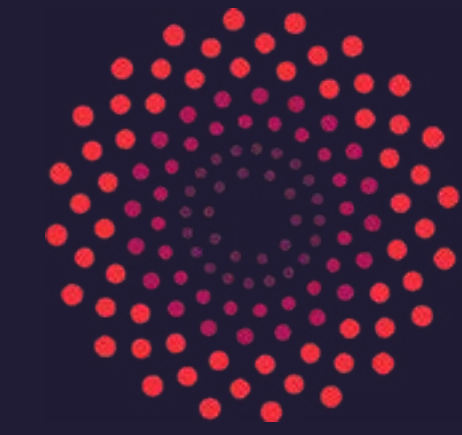


# OUR YEAR



Women  
Moving  
Millions

2023

# OF IMPACT



# LETTER FROM SARAH



One of the most common questions I receive is what impact Women Moving Millions is having as an organization. During my five years in leadership, I have seen time and again the tremendous power and effect our work has had on members and the movements we work in service of. This year's annual report is a celebration of this individual and collective impact we are witnessing within our community and our broader ecosystem of partners in order to build a more equitable and just future for all.

This past year, Women Moving Millions surpassed one billion dollars cumulatively mobilized for women and girls from our community. While we are exceedingly proud of this milestone, we are even more proud of the individual stories we hear from members and their grantees about how we are showing up in the world, modeling a new and more feminist approach to bold philanthropy, and laying the seeds for transformative change.

Looking ahead to 2024, our work to unlock greater resources for a gender equal world will take on even greater urgency today than when we began our journey and mission more than 15 years ago. As we move away from the long shadow cast by the pandemic, we find our world today less democratic and less secure. The unprecedented assault on women's rights worldwide calls upon us to continue our relentless advocacy, pushing ourselves even further to consider new ways of thinking about and tackling the challenges facing our increasingly fragile world.

In the new year, our vision and ambitions are inspired by our track record of catalyzing unprecedented funds to the movement: from our founding campaign, which raised a groundbreaking \$181M for 40 women's funds across the U.S., to our 'Give Bold, Get Equal' campaign, which secured \$110M in new member commitments amidst the height of the COVID-19 pandemic, and most recently, the Women's Power and Influence Matching Fund, seeded by Pivotal Ventures in 2022, which activated over \$11 million in new giving in record timing.

Our work will remain rooted in the fundamental belief in the exponential power and potential of bringing together a community of women who share a common vision and commitment to investing in their philanthropic leadership to drive change. We know that by leveraging our collective power and influence, we can achieve more than just incremental impact — we can drive the change the world needs today.

Thank you for all you've done, in these pages and beyond, to strengthen our community and build a gender equal world!

In partnership,

**Sarah Haacke Byrd**  
Chief Executive Officer

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# 2023 IN REVIEW

In 2023, we continued to grow our community and impact while experiencing profound moments of hope and opportunity.

Through a comprehensive calendar of in-person and virtual learning opportunities, we partnered with leading gender equality funders, peer philanthropy networks, and nonprofit leaders to highlight the critical issues facing women and girls today and encouraged our members to unlock even more resources toward the movement. As always, we approached our work with a spirit of curiosity and partnership, a commitment to collaboration, and the shared belief that through our connected and purpose-driven community, we can realize a world that is thriving, equitable, and at peace.

---

**\$50M+**  
committed  
in 2023

**393**  
members  
strong

**\$1B**  
catalyzed  
by WMM\*



\*since our founding

# MEMBER CONVENINGS

Membership offers access to an extraordinary community of peers and an ecosystem of partners who share our mission and vision for a gender equal world. Through a robust program offering, our community convenes throughout the year to spark learning, deepen connections, and inspire bold giving.

This year, **WMM held more than 40 virtual and in-person member and partner gatherings** in New York, San Francisco, Boston, Miami, Washington, D.C., and the United Kingdom. These curated gatherings enhance the member experience by providing unique spaces to share and learn about each other's philanthropic journeys while nurturing curiosity, collaboration, and belonging. From immersive learning experiences to skills-building workshops, our programs offer members the opportunity to engage with leaders to enhance their understanding of trends, issues, and developments in philanthropy and gender equality. Through our extensive

network of partners, we offered our community the opportunity to connect and converse with the world's most influential leaders, policy-makers, entrepreneurs, and activists working to advance gender equality and explore how to be partners in that change.

Such gatherings included a full-day experience on advancing gender equity in the arts and skills-building sessions on themes such as navigating family dynamics in philanthropy and putting donor-advised funds to work. We offered bespoke learning experiences for members covering the topics of women's leadership, feminist philanthropy and movement building, climate gender justice, media and storytelling, indigenous philanthropy, and elevating next-generation voices. We were proud to do this in partnership with Harvard Kennedy School, UN Women, The Battery Powered Foundation, The Fuller Project, the Network of Engaged International Donors, and at larger ecosystem gatherings like the Skoll World Forum and UN Climate Week.



# PHILANTHROPIC LEADERSHIP PROGRAM

To kick off 2023, we hosted our third Philanthropic Leadership Program (PLP) in New York's Hudson Valley. WMM's signature cohort member experience, this 4-day program is an immersive and transformative learning journey designed to help members amplify their leadership and deepen their understanding of key strengths, opportunities for growth, personal power, and individual needs in their philanthropic

journeys. Our dedicated faculty covered topics ranging from systems change, leadership development, deep listening, and storytelling for greater gender equality. Through this shared experience, participants developed a supportive network of peers, deepened their philanthropic impact, and explored how to best be in service of global feminist movements for a gender equal world.

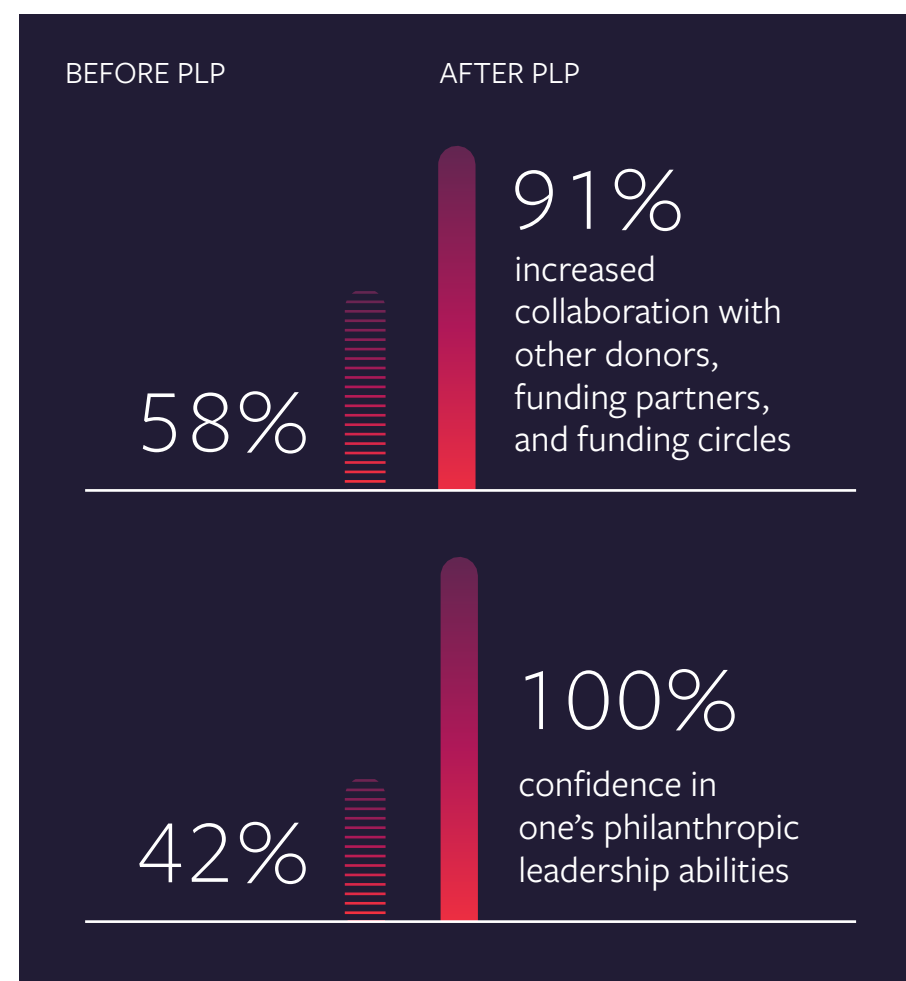
We're proud to share that WMM members who participated in the PLP have seen positive changes in their philanthropic journeys over time:

100% OF PLP PARTICIPANTS

Experienced moments that challenged their thinking, behavior, or ideas.

Developed a supportive network of peers whom they can call upon in the future.

Noted an increased understanding of gender lens concepts and strategies.



“

As a new WMM member, I jumped at the opportunity to experience PLP right away. I consider myself early in my journey of focused gender lens giving, having dedicated my philanthropy broadly to education, social justice, and the arts... Experiencing PLP definitely makes my WMM membership and participation so much more meaningful.

— DANA SU LEE, 2023 COHORT PARTICIPANT



“

I gained a group of 12 women who have dug deep and shared their vulnerabilities, shared their passions, and have learned and grown together. We came as strangers and left as a group of friends - women committed to helping each other along our philanthropic journeys and life.

— RACHEL LIPSCHUTZ, 2023 COHORT PARTICIPANT

# ANNUAL SUMMIT: CATALYZING A FEMINIST FUTURE

In May, WMM traveled west to host our Annual Summit in stunning Half Moon Bay, California. Under the theme “Catalyzing a Feminist Future,” we embarked on a journey to accelerate progress toward the feminist future we all aspire to. Our program shed light on the escalating threats to women’s rights globally and how feminist philanthropy is emerging as a vital force for social change.

This year’s Summit brought together more than 160 people representing a rich tapestry of perspectives and expertise from across the movement. During our time together, we invited attendees to seize the moment and make new connections, allow spaciousness for the emergence of new ideas, and forge new collaborations. We examined how feminist approaches to philanthropy are challenging long-standing power structures and offering a new vision for how funds are distributed and to whom. We explored strategies to unlock the potential of feminist philanthropy and leadership. And, we committed as a

community to be bold in action and work together to build a roadmap to the feminist future we are striving for – one where women and girls are able to fully contribute their time, talent, and resources.

With 40+ speakers across sectors and issue areas, we grappled with some of the most complex and urgent challenges on the path to achieving a more equitable future, including developing solutions to the climate crisis, building more inclusive economies, buttressing women’s reproductive health and rights, and ensuring women’s peace and security.

After two days of inspiring connection and conversation, we left energized and with a profound sense of purpose and determination to move the work forward. Our 2023 Annual Summit’s message was clear: together, we are more powerful. Together, we can create a future where gender equality is not just a dream, but a lived reality.



“

This was an absolutely phenomenal gathering! I don’t know which was more perfect - the substance or the logistics. It all came together in an inspiring, restful, joyful and substantive experience. Once again, WMM leads the way. We were honored to join and look forward to more collaboration. Brava!!

— 2023 SUMMIT ATTENDEE



# MEMBER SPOTLIGHTS



## THE POWER OF COLLECTIVE GIVING: MONIKA PAREKH

When WMM Board Member Monika Parekh learned about our Women's Power and Influence Matching Fund, she galvanized WMM peers to join her in support of a cause close to her heart. Monika tripled her efforts by enlisting two WMM members - Dana Lee and Kim Agnew - to fund Annenberg inclusion Initiative's newest accelerator program focused on reproductive rights and women's health, which awarded four student filmmakers a \$25,000 stipend to produce an impactful short film on the issue. Ultimately, \$112,500 in WMM member gifts and matched funds were deployed to the initiative.



## LEADING WITH TRUST: HOLLY FOGLE

WMM Board Member Holly Fogle has exemplified what it means to be a philanthropic trailblazer. Holly has dedicated \$35 million to The Bridge Project, her nonprofit which supports mothers in New York with cash grants during their child's first 1,000 days of life. By putting extra cash in the hands of new mothers who have full agency in deciding how that money will be used, Holly's innovative work on guaranteed income has garnered well-deserved attention and has the potential to alter generational cycles of poverty in New York - and serve as a nationwide model to boot.



WMM members visit The Courage Museum, September 2023.



## THE CATALYZER: PATTI LEE-HOFFMANN

When WMM launched its Women's Power & Influence Fund, member Patti Lee-Hoffmann answered the call for participation. Through this innovative new partnership with Pivotal Ventures, a total gift of \$1.5 million was made to support Futures Without Violence's forthcoming Courage Museum in San Francisco. The museum will offer visitors an immersive, multimedia experience encouraging them to imagine a world without violence, hate, and discrimination. We are grateful to Patti for being a tireless champion of ending gender-based violence.



# NEXTGEN SUMMIT: AMPLIFYING RISING VOICES

With the largest-ever wealth transfer to women and millennials currently underway, there are enormous opportunities for next generation philanthropic leadership and change. That's why, in October, we convened our first-ever Women Moving Millions NextGen Summit.

The NextGen Summit brought together a unique community of next generation donors and changemakers to explore how to advance gender equality through feminist activism, advocacy, and philanthropy. With nearly 100 guests in attendance, we were deeply inspired by the determination, creativity, and influence in the room.

From climate justice to building women's political power, equity in health care & technology, and centering LGBTQ+ leaders, we took a look at a range of themes critical to realizing our shared vision of a gender equal world.

We know that this year's NextGen Summit is just the tip of the iceberg. We look forward to engaging and growing the WMM NextGen community next year and beyond.

## PARTICIPANTS SURFACED A NUMBER OF TAKEAWAYS DURING OUR FULL DAY EVENT:

- Feminist philanthropy is inherently rooted in the idea that we see people as people. Building empathy with each other as we show up in this work ought to be the way forward.
- Climate change is an issue that magnifies all other issues. Funding youth activists who are pushing for feminist climate agendas is essential now more than ever.
- To challenge traditional mindsets and behaviors, feminist philanthropy should be seen not simply as charity, but as solidarity. And that solidarity must begin with examining the power and influence the philanthropic sector holds.
- We need to create more opportunities to amplify the voices of the next generation of leaders who are approaching these intersectional issues with a new lens and a greater sense of urgency.

WMM Board Member and NextGen Member Vanessa Evans (pictured top right), who generously underwrote and co-hosted the event, shared her thoughts:

“

I had never been in a room with so many people from my generation all aspiring for the same thing.. We need more impactful opportunities to challenge the status quo. By leveraging our strengths, we can engage in more inclusive and dynamic philanthropic practices. We can amplify underrepresented voices and champion initiatives that have the potential to create real impact.





# A GROUNDBREAKING PARTNERSHIP FOR RAPID, BOLD GIVING

We proudly report that WMM mobilized nearly \$11 million in new funding for 23 organizations through our Women’s Power & Influence Matching Fund. Launched in late summer 2022 with an investment of \$5 million in matching funds from Pivotal Ventures, a Melinda French Gates company, this Fund sought to unlock resources to increase women’s economic, political, and cultural power and narrow the persistent gaps that leave women, especially women of color, at a disadvantage.

Our members seized this opportunity with characteristic boldness, increasing giving to new levels, exploring expansion and innovation opportunities, and reaching into new areas of philanthropic funding. Some members seeded new areas of work for longtime partners, and others stepped into new areas of grantmaking for the first time.

Establishing the Women’s Power & Influence Matching Fund has shaped our organizational imagination, inspiring members and leadership to explore new avenues of impact for WMM. It has once again proven our ability to mobilize resources efficiently and impactfully.



“

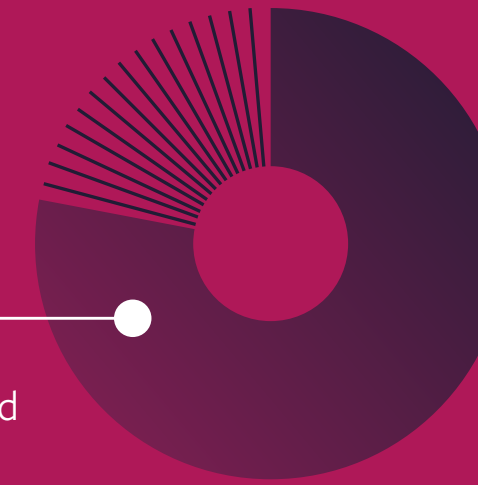
Pivotal Ventures is always looking for innovative ways to expand women’s power and influence and social progress in the U.S. By working with partners who have expansive donor networks and shared goals, we can unlock greater giving and impact on critical social issues, with a particular focus on gender equality.

—DR. NICOLE BATES, DIRECTOR OF STRATEGIC PARTNERSHIPS & INITIATIVES AT PIVOTAL VENTURES

ORGANIZATIONS IMPACTED: 23

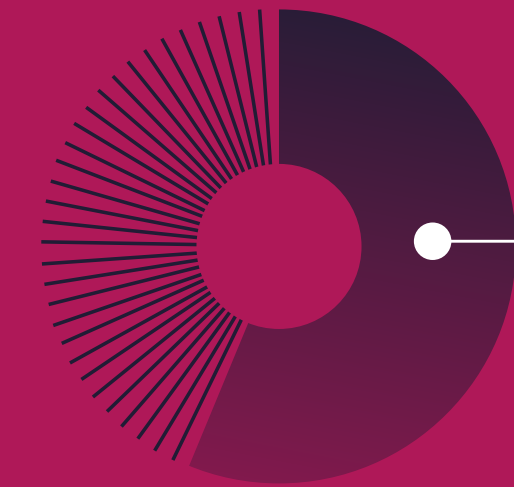
78%

working with marginalized groups and/or in under-funded geographies or sectors

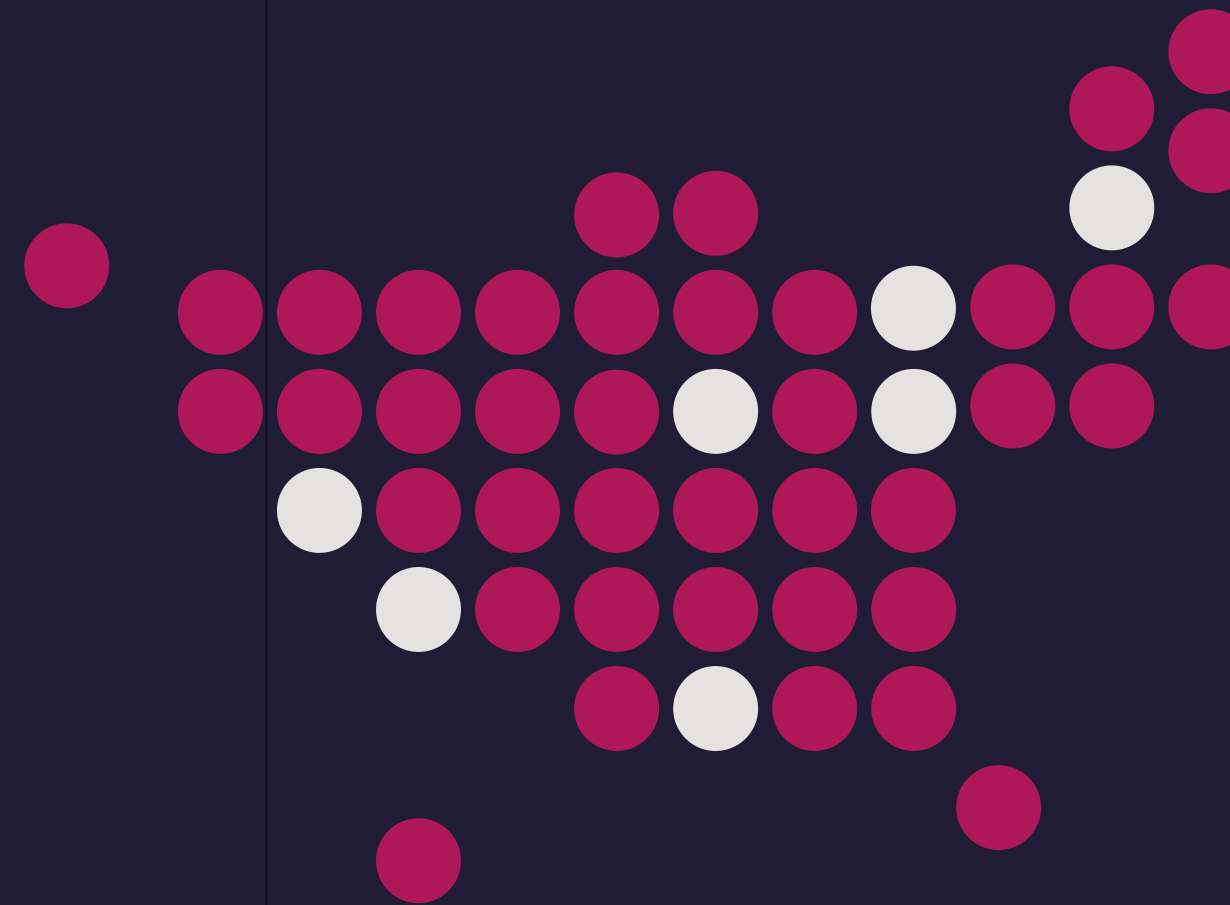


56%

led by women of color



## WMM WOMEN’S POWER & INFLUENCE FUND: GRANTEE RECIPIENTS BY LOCATION



### ARIZONA

**Phoenix**  
Live & Learn

**Tucson**  
Women’s Foundation of the State of Arizona

### CALIFORNIA

**Los Angeles**  
Annenberg Inclusion Initiative (USC)  
Lilly (feature film)

**Oakland**  
IGNITE National

**San Francisco**  
Futures Without Violence  
Project Glimmer

**Santa Ana**  
Global G.L.O.W.

**Stanford**  
Global Center for Gender Equity

### MASSACHUSETTS

**Boston**  
Oxfam America

**Cambridge**  
One Fair Wage

### NEVADA

**Las Vegas**  
Jeremiah Program  
T.U.L.I.P.S.

### NEW YORK

**Millerton**  
Rock Steady Farm

**New York**  
New York Women’s Foundation  
The Bridge Project  
Vitala Global

**Rochester**  
Healthy Baby Network  
Healthy Moms at  
Rochester Regional Health

### OHIO

**Columbus**  
Women’s Fund of Central Ohio

### TEXAS

**Austin**  
The 19th News

### VIRGINIA

**Arlington**  
Feminist Majority Foundation

### WASHINGTON, D.C.

Smithsonian Women’s  
History Museum

# WMM IMPACT PROGRAM

As our organization experiences meaningful growth, we understand the importance of identifying and quantifying the impact WMM is having in our collective mission to catalyze unprecedented resources for a gender equal world. We're proud to share that we are currently implementing a robust Measurement, Evaluation, and Learning (MEL) program, thanks to generous funding from the David and Lura Lovell Foundation. This journey

began in 2022 with a baseline member assessment, followed by the development of our new organizational theory of change, and, at the end of 2023, our first-ever community impact survey.

We look forward to sharing the results through our first-ever impact report in spring 2024 which will enable us to demonstrate more clearly the impact we are having.

2022  
Baseline Member  
Assessment

2022-2023  
Theory of Change  
Development

2023  
First-ever Community  
Impact Survey

2024  
First-ever Community  
Impact Report

## LOOKING AHEAD

Now is a critical moment to offer a bold new approach to address the shifting global rights landscape and evolving philanthropy sector. As the leading platform bringing women's leadership to catalyze bold investing in gender equality, WMM is uniquely positioned to offer a new vision that will meet the needs of our current challenges. In the year ahead, WMM will build upon the strong momentum from our member and partner communities to catalyze the next \$1 billion in our history to advance gender equality.

Through our ongoing strategic planning initiative with The Bridgespan Group, we seek to bring shape, focus, and innovation to our organizational ambitions, building upon our past and present efforts and setting us on an accelerated

path to move exponential resources to the movement for gender equality. We thank the Bill & Melinda Gates Foundation for their leadership support and generosity in making this work possible.

Alongside this initiative, we will continue to advance our mission by growing our vibrant and dynamic community and advocating for women's leadership, greater sector collaboration, and bold philanthropy. We will continue to center leadership in our programming and call for greater investment in feminist movements, offering a robust calendar of virtual and in-person member programs and gatherings.

We look forward to all we will accomplish together.

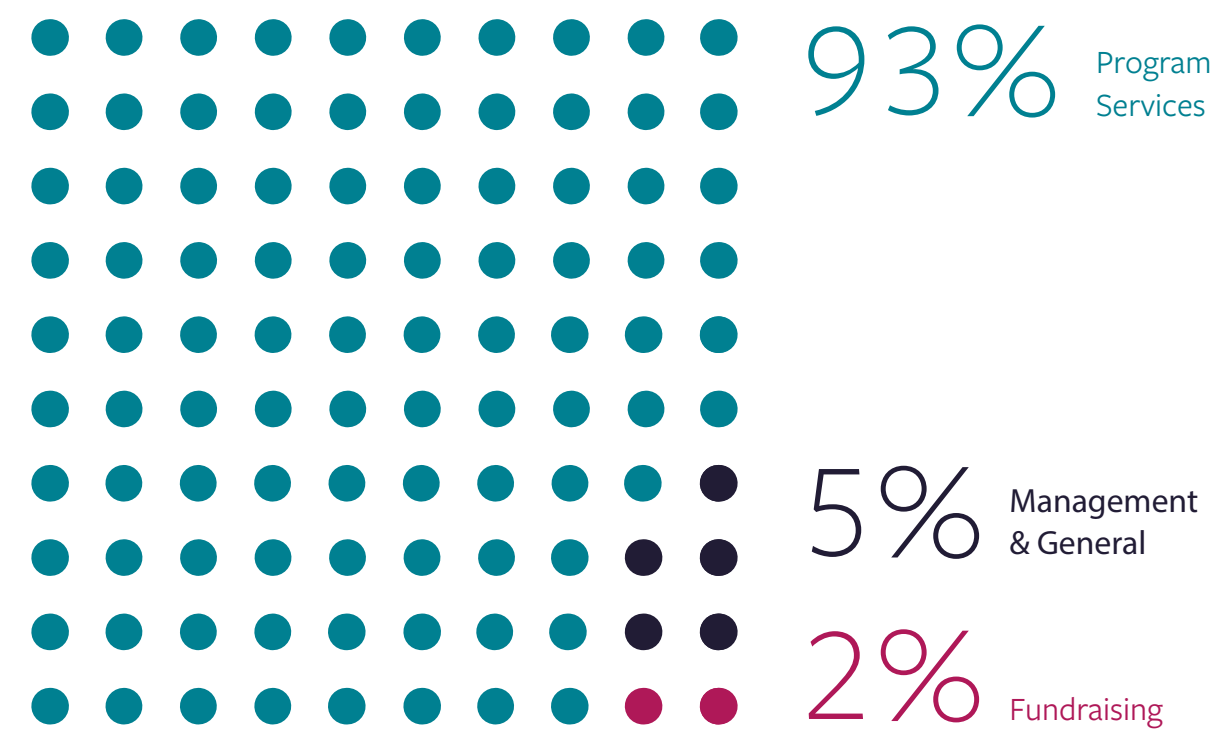


# FINANCIALS

## 2022\*

WMM operates with a strong and sustainable financial model made possible by member support and collaboration with aligned partners in philanthropy.

We continue to experience exciting growth, and we are grateful to those who are financial stakeholders in our mission and work together. Please see our website for our 990 tax filings. Fully audited financials are available by request.



\*our most recent audited year



Our work to build a gender equal world is made possible through a dynamic network of committed members - the backbone of our unique and powerful network - innovative partnerships with frontline leaders and organizations, the intrepid champions who make up our Board of Directors and, of course, our mighty WMM team. We thank you.

Without you, none of this would be possible.

**THANK YOU!**

# TEAM & BOARD

## TEAM

**Sarah Haacke Byrd** Chief Executive Officer

**Zaynab Nawaz** Senior Director of Program and Learning

**Amanda Griffin** Director of Community Engagement

**Shar Jaidev** Director of Operations and Strategic Initiatives

**Michelle Kulikauskas** Program Manager

**Madeline Morris** Communications Manager

**Ana Silva** Associate, Executive Support and Operations

**Kristin Hayden** Senior Advisor

## BOARD OF DIRECTORS

**S. Mona Sinha** Board Chair

**Julie George** Vice Chair

**Holly Fogle** Treasurer

**Judy McFarlane** Secretary

**Kimberly Agnew**

**Karen Keating Ansara**

**Dr. Kristin Blakely-Kozman**

**Vanessa Evans**

**Sapphira Goradia Shaw**

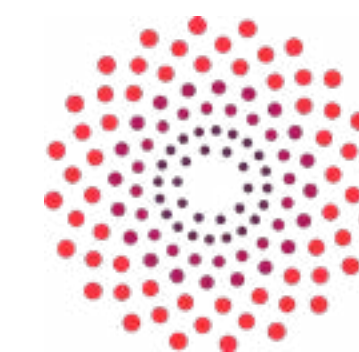
**Stacey Keare** Chair Elect

**Dana Su Lee** Vice Chair Elect

**Monika Parekh**

**Jana Shea**

**Sarah Haacke Byrd** CEO



Women  
Moving  
Millions

19 Fulton Street, #301,  
New York, NY 10038

[womenmovingmillions.org](http://womenmovingmillions.org)