Denis hospital, in one of France's most deprived and under-resourced cities. Open to all, it brings together a multidisciplinary team of professionals who accompany women on their journey towards recovery and autonomy. Beyond individual healing, the ambition is to fight violence against women at the societal level through training and advocacy. They are using their increasing credibility across these domains to demand change in laws, practices and financing to meet the needs of women beyond the scope of the direct service they provide them.



## GOAL 4: BUILDING FUTURES, SECURING EDUCATION AND LIVELIHOODS

### \* THE GOAL WE COMMIT TO

Epic advocates for a world where children and youth are able to access the education, training, resources and capacity to grow and prosper, by dismantling the impacts of poverty, structural racism and social exclusion where they exist.

### \* THE CHALLENGE WE FACE

Those who come from disadvantaged backgrounds face unique challenges in regards to education and employment, including reduced access to higher education and meaningful employment paid at a living wage, secure housing, and access to critical services. Interventions that enhance the abilities of youth to access education and job training can change their life trajectories and reduce experiences of poverty and social marginalization—but they require extensive investment.

33

### \* HOW EPIC POWERS CHANGE

Epic invests in building the futures of children and young people by funding organizations that:

- Mitigate the individual barriers affecting the ability of children and youth to thrive academically, economically and emotionally
- Provide children and young people with access to high quality education, coaching and training schemes needed to enable economic mobility and personal development
- Support young people to secure meaningful, lasting employment enabling them to disrupt cycles of intergenerational poverty and transition to financial independence
- Increase the capacity of institutions to disrupt patterns of poverty, inequity and disparity in education through changes in education policy and practice

### \* THE PROGRESS WE CELEBRATE

Epic portfolio organizations continue to invest heavily in ensuring that work around education and livelihoods truly catalyzes children and youth, focusing not just on the provision of services but on ensuring those services effectively advance young people to live more stable and successful lives.

## Ensuring children access to education

Throughout 2021, Epic portfolio organizations worked to increase children and youth's access to quality education. In Cambodia, where **Friends-International** works, repeated school closures and extreme financial pressure faced by families drastically reduced the number of children returning to school. The organization adapted rapidly to address the crisis, launching community campaigns to inform caregivers about the importance of sending their children back to school, facilitating the reintegration process of children in school, and minimizing the risk of future drop-outs through in-person learning support classes. Furthermore, Friends covered

school fees and supplies or helped caregivers to start small businesses—all to better capacitate families to reintegrate their children back into school.

**CFK Africa** expanded educational opportunities for promising young people struggling to pay their school fees by establishing two new scholarship endowments. The organization initiated a self-preserving endowment to maintain its commitment to scholarships in perpetuity. With the successful securing of a \$1 million inaugural fund, CFK Africa will be able to continue a minimum of 120 scholarships per year, **dispensing about \$150,000 annually.**



## Supporting academic success

Epic portfolio organizations continued to demonstrate their ability to advance educational outcomes for children and youth. Programs conducted by **Agir pour l'école** (APE), a French nonprofit that uses neuroscience and robust experimenting to identify new methods of learning, enabled pupils who were struggling in schools to **catch up on their reading comprehension by 30% using the APE method**. At the end of the first year of primary school, the rate of at-risk pupils was less than 18% in APE classes, compared with 50% in the middle of the year.

Another French nonprofit, **Télémaque** supports highly motivated middle and high school students and apprentices from modest backgrounds in order to encourage them to achieve their full potential through a unique double mentoring approach, receiving support from both teachers and corporate mentors. In 2021, **97% of Télémaque program participants pursued higher education after high**

**school** and 96% of 2021 graduates were satisfied with their post-baccalaureate guidance. 79% of young people believe that Télémaque helped them improve their school results.

**CommonLit** is an American nonprofit dedicated to availing high quality literacy tools and curriculum to support academic advancement, particularly for youth from underserved school districts. In 2021, CommonLit launched its first comprehensive literacy curriculum, called CommonLit 360. The first case study conducted on CommonLit 360 in Blount County, Tennessee school district, proved the program's impact is enhancing learning outcomes for its users. Before adopting the CommonLit 360 program, students in Blount County had below average reading scores on standardized tests. After adopting the program, student reading growth in Blount County went from below to above the state average. The growth was among the highest in the state.

35

## Securing job placements

An estimated **70% of families in Kibera have experienced a partial or complete loss of income since the start of the pandemic**, making CFK Africa's scholarship and job readiness programming more critical than ever. In 2021 alone, **CFK Africa** prepared 338 youth for an increasingly competitive job market through vocational skills and financial literacy training. **Simplon**, the French organization specializing in coding training, successfully trained 4,903 young people in France alone, compared to 4,407 in 2019, and 67% of the youth were in employment or training six months following Simplon's training.

Globally, the financial impact of the pandemic continued to rage, making job placement a particularly challenging undertaking for those new to the volatile job market. In spite of this, 70% of young people supported through **DUO for a JOB**, the French and Belgian job mentorship nonprofit, are in a positive situation following DUO's support, 52% of whom are in stable employment. Similarly, **BeCode**, a Belgium-based coding nonprofit, secured impressive outcomes for youth in its program with **84% of participants finding their first work experience** (job, internship or other training opportunity) immediately upon leaving BeCode.

## GOAL 5: COMMUNITIES FIGHTING POVERTY

### \* THE GOAL WE COMMIT TO

Epic aims for community members and systems to come together to take collective action in order to create solutions to shared challenges of poverty, public health, violence and injustice.

### \* THE CHALLENGE WE FACE

It is estimated that, globally, more than **one billion people live in informal settlements** (commonly referred to as slums). Many more live in insecure and unsuitable housing in impoverished communities. In these crowded communities, residents struggle to maintain a healthy lifestyle due to lack of access to quality healthcare, nutrition, and sanitation, leaving residents susceptible to a variety of diseases. Poverty erodes economic and social rights such as the right to health, adequate housing, food and safe water, and education. As these communities often lack social, political and financial capital, their needs are often deprioritized and overlooked by decision makers.

36

### \* HOW EPIC POWERS CHANGE

Throughout 2021, Epic advanced the work of communities fighting poverty by supporting organizations that:

- Improve health outcomes, access to health systems, and overall well being of children, youth and families living in informal settlements
- Reduce maternal and infant mortality as well as preventable and communicable diseases in informal settlements
- Reduce inequity and marginalization in health through participatory development approaches, supporting the ability of urban poor to participate in public processes affecting their lives
- Avail opportunities for livelihoods and ability of families to strengthen themselves



## \* THE PROGRESS WE CELEBRATE

Through collaborative strategies, such as collective civic action, community organizing and education, it is possible to equip citizens with the tools to advocate for their own rights. Community members can come together to take collective action and create solutions to shared challenges resulting in real, lasting change that benefits entire communities. In 2021, Epic portfolio organizations made particular gains in addressing public health crises affecting children, youth and families living in extreme poverty through these strategies.

### Empowering the urban poor as change agents

In multiple countries around the world, Epic portfolio organizations are strengthening the capacity of people to demand their rights and respond to civic and social issues by engaging with the government.

The urban poor of India are often devoid of basic entitlements other citizens usually have access to, because they lack access to adequate documentation to access Government schemes. Their capacity to influence the system is extremely restricted and they invariably

have limited or no opportunity to make demands on the system. To break this cycle of marginalization, **Apnalaya** empowers communities to help themselves, by imparting Civic Education, building a cadre of Community Volunteers, and organizing people into Civic Action Groups (CAG's) to engage with municipal authorities on issues of common concern—a process they largely referred to as the Citizenship approach. In 2020-21, CAGs worked on 309 household-level civic issues and 28 community-level civic issues, **impacting the lives of 9,895 people** in their clusters. The CAGs have taken up issues such as demanding electricity, cleaning of open gutters, demanding public toilets, and the repair of street lights. Two of these issues—the provision of street lights and accesible public toilets (which prevent the need for open defecation)—also have a significant impact on the safety of women, as some studies have recorded a **22% reduction in sexual assaults** once they are addressed.

37



© Friends-International

## Delivering essential maternal and child health services

Access to quality health services remains a core priority among Epic portfolio organizations combating poverty. While the pandemic continued to challenge Kenya's overburdened public health system, **CFK Africa** continued to strengthen the maternal, child, and adolescent health infrastructures in the communities they serve, ensuring thousands of community members had access to high quality primary healthcare to address maternal, adolescent, child and reproductive health needs. Over **65,400 patients were treated by CFK Africa's frontline healthcare workers** in 2021 alone.

CFK Africa provided over 700 children per month across Kibera, Kenya's biggest informal settlement, with childhood vaccinations, ensuring more children have access to a strong, healthy start to life. CFK Africa strengthened maternal, child, and adolescent health infrastructures, purchased an ultrasound machine for their maternity home, provided 150 mental health counseling sessions for youth, conducted over 550 safe deliveries through their maternal health work, and availed HIV testing for over 575 youth. They helped students, teachers, and families protect themselves from serious infections by expanding their water, sanitation, and hygiene (WaSH) initiatives to three counties. They supported

hundreds of schools with permanent and container-based washing stations. They provided over 1900 girls with menstrual hygiene products, which enabled girls to stay in school, reduced their exposure to social stigma and marginalization, and maintained their basic health.

In 2021, **SNEHA** initiated online antenatal and postnatal clinics for the first time to support pregnant women who were reluctant to access public health services. In the period 2020-21, the organization conducted 84 clinical exams and supported 346 pregnant women.

**Living Goods** aims to save lives at scale by supporting digitally empowered Community Health Workers (CHWs) to deliver basic health services to some of the hardest to reach communities in Africa. A randomized controlled trial<sup>(1)</sup> conducted in 2021 in Uganda showed that Living Goods-supported CHWs **reduced under-5 mortality by 27% and stunting (low height-for-age) by 7%, all for less than \$2 per person annually**. The findings also confirm that communities served by CHWs experienced a 4x increase in in-home newborn care, a 5x increase in pregnant women receiving an antenatal care-focused home visit, and an 8x increase in follow-ups for sick children who had been treated, compared to the control arm.

(1) A randomized control trial is a prospective research study that measures the effectiveness of a new intervention or treatment by randomly assigning participants into an experimental group or a control group. Randomization reduces bias and provides a rigorous tool to examine cause-effect relationships between an intervention and outcome.

## Combating malnutrition and food insecurity

Malnutrition rates in informal settlements are notably high, particularly amongst younger children. In Kenya, about one in four children under the age of five are stunted, threatening their full physical and cognitive potential. **CFK Africa** has a longstanding program providing nutritional programming to combat childhood malnutrition. The program is proven highly effective at reducing malnutrition and improving the health and wellbeing of children to enable them to enter school. In 2021 alone, CFK Africa's nutrition program reached over 18,000 children in need.

Sharing CFK's commitment, **Apnalaya** continued its investment in combating food insecurity for the urban poor. In 2021 alone, the organization **distributed 42,763 ration packs and 32,347 boxes of fruits and vegetables** to community members in need. The nonprofit's community outreach programs reached a total of 1,182 people to generate awareness on appropriate nutrition behaviors and practices during international nutrition week.

© Living Goods

39



## CONCLUSION

Despite an unprecedented past few years, 2021 monitoring confirmed the continued ability of Epic portfolio organizations to drive change for children and youth. The global challenge facing today's youth, families, and communities are profound and complex but they are matched by the aptitude, impact and potential of the organizations we are proud to partner with in our shared commitment to these goals.

## CHANGES TO OUR PORTFOLIO

Every year, at Epic, **we update our portfolio**: some organizations graduate and exit after successful multi-year partnerships, and others join.

On December 31<sup>st</sup>, 2021, **nine organizations were graduated**—the biggest number in a single year since our inception. These organizations include: **Agir pour l'école** (France), **Depaul** (UK), **Kiron** (Germany), **Learn Education** (Thailand), **Living Goods** (Kenya), **New Classrooms** (USA), **Pivotal** (USA), **Simplon** (France) and **Sport dans la Ville** (France). As part of our commitment to responsible grantmaking, all organizations are informed one year in advance. We are very proud to have been able to support these organizations throughout their development and are certain that they will continue to effectively drive change for children and youth.

In 2020, we had decided to stand by our existing portfolio and not phase out nor select any nonprofits. In 2021, we **resumed selection**. In order to have the most impact on the nonprofits we support, Epic made the decision to narrow down the size of the Children and Youth portfolio, **from 25 organizations to 20, and from 11 to 9 countries**. In 2021, we had planned to select five organizations in four countries: the United Kingdom, the United States, France, and sub-Saharan Africa. Unfortunately, given the state of the COVID-19 related health crisis in sub-Saharan Africa, Epic decided to postpone the selection there in order to limit travel risks for both the local communities and the Epic team.

40

© DUO for a JOB





When building the new portfolio, Epic's intention was to ensure that it would be balanced at a global and a national level as well as in terms of the issues and solutions being addressed. To do so, Epic carried out **country-specific analysis**, looking at underserved communities and focusing

on those who have been especially failed by public systems. A key strategic decision was also made to focus on earlier stage organizations at **critical growth junctures**, with leadership structures amenable to Epic's monitoring, and who have a clear **focus on systems change and equity**.

---

## EPIC'S SELECTION PROCESS

---



### STAGE 1: Landscaping

- Proactive research based on country-specific context, Epic specific criteria, and best practices
- Sourcing of recommendations from partner grantmakers, technical specialists, nonprofits and donors
- Review of Epic's database of 4,500+ organizations based on past applications and open registrations
- Invitations sent out to apply to Stage 2



### STAGE 2: Applications

- Review of submitted applications
- Analysis of documents (supporting documents, audited accounts, evaluations, publicly available media content)
- Preliminary screening interviews
- Invitations to stage 3



### STAGE 3: Interviews

- Application and document review and analysis
- Ranking and weighting against Epic's selection framework
- Bespoke questions and analysis
- In-depth interviews
- Invitations to stage 4



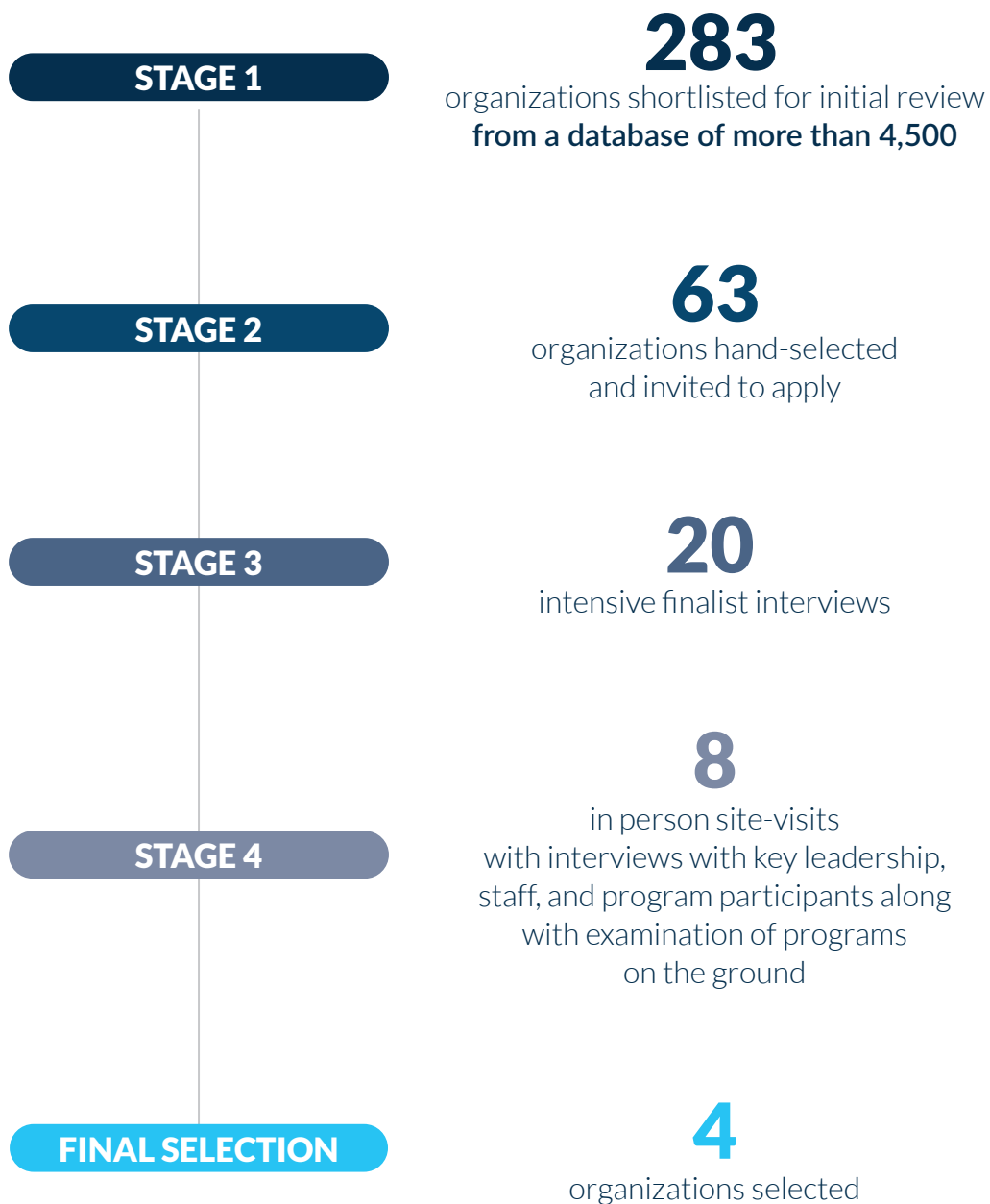
### STAGE 4: Site-visits & selection

- On-site interviews with executive team and CEOs
- Final evaluation of remaining questions, and financial review
- Visit organizations on the ground to assess safeguarding, staff relationships, culture, leadership and overall fidelity to application
- Final assessment submitted to Epic's Board
- Board decision

After **eight months of due diligence** narrowing selection **from a pipeline of over 4,500 organizations**, Epic announced **four new additions** to the portfolio in December 2021: La Maison des femmes de Saint-Denis (France), Nightline (France), Common Justice (United States), SafeLives (United Kingdom). These nonprofits confront

some of the most pressing issues of our time: youth mental health, gender-based violence, and racial inequity within society. They also have a strong track-record of addressing the root causes of the issues they are tackling in order to foster lasting change (for more detail see “How our portfolio drove change in 2021”).

## 2021 SELECTION IN NUMBERS





03

**OUR IMPACT  
IN 2021**

Impact measurement is core to Epic's model. In order to take stock of what we have achieved and to further drive our strategy, we wanted to measure the impact we have had on our grantee nonprofits, and the donors that have entrusted Epic with their support. Until now, Epic has conducted in-house studies around these two stakeholders, but this year, we decided to use third-party evaluators to ratify our findings.

## OUR IMPACT ON OUR PORTFOLIO ORGANIZATIONS

In seven years, Epic has supported 48 organizations around the world who work relentlessly to positively change the lives of children and youth. The aim of undergoing a third party evaluation was to assess how and to what extent our support impacts them.

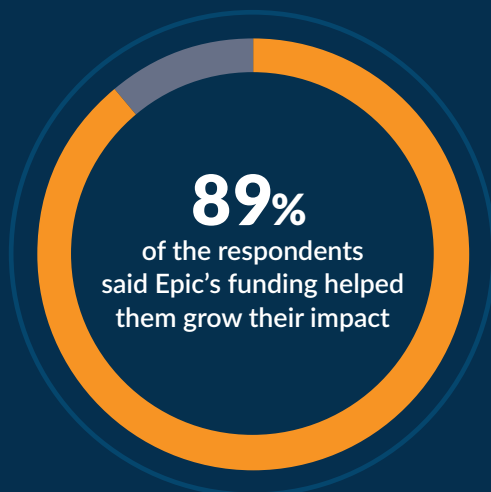
### \* TRANSFORMATIONAL SUPPORT

44

The study proves that Epic's support helps organizations:

1

#### ACHIEVE CHANGE FOR CHILDREN AND YOUTH





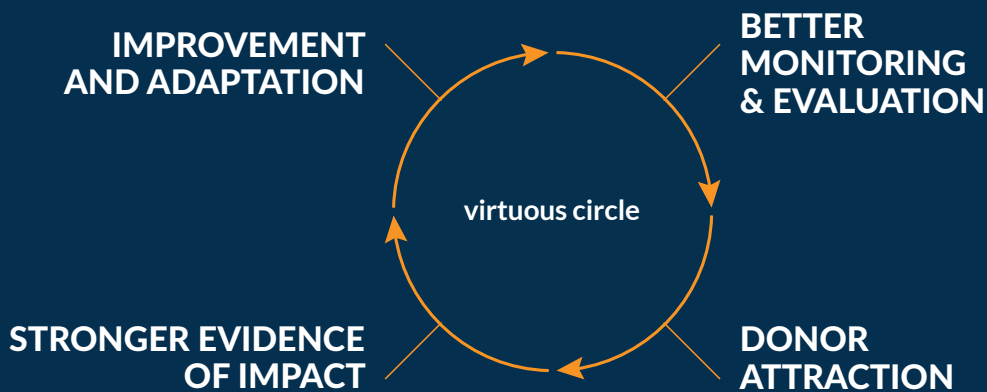
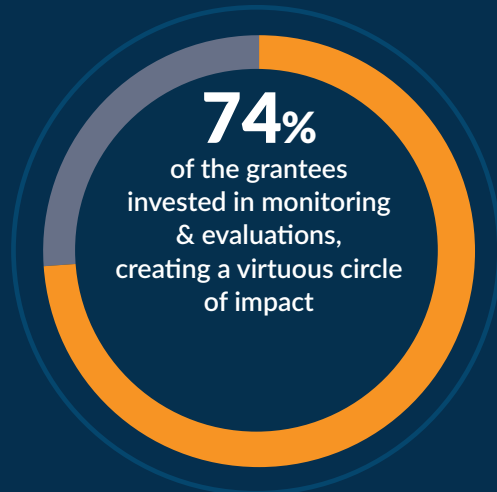
More specifically, our support allows organizations to:

- offer the ‘gold standard’ of programs
- be iterative, user centered and agile (e.g. with COVID-19)
- expand and scale their work
- encourage innovation
- gap-fill when needed

## 2

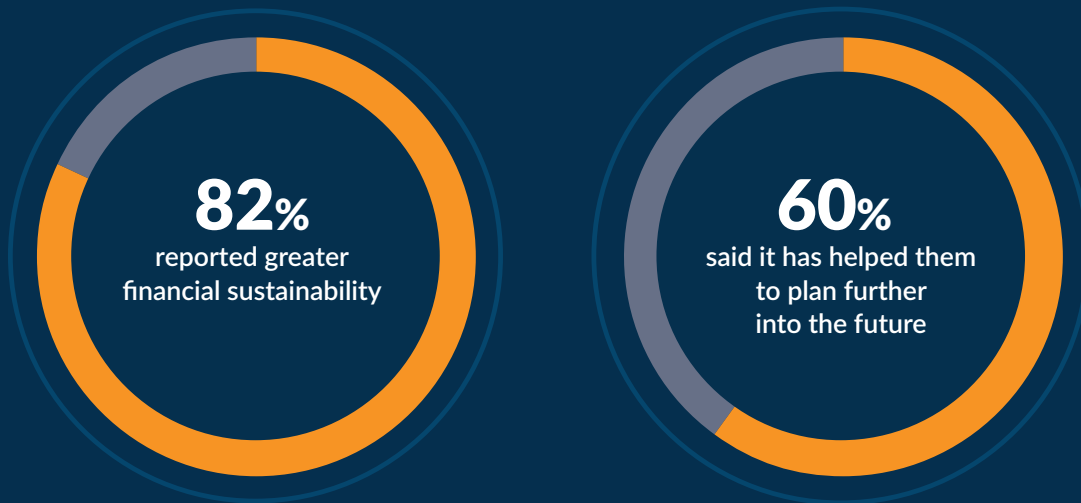
### STRENGTHEN ORGANIZATIONAL INFRASTRUCTURE AND CORE OPERATIONS

45



## 3

### REACH A GREATER DEGREE OF SUSTAINABILITY



More specifically, Epic's support, monitoring and evaluation model helps:

46

- secure other resources and funds
- withstand shocks and be more resilient
- reflect on future and strategic questions

### \* BENEFITS OF BEING IN EPIC'S PORTFOLIO

The study underlined several benefits of being in Epic's portfolio:

- the assessment and monitoring process is a mark of accreditation
- Epic's funds are a seal of approval with other funder
- the quality of engagement of the staff is a clear value-add to the funds and ensures that they are used more wisely and efficiently

## CONCLUSION

The evaluators found:

- Clear evidence of the positive and significant impact of Epic's support
- Excellent examples of best practice from Epic as a funder and supporter of organizations
- Strong, honest and empowering relationships nurtured and maintained between Epic and these organizations



Epic is in a perfect position to demonstrate that unrestricted funding can be done well with huge impact. It can be a powerful advocate to encourage other funders to come on this journey.

Impact Works Associates (independant evaluator)




---

### METHODOLOGY & SCOPE OF THE SURVEY

---

#### METHODOLOGY

- Anonymous survey
- One-on-one interviews
- Focus groups

#### SAMPLE SIZE

- 41 grantees, both past and present (almost 80% of portfolio)

#### EVALUATOR

- Impact Works Associates: Strategy Consultant for Charity and Funders



## TESTIMONIALS

From anonymous survey respondents

**“Our response to the pandemic was only possible due to the unrestricted funders like Epic that have allowed us to build strong core functions that can respond quickly and effectively.”**

“Epic’s support helps us to build our work, reach new people, get the right people who need it into the program—and the most vulnerable—and make sure we have the widest reach and impact.”

“Epic’s high level of unrestricted funding has provided a level of security and sustainability to enable [us] to try new things and grow as an organization.”

48

“You aren’t always totally truthful with all donors, but we are always truthful with Epic.”

**“With Epic you can be iterative—this is how Google, Facebook, Amazon, etc., work, but not so in our sector.”**

“Epic being on our CV has definitely helped us win these new grants. We stand out much more.”



## OUR IMPACT ON OUR DONOR COMMUNITY



During Epic’s early years, founder and CEO Alexandre Mars heavily advocated to change giving behavior with the intention of ‘making giving the norm’, with the idea that everybody can contribute to tackling social issues. The goal was to mobilize people and aid them to “give better, give smarter and give more”.

The second study commissioned by Epic in 2021 was aimed at answering the following three questions, with a particular focus on high net worth individuals:

- What effect has Epic had on the giving behaviors of high net worth individuals?
- What “surplus donations” can be attributed to Epic?
- What factors contributed in creating change in giving behaviors?

49

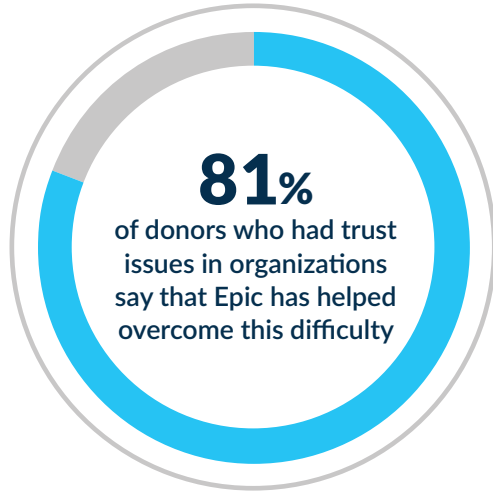
### \* MAKE GIVING THE NORM

Epic helped raise awareness on the importance of giving, and made the donation process easier and more accessible:



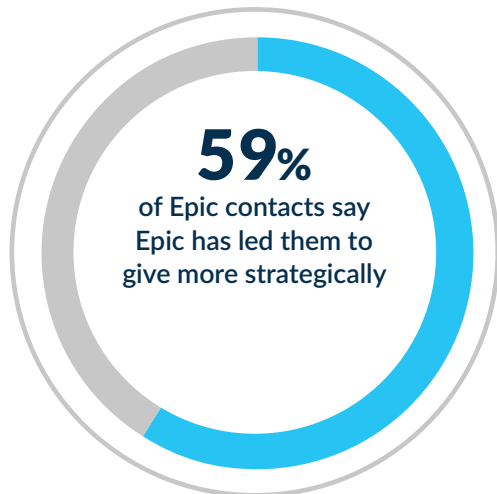
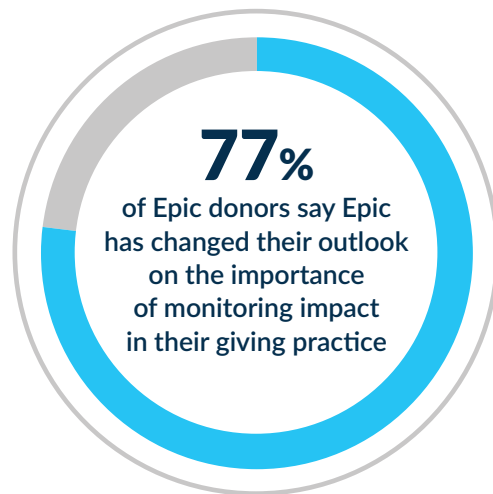
## \* GIVE BETTER

The study confirms that Epic has changed donor perceptions of the need for unrestricted / multi-year donation:



## \* GIVE SMARTER

Epic donors and wider community have evolved a more strategic and formalized giving practice:



## \* GIVE MORE

There is evidence of a donation surplus generated by Epic—this means that Epic donors have increased their overall donation volume by:

- Donating for the first time through Epic
- Increasing their overall donation amount, or by initiating philanthropic actions or engagement in their companies as a result of exposure to Epic

There is also a halo effect of Epic’s work:

- Between 24% and 48% of the surplus donation went to organizations and projects outside the Epic portfolio

51

Epic plays the role of a real guarantor. With its monitoring framework, it has revolutionized philanthropy by making it audible.

Anonymous respondent



### METHODOLOGY & SCOPE OF THE SURVEY

#### METHODOLOGY

- Anonymous survey
- Mix of qualitative and quantitative work
- Quantitative work: survey of 15 questions, conducted among 83 high net worth individuals who have been in contact with Epic since inception, including 52 Epic donors; with a control group of 39 major French donors unrelated to Epic
- Qualitative: 12 semi-structured interviews with high net worth Epic donors

#### SAMPLE SIZE

- Limited to one country, France, and to major decision makers (individuals, foundations, CEOs)

#### EVALUATOR

- Koreis Conseil: Consulting firm specialized in social impact evaluation

04

**OUR  
GRANTMAKING  
ENABLED BY OUR  
FUNDRAISING**



## HOW WE DISBURSED OUR FUNDS

Epic commits to grant a minimum of \$100,000 to each portfolio organization every year for a minimum of three years. In 2021, the generous support of Epic's donors enabled us to increase this amount, reaching **a minimum of \$150,000 per organization**, with many organizations receiving even larger sums. Our grantmaking strategy aims for us to be **both responsible and catalytic funders** to our portfolio organizations. We give reliable unrestricted funding over the course of multiple years at a scale of enough proportional significance to the organizations' budget to support real

growth, change or innovation during the course of our partnership.

Epic also seeks to ensure organizations are **financially viable and sustainable**. To avoid destabilizing the organization, we cap our funding at 20% of an organization's overall annual budget to ensure they maintain diverse funding streams, without undue reliance on us as a donor, and a continued organizational aim to support their long term financial health as an organization. We have set this approach so that we are in line with industry best practices in terms of responsible grantmaking.

53

©ThinkForward



Grants are usually **disbursed in two rounds**, one in the second quarter and one in the fourth quarter of the calendar year. They come from either earmarked donations (donors specify what organizations, theme or country will receive the funds) or portfolio donations (funds that go to the portfolio as a whole). The allocation of portfolio funding by Epic is based on a number of factors, including: our ongoing assessment of their performance, strategic aims, organizational needs and capacities, the ability of our funds to be catalytic to their efforts and organizational budget size. **The first grant round of 2021 was the highest first round of disbursement in Epic's history, with a total of \$3,341,669 deployed.**

These strong fundraising numbers for 2021 enabled Epic to hold reserves in line with responsible grantmaking practices, to be more reactive to ad hoc needs of nonprofits and ensure Epic was able to absorb any financial impact of COVID-19 and its related economic downturn on our fundraising. This reserve strategy proved to be particularly successful with regards to the situation in India. Indeed, Epic was able to respond quickly and allocate additional funds to Indian organizations without waiting for the completion of additional fundraising (see page 59), therefore bringing much needed support to Epic portfolio organizations who were on the ground making sure people could remain, healthy, and safe. **Our total reserves at the end of 2021 amounted to \$907,000.**

## HOW OUR FUNDS WERE USED BY THE ORGANIZATIONS

At Epic, we are committed to providing organizations with **unrestricted funding, which we believe is the most catalytic way of ensuring they deliver critical change**. This is made possible thanks to Epic's selection and monitoring process, which enables our team to have a comprehensive overview of the strategy, strengths and weaknesses of the organizations we support (see "Our Guiding Principles" above), and therefore trust the ways in which each organization chooses to deploy their funding.

In 2021, thanks to Epic's donors' generous support, our funding was instrumental to portfolio organizations. Through our direct relationships with organizations and validated through our anonymous surveying and third party evaluation (see "Epic's Impact"), we understand the value Epic funding holds for portfolio organizations, many of whom reflect on the ways our funding enables them to be more nimble, adaptive, impactful and bold for those they serve.

Throughout the year, we monitored various instances of **Epic's funding advancing organizational ambition and capacity**. In the instance of the American edtech nonprofit, **New Classrooms**, Epic's funding was used to research, develop and apply their newly launched learning program, Teach to One Roadmaps (a new online program providing a free set of diagnostic assessments to guide individual learning plans for children struggling with learning loss or academic advancement). For **REACH**, the Vietnamese job-readiness nonprofit, Epic's unrestricted funding supported the physical infrastructure needed for the organization's scale by contributing to costs for the build of new training centers. For organizations like **JED**, Epic's support was critical to expanding the marketing and communications strategies essential to reaching their target audience. JED used Epic's funding to improve their website—the primary mechanism for their outreach and engagement of youth and partners alike. Since launching the website, JED has witnessed an 89%

increase in their digital engagement, which is an essential outcome for its strategic growth plan.

2021 was a year of uncertainty and upheaval for most organizations, in large part due to increased costs of executing programs during restricted periods of lockdown and isolation. For other organizations, COVID-19 created vast increases in need for the type of programs they implement. Epic's unrestricted and high volume of funding support enabled many organizations to be reactive and responsive to emergency needs. For British organizations, **The Brilliant Club** and **Street League**, it supported them during transition periods with other funders and absorbed loss of funding needed to maintain programs and meet the scale of need.

Perhaps most inspiring, organizations reflected that the type of unrestricted funding we provide is an effective model for grantee organizations to set forth to other funders as a template to replicate.

55

Being able to show our responsible use of unrestricted funding from Epic has served to demonstrate the value of unrestricted dollars to other funders. In the past year, over half of our philanthropic support has been unrestricted. This is a huge win! Epic has been a leader on trust-based philanthropy for years—we couldn't be more appreciative!

Michelle Brown, CEO of CommonLit





## FUNDRAISING FOR SMART GIVING

All of this is possible **thanks to our community of donors** (individuals, corporations, entrepreneurs or investors) who pool their resources to drive social change. We've made it as easy as possible for them to give back. In turn, we guarantee them trust, accountability and transparency, using their donations strategically so that **their gift can have even greater impact.**

We offer innovative giving solutions:

- **Epic Pledge:** founders or investors embed purpose into their life's work and join a global like-minded community, by pledging a percentage of their future success
- **Epic Give:** individuals, families or family offices support Epic to ensure they have a real impact when they give back
- **Epic Lab:** companies of any size, weave purpose into the fabric of their business, seamlessly and efficiently using a range of innovative giving and impact solutions



Epic's robust and data-driven methodology inspired by funds like us impressed me and our sustainability forum. We are looking forward to changing the lives of children and youth around the world for a better tomorrow.

Marco Morelli, AXA IM, Executive Chairman



## \* CASE STUDIES

- **Giving in a systematic way, with Big Mamma:** since 2019, restaurant chain Big Mamma partnered with Epic to implement checkout giving across their three London restaurants. Customers can add £1 to every bill. This simple idea has helped Big Mamma raise nearly half a million dollars! During the pandemic, Big Mamma also doubled down on their commitment to help underserved young people and chose to work with Street League when recruiting for positions in their dark kitchens (kitchens which cater only for delivery). Big Mamma worked with Street League to support ten young people into employment.
- **Reaching Sustainable Development Goals, with AXA IM:** the asset manager decided to donate five percent of the management fees on their impact fund, choosing to work with Epic for their Education Stream. Partnering with Epic over a period of three years, allows AXA IM to support a diverse global portfolio which speaks to the objectives of the UN Sustainable Development Goal 4, which focuses on education.
- **Pledging for good, with Boxed:** In 2018, Chieh Huang took the Epic Pledge to share a portion of his future success with high-impact charities in the Epic portfolio. From a garage to an automated warehouse of the future, his company Boxed went public in 2021! We are proud to guide his giving journey to “do the stuff that really matters.”

57

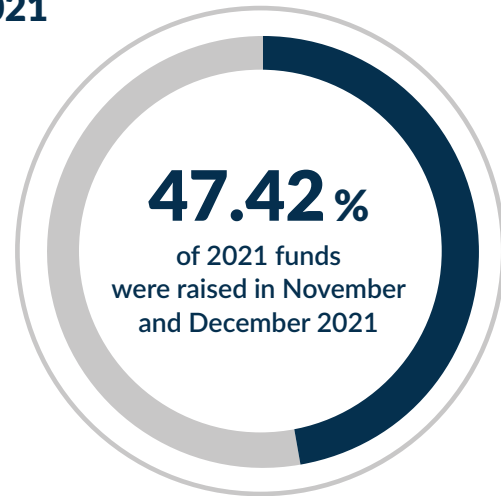
### EXCEPTIONAL INDIA COVID FUND

After India was hit by the deadly second wave of COVID-19, Epic rallied its community of donors to raise a specific fund in the second quarter of 2021. The situation in India was indeed catastrophic: the healthcare system was on the brink of collapse, restrictions put in place to bring the virus under control set off a wave of unemployment, and vulnerable communities struggled to provide for their families. Thanks to Epic's exceptional fundraising and the mobilization of our donors, which enabled us to raise \$230,200 for our Indian grantees (Prerana, Apnalaya and SNEHA), we were able to support nonprofits that were developing life-saving solutions for the local community.

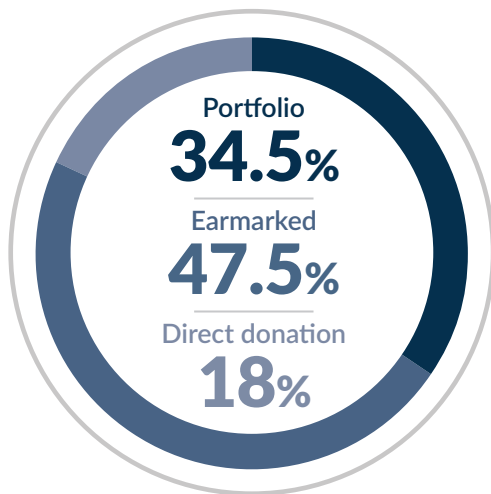


## TOTAL FUNDS MOBILIZED BY 2021

All time to 2021:  
**\$54,509,020**  
 2021: \$10,231,321



## PORTFOLIO, EARMARKED AND DIRECT DONATION IN 2021



## PLEDGES SIGNED

All time to 2021:  
**286**  
 2021: 83

## SPONSORSHIP

All time to 2021:  
**\$1,792,025**  
 2021: \$322,905

### NOTA BENE:

- **Portfolio donations:** Epic donors direct their funds to the portfolio as a whole.
- **Earmarked donations:** Donors specify what organizations, theme or country will receive the funds.
- **Direct Donations:** Epic donors occasionally choose to contribute to Epic portfolio organizations above and beyond the donations that they made to Epic. These donations may have been the result of Epic's work and intermediation. Amounts mentioned as direct donations are indicative and represent a minimum amount that Epic has facilitated.
- **Events Sponsorship:** Epic accepts restricted corporate donations which are used solely to cover the operational costs of events. These are isolated from other donations, as we guarantee that 100% of donations to the portfolio go to the portfolio.

05

**ENGAGING OUR  
COMMUNITY**

At Epic, we believe that bringing people together is key to bridging the gap between different sectors who can all contribute to social good. In 2021, we organized five Rooftop drinks in London and Paris, four Ambassadors’ lunches, and two headline events: The Epic Chat Series, and The Epic Nights.

## THE EPIC CHAT SERIES

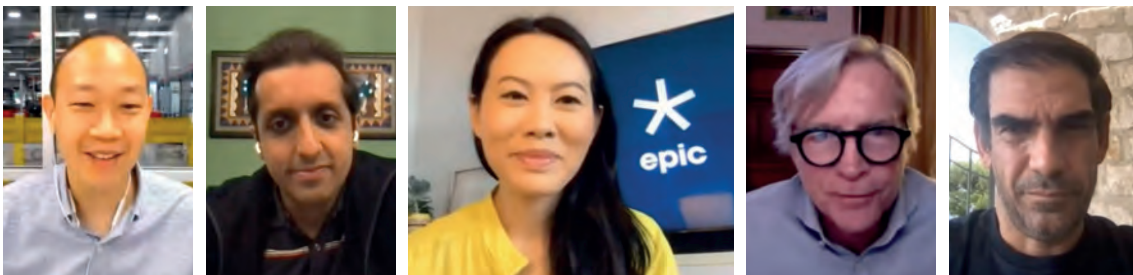
**What?** Conceived in March 2020, at a time when we could not gather in person, the Epic Chat was a way to bring together Epic’s global community of pledgers\* for 30 min real-time conversations about the superpowers and well-kept secrets that have helped exceptional founders and venture capitalists navigate uncertainty, attain success and give back to society.

Speakers chose to allocate funds raised during their Epic Chat to one organization from the Epic’s Children and Youth portfolio. As always, 100% of the money received went to the chosen nonprofit.

**Who?** 7 Epic chats in 2021 with:

- **Yves Sisteron**—Managing Partner, Upfront Ventures
- **Chieh Huang**—CEO, Boxed
- **Agathe Wautier**— DG & Co-founder, The Galion Project
- **Rishi Jaitly**—Founder & CEO, Times Bridge
- **Jose Marin**—Co-founder, FJ Labs
- **Fred Destin**—Founder, Stride.VC
- **Fanny Picard**—Owner, Alter Equity

*\*Pledgers are a community of entrepreneurs, investors and corporations that commit to give a percentage of their future success to social good.*



## THE EPIC NIGHTS

Every year, Epic Nights celebrates Epic’s community of nonprofits, donors, and friends, around common values. It provides the opportunity to highlight the impact achieved throughout the year, as well as share our ambitions for the future.

The Epic Nights are not a traditional charity gala—the entrance is free of charge thanks to the generous support of sponsors, guests are free to mingle, the location is off the beaten path. After a year of hiatus in 2020 due to the pandemic, it was a true pleasure to see our community united again.

61

# 3

**cities**

The Gansevoort - New York  
 Yoyo, Palais de Tokyo - Paris  
 The Arches - London

### Our 2021 Epic Night performers and hosts:

- Martin Solveig
- Grand Corps Malade
- Mosimann
- Michel Cymes
- Céline Sallette
- Lola Young



## Our auctions of 'money can't buy' experiences

The Epic Nights are also the launch of our end of year fundraising campaign. During COVID-19, we pivoted to online auctions—this proved very successful and, as a result, we maintained the online format in 2021. 2021 auction lots included:

- **A private tour of the SpaceX facility** in Texas
- **A day on the set of the global hit series "Succession"**
- **The opportunity to accompany Martin Solveig and his team** to Tomorrowland
- **An exclusive visit and tasting at the ultra-exclusive Petrus**, followed by lunch in the Moueix family home
- **Power lunches** with Tinder CEO Renate Nyborg and Sorare CEO Nicolas Julia.







06  
**LOOKING  
FORWARD**

2025 will mark Epic's ten year anniversary. We have therefore instituted an ambitious three year strategy to ensure that we achieve maximum impact within our ten year time frame.

## \* A NEW CHAPTER: CREATING AN ENVIRONMENT PORTFOLIO

Building upon the strength and effectiveness of our model, Epic is taking the next step in **confronting one of the most urgent issues of our time** by creating a second portfolio focusing on climate change and environmental protection. Hand in hand with our community, Epic stands ready to make our mark towards a brighter, more sustainable future for all. Our tagline and descriptions, as you may have seen in the first pages of this report, have been fully updated to reflect this. We hope to be able to present this new portfolio to our community by the end of 2022.

## \* EXPLORING EPIC SOCIAL FRANCHISING

Our team has often been asked to apply our selection, monitoring and portfolio composition methodology in other geographies, or on other topics. In 2022, Epic will explore to what extent we can leverage our experience and achievements to support individuals or corporations in **replicating Epic's model and best practices**.

64

## \* 10 YEAR GOAL: \$100 MILLION AND 750 PLEDGES BY 2025

Because we believe that change can only happen if donors join the fight, we have decided to set a bold objective for our 10 year anniversary—to mobilize \$100 million for the nonprofit sector, and to reach 750 pledges signed by 2025. **We are proud to have reached, at the end of 2021, \$54 million mobilized and 286 pledges** signed, and are gearing up for the next big step. To achieve that goal, we must start now, and **we cannot do it without you**. We hope you can join us!





07  
**APPENDIX**

## EVOLVING OUR MONITORING AND SELECTION

In 2021, to better reflect Epic's evolving knowledge around grantmaking best practices as well as incorporate the learnings from the past seven years of working closely with nonprofits, Epic chose to update our selection and monitoring framework by:

- Reviewing and updating the 15 factor framework which forms the basis of both our selection and monitoring processes
- Adapting the monitoring cycle to yield even higher quality reporting

### \* REVIEW OF THE 15 FACTOR FRAMEWORK

Epic is proud of its unique 15 factor model. In 2021 we maintained, but expanded, this framework to include (see up-to-date framework on page 21):

- Emphasis on the ability of an organization to incorporate learnings through all aspects of their work, and to test and iterate new practices
- Distinction between how organizations design their strategies and how they execute it
- Addition of a 'Context' factor to better assess how an organization looks at the broader context in which it operates (root causes of an issue, landscaping of key stakeholders, etc.) and how it acts as part of an ecosystem
- Addition of an 'Ethics' factor to include a broader analysis of Diversity, Inclusion and Equity, with particular consideration for the integration of Rights Holders (children, youth, families, communities) in the design and execution of programs, as well as governance
- Focus on systems change in order to assess the ability of an organization to influence the root causes of the issues they are tackling and influence lasting change
- Broadening of 'Child protection policies' to include 'Safeguarding' on a larger scale, to include prevention, risk mitigation, accountability and investigation measures regarding children, youth, staff, volunteers and partners—both in policy and in practice
- Extension of the 'Digital Presence' factor to include broader evaluation of Marketing and Communications and the extent to which the Marketing and Communications strategy can deliver impact

## \* ADAPTATION OF THE MONITORING CYCLE

In 2021, we adapted our monitoring cycle to increase the robustness of our monitoring. We transitioned from a quarterly monitoring cycle to a tri-annual cycle. This allows for a more in-depth discussion of specific factors and is a more strategic use of time for the organizations themselves. These monitoring touchpoints, carried out by our programs team, are still complemented by conversations regarding capacity building, ad hoc support, communication opportunities, etc. In 2021, we received 78 trimesterly submissions from organizations, and conducted 78 monitoring interviews.

## OUR TEAM

67

Epic is the sum of four separate charitable entities: Epic Foundation, Inc. (in the US), Epic Foundation UK Ltd (in the United Kingdom), Epic Foundation France, and Epic Foundation Switzerland. Each entity is a registered charity with the relevant regulator/government in its country. The different teams collaborate and share resources under the terms of collaboration agreements independently approved by the board of directors between each respective entity. **Here is our team to date:**

## \* OUR BOARD MEMBERS

### Alexandre Mars

#### President

Epic Foundation Inc.  
Epic Foundation France  
Epic Foundation UK Ltd  
Epic Foundation Switzerland

### Myriam Vander Elst

#### Member

Epic Foundation UK Ltd  
Epic Foundation  
Switzerland

### Florence Mars

#### Member

Epic Foundation Inc.  
Epic Foundation France

### Jim Patrelle

#### Member

Epic Foundation  
Switzerland

### Charles-Henri Prevost

#### Treasurer

Epic Foundation Inc.  
Epic Foundation France  
Epic Foundation UK Ltd



## \* OUR GLOBAL EXECUTIVE COMMITTEE

- **Alexandre Mars:** Founder and CEO
- **Kate Riordan:** Chief Programs Officer
- **Myriam Vander Elst:** Chief Engagement Officer

## \* OUR GLOBAL TEAM

- **Camille Voisin:** Programs Manager Europe
- **Debbie Dreyfuss:** UK Director
- **Diane Mayer:** Global Events Manager
- **Hanane Ahmed-Chaouch:** Director of Marketing and Communications
- **Jason Mousset:** Development Manager
- **Jennifer Xu:** US Head of Development
- **Jonathan Hude-Dufossé:** Director of Development France
- **Léo Carion:** Project Manager
- **Louise Byrne:** Programs Director Europe and Asia
- **Peggye Totozafy:** Ambassadors Engagement Director
- **Pierre-Arnold Camphuis:** Director Benelux
- **Rebecca Sopchik:** Director of Administration and Finance

68

Thank you the following people who helped us make 2021 happen: Alexandre Lemétais, Anca Trandafir, Anita Kirpalani, Cécile Hyafil Guillerme, Constantine Christodoulou, Elise Lavielle, Geoffrey Ferez, Karine Etienne, Kate Visconti, Milo Richard, Sara Kianpour, Tomas Kantor, Vanessa Gosciny, Violaine Tardieu, and Zoé Ricci.

© The Brilliant Club



## OUR AMBASSADORS

Here are our ambassadors to date:



Alex  
Chung



Alexandre  
de Rothschild



Arieh  
Mimran



Arnaud de  
Puyfontaine



Anne Sophie  
Eyméoud



Aymeric  
de Hemptinne



Benjamin  
Chemla



Christophe  
Bavière



Benjamin  
Kanovitch



Benoist  
Grossmann



Benoit  
Valentin



Bertrand  
Badré



Bertrand  
Piccard



Boris  
Derichebourg



Bracken  
Darell



Bruno  
Colmant



Bruno  
Pani



Bruno  
Pavlosky



Cedric  
Sellin



Charlotte  
Gainsbourg



Chieh  
Huang



Constance  
Benqué



Edward  
Kim



Edward  
Roussel



Emmanuel  
Seugé



Eric  
Kayser



Frank  
Boulben



Fred  
Destin



Gad  
Elmaleh



Galo  
Diallo

# AMBASSADORS



Grand Corps Malade



Gilles Pelisson



Gonzalve Bich



Ilham Kadri



Jean-Claude Legrand



Jean Moueix



Jodie Kidd



Joydeep Sengupta



Jim R. Hedges, IV



Keren Lentschner



Kevin Mayer



Kimbal Musk



Lucie Basch



Lynn Forester de Rothschild



Marie de Foucaud



Michael Anchenbaum



Michael Kim



Morgan Hermand-Waiche



Morgann Lesné



Nachson Mimran



Nathalie Boy de la Tour



Neil Parikh



Nicolas Altmayer



Olivier Périer



Phil Libin



Philip von Wulffen



Philippe d'Ornano



Pierre Beaufile



Pierre Gurdjian



Pierre-Antoine de Selancy



Rowan Finnegan



Sébastien Delataille



Sébastien Lovy



Ségolène Gallienne



Shamin Walsh



Sonaly De Rycker



TG Herrington



Tigrane Seydoux



Tony Estanguet



Victor Lugger



Vincent Dassault



Zander Lurie



---

## 2021 Global Report - June 2022

Copyright © Epic Foundation France

### Credits

Written by Kate Riordan and Anita Kirpalani

Designed by Camille Virgitti - IDA&VOLTA

### Photos Credits

- Agir pour l'école • Apnalaya • BeCode • CFK Africa
- CommonLit • Depaul UK • DUO for a JOB
- Friends-International • Kiron Higher Education
- Learn Education • Living Goods • M'Lop Tapang
- New Classrooms • Pivotal • Prerana • REACH • Simplon.co
- SNEHA • Sport dans la Ville • Street League • StrongMinds
- The Brilliant Club • The Jed Foundation • ThinkForward
- Télémaque

### Photos Special Credits

- Alexandre Mars (Héloïse Morel) • Friends-International (Pierre Raimond) • The Brilliant Club ([httpcargocollective](http://cargocollective))
- Sport dans la Ville (Catherine Cabrol)

<https://epic.foundation> WEB

[development@epic.foundation](mailto:development@epic.foundation) ✉

Epic Foundation 

Epic Foundation 