



wia[®] ANNUAL IMPACT
REPORT

2022 - 2023

11k+

WIA Members

19k+

WIA Mailing List
Subscribers

82k+

Social Media
Followers, Virtual
Community Members

6.2k+

Talent Database
Profiles

3k+

Mentorship Participants
Since 2015

45+

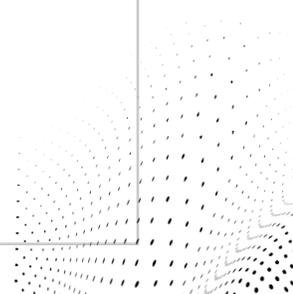
WIA Communities
(Collectives, Chapters,
and Affiliates)

330+

Volunteers

CONTENT

- 02** LETTER FROM PRESIDENT
- 03** MISSION, VISION & HISTORY
- 04** ADVANCING GENDER JUSTICE
- 05** WIA COMMUNITIES
- 06** NEW MEMBERSHIP MODEL
- 07** WIA MENTORSHIP PROGRAM
- 08** WIA LEADERSHIP INSTITUTE
- 09** WIA SCHOLARSHIP
- 10** CAREER RESOURCES
- 11** EVENTS & PROGRAMMING
- 12** PROFESSIONAL GROWTH
- 13** WORLD SUMMIT 2023
- 14** STORIES X WOMEN
- 15** VIRTUAL COMMUNITIES
- 17** GLOBAL FUND SPONSORS
- 18** FOUNDATION PARTNERS/ INDIVIDUAL DONORS
- 19** FINANCES
- 20** WIA BOARD OF DIRECTORS



PRESIDENT'S STATEMENT



Hello members and partners of WIA,

I am thrilled to present WIA's first Annual Impact Report, which highlights our progress in advancing women and nonbinary people in the animation, VFX, and gaming industries. This report is a testament to our members, donors, partners, board, and staff, who have worked tirelessly to increase meaningful representation for people of underrepresented genders in our field.

In 30 years, WIA has grown in both size and mission. In 2013, when I became President, I was joined by a brilliant group of volunteers, including several serving as board members today, to reimagine the role WIA could play in advancing intersectional gender justice in animation. We boldly decided to launch the 50/50 by 2025 initiative, for which animation leaders pledged to achieve 50% representation of women in the industry by 2025. In that time, two critical advancements have occurred:

1. Industry leaders heeded the call, growing the percentage of women in animation from 20% to 34% and showing that we can make genuine inroads when we set our minds to it.
2. We recognized that our mission is deeply tied to the struggles of all people of underrepresented genders—women-identifying, nonbinary, and trans individuals—and we updated our mission to state that explicitly. We are stronger together.

Our goal of authentic representation in the industry remains steadfast.

Much of WIA's work is about facilitating connections. We're proud to have expanded our global engagement, including more than 45 WIA Collectives and Chapters worldwide, and forged new partnerships with industry organizations, studios, and educational institutions. Our Mentorship Program has built inclusive networks of support for 3,000 participants. In addition, we expanded event programming to facilitate meaningful conversations that will shape the future of our collective industries.

In our commitment to advocacy, and thanks to the support of our Global Fund Sponsors, WIA engaged industry stakeholders at our 7th annual World Summit at the Annecy International Animation Film Festival. We were honored to be joined by GLAAD, the world's largest LGBTQ+ media advocacy organization, and other industry leaders to unpack our theme of Break the Box: Gender and Leadership. Together, we explored the power that can occur in our industry when people break free from societal expectations.

We also heeded the research on the need to increase support for women and nonbinary people at the mid-point of their career by launching our WIA Leadership Institute, a year-long leadership program for women and nonbinary people of all backgrounds in mid-level creative roles in Animation, VFX, and Gaming.

While the past year has been filled with significant milestones, it has also been a year of setbacks for our community. The reversal of affirmative action by the Supreme Court is just one example highlighting the urgent need for forward-thinking, brave action to ensure we don't go backward on all the progress we've made.

With less than two years until 2025, we must recognize the importance of our progress and the vital role WIA plays in our industries' gender justice journey. Investing in WIA demonstrates your commitment to sustaining and expanding the diversity and inclusivity we have worked hard to achieve.

Our goal to reach 50% representation by 2025 can only happen with your help.

This Impact Report highlights what sets WIA apart and why we continue to challenge ourselves to reach farther, dream bigger, and work harder to create an inclusive community for all those seeking careers in animation, VFX, and gaming. Thank you for supporting WIA as we empower women and nonbinary creatives to achieve their dreams.

Our success is possible when we all work together.

With gratitude,

Marge Dean
President, WIA



OUR HISTORY

In 1993, then editor of Animation Magazine Rita Street founded Women in Animation with industry friends and colleagues to foster the dignity and advancement of women working in the animation field. For almost two decades, Jan Nagel and Hope Parker, along with a steering committee of industry professionals, worked tirelessly to empower and advocate for women within the animation industry — a commitment to equity that the organization continues today.

In 2013, Margaret Dean and Kristy Scanlan stepped into the role of WIA co-presidents. They were soon joined by a brilliant group of highly engaged volunteers who are still active more than a decade later, several who today still serve as board members, including Jinko Gotoh, who serves as WIA Vice President. Thanks to their visionary leadership plus the hard work of board members, staff, and a fleet of dedicated volunteers, WIA has evolved into the foremost gender identity-based advocacy organization in animation, championing equity for women and people of underrepresented gender identities.

Today, WIA touts a robust membership of more than 11,000 diverse creatives from around the globe.

As animation continues to reach audiences of all ages, genders, ethnicities, abilities, and nationalities, so does the need to ensure that animation content represents the world as it should be – an environment in which all people are equally represented, both behind the scenes and on screens, to move culture forward.

WIA MISSION

We bring together the global animation community to empower and advocate for people of underrepresented gender identities in the art, technology, production, and business of animation, inspiring excellence and justice in all facets of the industry.

WIA VISION

We envision a world in which people of all gender identities share fully in the creation, production, and rewards of animation, resulting in richer and more diverse entertainment and media that moves our world forward.

ADVANCING GENDER JUSTICE

In 2013, women and people of underrepresented gender identities made up approximately 20% of industry creatives, although they represented about 60% of animation school graduates.

Once they're in the industry, women, nonbinary, and transgender people still face significant barriers to advancement.

Today, the number of working creatives of underrepresented gender identities has increased to 34% — a more than

50% increase since 2013 — but there is still much work to be done to reach gender parity within the animation, VFX, and gaming fields.

WIA has moved those numbers toward gender parity through high-quality, data-driven programs; intentional global community building; and passionate advocacy in the industry. WIA is only one piece of the puzzle, though. It takes all of us working together, making change wherever we can, and pushing our industry to improve. To that end, WIA launched the 50/50 by 2025 initiative to galvanize the industry and give us all something to work toward. We know 50/50 can be a reality - but only if we all join together to support the cause.

*USC/WIA Research 2019/TAG
2022 Data





45+

WIA Communities
(Collectives, Chapters,
and Affiliates)

160

WIA Community
Volunteers

6

Continents with active
WIA members

WIA COMMUNITIES

One of our key accomplishments has been the expansion of our global outreach and engagement, with more than 45 WIA Collectives and Chapters worldwide, including more than 33 Student Collectives.

We recognize the importance of building meaningful connections with members who share the same geographical location, intersectional identities, and interests. Through these specialized groups, the WIA Communities program can:

- Foster environments of support and a more profound sense of belonging within the industry.
- Expand opportunities for mobility in the field.
- Promote meaningful relationships and trust between members.
- Stimulate conversations that speak to the unique needs of distinct enclaves within our larger WIA Global community.

WIA Communities bring together members to build a hyper-local network of support and learning.

MEMBER DEMOGRAPHICS*

LGBTQ+ 39%
Asian 21%
Black 9%
Indigenous 1.3%

Latinx 16%
Mixed/Multiracial 2.5%
Pacific Islander 1.2%
White 46%

*based on survey respondents

NEW MEMBERSHIP MODEL

This last year, we launched our updated membership model. Our new donation-based membership model allows our community members to support WIA and our work in the way that works and feels best for them. This includes the ability to become a member simply by signing a pledge of support, or making a donation to access various benefits. All of this is possible due to the continuing partnership of our corporate, foundation, and individual donors. Through the implementation of this new model, WIA has provided the tools and resources to our community that move our mission forward.

As a mission-driven organization, WIA is committed to making our services equitable to our members worldwide. When members donate, the benefits are based on the cost of living in the member's country rather than a standard donation amount across all countries.* Making this shift ensures that more people can access WIA's programs and services, regardless of geography and economic position.

*The Organisation for Economic Co-operation and Development

The Walt Disney Company is a proud sponsor of WIA, the leading organization for women and non-binary artists in animation, vfx, and gaming which has supported and nurtured artists for the last 30 years. Through its global talent programs, mentorship, and community building, WIA has set the gold standard for how an organization can impact change and push the work forward.

— Mahin Ibrahim, Director, Creative Talent Pathways, Representation & Inclusion Strategies, The Walt Disney Studios

DONATION LEVELS

SUPPORTER

MAKER

CREATOR

INNOVATOR

TRAILBLAZER



MENTORSHIP PROGRAM

Our flagship Mentorship Program is now in its 8th year and 3,000 people have participated in the program since its inception. This program connects emerging talents with industry professionals to create inclusive, growth-minded communities of support.

In our 2022-23 fiscal year, we facilitated over 70 mentoring circles, serving 474 mentees and providing invaluable guidance and support to aspiring talent working in all aspects of our industries.

Through this program, we have seen countless success stories and witnessed firsthand the transformative impact of mentorship on our members and their careers.

The WIA Mentorship Program has successfully expanded into the EMEA (Europe, Middle East, and Africa). WIA hired Imke Fehrmann — a seasoned Mentor herself — as a new mentor coach who helped secure 14 mentors located in the EMEA for the Fall 2023 Mentorship Circles session.

WIA's Mentorship program is the real deal. Working with mentees on their areas of interest is an effective method for growing talent. I highly recommend the Mentorship Circles program.

— Angela Lepito,
Artist Manager - Art & Story
DreamWorks Animation

Thank you so much for running the WIA Mentorship Circles program! It's such a wonderful opportunity for mentorship and community. Coming out of college I felt like I had no idea how to jump from my current job to one in the animation field, but now I feel much more well-informed, connected, and prepared.

— Mentee

3K

Total People Participated Since Start of Program

70

Mentoring Circles for 2022-23

474

Mentees served for 2022-23



WIA LEADERSHIP INSTITUTE

The inaugural WIA Leadership Institute launched in March. It is a highly interactive, 9-month practical-application leadership program for women and gender non-binary people of all backgrounds in middle management creative leadership roles in animation, VFX, and gaming.

- Participants gain tools, capacity, and confidence to be more effective leaders of creative teams, a more robust network of cross-industry professionals with shared values, a facilitated system of support from their employer during their learning journey, and access to WIA infrastructure and resources.
- Twenty participants represented Animal Logic, Disney Television Animation, Electronic Arts, Netflix, Mikros Animation, Nickelodeon, Open Pixel, MTV, Pixar, Skybound Entertainment, Sony Pictures Animation, Walt Disney Animation Studios, and the Walt Disney Company.
- Guest speakers have included Yvette Merino, Academy Award-winning producer of *Encanto*; Glen Mazzara, Executive Producer and Showrunner for AMC's *The Walking Dead*; Lynwen Brennan, Executive Vice President & General Manager of Lucasfilm; Farah Ali, Vice President of Technology Growth Strategy at Electronic Arts; Megan Townsend, Senior Director of Entertainment Research & Analysis at GLAAD; Daisy Auger-Dominguez, Global Chief People Officer at Vice Media Group; and the creative leadership team of *Turning Red*.

The Leadership Institute has provided me with the tools, resources, and support I needed to analyze how I show up as a leader, how that impacts my work environment, and how to create change from the top.

— WLI Participant

Participant feedback has included comments like "The Institute reminds oneself that they are not alone, that they have a group of people that they can connect with and lean on for advice, encouragement, or even just to listen. In my day-to-day job, I'm now more confident in my abilities and capabilities."

The next WIA Leadership Institute starts in the Spring of 2024. Employers are encouraged to inquire about participation early—only 20 seats are available, and they will go quickly.

WIA SCHOLARSHIP PROGRAM

The WIA Scholarship Program is an annual award committed to furthering deserving animation students who demonstrate artistic talent, a passion for animation, a financial need, and a promising future in the field of animation.

The program has grown tremendously over the past few years, and it is all thanks to the sponsors who genuinely care and support emerging talent with their generous donations, including cash prizes, software, hardware, workshops, and tutoring opportunities. The quality of talent reflects significantly on the bright future of the animation industry.

This past year, we had close to 200 applications from 74 schools across the US and Puerto Rico, as well as Canada, France, the United Kingdom, Germany, Mexico, South Africa, and Sri Lanka. Fifteen students received the scholarships, and an additional 25 students were identified as honorable mentions and were awarded prizes. WIA is proud of every single one of them and wishes everyone the best for the future ahead of them.

Thank you to our WIA Scholarship Sponsors for their ongoing support:

Animation Focus
 Animation Mentor
 ArtStation
 Autodesk
 Foundry
 LAIKA
 Toon Boom
 Wacom
 WIA - Bay Area
 WIA - Montreal
 Yellowbrick

2022-2023 WIA Scholarships Recipients



Michelle Cheng
 California Institute of the Arts



Tiffany Book
 ArtCenter College of Design



Sherry Li
 University of Pennsylvania



Taharida Rahman
 California State University, Northridge



Hailey Bair
 Ringling College of Art and Design



Isabella Bajestani
 Belmont University



Rui Han
 University of Southern California



Ejun Hong
 University of Pennsylvania



Safia Colbert
 Arizona State University



Patricia Alyson Deogracias
 Ringling College of Art and Design



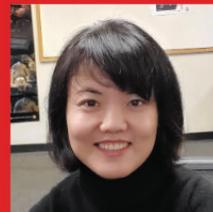
Ruby Saysanasy
 Sheridan College



Maggie McKelvey
 California Institute of the Arts



Brooke Burnett
 School of Visual Arts

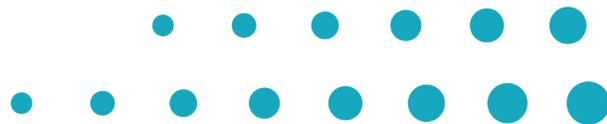


Fan Zhang
 Academy of Art University



Kaylee Tian Lin Tan
 Ringling College of Art and Design

CAREER RESOURCES



WIA TALENT DATABASE

WIA has championed inclusion and diversity in the animation, VFX, and gaming industries for more than 30 years and continues to strengthen the visibility of people of underrepresented gender identities in the industry. One of the ways WIA is able to accomplish this is through the WIA Talent Database, which was created as a direct response to the often-heard lament from decision-makers that they want to hire more women and non-binary people but don't know where to find them.



The WIA Talent Database currently contains the profiles of 6,000+ underrepresented animation professionals

with skills spanning the animation, VFX, and gaming fields, making it easier for studios and hiring managers to connect with women, nonbinary, and transgender talent.

Currently, more than two dozen studios, employers, and hiring managers — large and small — have access to and use the WIA Talent Database. Employers can filter candidates based on several industry-specific hiring factors, including a gallery view which hiring managers and recruiters can use to compare art styles side by side, feature vs. series experience, CG pipeline experience, and even availability from candidates that choose to disclose that information.

The WIA Talent Database is an ever-growing resource, updated regularly, that studios can utilize to balance the diversity of their hiring and in their overall industry.

WIA JOB BOARD

One of WIA's most established member resources, the WIA Job Board, is a member-exclusive tool with job listings from both major and independent studios.

The WIA Job Board offers members a more tailored and specialized approach to job searching by placing industry employment and internship opportunities all in one spot. Studios searching for candidates with specific skills and expertise use the WIA Job Board to get opportunities in front of over 11,000 women and non-binary people to help ensure their candidate pool is diverse and highly skilled.

We regularly receive new job listings from studios large and small, providing

our members with a wide range of potential employment opportunities across the animation, VFX, and gaming industries.



EVENTS & PROGRAMMING

WIA hosted an impressive total of 35 events over the 2022-23 fiscal year, bringing together a vibrant community of 3,428 attendees who share a passion for gender equity in the animation, VFX, and gaming industries.

Among our standout events, the following garnered significant attention and participation:

- WIA x Pixar Internship Panel Discussion - This illuminating discussion drew in a remarkable 424 attendees, offering valuable insights into the world of Pixar internships.
- *Wendell + Wild* Discussion - Our engaging event saw 222 attendees coming together to explore the creative process behind this exciting project, *Wendell + Wild*.
- LIVE Q&A with the Women Leaders of *Lightyear* - A lively session featuring the women leaders behind *Lightyear* attracted 206 attendees, offering a unique glimpse into the film's development.



While our larger events made a significant impact, we also cherished our smaller yet immensely engaging events, like our Book Club series. This intimate gathering, led by Jana Day, a Management and Leadership Development Coach, provides a platform for members to gather to discuss different books and their impact and impressions of them.

“LAIKA is proud to partner with WIA to create access, equity, and a true sense of inclusion in our industry. We recently hosted WIA at our studio and we are so excited to continue exploring the creative ways we can collaborate to support, empower, and mentor women and people of all marginalized and underrepresented genders at LAIKA and beyond.”

— Karin Garber, DEI Manager, LAIKA Studios

35

WIA Global In-Person and Virtual Events

3,428

Virtual and In-Person Attendees

79

Volunteer Moderators and Panelists

INTRODUCING OUR PROFESSIONAL GROWTH SERIES

At WIA, we believe in empowering our members to achieve their career goals by equipping them with the knowledge, skills, and resources necessary to navigate the job market successfully. We do this through various in-person and virtual events. These include exclusive screenings, networking opportunities, partner programming, and our signature Professional Growth Program.

The Professional Growth Program is a comprehensive offering made up of four in-person and virtual event tracks, each tailored to meet the diverse needs of WIA members:

- **The Creator Series** allows participants to dive into the creative aspects of animation, VFX, and gaming.
- **The Advancing Gender Justice Series** promotes gender equality and justice in our industry.
- **The Level Up Series** helps creatives elevate their skills and careers in animation, VFX, and gaming.
- **The Open Door Series** allows members to explore opportunities and pathways within the animation industry.



This was so inspiring and so helpful, especially as someone trying to break into the industry. Thank you to the hosts and panels for sharing their experiences!

— Attendee

We are excited to continue to provide our community with opportunities to connect with industry professionals, build a supportive network, and expand their toolkit for success in the ever-evolving world of animation, VFX, and gaming.

This coming year, we are launching the **Animation Resilience: Surviving and Thriving in an Uncertain Industry** program — a comprehensive event series designed to empower industry professionals of all levels as well as students with the knowledge and skills to navigate the animation landscape during uncertain economic conditions.

What a massive success the Summit was. Wanted to thank you again for including me, I had such a great response with lots of people coming up to me throughout the week to talk about my points and the panel in general."

— Lou Bones, Creative Talent Director

2023 WORLD SUMMIT

WIA returned to the Annecy International Animation Film Festival and Mifa for the seventh time to host our World Summit, where we again put the topics of gender justice and equity on the global stage.

This year, WIA collaborated with GLAAD — the world's largest LGBTQ+ media advocacy organization — to bring this year's WIA World Summit to Annecy.

The day was filled with rousing and thought-provoking discussions as key industry professionals in the fields of animation, VFX, and gaming came together to tackle this year's theme, "Break the Box: Redefining Gender and Leadership."

Special guests included ND Stevenson, Vicky Jenson, Ramsey Naito, Anna Ginsburg, Nora Twomey, and many more.

The day-long symposium was facilitated by WIA Secretary Julie Ann Crommett.

1,000+

Virtual and In-Person Attendees

5

Panels

34

Countries Visiting the Website to Watch the World Summit Including from U.S., France, U.K., Canada, and Germany



STORIES X WOMEN

Stories x Women launched in 2022 as a collaborative program aimed at increasing the diversity of voices in animation globally. The program's goal is to provide access to international opportunities for women creatives who want to tell their authentic stories from emerging national film and audio-visual animation communities of Africa, Asia-Pacific, and Latin America.

This was the program's second year, run in collaboration with FIAPF (International Federation of Film Producers' Associations) and The Walt Disney Company, with additional support from Sony Pictures Entertainment. In 2023, it brought together five women-led projects (10 people total) to pitch at the Annecy International Animation Film Festival. For some of the participants, this was the first time they were able to participate in the prestigious festival. Women from countries including the Dominican Republic, Brazil, Kenya, Malaysia, and Chile were selected to participate. They received mentoring and support on their pitches prior to Annecy and then spent the week at Annecy pitching their projects.

130+

Candidates

5

Women-led Teams
Chosen

6

Countries
Represented



VIRTUAL COMMUNITY

NEW WEBSITE

WIA launched its new website on May 31, 2023. Since then, we have seen remarkable growth in engagement and membership, thanks partly to an outreach campaign meant to prepare WIA members and the community for the change.

Since the launch, WIA went from 5,300+ members on the old platform to nearly 11,000 on the new site. More than 5,000 new community members have taken advantage of our new membership model and have joined WIA as free — or Supporter Level — members. Many have even had their dormant accounts updated and are now active members.

We've gained nearly 500 new donating members, which have generated revenue of close to \$10,000.



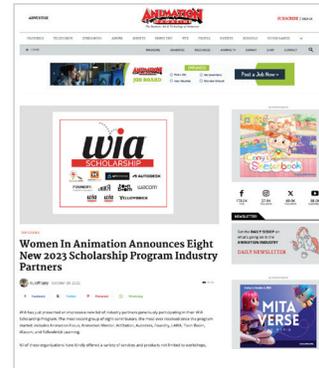
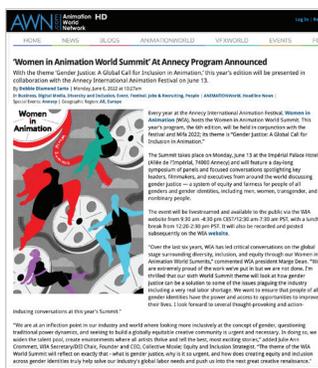
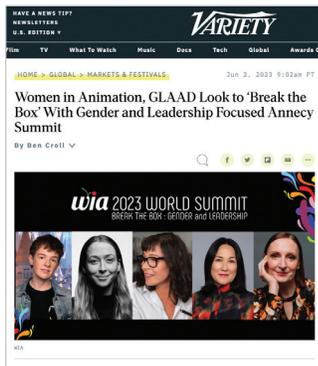
In the spring of 2023, WIA launched its official WIA Discord server which allowed WIA to connect with more members in order to foster a deep sense of community in a space where millions of creatives already gather.

Since its unveiling, the community has been steadily growing. At the end of May, the WIA server had 795 members sharing ideas and news and also creating a space of connection and community.

WIA IN THE NEWS

During the 2022-23 year, WIA has continued to engage the press, allowing us to amplify our mission, increase visibility, and attract support, ultimately enabling WIA to make a greater impact in the animation, VFX, and gaming fields.

This past year, WIA received regular press coverage of our programs and events — including the WIA Scholarship Program, WIA Diversity Awards, The World Summit, and our Stories x Women program. They were featured in such industry outlets as *Variety*, *Deadline*, *The Hollywood Reporter*, *Animation Magazine*, *Animation Magazine*, *Cartoon Brew*, *Kidscreen*, *Skwigly*, and *AWN*, among others.



2022 - 2023 GLOBAL FUND SPONSORS

In 2013, over 60% of animation school graduates were female, but women held only 20% of the creative roles in the industry. WIA launched the 50/50 by 2025 initiative to advocate for change and to provide programs and connections to drive toward gender equality by 2025. Today, according to the Animation Guild, the percentage of women working in animation (for union employers) is 34% — a more than 50% increase since 2013. At this pace, 50/50 by 2025 can be a reality — but only if we all join together to support the cause.

As a non-profit organization, WIA's work would not be possible without contributions from our individual and corporate sponsors. We seek to recognize our sponsors by providing benefits that enhance their brands. Our major event, the World Summit at the Annecy International Animation Film Festival, provides global visibility, and our year-round programs offer ongoing opportunities to reach our worldwide and growing membership.

We are grateful that our Global Fund Sponsors enable and elevate the hard work we do in advocating for gender parity, diversity, and inclusion within our industry. While we are pleased with the advancements being made toward gender parity in our industries, there is certainly more work ahead as we strive to reach gender equity by 2025.



"We established the WIA Global Fund in the spring of 2019 with the goal of raising our first \$1M over 18 months. Thanks to the generous support of our corporate and individual donors, we reached our goal within the first year! Over the past four years, we have raised \$2,254,000. Your financial support has allowed WIA to hire Jena Olson, our Deputy Director, and add a small full-time staff. This enabled us to further expand programs in our effort to hit 50/50 by 2025. We still have much work to do but we could not be here without your contribution. We are incredibly grateful for your impact.

— Jinko Gotoh,
WIA Vice President



THANK YOU TO OUR 2022-2023 GLOBAL FUND SPONSORS

CHANGEMAKER CIRCLE

The Walt Disney Company

Walt Disney Animation Studios
RISE
Lucasfilm Animation
Pixar

Disney Television Animation Studios
20th Century Fox Adult Animation
Disney Jr

VISIONARY CIRCLE

MTV Entertainment

LEADERSHIP CIRCLE

Animal Logic
DreamWorks Animation
Illumination
Entertainment

NBC Universal
Mikros Animation
Netflix
Titmouse

Sony
Sony Pictures Animation
Sony Pictures
Entertainment
Sony Pictures Imageworks

PARTNERS CIRCLE

AWS
AMC Networks
ArtStation
LAIKA Studios
Toon Boom

Nickelodeon
Paramount
School of Visual Arts
Skybound
Entertainment

Skydance Animation
Virtuos
Warner Animation Group
Wētā FX

SUPPORTERS CIRCLE

Aardman
Agora Studios
Anonymous
Christine Chang

GKIDS
The Gotham Group
Incessant Rain Studios
Jinko Gotoh

Locksmith Animation
Lord Miller
Melissa Cobb

FRIENDS CIRCLE

Bad Robot

Nexus

THANK YOU TO OUR 2022-2023 FOUNDATION PARTNERS AND INDIVIDUAL DONORS

We are grateful for the support of our foundation and individual donors who help champion the work WIA is doing in our community:

FOUNDATION PARTNERS

The BRIC Foundation

The Bravo Foundation

WIA CHAMPIONS

Anonymous

Margaret Dean

Rayasam Prasad

Bonnie Arnold

Nicole Grindle

The Gotham Group

Pam Coats

Laney Ingram

WIA AMBASSADORS

Anonymous

Katie Nolan Hales -

Lisa Poole

Nancy Newhouse Porter -
NewhousePorterHubbard

The Nolan Hales Giving Fund

Rick and Morty

Fumi Kitahara & Simon Otto

Marisa Roman Martin

WIA TRAILBLAZERS

Anonymous

Danielle Feinberg

Camille Eden

Rita Street

WIA INNOVATORS

Anonymous

Elizabeth Kramer

Buyyala Saraswathi

Barbara Astrini-Currie

Rachelle Lewis

Cathi Wiebrecht-Searer &
Rick Searer

Tracy Campbell

Gerald Malone

Tazuko Shibusawa

Alice Dewey Goldstone

Paige Malone Searer

Gary Swink

Barb Green

Rachel McIntyre

Carl Thiel

Bernie Hafeli

Dallas Middaugh

Phillipp Wolf

Ryan Hall

Hsiang Chin Moe

Kaitlyn Yang

Joel Hickerson

Alison O'Brien

Elizabeth Young

Colleen Jenkinson

Frank Patterson

Joshua King

Julia Pistor

FINANCES

In the 2022-23 fiscal year*, WIA made a strategic decision to allocate \$186,899 from our reserve funds toward five critical initiatives:

- Providing access to all, regardless of financial challenges
- Growing our Mentorship Program by adding additional mentorship coaches and circles
- Implementing our new membership model
- Program development for WIA Leadership Institute
- Investing in our virtual community with a new website and Discord platform

These investments were driven by our commitment to strengthening our organization and providing relevant and timely resources for our growing community. These initiatives reflect our dedication to advancing our core objectives and mission in serving our members and their work in animation, VFX, and gaming throughout the world.

REVENUE

Corporate Donations	490,319
Membership	228,401
Fee for Service	44,820
Individual Donations	37,228
Grants	20,000
Total Income	820,767

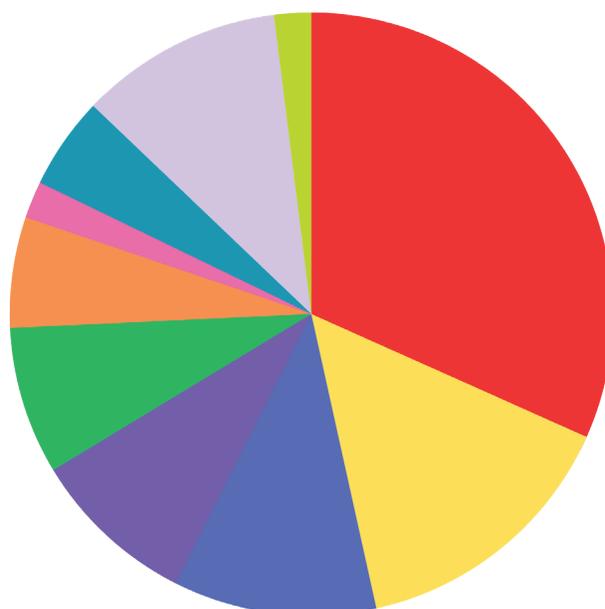
EXPENSES

Programs	621,417
Administrative	383,249
Total Expenses	1,007,666
Check	(186,899)

PROGRAMMING BREAKDOWN

Community Building	32%
Membership	15%
World Summit	11%
WIA Leadership Institute	9%
Advocacy Campaigns	8%
Higher Education	6%
Stories x Women	2%
Talent Database	5%
Professional Growth Series	11%
Other	2%

Community Building	32%	Higher Education	6%
Mentorship	15%	Stories X Women	2%
World Summit	11%	Talent Database	5%
WIA Leadership Institute	9%	Professional Growth Series	11%
Advocacy Campaigns	8%	Other	2%



WIA BOARD OF DIRECTORS

We are proud to be led by a passionate group of experienced industry veterans dedicated to supporting and advocating for women and people of underrepresented gender identities in animation, VFX, and gaming. In addition to serving on our board, many members donate their time to various WIA Committees and projects, including the Executive, Governance, Development, and Finance Committees, as well as supporting the staff's work in programming, communications, scholarships, and communications.

EXECUTIVE BOARD



MARGARET DEAN, PRESIDENT

Head of Animation Studio at Skybound Entertainment



JINKO GOTOH, VICE PRESIDENT

Oscar-Nominated Producer



JULIE ANN CROMMETT, SECRETARY

Founder and CEO, Collective Moxie



PAIGE SEARER, TREASURER

Strategic Finance Consultant



BRENDAN BURCH, EXECUTIVE COMMITTEE

Six Point Harness COO, Mondo Media



TRACY CAMPBELL, EXECUTIVE COMMITTEE

Director of Production Training & Development, Walt Disney Animation Studio

WIA BOARD



CHRISTINE CHANG

Head of Standards and Operations, Airbnb Hosting (Homes and Experiences)



GAIL CURREY

Consultant to the Entertainment Industry



CAMILLE EDEN

VP, Recruitment/Talent Development at Nickelodeon Animation Studios



MARLAYNE "LANEY" INGRAM

Senior Counsel, TV & Film, Skybound Entertainment



FUMI KITAHARA

Owner, The PR Kitchen



ANDREA RAMIREZ

Creative Producer/ Freelance Consultant



SHARON TAYLOR

CEO of the Animal Logic Group



HSIANG CHIN MOE

BFA Animation Chair at the School of Visual Arts in NYC



wia ANNUAL IMPACT **REPORT** 2022 - 2023

WIA brings together a global community of over 11,000+ members in the fields of animation, VFX, and gaming to empower and advocate for people of underrepresented genders in the art, science, and business of our industries by increasing access to resources, creating opportunities for education, encouraging strong connections, and inspiring excellence. Your donation will support important efforts such as the WIA Mentorship Program, our Talent Database, the World Summit at Annecy, and our Scholarship Program.



For more information on our programs and how to get involved, please visit our website at womeninanimation.org or email us at wia@womeninanimation.org

WIA STAFF

Jena Olson, Deputy Director | jena.olson@womeninanimation.org

Lisa Bergeson, Director of Development | lisa.bergeson@womeninanimation.org

Kate Menz, Program Manager | kate.menz@womeninanimation.org

Erin Cox, Events Manager | erin.cox@womeninanimation.org

Beatriz E. Valenzuela, Communications Manager |

beatriz.valenzuela@womeninanimation.org

Mia Booker, Program Coordinator | mia.booker@womeninanimation.org

Geethika Kataru, Administrative Assistant |

geethika.kataru@womeninanimation.org