“The IWMF breaks down the barriers that women reporters face daily, from harassment to bias to lack of opportunity. The press cannot play its critical watchdog role without their voices and contributions.”

— Elisa Lees Muñoz
Dear Friends,

When I think about our impact, I think about the women journalists who — with our funding — are shining a critical light into the dark corners of the world. Their stories expose corruption, give voice to the oppressed and change lives — including their own.

In 2019 we celebrated our 30th anniversary and also, a period of unprecedented growth that’s allowed us to significantly expand the opportunities and support we offer women reporters and photojournalists:

• We conducted seminal research on digital harassment and now provide direct services to women journalists who are targets of abuse;
• We offered our acclaimed Hostile Environment and First Aid Training (HEFAT) courses around the globe and — for the first time — in the U.S., to reporters covering politics and other challenging beats;
• We supported a record number of journalists reporting in Latin America, provided training for local reporters and launched ¡Exprésate!, exclusively for local journalists reporting on LGBTQI+ issues and women’s rights;
• We celebrated the more than 450 stories produced by fellows as part of our groundbreaking, 5-year Africa Great Lakes Reporting Initiative;
• We acquired Round Earth Media, which amplifies storytelling in diverse global communities through cross-cultural reporting partnerships; and
• We welcomed new partners such as the MacArthur Foundation, Luminate, Women Deliver, Foundation for a Just Society and many others to whom we are eternally grateful.

We are committed to advocating on behalf of women journalists who are targeted by those trying to silence them, either individually or through institutional inequity. We fight to disrupt the bias that permeates newsroom practices and the oppression that targets women journalists. We redefine the way opportunities are offered — and we love seeing our fellows and grantees make the most of them. More and more, they’re forging pathways for success — their own, and for those who follow.

Sincerely,

Elisa Lees Muñoz
Executive Director, IWMF
In summer 2019, fellow Prue Clarke and her team published a series of articles that helped justice advocates in Liberia establish a war crimes court, which after 15 years is finally trying perpetrators of the country’s devastating civil war.

Tyche Hendricks’ 2019 coverage of the filling of the All-American Canal with concrete and its effect on livelihoods in Mexico helped spark greater collaboration between the U.S. and Mexican governments in managing the waters of the Colorado River.

Valeria Fernandez’s coverage of families torn apart by deportation helped earn her an inaugural American Mosaic Journalism Prize from the Heising-Simons Foundation in 2018 — a $100,000 award.

These are just a few of our stories of impact. Here are the reporting trips, grants and awards programs that made them possible.

2018 MILESTONES

- Led three discussions on harassment of women journalists at Newseum’s Power Shift Summit.
- Welcomed NBC’s Andrea Mitchell and ABC’s Kerry Smith to the IWMF board of directors.
- Hosted online course on Journalist Risk and Security for 1255 Latin American journalists in partnership with Knight Center for Journalism in the Americas.
- Led reporting trip to El Salvador and Dominican Republic, in partnership with Women’s Equality Center.
- Led reporting trip to Rwanda for 5 fellows in partnership with Malaria No More.
- Led reporting trip to Rwanda for 11 AGL fellows.
- Received $350,000 in grants from Knight Foundation and Craig Newmark Philanthropies to train and support female targets of online harassment.
- Published a Medium compilation of 10 fellows’ reporting that was included in the American Society and Council of the Americas’ “What we’re reading” roundup.
REDEFINING OPPORTUNITY FOR WOMEN JOURNALISTS

Our 2019 reporting trip to Honduras began as usual, with a four-day Hostile Environment and First-Aid Training. Afterward, producer Victoria Moll-Ramirez – a bilingual digital producer and Honduran-American – traveled to Tegucigalpa with other Adelante fellows, where she completed investigative work covering Honduras’ ongoing humanitarian crisis. She recorded key interviews and reported live for ABC News for the first time, sharing the realities that cause some Hondurans to flee their country.

In 2018 and 2019, the IWMF continued to connect diverse groups of women with on-the-ground reporting opportunities like the one above. The stories that emerge help break down the barriers and biases that can complicate the career paths of young journalists like Moll-Ramirez. She and her peers are the new faces of journalism, and they’re changing the makeup of the profession. In 2018, Pew Research Center’s FactTank found that U.S. newsroom employees aged 18 to 29 were almost 50 percent female. Among employees 30 and older, though, that number drops to a third. As our research has shown, many women ultimately leave the profession.

By helping young journalists build skills and generate content, we promote the equal voice of women in the newsroom. In 2018 and 2019, we offered more programs for more journalists than ever before, including more than $2.1 million in direct support in 2019 alone.

PROGRAMS OFFERED 2018–2019

Adelante Reporting Initiative
Fund for Women Journalists
Africa Great Lakes Reporting Initiative
¡Exprésate! Central America Reporting Initiative
Gwen Ifill Mentorship Program
Round Earth Media bi-national team reporting
Women Deliver Reporting Grants
Reproductive Health, Rights and Justice Reporting Grants
Reporting Grants for Women’s Stories
Elizabeth Neuffer Fellowship
Kim Wall Memorial Fund Grants
Asia Reporting Project
McCain Underreported Stories Grants
The Adelante Reporting Initiative set the standard for training reporters in challenging environments. In 2018 and 2019 we ran 12 reporting trips to Colombia, El Salvador, Guatemala, Honduras, Mexico and the U.S.-Mexico border, awarded grants to 22 journalists, and offered international and local fellowships to 151 journalists (33 in 2018 and 118 in 2019). Working in teams and individually, in English and Spanish, our reporting fellows covered breaking news — from floods of Venezuelan migrants arriving in Cúcuta, Colombia to an earthquake in Mexico City and issues such as the environment, civic engagement, politics and corruption. Here are a few of Adelante’s more than 360 stories:

In April 2018, Cora Currier and Danielle Mackey reported in The Intercept about a group of online trolls in Guatemala that spews misinformation over Facebook, Twitter and WhatsApp to protect the country’s elite leaders and attack their detractors. The effort is considered one of the most intense of its kind, worldwide.

In early 2019, Adelante fellows reported on the Trump administration’s new “Remain in Mexico” policy, which sent asylum seekers back to Mexico to await their hearings. Alexandra Hall reported on the policy’s effects on local communities for KQED Public Radio. Writing for Marie Claire, freelancer Erica Hellerstein told the story of domestic violence survivors who find asylum-seeking almost as dangerous as staying home.

Adelante is made possible through the generosity of the Howard G. Buffett Foundation.

In March 2019, the IWMF began offering investigative reporting training programs for journalists who are based in our five Adelante countries. Grantees participate in workshops and field reporting exercises taught by regional experts and receive stipends to support reporting on important local issues in the year-long program, which builds on the success of similar training we’ve provided in Africa.
The Fund for Women Journalists — also funded by the Howard G. Buffett Foundation — reimagines opportunity by eliminating the usual grant guidelines and opening the door for bold, breakthrough content. In 2019, the IWMF surpassed $1.1 million in grants for projects such as Michaela Haas’s Mother Jones cover story on three Alabama women who were resisting their rapists’ attempts to gain custody of the children they’d fathered. Photographer Shiho Fukada published a photoessay in Bloomberg Business Week about lonely Japanese seniors who shoplift in order to go to jail, where they find community and stability.

For Borderless Magazine and Chicago Reader, Sarah Conway, Michelle Kanaar and Apoorva Mittal captured the stories of 6 immigrants seeking asylum in Chicago and the diverse events that prompted their journeys from Cuba, Nigeria, El Salvador, Pakistan and Jamaica. FWJ journalists shine well after receiving grants from the IWMF, too — Catalina Trejo’s podcast, Las Raras, was one of the first selected for the Google Podcasts creator program in 2019 and Sarah Topol’s investigation of a Russian politician’s assassination in Ukraine made the cover of The New York Times Magazine. FWJ has attracted applicants — freelancers, staff journalists and newsroom teams — from six continents through a review process designed to maintain diversity among the grantees and projects chosen.

In 2018 and 2019, the IWMF awarded 60 FWJ GRANTS

Of all the grantees who chose to self-identify, 54% WERE NON-WHITE

OF ALL GRANTEES:
42% were from the U.S. and Canada
16% were from Africa
10% were from Asia
10% were from Europe
8% were from the Americas (excluding the U.S. and Canada)

The IWMF’s Elizabeth Neuffer Fellowship was awarded to Una Hadjari of Kosovo in 2018 and Nigerian journalist Shola Lawal in 2019 — the program’s 15th year.

Our Kim Wall Memorial Fund continues to grow, offering grants to four journalists through 2019 who hail from Portugal, Denmark, Pakistan and the U.S.
Racial and ethnic diversity in the newsroom lags behind other industries. We launched our **Gwen Ifill Mentorship Program** to change that and in 2019 welcomed our first cohort of 17 early-career journalists from underrepresented backgrounds in the United States. IWMF board member Suzanne Malveaux, Gwen Ifill Award winner Karen Toulon and leadership team members Athelia Knight, Emma Crew Grovum, P. Kim Bui, Juleyka Lantigua Williams and Doug Mitchell kicked off the program with fellows roleplaying successful negotiations, building community and actively sharing resources and experiences. The program is funded by our grant from CBS.

The IWMF’s 5-year **Africa Great Lakes Reporting Initiative** immersed wave after wave of fellows in a region that is fraught with conflict and home to countless cultures yet remains one of the world’s most neglected from a journalistic perspective. When the Howard G. Buffett Foundation-funded program wrapped in 2018, it had transformed reporting in the region, adding immensely to the world’s knowledge about the area, logging firsts in safety training for hundreds of African journalists, training countless local journalists, and altering published narratives. In one example, fellows’ stories about the Democratic Republic of the Congo (DRC) were so popular that over time they changed Google search results for the DRC, adding diverse stories to what had been a long list of articles about war and corruption.

In 2018, fellows published content such as Kristin Chick and Holly Pickett’s Los Angeles Times piece about women political candidates in the DRC; Tendai Marima and Nyasha Kadandara’s Al Jazeera story on displaced persons creating their own system of justice in South Sudan; and, Luisa Garcia’s piece for CBS News on fighting malnutrition in Rwanda with orange sweet potatoes. Eighty-one percent of AGL fellows’ stories featured at least one woman, compared to the Global Media Monitoring Project’s average of 28 percent (as recorded in the Global Media Monitoring Project’s “Who Makes the News” report), and fellows also earned awards and promotions for their work. Is there a connection between the two? We think so.

“Having mentors and a community of fellow journalists who are willing to share their experiences and knowledge is so valuable to one’s growth. I used to be less confident about connecting with new people and putting myself out there, but this program has made me realize the importance of finding your community and fostering it.”

— Pat Nabong, Gwen Ifill Mentorship Program fellow

<table>
<thead>
<tr>
<th>AGL BY THE NUMBERS, 2013–2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>6 countries</strong></td>
</tr>
<tr>
<td>Central African Republic</td>
</tr>
<tr>
<td><strong>27 reporting trips</strong></td>
</tr>
<tr>
<td><strong>308 fellows</strong></td>
</tr>
<tr>
<td><strong>130 local journalists</strong></td>
</tr>
<tr>
<td><strong>178 international journalists</strong></td>
</tr>
<tr>
<td><strong>450 stories</strong></td>
</tr>
<tr>
<td><strong>134 unique media outlets</strong></td>
</tr>
<tr>
<td><strong>25 safety trainings</strong></td>
</tr>
</tbody>
</table>
SAFETY IN THE FIELD . . .

Hostile Environment and First-Aid Trainings (HEFATs) have long been a foundation of IWMF’s international work. With political turmoil increasing in the United States, in 2019 we began offering safety training as standalone courses to women journalists working in the U.S. With the help of our grant from CBS, we trained 30 women journalists in Slidell, Louisiana, and Phoenix, Arizona, on how to stay safe during rallies, active shooter situations and other scenarios that unfortunately are growing more commonplace in the U.S.

The IWMF’s HEFAT program is the one course of its kind that is tailored to the needs and beats of women journalists and accessible to freelance and staff journalists alike, free of charge. Future trainings are being planned for Washington, DC, North Carolina and select media markets with limited resources to provide their own. We’ll also train global political journalists in countries such as Sri Lanka, Kenya and Mexico as part of our partnership with the National Democratic Institute.

The IWMF has worked for almost three decades to protect women journalists in places where attacks on the press are commonplace. For most journalists, particularly freelancers, the cost of HEFAT courses is prohibitive: most providers charge $3,000 for 5-day trainings, not including travel costs and time off. Through the end of 2019, the IWMF has provided 50 HEFATs to nearly 739 journalists, a $2.2 million-dollar value to journalists all over the world.

““The IWMF sets the standard for hostile environment training that’s tailored to the unique risks women reporters face in the field and the geographic areas in which they work.”

— Elisa Lees Muñoz

(Above and to the left) Adelante fellows learn skills for reporting safely in Mexico and Guatemala.
When we partnered with Trollbusters to study online harassment of women journalists with the support of Craig Newmark Philanthropies, we had no idea our report would become a resource for those covering anything from #MeToo to the berating of NPR’s Mary Louise Kelly by the U.S. Secretary of State. Since its publication in September 2018, “Attacks and Harassment: The Impact on Female Journalists and Their Reporting” — and our executive director as well — have been cited countless times in outlets such as Reuters, Voice of America, USA Today, and Al Jazeera and by influential organizations such as UNESCO, citing the critical issues facing women journalists today.

The stories we learned through our research are arresting. One reporter said that after 11 years of harassment on social media she received an email that caused her to leave the profession for good — from someone who threatened to rape her and throw her in the gutter.

Our study demonstrated what we’ve long heard from the women in our network: That online harassment disproportionately affects women journalists, that its toxic nature can have career-changing effects and that it contributes to the early departure of women in the profession.

In 2019, thanks to funding from Luminate, the Knight Foundation and Craig Newmark Philanthropies, the IWMF began providing resources and direct assistance to targets of online harassment — from digital hygiene and emotional support to emergency funds for those needing relocation assistance. Some who seek services are freelancers; others are staff journalists whose outlets have insufficient support or don’t take the harassment seriously. Some have a legitimate fear that reporting abuse will result in fewer assignments.

These direct services to journalists have been at the center of the IWMF’s work in 2018 and 2019. And with 2020 marked by a global pandemic and unprecedented reliance on digital communication, the need is growing.

If you’re a reporter who’s experiencing abuse or needs emergency support services, please don’t hesitate to reach out to us via e-mail at info@iwmf.org. We’re here to help.
In 2018 and 2019 the IWMF drove—and our fellows and grantees delivered—content on pressing global issues that diversified conversations while highlighting areas of common ground.

As immigration dominated the headlines in 2018 and 2019, participants in our Adelante Reporting Initiative, McCain Underreported Stories Grants and Fund for Women Journalists made their mark in this space by producing stories that spotlighted injustices and catalyzed change.

- **Univision** journalists Almudena Toral and Patricia Clarembaux exposed a citizen-led militia group who patrolled a mountainous stretch of the U.S.-Mexico border with assault rifles, threatening and detaining any migrants they came across. Their story on the militia led to the arrest of its leader by the FBI just days after it aired.

- In July 2019, grantee Dana Ullman produced hard-hitting content on labor trafficking between Mexico and Texas that ran as a Texas Observer cover story.

- **The Seattle Times’** visual journalists Corinne Chin and Erika Schultz traveled to Mexico to tell the stories of immigrants whose dreams had evaporated, either because they’d been detained in Tijuana or deported from their communities in the U.S. Visitors to iwmf.org can see Chin’s drone footage from Tecate.

Inspired by this work, the IWMF published its first-ever roundup of fellows’ reporting in *Medium* in 2018 — *The Migrant Caravan: Unique Perspectives from 10 women journalists.*

“You can’t overstate the global refugee crisis.”
— Deborah Amos, NPR correspondent and professor of migration reporting at Princeton University

Photos by Adelante fellows Almudena Toral (above) and Maya Averbuch (below), Mexico 2019
In 2019 a group of 30 journalists from El Salvador and Guatemala received groundbreaking training designed to foster nuanced and inclusive reporting on LGBTQI+ issues and women’s rights in Central America.

¡Exprésate! fellows learned from experts in media and human rights activists and received reporting grants funded by the Foundation for a Just Society. Their stories – such as this piece in Revista Factum by Carlos Chávez about the only transgender individual living in a small town in El Salvador – are already helping to dispel the misperceptions and stigma that surround women and LGBTQI+ communities in Central America.

Other 2018 and 2019 IWMF grantees were inspired to cover LGBTQI+ issues as well. Two, Emily Johnson from the U.S and Adam Aulia from Indonesia, teamed up as part of our new Round Earth Media cross-cultural reporting program to cover exorcisms that are being used to “cure” homosexuality among Muslim youth in Indonesia for USA Today.

(Above) Interviews with trans community activists in Honduras, 2019
Capturing environmental challenges and successes at the community level is critical, yet often overlooked when those communities are underrepresented in the news media. In 2018 and 2019 the IWMF ran reporting trips dedicated to environmental degradation in countries such as Guatemala, while our Fund for Women Journalists and Adelante grantees produced compelling environmental stories on their own. Outlets and decisionmakers alike took notice.

• Ariel Zirulnick published a story in the Christian Science Monitor about the DRC’s Virunga National Park, which survived decades of conflict to emerge as an oasis for mountain gorillas and a platform for cooperation with neighboring countries.

• With a grant from the IWMF, fellows Nadia Shira Cohen and Nina Strochlic wrote about a feud between beekeepers and Mennonite farmers in Mexico. The National Geographic story sparked an immediate response from Mexican president Andrés Manuel López Obrador, who traveled to Campeche to address the issue the day after the story ran.

• Also writing for National Geographic, Eileen Guo covered Guatemala’s struggle to protect rosewood, which, as a sought-after material for furniture and musical instruments, has become the world’s most trafficked commodity in value and volume.

(Above and right) A hydrangea farm in Colombia, 2019; Mexican president Andrés Manuel López Obrador addressing a feud between beekeepers and Mennonite farmers; litter on a beach in Guatemala, 2018.
Covering women’s rights is in our DNA, and in 2018 and 2019 we supported more content generation by and about women than ever before. From our Reproductive Rights, Health and Justice in the Americas Initiative to our new Women Deliver grants for reporters working on the front lines, our fellows and grantees highlighted women’s hurdles and triumphs around the world.

- Grantee Millicent Nthoki Mwololo wrote about the critical roles women are playing in rebuilding Rwanda for both the Daily Nation and the New Times.
- Grantee coverage of abortion in underserved communities included Ana María Rodríguez and Eulimar Núñez’s Univision story about abortions as life-saving measures in El Salvador and the Dominican Republic, which won a Gracie Award, and Amy Littlefield’s piece in the New Republic on the lack of options for women seeking abortion in Mexico.
- Shannon Sims, Claudia Prat and Holly Pickett’s story about a women’s fishing cooperative near Lake Kivu in Rwanda ran on the front page of the New York Times and was named an Editor’s Pick.

The IWMF’s leaders advocated for women’s rights in the media as well, such as this July 2018 ProPublica story in which executive director Elisa Lees Muñoz commented on Columbia Journalism Review’s exposé of systemic sexual harassment in the photojournalism industry.

“‘My involvement with IWMF, and reporting in Honduras, has made me more committed to reporting in Latin America, particularly on reproductive rights, and has me thinking about how I can continue telling this story across the region.’

— Jill Filipovic, Women’s Health Reporting Grantee
For 30 years, the IWMF has shown that courage has many faces by honoring women who persist in bringing us the truth despite the odds. The Courage in Journalism Awards launched our organization and gave rise to other awards programs in our space, including our own Anja Niedringhaus Courage in Photojournalism Awards (2014) — which was founded with the support of the Howard G. Buffett Foundation — and the Gwen Ifill Award for U.S.-based journalists of color (2017). These pages show our 2018 and 2019 awardees; for their stories and a tribute to three decades of courageous reporting, visit the Awards page on our website.

Our 2018 and 2019 awardees hailed from 14 countries worldwide:
2018 WINNERS:

COURAGE IN JOURNALISM AWARDS

MEREDITH KOHUT
Freelance Photojournalist, Venezuela

ROSARIO MOSSO CASTRO
Editor-in-Chief, ZETA, Mexico

NIMA ELBAGIR
International Correspondent, CNN, United Kingdom

ZEHRA DOĞAN
Founder, Jinha, Turkey
*incarcerated at time of awards*

ANNA BABINETS
Editor-in-Chief, Slidstvo.info, Ukraine

ANNA NIMIRIANO
Editor-in-Chief, Juba Monitor, South Sudan

LIFETIME ACHIEVEMENT AWARD: LESLEY STAHL
60 Minutes, CBS News Correspondent, United States

ANNA BABINETS
Editor-in-Chief, Slidstvo.info, Ukraine

LUCIA PINEDA
News Director, 100% Noticias, Nicaragua

NASTYA STANKO
Broadcast Journalist, Hromadske, Ukraine

LIFETIME ACHIEVEMENT AWARD
was presented to the 23 journalists who founded the IWMF in 1989

GWEN IFILL AWARD

KAREN TOULON
Senior Editor, Bloomberg News, United States

NIKOLE HANNAH-JONES
Investigative Journalist, New York Times Magazine, United States

ANJA NIEDRINHAUS COURAGE IN PHOTOJOURNALISM AWARDS

WINNER: ANDREA BRUCE
Freelance Photojournalist, Iraq

HONOREE: REBECCA CONWAY
Freelance Photojournalist, India

WINNER: ELOISA LOPEZ
Freelance Photojournalist, Philippines

HONOREE: MARY CALVERT
Freelance Photojournalist, United States

HONOREE: TASNEEM ALSULTAN
Freelance Photojournalist, Saudi Arabia

HONOREE: AMBER BRACKEN
Freelance Photojournalist, Canada

WINNER: ANDREA BRUCE
Freelance Photojournalist, Iraq

HONOREE: REBECCA CONWAY
Freelance Photojournalist, India

WINNER: ELOISA LOPEZ
Freelance Photojournalist, Philippines

HONOREE: MARY CALVERT
Freelance Photojournalist, United States

HONOREE: TASNEEM ALSULTAN
Freelance Photojournalist, Saudi Arabia

GWEN IFILL AWARD

KAREN TOULON
Senior Editor, Bloomberg News, United States

NIKOLE HANNAH-JONES
Investigative Journalist, New York Times Magazine, United States
As we moved into 2018 the world experienced continuing attacks on the press in both autocratic and open societies, as well as a deterioration in the state of press freedom overall.

While physical threats and attacks persisted, what ballooned in the two-year timeframe covered by this report was **abuse online**. Reporters are frequent targets of online trolls, and women are particularly vulnerable to the vitriol and misogyny that have become all too common in these often-anonymous spaces.

After finding that two-thirds of women journalists in the IWMF’s own study had experienced online harassment, and that some had changed their career paths because of it, in 2018 the IWMF began a **series of workshops** to better secure and prepare women journalists working online. We also provide direct support and a carefully curated list of resources to those who have already been targeted. Soon we will also launch a **new course** that shows journalists where their data may exist online, how bad actors can use that data against them and how to remove it if they wish. These trainings complement our in-person HEFATs.

Rounding out our holistic support for women journalists is the IWMF’s **Emergency Fund**, which serves as a lifeline for those in crisis. In 2018 and 2019 the fund filled $210,000 in requests from El Salvador, Syria, Cameroon and elsewhere from journalists such as Mexican Courage awardee Lydia Cacho, who was forced to leave the country amid death threats and after criminals broke into her home and killed her dogs. Requests for psychological support and legal assistance related to sexual harassment in the newsroom were an unfortunate theme during the two-year timeframe.

If press freedom continues to erode without care, it could be in danger of “virtual extinction,” and civil liberties and democratic ideals could melt away with it. A free press holds power to account, and it’s up to us to denounce attempts to destroy it – especially, those of us who live in a society where for now, protections are in place.

**THE IWMF PARTICIPATES IN LEADING PRESS FREEDOM INITIATIVES AND COALITIONS:**

- Press Forward
- The Washington Post’s Press Freedom Partnership
- One Free Press Coalition
- Power Shift Project
- ACOS Alliance

(Above left) Photo by Africa Great Lakes fellow Holly Pickett.
IWMF BOARD

LINDA DOUGLASS, Co-Chair
Bloomberg News (retired)

BRYAN MONROE, Co-Chair
Temple University

SUZANNE MALVEAUX, Vice Chair
CNN

ERIC HARRIS, Treasurer
Cheddar

GRETA WILLIAMS, Legal Counsel
Gibson Dunn

HANNAH ALLAM
NPR

INGRID CIPRIAN-MATTHEWS
CBS News

STEPHANIE KAUFFMAN
Breast Cancer Research Foundation

MIKI TOLIVER KING
Washington Post

ADVISORY COUNCIL

Christiane Amanpour
Bonnie Angelo
Nadia Bilbassy-Charters
Theodore J. Boutrous, Jr.
Merrill Brown
Maureen Bunyan
Kathy Bushkin Calvin
Eleanor Clift
Barbara Cochran
Raghida Dergham
Linda Deutsch
Ysabel Duron

Katty Kay
Susan King
Carolyn Lee
Cynthia McFadden
Marcy McGinnis
Marjorie Miller
Bailey Morris-Eck
Emily Nwankwo
Lynn Povich
Eugene Robinson
Maria Elena Salinas
Linda Peek Schacht

ANNE KORNBLUT
Facebook

CINDI LEIVE
LINDA MASON
CBS News (retired)

ANDREA MITCHELL
NBC News/MSNBC

NORAH O’DONNELL
CBS

JESSICA OPPENHEIM
Bank of America

SUZANNE ALLEN REDPATH
CBS News (retired)

JENNIFER REINGOLD
Egon Zehnder

KERRY SMITH
ABC News

MATT WINKLER
Bloomberg News

Margaret Scott Schill
Carole Simpson
George Stephanopoulos
Carolan K. Stiles
Cynthia Tucker
Peggy White Warren
Sharon Waxman
Judy Woodruff
Narda Zacchino
Jennifer Moyer

Photo by Adelante fellow Arwa Aburawa, Guatemala 2018
2018–2019 IWMF DONORS

SPECIAL THANKS
Howard G. Buffet Foundation

NATIONAL PRESENTING SPONSORS (250,000)
Bank of America
The Ford Foundation
The John S. and James L. Knight Foundation
The Foundation for a Just Society
Henry Luce Foundation
MacArthur Foundation
CBS News
Luminate

FIRST AMENDMENT SPONSORS (100,000)
Arizona State University Foundation
Bloomberg
Craig Newmark Philanthropies
Doris Duke Foundation
Women’s Equality Center

INVESTIGATIVE SPONSORS (50,000)
Chevron
Comcast NBCUniversal
Malaria No More
Washington Post

OPINION SPONSORS ($25,000)
ABC News
Amanda Bennett and Don Graham

Helen Bing
Ted and Helen Boutrous
CNN
Dow Jones
Dow Jones Foundation
Gibson Dunn
Hearst Corporation
Morgan Stanley
MSNBC
NBC News
Pfizer Inc.
Boston Globe
Ludwig Family Foundation
Secular Society
Walt Disney Company
Willow Bay
Women Deliver

POLITICS SPONSORS ($10,000)
21st Century Fox
A+E Networks/Propagate
Jurate Akazickas
Amanda Bennett and Don Graham
Katherine and David Bradley
Rita Braver
Brenda and Earl Shapiro Foundation
Brokaw Family Foundation
CalWellness
Peter Cannellos
Carnegie Corporation of New York
Case Foundation

Ingrid Ciprian-Mathews
Citi Bank
Suzanne Clark
Conrad N. Hilton Foundation
Judy Anglo Cowan
Discovery
DOW Jones Foundation
Earl & Brenda Shapiro Foundation
Facebook
Foundation for a Just Society
Phil and Kory Griffin
Hearst Corporation
David Holliday
David and Betty Jones
Kingsbury-Hildofund
Andrea Mitchell and Alan Greenspan
National Geographic
Jan Neuhearth
New York Times Company
T.T. Nyhetsbyran
Norah O’Donnell
Politico
Principal Communications Group
Secular Society
Kevin Delany and Lisbeth Shepherd
Suzanne Allen Redpath
The Estée Lauder Companies Inc.
The Freedom Forum
The Secular Society
The Walt Disney Company
Alexandra Trower

Yusuke Umeda
WABC
Washington Post
Matthew Winkler
Judy Woodruff
Jeff Zucker

METRO SPONSORS ($5,000)
Roger Altman
Mary Apton
The Arnhold Foundation
Associated Press
Ronald Blaylock and Petra Pope
Alison Brown
Peter Brown
Calvin Cafritz
Capital Partners
Connie Chung
Barbara Cochran
Elizabeth Dubin
Edelman
Egon Zehnder
Forbes Media
Harold Ford
Fox News
HBO
Susan King
Kingsbury Family Fund
Michael Klein
Sheila Lambert
The Lambert Family Foundation
SUPPORTERS
Kimberly Adams
Jasmin Bauomy
Kirsten Bitzer
Janet Marie Bowen
Jacqui Campbell
Abigail Higgins
C. Hugh Hildesley
Barbara Abel
Rebecca Abou-Chedid
Atossa Abrahamian
Lesley Adams
The Adams Cowen Foundation
Aftonbladet
Susan and Richard Ahearn

Amer Ahmed
Maya Ajmara
John Albert
Jacqueline Alemany
Khaled Alhagelan
Salma Ali
Hannah Allam
Robert Allbritton
Julie Alnwick
Amelia Fountain
Linda and Cary Aminoff
Amira Saalaam Amro
Dana Anderson
Judith Ann and Stuart Stock
Lennart Anselmsson
Sneha Antony
Xana Antunes
Michele Aronson
Deborah Asher
Kaavya Asoka
Associated Press
Atlantic Council
Leonor Ayala
Marc Bain
Margery Baker-Riker
Madeline Barbara
David Barnes
Hazel Barnes
Katherine Barnett
Martin Baron
Kristen Henning Bartel
Julia Barzyk
Morena Basteiro
David Bauer

Bailey Bearss
Julia Bearss
Carol Beaver
Beate Becker
Bonny Becker
Glynn Behmen
Soma Behr
Willow Belden
Jessica Bell
The Benevity Fund
Amanda Bennett
John Bennett
Jessica Benvenisty
Alan Berger
Melissa Berger
Michael Berman
Stuart Bernstein
Andrea Berry
Alexander Besant
Pat Beverly
Christina Billings
Blackwell and Ruths Limited
Katherine Blanchard
Ellen Bloom
Barbara Blumberg
Caroline Boccarosse
Kristen Boghosian
Mark Bohannon
Lauren Bohn
Helene Borjesson
Cathy Bostron
Rebekah Botoroff
Philippe Bourguignon
Nora Boustany

Leila Bowman
Elizabeth Bowyer
Emily Brady
Sandra Sofia Branco
Jodi Breckenridge
Gary Briggs
Tom and Meredith Brokaw
Linda Brooks
Colin Brown
Leila Brown
Paul Brown
Earl B. Brown, Jr.
Candace Browning-Platt
Alexandra Brownridge
Ann Bruger
Kristen Bryfogle
Deborah Bucci
Maureen Bunyan
Kelly Butler
Carolyn Byerly
Yoon Soo Byun
Jennifer Caban
Buffy Cafritz
Traci Caldwell
Mario Calus
Claire Cameron
Ian Cameron
Andrea Camp
Susan Campion
George and Jean Canellos
Cargill
Camilla Carlell
Alexandra Carlin
Carnegie Corporation
Christa Carone
Elizabeth Carpenter
Lucas Carter
Mary Casalind
Alejandra Casarrubias
Charles Case
Irene Caselli
Amaris Castillo
Madeline Celeste
Patricia Chadwick
Patricia Chadwick
Anne Champion
Alison Chang
Ann Mei Chang
Juju Chang
Tina Charney
Scott Chatham
Betty Chin
Gina Chon
Marc Chouchani and Lan Nguyen
William Chu
Lori Chudacoff

Peggy Chun
Catherine Cimino
Clairemedia LLC
Kimberly Clark
Clark Construction Group LLC
Barry Clegg
Ellen Clegg
Denise Clemens
Eleanor Clift
Julia Cobb
Alex Cohen
Mollie Colavita
Brent Colburn
Laura Coleman
Orla Coleman
Erin Colleran
Jeanne-Marie Condo
Jeanmarie Condon
Jessica Contrera
Andrea Contreras
Ellen Coogan
Justin Cook

Tara Cooksey
Michael Cooper
Rebecca Cooper
Melanie Cornwell
Elizabeth Coro
Julie Corty
Michael Berman and Debbie Cowan
Maxine Crooks
Lucy Dalglish
Laura Danielson
Natasha Davids
Meg and Steve Davidson
Lesly Davis
Susan Davis
Lis De Bode
Lisa De Bode
Max de Haldevang
Georges De Tilly
Joan Deely
Kevin Delaney
Denver Foundation
Jennifer DePietro

Raghida Dergham
Jennie DeScherer
Stacia Deshiska
Richard DeSilva
Rena DeSisto
Rimjhim Dey
Sima Diab
Elisabeth Diana
Cipa Dichter
Elizabeth Dickinson
Jane Donaldson
Helen Donovan and Holly Nixholm
Michael Dore
Linda Douglass
Maurice Downes
Latoya Drake
Sonia Dridi
Hala Droubi
Jan Du Plain
Du Plain Global Enterprises
Julia Dumont
Jericka Duncan
Ysabel Duron
Marianne Eaton
Jean Marie Echemendia
Linda Edgerly
Lina Edsgard-Fog
Leslie Edwards
Erin Egan
Kholood Eid
Isabel Eidhamar
Amy Eisman
Monique El-Faizy
Ali Elabbady
Mark and Jennifer Ellis
Emerald Travel LLC
Claude Erbsen
Shaima Eshmawy
Whitney Eulich
Laurie Eustis
Rae and David Evans
Rachel Ewell
Leila Fadel
Dan Falkeheim
Tianyu Fang
Stefan Fatsis
Jeffrey McKee Feature Sponsor
Benjamin Fehrmann
Carole Feld
Amy Feldman
Deepa Fernandes
Tim Fernholz
Cheryl Suchors and Laurence Field
Laurence Field
Julia Fields
Deb Finan

Emma and Jonathan Fine
John Firestone
David Fischer
Lois Fishman
Sena Fitzmaurice
Heidi Flagg
Courtney Flanagan
Vail Flanagan
Carol Flannery
Jocelyn Florence
Mary Flynn
Katherine Foley
Celeste Ford
Elizabeth Ford
Ben Forer
Jonathan Forsgren
Barbara Forster
Lisa Foster
Rachel Foster-Gimbel
Stephanie Fouch
Amelia Fountain
Timothy Fox
BrieAnna Frank
Alexandra Fransway
Sandra Frazier
Nina Freedman
James Friedlich
Janice Frollo
Daniel Frommer
Debbie Frost
Nancy Fushan
Gail Gregg Fund
Nicole Gallagher
Jason Garcia

Gabriella Garcia-Pardo
Jon Garelick
Maralyn Gelefsky
Vance Gellert
Saleha Ghani
Ashley Gilbertson
The Honorable Joseph and Alma Gildenhorn
Richard Gilder and Lois Chiles
Benjamin Gillespie
Brooke Gladstone
Rhoda and Dan Glickman
Kimberly Godwin
Ashley Gold
Olivia Goldhill
Jordan Goldsmith
Lee Goldsmith
Joseph and Valerie Goldstein
Kyle Good
Caty Gordon
Glenna Gordon
Deborah Goudreau
Cheryl Gould
Renee Graham
Annette Green
Emily Green
Renata Green
Ricki Green
Gail Gregg
Gil Gregg
Vartan and Clare R. Gregorian
Paul Grewal
Michael Griffin
Phil Griffin
Brenda Griffiths

Photo by Adelante Fellow Shilpa Jindia
<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regina McCombs</td>
</tr>
<tr>
<td>Cynthia McFadden</td>
</tr>
<tr>
<td>Loy McGaughy</td>
</tr>
<tr>
<td>Marcy McGinnis</td>
</tr>
<tr>
<td>Nicky McIntyre</td>
</tr>
<tr>
<td>Kevin McNielly</td>
</tr>
<tr>
<td>Gage McWeeny</td>
</tr>
<tr>
<td>Molly Meachum</td>
</tr>
<tr>
<td>Sam Mednick</td>
</tr>
<tr>
<td>Nayirie Mehndikhani</td>
</tr>
<tr>
<td>Susan Melnyk</td>
</tr>
<tr>
<td>Annalisa Merelli</td>
</tr>
<tr>
<td>Sharon Merritt</td>
</tr>
<tr>
<td>Richard and Jill Meyer</td>
</tr>
<tr>
<td>Michael Hartung and Ana Eiras Charitable Fund</td>
</tr>
<tr>
<td>Justyna Mieleniewicz</td>
</tr>
<tr>
<td>John Milano</td>
</tr>
<tr>
<td>Adam Milgrom</td>
</tr>
<tr>
<td>Theora Milledge</td>
</tr>
<tr>
<td>Anna Miller</td>
</tr>
<tr>
<td>Avery Miller</td>
</tr>
<tr>
<td>Marjorie Miller</td>
</tr>
<tr>
<td>Michelle Miller</td>
</tr>
<tr>
<td>Jeff Milucci</td>
</tr>
<tr>
<td>Christopher Mims</td>
</tr>
<tr>
<td>Jaffar Mjasiri</td>
</tr>
<tr>
<td>Bob Monek</td>
</tr>
<tr>
<td>Nancy Montoya</td>
</tr>
<tr>
<td>Kayla Moore</td>
</tr>
<tr>
<td>Joseph Moose</td>
</tr>
<tr>
<td>Sheryn Morris</td>
</tr>
<tr>
<td>Eric Moskowitz</td>
</tr>
<tr>
<td>Melissa Moss</td>
</tr>
<tr>
<td>Joan Mower</td>
</tr>
<tr>
<td>Elisa Lees Muñoz</td>
</tr>
<tr>
<td>Beth Murphy</td>
</tr>
<tr>
<td>Meredith Murphy</td>
</tr>
<tr>
<td>Amanda Mustard</td>
</tr>
<tr>
<td>Bob Musumeci</td>
</tr>
<tr>
<td>Michael Musumeci</td>
</tr>
<tr>
<td>Maria Mutz</td>
</tr>
<tr>
<td>Elena Nachmanoff</td>
</tr>
<tr>
<td>Erika Najarian</td>
</tr>
<tr>
<td>Mark Nammacher</td>
</tr>
<tr>
<td>Devin Naturale</td>
</tr>
<tr>
<td>Nelco Foundation</td>
</tr>
<tr>
<td>Katie Nelson</td>
</tr>
<tr>
<td>Marie Nelson</td>
</tr>
<tr>
<td>Network for Good</td>
</tr>
<tr>
<td>Alicia Neubauer</td>
</tr>
<tr>
<td>Mark Neuffer</td>
</tr>
<tr>
<td>Catharina Nickel</td>
</tr>
<tr>
<td>Robert Nickelsberg</td>
</tr>
<tr>
<td>Max Nisen</td>
</tr>
<tr>
<td>Mary Noonan</td>
</tr>
<tr>
<td>Eva Nordstrom</td>
</tr>
<tr>
<td>David Novak</td>
</tr>
<tr>
<td>Lina Nyberg</td>
</tr>
<tr>
<td>Ema O’Connor</td>
</tr>
<tr>
<td>Karen O’Neill</td>
</tr>
<tr>
<td>F. C. P. O’Reilly</td>
</tr>
<tr>
<td>Jill O’Rourke</td>
</tr>
<tr>
<td>Debra O’Connell</td>
</tr>
<tr>
<td>Ösa Ohlsson</td>
</tr>
<tr>
<td>Operation HOPE, Inc.</td>
</tr>
<tr>
<td>Jayne Orenstein</td>
</tr>
<tr>
<td>Laurie Orlando</td>
</tr>
<tr>
<td>Maureen Orth</td>
</tr>
<tr>
<td>Justin Ososky</td>
</tr>
<tr>
<td>Marnie and Howard Owens</td>
</tr>
<tr>
<td>Susan page</td>
</tr>
<tr>
<td>Priscilla Panton</td>
</tr>
<tr>
<td>Zuza Pakula</td>
</tr>
<tr>
<td>Sandra Palmer</td>
</tr>
<tr>
<td>Casey Palmer</td>
</tr>
<tr>
<td>Elizabeth Palmer</td>
</tr>
<tr>
<td>Lindsey Parrietti</td>
</tr>
<tr>
<td>Andrea Park</td>
</tr>
<tr>
<td>Jan Paschal</td>
</tr>
<tr>
<td>Janet Paskin</td>
</tr>
<tr>
<td>Yana Paskova</td>
</tr>
<tr>
<td>Andrea Patino</td>
</tr>
<tr>
<td>Josephine Patton</td>
</tr>
<tr>
<td>Emely Paula</td>
</tr>
<tr>
<td>Ineke Paulsen</td>
</tr>
<tr>
<td>Elizabeth Peabody</td>
</tr>
<tr>
<td>Peter Pearlman</td>
</tr>
<tr>
<td>Diana Peck</td>
</tr>
<tr>
<td>David and Faith Pedowitz</td>
</tr>
<tr>
<td>Luisa Pelosi</td>
</tr>
<tr>
<td>GN Pensiero</td>
</tr>
<tr>
<td>Donna Pickett</td>
</tr>
<tr>
<td>Holly Pickett</td>
</tr>
<tr>
<td>Robert Pierre</td>
</tr>
<tr>
<td>Vanya Pieters</td>
</tr>
<tr>
<td>Zak Pighetti</td>
</tr>
<tr>
<td>Alex Pisarevsky</td>
</tr>
<tr>
<td>Kolean Pitner</td>
</tr>
<tr>
<td>Caitlin Plaveczy</td>
</tr>
<tr>
<td>Susan Plimpton</td>
</tr>
<tr>
<td>Letty Pogrebin</td>
</tr>
<tr>
<td>Citi Bank Politics Sponsor</td>
</tr>
<tr>
<td>Jennifer Polland</td>
</tr>
<tr>
<td>Marquita Pool</td>
</tr>
<tr>
<td>Mark Porubcsansky</td>
</tr>
<tr>
<td>Kim Potvin</td>
</tr>
<tr>
<td>A-Laure Pouchard</td>
</tr>
<tr>
<td>Izabella Povich</td>
</tr>
<tr>
<td>Dina Powell</td>
</tr>
<tr>
<td>Peter Prengaman</td>
</tr>
<tr>
<td>Michel Protti</td>
</tr>
<tr>
<td>Christopher Pugmire</td>
</tr>
<tr>
<td>Tim Puko</td>
</tr>
<tr>
<td>Corinne Purtill</td>
</tr>
<tr>
<td>Mararette Purvis</td>
</tr>
<tr>
<td>Cheryl Quinn</td>
</tr>
<tr>
<td>Matthew Quinn</td>
</tr>
<tr>
<td>Sally Quinn</td>
</tr>
<tr>
<td>Anne Quitomade</td>
</tr>
<tr>
<td>Aril Rabkin</td>
</tr>
<tr>
<td>Sonali Rai</td>
</tr>
<tr>
<td>James Raines</td>
</tr>
<tr>
<td>Mansi Rajpal</td>
</tr>
<tr>
<td>Erica Rallo</td>
</tr>
<tr>
<td>Deborah Ramo</td>
</tr>
<tr>
<td>Elizabeth Rapaport</td>
</tr>
<tr>
<td>Akshat Rathi</td>
</tr>
<tr>
<td>Ian Rayman</td>
</tr>
<tr>
<td>Lisa Rayman</td>
</tr>
<tr>
<td>Deborah Rayner</td>
</tr>
<tr>
<td>Julia Redpath</td>
</tr>
<tr>
<td>Diana Rehm</td>
</tr>
<tr>
<td>Skyler Reid</td>
</tr>
<tr>
<td>Jennifer Reingold</td>
</tr>
<tr>
<td>Dianne Remington</td>
</tr>
</tbody>
</table>
Alex Reynolds
Harry Richardson
Ene Risna
Richard Riordan
Heather Rising
Richard Robb
Liz Robbins
Molly Roberts
Wynham Robertson
Elizabeth Robinson
Janet Robinson
Marylou Robinson
Niklas Roehling
Rollie and Josie Heath Family Fund
Andrea Rosebush-DiCenzo
Guy Rosen
Martha Rosenblum
Annabel Rothschild
Margaret Ruan
Nathalie Rubens
Nancy Rubin
Catherine Russell
Rebecca Rutkoff
James and Priscilla Ryan
Amirah Sackett
Sybil Sage
Felicitas Sanchez
Danielle Sanchez-Witzel
Calle Sandstedt
Ana Veila Santos
Stephen Sapienza
Mona Sarantakos
Isabelle Sarfati
Juliana Schatz Preston
Tamar Schechner
Bob and Pat Schieffer
Margaret Schiff
Allison Schragermade
Margaret Schreiner
Russ Schriefer
Jill Schuker
Susan Schulman
Holly Schwartz
Judy Schwartz
Kathy Scoggin
Margaret Scott Schiff
Andrew Seaman
Kathryn Seddon
Karen Segall
Sara Sennett
Zach Seward
Susan Sexton
Benjamin and Dawn Shapiro
Randy Shapiro
John Shaylor
Elizabeth Sheehan
Whitney Shefte
Helen Sheppard
Roxanna Sherwood
Jennifer Siebens
Edward and Rosalind Siegel
Stephanie Siek
Ana Terra Athayde Silva de Morais
Ashlyn Simmons
Carole Simpson
Jay Simpson
Shannon Sims
Daniel Sirca
Arlene and Matthew Sirott
Sarah Skansing
Dannielle Skindelien
Skyview Networks
Gretchen Sloan Stewart
Elisabeth Sly
Amy Smith
Angelina Smith
Cindy Smith
Donna Smith
James Smith
Kerry Smith
Lisa Smith
Camilla Somers
Jennifer Sondag
Emily Sowa
Carol Specht
Anna Spelman
Susan Spencer
Christine Spolar
Elizabeth Stackll
Lesley Stahl
Jennifer Starks
AnnBeth Stebbins
Gena Steffens
Paul Steiger
Kovacs Stephen
Michelle Stephens
Carolan Stiles
Mary Ann Stokes
Andy Stone
Nicholas Stone
Lauren Stout
Eric Strickland
Christina Stripp
Sabina Strochlic
Emily Strom
# 2018 FINANCIALS

**ASSETS**

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$378,338</td>
</tr>
<tr>
<td>Investments</td>
<td>$5,934,386</td>
</tr>
<tr>
<td>Pledges Receivable</td>
<td>$1,446,997</td>
</tr>
<tr>
<td>Prepaid Expense and Other Assets</td>
<td>$59,680</td>
</tr>
<tr>
<td>Property and equipment</td>
<td>$80,388</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$7,899,789</strong></td>
</tr>
</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th>Liability Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payables &amp; Accrued Expenses</td>
<td>$255,018</td>
</tr>
<tr>
<td>Deferred Rent</td>
<td>$82,694</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$7,562,077</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$7,899,789</strong></td>
</tr>
</tbody>
</table>

**REVENUE AND SUPPORT**

<table>
<thead>
<tr>
<th>Revenue Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courage Awards</td>
<td>$2,806,075</td>
</tr>
<tr>
<td>Grants and Contributions</td>
<td>$498,506</td>
</tr>
<tr>
<td>Other Income</td>
<td>$1,735</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$9,051,838</strong></td>
</tr>
</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Expense Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Program Expenses</td>
<td>$6,482,279</td>
</tr>
<tr>
<td>General &amp; Administrative</td>
<td>$1,090,990</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$680,309</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$8,253,578</strong></td>
</tr>
</tbody>
</table>

**CHANGE IN NET ASSETS**

<table>
<thead>
<tr>
<th>Change in Net Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td><strong>(2,086,596)</strong></td>
</tr>
</tbody>
</table>

*2019 financials will be available in August 2020.
Full audited financials and IRS 990 forms are available on the IWMF website.
Founded in 1989, the International Women’s Media Foundation is the only global non-profit organization that offers emergency support, safety training, grants, reporting opportunities and funding avenues specifically for female journalists. We are making more women’s bylines possible and work tirelessly to ensure a greater diversity of voices are represented in the news industry worldwide.