



VITAL VOICES  
GLOBAL PARTNERSHIP

# FROM **TURNING POINT** TO **TIPPING POINT**

It's time for change in leadership.

2018 ANNUAL REPORT

# WOMEN LEADING DIFFERENTLY

In 2018, 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. To answer questions. To right wrongs. To make the impossible happen. To be the change they wish to see in the world.

Leaders who stepped into the spotlight in 2018 proved that when women lead, they lead differently. And it's clear that that difference is what the world is craving.

From landmark numbers of women running for office in the United States, and election of 36 new women to the U.S. Congress, to the #MeToo movement that held people accountable worldwide, to Saudi Arabian women getting behind the wheel, women around the world made it clear that 2018 was the year we went from a turning point to a tipping point; after which *the idea of leadership will be forever altered.*



## 2018 MILESTONES



**MEGAN TWOHEY, JODI KANTOR AND RONAN FARROW WIN PULITZER PRIZE** for exposing Harvey Weinstein's decade of sexual harassment and assault



Spain's Prime Minister appointed a **MAJORITY-WOMAN CABINET**



**WOMEN** take 51% of the Senate and 49% of the House in Mexico



**NEW ZEALAND PRIME MINISTER JACINDA ARDERN** became the second head of state to give birth while in office and the first to take maternity leave

### WOMEN'S WAVE

More than 100 women were elected to Congress including the first Native American and Muslim women in Congress, and the first women in office in several states



TIMES UP LAUNCHES



**STACEY CUNNINGHAM** became the second woman President of the New York Stock Exchange



**WOMEN IN SAUDI ARABIA** were able to register for drivers' licenses and drive



**NADIA MURAD** is named one of the winners of the Nobel Peace Prize



**CHRISTINE BLASEY FORD** testified before Congress

# DEAR FRIENDS,

The world is craving new voices, and a different kind of leadership. The world wants leaders who seek power in order to empower others.

What we've realized over 22 years, working across 182 countries and territories with thousands of women leaders, is that women provide that different kind of leadership. Their path to leadership is unconventional, their motivation is personal, and their mission is collective progress.

Women lead differently – and that difference is needed in our world today. More often than not, women come to leadership because they see a wrong in their community, and they step up to right it. They're not chasing positions or titles – they want answers to problems that affect their kids, their neighbors and the next generation.

That's why, at Vital Voices, we champion and invest in women leaders. We know that lasting change can only happen from within, so we find the women leaders who have local solutions to local problems, and build change around them.

We search the world for women leaders with daring vision for change, then partner with them to make that vision a reality. And more and more, we're seeing women come forward, raise their voices, and speak out on behalf of their communities.

## And we're finally being heard.

In 2018, Vital Voices amplified that collective call to action. We worked directly with 1,618 different participants in just one year, but catalyzed a system of support that extended throughout 2018 and in the years to come.

Vital Voices knows that change takes time: leadership doesn't happen all at once and, because of Vital Voices' strategic model of individual partnerships with women leaders, it doesn't have to. This year, 44 participants came back to Vital Voices to participate in an additional program. Women leaders are developing their leadership, then coming back to Vital Voices at different points in their leadership journeys so that they can continue to broaden their network, hone their skills and amplify their voices as they call for and create change.

In 2018, women around the world broke glass ceilings, tread on untouched ground and occupied spaces never filled by people like them. We can't wait to continue this year's momentum to elevate women leaders who are building a better future for us all.

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

# OUR APPROACH

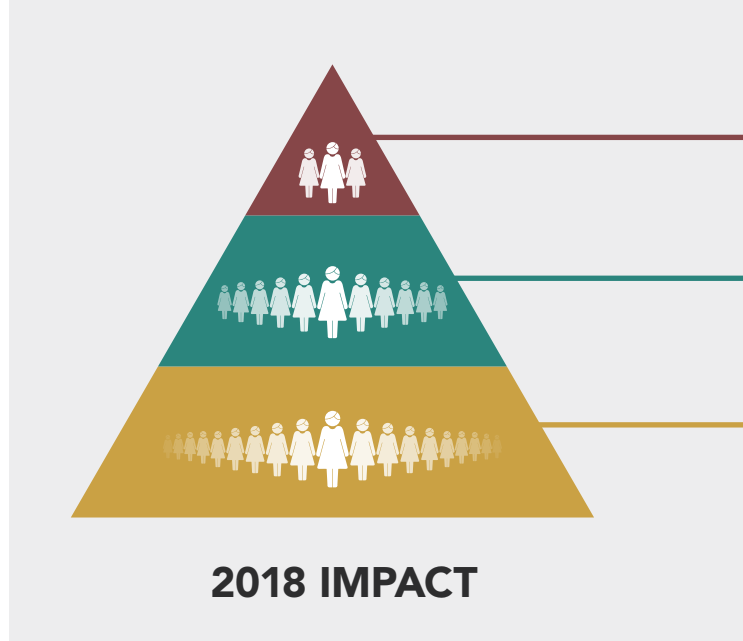
From violence to extreme poverty to climate change, women are disproportionately affected by the most pressing issues of our time. And because they are disproportionately affected, **they know first-hand the solutions that work** to ease the burden of pain and that will create the lasting change we need.

For more than 20 years, Vital Voices has partnered with the women most affected by these issues, and most engaged at the front lines of change. We believe that women are the key to unlocking global shared progress, so we search the world for women leaders with daring vision for change, then partner 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.

**Vital Voices turns the traditional model of development on its head.** Rather than providing one solution and applying it across countries, cultures and communities, we focus on long-term, personal partnerships with women leaders who are solving the problems their regions face.

**Vital Voices identifies, trains, invests in and empowers women creating change with programs in four key issue areas:**

- Leadership development
- Economic empowerment and entrepreneurship
- Ending gender-based violence and promoting human rights
- Political and civic engagement



Vital Voices executes our unique model through individualized investments, signature training programs, and activations through our global network of more than 18,000 women leaders. Through these long-term investments, we expand her skills, offer her connections and elevate her visibility to accelerate her impact. We understand the power of collective action, connecting and championing women so that they can elevate their communities to push past the tipping point and establish lasting progress.

**We are venture catalysts.** Our work has ignited a global movement of change-makers who exhibit bold ideas, develop real solutions to problems affecting their communities, and use their power to empower each other and thousands more.



932

PEOPLE MENTORED\*

6,843

PEOPLE TRAINED\*

2,366,032

PEOPLE REACHED\*

\*As a result of 10 grants disbursed to women leaders.

**"THE MOST IMPORTANT THING IS TO RISE UP, AND KEEP GOING."**

– Lina Khalifeh

Founder, SheFighter, 2018 Global Leadership Award Honoree

# EXPANDING GLOBAL LEADERSHIP

103 COUNTRIES

Worked with participants from 103 countries during 2018

182/193

Since 1997, VV participants are in 182 out of 193 countries in the world\*



1,618

Unique participants



+503

Served 503 more participants than in 2017

61%

61% of participants reported taking on a new or higher leadership position

+\$3.4 MILLION DOLLARS

Awarded \$3,464,659 dollars across 10 grants to 127 Vital Voices participants and implementing partner organizations **BENEFITTING 2.3 MILLION PEOPLE\* AROUND THE WORLD**

## VITAL VOICES AT MULTIPLE POINTS IN THE LEADERSHIP JOURNEY

An estimated 10% of all participants enrolled in 2 or more programs

2018

In 2018, 44 participants were involved in 2 or more programs

\*As indicated by Member Countries in the United Nations

# LEADERSHIP DEVELOPMENT & GLOBAL NETWORK ACTIVATION

## VV100

In partnership with Johnson & Johnson, Vital Voices works with a select group 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.



63

**63 PARTICIPANTS**  
**92% OF PARTICIPANTS GAINED  
CONFIDENCE AS MANAGERS**  
*13 average new connections made*

Johnson & Johnson

### 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.

BILL & MELINDA  
GATES foundation

### 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.



### BRINGING VITAL VOICES HOME

Inspired by the passion, strength and undeniable power of women, Target created the A New Day + Vital Voices limited-time-only collection of apparel, accessories and stationery, designed to celebrate women's confidence, spirit and fortitude. The pieces were designed by Target and inspired by six women leaders in the Vital Voices network who are raising their voices to bring about positive change in the world. This partnership not only allowed people to bring Vital Voices home with them, but also provided a global platform for women leaders in the Vital Voices network.



100

**100 FELLOWS SINCE 2016**  
**75% REPORTED TAKING ON**  
**NEW OR HIGHER LEADERSHIP**  
**POSITIONS**



133

**133 PARTICIPANTS**  
**73% TOOK ON NEW OR HIGHER**  
**LEADERSHIP POSITIONS**

*7% acceptance rate*  
*HERlead Fellows paid it forward,*  
*going on to mentor 330 people and*  
*train 665 people*

## VVLEAD

Launched in 2016, in partnership with POND's, the VVLead Fellowship brought together global women leaders creating social change to advance and amplify their work through collaboration, visibility and training. The 21-month program provided women with innovative and sustainable solutions to diverse and pressing social, environmental and human rights issues with in-depth, customized opportunities so that they build confidence, collaborations and community and expand their networks, knowledge and skillsets.

## 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, inc. (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.



# LEADERSHIP DEVELOPMENT & GLOBAL NETWORK ACTIVATION

## GLOBAL LEADERSHIP AWARDS

Each year, Vital Voices hosts the Global Leadership Awards in Washington, DC to showcase a number of extraordinary women leaders from around the world.

**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.

## WE CAN ONLY CHANGE WHAT WE KNOW.

– Alyse Nelson



**ECONOMIC  
EMPOWERMENT  
AWARD**

**LINA  
KHALIFEH**

Jordan



**LEADERSHIP IN  
PUBLIC LIFE  
AWARD**

**JAMIRA  
BURLEY**

United States



**LIGHT OF  
FREEDOM  
AWARD**

**KIRAN  
BIR SETHI**

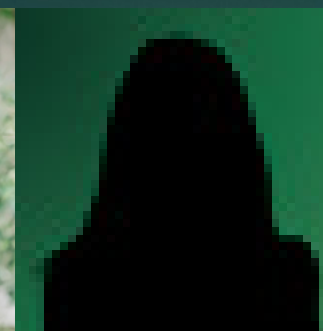
India



**HUMAN  
RIGHTS  
AWARD**

**WIRAWAN "BOOM"  
MOSBY**

Thailand



**GLOBAL  
TRAILBLAZER  
AWARD**

**ESRA'A  
AL SHAFEI**

Bahrain

*Esra'a does not show her face due to concerns for personal safety*





**13,355**

**13,355 PARTICIPANTS**

**141 WALKS**

**186 FLAG BEARERS**

## MENTORING WALKS

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 2018, flag bearers around the world hosted 15 MORE mentoring walks, totaling 141 walks around the world.

**755 FLAG BEARERS  
HAVE  
HOSTED  
MORE  
THAN 552  
MENTORING  
WALKS  
SINCE 2008**

## 2018 GLOBAL MENTORING WALKS

Abekuta	Buenos Aires	Florianópolis	Kolkata	Montevideo	Redmond	Stanford
Abuja	Busia	Frankfurt	Kuala Lumpur	Montreal	Rio de Janeiro	Subotica
Accra	Cairo	Fresno	La Coruña	Mumbai	Rock Island	Suva City
Addis Ababa	Calabar	Geelong	La Paz	Nairobi	Rosario	Takoradi
Ajmer	Callao	Goa	La Rioja	New York City	Salta	Tanna
Al-Quwaira	Cap Haitien	Granada	Lagos	Odessa	San José	Tegucigalpa
Al-Salt	Cape Town	Guadalajara	Lenakel	Onitsha	San Juan	Toronto
Albany	Castries	Guatemala City	Lima	Pétion Ville	San Pedro Sula	Trujillo
Algiers	Chennai	Gurgaon	London	Port of Spain	San Salvador	Tucumán
Amman	Chicago	Guwahati	Lusaka	Port-de-Paix	Santiago	Udaipur
Amsterdam	Córdoba	Harare	Ma'an/Petra	Port-ville	Santiago del Estero	Ushuaia
Aqaba	Corrientes	Ibadan	Mahlanya	Pretoria	Sao Paulo	Vero Beach
Arequipa	Costa del Este	Irbid	Managua	Princeton	Scarborough	Warsaw
Bangalore	Dakar	Islamabad	Manama	Prishtina	Seattle	Washington, D.C.
Batna	Dar es Salaam	Jaipur	Mandeville	Puerto Princesa	Setif	
Beijing	Delhi	Johannesburg	Mar del Plata	Pune	Shakaria	
Beirut	Dhaka	Kaduna	Mexico City	Quito	Shkoder	
Belfast	Disah	Kampala	Miami	Rahma	Sigomre	
Benin City	Dubai	Kathmandu	Mirebalais	Ramallah	Singapore	
Bordj bouariridj	Durban	Kingston	Monrovia	Ranchi		

# ECONOMIC EMPOWERMENT & ENTREPRENEURSHIP

## 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.



32

**32 PARTICIPANTS**

**100% OF PARTICIPANTS  
REPORTED TO MAINTAIN OR  
INCREASE THEIR CONFIDENCE**

*Participants made an average  
of 69 new connections*

*Participants went on to train  
4,508 people*

## GLOBAL AMBASSADORS PROGRAM

This Vital Voices and Bank of America unique and powerful partnership 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 gatherings to provide business acumen and skills training, networking and personal development workshops.



21

**21 PARTICIPANTS**

**100% OF PARTICIPANTS  
REPORTED TAKING ON NEW OR  
HIGHER LEADERSHIP POSITIONS**

*Participants went on to mentor 33  
additional people*





**39**

**39 PARTICIPANTS**  
**84% OF PARTICIPANTS**  
**INCREASED OR MAINTAINED**  
**THEIR CONFIDENCE IN MAKING**  
**A POSITIVE IMPACT IN THE**  
**COMMUNITY**

*Participants went on to mentor 323  
people and train 793 people*



**5**

**5 AWARDEES CHOSEN**  
*Participants' work directly addresses  
13 of the 17 Sustainable  
Development Goals*

## VV GROW FELLOWSHIP

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 at FedEx, 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 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.

## WE EMPOWER UN SDG CHALLENGE

The WEEmpower Challenge is the first of its kind global business competition for women entrepreneurs who are advancing the UN Sustainable Development Goals and inspiring entire communities to act to create the world we want by 2030. Each year, the Challenge brings together a multistakeholder community of partners to collaborate to bring visibility, recognition, credibility and relevant trainings and capacity building opportunities to five women entrepreneurs selected.



# HUMAN RIGHTS & COMBATTING VIOLENCE AGAINST WOMEN



## VOICES AGAINST VIOLENCE: CHAMPIONING INNOVATIVE SOLUTIONS TO END GENDER-BASED VIOLENCE.

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 traditional practices gain better access to services, protection and the justice they deserve.



**876**

**PARTICIPANTS**

LED BY VITAL VOICES AND A CONSORTIUM OF PARTNERS, INCLUDING PROMUNDO, CARE AND GLOBAL FUND FOR WOMEN. THE INTERNATIONAL PROGRAM INCLUDES SEVERAL SIGNATURE PROGRAMS:

- Urgent Assistance Program
- Justice Institutes on Gender Based Violence
- Programs to end Female Genital Mutilation and Cutting
- Advocate Empowerment Project in the Balkans
- Voices Against Violence Subawards and Grants
- Regional Convenings
- Deep Investments to end GBV in Honduras



**83%**

**83% OF PARTICIPANTS WERE CONFIDENT OR INCREASED THEIR CONFIDENCE AS LEADERS**



**380 SURVIVORS**

**ASSISTED IN 25 COUNTRIES**

*81% of cases were in the Sub-Saharan Africa region*



**15**

**15 PARTICIPANTS**

**100% OF PARTICIPANTS WERE MORE CONFIDENT AS LEADERS**

*100% were more confident in their ability to impact change in their community*

## JUSTICE INSTITUTES ON GENDER-BASED VIOLENCE

Justice Institutes, part of Voices Against Violence, are interactive training programs that promote holistic response to gender-based violence. These trainings convene judges, prosecutors, law enforcement and service providers and other stakeholders across the justice system and focus on victim safety and offender accountability. Justice Institutes are country-specific and regionally-tailored to provide participants with a human rights-based approach to identify, investigate, and prosecute gender-based violence crimes in their communities in a manner that focuses on offender accountability and victim safety.

## URGENT ASSISTANCE

Within the Voices Against Violence program, Vital Voices provides and 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.

## GLOBAL FREEDOM EXCHANGE

This innovative program, built in partnership with Hilton, provides a dynamic educational and mentoring experience 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, which in 2018 received additional support from the Avon Foundation for Women, convenes a select group of women leaders from countries around the world for a two-week experiential, interactive, learning and networking program in three cities in the United States that have developed unique, effective approaches to preventing and addressing human trafficking.

# POLITICAL AND CIVIC ENGAGEMENT

From national parliaments to local councils, women are underrepresented in policy-making. Only 24 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 24 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 to increase the capacity, decision-making power, and effectiveness of women leaders in politics and government, shifting culture around women's public leadership and moving towards equality in public representation globally.

VVEngage is a one-year fellowship that provides technical training, mentorship, and access to a global network of change-makers in government and civil society across the globe. Through this fellowship, Vital Voices advances women's political leadership by conducting online and in-person trainings with experts, such as Vital Voices network leaders and professors from Harvard University's Kennedy School of Government. The fellowship also connects participants to a global network of peers and mentors, such as current and former female heads of state through the Council of Women World Leaders, with whom they can brainstorm and share challenges and best practices.

Building on 20 years of leadership development work conducted by Vital Voices, the customized fellowship curriculum includes inspiring and rigorous in-person and online courses in topics such as Leadership, Strategic Communications, Political Strategy, and Governance. The curriculum is designed to help women address the many challenges to political participation that they face and hone their skills as global political leaders.



17

### ONLY 17 COUNTRIES HAD WOMEN AS HEADS OF STATE IN 2018

*In 2018, just 18% of ministers and 24% of parliamentarians globally were women. Both according to the World Economic Forum*



## 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.

### **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.

### **ALLIANCE TO END SLAVERY AND TRAFFICKING (ATEST)**

Vital Voices serves on ATEST with 12 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 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.

### **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.

**"I LIKE TO THINK THAT EVERY WOMAN CAN BE IN CHARGE – THAT YOU CAN BE THE WOMAN YOU WANT."**

– Diane von Furstenberg, Designer, Activist and Vital Voices Board Member

# CHANGING LEADERSHIP IN 2018

**We know that women lead differently.** And that difference might just build the crazy ideas that will change the world. In 2018, this difference was clearer than ever. Women are reaching a tipping point in leadership, surrounded by others who have paved the way and are helping them lead authentically. And we saw evidence of that within our participants.

1

## DR. AGNES ATIM APEA

VV Engage Fellow, Uganda

VVEngage Fellow Dr. Agnes Atim Apea powerfully demonstrates how women in public office make a difference. As the first woman to be Chair of the Finance Commission in Uganda, a role that advises the President on allocating resources to local governments, she is redefining what leadership looks like in the country. She realized that 85% of the national budget allocated to local governments was going to wages, and only 15% to services – and that local governments were excluded from the decision-making process. Agnes used her power to empower Ugandan communities by putting together a plan for the government to finance local economic development while training civil servants to run their governments like a business. Her plan was approved, and \$200 million was allocated over the next three years.

2

## SAMANTHA INESTA

Global Freedom Exchange Fellow, USA

Samantha is the founder and executive director of BeaSister2aSister, an aftercare program for survivors of human trafficking and domestic violence. She is using her leadership to help women and men become self-sustaining by helping them access food, clothing, shelter, immigration, and employment. Samantha is creatively and passionately using her power to empower survivors through unique partnerships, offering culinary classes for survivors as a means for employment, self-nutrition, and reintegration into their communities.

## REACHING THE TIPPING POINT IN 2018

### Vital Voices' far-reaching work proves that we're changing leadership – for good.

Our participants now span 182 countries and territories around the world. Thanks to Vital Voices programs, women around the world have new and more improved skills that will support them lead authentically. Sixty-seven percent of participants reported that they increased their knowledge in business development, communications, financial management and organizational development. And their increased skills are met with increased confidence – helping them develop their agency and better pay it forward in their communities.

## BUILDING LEADERS' CONFIDENCE

83%

of participants reported to have maintained or increased their confidence as leaders.

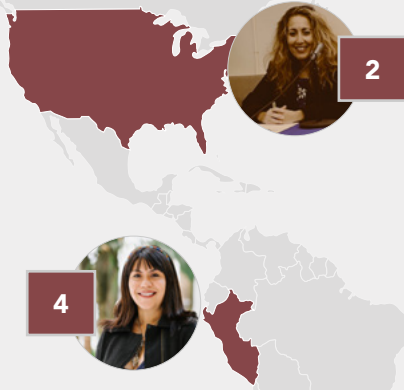
82%

reported to have maintained or increased their confidence as managers.

85%

reported to maintain or increase their confidence about their ability to have a positive impact on their community.





3

**KHULAN DAVAADORJ**  
**VV GROW Fellow, Mongolia**

VV GROW Fellow Khulan Davaadorj is demonstrating how to lead with care as she changes people’s skincare routine with self love, and is using her skin care line, Natural Essentials LLC, to empower Mongolia’s local farmers and children alike. Natural Essentials, known as Lhamour, is Mongolia’s first organic skin care brand. All of their products are hand made using traditional Mongolian ingredients, providing income to Mongolian herders and showcasing unique Mongolian elements and customs. Khulan further invests Lhamour’s profits by donating 10 cents from every sale, and has now started a mentorship program to help kids aged fifteen to seventeen find their inner self, passion and ambition.

4

**JESSICA SOTO**  
**VVLead Fellow, Peru**

VVLead Fellow, VV GROW Alumna and Mentoring Walks Flag Bearer Jessica Soto is a graphic design artist by trade and woman leader and mentor in practice. After building her own design advertising agency, she participated in Vital Voices’ programs and was inspired to leverage her leadership to empower the women in her country. She created Mujeres Lideres, a women’s network in Peru to provide counseling, coaching and capacity-building for business women. The organization not only gives them a platform to promote themselves and their products, but also offers women the tools and knowledge they need to grow their business so that they too can mentor others, just like Jessica.

**CONNECTING LEADERS OF THE FUTURE**

**In 2018, we more than doubled the average connections**

made by women in our network from 10 in 2017 to 23 in 2018.

**6,116**

An estimated 6,116 new connections were made in 2018.

**AND IT’S MAKING A DIFFERENCE**

**93%** of women reported implementing changes to their business and organizations after Vital Voices programming.

**932**

932 people were mentored by women who participated in Vital Voices programs.

**100%** of women reported progressing in achieving their goals.

**6,843**

**75%** of women reported taking action that had a positive impact on their communities.

6,843 people were trained by women who participated in Vital Voices programs.

SEATTLE ...



SAN FRANCISCO



NEW YORK

WASHINGTON, DC

MEXICO .....



GUATEMALA .....



HONDURAS

EL SALVADOR .....



NICARAGUA

COSTA RICA .....



PANAMA

ARGENTINA .....



# VITAL VOICES GLOBAL COUNCILS & CHAPTERS



## 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.

## 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

# 2018 VITAL VOICES COUNCILS

## Our National Supporter Base

### COUNCIL OF THE BAY AREA

Heather King, *Co-Chair*  
Janet Lamkin, *Co-Chair*  
Roselyne Swig, *Co-Chair*  
Temi Adamolekun  
Michelle Alberda  
Vanessa Hartigan  
Stacey Kelly Egide  
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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.

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Liz Bowman

Allie Brandenburger

Loren Bushkar

Katie Byerly

Emily Elaine Coyle

Mara D'Amico

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Isabelle Furth

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Maura Gillespie

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Christina Gordon

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Meg Heil

Lauren Hoffman

Shantell Isaac

Kelly Kolb

Adele Langton

Amy Lemons

Sarah MacLellan

Neri Martinez

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# THANK YOU.

Vital Voices  
Global  
Partnership  
thanks  
all of our  
contributors  
who helped  
support our  
programs  
in 2018.

## 2018 MAJOR CONTRIBUTORS

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# A PATH FORWARD

## INTRODUCING THE VITAL VOICES GLOBAL HEADQUARTERS FOR WOMEN'S LEADERSHIP

For more than 20 years and across nearly every country, Vital Voices has ignited a global movement by connecting and supporting women leaders solving the world's greatest challenges.

*This 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.*

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, a space dedicated to connect and convene women leaders so that they can 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.

# THANK YOU.

Vital Voices Global Partnership thanks all of our partners who have shared their talent, time, and resources in 2018.

# 2018 PARTNERSHIPS

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Airbnb  
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Avon Products, Inc.  
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Comcast  
Crowd Machine  
Deloitte  
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FedEx  
Freeport-McMoRan  
Fundacion Avon Para la Mujer (Avon Argentina)  
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HEINEKEN USA  
Hilton  
IBM  
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Johnson & Johnson  
LADOL  
PepsiCo  
Procter & Gamble  
PORTER  
Salesforce  
Stanley Black & Decker  
Target  
Unilever

## GOVERNMENTS, INTERNATIONAL INSTITUTIONS, AND DEVELOPMENT BANKS

DevEquity  
Embassy of Sweden  
Embassy of Switzerland  
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

## LEGAL AND ACCOUNTING

Akin Gump Strauss Hauer & Feld LLP  
Dallas County Criminal Court No. 9 – Prostitution  
Diversion Court with Judge Peggy Hoffman  
DLA Piper

## MEDIA

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

## NON-GOVERNMENTAL AND OTHER ORGANIZATIONS

1776  
AEquitas: The Prosecutors' Resource on Violence Against Women  
African Development Bank  
Africare  
Agora Partnerships  
AMAR  
AMIDEAST  
Arabreneur  
Argidius Foundation  
Artworks for Freedom  
Asala  
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Asociacion para una Sociedad mas Justa (ASJ)  
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Avuka  
AWTAD  
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BDC  
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BPWA  
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Cella Network  
Center for International Private Enterprise (CIPE)  
Charles Stewart Mott Foundation  
Children's Medical Center REACH Clinic  
Colectivo Unidad Color Rosa (CUCR)  
Dallas Children's Advocacy Center (DCAC)

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Foro Nacional de Sida  
Future Services International  
The G5 Collective  
Genesis Women's Shelter  
GeoTechVision  
Girls Not Brides  
Global Entrepreneurship Network  
Global Fund for Women  
Global Good Fund  
Goalscreen  
Grenada National Organization of Women (GNOW)  
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Momprenuers Middle East  
Mosaic Family Services Human Trafficking Center  
Naples Shelter  
National Center for Missing & Exploited Children  
NECA Network of Entrepreneurial Women  
New Faces New Voices Nigeria  
Oasis500  
Opportunities for Africans (OFA)  
OWIT International  
Pakistan Women Entrepreneurs Network for Trade  
Polaris Project  
Prerana  
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Promundo-US  
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Punto Talent  
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 Somali Women & Development Center (SWDC)  
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 The Coalition to End Violence Against Women and Girls Globally  
 The Private Sector Organization of Jamaica  
 Thunderbird  
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 United States Institute of Peace (USIP)  
 Value for Women  
 Vita Global  
 WAIN  
 WAVE Network (Women Against Violence Europe)  
 WeConnect  
 Women's Empowerment Organization  
 Women's Rights Center (Poland)

## 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)

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 Voces Vitales Guatemala  
 Voces Vitales Honduras  
 Vital Voices Mexico  
 Voces Vitales Nicaragua  
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 Vital Voices Poland

## UNIVERSITIES

Harvard Business Publishing  
 Julie Ann Wrigley Global Institute of Sustainability, Arizona State University  
 Manchester Business School, The University of Manchester – Middle East Centre  
 Oxford University – Said Business School  
 University of Arkansas Clinton School of Public Service  
 University of Michigan

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 Ana Lucia Escobar\*  
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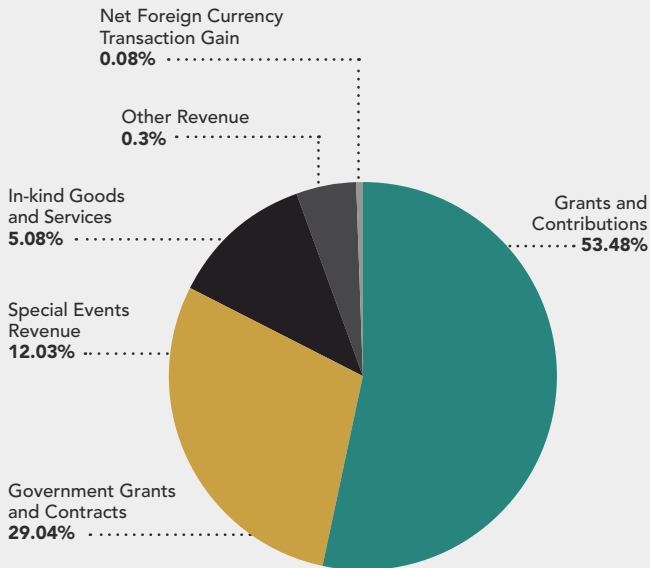


“ANYONE CAN  
RISE UP OUT OF  
BROKENNESS  
AND CONTRIBUTE  
TO THE WORLD.  
**YOU CAN BE  
AN AGENT OF  
CHANGE.”**

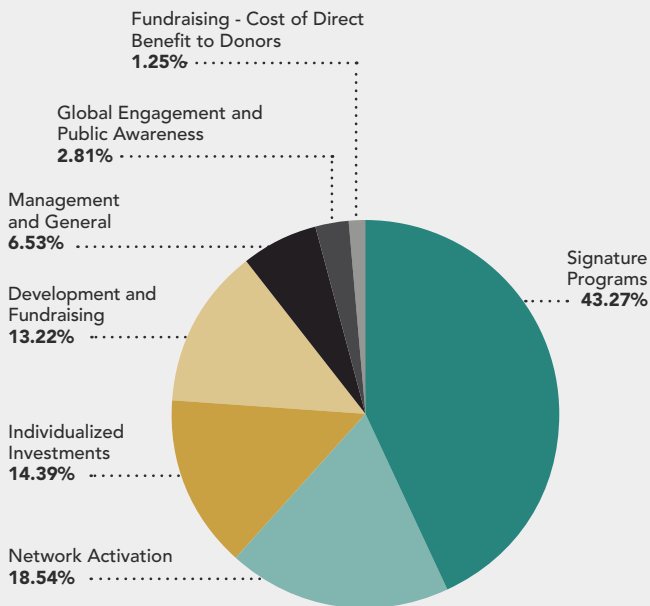
**WIRAWAN “BOOM” MOSB**  
Founder, the HUG Project, 2018 Global  
Leadership Award Honoree



# 2018 FINANCIALS



## REVENUES



## EXPENSES

## FINANCIAL POSITION

DECEMBER 31, 2018

ASSETS	2018 TOTAL
Cash and cash equivalents	5,364,825
Certificates of deposit	70,733
Grants and contributions receivable, net	2,961,877
Government grants and contracts receivable	658,454
Accounts receivable	41,459
Prepaid expenses	225,921
Inventory	31,474
Property and equipment, net	60,506
<b>TOTAL ASSETS</b>	<b>9,415,249</b>
<b>LIABILITIES AND NET ASSETS</b>	
Accounts payable and accrued expenses	343,783
Accrued leave	83,351
Deferred Revenue	50,000
Funds held on behalf of others	3,977
Deferred rent and lease benefit	226,917
<b>TOTAL LIABILITIES</b>	<b>708,028</b>
<b>NET ASSETS</b>	
Without donor restrictions	2,620,063
With donor restrictions	6,087,158
<b>TOTAL NET ASSETS</b>	<b>8,707,221</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>9,415,249</b>



# ACTIVITIES

DECEMBER 31, 2018

REVENUE AND SUPPORT	UNRESTRICTED	TEMPORARILY RESTRICTED	2018 TOTAL
Grants and Contributions	1,633,608	5,647,798	7,281,406
Government grants and contracts	3,948,409	-	3,948,409
Special events revenue	1,583,225	52,500	1,635,725
In-kind goods and services	690,971	-	690,971
Other revenue	48,660	-	48,660
Net foreign currency transaction gain	-	(10,814)	(10,814)
<b>NET ASSETS RELEASE FROM RESTRICTIONS</b>			
Satisfaction of program restrictions	5,224,686	(5,224,686)	-
Satisfaction of time restrictions	783,000	(783,000)	-
<b>TOTAL REVENUE AND SUPPORT</b>	<b>13,912,559</b>	<b>(318,202)</b>	<b>13,594,357</b>
<b>EXPENSES</b>			
<b>PROGRAM SERVICES</b>			
Signature Programs	5,364,485	-	5,364,485
Network Activation	2,928,396	-	2,928,396
Individualized Investments	1,784,272	-	1,784,272
Global Engagement & Public Awareness	348,451	-	348,451
<b>TOTAL PROGRAM SERVICES</b>	<b>10,425,604</b>	<b>-</b>	<b>10,425,604</b>
<b>SUPPORTING SERVICES</b>			
Management and General	809,599	-	809,599
Development and Fundraising	1,639,174	-	1,639,174
Fundraising- cost of direct benefit to donors	154,395	-	154,395
Total Development and Fundraising	1,793,569	-	1,793,569
<b>TOTAL SUPPORTING SERVICES</b>	<b>2,603,168</b>	<b>-</b>	<b>2,603,168</b>
<b>TOTAL EXPENSES</b>	<b>13,028,772</b>		<b>13,028,772</b>
<b>CHANGE IN NET ASSETS</b>	<b>883,787</b>	<b>(318,202)</b>	<b>565,585</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>1,736,276</b>	<b>6,405,360</b>	<b>8,141,636</b>
<b>NET ASSETS, END OF YEAR</b>	<b>2,620,063</b>	<b>6,087,158</b>	<b>8,707,221</b>





\*\*\*\*  
CHARITY NAVIGATOR RATING  
*for*  
TWELVE YEARS

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1625 Massachusetts Ave., NW, Suite 300 | Washington, D.C. 20036  
202.861.2625 (main) | [info@vitalvoices.org](mailto:info@vitalvoices.org)



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"GENDER  
EQUALITY IS AN  
INALIENABLE  
AND  
INDIVISIBLE  
FEATURE  
OF ALL  
HUMAN  
RIGHTS."

**ANTONIO GUTERRES**  
Secretary General of the United Nations,  
2016 Solidarity Honoree

