PASSION MOMENTUM & PROGRESS

In 2019, women everywhere built on the passion, momentum and progress of the past to show the world the way that women lead differently - and why that difference is so critical in creating the future. Women leaders broke records, made milestones, achieved titles and - most importantly - used their positions, purpose and power to empower others.
ROUBA MAHISSEN
Rouba Mhaissen sees the good of humanity everywhere, even in the direst of circumstances. As the founder and director of Sawa for Development and Aid, Rouba uses her power to empower Syrian refugees, arming them with the tools they need to not only survive, but to thrive. She leads from the ground every day, working directly with refugees and learning from their experiences. She uses her position as an economist, advocate and development practitioner to equip people with critical supplies and resources, and with life-building tools like education, employment training, medical assessments and more.

PRIME MINISTER JACINDA ARDERN
Prime Minister Jacinda Ardern is showing the world how women lead differently. New Zealand’s youngest Prime Minister in 150 years guided her country through trauma with love in her heart and care in mind. Ardern set the tone for the nation’s grief over the massacre in Christchurch, in which an Australian white supremacist killed 50 Muslims, by embracing the Muslim community and firmly communicating that all in New Zealand are New Zealanders. She pointedly changed the conversation so that the world focused on those lost, rather than on the person responsible for the terrible crisis. And she swiftly ensured those lost weren’t lost in vain - fast-tracking gun control legislation within 10 days in direct response to the tragedy.

OBIAGELI “OBY” EZEWESILI
Obiageli “Oby” Ezekwesili is a globally acclaimed economic expert and pathbreaking advocate redefining what power looks like and who holds it. She leads and mobilizes movements in her home country of Nigeria and in Africa at large to challenge corruption, extremism and violence against women and girls - calling attention to the structural changes that need to happen to build truly free and fair societies. Oby is a leading chartered accountant, and co-founded the global anti-corruption group Transparency International. She’s held several key positions within the Nigerian government and was the World Bank’s Vice President for Africa. As the co-founder of the #BringBackOurGirls campaign, she demanded action and drew global attention when 300 girls were abducted by the extremist group Boko Haram in 2014.
In 2019, the world watched women leaders emerge to change the world. From women in politics to women in business to women at home, we’ve seen time and time again that women are stepping forward to solve problems.

First Native American and Muslim women to serve in Congress Deb Haaland and Sharice Davids; Ilhan Omar and Rashida Tlaib

Rihanna became First woman of color to lead a label at the world’s largest luxury fashion conglomerate

Greta Thunberg rallying the world to take action and coming to the US (September 2019)

First pregnant woman on the cover of a business magazine

Astronauts Christina Koch and Jessica Meir carried out history’s first all-female spacewalk
DEAR FRIENDS,

Women lead differently.

It’s an idea we’ve known to be true and that’s driven our work for more than 23 years across 182 countries and territories. Women don’t seek out power for the sake of having power. They seek power to empower those around them, to solve problems, to provide answers, to create lasting, sustainable, impactful and meaningful change.

And we’ve seen just how much the world craves that different kind of leadership - exemplified by everyone from a New Zealand Prime Minister to a Swedish teenager to an American activist calling for no one else to ever again say #MeToo. Women’s leadership is resonating around the world because from an authentic place – from a place of empowerment, empathy and instinct.

Women everywhere are proving that, to make real change happen, we can’t make declarations from the sidelines. Real change happens in backyards and town halls, at dinner tables and conference rooms. It happens wherever local leaders come up with and champion local solutions, because we can only really change what we know. And women everywhere know that it’s up to us to use our positions and our voices to make the changes we want to see happen – to use that power to empower change.

That’s why we search the world for women leaders with daring vision for change, and why we invest in those leaders so that they’re equipped to make the changes they know need to happen. And the world is embracing their leadership, ideas and ways of forging ahead.

In 2019, Vital Voices elevated the women leaders using their power to empower. We worked directly with 2,229 different participants in just one year – and know that each of those participants will go on to grab hold of the skills training, mentoring and networking opportunities we’ve provided to make change happen for their communities.

This year, women leaders made waves. From setting records, to taking up space, to calling for bold, unprecedented change – women have led differently. And that difference is starting to change our world for the better, and for good.

With gratitude for all that you do,

Alyse Nelson
PRESIDENT AND CEO
BOLDLY CHANGING WOMEN’S LEADERSHIP

THERE WERE 2,229 UNIQUE PARTICIPANTS
611 more than in 2018 and a 27% increase

VITAL VOICES AT MULTIPLE POINTS IN THE LEADERSHIP JOURNEY
In 2019, 50 participants were involved in 2 or more programs

ADVANCING HUMAN RIGHTS AROUND THE WORLD
Served 1,702 participants through our Human Rights programming

WORLD-WIDE IMPACT
Worked with participants from 116 countries in the world during 2019
Since 1997, VV participants are in 182 out of 193 countries in the world

*Self reported, including customers, direct service people, media
OUR APPROACH

Around the world, women are at the heart of their communities. They see what solutions work, and know firsthand the consequences when they don’t. From violence to extreme poverty to systemic oppression to climate change, women are disproportionately affected by the most pressing issues of our time. And because they are so affected, they know what it takes to make change happen.

For more than 23 years, Vital Voices has partnered with the women leaders at the frontlines of change. We know that women are the keys to unlocking global shared progress, so we identify those with a daring vision for change and work with them to make that vision a reality. Vital Voices understands that sustainable change happens from within, so we invest in women with local solutions proven to drive change, and offer her the support, recognition and resources she needs to scale that change.

We are venture catalysts, accelerating impact through longterm investments to expand skills, connections, capacity and visibility.

Vital Voices Global Partnership identifies, trains, and invests in changemaking women through four key issue areas:

- Leadership development
- Economic empowerment and entrepreneurship
- Promoting human rights and ending gender-based violence
- Political and civic engagement

We flip the traditional model of development on its head: investing in the leaders at the heart of change. We implement our unique approach through individualized investments, signature training programs, and activation among our global network of over 18,000 thought leaders. Through long-term investments we expand skills, offer connections, and elevate the visibility of projects to accelerate their impact. We understand the power of collective action, connecting and engaging women so that they can elevate their communities and institute lasting progress.

Our work emboldens changemakers who develop tangible solutions to problems in their communities and thought leaders who use their power to uplift others.
We know the importance of connecting women leaders so that, together, they can support one another and both use their positions, voices and power to empower change around them.

And we’re seeing women connect more than ever before.

BY THE NUMBERS

$1,221,225

We were able to distribute $1,221,225 awarded across 10 grants – grants which went on to impact thousands of people around the world.

2,229

In 2019, we enrolled 2,229 participants in our programs across four key issue areas.

964

We’re passionate about ensuring that our work with the women leaders in our network isn’t limited to one program or one engagement, but a lifelong connection. Since 1997, 964 of all participants have enrolled in 2 or more programs – 50 participants were involved in multiple programs in 2019 alone.

611

We welcomed 27% more participants – 611 people from 116 countries – in 2019 than in the year prior.

7,415

In 2019, individuals who participated in Vital Voices programs made an average of 16 new connections – and put an all-time high of 9 of those new connections to work. In 2019, a total of 7,415 new connections were made.
In partnership with Johnson & Johnson, Vital Voices works with a select group of 100 of the most engaged and visionary members of our global network to create bespoke programs that amplify each leaders’ impact and achieve her vision for change. The VV100 women convene each year to provide insight that informs Vital Voices’ programs, structure and efforts – ensuring we are innovating in a smart, informed and insightful way.

**VV100**

In partnership with Johnson & Johnson, Vital Voices works with a select group of 100 of the most engaged and visionary members of our global network to create bespoke programs that amplify each leaders’ impact and achieve her vision for change. The VV100 women convene each year to provide insight that informs Vital Voices’ programs, structure and efforts – ensuring we are innovating in a smart, informed and insightful way.

**ONLINE MENTORING**

Johnson & Johnson partners with Vital Voices to support VV100 women leaders’ capacity building through online mentoring and training. In this program, Johnson & Johnson employees serve as consultants for VV100 women leaders for a twelve-week intensive consulting project addressing a high-priority challenge that the women are facing. As experts in their fields, Johnson & Johnson employees can equip these women leaders with the knowledge, skills and networks they need to tackle their specific challenge.

**IDENTIFYING IMPACT**

Thanks to our partners at the Gates Foundation, Vital Voices conducted in-depth, qualitative research with three women in the Global Leadership Network to unearth the multitude of ways their Vital Voices experience changed their leadership trajectories. Over several months, Vital Voices traced women leaders’ careers, compared their work with their touch points with Vital Voices, and mapped the ways in which Vital Voices expanded their capacity, provided them new opportunities and ultimately aided in their personal career growth.
Each year, Vital Voices hosts the Global Leadership Awards to showcase extraordinary women leaders in Washington, DC. But our investment in these women does not end that evening.

The Honoree Program is a year-round, customized initiative that includes an intensive week-long bespoke training for each honoree where we provide targeted capacity building to support leadership and professional development. We offer individualized investments, visibility opportunities and connections to bolster each Honoree’s platform and help them achieve their vision for global change.
A NEW FORM OF LEADERSHIP IN 2019

We know that women lead differently. They don’t just seek power for the sake of having it. They rise to positions of leadership to right wrongs, solve problems and use their power to empower those around them.

In 2019, women embodied that idea more than ever before. They used their courage to encourage others, their bold ideas to embolden communities and leveraged their voices, relationships and positions to create real change at every level. And we saw evidence of that within our global network of leaders and program participants.

1  HABIBA ALI | NIGERIA
   Global Leadership Awards Honoree, VV GROW, Global Ambassadors and WE Empower Alumna; Founder, SOSAI Renewable Energies Company

Habiba Ali was shocked to learn about the health problems caused by the domestic use of kerosene lamps by women in her home country of Nigeria. She was struck by the idea that the women she knew and loved most – her mother, her sister, her neighbors – were inhaling smoke that was causing long-term damage. So she created SOSAI Renewable Energies to provide women with electric lanterns, building a business to create the change she wanted to see. She took her business a step further and trained women to not just operate other sustainable tech gadgets, but to sell them to others, helping drive local economy and provide income. Habiba proved that the sustainable tech industry can and should serve women—and used her power to empower business that made the changes her community needed most.

2  PANMELA CASTRO | BRAZIL
   Global Leadership Awards Honoree, VV100, Global Ambassadors and Global Freedom Exchange Alumna; Artist, Activist

As a young woman living in the suburbs of Rio de Janeiro, Panmela Castro was drawn to graffiti and its power to convey a message. She became immersed in the city’s dynamic art scene and established a reputation as respected graffiti artist. And she recognized the power that street art had to convey messages and create spaces for equality – she used her work to raise awareness about women’s rights and draw attention to the pervasiveness of gender-based violence. Panmela recognizes her art’s ability to change culture, and is committed to using her power to empower and transform the role of women in society.

3  KIRAN BIR SETHI | INDIA
   Founder, The Riverside School

After her son enrolled in school, Kiran Bir Sethi spoke to his teacher, and realized her son’s teacher didn’t know her son’s name. He was thought of as a number. Designer Kiran was inspired to use her background and power to transform the way people thought of education, and the relationship it held with the next generation. She envisioned a world where secondary education could teach children not just how to take tests and absorb information, but to be real agents of change. Through an innovative curriculum, Kiran revolutionized and repurposed education in India – teaching students to build their empathy and problem-solving skills. Kiran empowers Indian youth through compassion, optimism, and through an uncompromising commitment to her idea: that children can be active and informed social citizens.
Women leaders in the Vital Voices network are serving their communities, their corporations, their organizations, their countries and more. They face the world’s most challenging problems head on, and often suffer from burnout and fatigue. Women leaders have shared that one of their biggest challenges is prioritizing self-care and maintaining their well-being alongside their work. In response, Vital Voices designed a VV100 Wellness & Leadership program dedicated to providing VV100 leaders with the tools they need to carry out their mission in a way that also safeguards their wellbeing and that of their team members. Focused on time management, physical health, and building cultures around well-being, our partners at Johnson & Johnson helped welcome VV100 leaders to Sao Paulo, Brazil for a week of discussion, training and conversation that helped educate and reenergize leaders to better tackle the issues ahead.

LEADERSHIP INCUBATOR

Vital Voices joined TRESemmé to launch the Leadership Incubator, a signature program to provide women looking to create positive social impact in the United States with training, network expansion, mentorship and community to bring their bold vision for change to life. The year-long incubator program is a customized opportunity that aims to substantially grow women leaders’ leadership and technical capacity, networks, vision and impact. Participants convened in New York, NY for a week-long, in-person program featuring leadership training, communications and storytelling workshops, community building and mentorship.

30 FELLOWS IN INAUGURAL COHORT

- 8% acceptance rate
- 87% of participants reported to maintain or increase their confidence
- 80% reported to have maintained or increased their confidence about their ability to have a positive impact on their community
RISING VOICES

HERLEAD

The groundbreaking HERlead fellowship empowers young women and equips them with the leadership skills they need to affect global progress, invest in their communities and ignite their journeys as the next generation of leaders. This partnership with ascena retail group, (parent company for Ann Taylor, LOFT and Lou & Grey,) provides customized leadership training, grants, relationship-building opportunities and a series of forums to build valuable skills that inspire young women and help them realize their leadership potential.

86 PARTICIPANTS
- 4% acceptance rate
- 100% of women reported having progressed in achieving their goals
- 97% reported to have maintained or increased their confidence
- HERlead Fellows paid it forward, going on to train 521 people

VOCES QUE INSPIRAN

With the support of P&G, Vital Voices launched Voices that Inspire (Voces Que Inspiran) to support young women who are dedicated to making a positive impact in Argentina, Brazil, Guatemala, Mexico and Panama. This program aims to increase the opportunity, leadership capacity, network and funding resources available to unleash the leadership potential of young women around the world; sparking a global movement to empower young women, create sustainable change, and transform the meaning of leadership. Through in-person and online training, the program provided financial and strategic planning, communications training, mentoring and networking opportunities to help participants create sustainable, locally-driven projects that positively affect their communities.

29 PARTICIPANTS
- 29 inaugural participants
- 5% acceptance rate
Each year around International Women’s Day, members of the Vital Voices network organize, host and lead Global Mentoring Walks around the world. These walks – each unique and tailored to their leaders and communities – provide thousands with mentoring and mentorship opportunities. In 2019, flag bearers around the world hosted 59 MORE mentoring walks, totaling 185 walks around the world. Through their efforts, 14,384 participants worldwide came together across cultures, generations, religions, countries and identities to pay it forward through mentorship.

In 2019, Flag Bearers around the world used their power to empower their communities, hosting 185 walks around the world - a 24% increase in the number of walks around the world.
From national parliaments to local councils, women are underrepresented in policy-making.

Only 25 percent of national parliaments are comprised of women. Without a seat at the table, women don’t have a say in crafting legislation, negotiating peace talks or shaping agendas for future reform. Women who are able to become part of that 25 percent often lack access to opportunities, leadership positions and networks of women counterparts.

VV ENGAGE

With the support of Freeport-McMoRan, Vital Voices launched the VVEngage signature fellowship in 2018 to increase the capacity, decision-making power, and effectiveness of women leaders in public life, shifting culture around women’s public leadership and moving towards equality in public representation globally.

VVEngage is a ten-month fellowship that provides technical skills and leadership development to outstanding women leaders who are policy makers and policy influencers across the globe. Through this fellowship, Vital Voices supports women’s public leadership by enhancing leadership, political strategy, communications, and governance skills with training by world-renowned experts, such as professors from Harvard University’s John F. Kennedy School of Government. The fellowship connects participants to a global network of peers and mentors, such as former women heads of state through the Council of Women World Leaders, with whom they can brainstorm and share challenges and best practices. The curriculum is designed to help women address the many challenges to political participation that they face and hone their skills as leaders in making and influencing policy globally.

47 PARTICIPANTS

- 100% of participants reported maintaining or increasing their confidence as leaders
- 100% of participants reported taking on new or higher leadership positions
- Fellows went on to pay it forward, mentoring 186 people and training 1,252 people in 2019
Vital Voices’ far-reaching work proves that women lead differently, and that difference is what makes change happen. We’ve seen women leaders time and again approach leadership with solutions in mind, and work with them to build their confidence, refine their strategy and construct a network that leads to mentoring and opportunity so they can scale their approach.

Our participants now span 182 countries and territories around the world. Thanks to Vital Voices programs, women around the world are better equipped to change the way the world sees leadership. One hundred percent of women reported to have maintained or increased their confidence in achieving their individual goals, and 80 percent reported to boost their confidence as leaders. Further, 73 percent of women reported taking on new or higher leadership positions. And with this developed confidence and more senior roles, women are paying it forward – leveraging their power to empower others.

**AMPLIFYING LEADERS’ CONFIDENCE**
- 100% of women reported to maintain or increase their confidence to achieve individual goals
- 81% reported to maintain or increase their confidence as managers
- 81% reported to maintain or increase their confidence in their ability to have a positive impact on their community

**ELEVATING LEADERS**
- In 2019, 73% of women reported taking on new or higher leadership positions
- 100% of women reported taking action or engaging in activities that had a positive impact on their communities
- 92% reported implementing changes to their businesses or organizations

**BUILDING CONNECTIONS AND NETWORK**
- Women made an estimated 7,415 new connections in 2019
- Participants used a total of 1,722 connections, or an all-time high average of 9 connections used
- The ratio of connections made and connections used increased dramatically from 2018

**PAYING IT FORWARD**
- Participants mentored an estimated 2,996 people and trained 7,674 people
- Compared with 2018, 160 more women leaders mentored or trained people in 2019
Global businesswomen at the precipice of growth are paired with top female executives – FORTUNE’s Most Powerful Women – who serve as mentors. This program draws on the knowledge and expertise of some 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 networks, Mentoring Walks and the Global Leadership Network.

THE FORTUNE – U.S. STATE DEPARTMENT GLOBAL WOMEN’S MENTORING PARTNERSHIP

Global businesswomen at the precipice of growth are paired with top female executives – FORTUNE’s Most Powerful Women – who serve as mentors. This program draws on the knowledge and expertise of some 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 networks, Mentoring Walks and the Global Leadership Network.

GLOBAL AMBASSADORS PROGRAM

This unique and powerful partnership between Vital Voices and Bank of America provides mentorship opportunities. 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.) The program hosts regional gatherings to provide one-on-one mentoring sessions and strategic workshops focused on building organizational management, financial acumen and leadership skills. We take an immersive approach to mentoring around the world: offering in-person exchanges and online curriculum.

32 PARTICIPANTS
• 100% of women reported having progressed in achieving their goals
• 85% of women reported implementing changes to their businesses/organizations
• Participants went on to mentor 350 people and train 825 people

21 PARTICIPANTS
• 100% of participants took action or engaged in activities that had a positive impact on their communities
• 89% of women reported implementing changes to their businesses and organizations
The VV GROW Fellowship is a one-year accelerator program for women owners of small- and medium-businesses around the world. The program, made possible by our partners FedEx and the Argidius foundation, includes customized business skills training, technical assistance, leadership development and access to networks so that participants can 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 roles as leaders in their businesses and their communities to create jobs, stimulate long-term economic growth and produce wider social benefits.

The WE Empower Challenge is a global business competition among social entrepreneurs using their businesses to advance the United Nations Sustainable Development Goals (UN SDGs). The WE Empower Challenge invests in transformational women entrepreneurs and inspires communities to create a better world by 2030. In partnership with ASU’s Global Futures Laboratory and many others, WE Empower provides awardees with capacity-building trainings and opportunities to connect with a network of entrepreneurs that spans the globe. Ultimately, WE Empower aims to showcase, to a global community of stakeholders, the contribution that women entrepreneurs and business leaders can have in advancing the UN SDGs. Through WE Empower, women leaders approach the world’s greatest challenges through innovative, sustainable business practices.
With support from the U.S. State Department and the Avon Foundation, the Voices Against Violence Initiative ensures that victims and survivors of gender-based violence and harmful practices gain better access to the services, protection and the justice they deserve.

1,702 PARTICIPANTS
The Justice Institute, a self-standing signature program that serves as a component of Voices Against Violence, is an interactive training model that promotes holistic, coordinated community responses to GBV. Institutes convene judges, prosecutors, law enforcement, civil society organizations, service providers and other community stakeholders in order to ensure survivor safety and offender accountability. Justice Institutes are country-specific and tailored to the unique context of each city in which they are implemented in order to provide a localized, human rights-based approach to identify, investigate and prosecute GBV crimes.

JUSTICE INSTITUTES ON GENDER-BASED VIOLENCE

Within the Voices Against Violence program, Vital Voices administers Urgent Assistance funds to survivors of extreme cases of gender-based violence who do not have alternative means of support. Funds support immediate, short-term needs including medical expenses, psychosocial counseling, emergency shelter, relocation expenses, livelihood and dependent support and legal assistance.

In 2019, our Urgent Assistance program assisted 297 survivors by working with 45 partners around the world. 81% of the cases were in Sub-Saharan Africa.

URGENT ASSISTANCE

This innovative program, built in partnership with Hilton, provides dynamic educational and mentoring opportunities for emerging and established women leaders who are on the forefront of global efforts to prevent and respond to the destructive crime of human trafficking. Relying on a multi-faceted, impact-oriented approach, this partnership, has historically convened a select group of women leaders from countries around the world for two weeks of experiential, interactive, learning and networking program in three cities in the United States that have developed unique, effective approaches to addressing human trafficking. In 2019, following a Needs Assessment/Impact Evaluation for all 126 past fellows from 50 countries, Vital Voices implemented a Regional Activation of Fellows from across the Africa region to cultivate deeper connections among Fellows and address their foremost needs related to preventing and addressing trafficking.

GLOBAL FREEDOM EXCHANGE

20 PARTICIPANTS
- 100% of participants were more confident as leaders
- 95% were more confident in their ability to impact change in their community

1,320 SURVIVORS SUPPORTED SINCE 2014

• 87% of participants were confident or increased their confidence as leaders
• 83% reported they maintained or increased confidence in their ability to positively impact their community

20 PARTICIPANTS

2019 VITAL VOICES ANNUAL REPORT 21
THOUGHT LEADERSHIP

At Vital Voices, we serve as thought leaders and experts to push the global agenda for women and girls forward in a considerate and powerful way. We contribute to cutting-edge research, new policy developments and partnerships that catalyze positive change.

UBER

We piloted a fee for service model with Uber in which the Human Rights Team provided consultation to the Trust and Safety team at Uber to improve users’ ability to report GBV. Additionally, in their Latin America Headquarters, the team provided resources and thought leadership to their Women’s Employee Resource Group (ERG) and training to their staff responding to GBV reports on the app as well as recommendations to local resources and direct service providers.

VOICES AGAINST VIOLENCE INITIATIVE

As part of our public-private partnership, Voices Against Violence, and funded by Avon we conducted capacity-building trainings in the Philippines, South Africa and Argentina. Trainings were designed in conjunction with local partners in the VV Network, tailored to critical, local challenges, and holistically addressed these needs by convening representatives of diverse sectors – including business, civil society, government, academia, and the media - er div. Each training included a media event and 1 day training of Avon staff on GBV as well.

FEDEX

Alongside our partners at Fedex, Vital Voices conducted a leadership development training showcasing our Leadership Model. Through the training, employees at the company saw the distinct characteristics that make women leaders stand out, discussed ways those characteristics come to life and explored how those traits can be applied to their own leadership journeys.

APEC WOMEN AND THE ECONOMY FORUM

Recognizing the need to continue promoting women’s economic participation across the Asia Pacific Economic Cooperation (APEC) region, the forum championed initiatives through APEC that advance women’s roles in APEC economies by championing data-driven policy development, strengthening the regional ecosystem for women entrepreneurs, promoting women’s health, and advancing women and girls in traditionally male-dominated sectors, including science, technology, engineering, math, and transportation. As part of the U.S. government delegation team, Vital Voices participated in the forum with hundreds of delegates from APEC governments, the private sector, and civil society leaders to reiterate our commitment to promoting women’s economic empowerment and inclusion.
COALITION WORK

Alliance to End Slavery and Trafficking (ATEST)
Vital Voices serves on ATEST with several other organizations that collectively advocate for solutions to prevent and end all forms of trafficking.

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 impacts of women in conflict affected communities and their participation in peacebuilding. The working group is an engaged coalition that supports the effective implementation of the U.S. Women, Peace and Security Act (2017) and the advancement of the Women, Peace and Security Agenda (UNSCR 1325).

GIRLS NOT BRIDES

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

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. Collectively, the Coalition 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.

COALITION FOR WOMEN’S ECONOMIC EMPOWERMENT AND EQUALITY (CWEEE)

The Coalition for Women’s Economic Empowerment and Equality (CWEEE) is an advocacy coalition, launched in 2018, that seeks to advance women’s economic empowerment and equality as a foreign policy priority of the U.S. government and multilateral development institutions.
MAKING SPACE FOR WOMEN LEADERS

INTRODUCING THE GLOBAL HEADQUARTERS FOR WOMEN’S LEADERSHIP

For more than two decades and across nearly every country, Vital Voices has ignited a global movement by connecting and supporting women leaders using their power for positive change.

In 2019, we advanced the bold next step for scaling our impact: transforming a historic Washington, DC building into a first-of-its-kind Global Headquarters for Women’s Leadership – an innovation hub dedicated to connecting women leaders to tackle the world’s most pressing issues.
Now we’re taking another step in scaling that impact by transforming a historic Washington, DC building into a first-of-its-kind Global Headquarters for Women’s Leadership, an innovation-hub dedicated to connecting women leaders to tackle the world’s most pressing issues.

Women around the world are creating networks and fostering community. They want to be part of something that is bigger and bolder than themselves. This dynamic space will be the epicenter for global women’s voices - a place where women from around the world can collaborate, gather, and ignite social change to transform the world.

This local-global campus will be dedicated to catalyzing the bold ideas of women leaders and incubating a network of social entrepreneurs committed to ending violence against women and human trafficking; leading policy change; advancing women’s economic progress; educating girls; and lifting communities out of poverty.

The Vital Voices Headquarters for Women’s Leadership will be developed by a diverse team of female architects and designers...

...who will source art, textiles, and furniture from our global network of women artisans and makers to showcase their craftsmanship and inspire all who visit.

This seven-story, 34,000+ square-foot building is located in the heart of the Nation’s Capital just a few blocks from the White House on one of the most iconic and traveled streets in Washington, DC.
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## 2018 Young Leaders Council

The Young Leaders Council is a group of young professional women who convene in Washington, DC to advance women's leadership and Vital Voices in their community. The Council serves as a bi-partisan, cross-sector network centered around women's empowerment.

### Washington, DC Young Leaders
- Kristin Eagan, Co-Chair
- Mary Kertz Jones, Co-Chair

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emily Andre</td>
</tr>
<tr>
<td>Kira Ayish</td>
</tr>
<tr>
<td>Cici Battle</td>
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<tr>
<td>Lindsay Beck</td>
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<td>Sara Belmer</td>
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<tr>
<td>Jordie Beuch</td>
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<tr>
<td>Laura Blyler</td>
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<tr>
<td>Liz Bowman</td>
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<tr>
<td>Marigny Boyd</td>
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<tr>
<td>Allie Brandenburger</td>
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<tr>
<td>Loren Bushkar</td>
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<tr>
<td>Katie Byerly</td>
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<tr>
<td>Aruna Cadambi</td>
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<td>Emily Elaine Coyle</td>
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<td>Mara D'Amico</td>
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<td>Anastasia Dellaccio</td>
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<td>Gina Foote</td>
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<td>Rachel Goldberg</td>
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<td>Shantell Isaac</td>
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<tr>
<td>Julie Lundy</td>
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<td>Sarah MacLellan</td>
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<td>Neri Martinez</td>
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<tr>
<td>Hailey Morris</td>
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<td>Betsy Morrow</td>
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<td>Stéphanie Oueda Cruz</td>
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<td>Elizabeth Rugala</td>
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<tr>
<td>Lisa Schaefer</td>
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<td>Jessica Soklow</td>
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<tr>
<td>Amie Stepanovich</td>
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<tr>
<td>Shannon Trudge</td>
</tr>
<tr>
<td>Kristin Westmoreland</td>
</tr>
<tr>
<td>Lanice Williams</td>
</tr>
<tr>
<td>Miriam Zaki</td>
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</table>

### New York Young Leaders
- Shabana Baksh, Co-Chair
- Zara Kwan, Co-Chair

<table>
<thead>
<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Stella Badalyan</td>
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<tr>
<td>Kara Bakhshi</td>
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<td>Sara Belmer</td>
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<tr>
<td>Abri Bernstein</td>
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<td>Emily Bogan</td>
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<td>Phoebe Chen</td>
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<td>Lucy Cho</td>
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<td>Sam Dunac</td>
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<td>Anna Grosshans</td>
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<td>Allyson Guidera</td>
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<td>Leah Henry</td>
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<td>Stephanie Kalele</td>
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<td>Ani Karapetyan</td>
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<td>Rachael Keller</td>
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<td>Madison McCormick</td>
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<td>Elizabeth Mellgard</td>
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<td>Nekpen Osuan</td>
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<td>Elisabeth Resch</td>
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<td>Sritha Thayi</td>
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<tr>
<td>Maya Warburg</td>
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<tr>
<td>Alexandra Williams</td>
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<tr>
<td>Aba Yamoah</td>
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</table>
CHAPTERS

Vital Voices Chapters are independent organizations that share Vital Voices’ vision and mission, embodying the “pay it forward” principle. Aligned with the mission of Vital Voices, chapters conduct independent programming and fundraising, establishing strategic partnerships, developing targeted programs at the local level and building dynamic networks of women leaders.

CHAPTERS PROMOTE WOMEN’S FULL PARTICIPATION IN SOCIETY BY:

- Fostering mentoring and leadership
- Delivering technical capacity-building
- Leveraging networks and public-private partnerships
- Implementing awareness-raising campaigns
- Driving advocacy for attitudinal and policy change
- Convening forums and summits

REGIONAL COUNCILS

Vital Voices is committed to building active supporter bases in the major cities in the U.S and around the world. The primary goal of these councils is to establish partnership opportunities with local individuals, organizations, foundations and corporations to support the advancement of women’s leadership worldwide. To lead these efforts, we launched Councils in New York, Washington, DC, Seattle, San Francisco, and London and partnered with community members seeking to invest in visionary leaders and highlight their stories of impact throughout these regions.

SOLIDARITY COUNCIL

The Vital Voices Solidarity Council is a unique endeavor bringing together men who are allies in the fight against gender-based violence and to raise awareness on behalf of women and girls around the world. Its primary focus is to fight against human trafficking, domestic violence, sexual violence and harmful practices, as well as engaging boys and men in meaningful conversations about masculinity. The Council serves as a platform to highlight men’s engagement to protect and defend fundamental human rights, to strengthen partnership with individuals, organizations and corporations to pave the way for a more gender equal future.
Vital Voices Global Partnership thanks all of our contributors who helped support our programs in 2019.

2019 MAJOR CONTRIBUTORS

$100,000+

The Argidius Foundation
ascena retail group, inc.
Avon Foundation for Women
Bank of America
Blythe Brenden-Mann Foundation
Bumble
Decker-Rimmer Foundation
The Diller-von Furstenberg Family Foundation
Stacey Kelly Egide
ESPN Inc
FedEx
Freeport-McMoRan Foundation
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Kate James and Hans Bishop
Johnson & Johnson
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Oakwood Foundation Charitable Trust
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The Seattle Foundation
Spanx by Sara Blakely Foundation
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$50,000 - $99,999

Karyl and Eve Alvord
Comcast
Clinton Family Foundation
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$25,000 - $49,999

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Foundation
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Sally Field
The Katz Family Charitable Lead Trust
Kering
Saskia Ketz and Darshan Somashekar
LADOL
Donna Langley
Ludwig Family Foundation
The Marshall Family Foundation
Mary Kay Holdings Corporation
The MCJ Amelior Foundation
V. Sue Molina
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Nancy Lynn Namka
National Football League Inc
The P&G Fund of the Greater Cincinnati Foundation
Rabaut Family Foundation
Marcia Richards and David Stafford
Ritz-Carlton Hotel Co LLC
Sanford, Heisler Sharp
TRESemmé
Janet and Doug True
UBS
Venable LLP
VF Corporation
Carly Webster
Weiland Charitable Fund
Rasha Qamhieh Zeine and
Hatem Zeine

$5,000 - $9,999

AIG
Airbnb
Keri Ansling
Ardeshir and Bita Almassi
AON Inc
AXA XL

Beth Brooke-Marciniak
Bill & Melinda Gates Foundation
BNGF Rieke Hankins Fund
Buckley Sandler LLP
CBRE
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Valerie Wasserman
Mandy and Chris Weare

$2,500 - $4,999

Apatow-Mann Family Foundation, Inc.
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Jessica Abrahams
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Kris Allan
Ibilola Amao
Dena Ashlock
Beverly Auffray
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Susan Berning
Emily Bogan and Brian Edgerley
Anita Botti
Michelle Brindle
Carolyn Brody
The Honorable Ann and Donald A. Brown
Ingrid Bruha
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Kelli Burns
Loren Bushkar
Deb Canales
Susan E. Carter
Nhean Chanveasna
Marcela Pimenta Campos Coutinho
Donna Cruse-Adler
Leslie Dach
Anastasia Dellaccio
Laurie Diethelm
Kristin Eagan
Ita Ekpodom
Sally Ehlers
Oghenetejiri Emuveyan
Samia Farouki
Mary Frances Feider and William Blazer
Ana Cecilia Flores
Johanna Mendelson Forman
Stephanie Foster
David Frankel
Joseph J Frasca
Edie Fraser
Ghada Ghayeb
Margaret Glaser
Rasmina Gurbatova
Thea Handleman
Suzanne Hart
Holder Family Foundation Fund
Atsuko Horiguchi
Selina Jackson
Kerry James
Jonathon Simkhai Inc.
Nicole Joseph-Chin
Stacey Keare
Marianne Keler
Nicole and Joseph Kennedy
Mel Kiely
James Kilberg
Kimpton Hotels
Ellie Klein
Margaret Komen
Stefan Krasowski
Lenzner Family Foundation
Tye Lidman
Peter Liu
Livin’ the Pie Life
Theresa Loar and Richard Bonsignore
Louise Lonergan
Piyush Lumba and Shada Al-Nasser
Kristen Lund
Allison Madan
Nthabiseng Mahlangu
Haydee Maldonado
Nastassia Malsava
Ahinsa Mansukhani
Matt & Nat
Kathleen and Christopher Matthews
Alli McCartney
Heather and Warren McNeel
Aghati Mekkaoui
Celia Meikle
Tess Mateo
Shanaz Mohamed
Genevieve Musey
Thandeka Ndlovu
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The Northern Trust Company
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Liza Nugent
Evelyne Nyairo
Donna O’Hara
Kathy O’Hearn
Dianne O’Neill
Ma. Cristina Oreta
Rula Qatami
Lorena Diaz Quijano
Maria Quintero
Joe Patterson
Maria Ronna Luna Pastorizo-Sekiguchi
Wade Pedrotti
PepsiCo
Neda Perrina
The Pink Ceiling
Lisa S. Pritzker
Kathy Raffa
Mary M. Raiser
MaryAnn Rich
Richard Lovett Trust of 1996
Marina Freitas Rita
Catherine & Robert Ross
Deborah Rutter
Amanda Rushing
Sabine Fund
Bill Sanberg
Chenda Sao
Yasmine Sakr
Paula Schlick
Peggy Schneider
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Sesame Workshop
Robin Seyfert
Lesley and Jeffrey Seymour
Shafia Shama Barbara Shane
Abimbola Silva
Silver Mountain Foundation for the Arts
Skadden Arps Slate Meagher & Flom, LLP
Monica Skok
Sodexo Inc.
Constance H. and Neal Sullivan
Dondi Strong
John and Elizabeth Tinkham
Jason and Nerija Titus
Annie Simonian Totah
Julie Taymor
Melissa and Jason Twomey
Melinda Underwood
United Talent Agency
Julia Echavarria Uribe
Antoine and Emily van Agtmael
Joe Vandepeute
Amb. Melanie and Phillip Verveer
Darren Walker
Walmart
Nancy Ward
K L Wedemeyer
Stephen and Elizabeth Whisnant
Dan Wick
Alison Winfield
Dorothy Woodcock
Barbara Wright
Thank you.

Vital Voices Global Partnership thanks all of our partners who have shared their talent, time, and resources in 2019.

2019 Partnerships

Corporations

- AirBNB
- Akin Gump Strauss Hauer & Feld LLP
- ascena retail group, inc.
- AT&T
- Avon Foundation for Women
- Avon Justine
- Avon Philippines
- Bank of America
- Bank of Montreal
- Bumble
- Deloitte
- DVF Studios
- DYLANELX
- FedEx
- Freeport-McMoRan
- Fundacion Avon (Argentina)
- GroYourBiz
- Google
- Gucci
- Hawaii Tropical Botanical Garden
- HEINEKEN USA
- Hilton
- Johnson & Johnson
- LADOL
- Mary Kay
- PepsiCo
- Procter & Gamble
- Salesforce
- Target
- TRESemmé
- Uber
- Unilever
- Walthers

Governments, International Institutions, and Development Banks

- AIDN Niger
- DevEquity
- Embassy of Finland
- Embassy of Sweden
- Embassy of Switzerland
- Fund for Societal Development (Tajikistan)
- 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 – Educational and Cultural Affairs (ECA)
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)

**LEGAL AND ACCOUNTING**

Akin Gump Strauss Hauer & Feld LLP
DLA Piper

**MEDIA**

Bloomberg
Fast Company
Fortune MPW
The New York Times
Thomson Reuters
WAMDA

**NON-GOVERNMENTAL AND OTHER ORGANIZATIONS**

Action Against Violence and Exploitation, Inc. (ACTVE)
Agora Partnerships
AMAR
Argidius Foundation
Asuda
Avuka
Bien Pensado
The Bill and Melinda Gates Foundation**
CARE
Charles Stewart Mott Foundation
The Coalition to End Violence Against Women and Girls Globally
CommunityRed
DAWN: Development Action for Women Network
Diller von Furstenberg Family Foundation
Endeavor
Eurasia Foundation
Fight for Peace
Future Services International
Girl Be Heard
Girls Not Brides

Global Entrepreneurship Network
Global Fund for Women
GroFin
Huru Consult Ltd
The Alliance to End Slavery and Trafficking
International Organization for Migration (IOM)
Madcat World Sdn Bhd
McLarty Global Fellows
MOSAIC Training Services and Healing Centre for Women
New Dawn Organisation (Somalia)
Oasis500
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
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
Talent Growth Partners
Goalscreen
1776
African Development Bank
Africare
Arabreneur
Asala AWTAD
BDC
Blessing Foundation
BPWA
Cella Network
Center for International Private Enterprise (CIPE)DevEquity
Emerging Leaders
EO Accelerator
GeoTechVision
Global Good Fund Grenada National Organization of Women (GNOW)
Impact Investment Exchange (IIX)
KAWBO
Kiva
Mara Mentor
MENA Council of Regional AmCham (AmCham Mena)
Mompreneurs Middle East
NECA Network of Entrepreneurial Women
New Faces New Voices Nigeria
Opportunities for Africans (OFA)
Organization of Women in International Trade – Nairobi Chapter
OWIT International
Pact Ventures
PNG Women Entrepreneurs Connect
Somali Women & Development Center (SWDC)
StartUp Chile
Techwomen/Institute of International Education
Thunderbird
Vietnam Women Entrepreneurs Council
UCI Cambodia
Diinsider
Pakistan Women Entrepreneurs Network for Trade
Kosovo Women’s Chamber of Commerce-G7
Kaidiger

**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)

**VITAL VOICES CHAPTERS AND AFFILIATES**

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

**UNIVERSITIES**

Julie Ann Wrigley Global Futures Laboratory, Arizona State University
Manchester Business School, The University of Manchester – Middle East Centre
Said Business School, University of Oxford
University of Michigan
American University

**INDIVIDUALS**

Cristina Sevilla
Diane White
Jeanette Cruz
Lolis Castilleja
Carmelita Nuqui
Tarisai Mchuchu
Ana Lucia Escobar*
Tanya Walker*
Manuela Gil de Tober*
Wendy Leong*

*: VV GROW Fellow
FINANCIAL POSITION
DECEMBER 31, 2019

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2019 TOTAL</th>
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<td>Cash and cash equivalents</td>
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<td>Certificates of deposit</td>
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<td>Grants and contributions receivable, net</td>
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<td>Government grants and contracts receivable</td>
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<td>Accounts receivable</td>
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<td>Prepaid expenses</td>
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<td>Inventory</td>
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<td>Property and equipment, net</td>
<td>56,451</td>
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<td>TOTAL ASSETS</td>
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<td>Refundable advances</td>
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<td>Funds held on behalf of others</td>
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<td>Deferred rent and lease benefit</td>
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| TOTAL LIABILITIES AND NET ASSETS      | 15,172,761|

ACTIVITIES
DECEMBER 31, 2019

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<tr>
<th>REVENUE AND SUPPORT</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
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<td>Grants and Contributions</td>
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<td>Special events revenue</td>
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<td>In-kind goods and services</td>
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<td>417,852</td>
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<td>Other revenue</td>
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<td>Net foreign currency transaction gain</td>
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<td>(5,893)</td>
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<td>Satisfaction of time restrictions</td>
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<td>Global Engagement &amp; Public Awareness</td>
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<tbody>
<tr>
<td>Management and General</td>
<td>1,053,738</td>
</tr>
<tr>
<td>Development and Fundraising</td>
<td>1,873,482</td>
</tr>
<tr>
<td>Fundraising- cost of direct benefit to donors</td>
<td>187,273</td>
</tr>
<tr>
<td>Total Development and Fundraising</td>
<td>2,060,755</td>
</tr>
<tr>
<td>TOTAL SUPPORTING SERVICES</td>
<td>3,114,493</td>
</tr>
<tr>
<td></td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>3,114,493</td>
</tr>
</tbody>
</table>

| TOTAL EXPENSES                         | 13,022,852|
|                                       | 13,022,852|

| CHANGE IN NET ASSETS                   | 2,371,720  |
|                                       | 3,290,083  |
|                                       | 5,661,803  |

| NET ASSETS, BEGINNING OF YEAR          | 2,620,063  |
|                                       | 6,087,158  |
|                                       | 8,707,221  |

| NET ASSETS, END OF YEAR                | 4,991,783  |
|                                       | 9,377,241  |
|                                       | 14,369,024 |