

ACCESS

INNOVATION

MENTORSHIP

CONNECTIONS

INVESTMENT

PARTNERSHIP

COLLABORATION

EMPOWERMENT

LEADERSHIP

THE POWER OF OUR NETWORK



VITAL VOICES
GLOBAL PARTNERSHIP

**THE VITAL VOICES
NETWORK IS A LIVING
PART OF VITAL VOICES;
IT IS RESILIENT,
RESPONSIVE AND
POWERFUL IN WAYS WE
NEVER IMAGINED.**

DEAR FRIENDS

**THE IDEA BEHIND VITAL VOICES WAS SIMPLE:
WE WANTED TO CREATE A PLATFORM FOR LEADERS WHO
WEREN'T BEING HEARD. WHAT WE NEVER ANTICIPATED
WAS HOW THAT PLATFORM WOULD EVOLVE.**

As our programs grew and our reach spread, a powerful network rose up. For us, it became a source of knowledge, guidance and inspiration. For the women who built it, it became a force for change.

It's been 20 years since we began investing in women, and we've seen that our network has just as much transformative power as our individual investments, signature programs or fellowships. Members of our Global Leadership Network consistently show us that the network accelerates their progress. When one leader shares insights, ideas and connections, she reaches thousands who can directly benefit from her experience.

So many of the women we partner with are working in extremely dangerous, isolated environments. They tell us that the solidarity they feel and the confidence they build through the network is truly invaluable. In times of crisis, members coordinate around the globe to take action and support one another.

The network has become a living part of Vital Voices; it is resilient, responsive and powerful in ways we never imagined. And we know that it has the potential to become an even more influential force – which is why this year we brought together 100 of our most active, visionary members to strategize and map out an ambitious plan for the future of this movement. We look forward to sharing their ideas and new developments with you.

We've also learned that this powerful network, though catalyzed by the women we work with, is not exclusive to them. Our network includes our supporters, partners and donors who believe just as strongly as we do that empowering women leaders is fundamental to creating a more equal, prosperous world for us all.

On behalf of Vital Voices and the incredible leaders we partner with, we are pleased to present our 2016 Annual Report. We hope it provides not only a snapshot of our impact, but a reminder that individually, Vital Voices leaders are strong. United, they're unstoppable.

With gratitude for all that you do,



Beth Brooke-Marciniak
CHAIR
BOARD OF DIRECTORS



Alyse Nelson
PRESIDENT AND CEO



V. Sue Molina
VICE CHAIR
BOARD OF DIRECTORS

IN 2016

IN 2016, OUR
IMPACT WAS FAR
REACHING.

Participants in our programs mentored 460 other leaders, trained 4,361 fellows and gave speeches and presentations on women's empowerment to 6,927 individuals.



AT LEAST AN ADDITIONAL 11,748 INDIVIDUALS WERE:

MENTORED



460

TRAINED



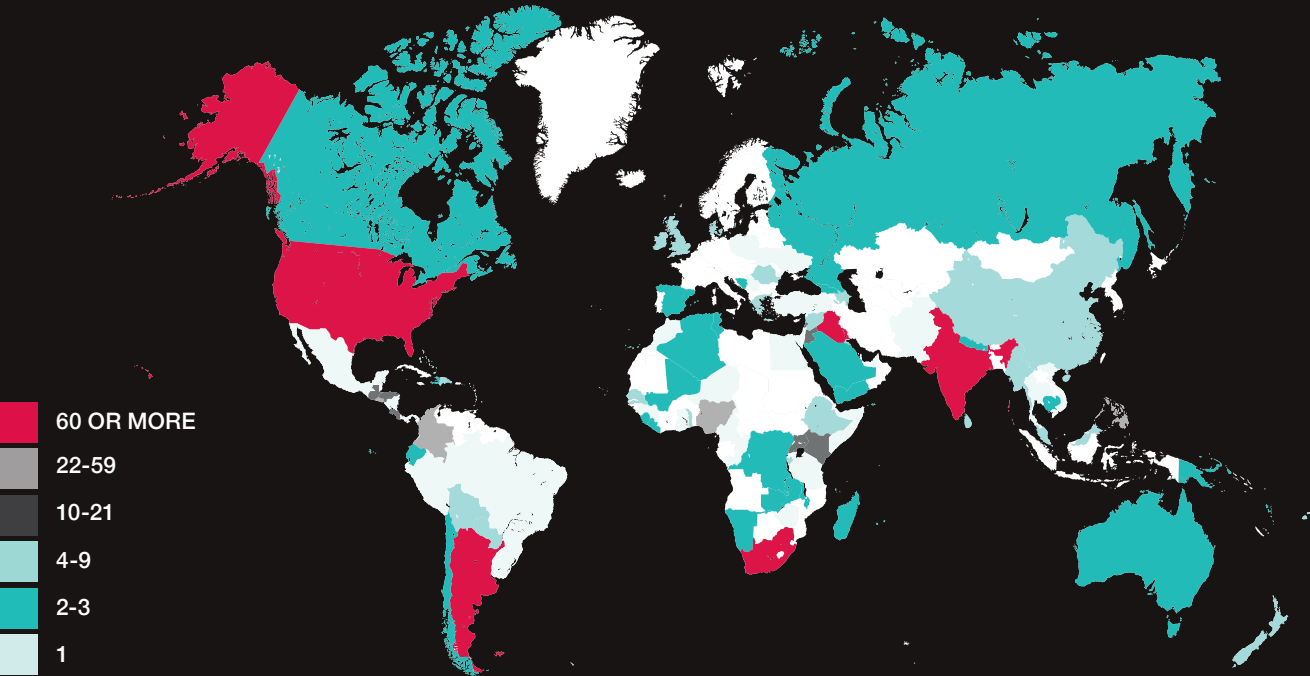
4,361

EMPOWERED



6,927

PROGRAM PARTICIPANTS



OUR APPROACH

AT VITAL VOICES, WE IDENTIFY
A WOMAN LEADER WITH A
DARING VISION, AND THEN WE
PARTNER WITH HER TO MAKE
THAT VISION A REALITY.

Through long-term investments that expand her skills, connections and visibility, we accelerate her efforts.

Our groundbreaking approach is divided in to four areas of focus:

- Individualized Investments
- Signature Programs
- Network Activation and Global Advocacy
- Thought Leadership

READ ON MORE ABOUT OUR APPROACH.

INDIVIDUALIZED INVESTMENTS

WE'RE CHARTING A NEW COURSE IN WOMEN'S LEADERSHIP, MAKING INVESTMENTS THROUGH TARGETED TECHNICAL TRAININGS, CATALYZING THE VISION OF A SELECT GROUP OF WOMEN LEADERS AND CURATING A SYSTEM OF SUPPORT FOR THEM AROUND THE WORLD.

Through individualized investments, we partner with women to offer tailored and ad hoc individualized support as needed. We are committed to increasing their visibility, raising awareness for the issues they are tackling and facilitating connections and partnerships to help them scale up their work and achieve even greater impact.

VV100

Over the course of 20 years, Vital Voices has worked with thousands of women leaders who are at the forefront of global progress. Through VV100, in partnership with Johnson & Johnson, Vital Voices partners with a select group of 100 of the most engaged and visionary members of our Global Leadership Network to develop tailored support that enables each leader to achieve her vision for her community and country. In-depth trainings include Johnson & Johnson's Human Performance Institute, problem-solving among network peers and partnering with Vital Voices to galvanize the larger Global Leadership Network.



72

Recipients from 18 Countries

\$209,325

Issued in Urgent Assistance grants

URGENT ASSISTANCE

In an effort to increase access to services for survivors, the Voices Against Violence program provides urgent assistance funds to survivors of extreme cases of gender-based violence who don't have alternate means of support in the aftermath of violence. Funds support immediate, short-term needs including medical expenses, psychosocial counseling, emergency shelter, or relocation expenses, livelihood and dependent support and legal assistance. Survivors can request emergency assistance directly or through intermediaries such as civil society organizations, services providers and faith-based or community groups.

GLOBAL LEADERSHIP AWARDS HONOREE PROGRAM

EACH YEAR, THE GLOBAL LEADERSHIP AWARDS HONORS AND SHOWCASES A NUMBER OF EXTRAORDINARY VITAL VOICES WOMEN LEADERS ONSTAGE AT THE KENNEDY CENTER IN WASHINGTON, DC.

Our investment in the Global Leadership Awards honorees does not begin and end with one night. The Honoree Program is a year-round, customized initiative that includes an intensive, week-long training – tailor-made for each honoree – in which we provide targeted capacity building to support leadership and professional development. We continue to partner with honorees year-long to provide individualized investments, visibility opportunities and connections that bolster their platform, strengthen their goals and bring further credibility to their work.

2016 HONOREES



HAFSAT ABIOLA (NIGERIA)
A pro-democracy activist and political representative fostering women's leadership in Nigeria and throughout Africa.



AKANKSHA HAZARI (INDIA)
A social entrepreneur using mobile-based technology to accelerate economic development, empowering underserved communities.



KANIM LATIF (IRAQ)
A fearless leader defending women's equality and offering a refuge to survivors of gender-based violence in Iraqi Kurdistan.



YOANI SANCHEZ (CUBA)
A blogger, journalist and voice for change, pioneering a movement to establish a free press in Cuba.

SIGNATURE PROGRAMS

WE WORK WITH LEADERS IN THREE KEY AREAS:
HUMAN RIGHTS, ECONOMIC OPPORTUNITY AND
POLITICAL AND PUBLIC LEADERSHIP.

Our programs offer practical skills and services; we help leaders develop strategic plans, tell their stories and reach new markets. We connect them with expert advisers for mentoring and collaboration. We share their perspectives and their work with the audiences they need to reach, and we mobilize communities online and offline to take action on critical issues.

VV GROW FELLOWSHIP

The VV GROW Fellowship is a highly competitive one-year accelerator program for women owners of small and medium businesses in Latin America and the Caribbean, the Middle East and North Africa and sub-Saharan Africa. The program includes customized business skills training, technical assistance, leadership development and access to networks to grow their businesses and increase their leadership impact. Through global and regional online and in-person trainings, fellows focus on strategy and long-term business value paired with action-oriented plans. They amplify their role as leaders in their businesses and their communities to create jobs, stimulate long-term economic growth and produce wider social benefits.



61

Participants

9%

Acceptance rate per
initiative

(compared to Harvard
Business School's 12%)



124

Participants



119 countries have
passed legislation on
gender based violence and
125 have laws on sexual
harassment in workplaces
and public spaces.
However, only 52
countries have marital rape
laws in place.



280

Participants

VOICES AGAINST VIOLENCE: THE GENDER-BASED VIOLENCE GLOBAL INITIATIVE

With support from the U.S. State Department and the Avon Foundation, Voices Against Violence is led by a consortium including Vital Voices, Promundo, IOM and Global Fund for Women.

This initiative ensures that victims and survivors of gender-based violence and harmful traditional practices gain better access to services, protection and the justice they deserve. This international network coordinates urgent responses to survivors in the immediate aftermath of violence. Partners also pursue legal reform and address cultural norms that contribute to early marriage and female genital mutilation.

JUSTICE INSTITUTES ON GENDER-BASED VIOLENCE

Justice Institutes are interactive training programs that promote a holistic response to violence against women. A key component of the Voices Against Violence Initiative, these institutes focus on victim safety and offender accountability. Institutes are country-specific and regionally-tailored to provide participants a human rights-based approach to identify, investigate, and prosecute gender-based violence crimes in their communities.

Participants include judges, prosecutors, law enforcement and service providers. Institutes emphasize collaboration across disciplines and give participants the tools they need to work together more effectively.



THE IMPORTANCE OF CONFIDENCE:

One critical aspect of the Vital Voices leadership model is providing access to resources and knowledge so that women can find the power within and develop self-confidence¹ to become agents of change and overcome socio-cultural norms.

The ability to identify and face difficulties with confidence is related to the effectiveness, influence and overall success for both leaders and the organizations they lead.² For this purpose Vital Voices measures confidence in a fellows ability to lead, manage and make a positive impact in their community.

1. Stromquist, 1995; Modesdale, 2005

2. Patch & Jacobowitz, 1996;

Guillen, Mayo & Karelia, 2016

GLOBAL FREEDOM EXCHANGE

In partnership with Hilton, this innovative two-week program convenes emerging women leaders who are dedicated to ending child sex trafficking.

Leaders travel to Washington, D.C., New York City and Dallas to learn about best practices and policies developed by government agencies and various organizations. Leaders gain specific knowledge, skills and relationships that benefit their professional development, their respective NGOs and the communities they serve.

This program fosters a global network of activists who work together to prevent and respond to trafficking and provide survivors the opportunity to become leaders in the movement to end trafficking.

THE FORTUNE/U.S. STATE DEPARTMENT

GLOBAL WOMEN'S MENTORING PARTNERSHIP

Global businesswomen at the crossroads of their leadership paths are paired with top American female executives—Fortune's Most Powerful Women— and their teams, who serve as mentors. This program draws on the knowledge and expertise of America's most accomplished leaders to empower women professionals from around the world. When alumnae return to their home countries, Vital Voices continues to engage them through local Businesswomen's Networks, Mentoring Walks and the Global Leadership Network.



22

Participants

90%

Reported maintaining or increasing their confidence in having a positive impact in their communities



22

Participants

100%

Reported implementing changes to their businesses or organization

"As Fellows hone their visions, skills and tools to be more effective leaders, I hope we can collectively spread the transformational power of women and pay it forward."

– VVLEAD AMBASSADOR
ANNE GITHUKU-SHONGWE



13

Participants

100%

Reported implementing changes to their businesses/organization



50

Participants

\$62,645

Awarded in 34 grants

GLOBAL AMBASSADORS PROGRAM

A Vital Voices and Bank of America partnership, this program provides mentorship opportunities for emerging women leaders.

Through an innovative, immersive approach to mentoring, this international effort connects women leaders (mentees) at a tipping point in their professional, business and leadership paths with established women executives (Global Ambassadors or mentors) for mentorship. Regional gatherings include business acumen and skills training, networking, and personal development workshops. We take an innovative, immersive approach to mentoring in regions around the world; offering in-person exchanges and online curriculum.

VVLEAD FELLOWSHIP LAUNCHED IN 2016

In partnership with POND'S, the VVLead fellowship provides training and gives visibility to over 50 women who apply value-driven approaches to social, human rights and environmental challenges.

Fellows are trained in the Vital Voices Leadership Model and customized modules that promote a new vision for leadership that emphasizes the strength of leaders to engage others and shift culture through soft values.

HERLEAD

Through a series of forums, grants and relationship-building opportunities with peers and influential women leaders, HERlead is creating a world where young women can pursue their futures with confidence.

This groundbreaking fellowship empowers young women and equips them with the leadership skills they need to affect global progress, invest in their communities and begin their journeys as the next generation of leaders. In partnership with ANN INC., parent company of Ann Taylor, LOFT and Lou & Grey, this program provides customized leadership training and valuable skills and tools to inspire young women, help them realize their leadership potential and change the world.

NETWORK ACTIVATION + GLOBAL ADVOCACY

THE VITAL VOICES GLOBAL NETWORK OF EMERGING AND ESTABLISHED WOMEN LEADERS CREATES A THRIVING LIFELINE OF SUPPORT FOR ADVANCING GENDER EQUALITY.

Our efforts to activate and advocate on behalf of our global network are rooted in the belief that in order to advance the causes of women, women themselves must connect with, empower, equip and inspire one another at all levels of society.

VV GLOBAL LEADERSHIP NETWORK

The Global Leadership Network links the thousands of pioneering women leaders who participate in Vital Voices training programs and conferences. This network provides the foundation for developing future training programs and enables alumnae to expand the circle of leadership in their own communities. The network also acts as a catalyst for global action on urgent issues and serves as a source of expertise and support.

MENTORING WALKS

A GLOBAL MOVEMENT

On International Women’s Day, members of the Global Leadership Network led Global Mentoring Walks in 57 countries. Through their efforts, nearly 13,000 participants worldwide came together across cultures, generations, religions, countries and identities to pay it forward through mentorship.

A LASTING IMPACT

The impact of the Vital Voices Global Mentoring Walks begins locally. Vital Voices Global Leadership Network members organized, served as Flag Bearers, fundraised and tailored each walk to address critical challenges facing women and girls in their local communities.



86

Mentoring Walks



57

Countries that held Mentoring Walks



12,965

Attendees in Mentoring Walk events

THOUGHT LEADERSHIP

WE PUSH THE GLOBAL AGENDA FOR WOMEN AND GIRLS. OUR WORK CONTRIBUTES TO CUTTING-EDGE RESEARCH AND FORGES NEW ALLIANCES, CATALYZING POSITIVE CHANGE.

ALLIANCE TO END SLAVERY AND TRAFFICKING (ATEST)

ATEST is a U.S. based coalition that advocates for solutions to prevent and end all forms of human trafficking and modern slavery around the world. As a member organization, Vital Voices advocates for lasting solutions to prevent labor and sex trafficking, hold perpetrators accountable, ensure justice for victims and empower survivors with tools for recovery.

WOMEN, PEACE AND SECURITY CIVIL SOCIETY WORKING GROUP

The U.S. Civil Society Working Group on Women, Peace, and Security (U.S. CSWG) is a non-partisan network of civil society organizations with expertise on the impact of women in war and their participation in peacebuilding. The working group is an engaged coalition to promote the effective implementation of the U.S. National Action Plan on Women, Peace and Security.

GIRLS NOT BRIDES

Girls Not Brides USA, the U.S. national partnership to end child marriage, is an advocacy coalition composed of more 50 organizations and has been working for nearly a decade to elevate and prioritize the U.S. government’s engagement on this issue globally.

COALITION TO END VIOLENCE AGAINST WOMEN AND GIRLS GLOBALLY

The Coalition to End Violence against Women and Girls Globally consists of more than 200 organizations that work to build public support and raises awareness to prevent and respond to violence against women and girls globally; urge the U.S. government to elevate diplomatic and programmatic work on this issue; and advocate for a holistic multi-sectoral approach that promotes and shares best practices to prevent and respond to violence against women and girls.

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- Kelli Stewart
- Catherine St-Laurent
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- Valerie Wasserman
- Tracy Webster
- Nora Zehar

BUILDING AN ACTIVE SUPPORTER BASE

Vital Voices is committed to building an active supporter base in regions across the United States and Europe to establish partnerships with local individuals, organizations, foundations and corporations to support the advancement of women’s leadership worldwide. To lead these efforts, we launched several Vital Voices Councils and are continuing to seek new members to advance Vital Voices’ objectives in key regions.

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- Dr. Jean Baderschneider
- Kate Boyce Reeder
- The Honorable Ann Brown
- Marcia Carlucci
- Molly Cashin
- Ashley Davis
- Sonnie Dockser
- Bobbie Greene McCarthy
- Theresa Loar
- Marlene Malek
- Donna McLarty
- Shelia Rabaut
- Sarva Rajendra
- Ricki Tigert Helfer
- Joanne Young

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- Eliza Flug-Shelden
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- Ibilola Amao
- Cynthia Axell
- Marion Ballard
- Latifat Balogun
- Militza Bedoya
- Melissa Briggs
- Lorena Diaz Quijano
- Maureen Dickens
- Laurie Diethelm
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- Connie Grazia
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- Julie Harris
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- Harriet Hentges
- Tim Immaculate Bih
- Farley Kern
- Veronica Kette
- Julia Mooney
- Kiyomi Nojiri
- Liza Nugent
- Katherine O’Hearn
- Barbara Saurer
- Deborah Stedje
- William Walker
- Patricia Webb
- Valerie Wildman

MAJOR CONTRIBUTORS

VITAL VOICES
GLOBAL
PARTNERSHIP
THANKS
ALL OF OUR
CONTRIBUTORS
WHO HELPED
SUPPORT OUR
PROGRAMS
IN 2016.

\$100,000

ANN INC.
Avon Products Foundation
Bank of America
Bill & Melinda Gates Foundation
The Blythe Brenden-Mann Foundation
Citi Foundation
The Diller-von Furstenberg Family Foundation
Embassy of the United Arab Emirates
ExxonMobil Foundation
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InMaat Foundation
Johnson & Johnson
POND'S
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\$50,000 - \$99,999

Abbott
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Cambria Estate Vineyard
& Winery Seeds of
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Diana Davis Spencer
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Susan K. Patrick
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\$10,000 - \$24,999

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\$2,500 - \$4,999

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\$1,000 -
\$2,499

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Jeanne Rand
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Cokie Roberts
Joseph F. Roda
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Victoria Rollins
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The Honorable Melanne Verveer
Jennifer Vinz
Leigha and Eli Weinberg
Patricia Wirtz and Douglas Berke
Irene and Alan Wurtzel
Victoria Zitrin

PARTNERSHIPS

VITAL VOICES
GLOBAL
PARTNERSHIP
THANKS ALL OF
OUR PARTNERS
WHO HAVE
SHARED THEIR
TALENT, TIME,
AND RESOURCES
IN 2016.

CORPORATIONS

Air India
AirBNB
Akin Gump Strauss Hauer & Feld LLP
Andalou Naturals
ANN INC.
Avon Brasil (Avon Cosméticos LTDA)
Avon Foundation for Women
Bank of America
Brandtone
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Embassy of United Arab Emirates
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InterAmerican Development Bank
International Trade Centre
United Nations Office on Drugs and Crime (UNODC)
U.S. Department of State
U.S. Chamber of Commerce
U.S. State Department – Bureau of Democracy, Human Rights and Labor (DRL)
U.S. State Department International Visitors Leadership Program
U.S. State Department – Office of Global Women's Issues
U.S. State Department – Office to Monitor and Combat Trafficking in Persons (JTIP)

NON-GOVERNMENTAL AND OTHER ORGANIZATIONS

AEquitas: The Prosecutors’ Resource on Violence Against Women
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Innovest Me
International Center for Research on Women (ICRW)
International Centre for Missing & Exploited Children
International Organization for Migration (IOM)
Letot Center
McLarty Global Fellows
Mosaic Family Services Human Trafficking Center
National Center for Missing & Exploited Children
New Dawn Organisation (Somalia)
No Ceilings: The Full Participation Project
Oasis500
POWA (People Opposing Women’s Abuse)
Polaris Project
Prerana
The Private Sector Organization of Jamaica

Promundo-US
PUM
Punto Talent
Raffa, P.C.
Rede Nami
Roudha Center
Rwanda Women’s Network
Save the Children India
SEED (Kurdistan)
Skoll Foundation
STRATEGIES!
TEARS (Transform Education About Rape and Sexual Abuse)
Universal Relief Foundation (Kenya)
United States Institute of Peace (USIP)
Value for Women
Vita Global
WAIN
WAVE Network (Women Against Violence Europe)
WeConnect
Women’s Empowerment Organization
Women in the World

VITAL VOICES CHAPTERS AND AFFILIATES

Vital Voices Mexico
Vital Voices Poland
Voces Vitales Argentina
Voces Vitales Costa Rica
Voces Vitales El Salvador
Voces Vitales Guatemala
Voces Vitales Honduras
Voces Vitales Nicaragua
Voces Vitales Panama
Voces Vitales Peru
Voces Vitales Venezuela

UNIVERSITIES

Harvard Business Publishing
Manchester Business School, The University of Manchester – Middle East Centre
Univeristy of Arkansas
University of Michigan

MEDIA

Bloomberg
Fortune’s Most Powerful Women
The New York Times
Thomson Reuters
WAMDA

LEGAL

Tia Cudahy
Dallas County Criminal Court No. 9 – Prostitution Diversion Court
with Judge Peggy Hoffman
DLA Piper
New York Family Justice Center- Brooklyn (BKFJC)

MENA BUSINESSWOMEN’S NETWORK AND ASSOCIATIONS

Association des Femmes Chefs d’Entreprises du Maroc (AFEM)
Association for Women’s Total Advancement and Development (AWTAD)
Businesswomen’s Association of South Africa (BWASA)
Business Women Forum-Palestine (BWF)
Business Development Center (BDC Jordan)
BWE 21
CellA Network (The Saudi Professional Women’s Network)
Dubai Business Women’s Council (DWC)
Kenya Association of Women Business Leaders (KAWBO)
Lebanese League for Women in Business (LLWB)
The Qatar Businesswomen Association
Uganda Women Entrepreneurs Association Limited (UWEAL)
Women in Management, Business and Public Service (WIMBIZ)

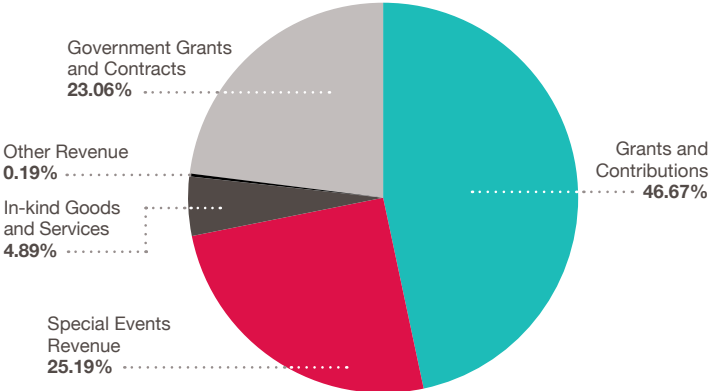
INDIVIDUALS

Verónica Banck
Adriana Caballero
Lolis Castilleja
Rowena Coe
Jeanette Cruz
Marisol Arteaga González
Alia Gharaibeh
Christina Khater
Andrea Romero
Meggie Salgado
Karin Sempf
Cristina Sevilla
Basma Adballah Uraiqat
Shakti Vahini
Berenice Westmore
Diane White

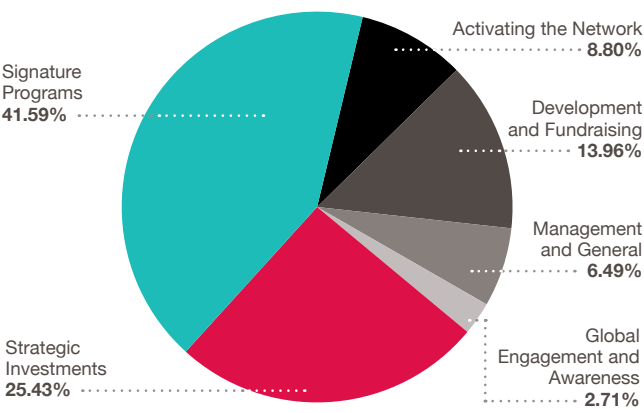


FINANCIALS

REVENUES



EXPENSES



FINANCIAL POSITION

DECEMBER 31, 2016

ASSETS

Cash and cash equivalents	\$3,394,499
Certificates of deposit	\$70,733
Contributions receivable, net	\$1,178,452
Government grants and contracts receivable	\$259,395
Accounts receivable	\$23,252
Prepaid expenses	\$325,687
Inventory	\$13,407
Property and equipment, net	\$87,093
Total Assets	\$5,352,518

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable and accrued expenses	\$226,605
Accrued leave	\$64,780
Refundable advances	
Funds held on behalf of others	\$11,357
Deferred rent and lease benefit	\$358,089
Total Liabilities	\$660,831

NET ASSETS

Unrestricted	\$1,619,620
Temporarily restricted	\$3,072,067
Total Net Assets	\$4,691,687.00

TOTAL LIABILITIES AND NET ASSETS	\$5,352,518.00
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ACTIVITIES

DECEMBER 31, 2016

REVENUE AND SUPPORT

	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Grants and Contributions	\$600,419	\$2,894,045	\$3,494,464
Government grants and contracts	\$1,726,995		\$1,726,995
Special events revenue	\$1,820,272	\$66,000	\$1,886,272
In-kind goods and services	\$366,390		\$366,390
Other revenue	\$14,254		\$14,254
Net assets release from restrictions			
Satisfaction of program restrictions	\$5,954,580	\$(5,954,580)	
Satisfaction of time restrictions	\$506,501	\$(506,501)	
Total Revenue and Support	\$10,989,411	\$(3,501,036)	\$7,488,375

EXPENSES

Program Services		
Activating the Network	\$955,408	\$955,408
Signature Programs	\$4,514,628	\$4,514,628
Individualized Investments	\$2,760,592	\$2,760,592
Global Engagement & Public Awareness	\$294,356	\$294,356
Total Program Services	\$8,524,984	\$8,524,984

Supporting Services		
Management and General	\$704,243	\$704,243
Development and Fundraising	\$1,515,024	\$1,515,024
Fundraising- cost of direct benefit to donors	\$110,816	\$110,816
Total Supporting Services	\$2,330,083	\$2,330,083
Return of unused grant funds		

TOTAL EXPENSES	\$10,855,067		\$10,855,067
Change in Net Assets	\$134,344	\$(3,501,036)	\$(3,366,692)
Net Assets, Beginning of Year	\$1,485,276	\$6,573,103	\$8,058,379
Net Assets, End of Year	\$1,619,620	\$3,072,067	\$4,691,687



VITAL VOICES
GLOBAL PARTNERSHIP

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Vice Chair Emeritus

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Co-Founder
Mary Daley Yerrick,
Co-Founder

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Sen. Susan Collins
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Diane von Furstenberg
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CHARITY NAVIGATOR RATING

for
EIGHT YEARS
IN A ROW



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