



Advocating for peace, justice & equality

ANNUAL REPORT 2022



Letter from the Laureates

As glimmers of returning to normalcy after two years of a global pandemic appeared, Russia launched a full scale, brutal invasion of Ukraine, plunging Europe into war for the first time since World War II. The war not only devastated Ukraine, it shifted global power dynamics, and sent shock waves through global security, economy, energy, and food security sectors. The Taliban deepened its grasp in Afghanistan, steadily attacking basic rights of women and girls. Protracted conflicts in Yemen, Syria, DRC, Sudan, Myanmar and elsewhere continued.

2022 was a year which came as a shock to the system. 2022 was also a year of incredible bravery. We saw, after the murder of Mahsa Amini, what was a women's movement for democracy in Iran grow into mass protests across the country, engulfing women and men of all ages, and posing the biggest threat to the Islamic Republic since its founding. We saw the determination of the Ukrainian people to fight for their freedom and peace.

In recognition of the work of ordinary people doing extraordinary things in war, the Center for Civil Liberties in Kyiv co-received the 2022 Nobel Peace Prize. They have been documenting war crimes since the start of the Russian invasion. Their Executive Director, Oleksandra Matviichuk, is one of the six women featured in Nobel Women's Initiative's documentary film "Oh, Sister!" and was a guest of honour at events launching the film.

In response to unprecedented global events, NWI was determined to act and to walk alongside our sisters across the world, while continuing our internal work to ensure that in the future we are even better equipped to support women peace activists around the world.

This report outlines highlights of NWI's work over the past year.

Shirin Ebadi, Iran

Leymah Gbowee, Liberia

Tawakkol Karman, Yemen

Rigoberta Menchú Tum, Guatemala

Jody Williams, USA



Shirin Ebadi

Leymah Gbowee

Tawakkol Karman

Rigoberta Menchú Tum

Jody Williams

Letter from the Chair

After several years of going through repair and transition, assessing our place, our programs, and our aims, we ended the year entering a new chapter. Refocusing our direction to contribute to a world transformed through a rejection of war, militarism, violence, and discrimination, where peace and human security is built on feminist principles, human rights, justice, protection of the environment, and equality for all people and communities.

Feminist leadership is collective and collaborative. It practices power-sharing and mutual accountability. Feminist leadership transforms.

At Nobel Women's Initiative we are excited to put our collective, accountable, and shared leadership into action. Over the past years of transition, we spoke with partners, laureates, and allies to define our principles. Guided by these principles, we created a new leadership structure and practice.

In 2022, we gained a newly appointed Board of Directors, our staff team grew, and the laureate sisters continued to expand their sisterhood. Together we define, hold, and amplify the vision, mission, and strategy. Our values will infuse every aspect of the Nobel Women's Initiative's work. Our Board will govern responsibly with care. Our staff team will ensure Nobel Women's Initiative's work is peaceful, powerful, and in alignment with our partners. The laureates will use their collective power to amplify the efforts of feminist peacebuilders to build a path to sustainable and just peace.

In this Annual Report we are pleased to share with you highlights of our work from the past year.

Thank you as ever for walking alongside us. We look forward to embarking on the next chapter with you!



A handwritten signature in black ink.

Aruna Rao



NWI board members with laureates Jody Williams, Tawakkol Karman and Leymah Gbowee at a leadership meeting in September 2022.

On the cover: Mural on a private wall in Sana'a by Haifa Subay, a young street artist living in Sana'a. Commissioned by the Nobel Women's Initiative as part of our Yemen Dialogue.

NWI AT A GLANCE



Since 2006, we have worked in solidarity with women's movements, organizations, and activists around the world to build peace, defend justice, and champion equality for all.

WHAT WE DO

Nobel Women's Initiative works in solidarity with women's movements, organizations, and activists around the world to build peace, defend justice, and champion equality for all.

HOW WE DO IT

- **We invest in young women's power and leadership:**

We work to support the next generation of women peacebuilders as they make change happen. We provide training, tools and connections for young women activists to contribute to the global women's movement.

- **We work to ensure women influence public policy:**

Access to decision-makers leads to influence and policy impact. When decision-makers are exposed to women's analysis and solutions, they put peacebuilding, human rights, and the environment on their agenda.

- **We support women's movement building:**

Change is driven from the ground up and women's movements provide the spark for change. The Nobel Peace laureates champion women, working across movements, to strengthen our collective power to bring about change.

- **We amplify women's voices in the media:**

Visibility and consistent messaging shifts public conversations. We put women's messages and solutions in the media spotlight to change hearts and minds.

HIGHLIGHTS OF OUR WORK



INVESTING IN YOUNG WOMEN'S POWER AND LEADERSHIP

SISTER-TO-SISTER

Driven by the firm belief that change is driven from the ground up, NWI has hosted the Sister-to-Sister intensive capacity-building, leadership, and skills development program for emerging women peace and human rights leaders under the age of 30 from conflict and post-conflict countries since 2012. Sixty young women leaders have taken part so far. The program provides tangible skills-building and peer learning opportunities, contributes to the capacity and sustainability of the organization's participants represent, and builds women's movements across borders.

In 2022 NWI hosted quarterly convenings with alumni. Moreover, in November we organized a virtual development session featuring an Eden Energy practitioner who shared practical, self-healing techniques for soothing our parasympathetic nervous systems. NWI also continued to connect and amplify the work of Sisters in articles, such as this one on [Urban Activist](#) and through NWI's social media channels and website.

In 2022, NWI did not host a new group of sisters. However the program was included in an external evaluation of NWI's work. The evaluation found that:

87%

reported increased skills, knowledge, and strategies helped them become a more persuasive communicator with the public and decision makers;

64%

reported that they had the opportunity to tangibly apply the skills and knowledge from the program in their work within 3-6 months of completing the program; and



91%

reported increased skills, knowledge, and strategies that helped them be more effective in their public engagement and campaigning work; and

70%

had applied the skills learned in their speaking engagements and panel presentations; and

66%

had used the skills learned to develop advocacy campaigns.

“ The Sister-to-Sister program made me appreciate how powerful I – a poor girl from a small village – was.”

“ Before embarking on [national level] advocacy, my team and I developed a clear and concise advocacy plan to guide the process. We also crafted our key messages for all the different stakeholders. I wouldn't have been able to deliver the project if I hadn't attended the Sister-to-Sister program.”

SISTER-TO-SISTER



SUPPORTING WOMEN'S MOVEMENT BUILDING

YEMEN DIALOGUE

Yemen continues to face a protracted civil war, which receives little global attention or support.

That lack of support hits women, who already face gender inequality, mobility restrictions, and harmful cultural practices such as child marriage and female genital mutilation, the hardest.

Nobel Peace Prize laureate Tawakkol Karman is Yemeni, and knows the challenges women face all too well. In order to support women and peace activists in Yemen, in September, NWI hosted “Envisioning a Post-Conflict Yemen: Pathways to Peace – A Dialogue”, bringing together Yemeni women, donors and other stakeholders. The event provided NWI a foundation of knowledge about the struggle for peace in Yemen, and tangible information on how donors and allies can help. As a result, donors in attendance committed to advocating in the United States for greater support for a renewed peace agreement in Yemen.

ENSURING WOMEN'S PARTICIPATION IN PUBLIC POLICY

WOMEN LEADING PEACE: UKRAINE DELEGATION AND REPORT

In times of war, dominant narratives and policies center around men fighting for their country, while women are portrayed as victims. When Russia launched a full-scale invasion of Ukraine in February 2022, this same trend was immediately visible. This simplified view of war and conflict overlooks the central role women play in facing the challenges of the war, keeping the country going, and fighting for peace. That, in turn, leads to women's voices being excluded from decision-making and their needs not being met.

In June 2022 Nobel Peace Prize laureates Tawakkol Karman, Leymah Gbowee, and Jody Williams led a delegation to Krakow and Rzeszow, Poland, and Lviv, Ukraine. The delegation met with hundreds of displaced women and dozens of women's organizations, human rights organizations, and humanitarian agencies to discover how to support women's work for peace, and echo their messages and priorities to policy and decisionmakers in order to ensure that women's voices are heard and included, their work for peace is supported, and gendered impacts of conflict are addressed.

As part of follow-up to the trip, NWI facilitated advocacy meetings at the United Nations in New York, bringing women from Ukraine into the room with international policy-makers.



NWI's delegation to Poland and Ukraine in June 2022.



Oleksandra Drik, from the Center for Civil Liberties in Kyiv, Nobel Peace Prize laureate Jody Williams, Deputy Secretary-General of the UN Amina J. Mohammed, Founder of United for Ukraine Olga Hamama, and NWI's Executive Director Maria Butler meeting in New York in September 2022.



Dr Shirin Ebadi addressing the UN Security Council in November 2022.

WOMEN LIFE FREEDOM – FEMINIST REVOLUTION IN IRAN

A women-led pro-democracy movement has been underway in Iran for many years. In 2022, following the death of 22-year-old Mahsa Amini in September, protests against the brutal regime in Iran intensified, spreading across cities and far beyond a women's movement, to one engulfing a broad cross-section of society.

Dr. Shirin Ebadi was the first Muslim woman to receive the Nobel Peace Prize for her work fighting for human rights and democracy in Iran. In 2022 Dr Ebadi, with the support of NWI, used her voice and position to convey women's realities and demands for equality and justice in Iran to the world. Among other engagements, Dr. Ebadi briefed global women Foreign Ministers at a high-level closed meeting hosted by Canada's Minister of Foreign Affairs, and met with Canada's Minister for International Development, Harjit Sajjan. Following these interactions, Canada announced a series of special sanctions. On November 2, Dr. Ebadi spoke at a meeting of the UN Security Council and called for Iran to be removed from the United Nations Commission on the Status of Women (UNCSC). At its December meeting, the UN Economic and Social Council voted to do so, marking an unprecedented action by UN Member States.

Dr Ebadi echoed messages through numerous media engagements, including an NWI facilitated interview with CNN's Christiane Amanpour, and an opinion piece published in the Economist – a media outlet which rarely includes pieces written by external authors.

An open letter initiated by the Nobel Women's Initiative was signed by 130 Nobel Laureates.

AMPLIFYING WOMEN'S VOICES



Tawakkol Karman giving an interview to Radio Krakow during NWI's delegation to Poland and Ukraine.

INTERVIEWHER

Despite the central roles women play in driving peace, dominant narratives on peace and security continue to position women as victims and exclude their voices.

In 2020, the Global Gender Monitoring Project found that only 24% of expert voices in the news were women. InterviewHer was launched in 2019 to make finding women experts on peace, security, human rights, and other issues easier for reporters. In 2022 the site continued to grow. 23 new experts were added, bringing the total number to 150.

Through strategic promotion of experts on the site on social media, in line with trending news stories, and through relationship building with reporters, site visits to InterviewHer in 2022 increased 14% over 2021, with 26,179 visits. Overall, women who have been participants in NWI programs were included in media coverage as subject matter experts 3,225 times — an increase of 83% over 2021. The estimated audience reach was 14.4 billion, double that of 2021.

Importantly, InterviewHer's Twitter presence, and proactive promotion of women experts in key media moments, succeeded in garnering a 63% increase in 2022 in the number of journalists following InterviewHer on Twitter — the media's preferred social media platform. At the end of 2022, 212 journalists followed InterviewHer on Twitter, up from 130 in 2021.



Screening of “Oh, Sister!” in New York, in September 2022.

OH, SISTER!

In order to shift narratives and shed light on the crucial roles women play in building peace, broad audiences need to be reached. In collaboration with United for Ukraine and the BMW Foundation, NWI commissioned the creation of a documentary film. “Oh, Sister!” is a collective portrait of Ukrainian women facing the challenges of this inhumane war and the daily fight for peace, justice, and freedom. The film was produced by Ukrainian production company 23/32 Films, and directed by Hanna Kapylova. It was released to the public on 16 December 2022. In 2022 screenings were held on the margins of the UN General Assembly in New York, at the House of European History in Brussels, and at the Berlin Staatsoper. The film received significant media attention, including in Forbes, Women’s Media Center, Berliner Zeitung, and others.





Philanthropy Circle retreat in September 2022 and Yemen Diagolue participants.

EMPOWERING THE NWI TEAM

FROM TRANSITION TO RESTART

In 2022 NWI continued a period of transition and renewal. The year started with an interim board, and interim leadership team, as we paused, assessed, and identified a path forward for the organization. By the second half of the year we entered the last stages of this process, as we embarked on assessing our vision, mission, values, theory of change, and strategy.

Key to moving forward was hosting a Leadership Meeting in New York in September 2022. Through in-depth meetings between the Executive Director, laureates, and the board, we discussed the organization's priorities and strategies going forward. By the end of the year we had drafted our Strategic Directions 2023-2027, setting out a roadmap guiding the work of the Nobel Women's Initiative in the coming months and years. The final document was launched in April 2023.

Acknowledgements and Gratitude

The Nobel Women's Initiative would like to thank the following organizations and individuals whose generous support allows us to be a voice for women, peace, and security around the world:

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Jody Williams

Leymah Gbowee

Rigoberta Menchú Tum

Shirin Ebadi

Tawakkol Karman

We acknowledge the time and commitment of the Board of Directors:

Aruna Rao
Chair, Nobel Women's Initiative Board Member

Dildar Kaya
Nobel Women's Initiative Board Member

Julienne Lusenge
Nobel Women's Initiative Board Member

Anne-Marie Goetz
Nobel Women's Initiative Board Member

Ertha Doliscar
Treasurer, Nobel Women's Initiative Board Member

Maria Butler
Ex-officio member

We thank our dedicated and talented staff for their commitment to our mission and for contributing their expertise, energy, and skills to the work of the organization:

Tania Principle
Interim Executive Director (to May 2022)

Maria Butler
Executive Director (joined in May 2022)

Maureen Prebinski
Coordinator, Finance and Operations

Kim MacKenzie
Communications and Public Engagement (to August 2022)

Daina Ruduša
Head of Media and Communications (joined in October 2022)

Susanne Ure
Communications Advisor

Jacquelinne Cadena
Program Associate

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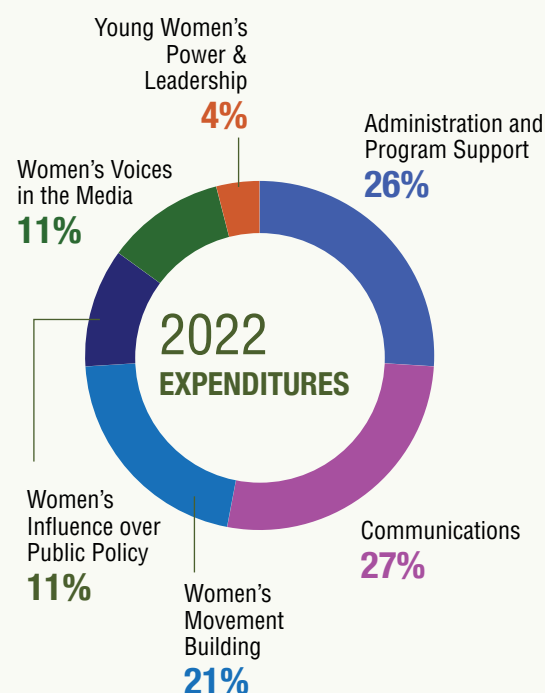
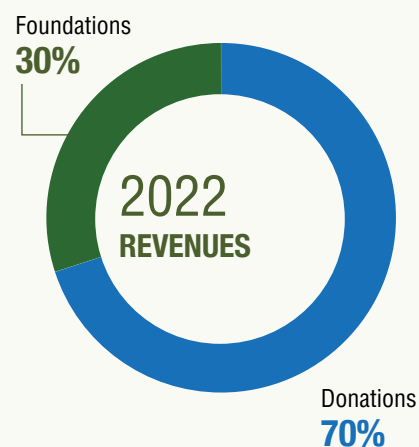
Jenny Walker

Magnes Welsh

*It is only through your solidarity and collaboration
that we can succeed*

Financial Summary

	2022	2021
ASSETS		
CURRENT ASSETS		
Cash	\$ 795,636	\$ 823,902
Accounts Receivable	443,164	78,052
Prepaid Expenses & Deposits	4,168	3,813
	<u>\$ 1,242,968</u>	<u>\$ 905,767</u>
LIABILITIES & NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable & Accrued Liabilities	\$ 70,634	\$ 101,985
DEFERRED CONTRIBUTIONS	164,793	59,983
UNRESTRICTED NET ASSETS BEGINNING	743,799	581,089
Net Revenue (Expenditures)	263,742	162,710
UNRESTRICTED NET ASSETS ENDING	<u>1,007,541</u>	<u>743,799</u>
	<u>\$ 1,242,968</u>	<u>\$ 905,767</u>
STATEMENT OF OPERATIONS		
REVENUE		
Donations	\$ 887,661	\$ 732,718
Foundations	384,814	450,015
Grants	-	435,442
In Kind Contributions	-	13,144
Interest & Other Income	712	3,440
	<u>\$ 1,273,187</u>	<u>\$ 1,634,759</u>
EXPENDITURES		
Administration & Program Support	267,382	298,054
Communications	269,839	360,132
Women's Movement Building	211,290	225,612
Women's Influence over Public Policy	112,275	146,577
Women's Voices in the Media	107,347	202,485
Young Women's Power & Leadership	41,313	239,189
	<u>\$ 1,009,445</u>	<u>\$ 1,472,049</u>
NET REVENUE OVER EXPENDITURES	<u>\$ 263,742</u>	<u>\$ 162,710</u>



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